



DATE: September 13, 2023

TO: Presidents
CASW Partner Organizations

FROM: Joan Davis-Whelan
CASW President

RE: Glenn Drover National Award for Outstanding Service 2024

Dear CASW Partner Organizations,

Please consider this memo as an open call for nominations for the 2024 Glenn Drover CASW National Award for Outstanding Service.

As per CASW Policy Governance, nominations will be accepted by the CASW Executive Director from CASW Partner Organizations.

Please submit nominations and full supporting documentation in accordance with the below terms of reference, by **December 15, 2023**.

The recipient will be presented with an item of recognition. The presentation will be done in their province/territory, in consultation with the CASW Partner organization. Please note that the CASW Board will be reviewing the selection process and any changes in this regard will be communicated to the federation.

Sincerely,

Joan Davis-Whelan
CASW President

cc. CASW Board
Executive Directors of CASW Partner Organization

POLICY TYPE: AWARDS

AW #1

POLICY TITLE: THE GLENN DROVER NATIONAL OUTSTANDING SERVICE AWARD

Date Approved by Board: June 2016

CASW provides a national leadership role in strengthening and advancing the social work profession in Canada. In 2015 the outstanding service award was renamed the Glenn Drover Outstanding Service Award for Dr. Glenn Drover a past President of CASW (1983-1985). He provided continual support to CASW in the development of its policy positions, with no compensation, for decades. One component of this mandate is the promotion of high standards of professional conduct. There are many individual social workers, who exceed normal expectations and make outstanding contributions to social welfare and to the social work profession in Canada. It is important to recognize these individuals and, to that end, CASW awards an Award for Outstanding Service. In addition to recognizing the recipient's achievements, this award will promote the visibility of social work and social workers; it aims to assist in the improvement of social services and is intended to provide greater visibility for CASW.

The recipient of this Award must satisfy the following criteria:

1. **To whom:** The award shall be made every two years to an individual social worker who is a member in good standing. The award will not be made to anyone who is a member of the Executive Committee of CASW, either currently or in the preceding three years. CASW staff is excluded.
2. **For what:** The award shall honour outstanding social work practice, at the national level. It includes direct services, service on behalf of the profession, advocacy, social policy, social development, education and research.

Nominations

Nominations will be accepted by the Executive Director from CASW Partner Organizations.

Selection

The Executive Director of CASW will select two members of the Board of CASW to form an advisory committee should there be more than one nomination for this award.

Nature of Award

The recipient will be presented with an item of recognition. The presentation will be done in the recipient's province/territory, in consultation with the CASW Partner organization. The award may be presented during the national conference; however, CASW will not fund the recipient's travel to the national conference to receive the award.

Publicity

CASW shall publicize the Award and its recipient in its publications. The Partner Organization shall be encouraged to include publicity in its publications as well. In addition, a news release shall be provided to the local, provincial and national media.

Executive Director's Report May 30, to September 2023 Board Meeting

In review, since our last meeting:

Services continue, Dianne Heath, Executive Director, working from home and the office, Darren Usher, Member Services Coordinator, working from the office, Monday -Thursday mornings. Rose Wu began April 11th in a part-time Communications Coordinator and Admin position, working remotely from Victoria.

Operations

- Members list sent to CASW monthly and to branch reps and other groups upon request provided use is by Board Director who has reviewed spam law info, BCASW communications policies and procedures
- Job and CPD postings- revenue – \$33220.00 to date
- Operations account \$116,766.00
- Branch financials requested
- Re-invested contingency fund due for renewal
- Invested amount excess to budget from 2022
- Staff support for Re-organization, Membership, Executive, PD Personnel Committees
- Development and implementation of membership GST in database as of July 5, 2024 as per CRA requirements
- Database corrections and improvements- survey report for new applicants now possible, enhanced reports for member demographics to become available, online voting in development
- Requested benefits package quotes for review- only one returned, one pending
- Renewed NewMode advocacy email platform discounted at \$115.80/month
- Venue secured and speaker arranged for AGM
- In-person Board meeting venue, planning in process
- AGM notice, resolution process, and call for nominations sent to members
- Nominations forwarded to nominations committee
- Met with Rose Wu in Victoria for supervision and planning
- Explored and finalized venues for 2024 national meetings
- Created organization relationships data sheet for infographic
- Office operations manual updates
- Website updates- please send in committee/practice group info for website
- Completed insurance benefit audit- 110 non-members purchased insurance and will be notified
- CASW dues paid, discussed changes to CASW policy on member data required by non-regulatory members
- Implemented GST on memberships- value of benefits now over 30% allowed by CRA for exempt status
- Developed draft policy for *Perspectives* permissions for articles with case studies based on best practices and submitted to Editorial Committee for consideration
- Set up payment system for Northlands rental and billing for Speech and Hearing as per lease
- Purchased home office equipment

