

Executive Director's Report Sept 20-Nov 23, 2024

Board Meeting November 23, 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 15 hours/week.

- Dianne took vacation November 12-19.

Operations

- Support for committees, communities of practice- sent out invitation to 300 members who work with children on behalf of Jeremy Marczak. Nine responses with interest in joining.
- Worked with UBC re CPD- survey to members, UBC first event with discount for BCASW members
- Member assistance with renewals
- Advertising analysis- 2024 drop in revenue from \$43,930 to \$22320 to date. The last low was 2020 \$16,230. BC Public Services is most frequent advertiser: 2023- 72 ads, 2024 18. Health 2023-35, 2024- 18. Those submitting the ads for PS do not know reason for decrease.
- Contracted with David Renault for webinar in 2015
- On-Boarding and info meeting with Stephanie Altenhof
- Staff supervision meetings
- Updated Bylaw changes as per decisions at Board meeting and forwarded to Lorry-Ann Austin for EDIB review
- Updated policy governance and replaced it on website
- Worked on demographic reports in consultation with Guild
- Reviewed professional rosters, spoke with third party funders re issues with rosters, wrote fields and sent to Guild for quote, discussed planning with members, gathered info on cyber issues (22 concerns with current roster), researched current rosters for possible adaptation
- Exit plan for shutdown of current FASW roster- will be audited for membership, any remaining refunds made, notice of closure date given and outline of new plans sent to membership when time frame known. Sites using roster will be notified and given projected date for new roster.
- Submitted info for cyber insurance quote and requested criterion for roster security
- Working with survey/vote function on database- text box added
- Proposal to Guild to add Communities of Practice to communications opt in, generate group specific email lists (2025 budget item)
- Set up tracking system for member queries- numbers and issues
- Drafted budget for 2025
- Audited for 30 plus members for renewal fee reduction- 42 members in this category
- Member Services Coordinator attended two-day conference on aging in place, will attend a workshop on program evaluation this month, will attend a course on grant writing early next year
- ARs- five reminders

Promotion of the Profession

- Reported monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Requested March 9-15, 2025 for Social Work Week

- Met with Board of First Call –public safety and concern with MCFD oversight report
- Met with fellow associations (HABCN) re concerns with new Health Act, need to be proactive regardless of government changes
- Joined Michael Crawford in meeting with Jennifer Charlesworth and Alan Markwart re problematic report, need for exemptions and use of right to title
- Met with Registrar Ann Joseph re new bylaws, CPD webinars by BCCSW and hosted by BCASW, discussed meetings with Minister Grace Lore and Office of the Representative for Children and Youth
- Met with BCCSW in regards to protection of public and oversight by MCFD-, attendance at BCCSW Board meeting October 26
- Met with new OASW Director, Ajirioghene Evi. Discussed the private practice roster- at stage of understanding risks, satisfying insurance requirements, before committing to a new platform. They would prefer a national roster. Their current system is a free membership benefit and is a reason to join as well as being a public-facing promotion of social work services. The current roster continues at the moment for BC until Dec 6.
- Attended webinar on International Federation of Social Workers Nov. 4th
- Meet with Office of the Ombudsperson Oct 31 with Michael Crawford re report on oversight from MCFD, exemptions precluding fairness for public

Services for Members (1558)

To October 24, 220 new, 127 re-activated members, 222 lapsed. Others are continuing or renewed. This is consistent with a pattern of continued growth.

Requested membership audit for BMS insurance purchasers to remind members who have lapsed and purchase BMS insurance that they need to re-activate.

Engaged membership- multiple activities including high open and click rates on *eBulletin*; requests for inclusion or more information; queries to the office; 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.
- Members of public- resources, complaints, requests meant for the BCCSW
- BCASW members contacts 19 Sept 23- Oct 31. 8 re-directs to standards and BCCSW; 8, legal, 1; small business, 3; insurance, 5; Association discussion.

