

President's Report
BCASW Board Meeting
April 2024

Communities of Practice

- I am developing several new communities of practice within BCASW. I attend six communities of practice – Advocacy (2), ARCA (3), Child & Youth (3), Indigenous (3), MHSU (2), and Sexual and Gender Diverse (2). See attached reports.

Committees

- I attend Strategic Planning (2), CPD (2), Student (2), Executive (2), Finance/Budget (3), Branch Representatives (1), and Membership (2) committees.
- BCASW Executive Committee meetings (2) – Feb 12, 2024 & April 2, 2024.

Health and MCFD

- MCFD Minister Grace Lore presented at BC Social Work Week and assisted with the presentation of the two CASW(BC) awards
- Dianne, Kylee Latter (UFV practicum student) and I meet with Minister Lore on April 11, 2024 to discuss the FNHA decision to restrict counselling services, recruitment and retention, and removing exemptions from the Social Workers Regulation.
- Report on oversight of social work, due last May, is now scheduled for completion (and perhaps release) during spring 2024.
- Attended the Ministry of Health presentation on the Allied Health Strategic Plan
- Dianne and I met with MCFD DM David Galbraith to discuss removal of exemptions from the Social Worker Regulation
- With Dianne, met BCCSW Registrar Ann Joseph to discuss RCSW, joint projects, exemptions in regulation, promotion, etc

FNHA

- Working with Dianne, Darren, and VI member David Turner to respond to FNHA to terminate mental health counselling services to non-status people
- Social media, discussions in communities of practice, contact MP, etc

Social Media

- Creating graphics and posting on each platform a minimum of three times a week. Responding to questions and comments online.
- FB – 1,949 (1,879 in January 2024, 3.7%+)
- X – 647 (616 in January 2024, 5%+)
- Instagram – 1,185 (1,109 in January 2024, 6.9%+)
- Threads – 139 (114 in January 2024, 22.9%+)

Media

- Drafted releases and circulated for discussion, revision, and approval
- SOCIAL WORK ASSOCIATION SUPPORTS PUBLIC HEALTH OFFICER REPORT CALLING FOR SAFE, ALTERNATIVE SUPPLY – February 5, 2024
- BC SOCIAL WORKERS CELEBRATE SOCIAL WORK WEEK – March 1, 2024
- BC SOCIAL WORKERS RECOGNIZED FOR DISTINGUISHED SERVICE – March 7, 2024

- BC SOCIAL WORKERS SUPPORT NEW INDIGNEOUS CHILD WELFARE DIRECTOR POSITION
– April 8, 2024

Promotion of the profession

- Meeting with VI and FR Branch members to revitalize the Branches
- VI membership survey completed and presented to VI members
- Participated in two TN Exec meetings, attended Black History Month event co-sponsored by TRU, and attended BC Social Work Week luncheon
- Provided TRU students with an introduction to BCASW
- Lecture for TRU social work students on ethics and social policy
- Met with UNBC faculty to discuss BCASW membership plan

Advocacy

- Repeal section 43 CCC campaign with First Call BC collected 218 letters of support
- Bill C-273 is at the Justice and Human Rights Committee April 15, 2024 for consideration following a 216 to 107 vote at second reading

Professional development

- BCASW webinars
 - i. Creating wellness without adding more to you to-do list
 - ii. To end a crisis: Drug policy in BC
 - iii. Care beyond care
- CASW webinars
 - i. Attended six code of ethics webinars
- Other
 - i. CCPA BC budget analysis

BC Social Work Week

- I worked with the committee to plan and host events
- I attended 11 webinars and moderated two of them

UFV practicum student

- UFV fourth-year social work student Kylee Latter successfully completed the practicum with BCASW.
- Kylee chaired the BC Social Work Week Planning Group
- Kylee attended and participated in several committees and communities of practice
- Kylee completed a literature review on recruitment and retention in child welfare and presented a summary of this to MCFD Minister Lore via Zoom
- Thank you to those who supported Kylee
- Thank you, Kylee, for your contribution to BCASW as you learned and best wishes for a successful social work career

Respectfully,
Michael Crawford

Executive Director's Report January 20-April 20, 2024

In review, since our last meeting:

Dianne Heath, Executive Director, works full-time from home and the office, Darren Usher, Member Services Coordinator, works part-time from the office, Monday -Thursday mornings. Rose Wu, Communications Coordinator and Admin, works remotely from Victoria, 15 hours/week.

Operations

- Year End activities- Documents forwarded, ARs completed
- Board meeting planning in-person April 19-20
- National meeting planning
- Support for committees
- Website updates
- Member assistance with renewals
- Social Work Week planning, advertising, and completion
- Advertising over \$12,000.00 first quarter
- Ordered, distributed, and sold BCASW products for members
- Assistance for branches accessing or closing inaccessible accounts – VSS (returned money), Kootenays, Fraser River (returned money)
- CASW dues paid
- Signing authorities updated
- Drafted suggested policies for Branch funds, social media for discussion
- Consent form for Directors as per new Societies Act requirements
- AGM - notices, speakers, advertising, agenda, annual report
- Updated job description, succession info and work cycle document completed for Board
- On-Boarding and info meetings x 2
- Discussed methods of ED evaluation with CASW and Personnel Committee chair
- Updated BC Society Registry filing
- Staff supervision meetings

Promotion of the Profession

- Met with the Provincial Allied Health Association Collaborative (PAHAC). (Executive Director for the Allied Health Policy Secretariat (AHPS) and B.C.'s Provincial Chief Allied Health Officer, Lorrie Cramb) Systems-level consultation and advice on the strategic direction and priorities- strategies for recruitment, retention, redesign, and training
- Introductory conversation with David Galbraith, MCFD Deputy Minister
- Reported monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Met with Coalition of Associations Eds
- Designed poster in collaboration with Kalya Walker, printed, and advertised
- Reviewed national ethics webinars
- Attended four BC social work week webinars, participated in panel discussion *Educate, Regulate and Promote: The Organizations That Construct the Profession.*

- Met with Ann Joseph, Registrar and Michael Crawford to discuss removal of exemptions to registration in BC
- Met with Jody-Lee Farah re adoption of ethics and role of Association history in BC
- Met with the Honorable Grace Lore, MCFD Minister and Michael Crawford

Services for Members (1550)

Engaged membership- multiple activities including high open and click rates on *eBulletin*; requests for inclusion or more information; 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, ethics application in private practice, ownership of communications and charting, FNHA program changes
- Members of public- resources, complaints
- FASW listings and billing
- Spring/Summer *Perspectives*
- Mentorship Program
- Explored possibilities for Conference, May 2025
- Met with Johnson now BelAir insurance re advertising and programs

Social Justice

- Attended BCASW webinar *To End a Crisis: A Vision for Drug Policy in BC*
- Consultation and advocacy pertaining to FNHA program eligibility changes for non-status residential school survivors

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

- eBulletins
- AGM planning
- Annual report
- *Perspectives*
- Member demographics report design
- 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
- Request *Balance* image rights for use from Dylan Thomas
- 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 and meet with BCCSW re results

- Take vacation



BC ASSOCIATION *of*
SOCIAL WORKERS

Consent to Act as a Director

I _____, agree to act as a Director on the Board of the British Columbia Association of Social Workers.

I affirm that I meet the requirements to serve as a Director on this Board, being a member in good standing of the Association.

I understand that I shall be deemed to have resigned from the Board in the event that I cease to be a member in good standing or fail to attend three consecutive meetings of the Board, whether face to face or virtually, without giving reasons acceptable to the Board.

If I choose to resign prior to the end of my term at the Annual General Meeting, I will provide an electronic letter to notify the President and Executive Director of my decision.

I understand that my name and address will be filed as a Director for the British Columbia Association of Social Workers in the online BC Societies Registry.

Name:

Address:

Date of Signature:

Beginning Date as Director:

POLICY TYPE: FUNDS

FS#2

POLICY TITLE: FUNDING OF BRANCHES

Date Approved by Board: **In Principle September 8, 2012**

Branch funds are designated for local, Branch-based activities that support the mandate of BCASW, which is “to support and strengthen the profession of social work and to advocate for social justice”. Branch funds cannot be used for any purpose that is inconsistent with BCASW's mandate.

The BCASW Board of Directors authorized a base annual allocation of the maximum of \$500.00 for each BCASW Branch, to be disbursed upon request from the Branch Representative and submission of all required documents.

Branches may apply for additional funds of up to \$500 per calendar year when it is demonstrated that a Branch will not have sufficient resources to cover the cost of proposed activities. Approval of this additional funding is at the discretion of the BCASW Board of Directors upon recommendation of the Executive Director. Applications will be considered based on demonstrated need, BCASW's budget availability, and the degree to which the proposed activities support BCASW's mandate.

Each BCASW Branch will set up and maintain a separate bank/credit union account in its own name. Only members of the Branch Executive, who are also BCASW members in good standing, will have signing authority. At least two members of the Branch Executive must be designated, including the Branch President and/or BCASW Branch Representative and the Branch Treasurer. All cheques written in the name of the Branch must be signed by at least two people with signing authority. All Branch members with signing authority will sign a statement annually indicating their understanding of their roles and responsibilities as signing officers.

If the Branch does not have a Branch Executive, their account will be closed, and Branch funds returned to the BCASW. The Branch Representative may request reimbursement of Branch expenses as pre-approved by the Executive Director to the maximum amount of \$500.00 per year and submission of receipts and an expense form. Alternately, pre-approved expenses may be paid directly by the Executive Director.

The Branch President or Treasurer will forward an itemized accounting of all Branch income and expenditures along with the bank statement to the BCASW office twice a year; by June 30th and December 31st of each year, or at any time upon the request of the BCASW Board President. BCASW reserves the right to withhold the base Branch allocation until this documentation has been received.

Branches may retain the unspent portion of their annual allocation or other surplus funds that are raised (e.g., through offering a workshop) to support their ongoing activities. Should a Branch become inactive, any retained Branch funds will be returned to BCASW. Branches are not authorized incur debt, risk or other liability on behalf of BCASW.

