

BCASW BOARD MEETING Minutes
April 4, 2022
Zoom



Attendance – Cheryl Ash (OK & Sec), Alyson Gracey (MAL), Dianne Heath (ED), Cayce Laviolette (VP), Phyllis Nash (Past-Pres), Glen Schmidt (N & CASW Rep), Fiona Lewis (Treasurer), Tessa Murray (NW) Kelly Guiaya (Practicum Student), Anna Jackson (Student Rep), Michael Crawford (Pres.), Carol Ross (RDB), Rae Morris (MAL), Niki Hemstad Leete (KTN), & Jas Hundal (FR), & John Richmond (VSS)

Regrets – Whitney Anderson (VI), Lorry-Ann Austin (TN), Kimberly Azyan (MAL)

1. Recognition of Traditional Territory (Michael)

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

2. Review of agenda – Add 15. c) AGM – Date and planning

3. Acceptance of January 17, 2022 minutes –

4. Welcome -

5. President's Report (Michael) - see report enclosed below

- a) MCFD seems to be getting closer to the actual launch of their consultation on regulation. The First Nations Leadership Council wrote to MCFD Min Mitzi Dean in support of our campaign. The letter reads in part "We support the campaign of the BCASW in calling for regulations requiring all social workers in BC are required to be registered and in good professional standing with the BC College of Social Workers or another oversight body, and that there be no exemptions for MCFD staff or those delegated by MCFD."
- b) Dianne and I met with the coalition on MCFD issues, and I am drafting a letter from the coalition to the MCFD and Health ministers
- c) Michael was invited to meet with the MCFD Minister on April 12, 2022
- d) Consultation meetings with members in February were poorly attended. Issues raised included need to increase diversity of membership and leadership, advocacy needs to be more visible, need to increase engagement with members, pushing to have social workers included in police responses of various sorts, need to focus more on human rights in our advocacy, and recognition of increased engagement with students (members and others).
- e) Consultation with select members regarding MCFD supported our campaign for mandatory registration.

- f) Social media at Jan 8, 2022/Mar 30, 2022 – Facebook (1,296/1,537, +241), Twitter (326/397, +71), & Instagram (453/587, +134)
6. Executive Director's Report (Dianne)
- a) See attached
 - b) Move pricing still in the works
 - c) Website up and running. Encourage board member participants and cpd. Contact form working well. Data base is almost ready.
 - d) 1305 members to date
 - e) Hope to hire another part time person soon
7. Treasurer & Financial Committee Report (Fiona & Dianne)
- a) Banner year in January 85% of revenue for the year
 - b) \$7000.00 allotted for a face-to-face board meeting
 - c) Because we know the deferral formula, we should consider putting a projected column in our financial statements.
 - d) **Action:** Fiona to take this to the finance committee
 - e) **Action:** Finance committee to put together a structure for future pay increases to put into policy.
 - f) **Proposal:** Board approves a BCASW staff salary adjustment of 3% increase retro from Jan 1, 2022.
8. CASW Report (Glen)
- a) Attended virtual meeting while travelling on the train
 - b) Budget was approved \$778,623.00. Expecting \$43,500 membership fees from BCASW as opposed to what was in the budget. BCASW contributes the 8th least than other provinces. AB and ON both contribute the most (108,000), but because the AB association split like BCASW did, there will be a \$90,000 drop in membership fees. \$635,000 of revenue comes from membership fees. Primary expense is staff, office rent and costs, and contribution to the IFSW.
 - c) Paper being developed on anti-racism getting a final review. Decriminalization paper has been released.
 - d) Operational review underway and should be completed by June.
 - e) Code of Ethics revision is ongoing.
 - f) Next meeting: Federation meeting in person in June 11-12.
9. BC Social Work Week (Michael)
- a) BC Social Work Week (2021/2022) Days in the Lives of Social Workers March 7-10, 2022
 - i. social worker panelists 18/21
 - ii. registrations 394/545
 - iii. attended (57.4%) 275/313 (69.9%)
 - iv. unique registrations 201/240
 - v. have never taken a webinar with us previously 180
 - vi. student registrations (all nine BC schools represented) 476
 - b) MH&A Sheila Malcolmson – 161 registered, 87 attended
 - c) MCFD Mitzi Dean - 115 registered, 64 attended

