

President's Report
BCASW Board Mtg, April 4, 2023
Michael Crawford

Thank you to Vancouver Island member David Turner for attending an MCFD consultation on oversight of social work on my behalf on January 27, 2023. David reported that most in attendance were supportive of mandatory registration for all BC social workers.

UFV practicum student Rachel Andor and I met with Parliamentary Secretary for Accessibility Susie Chant. Thank you to our Health Advocacy Committee and the Seniors Community of Practice for supporting the meeting with notes. We spoke about increased funding for transportation to medical appointments, continuing the COVID benefit, accessible and affordable housing, and the need for a provincial program to provide affordable assistive devices.

Rachel and I also met with Minister of Mental Health and Addictions Jennifer Whiteside to discuss ways our priorities regarding government responses to MHA including more attention paid to the voices of people with lived and living experience, evidence-based interventions throughout the detox, treatment, and recovery process.

Dianne and I met with BCCSW Interim Registrar Lise Beauchesne to discuss the ASWB exam, MCFD consultation, and members concerns regarding timely processing of applications to the RCSW exam. I had a private meeting with BCCSW President Jason Lam.

Dianne and I met with CASW ED Fred Phelps to discuss the NASW position on the ASWB exam. NASW has concerns that the ASWB exam is racist and are no longer supporting it. Dianne and I are meeting with the BC school of social work deans and directors at the end of April to discuss this matter.

Five media releases since the last Board meeting –

- February 23, 2023 - BC SOCIAL WORKERS SUPPORT EVIDENCED-BASED SERVICES FOR CHILDREN WITH SPECIAL NEEDS
- February 27, 2023 - BC SOCIAL WORKERS SUPPORT THE SENIORS ADVOCATE RECOMMENDATIONS TO IMPROVE HOME SUPPORT
- March 13 - BC SOCIAL WORKERS CALL FOR EXPANSION OF RENTER ASSISTANCE PROGRAMS
- March 16, 2023 - BC SOCIAL WORKERS CELEBRATE SOCIAL WORK WEEK, MARCH 19TH-25TH
- March 10, 2023 - BC SOCIAL WORKERS RECOGNIZED FOR DISTINGUISHED SERVICE

I continue to post to our social media at least four times a week resulting in increased following.

Jan 24, 2023/Mar 30, 2023

- Facebook - 1,673/1,738, +65
- Twitter – 470/522, +52
- Instagram – 819/916, +97

I have spoken to three of our members and asked them to consider working with me to create a Queer Community of Practice for the purpose of promoting appropriate social work practice in this area, education, advocacy, and education. I'd like to move forward and establish more communities of practice in areas such as mental health and addictions, and child welfare.

I continue to attend and participate in the following committees and communities of practice, TN Exec, CPD, Advocacy Circle, Anti-Racism and Cultural Advocacy, Retired Social Work Group, Finance, Indigenous, Membership, and Re-organization.

MCFD has said they will release a “what we heard” report on their consultation on social work oversight in May 2023. In preparation for this I have been working with UFV practicum student Rachel Andor to write an updated history of our campaign to strengthen professional social work. We hope to publish this history in this spring’s Perspectives.

Lastly, BC Social Work Week 2023 was a great success in large part to the work of UFV practicum student Rachel Andor, who chaired the BC Social Work Week Working Group, and Amanda Cama, who chaired the BCASW student Committee. The event by the numbers -

- 3 in-person branch events (Northwest, Northern, Thompson Nicola)
- 11 online panels, talks, and webinars
- 33 presenters
- 20 posters
- 3 media release
- 8 media stories (Prince George, Kamloops, and Fraser Valley)
- 2 awards (one MCFD Minister)
- 1 eBulletin to 1,400 members
- > 4,000 email messages (past registrants, current registrants, immigrant-serving agencies, social work pros, etc.)
- 116 social media posts
- 1 letter-writing campaign (257 senders as of March 30)
- 1,782 registrations (includes 584 by students)
- 974 unique registrations (includes 318 students)
- 782 people who have not registered previously for a BCASW online event

Executive Director’s Report January 27– April 4, 2023 Board Meeting

In review, since our last meeting:

Operations

Last year’s major projects included a new website, database, payment system, and an office move. Completion of these projects assist operations in 2023 and strengthened the Association infrastructure.

