



2022 ANNUAL REPORT

Contents

Board and Staff	page 3
Letter to the Minister	page 4
Chair & Registrar - CEO's Report	page 5
Registration Committee Report	page 9
Inquiry Committee Report	page 12
Discipline Committee Report	page 14
Registration Appeals Committee Report	page 14
Quality Assurance Committee Report	page 15
Policy Committee Report	page 17
Indigenous Council Report	page 19
Finance Committee	page 21
Financial Statements	page 22

Board & Staff 2022

BOARD

Chair – Denese Espeut Post, LLB

Vice Chair – Ann Joseph, RSW

Social Work Members

Sonia Andhi Bilkhu, RSW

Lori Bull, RSW

Deborah Jones, RSW

Jason Lam, RSW

Jenny Morgan, RSW

Trevor Moyah, RSW

Christina Rodrigues, RSW

Amy Rosborough, RSW

Staff

Lise Beauchesne, RSW

Rob Craig, BA

Mark Hillenbrand, RCSW

Anisa Hussein, MD

Talita Kallie, BA

Hoon Kim, JD

Public Members

David Chiang

Patsy Greyeyes

Natalie Shorten

Madelaine Kirk, JD

Naadiya Khan, BA-candidate

Alana Prashad, RSW

Rosa Sackey, BA

Tracy Singh, BA-candidate

Anita Truong, BA-candidate

Letter to the Minister

April 30, 2023

Honourable Mitzi Dean
Minister of Children and Family Development
Parliament Buildings
Victoria, BC

Dear Minister Dean:

It is my pleasure to provide you with the Annual Report of the BC College of Social Workers for the year ending December 31, 2022. This Report reflects the work of the College throughout the year in meeting its mandate as established by our enabling legislation, the *Social Workers Act*.

As the regulatory body for Social Workers in BC, the College acts within its statutory authority to develop and administer policies and procedures and practices that reflect the mandate of the College, which is, superintending the practice of registered social workers to protect the public from preventable harm.

The College continued to work diligently on significant initiatives and projects in support of the four key 2021 – 2025 College strategic priorities namely i) strengthen Board capacity, ii) public protection, iii) Indigenous initiatives and relations, and iv) cultural safety, cultural humility, and anti-racism.

I would like to acknowledge the dedication and exceptional work carried out by the College's Board of Directors, and expertise provided by the College Registrar and staff this past year.

Respectfully,



Denese Espeut-Post, LLB
Chair of the Board
BC College of Social Workers

Chair & Registrar - CEO's Report

2022 brought pending leadership changes for the College.

As 2022 was the last year in leadership for both Board Chair, Denese Espeut-Post and Registrar-CEO, Mark Hillenbrand, the following report has been co-authored by the outgoing Board Chair and Registrar-CEO.

Denese Espeut-Post and Mark Hillenbrand are honored to submit this 2022 Annual Report as outgoing Board Chair and Registrar-CEO of the British Columbia College of Social Workers. This past year, 2022 brought the awareness that to best support Board leadership, Denese Espeut-Post would serve 2022 as an outgoing Board Chair, creating the opportunity for Denese to support the incoming Board Chair during 2023 as past Chair. Additionally, Mark Hillenbrand decided that to best support the health of aging family members, a relocation out of province was necessary. Mark announced his resignation from the College in June of 2022. In support of pending College leadership change, Mark continued his employment with the College until 31-December-2022.

Denese Espeut-Post and Mark Hillenbrand would like to express extreme gratitude to the College Board of Directors, staff, and committee volunteers. 2022 was a year of change, transition, endings, and beginnings. All those associated with the work of the College embraced the challenges that a year of transition brings. Their continued dedication to the work of the College allowed for uninterrupted best practice social work professional regulation and effective public protection.

The College continues to protect the public by successfully carrying out the responsibilities and duties of the *Social Workers Act*. These responsibilities and duties include setting standards for the Registration of Social Workers, establishing a Quality Assurance Program, establishing Standards of Practice and investigating and addressing complaints.

