

## BCASW BOARD MEETING MINUTES

April 13th, 2021

Zoom



Attendance - Cheryl Ash (Secretary), Michael Crawford (President), Dianne Heath (Executive Director), Pam Miller (MAL), Tessa Murray (NW), Phyllis Nash (Past-President), Carol Ross (VP & RDB), Glen Schmidt (CASW), Wendy Weeks (VI), Lorry-Ann Austin (TN), Fiona Lewis (Treasurer), Kimberly Azyan (MAL), Cayce Laviolette (MAL), Rae Morris (MAL), Karla Bloomfield (Northern), & John Richmond (VSS)

Regrets – Raymond Cauchi (Student), Nikki Hemstad-Lette (KTN), Jas Hundal (FR)

### 1. Recognition of Traditional Territory (Michael)

We acknowledge that our office is located in the unceded territory of the Coast Salish Peoples, including the territories of the Musqueam, Squamish, and Tsleil-Waututh Nations and that our members live and work in unceded territories across British Columbia. We acknowledge territory and First Peoples and commit to genuine and ongoing work to forge real understanding, and to challenge the legacies of colonialism.

### 2. Review of agenda – adopted

### 3. Adoption of January 12, 2021 minutes – adopted

### 4. Welcome & introductions (All)

- a) Welcome to John Richmond (VSS Rep)
- b) Introductions

### 5. President's Report (Michael)

- a) Report attached
- b) March was a very busy month with webinars and celebrations of BC Social Work Week
- c) Days in the Lives of Social Workers was a great success and we had contact with almost 200 unique registrants (most of them students) during the four evenings - successful event
- d) The three BCASW/BCCSW Career Launch sessions held in March attracted 78 students. I also met with UBCO students and Dianne met with UNBC students - successful event
- e) MCFD is engaged in a consultation examining the consequences of removing the exemptions in Social Workers Act Regulations
- f) BCASW is hosting a meeting next week of the coalition (BCASW, BCCSW, BCGEU, and directors of schools of social work). 2 schools not represented to the coalition: TRU & UBCV
- g) Social media – Facebook (1,074), Twitter (278), & Instagram (250)

### 6. Executive Director's Report (Dianne)

- h) Activity summary - Report attached. Practicum student was successful and very pleased with the meta view of SW. New practicum student will start in September. Website posts should be sent to the office in as web friendly as possible. Policy governance document update is ongoing. Looking at a common name for practice groups, ie community of practice group. Look at having a board development workshop when this document is complete. Collaborated orientations with the BCCSW/BCASW was successful, and now looking at creating a webinar on clinical designation. Modernization of the health profession act is still ongoing with the psychologists/social workers/counselling therapists. BCASW is a member of the poverty reduction coalition. 1180 members. Summer estimate for new website to go live.
  - a) Policy for working from home and social media policy required (Personnel policy manual review)
  - b) Date for AGM requested – **Oct 22, 2021 3-5pm**
7. Treasurer & Financial Committee Report (Fiona & Dianne)
- a) Report attached - \$920 loss in 2020
  - b) Approval of draft financials 2020
8. CASW Report (Glen)
- a) Report attached
  - b) Board Re-Appoints Glen to a second two-year term as CASW Rep.
9. Branch Updates (Branch Reps)
- a) Fraser River (Jessie) - regrets
  - b) Northern (Karla) – report attached
  - c) Northwest (Tessa) – report attached
  - d) Okanagan (Cheryl) – report attached
  - e) Richmond/Delta/Burnaby (Carol) – report attached
  - f) Thompson Nicola (Lorry-Ann) – report attached
  - g) Vancouver Island (Wendy) – report attached
  - h) Vancouver Sea to Sky (John) – report attached
  - i) Kootenays (Nikki) - Regrets
10. Student Rep Report (Raymond) - regrets
11. Committee Reports
- a) PD (Phyllis, Chair)
    - i. DBT webinar by David Renaud, Feb 17/18, 2021, 96 registrants, \$7,250 profit
    - ii. Respecting Elders by Elder Roberta Price & Susan Soloman, Feb 24, 2021, 23 registrants, \$230 profit
    - iii. Advocacy in Action by Carol Ross, Dawn Hemingway, & Barb Keith, Mar 4, 2021, 49 registrants & 29 attended, no fee
    - iv. Days in the lives of social workers, Mar 8-11, 2021, 394 registered & 275 attended
    - v. Intro to human trafficking by Ursula Kerr & Eugene Ip, Mar 17, 2021, 55 registered & 46 attended, \$340 profit