Topics included

Documentation

legal requirements to start a private practice

insurance in private practice

Career decision

barriers to employment

Business start-up

Complaint process

BCASW mentorship

accessing 3rd party funder

online document storage and cyber security

requirements requiring sharing of information

questions about roster

questions about retirement

Members report frustration with BCCSW not picking up their calls. BCASW can't fill vacuum left by BCCSW and outdated standards but can help differentiate legal from practice standards questions, redirect to BMS lawyers, provide information and resources in regards to business practices, offer support and mentors.

- Autumn *Perspectives* sent out and posted, pdfs of single articles sent as requested
- Facilitated process for UNBC student memberships paid by UNBC
- Number of mentorship individual matches since beginning of year – 14 (2023 was 13 for the whole year)
- Number on private practice peer mentoring group list – 171 on the mailing list – attendance at group meetings is 5-10 people
- Membership queries as per new tracking system -23 Sept to 23 October = 18 discussions – (15 by phone 3 by email). All but one question pertained to private practice. Questions confusing BCASW with BCCSW are excluded from these numbers. 8 questions were directed to BCCSW and standards of practice, 6 to BMS legal services, 2 to BMS insurance, 1 to small business BC, 3 were Association matters- support, information, and resources offered.

Social Justice

- Sent out September 30th resources to membership and posted on website
- Election toolkit posted
- Attended webinar with Dr. Tim Stainton on MAiD and persons with disabilities

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

- eBulletins
- private practice roster build
- *Perspectives*
- Add CoP and CPD interest area on database for new, re-application, and annual renewals
- Archive project- records 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.)
- Continue Policy governance, bylaws update with lens of EDIB, alignment, current practices; learn from CASW process
- Post bylaws draft for resolution and send proposed changes to members
- Conference/Education & Networking Days plan

BCASW Board Meeting
23 Nov 2024

Vice-President's Report

To my colleagues at the BCASW,

Please accept the following as my report for the period spanning 9 Sep 2024 to 10 Nov 2024. My priorities during this time pertained to building partnerships with the aim of promoting and increasing the profile of our profession. To this end, I can update the board on the following:

- Supported scheduling of a branch representative meeting
- Supported scheduling of MHSU CoP meeting
- Connected with BC Teachers' Federation to confirm PBC coverage of social workers
- Connected with BCGEU FBA to confirm pilot program for PBC coverage of social workers
- Multiple attempts to connect with HSABC to discuss upcoming bargaining and the inclusion of PBC coverage for social workers in the next HSPBA
- RCSW Awareness work is underway. This work aims to increase the profile of social workers with and without the clinical designation. The group has met 5 times since Sep 1, 2024 to prepare materials for a slide deck that will be used to educate various interest groups on the profession of social work.
- Ongoing conversations with MoH professional regulation and oversight about the removal of exemptions within SWR
- Ongoing conversations with MCFD professional regulation and oversight regarding removal of exemptions within SWR
- Upcoming meeting to speak with policy analyst with Allied Health Policy Secretariat about provincial student loan forgiveness
- Submitted resignation as vice-president of BCASW effective AGM2025 and intent to run for president position at AGM2025

Thank you for reviewing my report and for the continued privilege to serve on the board.

Phil Mach, RCSW

Vice-President, BC Association of Social Workers

Treasurer's Report – November 23, 2024
Fiona Lewis

I have reviewed the financials up to Oct 31. Membership fees are already exceeding the budget target and will likely end the year about \$12,000 above budget. However, advertising is still down and will not meet the target. We have received \$13,750 in donations this year, but this money is restricted for awards (which may be carried over until next year). Once again, we have some revenue from interest on investments that were rolled over this year. Although the interest was reinvested, it still shows as revenue and the new "purchase" comes out of the cash surplus.

Expenses are tracking slightly below budget overall, even with the recently improved salary increase for the member services coordinator. Funds for both staff and board development were underspent this year (like last year). Overall, I am projecting a surplus of about \$5,000 (not including the legacy donation, which is restricted).

We currently have approximately \$260,000 in investments which meets the contingency fund requirements in our governance policies.

CASW Report

The CASW Board met in Ottawa on October 19 and October 20. All provincial and territorial representative attended apart from Bruce Davison (PEI) who had a family event. Joan Davis-Whelan, Past-President was also unable to attend due to family commitments.