In 2022, the College continued its 2021 – 2025 strategic priority implementation plan which had been began in 2021. The ongoing implementation of a multi-year strategic plan was a Board priority. Board members embraced the project. Project charters were developed for each of the strategic priorities. Board members enthusiastically stepped forward to sponsor the strategic priorities: i) strengthen Board capacity, ii) public protection, iii) Indigenous initiatives and relations, and iv) cultural safety, cultural humility, and anti-racism.

As a first step, Board strategic priority sponsors met with College leadership. This meeting supported the development of a best understanding of the current and future state of each specific strategic priority. Secondly, Board strategic priority sponsors met with College operational leadership to best understand operational and staffing needs for their assigned strategic priority. Finally, Board strategic priority sponsors presented their understanding of the strategic priority initiatives, challenges, opportunities & solutions to the whole Board.

The work of the Board strategic priority sponsors resulted in enhanced clarity for the College strategic priorities goals and objectives that are aligned with the College mandate. The Board strategic priority sponsors highlighted action step activities in the following four strategic priorities which were supported by the Board:

1) Strengthen Board Capacity

The goal of this priority is to have Board members comprehensively understand their personal duties as Board members and the College's duties and responsibilities under the *Social Workers Act* as well as ensure that members have the necessary tools and capacity to undertake their duties and responsibilities.

In 2022, the College continued its Board election process by clarifying Board member expectations prior to nominations and identifying needed Board competencies with the intention that nominees' will align their biography submissions with the identified merit and competencies required to build the collective competencies of the Board. A Board member competency and skill assessment was conducted to inform the 2022 recruitment of public appointed Board members. In 2022, two new public members were appointed to the Board.

The College continued its in-house orientation for new Board members focusing on administrative law, the *Social Workers Act*, bylaws, policy, and procedure. This orientation included both self-directed training, group learning and access to College specific video training materials.

Further, in accordance with this strategic goal, the College's Policy Committee focused on certain policy development aimed at increasing Board efficiency and effectiveness including:

- Bylaw revision to require 2 of the elected social work Board members be registrants who self-identify as Indigenous and are in good standing to engage in the practice of social work.
- Bylaw revision to require a board member who self-identifies as Indigenous to be a member of the Executive Committee.
- Bylaw revision clarifying eligibility to be elected in a Board election. Clarifications including, but not limited to:
 - Ordinary residency in British Columbia.
 - Not being an employee of the College.
 - Not being the subject of a professional regulatory hearing that could result in the person's entitlement to practice a health profession being cancelled, revoked or suspended for any reason other than late payment or non-payment of fees.
- Bylaw revision to increase the length of Board member term from 2 years to 3 years. Along with revision to maintain maximum term of 6 years and clarify maximum consecutive terms.
- Bylaw revision to create a Board Appointment Committee.
- Bylaw revisions establishing enhanced process clarity on the removal of an elected board member, filling a Board member vacancy, succession planning for changes Board Chair, Vice-Chair and Finance Committee Chair membership.

2) Public Protection

The goal of this priority is to ensure the protection of the public by establishing social work qualifications, enforcing the social work standards of practice, requiring registrants engage in continuing professional development, and ensuring the public awareness of and confidence in the complaint receipt and review process.

In 2022, the Quality Assurance Committee (QAC) continued with the College's ongoing Social Work Code of Ethics and Standards of Practice project. This updating and modernization project seeks to assure the Standards of Practice meet current strategic priorities including anti-Indigenous racism, cultural safety, and cultural humility. The QAC has arrived at a final working draft of Social Work Code of Ethics and Standards of Practice and is in the process of completing a legal review of the complete document. The QAC looks forward to moving into the final stages of this project and seeking stakeholder feedback in 2023.

The QAC completed its review of continuing professional development (CPD) requirements with the goal of setting annual requirements for anti-Indigenous racism and anti-racist learning. The modernized anti-Indigenous racism and anti-racist learning components have been established. The QAC looks forward to consultation and collaboration with the College's Indigenous Council on modernizing the CPD requirements in 2023.

