

## **Executive Director's Report April 20 – June 24, 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.

Attachments:

### **Operations**

- 2024 national meetings hosted June 8-9
- Support for committees
- Website updates
- Member assistance with renewals
- Advertising
- Assistance for branches accessing or closing inaccessible accounts – VSS (returned money), Kootenays, Fraser River (returned money)
- CASW second quarter dues paid
- Consent forms gathered for Directors as per new Societies Act requirements
- Annual report and AGM completed
- On-Boarding and info meetings
- BC Society Registry filing
- Staff supervision meetings
- Drafted Bylaw changes in light of possible changes to membership criterion and reasons for suspension
- Member suspension
- Repaired VPN
- Worked on demographic reports in consultation with Guild
- Updated operational and professional relationships list
- Reviewed membership survey draft
- Prepare for upcoming Board meeting

### **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
- Reported monthly to ORL under LOBBYISTS TRANSPARENCY ACT. Provincial only, no Federal lobbying.
- Viewed national ethics webinars
- Meetings with Ann Joseph, Registrar and Michael Crawford to discuss removal of exemptions to registration in BC, proposed psychotherapy legislation
- Took part in consultation group with resultant submission on psychotherapy legislation to the Ministry of Health

- Attended two-day BCGEU convention
- Darren Usher attended BCHSA conference and Association meeting
- Attended BCCSW AGM
- Reviewed national ethics implementation with former Registrar and consultant

### **Services for Members (1539)**

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, legal requests for records
- Members of public- resources, complaints
- FASW listings and billing
- Spring/Summer *Perspectives*
- Mentorship Program – peer group meetings and individual matches
- Scholarships awarded, enquires made re renewal of MB

### **Social Justice**

- Review of national ant-racism statement
- Discussion and Information on process of international statements with CASW
- Support for Repeal 43 campaign with national statement

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

- *eBulletins*
- *Perspectives*
- Member demographics report design
- Investigate feasibility of CoP and CPD interest area survey on database for new, re-application, and annual renewals
- 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.)
- Follow-up from survey of RCSW members

- Policy governance, bylaws update with lens of EDIB, alignment, current practices; learn from CASW process
- Delineate roles office/committee in professional development
- Conference plan
- Take vacation

## Treasurer's report

For the period of January to April we are tracking closely to the budget. Advertising and workshop revenue are a bit behind the same period last year. Expenses are on track with the budget.

We need to decide regarding dispersal of last year's operating surplus of \$30,377. Our governance policies state that the Contingency Fund will normally receive the surplus subject to other specific allocations made by the Board. In principle the Fund should be approximately one-half of the total budgeted expenditures for any given year. For this year, this would equal \$187,125. Currently, our investments equal \$258,216. I don't believe we need to top up the Contingency Fund currently if we want to allocate the surplus to another purpose.

Fiona Lewis

## **CASW Board Report**

**June 10, 2022**

The CASW held its annual in-person Federation meeting June 8 and 9 in Vancouver. Michael, Dianne, and I were in attendance. Dianne Heath and Fred Phelps (ED of CASW) organized the venue in North Vancouver. The attendees were pleased with the location and program. In addition to the Federation meetings, Dianne Heath arranged a walking tour of the old shipyards area that was led by two people from the MONOVA Museum (Museum and Archives of North Vancouver) located on the traditional territory of the Skwxwú7mesh (Squamish) people.

The Federation meetings were opened by Anjeanette Dawson, Indigenous Educator, Knowledge Keeper, and traditional wool weaver from the Squamish Nation. She provided background and history and spoke about the importance of learning, understanding, and reconciliation.

The Federation meeting was well attended by Presidents, Executive Directors, and CASW Board members from across the country. For the first time in many years, two CASW members from Quebec were in attendance. Quebec has not yet rejoined the CASW but the association in Quebec is trying to increase its membership with plans to rejoin CASW. Current membership in Quebec stands at 250.

Federation members provided reports relating to social work in their respective Province or Territory. Setbacks and challenges were prominent in Alberta and New Brunswick. However, there was also good news. In Ontario the Association (OASW) has been able to develop a positive working relationship with the Ford government and this has resulted in positive gains, which include funding grants and regular government consultation with the Association. The Saskatchewan government developed legislation to separate the association and regulatory functions of professions. This is similar to what happened in British Columbia. However, social work has been left out of the Saskatchewan legislation, at least for the time being. This is good news for the CASW as the decoupling of the functions leads to loss of CASW members and loss of revenue.