Services continue, Dianne Heath, Executive Director, working from home and the office, Darren Usher, Member Services Coordinator, working from the office, Monday -Thursday mornings. Rachel Andor, joined us remotely for her University of Fraser Valley BSW student placement. Rose Wu will begin April 11th in a part-time Communications Coordinator and Admin position, working remotely.

Operations

- Domain name transfer for website to Enginess and SSL optimization

- Members list sent to CASW monthly, to branches and other groups upon request
- Job and CPD postings- revenue – \$11,800.00
- Just under \$140,000.00 deferred revenue to this year- a healthy amount.
- New lease with Northlands, sharing with Speech and Hearing BC. The shared space is 878 sq. ft.
- New insurance policies including cyber insurance
- Staff support for Re-organization, Membership, Executive, PD committees, Personnel
- GST implemented on products and services, plan and estimate signed off for development of membership GST in database
- Database corrections and improvements
- CASW dues calculated and paid \$15,725 (\$37.00 per non-student member)
- TD merchant account closed- savings of \$45.85/month
- Annual review in process
- Staff evaluation completed
- Reviewed and commented on personnel policy draft
- New Board Directors orientation completed
- New Accounts Payable system implemented
- Attended webinar on CSAE 2023 compensation and benefits report
- Requested benefits package quotes for review

Promotion of the Profession

- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Social Work Week events supported- gifts sent to presenters
- Attended four social work week events and Regional IFSW conference
- CASW EDs meeting Feb 14, 2023
- Met with CASW working group to determine messages for next year's theme. The theme lens is that social workers work in complex systems and have many roles.
- Requested and received proclamation for Social Work Week 2023
- Consulted with Vancouver Division of Family Practice on their project to help clients and physicians navigate mental and behavioural health services- addition of social workers in private practice roster, assisted with se-up of navigation site for Vancouver Division of Family Practice. Site with link to our FASW roster will be accessed by GPs, public and shown to third party insurers
- Met with national EDs re evolution of counselling regulations, member Jim Campbell, Deepy Sur OASW re history and regulations for RCSW designation
- Successfully lobbied to have BC College of Social Workers added to Pharmanet Database for approved access
- Met with the Coalition of Health Care Professional Associations in BC (CHCPA in BC) in discussion re concerns re HPO Act. Met with Brian Westgate with group subsequently. Note- choice of term "licensure" for professions, "registration" for occupations
- Supported Distinguished Social Worker Award
- Met with Crisis Intervention Centre and Psychology, RCC's re preparation for practitioners to deal with suicidality in advance of roster for primary care.
- New poster with this year's BCASW theme designed

- Worked with consultation group on Social Services Sector Training and Education Plan (SSSTEP) (BC ASSOCIATION OF ABORIGINAL FRIENDSHIP CENTRES & THE FEDERATION OF COMMUNITY SOCIAL SERVICES OF BC)
- Communications with members and media, meetings with stakeholders including Jennifer Charlesworth in regards to the MCFD consultation and the significance of removal of exemptions from registration as it pertains to the public good
- Update info on ASWB exam controversy and Interstate Compact

Support for Members (1402 current)

Numbers continued to increase.

Engaged membership- multiple activities including high open and click rates on *eBulletin*; requests for inclusion or more information; increasing office consultation phone call requests and emails; attendance at CPD events; participation in mentoring programs

- Monthly *eBulletins*- on average, over double industry averages (Industry average is 30% and a good click rate is 7-6%).
- Membership consultations included questions re cross jurisdictional practice, small business start-ups, third party payer inclusion, CASW resources, vaccination requirements, new Health Professions and Occupations Act implications
- Members of public- resources, complaints
- Mentorship Program January 2023 to date

All peer mentoring groups are held on Thursdays at noon and resumed in January, on hold for April with exception of Private Practice Group

1. Individual mentoring sessions requested and connected – 6
2. RCSW Advocacy Group (12 Interested members) 4 attended – group suspended April 2023
 - Work with the BCCSW to clarify the application process
 - Work with stakeholders to get buy-in/recognition for the RCSW designation:
 - Work with industry to create RCSW positions
3. RCSW Application Peer Support Group (12 Interested members) – 6 attended - group suspended April 2023

Support members who are applying to the BCCSW for RCSW designation – advocacy to the BCCSW for improved application policy and procedures.

