

BCASW BOARD MINUTES
April 19 & 20, 2024
Vancouver



Attendance – Dianne Heath (ED), Michael Crawford (Pres), Fiona Lewis (Treas), Cheryl Ash (Sec & OK), Glen Schmidt (CASW Rep), Elizabeth Vondette (MAL), Kelly Guiaya (MAL), Vanessa Key Craig (MAL), Scott Riesterer (Student Rep), John Richmond (VSS), Lorry-Ann Austin (TN), Kayla Walker (N), & Jennifer Hagen (KTN),

Guests – Kylee Latter (UFV Practicum Student), Lissy Snowden (Associate MAL), Tara Scheirer (Nominee MAL), Phil Mach (Nominee VP), Jeremy Marczak (Nominee MAL), Hannah Tontsch (Observer), & Ming Huey Chan (Observer)

Regrets – John Richmond (VSS) for April 19th, Susan Soloman (Indigenous Liaison) for April 19/20, Phyllis Nash (Past President) for April 19/20

1. Opening, welcome, and land acknowledgement (Michael)
 - a) We acknowledge that our office is in the unceded territory of the Coast Salish Peoples, including the territories of the Musqueam, Squamish, and Tsleil-Waututh Nations and that our members live and work in unceded territories across British Columbia. We acknowledge territory and Indigenous Peoples and commit to genuine and ongoing work to forge real understanding, and to challenge the legacies of colonialism. We respect the histories, languages, and cultures of First Nations, Métis, Inuit, and all First Peoples, whose presence continues to enrich our vibrant communities.
2. Welcome and Introductions - all
 - a) [Moosehide campaign](#) pins were made available. Wearing them demonstrates the commitment that men and boys have in keeping women and children in Canada safe.
3. Review of minutes (All) – January 20, 2024 – accepted
4. Review of agenda (All) – accepted
 - a) Schedule review of BC Social Work Week for 430pm, Friday, April 2024 (Kylee Latter)
 - b)
5. Member Delegations (15 minutes)
 - a) No requests were received.
6. President's Report (Michael) – attached
 - a) Thank you to the Board for the following between Board meetings
 - i. Supporting TransCareBC campaign against misinformation
 - ii. Supporting Canadian Drug Policy Coalition call for drug reform in BC
 - iii. Board did not approve LEAF campaign to oppose changes to MCFD requiring more frequent home visits
 - iv. Appointment of Scott Riesterer as Student Representative to the Board
 - b) Three meetings with the new minister who has held office for three months. Off to a good start – UFV social work practicum student Kylee Latter was able to speak to recruitment and

- retention issues experienced by the ministry referring to a literature review she completed. BCASW continues to push the ministry on exemptions.
- c) Social media – great use of the platforms, and it’s become a very good way to get the information out about the association. New settings by the platforms to filter political content – users will need to adjust their settings in order for BCASW to not be filtered out.
 - d) Five media releases have gone out this year to date.
 - e) Social work week was well organized and well attended – see Kylee Latter’s report.
7. Executive Director’s Report (Dianne) – see attached
- a) Social Work Week presentation: Kayla Walker inspired the poster so received the “Heart of Gold” poster.
 - b) All minutes and reports are on the website.
 - c) 21 active mentors
 - d) BCASW will be attending HSA and BCGEU conventions
 - e) 93% click rate on BCASW communication.
 - f) **ACTION:** Dianne will connect with Dylan Thomas for discussion of the rights to the “indigenous spindle whirl” that he designed for the BCASW.
 - g) Consent to act as a director – attached – need all board directors to sign
 - h) Branch funds policy (Dianne & Fiona) – attached. **ACTION:** Dianne will revise the three options to the Branch Funds Policy. Dianne will investigate the idea of a sub-ledger system with branch banking, and also setting up joint accounts.
 - i) BCASW office operations – attached – succession planning to ensure a buddy system is in place for overlap to provide continuous support of all operations. Dianne is fulltime, Darren is parttime, Rose is parttime. **ACTION:** Dianne will add a legend for the acronyms and revision dates to the document.
 - j) Social media policy – attached – NEW provide feedback to add to policy governance for all social media platforms of BCASW and all entities and access to credentials. Consider a generic email account? **ACTION:** Lorry-Ann Austin will take in all the feedback and send out policy revision.
 - k) Annual Report: Dianne needs yearly reports (Oct-May) for the annual report. Deadline: ASAP
8. First Nations Health Authority
- a) Decision to terminate mental health counselling for non-status people
 - b) Max four sessions for termination by end of April
 - c) Adding to qualifications of mental health provider (five years experience and three with Indigenous people
 - d) BCASW put out a campaign of letters to government and media release, sought allyship, and met with several communities of practice to advocate that this be delayed and to extend funding.
9. Treasurer & Financial Committee Report (Fiona) - see attached
- a) Membership and advertising revenue are both up in first quarter
 - b) 2023 projected surplus of \$26,000
 - c) Accumulated surplus – used to reinvest in long term investment instruments. What is a good measure of an accumulated surplus? Will the revenue cover extra staff or projects? **ACTION:** The staff will discuss with the finance committee and consult with Marsh & Marsh to review the accumulated surplus and what’s our future.