There were some important accomplishments at the National level this past year. The anti-racism statement was approved; the new Code of Ethics was launched; CASW successfully lobbied the Federal Government to include social work in the Student Loan Forgiveness Program; and a series of Social Work in Primary Care Modules were developed with the University of Toronto Faculty of Social Work. Current work includes the development of National Clinical Best Practices, education sessions in the Reparations Project (developed with the Association of Black Social Workers), examination of social

work awards and award criteria, application of an EDIB (Equity, Diversity, Inclusion, and Belonging) lens to all the work done by CASW, development of National Social Work Month, continued development of CPD webinars, work with the Dieticians of Canada and the National Farmers' Union on food security, and development of a grant application to the community Resilience Fund. There was also discussion of a proposal to have the Federal Government provide funds for payment to social work practicum students.

Responses from Federation partners to the Code of Ethics have been mixed. Prince Edward Island and Newfoundland have adopted the new Code without changes or revisions. In Alberta, the Association has adopted the Code but it has not been adopted by the College (regulatory body). Saskatchewan plans to adopt the Code and develop their own standards of practice based on the Code. Manitoba will adopt the Code with some minor revisions. The North is planning to adopt the Code at its Annual General Meeting at the end of June. New Brunswick is going through a process over 18 months of examining the Code and consulting with members regarding adoption and revision. Nova Scotia is looking at how the Code translates into regulation and they are looking at clinical standards as well as Afrocentric inclusion. Quebec uses its own Code and Ontario will not adopt the CASW Code but continue to use its own. In British Columbia we are trying to meet with the College to discuss the new Code and decide what to do.

The student loan forgiveness was originally applied to doctors and nurses who practice in remote, rural communities. These were defined as communities with a population of less than 30,000 people. CASW successfully lobbied the federal government to have social workers included. Applicants can apply yearly for a total of five years to receive loan forgiveness in the form of \$6,000 to \$8,000 per year. The years of application do not have to be consecutive. There may be some adjustment in the definition of rural and remote to include communities like Prince Albert and Fort McMurray. To be eligible to receive loan forgiveness, a social worker's practice must be in-person on-site.

The audited financial statement was presented at the Federation meeting. In the fiscal year ending March 31, 2024, the CASW posted \$1,105,251.00 in revenue. Expenses were \$959,307.00 before adding project fund expenditures and an IESW project overpayment. The final posted surplus is \$96,778.00. Partnership fees and Foreign Trained Social Worker Assessments account for most of the revenue. Salaries and related benefits are the largest expense. It is interesting to note that while CASW is financially healthy, the Ontario Association of Social Workers has an annual budget of over five million dollars, roughly five times the size of the CASW budget.

Barb Whitenect from the New Brunswick Association of Social Workers was nominated and elected as President. She succeeds Joan Davis-Whelan who will serve one

year as Past President. Barb has her MSW. She is retired and worked as a senior civil servant for the government of New Brunswick. She served as Vice-President of CASW before becoming President.

I have served as the BCASW representative to the CASW Board since July of 2019. The CASW representative is normally appointed to three two-year terms so 2024/2025 will be my last year in this role.

Glen Schmidt RCSW

CASW Board Representative

## Kootenay Branch

Since our last meeting the Kootenay branch has had one virtual meeting attended by 4 social workers representing the west Kootenays (3) and the East Kootenays (me!). We talked about some new programs and services in each area, one social worker had a practice question, and we had a lively discussion on the work the BCASW is doing with regards to the health care professions and occupations act and what this may mean for social workers.

I have continued to share information about the BCASW with my social work colleagues and encourage them to be members of the BCASW.

We plan to start a "social worker of the month" newsletter within our membership to encourage members to get to know one another and attend the meetings.

The work with our bank account is ongoing.

Jennifer Hagen



## Personnel Committee

Work continues developing a process for the Executive Director's annual evaluation. I have had discussions with Dianne and Michael and plan to bring some proposals to the next Executive Committee meeting.

The Personnel Committee needs another board member to join.

Fiona Lewis

## Health Advocacy Committee

The committee has been working on a couple of articles for the next Perspectives on the topic of the stigma surrounding homelessness.

We wrote to the provincial Housing Minister regarding the inadequacies of the SAFER program and are monitoring the implementation of the latest program improvements. If they are not implemented soon, we will write to the Minister again to express concern.

We are having a joint meeting with the Seniors Community of Practice to discuss advocacy for adjustments to home support fees.

Fiona Lewis