Further, the QAC continued to implement an audit process of CPD submissions to confirm the importance of ongoing learning and registrant engagement in quality CPD. The QAC developed and refined assessment tools to ensure fair and transparent analysis of CPD submissions.

The Registration Committee completed its evaluation of the existing temporary class of registration (which permits temporary registration by the Registrar of up to 90 days in certain circumstances), the potential for an electronic practice class of registration (such as the delivery of social work services by electronic means), and practice mobility. The Registration Committee researched best practice regulatory solutions for electronic delivery of social work services. The committee's yearlong research and analysis effort led to the creation of a draft bylaw change establishing an BCCSW electronic practice class.

In anticipation of an increase in international applications, the Registration Committee evaluated the College's current international application evaluation process. The Registration Committee has established a working relationship with the Canadian Association of Social Workers (CASW) to access the CASW International education credential evaluation service.

Ongoing policy and procedure analysis work of the Registration Committee in 2022 focused on revising the College's Restoration to Register Policy addressing Section 12 (5) of the *Social Workers Act*. The revised policy enhanced procedural transparency & fairness by clarifying criteria used in restoration to register request decisions.

In March 2021, MCFD announced its intention to conduct a phased engagement process regarding social work oversight including current registration exemptions. The College is supportive of and will fully participate in MCFD's process and support MCFD's exploration of the opportunities and challenges of potential changes to the current oversight model. This process is on-going and it the process will continue into 2023.

3) Indigenous Initiatives and Relations

An essential part of the College's priority in relation to Indigenous Initiatives and Relations requires the College to look internally and ensure that every person within the College undertakes their work in a manner that supports the implementation of the following:

- Declaration on the Rights of Indigenous Peoples Act (DRIPA)
- An Act respecting First Nations, Inuit and Métis Children, Youth and Families (FN Child Welfare Act)
- Truth and Reconciliation Commission of Canada, Final Report - Calls to Action (TRC Calls to Action)
- Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls - Calls for Justice (MMIWG Calls to Justice)

In 2022, the Board engaged in self-reflection of the true work of Truth and Reconciliation and continues to learn and grow in its efforts to build relationship with, and support the work of, the College's Indigenous Council.

4) Cultural Safety, Cultural Humility and Anti-Racism

The College's priority in relation to Cultural Safety, Cultural Humility and Anti-Racism requires every person with a role in the College to undertake their work in a manner that supports cultural safety, cultural humility, and anti-racism as well as the implementation of the recommendations set out in the following:

- Declaration of Commitment - Cultural Safety and Humility in the Regulation of Health Professionals Serving First Nations and Aboriginal People in British Columbia (Declaration of Commitment)
- In Plain Sight – Addressing Indigenous-specific Racism and Discrimination in BC Health Care
- International Convention on the Elimination of All Forms of Racial Discrimination - United Nations Human Rights, Office of the High Commissioner

The College's objectives in achieving this strategic goal include 1) clearly defining what cultural safety, cultural humility and anti-racism mean to the College; 2) continuing the implementation of the College's commitments in the Declaration of Commitment including the College's efforts to ensure cultural safety and humility in strategic plans, policies, processes and day to day operations, expand diversity on the Board of Directors and support the completion of the San'yas Indigenous Cultural Competency Course by the Board and staff; and 3) implementing action steps to ensure the In Plain Sight recommendations are implemented within the College's authority under the *Social Workers Act*.

In 2022, the College implemented an employment equity audit. The audit utilized an outside consulting firm to facilitate the safe collection of employee's experience of the College's equity, cultural safety and anti-racism efforts. The audit showed that employees experience a workplace that is safe and responsive to any concerns. An opportunity for improvement identified in the audit was to improve experienced sense of inclusion and belonging. The College followed up the equity audit with facilitated discussions on the topics of inclusion, belonging and eliminating micro-aggressions.

The College's 2021 – 2025 strategic plan is available on the College website. In 2023, the College's work on strategic planning will continue uninterrupted.