BCASW Office Operations Work Cycle

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
<i>Perspectives</i> ww Editor, layout artist, mailing service, printer	<i>Perspectives</i> published and mailed		Plan <i>Perspectives</i>	Prepare <i>Perspectives</i>	<i>Perspectives</i> published and mailed	
AGM ww. Executive	AGM Planning, Agenda (bylaw changes), Site, Call for nominations	resolution prep, 60-day member notice	Prepare for Election Nominations complete,	Election Run Member Data, Annual Report, Speakers, Final Agenda	AGM, Acknowledgement for leaving Board Directors	File registry documents, note start and end dates and letters.
Board Meetings ww President	Full Board Agenda, Site, Report Plan activities for year according to strategic plan	Execuitve	Full Board Agenda, Site, Report	Executive	Full Board Meeting, On-boarding, confirm Committees, Agenda, Site, Report	Executive
Service Awards ww Awards Committee	Choose CASW Distinguished Service	CASW Awardee info to CASW, Call for Janusz Korczack Distinguished Service	Call for Inspiring Social Worker nominations	Choose Janusz Korczack Distinguished Service	Award Janusz Korczack	Review Inspiring nominees
SW Week Ww SWW Committee	Work on SW Week promotions (posters etc.)	Post SW Week Promotions to website	SW Week Activities			
Financials ww bookkeeper, accountants, treasurer	Year-end Branch statements and \$500, Draft Budget to Board, Prepare financial review	File with CRA, Submit year-end financial review by accountants				
CASW ww national director	National meeting		Dues payment First Quarter			National Meeting, Dues payment Second Quarter
Staff Alt President				evaluation		
Conference (2-year) ww PD Committee				Secure venue, set theme	Host Conference	
Coalitions ww President, Liaison					HSA Conference	

BCASW Office Operations Work Cycle

	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<i>Perspectives</i>	Plan <i>Perspectives</i>	Prepare <i>Perspectives</i>	<i>Perspectives</i> published and mailed		Renew <i>Perspectives</i> Subscriptions, Plan <i>Perspectives</i>	Prepare <i>Perspectives</i>
AGM						
Board	Review Policy Governance	Executive	Full Board Agenda, Site, Report	Executive	Full Board, Board chooses SWW, Agenda, Site, Report	
Service Awards			Present Inspiring Award			Call for CASW BC Distinguished Service Award
SW Week						SW Week theme and promotions, CASW award nominations from members MCFD for declaration
Financials	Branch statements					Prepare draft budget to present at January board meeting, complete ARs
CASW			Dues Payment 3rd quarter			Dues Payment 4 th quarter
Staff					evaluations	
Conference	Contract plenary speakers		Call for proposals			
Coalitions	HSA meeting					HSA meeting

BCASW Office Operations Work Cycle

<p>On-going Member Services ww MSC ww all staff ww MSC ww all staff ww Awards C, MSC ww PDC, CCA</p>	<p>Mentorship program Membership processing Member consultation, FASW Bursaries, scholarships Webinar planning, hosting, evaluation</p>	<p>Executive Director: MAJOR DUTIES & RESPONSIBILITIES</p> <p>Reporting to the Board of Directors through the President and the Executive Committee, the Executive Director is responsible for the Association’s operations and for assisting the Board, staff and membership to achieve BCASW’s goals and objectives. This includes effective financial and program management, staff management, organizing, planning, and providing support to the Board and to Committees. It also includes mentoring members and developing their skills to involve them in the work of the Association. Working closely with the President, the Executive Director is also responsible for facilitating communication within the Association and representing the Association externally to other organizations, government, the media and the public at large.</p> <ol style="list-style-type: none"> 1. Develop, implement, and maintain programs, projects and services to meet member needs and accomplish organizational goals. 2. Manage the financial business of the Association according to Board policies and within the Board-approved budget. 3. In consultation with the Board’s Personnel Committee, manage human resources as required to meet the Association’s operating needs and strategic goals. 4. Responsible for internal and external communications with staff, the Board of Directors, branches, the BC College of Social Workers, schools of social work, and provincial and national social work associations. 5. Represent the Association to external stakeholders and at public and professional functions. <p>The Board will instruct the Executive Director through written policies that prescribe the organizational Ends to be achieved and describe organizational situations and actions to be avoided, allowing the Executive Director to use any reasonable interpretation of these policies.</p> <p>The Board will view Executive Director’s performance as identical to organizational performance, so that organizational accomplishment of Board-stated Ends and avoidance of Board-proscribed means will be viewed as successful Executive Director’s performance</p>
<p>On-going Committee, CoP, Branch Support ww Board</p>	<p>PD, Membership, Nominations, Finance, Executive, Personnel, Awards, Editorial,</p>	
<p>On-going Office Operations ww all staff ww bookkeeper alt President ww MSC ww Dynaworx ww Guild ww Dynaworx ww bookkeeper ww all staff</p>	<p>Database entry job and event posting, month end finances, staff supervision, office site maintenance, equipment repair, data base updates, email functions, bill payments, insurance coverage member data reports</p>	
<p>On-going Communications ww CCA ww President ww Board ww all staff CCA, president Ww President</p>	<p>Member lists CASW eBulletin, media releases, Board briefs website updates, social media external stakeholders</p>	

In order to protect the Board from the sudden loss of Executive Director Services, the Executive Director shall not permit there to be fewer than one other person familiar enough with Board and Executive Director issues and procedures to be able to maintain association services.

POLICY TYPE: Social Media

XXXX

POLICY TITLE: Social Media Policy and Terms of Use

Date Approved by Board

BCASW's social media channels are used to share information relevant to social work practice and to engage with various stakeholders including the public, members, and employers. Social media channel use is approved by the Executive Director in consultation with the Board of Directors.

Commented [FL1]: This policy does not address which social media channels we are active on and who decides that. Could become an issue as channels become more ideologically driven.

Social media content should be informed by the strategic plan and cover one of four key goals:

Commented [DH2R1]: Maybe include a note to decide on channels by ED as is operations and also dependent on resources

1. PROMOTE THE SOCIAL WORK PROFESSION AND PRACTICE
2. PROVIDE SERVICES TO MEMBERS
3. ADVOCATE FOR SOCIAL JUSTICE
4. STRENGTHEN THE ASSOCIATION

Content may come from our BCASW content, reputable media outlets, or other organizations. Content containing rants by individuals, displaying political partisanship, or known to be disrespectful to individuals or groups will not be posted. All images posted are creative commons or are posted with written permission. Individuals are not named unless BCASW has their permission.

Monitoring

BCASW's official social media channels are monitored by the Communications Coordinator and an Association Director and/or President. Branches and Communities of Practice designate a volunteer communications manager in order to manage and monitor their group's social media.

On profiles or "about us pages", include a link to the BCASW website and a disclaimer on any Branch or working group page outlining that this group does not officially represent the BCASW and that although the group is affiliated with the BCASW, the comments and posts made by social media users are not a reflection of the BCASW as an organization.

Comments Policy

BCASW welcomes and encourages comments. While BCASW's policy is to engage and respond to respectful comments, BCASW cannot commit to replying to all comments received. When appropriate, BCASW may choose to respond directly to individual messages. Alternatively, a formal response may be developed for distribution to all stakeholders.

For confidential matters including complaint inquiries, please contact the BCASW office directly by

emailing bcasw@bcasw.org.

BCASW reserves the right to edit or remove comments that:

- Contain personal or confidential information that may violate either individual or group privacy
- May be misleading, abusive, harassing, or profane
- May be unlawful or encourage activity which could constitute a violation of law
- May be discriminatory against an individual or group of individuals
- Use offensive language
- Include commercial promotion of products/services or spam
- Contain off-topic or irrelevant content

BCASW reserves the right to block users who repeatedly violate the terms of use and will comply with reporting obligations for hate speech in British Columbia. At the time of this policy those obligations involve contacting the non-emergency number for police or RCMP to report non-emergency hate speech or hate crimes. (<https://www.resiliencebc.ca/report-support/report-a-hate-crime/>).

Links to Other Websites

BCASW may follow, share content, or display links to other sites that may be of interest to stakeholders. This does not imply endorsement by BCASW.

Privacy

BCASW's social media channels are hosted by third-party service providers. Users who choose to interact with BCASW via social media should read the privacy statements and user agreements associated with these social media channels.

BCASW social media channels are publicly accessible, and posts are visible to the public.

Disclaimer

BCASW reserves the right to modify these Terms of Use at any time without notice. Please review as continued use implies agreement.

The BCASW is not liable for any loss or damages either direct or indirect arising from the use of information provided or connected with Association social media sites.

Commented [FL3]: Whose non-emergency number?

Commented [DH4R3]: <https://www.resiliencebc.ca/report-support/report-a-hate-crime/>

Commented [DH5R3]: police or RCMP currently

Commented [DH6R3]:

Finance Committee

Preliminary financial statements to the end of February show a strong start to the year with 2/3 of the year's membership revenue already received. This revenue is an increase over the same period last year which puts us in a good position to achieve our projected revenue target for 2024. Advertising revenue has also been strong and ahead of the same period last year. Expenses are as expected thus far in the year.

We have not yet received the final financial statement for 2023.

Fiona Lewis

The CASW Board held a virtual meeting on March 5, 2024. Most of the meeting time was taken up with reviewing the proposed budget for 2024-2025. The CASW Board approved the draft budget. The budget is balanced with a total amount of \$841, 594. Membership fees from partner organizations account for the most significant source of revenue at \$632, 000. The other major source of revenue is derived from the assessment of foreign credentialed social workers. This demand has continued to grow and estimated revenue for 2024-2025 stands at \$130, 406. Staff wages and benefits account for the largest expense at \$442, 700. Finances are expected to be stable during this fiscal year but given the likelihood that the Saskatchewan regulatory body will split from the association, there will be a decline in membership and subsequent loss of revenue in 2025-2026. This may affect some staff positions down the road. Staff wages received a 4% bump in this budget as we are not paying staff at the same rate as comparable organizations and we want to ensure that our wages and benefits are fair.

The anti-racist statement was also approved for presentation and approval at the Federation meeting in June. We also began discussion on a position paper regarding physical punishment of children.