10. Branch Updates (Branch Reps)

- a) Fraser River (Jessie)
 - i. N/A
- b) Northern (Glen)
 - i. Held a branch meeting and Christina Dobson received the Brigit Moran Award. She was the guest speaker, and talked about how to work and collaborate with Indigenous communities.
- c) Northwest (Angela)
 - i. Lunch & Learn – a few community SW attended
- d) Okanagan (Cheryl)
 - i. Event cancelled due to seat arrangement
- e) Richmond/Delta/Burnaby (Carol)
 - i. Contributed activities that focused on self care
 - ii. Discussion on Manners
- f) Thompson Nicola (Lorry-Ann)
 - i. Day in the life of SW panels.
- g) Vancouver Island (Whitney- regrets)
 - i. Whitney is returning to Alberta and the Branch is in the process of locating a Branch rep
 - ii. VI Ukrainian Cultural Centre request for SW. Over 20 members responded.
- h) Vancouver Sea to Sky (John)
 - i. Arranged for municipalities to proclaim Social Work Week.
- i) Kootenays (Nikki)
 - i. N/A

11. Student Rep Report (Anna Jackson)

- a) Completed the TOR, waiting for the vote from student committee
- b) Ministry is looking at a paid practicum idea to help with schooling to help with recruitment

12. Committee Reports

- a) PD (Phyllis, Chair) Registrations as of March 30, 2022

March 31, 2022 – Chris Van Veen & Guy Felicella

(48 Eventbrite, 6 Zoomers, 29 attended, 19 new registrants, \$310 profit)

[Decriminalization in BC: Key Considerations for Social Work](https://www.eventbrite.com/e/decriminalization-in-bc-key-considerations-for-social-work-tickets-269912584807)

Registration and more info - <https://www.eventbrite.com/e/decriminalization-in-bc-key-considerations-for-social-work-tickets-269912584807>

April 19, 2022 – Sara Fudjack 12

[Dismantling stigma, cultivating inclusivity: A participatory action project by and for students who experience substance use issues](https://www.eventbrite.com/e/dismantling-stigma-cultivating-inclusivity-tickets-267298666507)

Registration and more info - <https://www.eventbrite.com/e/dismantling-stigma-cultivating-inclusivity-tickets-267298666507>

April 28, 2022 – Maureen Smith 16

The Power of Curiosity: Embracing Practical Spirituality

Registration and more info - <https://www.eventbrite.com/e/the-power-of-curiosity-embracing-practical-spirituality-tickets-267308616267>

May 4 & 5, 2022 – Rebecca Sanford 3

Responding to Suicide in Social Work Practice

Registration and more info - <https://www.eventbrite.com/e/responding-to-suicide-in-social-work-practice-tickets-304459425337>

May 5, 2022 – Darren Usher 20

Thinking of starting a private practice? Things you need to know.

Registration and more info - <https://www.eventbrite.com/e/thinking-of-starting-a-private-practice-things-you-need-to-know-tickets-267323229977>

May 20, 2022 – Michael Yellow Bird & Holly Hatton-Bowers 0

Decolonizing Mindfulness, Mindful Decolonization, and Social Work Futurities

Registration and more info - <https://www.eventbrite.com/e/decolonizing-mindfulness-mindful-decolonization-social-work-futurities-tickets-311610895577>

June 16, 2022 – Joan Braun 8

Resolving dilemmas at the intersection of law and social work ethics

Registration and more info - <https://www.eventbrite.com/e/resolving-dilemmas-at-the-intersection-of-law-and-social-work-ethics-tickets-308043736107>