The College continued to stay apprised of the Ministry of Health's work to modernize the *Health Professions Act* and amalgamate various Colleges. Additionally, the College's Board, Committees and staff are well positioned to collaborate with the Ministry of Children and Family Development (MCFD) on social work regulation modernization upon completion of the 2022 MCFD stakeholder engagement regulation review.


In conclusion, I express my appreciation to the College Board members, Board Committee members, and staff for their ongoing commitment and engagement in the work of the College. As we move into 2023, the Board remains committed to advancing the College's strategic priorities recognizing its duty to serve and protect the public, and exercise its powers and undertake its responsibilities in the public interest.

Respectfully,



Denese Espeut-Post, LLB
Chair of the Board
BC College of Social Workers

I am tremendously thankful for the professional opportunities that the College has provided me during my time at BCCSW and I wish the Board of Directors, registrants, staff, and all of my colleagues the very best.



Mark J. Hillenbrand, MSW, LISW, RCSW
Registrar – CEO
BC College of Social Workers

Registration Committee

Committee Members in alphabetical order:

Collins Jammal, RSW
Ann Joseph, RSW
Jason Lam, RSW
Allison Mounsey (Chair), RCSW
Tamana Shahsmand, RSW
Hoon Kim, JD, Manager, Registration Services, Staff Support

The Registration Committee is tasked with reviewing registration decisions under section 14 of the *Social Workers Act* and S. 49 of the Bylaws. The Committee may also make recommendations to the Board about new registration policies. The Committee consists of five members appointed by the Board but not all are required to be Board Members.

Registration decisions in 2022:

- 761 registrations were granted, of which:
 - 580 were in the Full class
 - 12 were in the Clinical class
 - 69 in the Provisional class
 - 100 in the Temporary class
- 45 applications were refused, of which:
 - 5 Clinical (RCSW) applicants were refused for not meeting the one or more of the clinical content areas and/or 3,000 hours of post-MSW supervised clinical social work experience

- 0 Clinical (RCSW) applicant were refused registration for failing to pass the applicable licensure exam within the one-year exam authorization period, after making one or more unsuccessful attempts
- 33 Full (RSW) applicants were refused registration for failing to pass the applicable licensure exam within the one-year exam authorization period, after making one or more unsuccessful attempts
- 1 international degree applicant was refused due to their international social work degree not being found to be substantially equivalent to a Canadian social work degree
- 6 related degree applicants were refused due to their knowledge, skills and abilities from their education and experience not being found to be substantially equivalent to that of a graduate from an accredited social work program in Canada

Registration Highlights:

The Registration Committee met 8 times during 2022 to discuss registration processes and classes of registration. In early 2022, the Registration Committee renewed their commitment to engage in inclusive & supportive committee meeting procedures and to develop culturally safe & anti-racist registration policy and procedures.

The recent COVID-19 pandemic continued to impact the College in the form of increased requests from out of province social workers to deliver social work interventions electronically to individuals residing BC. The current registration administrative solution for out of province social workers, seeking registration in BC, is the use of the temporary class of registration. The temporary class of registration was not envisioned to address ongoing electronic delivery of social work services. The Registration Committee researched best practice regulatory solutions for electronic delivery of social work services. The committee's yearlong research and analysis effort led to the creation of a draft bylaw change establishing an BCCSW electronic practice class.

In anticipation of an increase in International applications, the Registration Committee evaluated the College's current International application evaluation process. The process of establishing substantial equivalency of International educational programs to Canadian Social Work educational requirements is extensive and resource intense. The Registration Committee has established a working relationship with the Canadian Association of Social Workers (CASW) to access the CASW International education credential evaluation service. There is a strong potential that transitioning to CASW International education credential evaluation services will increase the College's registration department's International application evaluation efficiencies.