This is the last year of Joan Davis-Whalen's presidency. The CASW will elect a new President at the June Federation meeting, which will be held in Vancouver.

Glen Schmidt RCSW

MEMBER AT LARGE- Report to the Board – Kelly Guiaya
(see also Membership & FR Branch)

BC Social Work Week Planning Committee

Helped with the planning and organizing of BC Social Work Week events. Co-Moderated a panel alongside a 4th year BSW student, entitled Celebrating Women in Social Work. Very proud of practicum student Kylee Latter for her leadership and work on this committee.

Perspectives Editorial Committee

Assisted with soliciting articles for submission into the Winter 2024 issue. Was successful in getting an article submission from Métis Nation BC.

MAL Report – Lissy Snowden

Service to members:

- Supervised and mentored 2, 3rd year students and 1, 4th year Social Work students.

Promotion of the profession:

- Advertised the association within my agency.

Strengthening the Association:

- Meetings and research to create a new Strategic Plan with the Strategic Planning Committee

MAL Report - Liz Vondette

I was pleased to attend finance committee meetings and have begun putting out feelers for interested parties for a Disability Community of Practice. If interested in participating, please let me know: lizvond@gmail.com

Nomination Committee Report – Phyllis Nash

We received the following nomination prior to April 1

Member at Large: Kelly Guiaya
Tara Scheirer
Jeremy Marczak

Treasurer: Fiona Lewis

Vice President: Phil Mach

Therefore, the nomination committee will use the above as a slate. Any further nominations would be too late for an election prior to our AGM in May.

I wrote about forty letters to Social Workers who participated on the panels for Social Work week and to the Social Workers who have joined the new BCASW Communities of Practice. The letter contained descriptions of the Board roles that were open this year and a list of reasons why a Social Worker might find it professionally rewarding to sit on a Professional Association Board. There were about 5 responses from those who did not follow up as well as a couple of those who were nominated. It is an approach I intend to develop further after the AGM.

CPD report April 2024 – Phyllis Nash

The following CPD events took place between January and April

<i>Care Beyond Care: Supports and Best Practices for Youth Leaving Government Care</i>	Feb. 15, 2024	Vi Ho, Bailey Ingram-Johnson, Dani Sunshine, Federation of BC Youth in Care Network
<i>Creating Wellness Without Adding More to Your To-Do List</i>	Feb. 22, 2024	Alexander Cahuas
<i>To End a Crisis: A Vision for Drug Policy in BC</i>	Feb.29, 2024	Nicole Luongo, Shane Calder, Canadian Drug Policy Coalition
<i>“What Do You Do?”: A Day in the Life of Social Workers Panel</i>	Mar. 4, 2024	Anish Deol, Zakary Zarichney, Connor Hall, Rajan Shinger, Neora Snitz, Moderator: Scott Riesterer
<i>Congrats, Graduate: Entering Social Work for First Timers</i>	Mar. 5, 2024	Levi Bailey, Chrissa Lane, Kiran Shergill, Kora Campbell, Rachel Andor Moderators: Tasha Evanishin, Charla Anderson
<i>Educate, Regulate and Promote: The Organizations that Construct the Profession</i>	Mar. 6, 2024	Ann Joseph, Curtis Magnuson, Dianne Heath Moderator: Kylee Latter
<i>Not a Cookie Cutter in Sight: Unique Jobs in Social Work</i>	Mar. 7, 2024	Jocelyn Foidart, Alex Sangha, Tyler Epp, Jo Berry, Natalie Cruz Moderator: Jennifer Diner
<i>Stepping into a Challenging Ministry</i>	Mar. 11, 2024	Minister Grace Lore, MCFD
<i>Celebrating Women in Social Work Panel</i>	Mar. 11, 2024	Dawn Hemingway, Jenny Morgan, Kimberly Azyan, Patsy George Moderators: Kelly Guiaya, Sukhi Brar-Cherrille
<i>Social Change through Social Work: Anti-Racism in Action</i>	Mar. 12, 2024	Senator Wanda Thomas-Bernard
<i>Practical Advice for Political Influence</i>	Mar. 12, 2024	Former Minister of Social Development, Shane Simpson
<i>Artificial Intelligence in Social Work: Considerations in Practice</i>	Mar. 13, 2024	John Richmond
<i>Ministerial Reflections on the Toxic Drug Supply in BC</i>	Mar. 14, 2024	Minister Jennifer Whiteside, MHA
<i>Supporting Indigenous Social Workers in Frontline Practice</i>	Mar. 13, 2024	Susan Burke Moderator: Amanda Cama
<i>Social Work Beyond Borders</i>	Apr. 18, 2024	Sylvie J. Lapointe, International Social Service Canada

We are seeking Collegial Proposals for webinars for the early summer and the fall.

Membership Committee – Kelly Guiaya

The Membership Committee continues to meet quarterly to discuss initiatives that further our goals of:

1. Membership Recruitment
2. Membership Retention
3. Student Engagement
4. Increased Outreach to Difficult to Recruit Areas

We are pleased about the participation of BCASW members and interested social work students and community with the BC Social Work Week events that happened in March. Our hope is that it raised the profile of the BCASW and created a buzz of excitement and pride in the social work profession and introduced to some and reminded others of the many benefits of being a member of the BCASW.

We are proposing a resolution to the Board with regards to Cross-Jurisdictional Members.

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.

We are also reviewing the bylaws with regards to Associate Members.

We are meeting again in June to discuss engagement with post-secondary institutions and to plan the various student BCASW orientations.

4th year BSW Practicum student Kylee Latter drafted a Membership Survey, with the input of various committees and communities of practice, that we hope to roll out to members in May.

Cross-Jurisdictional Practice, Briefing Note
Prepared by Dianne Heath for Membership Committee consideration
January 2024

The increase in virtual practice has changed our professional practice landscape. Cross-jurisdictional practice is made easier with the increase of virtual services. It is time to look at our membership requirements and bylaw interpretations or consider revision.

Might we add an item for discussion about the impact of cross-jurisdictional practice to the agenda of the membership committee for our next meeting? 4.1.1 Professional Members: This category of Members comprises residents of British Columbia, or of a region of Canada where there is no Association of Social Workers, who meet the educational qualifications set out in Bylaw 3 or who are registered by the BCCSW is unclear. Do we require residency? The BCCSW does not require residency. If the comma was moved from behind Social Workers to behind Bylaw 3, members could live outside of BC. Having membership decided by a comma is a bit tenuous for interpretation but first we should explore how changing practices impact our membership. Also, can we refuse membership to a social worker registered in BC with BC clients because of residency?

We have always included residents of the north in our "out of province category" due to proximity and limits of services in their jurisdiction. Their association may fold and if that happens, I suggest we consider formally offering membership inclusion after discussing with CASW.

More and more, former BC social workers are maintaining registration with the BCCSW, practicing with BC clients, but are residing outside of BC.

They may not see a need to join the province college/association of their residency as well as maintaining BC registration and join BCASW to maintain connection, info updates, and insurance.

Our current bylaws state:

3. Membership Eligibility for membership in the Association is based on the applicant for membership:
 - 3.1 having obtained a Baccalaureate Degree, Master Degree, or Doctoral Degree from a program of social work education recognized by the BC College of Social Workers in B.C. ("BCCSW"); or
 - 3.2 having achieved a non-Canadian academic qualification equivalent to that set out in Bylaw 3.1 from a recognized social work education program as determined by BCCSW; or
 - 3.3 being a Registered Social Worker in the province of British Columbia; or
 - 3.4 being a student enrolled in a recognized social work degree program.

4. Categories of Members and Affiliates

4.1 Members

4.1.1 Professional Members: This category of Members comprises residents of British Columbia, or of a region of Canada where there is no Association of Social Workers, who meet the educational qualifications set out in Bylaw 3 or who are registered by the BCCSW. These Members may be fully employed, partially employed, not employed or retired; and

4.1.2 Student Members: This category of Members comprises residents of British Columbia enrolled as students in a recognized social work program leading to a BSW, MSW, DSW or PhD.

4.2 Affiliate Members

4.2.1 Associates: This category is comprised of individuals not eligible for professional membership but who choose to affiliate with the Association; and

4.2.2 Student Associate: This category is comprised of individuals enrolled in certificate/diploma programs in the Social Service Worker discipline.

MEMORANDUM

DATE: January 21, 2024
FROM: Michael Crawford, BCASW President
TO: Kelly Guiaya, Chair, BCASW Membership Committee
RE: BCASW Associate Membership

Thanks for taking this issue to the Membership Committee.

The specific and immediate question regarding the status of our elected director who does not meet the criteria for Professional Member in our Bylaws, was settled at the January 20, 2024 BCASW Board meeting. That person will not be registered as a Director under the Societies Act and will continue to attend Board meetings as a guest until the two-year term expires or our Constitution and Bylaws are changed to allow them to continue if re-elected.

The more general question deals with the current wording in our Constitution and Bylaws that specify the criteria to qualify as an Associate Member and what roles these members may take. As I understand the Board's request, they are asking your committee to review the applicable sections of the Constitution and Bylaws and to make a recommendation to the Board regarding the keeping or changing of the criteria and the roles and rights of Associate Members.

This referral to your committee was driven by a concern about the Associate Member category. However, your committee may wish to expand your review to the other Affiliate Member category of Student Associate.

I provide information from the BCASW Constitution and Bylaws below. The information is provided to highlight areas where change would be needed if decisions are taken to change membership criteria or the role for Associate Members.

The Constitution clearly refers to the Association as a social work association in name and purpose. This document guides the work of the Association.

Article I NAME

The Society shall be known as the British Columbia Association of Social Workers.

Article II OBJECT

The objects of the British Columbia Association of Social Workers are:

- (1) to provide a distinct voice for the profession of Social Work in British Columbia and to serve as an authoritative source of information on the practice of Social Work in British Columbia;

There are other references to social work in the Constitution.

Relevant text from the Bylaws follows.

The Bylaws make clear that we are an association of social workers and that we promote and advance social work.

1. Mission Statement

We are the professional association of social workers in British Columbia and promote the profession of social work. We advance social work practice and values to create a just and compassionate society.