June 28 – Yassie Pirani

Post SSRI sexual disfunction

- b) Membership (Glen)
 - i. Wendy Weeks has stepped down but still have an active committee with a small sub committee
 - ii. Next meeting in May
- c) Personnel/Human Resources (Fiona, Chair)
 - i. Working on Personnel Policy with CASW.
- d) Health Advocacy Committee (Fiona, Chair)
 - i. Drafted the HAC's response to the Health Standards Organization's new Long-Term Care Services standard.
 - ii. Working to prevent deaths due to heat waves
- e) Primary Care Ad Hoc (Cayce, Chair)
 - i. Attendance has fallen, and it's taking a break
- f) Anti-Racism & Cultural Advocacy (Sri Pendakur & Jhevoi Melville, Co-chairs and Michael, Board Liaison)
 - i. ARCA will meet with VPD to discuss the Anti-Racism Toolkit
- g) Advocacy Circle (Carol, Board Liaison)

- i. Planning for the year phase: meet the first Thursday of every month
 - ii. Creating a Advocacy Toolkit
 - h) Senior's Interest (Alison Leaney, Chair & Kimberly Azyan, Board Liaison)
 - i. Drafted the BCASW's response to the Health Standards Organization's new Long-Term Care Services standard.
 - i) Editorial/Perspectives (Heather, Chair & Dianne)
 - i. In the mail by end of May.
 - j) Awards (Phyllis)
 - i. No nominations were received for the CASW Distinguished Service Award
 - ii. Our nomination for the Glenn Drover National Award for Outstanding Service was not selected.
 - iii. The Janusz Korczak Association of Canada Award for Distinguished Social Work Practice Protecting the Rights of Children was awarded to Ferne Strain during BC Social Work Week
 - iv. **Proposal:** BCASW will present a One time only a life-time achievement award for Liz Jones, to be presented at the AGM (in lieu of Ben Drover Award).
 - k) Indigenous Advisory Group (Michael)
 - i. Working on terms of reference still in the works
 - l) Governance (Pam, Kimberly, & Dianne)
 - i. Revisions on governance
13. Implementing the strategic plan (reorganize, communicate, & grow), 2021-2024 (Cayce)
- a) Still in the works
14. Truth & Reconciliation (Michael & all)
- a) Board member education (Dianne)
 - b) Appt of Indigenous member to Executive under Section 13. Officers "A Member who is not a director may be appointed to the Executive Committee." (Michael)
 - c) BCASW does not have a clear statement or plan to engage in decolonization and reconciliation. We do have actions we have taken and statements made in this area.
 - Issuing public statements (discovery of children graves at former residential schools, Canada's first National Day for Truth and Reconciliation)
 - Webinar offerings
 - Reconciliation toolkit
 - Creation of an Indigenous Members Committee
 - d) What else is possible?
 - Staffing
 - Board
 - Membership
 - Mission/Mandate
 - Governance
 - Advocacy

- Professional development
 - Member at Large Equity and Diversity position?
- e) **Action:** Michael and Dianne will examine options

15. Next Meetings:

- a) Planning for an in-person meeting?
- b) Future meetings of the Board
- c) AGM – Date and planning

Month	Board	Exec	Branch Reps
April	6pm, Mon, Apr 4, 2022		Doodle for meeting time
May		5pm, Mon, May 2, 2022	
June	End of June Board		
July			
August			
September	Early Sept Board		
October	AGM - Hybrid		
November	Late Nov Board		
December			