4. Members Starting a Private Practice Peer Support Group (134 Interested members – 3 meetings in 2023) good attendance 10-12 per group

Supports members in various stages of developing a private practice

Q&A sheet developed by the group is given to new members

5. Social Work Supervisors' Peer Support Group (6 Interested members – 2 meetings in 2023)- low turnout - group suspended April 2023

Supports supervisors in best practice and current research in the supervision of individuals and groups

6. Current mentors canvassed for continuing in program- new database will track

- Advertised webinars, consulted re new webinars
- *Perspectives* Winter edition
- *Perspectives* access added to members page on website. Login is BCASW200
- Scholarships awarded to members

- FASW listings- 62
- 45 members took advantage of reduced fees with Jack Hirose and Associates Inc. last year
- Year end with Johnson Insurance- affiliate commission
- Website updates
- Perkopolis system updates

Priorities: Continue initiatives under strategic plan and sustain current levels of service

- Vacation
- Report testing
- eBulletin
- *Perspectives*
- Records formerly in storage reviewed, digitalized, and stored or shredded
- Legal and insurance consultation: webinar disclaimer, *Perspectives* article ownership statement and copyright, BCASW liability and insurance for online groups, statements for peer groups, collection of identity data
- Policy governance and procedures review- governance, personnel, operations to be separated; reconciled with current practices and operations; updated for EDI
- Request *Balance* image rights for use from Dylan Thomas
- Review practices and draft policies re identity information collection
- Office set-up- Suite 410 and remote with goal of sustainable hybrid office options
- Plan to support Board to prepare for truth and reconciliation discussions “the importance of spending time in internal dialogue on truth and reconciliation”
- Continue operational review of mentorship program (Update numbers and info for mentors, plan for needs for support- resources, peer group, webinar, etc.)
- Set up GST as per CRA requirements
- New hire orientation

Submitted by Dianne Heath, MSW RSW

Treasurer’s Report

BCASW Board Mtg – April 4, 2023

Fiona Lewis

Financial reports have been delayed due to the new database for memberships. I have received one statement for 2023 that has not yet been reviewed for accuracy. It appears that revenues are on track with the budget. We have an unanticipated expense of \$6600 for making system changes to accommodate charging GST on webinars and other services.

The finalized year end statements for 2022 have not yet been received.

Due to the delay in receiving statements, we will defer a discussion about a further salary increase for the Coordinator, Member Services, until the next board meeting.

CASW Report

The CASW Board met virtually on Friday, March 31, 2023. This was the first Board meeting since October 2022. The Executive Director, Fred Phelps, provided an operational update.

Alberta has delayed rejoining CASW as the nascent Alberta Association experienced some delays in signing members. The delay will prevent CASW from communicating with Alberta members through the regular channels. However, about 850 Alberta Social Workers have liability insurance through BMS and they will be advised of the requirement to be a member of the Alberta Association of Social Workers so that they can access the liability insurance offered through CASW.

The Quebec group of Social Workers is being supported by CASW and the New Brunswick Association. Quebec is planning to attend the Federation meeting in June and they hope to pursue CASW membership this year.

CASW held a joint conference with the National Association of Social Workers (NASW in the United States). The conference was titled Across Borders. Fred Phelps and CASW President Joan Davis-Whelan attended. NASW has a new President, Yvonne Chase, and CASW through our ED and President have made a good connection with her.

NASW and CASW have been examining the Association of Social Work Boards (ASWB) registration examinations. In the United States, pass rates for African American Social Workers and Hispanic American Social Workers are lower than the general population. NASW, CASW, and ASWB are looking at how the exams might be revised to address this.

CASW is developing a paper to promote the importance of Social Work in health care. There has been activity in health care with new funding and targeted funding. However, much of the activity is driven by Nurses and Physicians. CASW hopes to address this through development of the paper and lobbying with government to ensure that Social Work has a place at the table.

The CASW anticipates a budget surplus of about \$80,000.00 for 2022 fiscal year. This is due to two factors. The first relates to a large increase in the demand for assessment of foreign-trained Social Workers. Related to this, Ontario and Alberta have asked CASW to undertake this process for their provinces. The second factor that contributed to the surplus was a large increase in advertising revenue. The demand for posting of ads exceeded expectations. The Board approved the proposed budget for 2023-2024 in the amount of \$722,000.00. Surplus money for 2022-2023 will be allocated to Project Funds.