10. Indigenous Liaison (Susan)

a)

11. CASW (Glen) – see attached

- a) Met March 5th.
- b) Approved budget
- c) SW Credential Assessment of foreign social workers revenue increased year over year.
- d) SK will be going through a separation process that AB went through last year, and that BC went through in 1995.
- e) Awards committee biased in favor of academics. Glen talked about the importance to recognize the practitioners. CASW will review. Also broadening awards, to include Black SW award (recommendation from reparations document).
- f) Staff wages increased by 4%
- g) New president being elected this June. - Would they consider a co-president model, one anglophone and one francophone?

12. MAL Reports

- a) Kelly Guiaya – attached
- b) Lissy Snowden – attached
- c) Elizabeth Vondette – attached
- d) Vanessa Key Craig – still absorbing information, interested in BIPOC community of practice. Interested in identity, racial work, private practice support community,

13. Nomination committee (Phyllis, Glen, Fiona) - attached

- a) Nomination slate:
MAL: Kelly Guiaya, Tara Scheirer, Jeremy Marczak
Treasurer: Fiona Lewis
Vice President: Phil Mach
President: Michael Crawford

14. CPD (Phyllis Nash) – see attached

- a) Discussion regarding an in-person conference 2025 (Dianne) – conference went from annual to triennial, then pandemic hit. The gov't pandemic funding recouped most of the loss. UBC venue cost \$60,000 minimum spend with 200 attendees. We need to book soon; it takes about 2 years to plan. Advantage of UBC is fair costs. Consider a hybrid version for additional revenue? Consider what is open around the venue? Consider organizations fund staff to attend? Consider May 2026 – rising from the ashes like the phoenix!!
- d) Proposal to use 2023 surplus (~\$26,000) – **ACTION:** defer to executive committee after finance consultation.
 - i. San'yas Indigenous Cultural Training (\$300/person) – funds are set aside in budget for Board development training. Diversity, equity, and belonging facilitators can devise a development program. Consider a cultural camp. Consider the indigenous community of practice recommendations.
 - ii. expand staffing (membership, policy, advocacy, etc.)
 - iii. conference seed funding
 - iv. increase long-term investments
 - v. consultant for restructuring or strategic planning

- vi. work with schools of social work to cohost CPD webinar
- vii. media advertising
- viii. education
- ix. grants for a community project

15. Membership (Kelly) - attached

- a) Be it resolved by consensus of the Membership Committee that the BCASW Board of Directors recommends that bylaw 4.1.1 be amended to remove the BC residency requirements for membership in the BCASW. – attached. Discussion: Consider making bylaw change at AGM spring 2025.
 - Question 1: remove residency. Because of our virtual world, the membership committee brought this to the board to consider removing our residency requirements from BCASW bylaws. You need to have permission to practice in the jurisdiction of the client. RSW in BC may not live in BC but their clients do live in BC. Really affects the north. Some members relocate to another jurisdiction but still have clients in BC. BCASW needs to rewrite the bylaw, and how does this affect the board. BMS national insurance covers all of Canada – but still need to be registered in the jurisdiction of the client and insurance covers where work is located. Board approves looking at opening membership to out of province.
 - Question 2: limit board roles to residents. If member lives out of province you are not eligible for elected or appointed office. Consider a MAL position for out of province on the Board? Board will review the MAL role idea, as we see how many members this could affect.
 - **ACTION:** Dianne will bring suggested bylaw change to remove BC residency, and to limit non residents’ roles of elected office, to the next board meeting.
- b) Discussion on Associate Membership in our Constitution and Bylaws that specify the criteria to qualify as an Associate Member and what roles these members may take. – attached Discussion of “affiliate” member category. Our bylaws currently limit the roles of Affiliate members. In order to be a student member, you need to be in CASWE eligible course. Question: do we want to change the bylaws on the Affiliate members and give them the right to be appointed and extend voting rights. This links to protection of title. Consider at member at large position of “Affiliate at Large (AAL)” position on the board – contributions are valuable. Affiliates do need a solid foundation in social work, but the BCASW advocates protection of title. One of the MAL could be the AAL position that could keep the board size limited. **ACTION:** Defer to reorg section of the agenda.
- c) BC School of Social Work plan for reduced Student memberships – received a flat no because of budgeting, but all Schools agreed that this was a good idea. Schools will see if they can find budget funding. TRU has found funding for 10 students.