16. Adjournment – 7:45

Cheryl Ash
Recorder

President's Report – Michael Crawford
January 18, 2022 to April 4, 2022

January 2022

- 18 – Hosted Islamophobia webinar
- 21 – Attended Membership Committee
- 24 – Hosted Thompson Nicola Lunch'n'Learn
- 25 – Zoom meeting with practicum student – Kelly Guiaya
- 25 – Attended reorg committee meeting
- 25 – hosted a webinar practice session with Rae Morris
- 27 – consultation with Elaine Herbert – Indigenous Members Committee
- 27 – consultation with member – Janusz Korczak Award
- 28 – consultation with Rebecca Sanford – webinar proposal
- 28 – drafted a Janusz Korczak Award nomination
- 28 - consultation with member – Janusz Korczak Award
- 31 – Consultation with Michael Yellow Bird – webinar proposal

February 2022

- 1 – Attended CPD Committee
- 1 – Hosted Rae Morris's webinar
- 2 - drafted a second Janusz Korczak Award nomination
- 3 – Met with Janusz Korczak Association President Jerry Nussbaum & Dianne Heath
- 3 – Attended Membership Ad Hoc Committee on mandatory student membership
- 4 – Hosted two planning sessions for membership consult group
- 7 – met with UBCO's Jeffrey More re webinar
- 7 – Chaired BCASW executive committee
- 8 – Meeting with Kelly Guiaya & Lorry-Ann Austin re: planning for Days in the Lives of Social Workers series
- 8 - Meeting with Kelly Guiaya re: student orientation at UFV
- 9 – Zoom webinar practice session with David Minor
- 9 – Zoom consultation with members
- 10 – Zoom consultation with members
- 11 – BC Social Work Week planning with OK branch and UBCO SSW
- 14 – Student orientation with UFV 3rd year students on Zoom
- 14 – MCFD consult with members
- 14 – consultation with DH & BCCSW
- 15 – attended BCASW retired members Zoom session
- 15 – Hosted David Minor's webinar
- 16 – Chaired BCASW Branch Reps meeting
- 17 – Attended ARCA meeting
- 18 - Student orientation with UFV 4th year students on Zoom

- 22 – attended BCASW Reorg Comm Mtg
- 22 – hosted BCASW member consult on MCFD
- 23 – co-chaired BCASW Indigenous Group with Elaine Herbert
- 24 – consultation with Elaine Herbert re: Indigenous group
- 24 - BC Social Work Week planning with OK branch and UBCO SSW
- 28 – attended TN Lunch'n'Learn re: CMHA programs
- 28 - Meeting with Kelly Guiaya & Lorry-Ann Austin re: planning for Days in the Lives of Social Workers series

March 2022

- 1 – Attended BCASW CPD Committee
- 1 – Chaired MCFD Coalition meeting
- 2 – Attended BCASW Student Members Committee
- 4 – Teams meeting with MCFD Minister Dean's staff re: BC Social Work Week
- 5 – Met with Lorry-Ann Austin re: planning TN webinar
- 7 – Days in the Lives of Social Workers event
- 8 – Days in the Lives of Social Workers event
- 9 – Days in the Lives of Social Workers event
- 10 – Zoom consultation with UFV students re: liability project for practicum
- 10 - Days in the Lives of Social Workers event
- 11 – Attended BCASW Membership Committee
- 16 – Hosted MH&A Minister Sheila Malcolmson as part of BC Social Work Week
- 17 – Hosted MCFD Minister Mitzi Dean as part of BC Social Work Week
- 21 – Create Eventbrite & Zoom registration pages for three webinars
- 21 - Consultation with member regarding mentoring program
- 21 – Chair BCASW Executive Committee
- 22 – Attended practicum presentation for two UFV students
- 23 – Practice session for decriminalization webinar
- 24 – Attended ARCA committee meeting
- 28 – Attended Perspectives Committee meeting
- 29 – Read RCYBC's report and drafted a media release (see media below)

B.C.'s funding system 'broken' for Indigenous children in provincial care: report
Child and youth representative also says province has serious data transparency issue
CBC News · Posted: Mar 29, 2022 12:27 PM PT | Last Updated: March 29
<https://www.cbc.ca/news/canada/british-columbia/funding-allocation-mcfd-1.6401290>