Ongoing policy and procedure analysis work of the Registration Committee in 2022 focused on revising the College's Restoration to Register Policy addressing Section 12 (5) of the *Social Workers Act*. The revised policy enhanced procedural transparency & fairness by clarifying criteria used in restoration to register request decisions. The revised Restoration to Register Policy was forwarded to the College's Policy Committee. The policy was ultimately presented to & approved by the BCCSW board of directors.

The Registration Committee continued its work to clarify the qualification requirements for the Clinical class of registration. Currently bylaw 42.(2)(b) defines a requirement for Clinical registration as a "course of study in each of the following clinical content areas: human development and behavior from a biopsychosocial perspective; assessment and diagnosis based on the understanding and use of diagnostic criteria and evidenced-based screening and assessment tools that are standardized and validated; and psychotherapy and clinical practice including evidence-based approaches". Director of Professional Practice, Alana Prashad continued to collaborate with the Registration Committee on work of drafting a Bylaw change to modernize the Clinical class of registration based on Canadian best practice and the Association of Social Work Boards (ASWB) model practice act.

The College’s title protection only regulatory scheme was a focus of the 2022 Registration Committee meetings. The committee considered best practice social work professional regulation structures designed for public protection. The Registration Committee is well positioned to collaborate with the Ministry of Children and Family Development (MCFD) on social work regulation modernization upon completion of the 2022 MCFD stakeholder engagement regulation review.

Review of Registration decisions:

The Registration Committee received no requests for review of the Registrar’s decisions.

Provisional Extension requests:

The Bylaws allow for a Provisional Registration to be extended for up to one year. The Registration Committee received one request for extension of Provisional Registration.

Restoration of Registration requests:

A registrant may apply to be restored to the register as outlined in the *Social Workers Act* section 12(5). The College received 2 requests for restoration to register. The Registrar, acting upon guidance provided by the Registration Committee, has denied 1 request to date.

Registration Statistics:

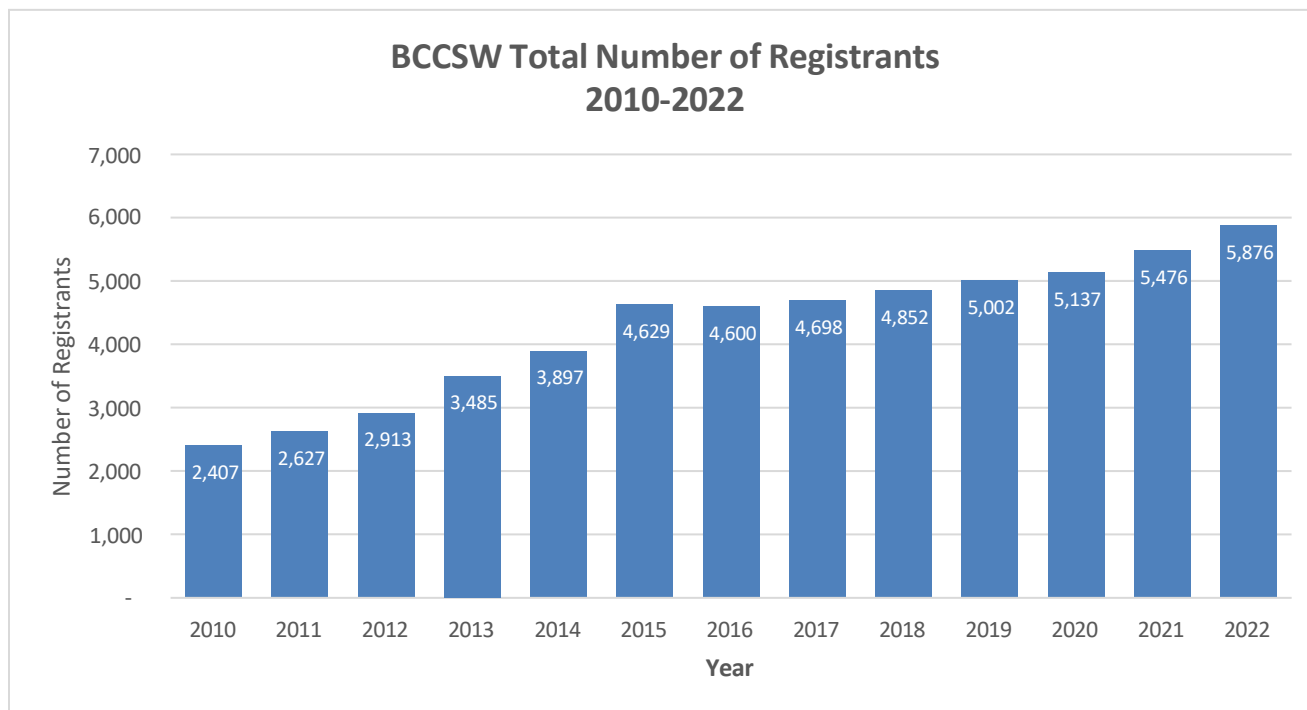
- 5,876 total registrants on December 31, 2022