The Board conducted a review of the Ends that will be used to develop the new strategic plan for CASW. This process will be completed and the new strategic plan will be presented at the Federation meeting in June 2023.

The ED also provided an update on the Code of Ethics. Thirty focus groups were held across the country. The contractor is in the process of revising the proposed Code based on the focus group feedback. Once the revisions are completed the Code will be circulated to key stakeholders for further feedback. When the feedback is received, final revisions will be made and the Code will be presented for approval at the June 2023 Federation meeting.

Glen Schmidt RCSW

Northern Branch BCASW

In December the Northern Branch held a Holiday gathering at Connective Support Society. The Society opened a new supportive and inclusive housing complex in Prince George. Northern Branch members donated to the organization and the Branch also made a donation. We hosted a light lunch and listened to a presentation about the work of the Society.

Branch members met in January and February for our regular monthly meeting and Continuing Professional Development. In January, April Hendrickson, MSW, RSW spoke about the role of the Indigenous Education Social Work unit that she coordinates for School District 57. In February, Bryce Kaiser, MSW, RSW spoke about ethical challenges and dilemmas related to his work in the Emergency Department of the University Hospital of the North in Prince George. Branch member Brent Goerz, MSW, RSW, has done a great job of organizing very interesting speakers this year.

Many key branch members were away during Social Work Week, however our longest serving member, Beth Quesnel, MSW, stepped up to organize a simple outdoor event. Everyone was invited to meet by the statue of social work activist and author, Bridget Moran, for a noon hour celebration. The Mayor of Prince George, Simon Yu, expressed genuine appreciation for the profession before reading the Proclamation for Social Work week and leading all in a “thank you to social workers” toast. Mayor Yu also declared that in Prince George Social Work Week would last until March 27th so he could repeat the Proclamation reading at the beginning of the City Council meeting. Beth Quesnel announced that Heather Lamb, MSW, RSW was the recipient of CASW Distinguished Service Award and Beth presented Heather with flowers from her colleagues. Heather serves as Editor of Perspectives, and she is a past Chair of the Northern Branch. Congratulations to Heather!

Branch member Chuck Fraser, MSW, RSW, said a few words and read a poem in tribute to Bridget Moran. Everyone received buttons celebrating social work, made by the youth at the Foundry in Prince George.

The Branch had excellent media coverage with newspaper articles and televised reports on the local CKPG television network. Our Vice-Chair, Kate Stanvick, BSW, RSW was interviewed, as was Heather Lamb, MSW, RSW. Beth Quesnel, MSW, appeared for a longer interview on a television news program called CKPG Today.

Our Branch is grateful to Beth Quesnel, MSW, for organizing a successful Social Work Week. We also thank Mayor Yu for his kind words and support of the social work profession.

Glen Schmidt, RCSW

Thompson Nicola Branch Report – April 4, 2023

The Thompson Nicola branch joined with BSW students and Thompson Rivers University's School of Social Work and Human Service in hosting a celebration of BC Social Work Week! At the event, TRU students and faculty engaged with a panel of 8 practicing social workers who shared the essential nature of their work and the importance of building community in practice. The social work panel represented practice in diverse areas including Indigenous community outreach and child welfare work, non-profit housing and health, and Interior Health.

The Thompson Nicola Branch presented the Heart of the Grasslands Award to Nadine Ryan, a 25-year MCFD social worker. Lorry-Ann Austin co-presented the award with MCFD Minister Mitzi Dean during BC Social Work Week.

Kamloops social worker honoured with provincial award

<https://cfjctoday.com/2023/03/22/kamloops-social-worker-honoured-with-provincial-award/>

Kamloops social worker receives recognition for decades of 'exemplary service'

<https://www.castanetkamloops.net/news/Kamloops/417032/Kamloops-social-worker-receives-recognition-for-decades-of-exemplary-service->

The Branch student reps are now working to plan an exciting mixer to wrap up a semester of hard work by bringing students together with community social workers to celebrate at a local eatery.

Our last Lunch'n'Learn hosted a panel of social workers discussing feminist social work practice on International Women's Day, March 8th. We are planning two Lunch n' Learn events to conclude our spring offerings, including one that will speak to social work practice opportunities

abroad. We continue to share the Thompson Nicola Connector email mailout biweekly and it is full of interesting articles, links to webinars, and career postings.