Report calls for changes to discriminatory Indigenous child welfare funding in B.C.
'When we know better, we must do better'
Hanna Petersen, Vancouver is Awesome, March 29, 2022
<https://www.vancouverisawesome.com/bc-news/report-calls-for-changes-to-discriminatory-indigenous-child-welfare-funding-in-bc-5211689>

BC Green Party: Representative for Children and Youth report highlights ministry's fiscal failure; other reactions

The Indo-Canadian Voice, March 29, 2022

<https://voiceonline.com/bc-green-party-representative-for-children-and-youth-report-highlights-ministrys-fiscal-failure-other-reactions/>

30 – CPD work transferring registrations from Eventbrite to Zoom, creating evaluations, drafting post-webinar email messages, sending email messages to past registrants promoting BCASW events

April 2022

1 – Attend Health Justice meeting with Dianne

4 – Chair BCASW Board meeting

Executive Director's Report April 4, 2022

BCASW Board

In review, since our last meeting

Operations: Services continue, Dianne Heath, Executive Director, working from home office, Darren Usher, Member Services Coordinator, works from the office, Monday -Thursday mornings. Kelly Guiaya, completes her practicum through UFV mid-April with BCASW.

- Database work with Guild continues. As all members will need to opt in for services, we will have a good indication of what is valued by the membership as we review our organization.
- The website was launched March 21. SEO optimization next step.
- On-going monitoring of functioning of both old databases
- New, re-activated, and lapsed members list sent to CASW and to branches
- Job and CPD postings- revenue – about \$9,000 this year. About \$160,000.00 deferred revenue to this year- a healthy amount.
- Paid \$30,000.00 of \$40,000.00 CEBA loan.
- Sent out T4As
- Review materials now with Marsh and Marsh, will be ready later in April.
- Tours of Suite 410, discussions with Speech and Hearing, Physiotherapy, Northlands. We pay \$22 per square foot plus operation costs/taxes- just under \$1400.00 month currently. The proposed space is 878 sq. ft. (More space, room for meetings and storage). We would share the cost with Speech and Hearing
- Attended Social Work Week webinars with Honourable Sheila Malcolmson and Honourable Mitzi Dean
- Student Supervision- evaluation underway
- Added to draft policy and procedure for ED evaluation
- Revised form for Board candidates
- Gifts sent to *Day in Lives of Social Workers* panelists

Promotion of the Profession- celebration of Social Work Week and participation in multiple advisory groups

- Reporting monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying. Coalition of Associations to meet with ORL
- Presented an orientation to BCASW to UNBC students
- Met with ICBC re social workers as providers of service-GST exemptions
- Provincial social work working group with Ministry of Health, consultation comments consolidated and forwarded to group
- Social Services Sector Training and Education Plan- upcoming decolonizing workshops
- Re-sent requests for long-term care and assisted living social work staff data, one response “capacity strain”, unable to meet request
- **The JANUSZ KORCZAK ASSOCIATION OF CANADA** Award for Distinguished Social Work Practice Protecting the Rights of Children awarded to Ferne Strain
- Discussion of Lifetime Achievement Award creation
- Social Work promotional materials sent out, downloadable poster on website
- Attended Social Services Sector Employment and Training Plan (SSSTEP)- Advisory committee meeting
- Met with Mark Hillenbrand, BCCSW and Michael Crawford re organizational updates
- Met with MCFD coalition members
- Met with the national CEOs/EDs of Social Work Organizations hosted by CASW.