Our general membership criteria are spelled out in 2. Membership. Basically, an applicant must hold a university degree in social work acceptable to the BC College of Social Workers (BCCSW), hold an RSW with the BCCSW, or be a student enrolled in a recognized social work degree program.

The Bylaws list two categories of member in 3. Categories of Members and Affiliates. (Members including Student Members and Affiliates including Associates and Student Associates).

3.1 Members – resident of BC or of a region without an association of social workers, meet the general membership requirements as noted above in 2. Membership, and they may be fully or partially employed, not employed, or retired. Students are considered members. Student members must be residents of BC and enrolled in a recognized social work program.

3.2 Affiliate members –

Associates - not eligible for professional membership however they want to affiliate.

Student Associates - enrolled in certificate/diploma programs in the social service worker discipline.

3.3 Affiliates limits the role of Affiliates in the Association.

3.3 Affiliates shall not be eligible to hold office at the Branch or Provincial level but shall be entitled to attend all functions of and receive all communications from the Association and to participate in all Branch activities.

4. Voting Rights limits the voting rights of Affiliates.

4.2 Affiliates shall not have the right to vote at any special general meetings of the Association or under any system of voting authorized by these Bylaws, including a referendum, and shall be entitled to receive notice of and to attend, but not vote, at all annual general meetings of the Association.

In every other aspect of membership (fees, responsibilities, etc) Members and Affiliates are treated the same.

Thank you for taking on this referral and I look forward to hearing from you.

Fraser River Branch – Kelly Guiaya

Efforts continue to be made to revitalize the Fraser River Branch. This past year a number of online meetings have taken place as well as one in person meeting on campus at the University of the Fraser Valley.

On March 13, 2024, in celebration of BC Social Work Week, the Fraser River Branch hosted a delicious dinner and lively watch party of the Artificial Intelligence in Social Work webinar at the Langley Memorial Hospital. This was the first in person event that the Branch has hosted in a few years since the pandemic. It was lovely to share a meal and inspiring conversation with some social workers in the area. We look forward to more opportunities to engage with Fraser River Branch members in the future. It was an enjoyable evening.

BCASW Northern Branch Report

April 12, 2024

Current Executive Members:

Kayla Walker (Chair), Marly Whitmer (Vice Chair), Glen Schmidt (Recorder), Brent Goerz (Speakers), Dawn Hemingway (Communications/Newsletter), Beth Quesnel (Awards/Bursaries)

Next Northern Branch meeting: Thursday April 18

Last report sent: January 20, 2024

January 23 – Kayla spoke to BSW and MSW students promoting upcoming trauma training in PG, student networking event, and BCASW meetings/events. **Strengthen the Association**

January 26 – Email sent to members re: upcoming webinar of interest by Action for Reform of Residential Care, ARRCBC. **Advocacy, Social justice**

January 28 – Email sent to members with Memorial information and Obituary for Jim Campbell. <https://memorialsources.com/memorial/james-floyd-campbell>

February 2 – Student Networking Event. It was a huge success! In attendance we had 17 professionals and 23 students. **Strengthen the Association**

February 8 – Email sent to members re: Nominations open for BCASW Northern Branch Bridget Moran Advancement of Social Work in Northern Communities Award **Service to Members**

February 12 – Email sent to members re: Women’s Memorial Marh & Healing Fire in PG. **Advocacy, Social justice** Separate email sent to members re: next branch meeting details and last month meeting notes.

February 15 – BCASW meeting held at Zen Noodle House in PG. Guest speaker: Shannon Croy (ED at Intersect Youth & Family Services) spoke about her personal journey in social work as well as self-care and burnout. **Service to Members**

February 18 – Email sent to members re: Celebrate Social Work week 2024 (local & provincial). Included proclamation signed by PG Mayor Simon Yu and posters for events. **Service to Members**

February 22 – BCASW Northern Branch Newsletter sent to members via email. **Service to Members**

February 23 – Charla Anderson nominated by Kayla Walker for treasurer. Offer accepted by Charla and all Executive members (via email). Additionally, signing authorities for branch to be updated to reflect current membership and persons currently holding executive roles within the branch.

February 26 – Email sent to members re: Northern FIRE International Women’s Day Events **Advocacy, Social justice**

February 28 – Email sent to members re: upcoming Dementia Awareness Workshop at CNC “Mind the Gap”. **Advocacy, Social justice**

March 11 – Cheers to Bridget Moran, handed out SW week buttons, Prolomation for Social Work week in PG read by Mayor Simon Yu, accompanied by council members **Service to Members**

March 12 – Dawn Hemingway hosted Kayla, Marly, and Charla on local Radio Show [Celebrating Social Work Week with Senior Moments..... March 12 2024 – 93.1 CFISFM](#) **Promotion of the Profession and Practice of Social Work**

March 13 – Luncheon held at Omineca Arts Centre (PG), lunch and swag provided. **Service to Members**

During our Social Work week Luncheon March 13th, the Bridget Moran Advancement of Social Work in Northern Communities Award was presented posthumously to Dr. Jim Campbell, long-time and highly respected social work leader, to recognize his significant contributions to social work and social justice over his many years of practice. Receiving the award on Jim’s behalf were his wife, Elsa and daughter, Kora.

https://ckpqtoday.ca/2024/03/13/bridget-moran-award-handed-out/?fbclid=IwAR2NygUT3EUE0I40GktmZcFnD7X-hzfnIS8A1_B0zYJY7YftSrnRQDqrJyU_aem_AZ6tPJ-78MHJrEle4oU53-iVadUixy3jGAmQM9Ekp0oBwnrIUhvKjxdENpsCDz9VoHvgSnHj85jMbzzetYJ5Cmu

March 15 – Pub Night held at Westwood Pub (PG). Approximately 15 in attendance. **Service to Members**

April 9 – Email sent to members re: important opportunity to have your voices heard – *Safe, Heard & Protected: Gathering Needs, Visions and Hopes for a Holistic Legal and Clinic Model for Family Violence Survivors in BC*. **Advocacy, Social justice**

Thank you,



Kayla Walker, BSW, RSW
Northern Branch Chair
BC Association of Social Workers

NW Branch - Angela Boutilier

The NW branch had another successful Social Work Week. We started the week off with a BCASW Webinar watch party hosted by Ksan Society. We had two members attend plus me.

On March 15th, an afternoon celebration of 33 Social workers and service providers enjoyed lunch and a fun game of Social Work Jeopardy. An educational session Lateral Kindness, Curiosity and the Importance of Solidarity dove into the concepts of lateral violence, lateral kindness, curiosity and solidarity teams. Attendees engaged in generative conversations on the ways in which our social work community can strive to shoulder one another up in our practice for the promotion of social justice and equity. We ended the day with a focus on the "bright spots" of our practice and agencies and then celebrated the UNBC BSW Social Work graduates with the NW Branch Calling of Social Workers ring ceremony. It is always such a great event to bring so many social workers together to celebrate, network and learn from each other.

After three years as the NW Branch Representative, I have chosen to step down prior to the AGM. The NW Branch will be inactive until a new branch representative is found. I have had no interest from anyone to take on a more active role.

It has been a pleasure getting to meet everyone and understand the inner workings of the BCASW. I don't think our members fully grasp the amount of work done by the staff and volunteers until they are a part of the board.

Thank you for making me feel welcome over the last few years.

Thompson Nicola Branch Report – Lorry-Ann Austin
BCASW Board Meeting April 19/20, 2014

The Thompson Nicola branch joined with Thompson Rivers University's School of Social Work and Human Service in hosting a celebratory lunch for BC Social Work Week. Former premier of the Northwest Territories and TRU BSW Alumn Caroline Cochrane spoke at the event, sharing with the crowd the important connections between politics and social work. Kamloops Run Club founder Jo Berry was presented with the Heart of the Grasslands Award. Jo, also an alum of TRU's BSW program, has helped raise more than 1.2 million dollars for Kamloops' non-profit societies while also motivating Kamloopsians to attend to their whole selves to achieve wellness.

In February the Thompson Nicola branch partnered with TRU's School of Social Work and Human Service and TRU's Black Law Students Association to commemorate Black history month by hosting a film screening and lecture with University of Calgary Professor Emeritus Dr. Dave Este.

Three new BSW student reps recently joined the branch executive, and they are now working to plan an exciting mixer to wrap up a semester of hard work. The branch is also planning for future Lunch n' Learn events, including one that will speak to harm reduction services for youth in the Kamloops' community. We continue to share the Thompson Nicola Connector e-bulletin biweekly, and it is full of interesting articles, links to webinars, and career postings.

TRU's School of Social Work and Human Service recently purchased 10 BCASW student memberships in response to the BCASW Membership Committee's proposal for school-funded student memberships.

Branch Executive members include Hunter Aiken, Lorry-Ann Austin, Michael Crawford, Meghan Dalgleish, Taryn Fenelon, Jennifer Friend, and Tasha Evanishin.

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

Vancouver Island Branch - Michael Crawford

VI Branch members were asked to complete a survey regarding the future of the branch. Respondents (N=38) were mostly from Victoria (60.5%) and Nanaimo (15.8%). Worked full-time (63.2%), experienced social workers (more than 20 years – 36.8% & 11-20 years – 36.8%), private practitioners (47.2%), public service (38.9%), requested in-person educational events (56.8%) and online educational events (45.9%), likely to attend an in-person event if close to them (71.1%) likely to attend an online event (68.4%), & think that it is important to have an active VI Branch (60.5%).

Members of the VI Branch have met twice this year and will meet next on April 23, 2024.

Five members have stepped forward and want to share the leadership roles in the branch. Four previous branch leaders will serve as advisors to them.

Kootenay Branch Report – Jennifer Hagan

These past few months has been fairly quiet with the Kootenay branch hosting one virtual meeting and an offering to host a get-together in person for Social Work Week that garnered little commitment, and so did not get planned. The banking information was finally transferred from the Castlegar person to the new representative, the culmination of several months work to try to find the right person and get this sorted out, and I hope that having the ability to provide refreshments may increase participation for in-person events.