Since the COVID pandemic ended we hold two in-person meetings a year – one in October and one in June. All other Board meetings are virtual. Our next virtual Board meeting is scheduled for December 17 and there is a virtual Federation meeting January 16.

At the October meeting we reviewed CASW policy and business for one full day and we had a half day Board workshop titled *Decolonization: More than a Metaphor*. The workshop/training was delivered by Candace Loring, who lives in West Bank BC. She holds an MBA and works for a consulting company and teaches some courses at UBC (O). She delivers this workshop for Boards in the non-profit and for profit sectors. She has roots in Gitxsan territory in the Hazelton region of Northwestern BC

Fred Phelps, ED, provided a budget update. Targets are being met and the foreign trained social worker assessment program is again exceeding budgeted revenues.

Sally Guy, Policy Analyst, reported there is some anxiety regarding the federal political scene as things like the student loan forgiveness program, the dental program, and the nascent pharmacare program may be in jeopardy with a Conservative government. The CASW continues to work with all Federal parties regarding policies that are important to our association.

I continue to serve on the Awards committee and our criteria for the Glenn Drover Award were accepted at this Board meeting. There is a committee developing National Clinical Best Practices. Following consultation with Michael and Dianne, I made it known that in BC at least, we would like to see the process move quickly.

There was an intersectoral update as the CASWE, CCSWR, and CASW participated in mediation to resolve differences between CASWE and CCSWR. Some progress was made. By way of background, the CASWE objected to the Ontario College proposing registration exams and wrote a letter condemning the process without making any effort to discuss the matter with the Ontario College before going public. From a CASW perspective, the primary concern regarding this dispute is that it doesn't allow us to proceed with application for funds to cover a sector study.

Barb Whitenect reported on the Association of Social Work Boards census update. Over 3000 social workers in Canada completed the survey. However, Barb noted that there

were some problems with structure as the question format did not allow room for social workers in senior administration or social workers who are retired.

The CASW is developing a position/policy paper on MAID Track 2. This relates to people who are seeking MAID due to mental illness. Opinion in the broader community is very divided on this matter.

The CASW EDIB committee is active and looking at ways to increase equity, diversity, inclusion, and belonging within the organization. This relates to recruitment and hiring of employees, hiring contractors, and Board membership.

On the operations side there was some preliminary discussion of the 100-year celebration. The CASW will be 100 years old in 2026. The year 2026 also marks 70 years for BCASW. Also, on the operations side, Fred Phelps anticipates that the Quebec Association will rejoin the CASW in 2025. This will be a good thing, but it also requires more expenditure on translation. At the present time, two CASW Board members speak French as their first language and a few of us Board members speak and understand some French. However, there are others who are primarily unilingual.

Elections were held for the positions of Treasurer and Vice-President. Glenda Webber the representative from Newfoundland was re-elected as Treasurer. Rasheal Charles from Alberta was elected as Vice-President. Barb Whitenect is President and represents the CASW in International Federation of Social Workers (IFSW) matters.

Respectfully,

Glen Schmidt RCSW

Membership Committee - November 23, 2024
Kelly Guiaya
BCASW Board Meeting

The committee is meeting on November 21st to finalize the membership survey and sort out details for rolling it out to members.

BCASW Northern Branch Report

November 18, 2024

Current Executive Members:

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

Next Northern Branch meeting: Thursday November 28, 2024

Last report sent: September 14, 2024

September 16 - Student Pizza Night at UNBC. We had approximately 30 students in attendance thanks to the UNBC School of Social Work hosting us and arranging for the regional campus' to join too. I was joined by Beth Quesnel who spoke about the Northern Branch Bursary, Heather Lamb who spoke about Perspectives, Marly Whitmer and Charla Anderson who spoke about their experiences as student representatives. **Promotion of the Profession and Practice of Social Work**

September 17 - FB post re: Why Boys Struggle in School and How to Help webinar. **Service to Members**

September 17 - FB post re: Finding Our Power Together offers free online counselling for Indigenous youth across Canada ages 12-29 (6-8 sessions).