Branch Executive members include Lorry-Ann Austin, Michael Crawford, Meghan Dalglish, Jennifer Friend, Sue Peterson, and Meghan Selski.

Submitted by Lorry-Ann Austin, Thompson Nicola Representative to the BCASW Board

CPD Report for Board

Phyllis Nash

Goals for Committee

- a. To provide opportunities for continued professional development to members of BCASW.
- b. To promote the profession and practice of SW by providing opportunities for collaborative discussion, exploration of current practice strategies, awareness and implications of current and proposed social policies.
- c. To increase awareness of the association and promote the value of membership.
- d. To generate revenue to strengthen the association and support the CPD program.
- e. To promote connection and engagement among students and practitioners with colleagues and the BCASW.
- f. To amplify initiatives for social justice, including anti-racism and decolonization of the profession and practice of social work.
- g. To provide social workers with a platform to share their expertise and knowledge.

Events Since Last Report

- h. Narrative Therapy - Tommy Spence – Feb. 16th
- i. Centre for Collaboration, Motivation, and Innovation – presented 3 webinars with last one (Brief Interventions) completed in Feb.
- j. Shirley Cohn – In Focus: The Holocaust through the VHEC Collection Tour March 6 – Vancouver
- k. Changing Queer Kids Lives Via Their Families – March 9
- l. 11 Zoom events for Social Work Week

Events Scheduled

- a. Scheduled Events Responding to Burnout: Personal and Collective Wellbeing – April 18
- b. Thinking of starting a private practice? Things you need to know – April 25
- c. Female Genital Mutilation/Cutting in a Canadian Context – May 25
- d. Narrative Therapy for Social Workers – June 1
- e. Christine Gordon Linking social work to system advocacy – May 16 ??

Personnel Committee

BCASW Board, April 4, 2023

Fiona Lewis

Work on the revised HR Manual

-Dianne has reviewed and commented on the first round of feedback from the committee. A second draft of the manual will be prepared, and additional research needs to be undertaken on a couple of items. It will likely be a few more months before a final version is ready to go to the Board for approval.

Health Advocacy Committee Report to the Board

April 2023

Fiona Lewis

We have been working on operationalizing our goals for this year. They are as follows:

A. Housing:

- Review SAFER criteria and form recommendations for how it should be updated. We will partner with other organizations which may already be working on this.
- Liaise with the Seniors Advocate regarding the SAFER recommendations.
- Do the research required to gather relevant data.
- See if the Seniors Community of Practice wants to partner with us on any planned activities
- Organize a webinar related to the research on discharging patients from hospital who are not housed.

B. Long-term Care (LTC): also a component of housing for which we continue advocacy and involvement with ARRCBC.

- Continue collaboration with ARRCBC.
- Keep social workers and the public concerned about LTC issues. Respond to news stories in a timely manner when able.

- Amplify the public education work that ARRCBC is doing.

C. As able/timely, we want to also address Toxic drug supply and MAID

- Look for opportunities to ally with other groups working on the toxic drug supply issue (ex. Attend rallies as supporters)
- No specific plans related to MAID at this time

D. Continue advocacy regarding Regulation and College Consolidation.

- Continue to support BCASW's position on regulation

Anti-Racism and Cultural Advocacy Committee **Sri Pendarkur & Marisa Tuzi, Co-chairs**

Dr. Shirley Chau's lunch time presentation was great, and we hope to conduct a longer workshop in the future.

The Holocaust exhibit - March 6th - in person was attended by 12 people and it was a great educational experience - thanks to Shirley Cohn for coordinating the visit. We are planning another visit to the JCC for their exhibit on the Propaganda during the Nazi era.

We continue to work on contributions to Perspectives.

Challenges: -

1. We have about 20 people on our email list for the committee but only a core group of 5-7 people attend regularly. This has been an issue for many years and have not figured out what motivates people to attend or not attend??
2. As lot of the members work full time and have family commitments, our potential projects do not move as fast as we would like.

Editorial Committee **BCASW Board, April 4, 2023** **Heather Lamb**

The deadline for the spring edition of Perspectives is April 1 and articles are slowly coming in. The focus for this issue is seniors' issues. The deadline for the fall issue will be around Aug. 1 and we don't have a theme yet; we welcome articles on any topic from social workers across BC.