BCASW Student Committee Report – Scott Riesterer

- As of March 18th, Scott Riesterer is now the Chair of the Student Committee, replacing Shannon Bull as Co-Chair.
- The Student Committee has met monthly since January and has appointed the following executive roles:
 - Recorder: Gabriel (UBC)
 - Treasurer: Tasha (TRU)
 - Social Media Officer: Charla (UNBC)
- Scott's main goal for the Student Committee has been to encourage participation from other schools of social work across the province and to have them establish elections to appoint representatives to the Student Committee. The hope is that this will create continuity, diverse representation across the province, and meaningful participation in the committee.
- The student committee provided a useful venue to discuss and plan social work week webinars. In particular it was helpful for recruiting moderators and panelists.

Personnel Committee – Fiona Lewis

Work on the ED Performance Review format has stalled due to personal commitments of committee members. We have also lost one member from this committee so will recruit for a new member after the AGM and get back on track with this task.

Health Advocacy Committee – Fiona Lewis

We recently sent a letter to Housing Minister Ravi Kahlon encouraging changes to the SAFER program so that it can support more seniors with their housing rental costs.

The Committee is preparing an article for Perspectives regarding the impact of stigma on people with experience of homelessness, when seeking healthcare. In doing so, we hope to encourage dialogue among social workers regarding this important issue.

We are pleased to welcome Jocelyn Foidart as a new member of the committee and will also have a student attending the next meeting.

Anti-Racism and Cultural Advocacy Committee (ARCA)
Sri Pendakur, MSW and Marisa Tuzi, MSW – Co-chairs.

Our committee continues to meet monthly by Zoom to discuss issues related to anti-racism, religious acceptance, cultural diversity and inclusion, equity, social justice and human rights.

Our committee has started inviting organizations to our meeting to provide a 20-minute presentation about their work. We are wanting to learn about their work and also to look at collaborating in future projects. For example, we have had the following speakers:

- Alex Sangha from Sher Vancouver in November
- Sherman Chan – Director of Family and Settlement Services, MOSAIC

Our Committee members continue to submit articles to the ARCA Corner of the Perspectives Newsletter. We also continue to develop workshops for Social Work Week and throughout the year toward CPD hours on issues related to anti-racism and cultural advocacy.

Our goals for the next year are to continue to monitor and to respond to anti-racism issues in BC and Canada.

ARCA members welcomes any social workers interested in joining our committee.

ARCA Proposal to the BCASW Board

The Anti-Racism Cultural Advocacy (ARCA) Committee proposes that the BCASW use Marion Secunda Poliakoff's legacy gift to create an annual bursary for a BCASW member to attend anti-racism related professional development.

Marion Secunda Poliakoff's obituary reads in part -

Marion attained a second Masters degree at the UBC School of Social Work at age 51. Her field placement introduced her to the diverse community of Vancouver. The Multicultural Concerns Committee (MCC) established by Marion and her colleagues at the B.C. Association of Social Workers (BCASW) continues today as the Anti-Racism Cultural Advocacy (ARCA) standing committee of the Association. While working at the B.C. Cancer Agency, Marion organized staff workshops on cultural attitudes towards cancer.

The proposal:

ARCA proposes that the legacy gift from the estate of ARCA founder, Marion Secunda Poliakoff, be used to fund an annual BCASW bursary to be awarded to a BCASW member in good standing for anti-racism related professional development in accordance with the eligibility criteria set by ARCA in consultation with BCASW's Award Committee.

Recommended:

That the legacy gift funds (\$8,000-\$9,000) be invested in a GIC and that \$250 be withdrawn annually from the interest accrued and awarded as the bursary. Provided that interest exceeds the annual withdrawal for the award, the bursary amount should be increased as funds permits.

Indigenous Community of Practice
Michael Crawford

The Indigenous Community of Practice has met four times in 2024 with attendance of 8, 9, and 6. There are 19 members interested and attending. The CoP meets next on May 10, 2024.

This CoP drafted a statement supporting the BC government's creation of an Indigenous Child Welfare Director and recommended that an oversight/advisory committee be formed. Thank you to this Board for supporting the media release.

The members of this CoP discussed the decision taken by the First Nations Health Authority to restrict counselling services and suggested ways for the BCASW to respond.

Thank you to Susan Soloman for stepping forward to offer leadership in this CoP.

Mental Health & Substance Use
Michael Crawford

The Mental Health and Substance Use Community of Practice has met twice in 2024 with attendance of 5 and 6. There are 23 members interested and attending. This CoP meets next on May 8, 2024.

This CoP has discussed the FNHA decision to restrict counselling services and funding for bed-based services including problems created by income assistance and PWD funding cut on admission.

Sexual and Gender Diverse Community of Practice
Michael Crawford

The Sexual and Gender Diverse Community of Practice has met twice in 2024 with attendance of 6 and 4. There are 10 members interested and attending. This CoP next meets on April 26, 2024.

This CoP has discussed the use of legislation in other jurisdictions used to oppress sexual and gender diverse people, and have settled on a general agenda for each meeting that includes a theme for each meeting, check-in, posing questions, dealing with emerging issues, and providing support for practice.

Thank you to the BCASW Board for supporting this CoP's recommendation that BCASW support the TransCareBC campaign to combat misinformation.

Thank you to BCASW's Darren Usher for stepping forward to offer leadership for this CoP.

Child & Youth Community of Practice
Michael Crawford

The Child & Youth Community of Practice has met twice in 2024 with attendance of 3 and 4. There are 8 members interested and attending. This CoP meets next on April 17, 2024.

This CoP has discussed the need to support child welfare social workers and to engage in advocacy and education. The recent introduction of the Safe Care Act - Bill M-202 (2024), has caused concern regarding the suspension of liberty rights and the use of unsafe and inappropriate facilities/units/wards meant for other purposes (pediatrics, adult psychiatry, etc.). iv. There is already a lack of detox, treatment, and support services/facilities.

This CoP reviewed the BCASW statement on the Indigenous Child Welfare Director position.

BIPOC Community of Practice
Michael Crawford

There are two members interested in the BIPOC Community of Practice. This CoP will be meeting soon to discuss how to proceed.

Disability (?) Community of Practice
Michael Crawford

Only one expression of interest in this CoP.

Reorganization & Strategic Planning
Organizational Chart

BOARD –

Executive –

- President
- Vice-President
- Past-President
- Treasurer
- Secretary
- CASW Representative
- Indigenous Liaison

Student Representative

Member at Large

Member at Large

Member at Large

Member at Large

Member at large

Branches –

- Vancouver Sea to Sky
- Richmond/Delta/Burnaby
- Fraser River
- Vancouver Island
- Okanagan
- Thompson Nicola
- Northern
- Northwest
- Kootenays

COMMITTEES –

Standing Committees –

- Personnel/Human Resources
- Nominations
- Membership
- CPD/Conference

Finance

Editorial/Perspectives

Awards

Inspiring Social Worker Award

Health Advocacy

Governance

Ad hoc –

- Strategic Planning
- Reorganization
- BC Social Work Week

COMMUNITIES OF PRACTICE –

Advocacy Circle

Anti-Racism and Cultural Advocacy

BIPOC

Child & Youth

Disability

Indigenous

Mental Health & Substance Use

Seniors

OTHER –

Retired Social Workers

Private practice support

Mentorship



BC Social Work Week 2024: Evaluation Report

Social Work Week Planning Group

BCASW Board

Kylee Latter, BSW(c)

BC Association of Social Workers

April 3, 2024



BC ASSOCIATION *of*
SOCIAL WORKERS

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Overview

BCASW celebrated BC Social Work Week 2024 over two weeks starting on March 4th and concluding on March 14th. The first week focused on content that may be of more interest to Social Work students and newer Social Workers while the second week featured content that would be of interest to experienced professionals and students alike.

In total, 11 webinars were offered, covering a range of topics including:

1. Day-in-the-life of a social worker panel
2. Transitioning from student to social worker for first-timers
3. The organizations that construct the profession (educate, regulate & promote)
4. Unique jobs in social work
5. Stepping into a challenging ministry with Minister Grace Lore, MCFD
6. Celebrating distinguished women in social work
7. Anti-racist social work with Senator Wanda Thomas-Bernard
8. Effective political advocacy
9. Artificial intelligence in social work
10. Toxic drug supply results in record deaths with Minister Jennifer Whiteside, MMHA
11. Supporting Indigenous social workers on the front-lines

BCASW engaged 29 presenters and 12 unique moderators including 8 current students. 96% of all respondents indicated that they agree or somewhat agree that the presenters were well-prepared and 95% of all respondents indicated that they agree or somewhat agree that they would recommend that webinar to their peers.

In total, there were 1,575 registrations and 864 actual attendees. Many registrants did not attend the events. Participation ranged from 44% of registrants to 69% of registrants attending the event, averaging 55% of registrants over both weeks. There were 604 unique registrants, 362 of which have not previously registered for a BCASW CPD webinar. The most effective forms of advertising were BCASW emails (including eBulletins), Schools of Social Work and social media (in order of effectiveness).

Student participation from UFV, UBC, Other, UBCO were most frequently reported. Lowest participation came from NVIT & UNBC. Part of the reason for NVIT may be that there weren't any panelists from the school; however, UNBC did have some representation (current and graduated students, a Professor Emerita and current professor) and still had low turnout.

Overall feedback (90 respondents over both weeks)

Presenters were well prepared:

- 89% agree
- 7% somewhat agree
- 4.5% disagree

How did you learn about SW Week?

- 52% BCASW email
- 25.5% School of Social Work
- 14% social media

Recommend to others?