September 23 - FB post re: upcoming BCASW webinars. **Service to Members**

September 24 - Email reminder of NB monthly meeting with documents **Service to Members**

September 26 - Monthly Meeting and Panel Presentation and Discussion on Informed Consent Mary MacDonald, Brent Goerz, and Kayla Walker (1hr) **Service to Members**

October 4 - FB post re: PG Boot & Sock Drive November 7th. **Advocacy, Social justice**

October 6 - Email re: Stories of Hope and Strength Campaign Launch October 17th. **Advocacy, Social justice / Service to Members**

October 13 - FB poll to members re: BCASW newsletter interest (3 responded "what newsletter", 1 responded "appreciated, but", and 1 said they "don't read it"). **Service to Members**

October 17 - FB post from member requesting representation from Northern Region, responded via post and called member the following day. **Service to Members**

October 21 - NB Newsletter sent via email to members **Service to Members**

October 23 - FB post re: CSFS online halloween costume contest for youth ages 0-18. **Fun**

October 24 - Monthly Meeting and Discussion on the recent election and ethical considerations for SW practice. **Service to Members**

October 24 - FB post reminding members if they're not getting emails from the Northern Branch and want them, they can change their communication preferences on their BCASW account or call the office. **Service to Members**

October 28 - FB post introducing our NB student representatives: Jessenta Cooper (3rd year BSW, Fort St. John) and Simran Preet (MSW foundation year, Prince George). **Strengthen the Association**

November 13 - FB post re: Reproductive Rights Rally in Prince George November 14th. **Advocacy, Social justice**

November 14 - Email re: Opportunity to learn from and share experiences with BC's Seniors Advocate (BCASW webinar) **Service to Members**

Thank you,



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

Thompson Nicola Branch Report Winter 2024

Planning continues for the Thompson Nicola's International Women's Day celebration which will see the Branch produce a two day showing of the Vagina Monologues. The event will feature a silent auction and raise money for Kamloops Immigrant Services' Empower Women outreach program. We are also planning another social work mixer with Thompson Rivers University BSW students and community social workers for February and are additionally putting together an in-person two day workshop on Somatic Experiencing Training that will be of interest to those in private practice. The Branch will confirm and welcome its new 3rd BSW student rep at its next meeting and will commence planning for the Heart of the Grasslands Award and BC Social Work Week. We continue to share the Thompson Nicola Connector e-bulletin biweekly and it is full of interesting articles, links to webinars, and career postings. Branch Executive members include Hunter Aiken, Lorry-Ann Austin, Michael Crawford, Meghan Dalgleish, Taryn Fenelon, Jennifer Friend, Tasha Evanishin, and Rebecca Sanford.

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

Vancouver Island Branch Report
BCASW Board November 23, 2024
Ming Huey Chang

We have had a couple of changes based on member feedback and we are hoping to engage members in a more meaningful way.

1. We are holding the monthly meeting as a discussion group. The topics are open and we are using the space to support each other and bounce off ideas and concerns. Currently, there is no formal structure, no minutes, only connections.

2. We have a new Facebook group called “Social Workers on an island.” Again, it is meant to be a space for support and discussion therefore it’s set up as a private group.

3. UVic students have requested help with the registration exam. This could be a strong reason for the students to become BCASW members.

Lastly, thank you to Michael for sending out the Civil Forfeiture Grant information. It will benefit several local non-profit organizations if granted.

Kootenay Branch Report
BCASW Board Mtg – November 23, 2024
Jen Hagen

The Kootenay Branch hosted an in-person event in Cranbrook which was well-attended by our local members. It has been wonderful to see some new faces engaging in the meetings both virtually and in person.

As the branch representative, I have provided some individual support to members by email and in-person, and have worked to facilitate connections between our area social workers by hosting and planning ways to support engagement. Two of our members were awarded with gift cards to local restaurants for volunteering to present on an area of interest as part of our peer-learning project over the past few years. Thanks to Maureen and Tara for their participation in this initiative!

Building on the success of our in-person event in Cranbrook in November, we hope to host another in-person event after the holiday season and will plan something closer to the West Kootenay side of the region with support from some West Kootenay members.