- vi. Staying apart to stay safe, by Isobel Mackenzie, Mar 18, 2021, 136 registered & 78 attended, no fee
- vii. Structural theory by Heather Peters, April 15, 2021
- viii. Trauma Informed Approaches by Lisa Dion, May 25/26, 2021
- ix. New tools for ethical practice by Merlinda Weinberg, Oct 2, 2021
- x. Committee decided there would be no charge for BCASW student members to attend collegial webinars
- xi. Health advocacy committee is working on a webinar with Alison Leaney. TBD
- xii. New coordinator job description will be worked on at the next committee meeting.

- b) Membership (Glen, Chair) – report attached. Focus on student membership recruitment and benefits of membership (ie: free collegial webinars for student members)
- c) Personnel/Human Resources - deferred
- d) Health Advocacy Committee (Fiona, Chair) - advocating around long-term care, and senior's community of practice. Letter back from Ministry was just a summary of changes to visitation during pandemic.
- e) Primary Care Ad Hoc (Cayce, Chair) - deferred
- f) Multiculturalism & Anti-racism (Marisa Tuzi & Jhevoi Melville, Co-chairs) – referred to executive committee
  - i. need for Board Member liaison
  - ii. new name
  - iii. TOR
  - iv. Toolkit – successful launch, and want it posted on the BCASW website.
  - v. Statement on racist violence and institutional challenges, to be submitted to Michael and Dianne.
- g) Advocacy Circle (Carol, Chair)- see TOR attached – ultimate goal is for members/committees to build advocacy skills, tools, and ethics behind it. Increasing collaboration, sharing knowledge, sharing skills, and have an impact. Have a series of experienced “how to” articles for Perspectives and webinars. BCASW membership is a requirement. This committee could be very helpful to students.  
**ACTION: that the board accepts the Advocacy Circle TOR. Accepted**
- h) Senior's Interest (Alison Leaney, Chair & Kimberly Azyan, Board Liaison)
- i) Editorial/Perspectives (Heather, Chair & Dianne) – see attached report
- j) Awards (Phyllis, Chair)
  - i. Janusz Korczak Award is finalized
- k) Nomination (Phyllis) – **ACTION:** need volunteers: 2 board members and 2 branch members
- l) Indigenous Advisory Group – Next Steps (Michael & Dianne)
- m) Governance
- n) Other

## 12. Implementing the strategic plan, 2021-2024 (All)

- a) Board, committee & branch reorganization (Phyllis & Carol) – member survey pending

### 13. Next Meetings

Month	Board	Exec	Branch Reps
June	5pm, Tues, June 8, 2021	3pm, Tues, June 15, 2021	
July			
August			Doodle for late August mtg
September			
October	1pm CPD & 3pm AGM, Friday, Oct 22, 2021		
November			
December			

### 14. Adjournment – 445pm

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Cheryl Ash, Recorder

#### **Executive Director's Report     January 12- April 13, 2021**

In review, since our last Board meeting

**Operations:** Services continue, Dianne Heath, Executive Director, working from home. Wednesdays are currently taken as vacation days. Darren Usher, Member Services Coordinator, returned to the office February 8, 2021 Monday AM, all day Tuesday and Wednesday, Thurs AM, with the option of working from home. Monica Cervantes, University of Manitoba distance education BSW practicum student, worked from home, completing her practicum. Kelly Guiaya, will begin her MSW practicum through UFV mid-September with BCASW.