- 86% agree
- 9% somewhat agree
- 1% neither
- 2% somewhat disagree
- 1% disagree

Committee Recommendations for Future Planning

- Establish a theme early
- Engage students early for student week and ask ‘what would you like to see/learn about?’ and ‘would you like to be involved in making it happen?’ (connect with Schools)
 - Can do the same thing with practitioners in the eBulletin or *Perspectives*
- Consider a gender-inclusive panel in support of International Women’s Day (perhaps try to include gender diverse folks and feminist men?)
- Reach out to Field Education Coordinators for recommendations to fill gaps
- For student week, engage the student committee for panelist recommendations
- Consider using some of the suggestions for continuing education webinars and provide a list of the suggestions to the CPD committee
- A practicum student from one of the schools to help support BC Social Work week if there is capacity within the Association to support them
- Continue to highlight local branch activities
- Clearly defined roles within the committee regarding guidance versus action/ responsibility
- Consider developing partnerships and securing funding (Ministries, BCGEU, Schools, etc.)
 - Include a more formal educational piece
 - Consider which funding opportunities could conflict with funding for a conference
 - Would a representative sit on the committee?
 - Engage Communities of Practice
- An in-person event (social events as well as educational events)
 - Regional luncheons and watch parties can also meet social/ networking needs
- Reach out for more diversity in the planning committee members

Feedback

Areas for Improvement

What did people say who did not agree that presenters were prepared or that they would recommend the webinar?

Week One:

I am a...	Webinar	Prepared Presenters?	Recommend?	How to Improve
Student	Day in the Life	Somewhat agree	Somewhat agree	Ways to connect with people if they are open to connecting
Student	Day in the Life	Somewhat agree	Somewhat agree	Workers from larger cities, more Indigenous perspectives, more diverse jobs outside of healthcare and MCFD
Student	First-Time Social Workers	Somewhat agree	Neither agree nor disagree	Students from other social work schools (not just UFV and UBC), hosts can prepare questions in advance
Practicing Social Worker	Educate, Regulate, & Promote	Somewhat agree	Somewhat agree	More surveys/polling of the audience.
Student	Educate, Regulate, & Promote	Agree	Somewhat agree	I think it would have been amazing if CASW was also here.

Week Two:

I am a...	Webinar	Prepared Presenters?	Recommend?	How to Improve?
Student*	Distinguished Women	Somewhat disagree	Somewhat disagree	Communication about volunteering
Retiree	Effective Advocacy	Somewhat agree	Somewhat agree	Shorten time on how ministries function to add to Q&A
Practicing Social Worker	Effective Advocacy	Agree	Somewhat agree	Presenter came across badly in response to questions about the very low support rates for people on disability.
Practicing Social Worker	Artificial Intelligence	Somewhat disagree	Disagree	Focus on practical applications of AI in Social Work and could be better organized
Student	Artificial Intelligence	Somewhat disagree	Somewhat disagree	More discussion on ethics and how AI can be used beyond organization
Retiree	Artificial Intelligence	Somewhat agree	Somewhat agree	More specific tools re: organization and management
Practicing Social Worker	Min. Whiteside	Somewhat disagree	Somewhat agree	A second speaker to talk about the causes of addiction. We cannot address issues without examining cause.

* This respondent gave positive written feedback and may have entered “somewhat disagree” when they meant to enter “somewhat agree”

Appendix

Statistics

The following tables include statistics from Zoom.

Attendance

Date	Title	Reg.	Attend.	%
Mar 4, 2024	Day in the Life of a Social Worker Panel	135	72	53.3%
Mar 5, 2024	Entering Social Work for First Timers	116	80	69.0%
Mar 6, 2024	The Organizations That Construct the Profession	84	55	65.5%
Mar 7, 2024	Unique Jobs in Social Work	162	81	50.0%
Mar 11, 2024	Minister Lore, MCFD	146	101	69.2%
Mar 11, 2024	Celebrating Women in Social Work	91	55	60.4%
Mar 12, 2024	Anti-Racist Leadership	179	108	60.3%
Mar 12, 2024	Practical Advice for Political Influence	159	70	44.0%
Mar 13, 2024	Artificial Intelligence in Social Work	190	89	46.8%
Mar 14, 2024	Minister Whiteside, MMHA – Toxic Drug Supply	195	94	48.2%
Mar 14, 2024	Supporting Indigenous Social Workers	118	59	50.0%
	Total:	1,575	864	54.9%

Attendee Demographic Breakdown

	Week One	Week Two	Differential	Total
Student BSW	170	190	+112 %	360
Student MSW	62	97	+156 %	159
Student Other	39	60	+154 %	99
Practicing Social Worker	172	549	+319 %	721
Retired Social Worker	11	39	+355 %	50
Other	43	143	+333 %	186
UNBC	13	19	+146 %	32
TRU	26	54	+208 %	80
NVIT	10	17	+107 %	27
UBCO	33	73	+221 %	106
UFV	69	108	+157 %	177
Douglas	30	38	+126 %	68
UBC	65	84	+129 %	149
UVIC	39	57	+146 %	96
VIU	20	28	+140 %	48
Other School	45	74	+164 %	119

% BCASW Member	37.4%	44.6 %	+119 %	42.3 %
% RSW	41.4%	56.1 %	+135 %	51.5 %
Total Registration	497	1078	+217 %	1575
Total Attendance	288	576	+200 %	864
% Attending	57.9%	53.4%	- 92 %	54.9 %
Unique Registrations	-	-	-	604
New to BCASW (no previous CPD)	-	-	-	362

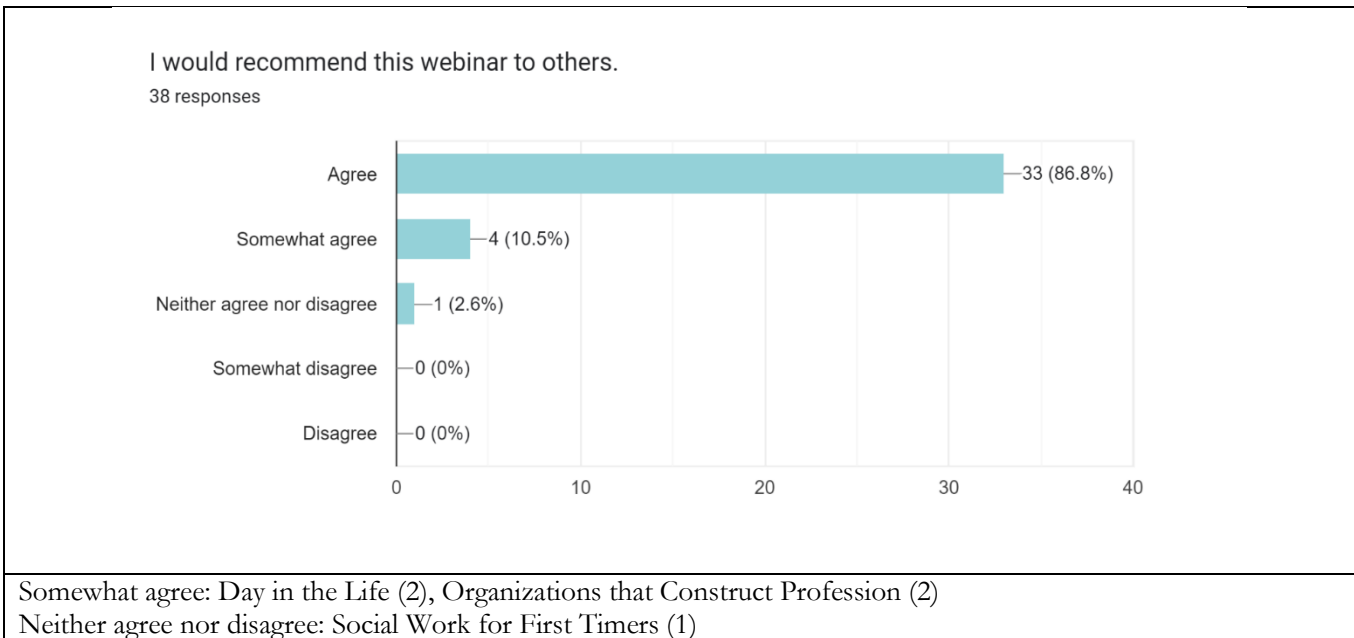
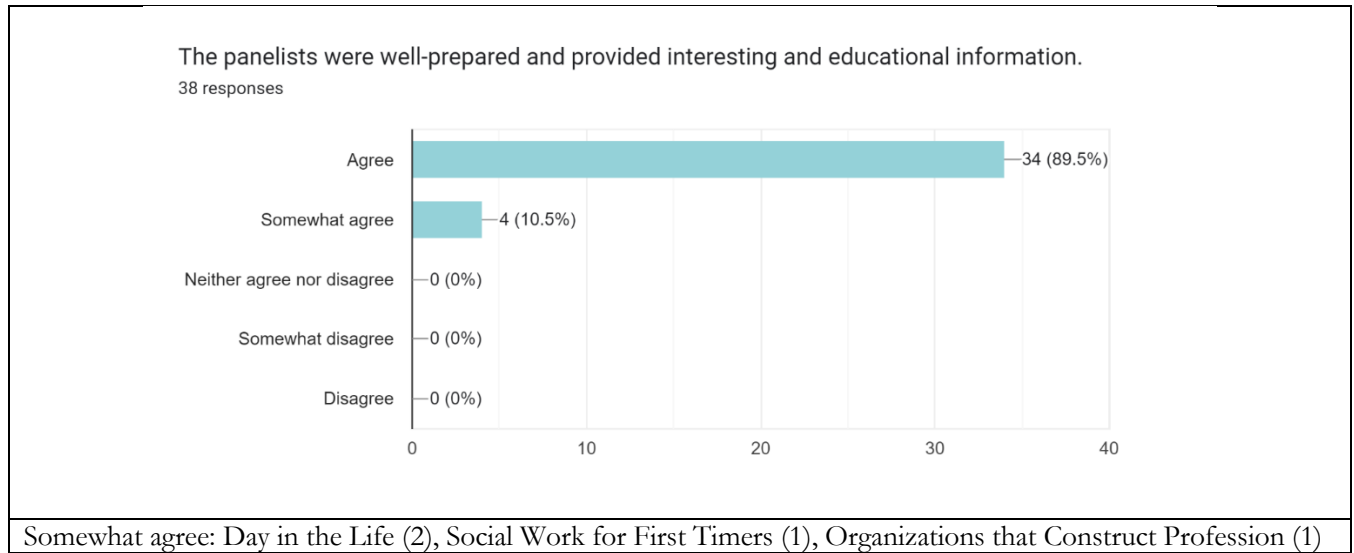
Survey Results