Steph Altenhof
BCASW Student Committee Chair and
Student Rep to the BCASW Board
November 23, 2024

Thank you to the BCASW directors for supporting my application and putting your faith in me as Student Rep to the Board. So far, I have –

- completed onboarding for new role as Student Committee Chair with Dianne.
- hosted the first meeting with student reps from UFV, Douglas, UBC, and VIU
- sent an email message reminding students of Advocacy Circle writing contest

At our next meeting we will discuss: BCASW events, including ideas for SW week, student advocacy opportunities, ideas for local socials with students

Rise of Antisemitism in Canada and British Columbia
A statement by ARCA/BC Association of Social Workers.
November 2024

1. Over past 2 years there has been a huge increase in antisemitism in Canada and in BC.
2. The B'nai Brith Canada Audit of Antisemitism Incidents 2023; states that between 2022 to 2023 there has been 109% increase in antisemitic incidents. In numbers, it jumped from 2769 incidents to 5791 incidents.
3. These are only reported incidents.
4. Recently there was fire bomb thrown at a synagogue in Vancouver and shots were fired at a school in Montreal.
5. These kinds of acts of violence have put our Jewish citizens on edge and fear of being attacked due to being Jewish.
6. BCASW is extremely concerned about this rise in antisemitic acts in our country and our province.
7. Since the October 7th, 2023 attack by Hamas on Israeli citizens and war between Israel and Hamas has brought on many protests and marches across BC and Canada.
8. Some of these protests have had extremely antisemitic language and threats against Jewish people.
9. We recognize the importance of the right to organize and protest but not brazen antisemitism and violent threats.
10. These antisemitic rhetoric does not help the people who want to bring attention to the humanitarian situation in Gaza.
11. Antisemitism is a violation of the universal right of freedom of religion. As other forms of discrimination it poses a threat to the peaceful enjoyment of human rights.
12. The rise of antisemitism is not just a problem for Jewish people but an affront to humanity and Canadian values of respect for all religions.
13. We encourage all organizations, all levels of governments to condemn antisemitism and all forms for religious intolerance.

Ad-Hoc Committee to Discuss Surplus Proposals – Nov 2024

Elizabeth Vondette

Determined criteria for proposals should adhere to the following goals:

(The 4 key goals of the BCASW are):

The four end goals of the BCASW are Professional Advocacy, Social Advocacy, Membership Service, and a Strengthened Association. (These were pulled from the BCASW website – Strategic Plan)

The Mission of the BCASW is : “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.”

Additional criteria as per ad-hoc committee’s recommendations:

- a. Valuable to significant number of our membership (benefit as many as possible)
- b. Heightens profile and visibility of social work to public
- c. Educate public about scope of social work
- d. Not be used to support individual salaries (ties into criteria a)

Outcome and Recommendation to the Board:

1. Proceed with proposal to create our own Private Practice Roster/Find a social worker database. This should be more than a directory, but also educational about scope of practice, education and expectations to clients re private practice social workers (i.e., not free)

Rationale:

- Potential to draw people/social workers to BCASW website
- Potential Income stream - (cost to be on roster and annual fee thereafter, with potential discounted rate for BCASW members?), this could help offset initial cost and maintenance costs to keep BCASW “in the black”.
- Marketing tool -if our roster has the most complete list of social workers and becomes the go to place when someone is looking for a social worker i.e. insurance covers RSW, not RCC, that will truly add value.
- Make it more user friendly and more visually pleasing to service receivers than current option
- Add an educational component to the public. For example, a triage tree/map in finding the right type of social worker to meet your needs; education about private practice vs

government-employed social workers, why someone wants to work with a social worker, etc.

2. Direct Dianne to proceed with inquiries to purchase Indigenous Art. Historical usage of art was paid per use. Have used it 4 times at a total cost of \$700 (therefore \$175 per use?)

a) Inquire as to artist's interest in purchasing the artwork and their proposed price expectation, with the awareness that Dianne is able to negotiate no higher than \$5,000 for the purchase (and for how many years would that cost cover – i.e. 5 years of use/ or 10 years of use/ in perpetuity?)

3. Any remaining surplus be directed to supporting the Archival project, with encouragement to seeking grants to assist with those costs. Recognizing the importance of historical legacy of the Association and that Institutional knowledge of Board members such as Dianne, Phyllis and Michael will not be around forever.