16. Reports

- a) Branches
 - i. Fraser River (Vacant) – attached Kelly is helping to revitalize the branch. Utilized online and in person meetings, and organized events over social work week. Danielle, Davinder and Hanna are interested in being apart of revitalizing the branch. FRB covers Coquitlam to Hope.
 - ii. Northern (Kayla) – attached – future plans to do more outreach and road trips. Considering restructuring branch – to try to better represent the areas, to break it down to the regional health authorities and service area hubs. BCASW has data of where people by field of practice. Guest speaker expressing concern of lack of

- coordination around food services for the unhoused. Branch wants to provide support so bringing forward to the BCASW. Kamloops food policy council maintains a calendar online. They have a student that goes out and updates the calendar. Vancouver coastal health also has done a calendar. Can access funding from MCFD, Health Authority & Labour Council for SW week luncheon. branch fundraising to raise funds for the bursary created for Jim Campbell.
- iii. Northwest (Vacant) – attached Angela Boutelier stepped down as the NW branch rep. Received funding for SW week luncheon from BCGEU. Provide ring ceremony for grads.
 - iv. Okanagan (Cheryl) – still inactive, and no other executive than the branch rep and 1 MAL, but Cheryl will be moving back to university in August so will be able to reconnect with the school of social work. Looking into changing branch account to a more central bank.
 - v. Richmond/Delta/Burnaby (Vacant)
 - vi. Thompson Nicola (Lorry-Ann) – attached – Black Law Students worked with TN Branch on event with Dr. Est. Great luncheon for SW week at the United church.
 - vii. Vancouver Island (vacant) – attached - survey to members for branch interest
 - viii. Vancouver Sea to Sky (John)
 - ix. Kootenays (Jennifer) – attached – branch is broken up in “chapters”, members don’t feel they belong to the greater branch. Recruitment issues with RSW could be something for the BCASW to address. Members of the branch want more social events during social work week.
 - x. Ontario Branch system restructured, eliminated branch rep and created ambassadors and required to have 2 events a year that are social or educational.
 - xi. **ACTION:** Michael will send a doodle poll to arrange a branch rep meeting to discuss ideas and surveys for membership
- b) Student Rep Report (Scott) – attached
- i. Scott stepped in to cover for the chair when she needed to step down. Michael helped support the student rep to meet with schools of social work – more student engagement. UBC has a good system to ensure continuity in Student rep elections, so Scott recommended that each school do that with their new cohorts. Also provided a PowerPoint to help explain. **ACTION:** Scott will share with branch reps. Succession plan – will pass to Gabriel.
- c) Personnel/Human Resources (Fiona) - attached
- i. Looking for a new committee member.
- d) Health Advocacy Committee (Fiona) -attached
- i. Sent letter to minister Callan outlining changes they would like to see with the SAFER program, and plan to follow up because the program changes were not enough – add to the BCASW website.
- e) Communities of Practice
- i. Anti-Racism & Cultural Advocacy (Sri Pendakur & Marisa Tuzi) – attached Proposal for use of legacy gift funds for education bursary for BCASW member anti racism development – attached Discussion to take place between ARCA and Awards Committee. **ACTION:** The board accepts this proposal and Michael will follow up with ARCA.
 - ii. Advocacy Circle (Barb Keith & Carol Ross) – wants to record advocacy work. Please contact Ursula Kerr to highlight the advocacy work of the BCASW.