Total Registrants by Class on December 31, 2022

Full (RSW)	5,138
Clinical (RCSW)	220
Non-practising	468
Provisional	21
Temporary	29
Total Registrants	5,876

New Registrations Granted in 2022

Full (RSW)	580
Clinical (RCSW)	12
Non-practising	0
Provisional	69
Temporary	100
Total Registrations Granted	761



The total number of registrants has increased by 7.3%, or 400 registrants, from December 31, 2021 to December 31, 2022.

Inquiry Committee

Denise Armstrong, RSW

Denese Espeut-Post (Chair), Public Appointee

Ann Joseph, RSW

Susan Noakes, RSW

Christina Rodrigues, RSW

Madelaine Kirk, Investigative Counsel, JD, Staff Support (Resigned October 2022)

The Inquiry Committee is established by the *Social Workers Act* for the purpose of receiving and investigating complaints about registrants in adherence to the duties and objectives of the College in protecting the public.

As is set out in the *Social Workers Act*, after receiving a complaint, the Registrar has two options. After conducting a preliminary assessment, the Registrar, if authorized by the Board, may dismiss all or part of a complaint or the complaint may be delivered, along with assessment and recommendations to the Inquiry Committee.

After considering the information gathered during the investigation, the Inquiry Committee may take no further action, enter into a Complaint Resolution Agreement in which the registrant agrees to undertake certain remedial actions, or direct the Registrar to issue a formal notice of a Disciplinary Hearing, called a citation. The College may also receive reports from employers or other registrants under section 39 or 40 of the *Act* which sets out a duty to report the conduct of a social worker that involves allegations of physical or significant emotional harm, sexual abuse or exploitation of a client.

When the College receives these reports, they are delivered to the Inquiry Committee and an investigation follows. Finally, the conduct of registrants may be investigated under the Inquiry Committee’s own motion.

The Committee held 8 meetings in 2022.

The College opened 33 inquiry files in 2022. This number is up 6% from 2021.

Of these 33 files:

- 1 was dismissed by the Registrar
- 1 was withdrawn after being submitted
- 0 were resolved with no further action as the Committee found the social worker’s conduct to be satisfactory (closed)
- 0 were resolved through a complaint resolution agreement (“CRA”)
- 0 files are under investigation by the Committee
- 31 files are still in the preliminary phase and have not yet been presented to the Committee

A total of 38 files remain active from previous years:

- 2 open and active CRAs, both from 2017 and 2019
- 2 active investigations from 2019
- 13 active investigations from 2020
- 1 active CRA from 2020
- 21 active investigations from 2021
- 2 open and active CRAs from 2021

Data on Inquiry Files Opened in 2022

Total number: 33

Table 1 – 2022 Inquiry Files by Outcome

Dismissed by Registrar	1
Satisfactory conduct	0
CRA (one signed, one unsigned)	0
Still under active investigation	0
Still under preliminary Assessment	30

Table 2- 2022 Inquiry Files by Genesis

Complaint	32
Own Motion Investigation - Duty to Report Letter	1
Own Motion Investigation - Other source	0