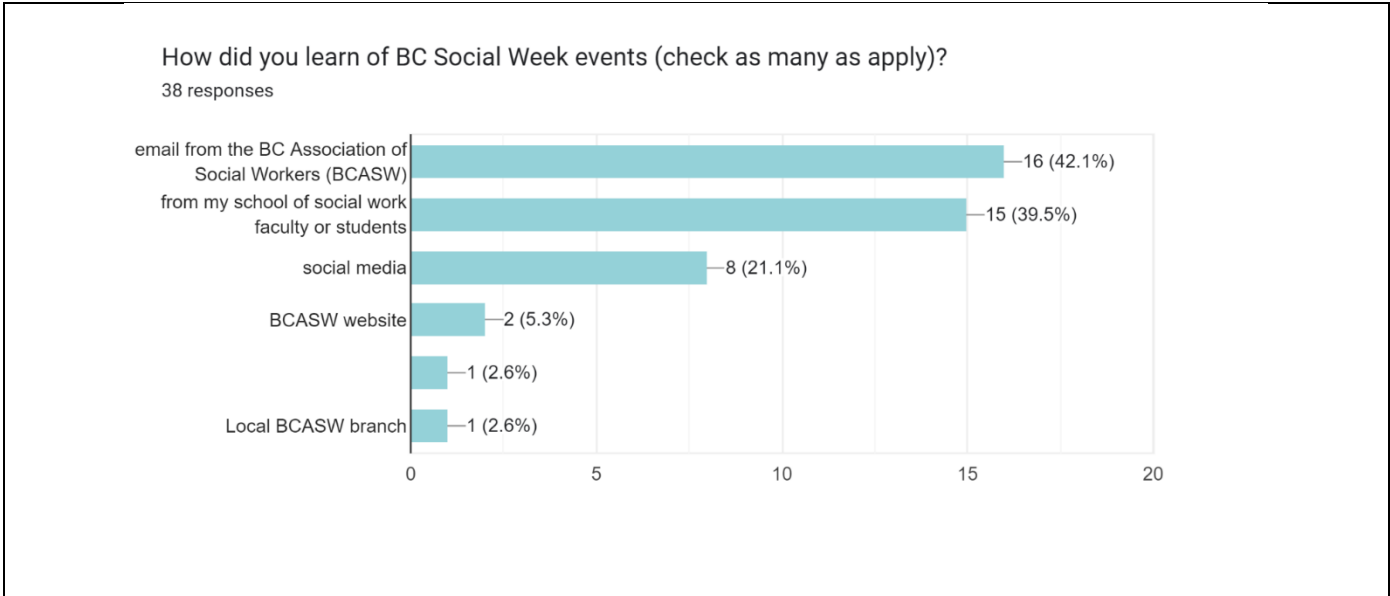
The following information was gathered through post-event online surveys via Google Forms.

Survey: Week One

60.5% social work students

26.3% practicing social workers





How they learned of BC Social Work Week events in order (38)

1. Email from BCASW (16)
2. School of SW (15)
3. Social media (8)
4. Website 2
5. Local branch – 1
6. Other 1

Panelists were well prepared and provided interesting and educational information.

- Agree 34 (89.5)
- Somewhat agree 4 (10.5)
 - 2 Day in the Life
 - 1 Student Transitions
 - 1 Educate, Regulate & Promote

I would recommend this webinar to others

- Agree 33 (86.8)
- Somewhat agree 4 (10.5)
 - 2 Day in the Life
 - 2 Educate, Regulate & Promote
- Neither agree nor disagree 1 (2.6)
 - Student Transitions

People particularly benefited from

- Experience
- Insight
- Perspective
- Expertise

Improve the experience

- More time
- More Q&A/ Time for interaction
- Smaller zoom attendance
- More Indigenous perspectives
- Ways to connect with presenters if they are open to it
- More diversity
- Educate, Regulate, & Promote:
 - I'd have liked more about future directions/priorities of the college and association.
 - Representative from CASW

Other comments

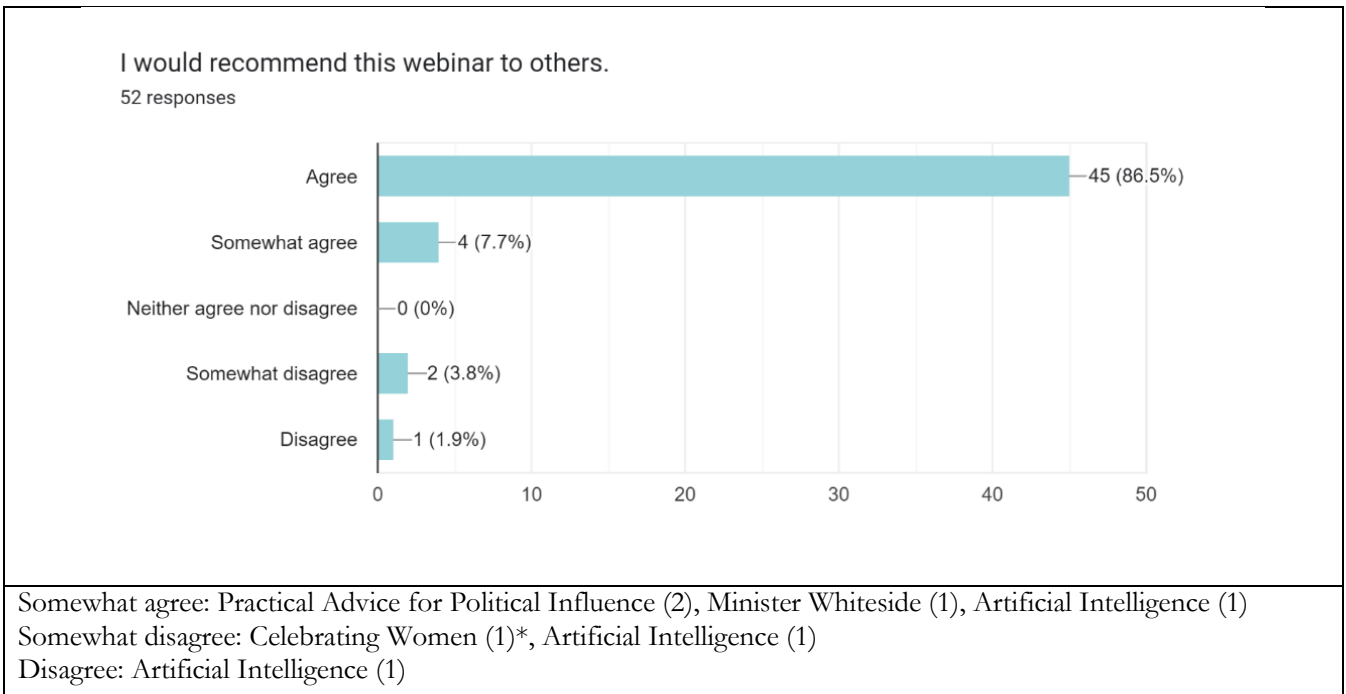
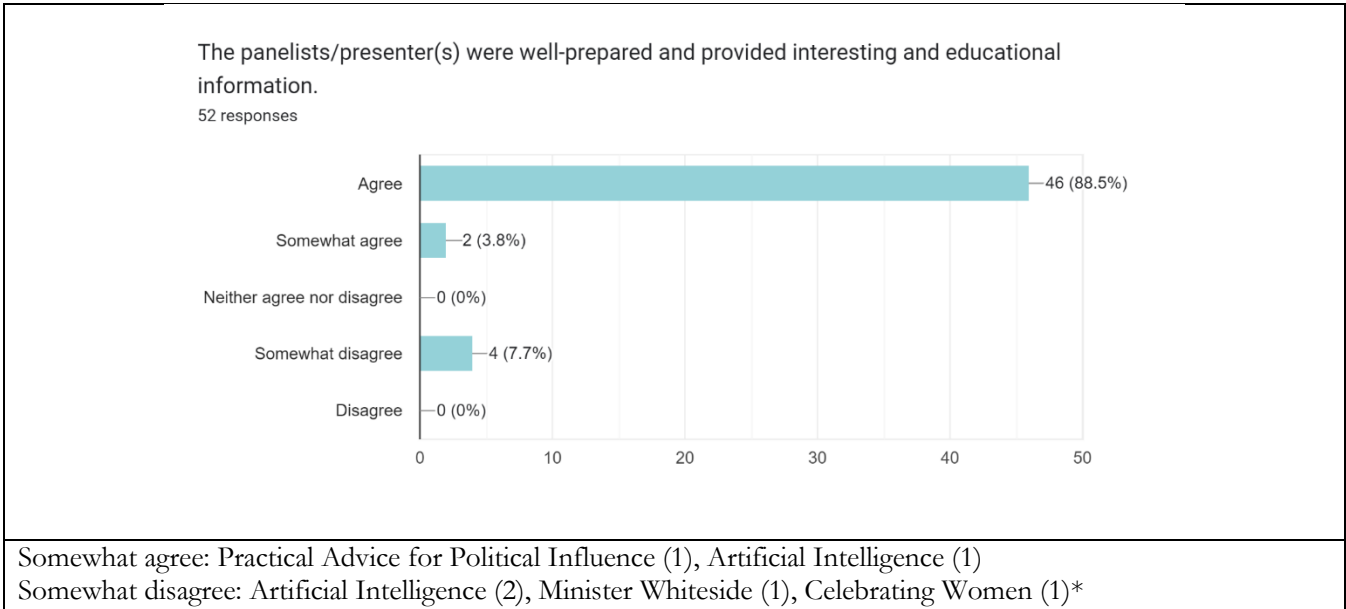
- It was really well done and super informative and accessible. Had it been on person I would not have been able to access the information.
- I would have liked a recent graduate working in a northern and remote social work practice or fly in and out travelling social worker to learn about their experience.
- More about future directions/priorities of the college and association.
- Very valuable as a social work student going into the field to build context and understanding of practical expectations of the jobs.