- i. Seniors Issues CoP (Alison Leaney, Chair) – First call puts out a tool kit, BCASW will add the link to the website. **ACTION:** Michael and Lorry-Ann will be putting together a document of questions for political parties and a potential candidate webinar (minister, opposition) on particular issues, i.e.: housing, drug crisis, poverty. Some branches host all candidate online webinar – allow that all the party candidates nominate one member to represent.
- ii. Indigenous Community of Practice (Susan Soloman) – attached – considerable interest in this committee. Worked with BCASW on advocacy. Also a group in search of leadership.
- iii. Mental Health & Substance Use (Michael) - attached
- iv. Sexual and Gender Diverse Community of Practice (Michael) - attached
- v. Child & Youth Community of Practice (Michael) – attached – small but mighty group, struggling for support,
- vi. BIPOC Community of Practice (Michael) – attached 3 members interested. Consider new name ALANA (African, Latin, Asian, Native – American)
- vii. Disability (?) Community of Practice (Michael) – attached. Two members interested. Name possibility: Disability Advocacy
- viii. **ACTION:** BCASW will consider a survey or on the website to ask which community of practice you would interested to join
- f) Retired social workers (Carol Ross)
 - i. Interesting group - look forward to retirement
- g) Editorial/*Perspectives* (Heather)
 - i. Need reports for Perspective
- h) Awards (Phyllis)
 - i. MB needs more money
 - ii. CASW starts new year in April
- i) Policy governance (Pam, Phyllis, & Dianne)
 - i. Board expense claim policy rates **ACTION:** Cheryl will provide an updated list of mileage and per diems from Gov't, BCGEU, and Conference Board of Canada for the Board to review.
- j) Reorganization (Michael) - attached
 - i. Listing BCASW entities – Committees, Communities of Practice
 - ii. Roles or portfolios for MAL – consider specific roles for MAL, i.e. Affiliate MAL, Out of Province MAL, etc. Looks at which type of board we are, i.e. Operational vs Governance. BCASW is a policy governance board – consider prioritizing types of skill sets and diversity as well as committee work when seeking new MALs.
 - iii. Continued discussions for the partition by the health authorities i.e.: North = North West, North East and North Central.
 - iv. Membership Survey for entire membership on reorg will be sent out to members after May 17 after the closing of the strategic planning. **ACTION:** Michael will distribute the membership survey to the board.

17. BC Social Work Week (Kylee Latter) - attached

- a) 800 attendees – 604 unique registrants and 362 were brand new to the association
- b) Overall feedback was very good, with great recommendations for future planning
- c) Comprehensive report and recommendations
- d) kylee.latter@gmail.com

18. 2021-2024 Strategic Plan

- a) Lissy Snowden, Kayla Walker, Kylee Latter & Michael Crawford
- b) Members were invited in the April 2024 eBulletin to complete the Strategic Planning Membership Survey. As of April 13, six members have done so.
- c) The ad hoc committee meets on April 25, 2024 to review initial survey date
- d) The survey closes on May 17, 2024
- e) Have we listed all the BCASW entities in the attached organization chart?
- f) What specific action should BCASW take under each goal for the 2025-2028 Strategic Plan?
 - i. Promotion of the profession and practice of social work: discussion around promoting the profession to potential students and around the society – debunking myths, highlight ways to debunk child protection SW, and promote practice and unique practice, etc. Social worker of the month campaign. Build up relationships with allied practices. “So you want to be a Social Worker” flyer campaign, target intro university students, and high schools.
 - ii. Service to members: private practice or other members that want connection. We provide a ton of services, we can provide a biannual conference, or podcast, day in the life, ask a social worker, panel.
 - iii. Advocacy, social justice: talked about doing a lot of advocacy but not good at promoting that advocacy. Highlight the branch level advocacy, have a space for highlighting the advocacy, have different strategies for different types of advocacy, more clear priorities about what we want to promote, ie: accessibility, social work title, special edition of perspectives.
 - iv. Strengthen the Association: board organization & modernization, succession planning, uplifting the profession to the public, building membership, defining the allures ie group rates, improve quality of communication ie newsletter.

ACTION: breakout groups will send their notes to Cheryl to add to the minutes

19. CASW New Code of Ethics - attached

- a) Webinars – <https://www.casw-acts.ca/en/webinars>
- b) Process for review and possible adoption
- c) We need to be in sync with the college. Some regulatory bodies have some concern about the code and enforceability. We should also hear from the members. **ACTION:** The board will review after input from the BCCSW.
- d) BCASW code needs to be updated and gender neutral. BCASW have never adopted the CASW code in the past. Different jurisdictions are doing different things. Code of ethics is not to be enforceable, but practice standards are.

20. Other

- a) Michael and Dianne are meeting with the BC Green Caucus about questions in Estimates. This will be an opportunity to drill down about investments in FNA.

21. Next Meetings: TBD by new Board of Directors at AGM

- a) Schedule of meetings below

Month	Board	Exec
April	In-person – Fri/Sat, Apr 19-20, 2024	
May	AGM - Zoom	Zoom - 6pm, Tues, May 7, 2024

June	Zoom - 9am-noon, Sat, date TBD	
July		
Aug		
Sept	In-person – Fri/Sat, date TBD	
Oct		
Nov	Zoom - 9am-noon, Sat, date TBD	
Dec		

22. Adjournment – 2:58 pm

Recorder: Cheryl Ash