Table 3 – Summary of Open Inquiry Files

Files opened in	Open ¹	Open CRA ²
2021	21	2
2020	13	1
2019	2	2
2018	0	0
2017	0	2
		Total:43

⁴ Open includes: All files on which the IC have not made a final s.27(4) decision, and all files that have been dismissed by the Registrar but are still within the 60 day timeframe for the IC to choose to open an investigation

⁵ Includes signed CRAs that have outstanding obligations but are not in breach

Discipline Committee

Sonia Andhi Bilkhu, RSW
Arpna Bhullar, RSW
David Chiang (Chair), Public Appointee
Harvir Dhaliwal, RSW
Daniel Gallant, RSW

The Discipline Committee was established by the *Social Workers Act* for the purpose of hearing matters that are subject to citation by the Inquiry Committee. While most complaints before the Inquiry Committee are resolved through remedial measures, there are some circumstances where a Disciplinary Hearing is required. Typically, if the information in a complaint file indicates serious concerns about the behavior or conduct of the registrant that cannot be resolved through remedial action alone, the Inquiry Committee will direct the Registrar to issue a citation or a Hearing by the Discipline Committee.

The Hearing is generally open to the public.

No citations were issued during the 2022 year.

Registration Appeals Committee

Jasbir Hundal, RSW
Amenda Kumar, RSW
Hardeep Mann, RSW
Christina Rodrigues (Chair), RSW

The Registration Appeals Committee is established to hear appeals from the Registration Committee in accordance with section 15 of the *Social Workers Act*.

No requests for review were brought to the Registration Appeals Committee in 2022.

Quality Assurance Committee

Boning Du, RSW

David Kealy (Chair), RSW

Erin Henderson, RSW

Matthew Marshall, RSW

Denise Moleschi, RSW

Natalie Shorten, Public Appointee

Alana Prashad, BSW, MSW, RSW, Director, Professional Practice, Staff Support

In accordance with the College Bylaws, the Quality Assurance Committee is responsible for the College's standards of practice and the continuing professional development (CPD) quality assurance program. The Committee's purpose is to review the standards of practice so as to enhance the quality of practice and to reduce incompetent, impaired or unethical practice among registrants and to establish and maintain a quality assurance program to promote high standards of practice among registrants.

Introduction

The core work of the Quality Assurance Committee (QAC or Committee) is outlined in Bylaw 19 and includes reviewing the standards of practice and maintaining a quality assurance program also known as the continuing professional development program.

The Quality Assurance Committee met 8 of the scheduled 9 times during 2022 and achieved quorum 7 times.

1. Tuesday, January 25th
2. Tuesday, March 1st
3. Tuesday, April 12th
4. Tuesday, May 24th
5. Tuesday, July 5th
6. Tuesday, August 16th
7. Tuesday, September 9th, cancelled
8. Wednesday, November 9th, no quorum
9. Tuesday, December 20th

The QAC's 2022 Terms of Reference were submitted for board approval on March 2, 2022.

The Committee drafted the desired skill set for potential 2023 members including previous experience with quality assurance, critical thinking to link the *Social Workers Act* and bylaws to the Standards of Practice and the Continuing Professional Development program, and the ability to volunteer approximately an average of 2 hours per month to the work of the committee.

The Committee continues to modernize its decision-making tools, procedures, and annual processes to align with the requirements set out in the Social Workers Act and College bylaw.

Standards of Practice [Bylaw 19(3)(a)]