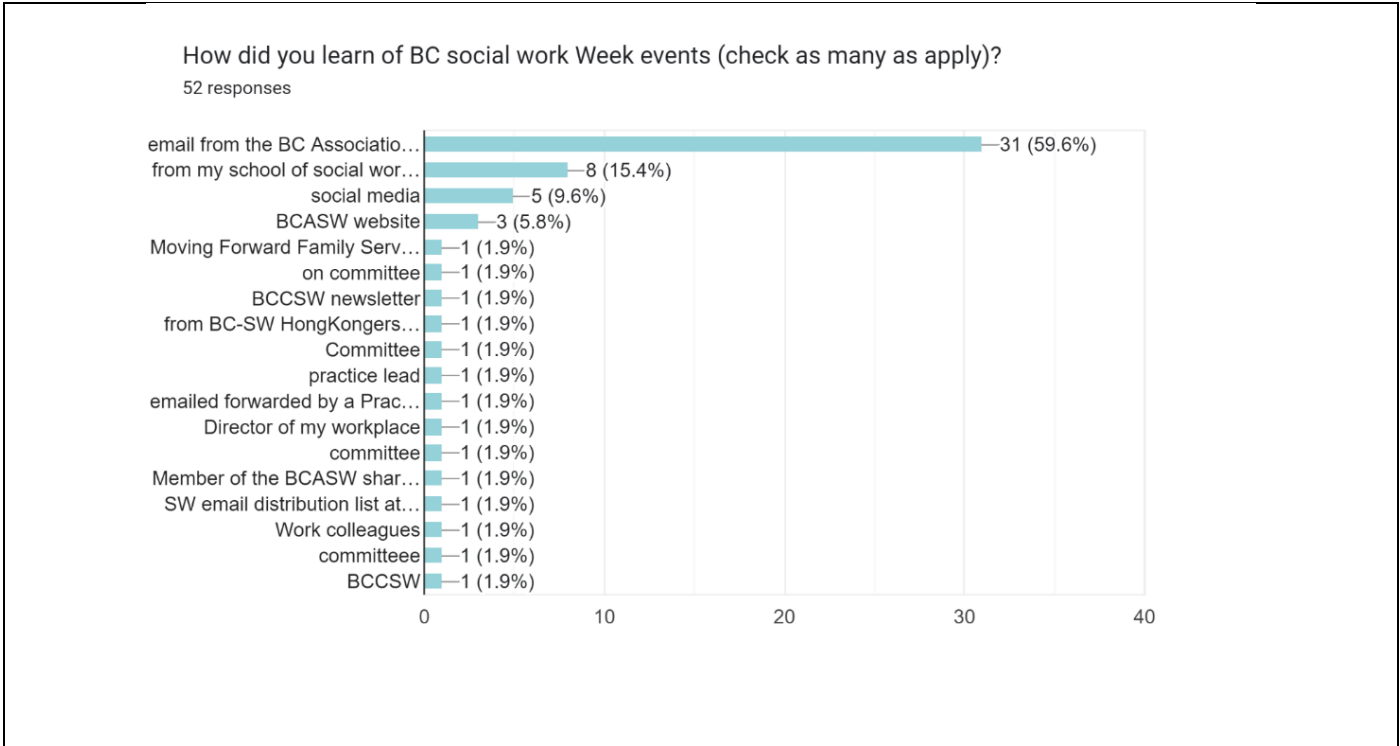
Continuing education webinar ideas

- More specific webinars:
 - Day in the life of a child protection officer
 - Day in the life as a SW in the hospital
 - How to find a job that is the right fit x2
 - Virtual social work
 - How to start your own practice
 - Boundaries: how to say no to unsafe work, work conflict, connect with other social workers in the field
 - The Social Work Act and it's future
 - International social work
 - Forensic social work
- Clinical issues: advocacy in clinical settings, legal issues and advocacy, working with competing professions Nurses, NPs, docs, OTs - how can we up our game?
- Similar webinars in the summer (July/Aug)

Survey: Week Two

51.9% practicing social workers
 21.2% social work students
 15.4% union members





* One person indicated that they somewhat disagree both questions regarding the Women’s panel. The user’s written statements indicate a positive experience. They may have intended to select “Somewhat Agree”.

By far, respondents in the 2nd week stated that they learned about BC Social Work week though emails directly from the Association, followed by school of Social Work, then social media and BCASW website.

The panelists/presenter(s) were well-prepared and provided interesting and educational information.

- Agree 46 (88.5%)
- Somewhat agree 2 (3.8%)
 - Effective advocacy
 - AI
- Somewhat disagree 4 (7.7%)
 - 2 AI
 - Min Whiteside
 - Women’s panel*

I would recommend this webinar to others

- Agree 45 (86.5%)
- Somewhat agree 4 (7.7%)
 - 2 Effective advocacy
 - AI
 - Min Whiteside
- Somewhat disagree 2 (3.8%)
 - AI
 - Women's panel*
- Disagree 1 (1.9%)
 - AI

* One person indicated that they somewhat disagree to both questions regarding the Women's panel. The user's written statements indicate a positive experience. They may have intended to select "Somewhat Agree".

Particularly benefitted from:

- Experience, passion and advice of presenters
- The emphasis on collaboration and community
- Senator Wanda Thomas-Bernard
- Walking through the steps of how legislation is created
- Insider knowledge on politics
- The basics of AI and social work and feeling more comfortable to explore it
- Indigenous content (especially Susan Burke's recommendations)
- It helped me understand the importance of continuous education.

Improve:

- More time (especially with the Senator)
- Organization
- Break out groups to discuss what action we can take
- The practical applications/ ethics/ specific tools of AI in Social Work practice
- Remind attendees to be brief in asking questions

Other comments:

- I was happy for us to be reminded to be courageous, that anti oppressive social work practice and social change is not a solo sport and that we must remember to work within a collective of allies
- Offer a recording of these events

Future offerings:

- Develop advocacy skills in today's social work climate
- Community social work practice
 - Recommended presenter: Jerry Zipursky, MSW, RSW (now retired; worked with the Neighbourhood Houses; developed the Jewish Community Centre; started the Gibsons Public Market with a group of other volunteers)
- Creative Social Work practice through Technology
- How do we (Social Workers) stand up to oppressive provincial government policies which are legislated by ultraconservative parties?
- Green social work, environmental justice, interdisciplinary collaboration with social work practice
- An expansion on anti-racist practice in different areas of social work
- The Adult Guardianship class action lawsuit
- Hands on demonstration in using AI for assessment or preparing treatment plan
- Things they don't teach you about social work
- Working with couples

Continuing Professional Development Suggestions

Survey Results from BC Social Work Week 2024

1. Day in the life of a child protection officer
2. Day in the life as a SW in the hospital
3. How to find a job that is the right fit
4. Virtual social work
5. How to start your own practice
6. Boundaries: how to say no to unsafe work, work conflict, connect with other social workers in the field
7. The Social Work Act and it's future
8. International social work
9. Forensic social work
10. Clinical issues: advocacy in clinical settings, legal issues, and advocacy, working with competing professions Nurses, NPs, docs, OTs - how can we up our game?
11. Similar webinars in the summer (July/Aug)
12. Develop advocacy skills in today's social work climate
13. Community social work practice
 - a. Recommended presenter: Jerry Zipursky, MSW, RSW (now retired; worked with the Neighbourhood Houses; developed the Jewish Community Centre; started the Gibsons Public Market with a group of other volunteers)
14. Creative social work practice through Technology
15. How do social workers stand up to oppressive provincial government policies which are legislated by ultraconservative parties?
16. Green social work, environmental justice, interdisciplinary collaboration with social work practice
17. Anti-racist practice in different areas of social work
18. The Adult Guardianship class action lawsuit
19. Hands on demonstration in using AI for assessment or preparing treatment plan
20. Things they don't teach you about social work
21. Working with couples

Value 1: Respecting the Dignity and Worth of All People

- Respect the inherent dignity and worth of all people.
- Promote the self-determination and autonomy of all people.
- Uphold the human rights and fundamental freedoms of all people consistent with applicable rights and legislation.
- Respect the status, rights, diversity and needs of First Nation, Métis, and Inuit Peoples.
- Uphold the rights of all people to receive services in a manner that considers intersecting factors of exclusion and respects all manner of diversity.
- Respect the rights of service users to make decisions based on voluntary consent when possible.
- Social workers uphold the rights of every person, group, and community to be free from violence or threat of violence.

Value 2: Promoting Social Justice

- Uphold the principles of social justice related to the rights of individuals, families, groups, organizations, and communities to receive fair and equitable access to services, resources, and opportunities and to be free of oppression, racism, and discrimination.
- Advocate for the rights of Indigenous Peoples to be free from racism, systemic racism, and discrimination as stipulated in the United Declaration on the Rights of Indigenous Peoples Act.
- Advocate for the rights of all individuals, families, groups, and communities to be free from oppression, exclusion, racism, and discrimination.
- Advocate for the stewardship of natural resources and the protection of the environment for the common good of all people.

Value 3: Pursuing Truth and Reconciliation

- Social workers uphold the values and principles of reconciliation.
- Social workers acknowledge Indigenous world views in their practice.

Value 4: Valuing Human Relationships

- Place the well-being and interests of all people at the centre of their relationships.
- Continually develop self-awareness and practise self-reflection to guide their practice and personal well-being.

Value 5: Preserving Integrity in Professional Practice

- Act with integrity are honest, responsible, trustworthy, and accountable.
- Maintain appropriate professional boundaries with service users.
- Are aware of potential conflicts of interest and avoid situations where their personal interests may interfere with their professional obligations.
- In private practice act with integrity in all business practices.

Value 6: Maintaining Privacy and Confidentiality

- Uphold the interests of service users, members of the public, and other professionals in developing and safeguarding the trust placed in the confidential relationship.
- Are transparent about the limits of confidentiality in their professional practice.
- Disclose confidential information with valid consent in accordance with applicable legislation or without consent when required by law or court order or allowed by legislation.
- Preserve privacy and confidentiality in the provision of electronic social work services.

Value 7: Providing Competent Professional Services

- Continuously develop their professional knowledge and skill at the level required to provide competent professional services.
- Practise within their level of competence and seek appropriate guidance when services required are beyond their competence.
- Contribute to the ongoing development of the social work profession and current and future social workers.
- Contribute to the knowledge base and advancement of knowledge in the social work profession.

To read the complete Code of Ethics and Guidelines, please visit casw-acts.ca