- Financial Report: The application for CEBA resulted in \$40,000.000 loan, of which \$30,000.00 is repayable providing conditions are met. Opportunity ads posted and eblasted \$8,370.00 compared to total \$16,230.00 for 2020. CASW first quarter dues paid \$14,911.00
- Database work with Guild continues- mock up to be presented
- Website and database will be integrated. Both are fragile, dated and cumbersome, broken in places. The website is now on the pre-production site and requires more hours from staff for content insertion.
- On-going repairs to current websites and monitoring functioning of both databases
- Recent data leak from virtual board room addressed. The virtual board room is now permanently closed. A wordpress update resulted in google being able to search.
- New, re-activated, and lapsed members list sent regularly to CASW for national benefits eligibility.
- Branch list updates sent out
- *Perspectives* winter edition out. Next edition theme: *reflections on inequalities exposed by the pandemic, what social work has learned, and how we can and should move forward to create a better and more caring society post-pandemic.*
- *Perspectives* Bibliographies updated- date and content. Work in progress on taxonomy for new website.
- Explored parameters for Communications/Production/Admin position-\$900/month to contract for productions

- Three board member orientations via zoom
- Procedure to request additions to website: email the office with info to post
- Reviewed policy governance documentation for suggested updates- suggest Board Development workshop on this topic

#### **Promotion of the Profession: Meetings with Allies, Partners**

- CASW Distinguished Service Award: Frontline Healthcare Social Workers presentation, Social Work Week, March 14-20, 2021 event
- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Student Awards sent
- CASW Federation meeting January 14, 2021- AGM set for June 24, 2021
- Orientation to BCASW with UNBC students, three general orientations in conjunction with the BCCSW
- [Janusz Korczak Association](#): reviewed social worker award
- Sent out letters for graduates to schools of social work
- Met with new BCCSW chair, Denese Espeut-Post
- Met with Sonia Furstenau, Leader of the Green Party re social work inclusion in new Health Professions Act, follow-up meeting with staff, also meetings with Alexina Picard, BCPA and Glen Grigg FACTSBC- request for letter on points of agreement
- Reviewed membership for invitees to Indigenous Advisory Group
- Sent posters to Nova Scotia children's hospital

#### **Advocacy for Social Justice:**

- Consultation meetings with members on Mental Health and Addictions and subsequent meeting with Sheila Malcolmson, Minister of Mental Health and Addictions
- Attended webinar by Charles Grant on Racism in Health Care: *In Plain Sight*- should BCASW respond?
- BC Poverty Reduction Coalition membership

#### **Support for Members (1180 current)**

- Jack Hirose discount was the reason for several new members to join
- Retirement the most frequent reason for non-renewal
- More requests from social workers to join committees but who decline membership
- March Ebulletin opened at rate 52%, with 9.98% click rate. (Industry average is 30% and a good click rate is 7-6%). Rates are decreasing. April Ebulletin sent.
- Membership consultations included insurance enquiries, small business start-ups, third party payer inclusion, cybersecurity, virtual practice conversion, ethics, student informational interviews. Members of public- regulation, resources
- FASW: 48 listings - increasing.
- Mentorship matches – six matches so far this year, one match pending
- Peer group re private practice start-up; The group meets on the third Thursday of the month at 12 noon. A Q&A sheet will be developed by the group and given to new members prior to their first meeting to avoid repeating topics and basic information.
- FAQs for new website
- Revised BCASW peer group consultation agreement

- Scholarship applications processed, awards sent, MB notified- five so far this year, firm renewed at \$5,000. CASW- more funds as of April 1, 2021.
- Perkopolis ended with CASW, BCASW retained as over 70 members actively using
- Attended internal meetings on CPD, Policy Governance, Membership
- Contracted with Lisa Dion for workshop

**Priorities to next meeting: Continue initiatives under strategic plan and sustain current levels of service**

- *Perspectives*
- *Perspectives* Billing
- *Ebulletin* communications
- Lobbyist registration updates monthly
- New website content transfer
- Database implementation
- Mentorship matches
- Records formerly in storage reviewed, digitalized and stored
- Prepare operational plan in accordance with strategic plan
- Webinar disclaimer
- Authors' page for new website
- Next step for Indigenous Advisory Group
- Website SEO optimization
- Policy governance and procedures review- updates, working from home/personnel policies, roles and memberships for practice interest groups/committees, reconcile with current practices and operations
- Further conversations and letter with points of agreement with social work and psychology associations, FACTBC
- Meet with BCCSW re encouraging RCSW designation
- AR processing

Submitted by Dianne Heath, MSW RSW