Social Justice

- Responded to CASW request to send:
 “Reparations project team (Senator Wanda Bernard Thomas, Dr. David Este and Dr. Chris Walmsley) have a request of CASW Partner Organizations: they are seeking information on or copies of *any public facing content produced by your organization relating to Black Canadians or people of African descent* more broadly in the last 30 years.”
- Viewed webinar Introducing Decolonizing Practices presented by Ta7taliya Michelle Nahanee as potential resource for Board training. Attended BC Council workshop with Harley Eagle
- Spoke with Lena Dominelli re support for social workers in Ukraine, call to Vancouver Island Branch members sent, discussed coordination of plan with Vancouver Island member. 20 members responded.
- ARRC has asked the B.C. government to strike a diverse and inclusive multi-sectoral Long-term Care Advisory Forum to assist with the development of a comprehensive and evidence informed action plan to reform BC’s long-term care system. The proposal will be discussed with the Parliamentary Secretary, early April.
 Darren Usher and Sawlat Tirtha are our representatives to this forum.
- SCoP letter on national long term care standards
- Leanne Harder and colleagues working with the Family Policy, Legislation and Transformation Division, currently in the process of reviewing and modernizing BC’s *Family Law Act* (FLA), which has not been thoroughly reviewed since it was implemented in 2013
- Met with Health Justice re Mental Health Act initiatives
- Researched the issue of collection of identity data:
 The Ontario College is planning to gather identity data. To do so, they have engaged a consultant to assist them in developing policy so as to be in compliance with Ontario’s Anti-Racism Act. They will call it a member census and it will be disconnected from renewals and voluntary. They will put effort into a communications strategy around this request.

Lawyers through insurance said issue was beyond scope of program- would have to hire for consultation. BC Human Right Tribunal pending.

Support for Members (1300 current)

Engaged membership- multiple activities including high open and click rates on *eBulletin*, requests for inclusion or more information, increased office consultation phone call requests and emails, response to *Perspectives* articles, attendance at CPD events, participation in mentoring programs both individual and group

- *eBulletin*- March rates 50.5% and 9.48%. (Industry average is 30% and a good click rate is 7-6%). Membership consultations included questions re, cross jurisdictional practice insurance, small business start-ups, third party payer inclusion, Members of public- resources

- Expansion of Mentorship Program:

Starting a Private Practice Peer Support – 96 members signed up (meeting range from 10-20 members) – 4 members moved past starting a private practice and left group

RCSW Peer Support – 49 members signed up (first meeting 24 members attended)

Supervisors Peer Support – Starts in May 2022 – 4 members signed up

Workplace Mental Health Injury Peer Support – 18 members signed up (meetings remain small 1-4 members)

1-1 mentoring Program – 2 new mentors signed up – 5 new mentees connected in 2022, several pending

All peer mentoring groups to be held on Thursdays. Planning for new to practice peer group- in consultation process. Operational review of mentorship program in process. (Update numbers and info for mentors, plan for needs for support- resources, peer group, webinar, etc.)

- Advertised webinars
- Staff attendance at CPD committee, Executive committee, membership committee, primary care community of practice (Darren).
- One response to call out for Indigenous Committee.
- Planning for life and critical illness insurance launch- Sept in *Perspectives* with AI (members request)- admin fees revenue

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

- New website review and additions
- Database testing
- *eBulletin*
- Records formerly in storage reviewed, digitalized, and stored
- 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
- Website SEO optimization
- Policy governance and procedures review- updates, roles, and memberships for practice interest groups/committees, reconcile with current practices and operations
- Personnel policy manual revision- (Fiona Lewis and Darren Usher) new stat September 30, changes such as working from home, use of personal equipment, social media etc. CASW ED contracted iHR Advisory Services to review its Personnel Policies in order to bring them up to date with Ontario Legislation, address Diversity, Equity, and Inclusion as well as Remote Work Policies.

- AR processing
- Mentorship Program review continues
- Orientation for new Directors
- Request *Balance* image rights for use from Dylan Thomas
- Review practices re identity information collection
- *Perspectives* Spring Edition
- Plan for office re-location
- Hiring for communications coordinator
- Vacation planning

Submitted by Dianne Heath, MSW RSW