Promotion of the Profession

- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Met with UBCO and President re student memberships
- Met with HSABC Association leads- no news on new Colleges
- Met with MCFD re distinguished service awards
- Met with adjudication committee for selection of Inspiring Social Worker of the Year Award and met with recipient for planning, presentation of Inspiring Social Worker of the Year Award at UBC
- Infographic for Psychology Association- mental health service providers
- Discussed rate increase with Crime Victim's Assistance Program- successful advocacy
- Attended national meetings June 9-11, Toronto: next year meetings to be hosted by BC, work on anti-racism statement, code of ethics to be released Jan. 1, 2023, new partnership agreement
- Regular meetings set up with ICBC to promote the work of RSWs and RCSWs and best practices for provision of mental health services
- Worked with Human Resources Northern Health to lobby for student loan forgiveness
- Met with Michael and Noah Treacher, Senior Manager, Client Services, Strategic Human Resource, Finance and Corporate Services Division, MCFD re recruitment and retention strategies
- MCFD session re *What WE Heard Report*
- Met with Ann Joseph, new registrar

Services for Members (1462 current)

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%). Unsubscribes rare.
- Membership consultations included questions re cross jurisdictional practice, small business start-ups, third party payer inclusion, CASW resources, RCSW designation requirements, new Health Professions and Occupations Act implications, consultation groups
- Members of public- resources, complaints
- Scholarships awarded to members- 5 to date this year
- FASW listings
- Website updates- Members' Notice board added
- Perkopolis system updates
- Met with Johnson Insurance rep- company now belair
- Fall *Perspectives* at mailing house
- Mentorship Program
Peer mentoring groups are held monthly
Individual mentoring requested and matched

Individual Mentorships

Nine requests so far this year including:

- support for new positions after recently graduating
- transition from school to practice – job search strategies

- working in BC after transferring from overseas
- support for starting in private practice
- working with Indigenous populations
- support taking the ASWB exam
- working with seniors and long-term care

New mentors signed up to the BCASW Mentoring Program: one

Peer Mentoring Groups

1. BCASW Peer Support Group for Members Starting a Private Practice Third Thursday of the month, noon-1pm

This group, initiated in 2021, now has 148 members on the mailing list. The group continues to develop an information sheet for members starting a private practice. During monthly meetings, members ask questions and learn from each other. As time permits, a theme is explored each month such as working with third party insurers; developing effective policy and procedure; how to refer clients after intake; supervision requirements in BC; decolonizing practice.

2. RCSW Peer Support Group- July 2023 the BCASW sent its RCSW members a short questionnaire to gauge what advocacy issue should be prioritized. Staff are analysing the results of the 18 responses and will use them to develop an advocacy strategy for the promotion and recognition of the RCSW designation.

Social Justice

- Anti- racism legislation survey added to website
- Met with Lena Dominelli, Professor at Stirling, Scotland re Ukraine temporary immigrant's experience study and inclusion of youth voices in climate change policy
- The Hospice Care Alliance of BC (HCABC) Steering Committee: the Hospice Care Alliance of British Columbia Steering Committee's secretariat, Pablita Thomas discussed priorities for advocacy and possible collegial webinar submission. (40% of hospice volunteers are retired social workers).
- Attended national webinar on gender diversity
- Shared list of BCASW actions on Truth and Reconciliation with Society of Alberta Occupational Therapists

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

- Vacation
- Prepare and plan for AGM
- Arrange October in-person Board meeting
- Annual Report
- *Winter Perspectives*
- eBulletin
- 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 EDIB
- Request *Balance* image rights for use from Dylan Thomas
- Review practices and draft policies re identity information collection

- Complete office set-up for sustainable hybrid office options
- Continue operational review of mentorship program (Update numbers and info for mentors, plan for needs for support- resources, peer group, webinar, etc.)
- Complete report from survey of RCSW members
- New Board orientation

Submitted by Dianne Heath, MSW RSW

Financial Report
Fiona Lewis
BCASW Treasurer

As of August, the association is doing well financially. Membership continues to grow as does advertising revenue. Revenue is likely to end the year higher than budgeted while expenses are tracking to be slightly less than budgeted, even when accounting for approved salary increases and additional spending on the database. Our contingency fund is healthy, enabling us to weather financial uncertainties that may occur this year or in the coming years.

CASW Report

The CASW held its Federation meeting in Toronto June 10 and 11. Michael, Dianne, and I attended. Final work was completed on the Revised Code of Ethics and it was approved by the Federation. Some additional refinement will be done by the contractor.

At the September 24 Board meeting, Fred Phelps (ED) provided an update. The Code was edited for spelling and grammar. It was also translated into French. There will be additional consultation with Francophone social workers and then the Code will be sent to Regulators and Educators for feedback. BMG has been retained to roll out the new Code of Ethics in January 2024.

Finances of the organization are healthy. Demand for evaluation of foreign credentials continues to increase. This generates a good amount of revenue for CASW but the primary source of revenue is membership fees that are provided by each of the Federation partners. There was unanimous support for the new fee schedule. This is important as it was a dispute over fees that saw Ontario and Alberta leave the Federation. They have since rejoined and with their large membership, especially Ontario, the resources of the CASW have increased. The approved budget set \$43,000.00 as a revenue source from evaluation of foreign trained workers. At this point in the fiscal year the CASW has realized income of \$129,000.00.

At the Federation meeting I agreed to sit on the Compensation Committee. We will be examining staff wages and benefits to be certain that we remain competitive within the Ottawa employment market. We've met once since the Federation meeting.

I also agreed to sit on the committee that is rewriting the anti-racist statement. We had a committee meeting on September 6 and I was asked to provide a draft by December. Board members may recall that the statement was circulated to the BCASW membership for comments. I've done some preliminary research looking at statements from other professional organizations as well as universities, and government departments. What I noticed immediately is that the anti-racist statements of these organizations are short, typically one or two pages. Our initial draft was lengthy. It also delved into the history of racism experienced by specific groups. This became problematic, mainly because groups get left out and express concern. For example, at our recent meeting of the anti-racism committee a member noted that the CASW is silent when it comes to the Acadian people. The Acadians were harshly persecuted and forcibly moved off their lands. Even today, the policies of Premier Higgs in New Brunswick are regarded as racist by many Acadians. In any event, I will try to write a very brief paper that is forward looking, action oriented, and as much as possible avoids singling out individual groups given that others who are not mentioned will feel ignored.

There was discussion of the Glenn Drover Award. The criteria for the award will be reviewed and I agreed to sit on the committee.

The five-year strategic plan was approved at the June Federation meeting. At the September 2023 meeting Fred Phelps went over the plan and presented information regarding his activities under the plan.

The next Board meeting will be a virtual meeting in December. There is a Federation meeting scheduled for January 2024 and another Board meeting in March.

The CASW Board has four new members from partner organizations: Salina Fukomoto (Manitoba), Ruth Ann Thomas (Saskatchewan), Bruce Davison (PEI), and Rasheal Charles (Alberta).

NW branch report
Angela Boutilier

Contacted UNBC Terrace BSW program and got no response. Have connection with an instructor in winter semester who I will connect with to provide info on the BCASW and invite participation.

Will find a venue to have a social and invite brainstorming for NW branch activities for the year ahead. One member expressed interest in being more involved with the NW branch.

Thompson Nicola Branch
Lorry-Ann Austin

The Thompson Nicola branch has begun planning for the year. We are recruiting a 3rd year BSW student rep and planning a fall student social. We additionally are planning to revive our Lunch and Learn series with fall speakers. Planning is underway for an in person BC Social Work Week event at TRU. TN Executive Members are Lorry-Ann Austin, Shannon Bull, Michael Crawford, Megan Dalgleish, Jennifer Friend, and Sue Peterson.

POLICY TYPE: PUBLICATIONS

PB#2c

POLICY TITLE: PERSPECTIVES – Publication of Articles in *Perspectives* Newsmagazine Containing Case Studies

Date Approved by Board:

By following this policy and these procedures, the BC Association of Social Workers ensure that they are protecting the identity of clients/patients/service users/research participants and only disclosing confidential or personal information and stories with informed consent in a case study. Due to its nature of being a detailed description of an individual's life experience, a case study almost always contains information that could be traced back to individuals in question. Thus, a written, informed consent is a key requirement for publication. Keep in mind that this individual is your partner in completing a case study, therefore make sure to discuss the report proactively with them including being explicit about any potential images that you are going to use.

1. Obtain informed consent to publish from patients/clients/service users/research participants for all case studies unless they are fabricated or generalized.
2. Change identifying information in the case report. (Even if the case report does not include information that may lead to identification, informed consent is needed for all non-fabricated or generalized case reports before publishing.)
3. Some guidelines recommend obtaining informed consent AND the patient's/client's/service user's/research participant's perspective on the intervention/outcome (if possible).
4. A written copy with patient's/client's/service user's/research participant's signed consent should be emailed to the publisher.
5. If names on the consent are to be confidential, the author can hold the consent and send the publisher a signed statement attesting that they have a signed informed consent from the patients/clients/service users/ research participants on record.