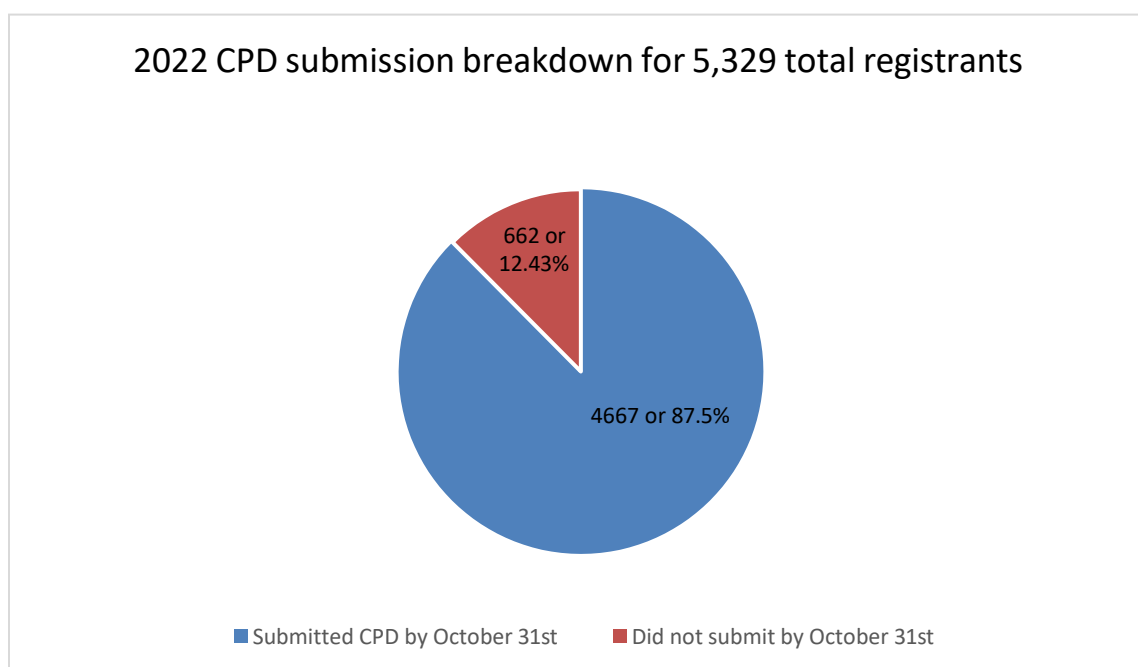
The final phase of drafting the Professional Conduct Standards began with general counsel. It is anticipated that the final draft will be reviewed by the Board in 2023.

Continuing Professional Development [Bylaw 19(3)(b)]

The Quality Assurance Committee audited 25 randomly picked de-identified continuing professional development (CPD) submissions to determine if the submissions met the 7 standards identified in the bylaws. This is the third year of the audit being completed by members of the Quality Assurance Committee. The Quality Assurance Committee connected with Thentia to update the CPD submission module so that the module aligns with the 7 standards identified in the Bylaw 57(2). In 2023, consideration to modernize the auditing process will be included in the update of the Continuing Professional Development program which will include updating criteria for activities, number of hours, and reporting requirements per Bylaw 19(4).

4,667 (87.5%) of 5,329 registrants submitted their CPD information by the October 31st deadline per Bylaw 57.2(2).

662 registrants (12.43 %) missed the deadline and their registration status was changed to 'Not in Good Standing – CPD' on November 1st, 2022.



The Quality Assurance Committee received 1 CPD Request for Extenuating Circumstances. The Committee reviewed the request and provided a timely response. The registrant complied with the committee's decision and recommendations in order to return their registration status to "Good Standing". The Quality Assurance Committee established a standardized operating procedure for the process to assist in the training of new QAC members in the future.

Cultural Safety, Cultural Humility and Anti-racism

The Quality Assurance Committee's two permanent seats for registrants who self-identify as Indigenous remained empty for 2022. This continues to be an opportunity for the committee to align its activities with the College's strategic priorities for 2021-2025. Moving forward, all new committee projects must embed engagement with the Indigenous Council as appropriate.

Policy Committee

Sonia Andhi Bilkhu, RSW
Denese Espeut-Post (Chair), Public Appointee
Deborah Jones, RCSW
Ann Joseph, RSW
Amy Rosborough, RSW
Natalie Shorten, Public Appointee
Hoon Kim, JD, Manager, Registration Services, staff support
Madelaine Kirk, JD, Inquiry Counsel, staff support
Mark Hillenbrand, MSW, RCSW, Registrar – CEO, staff support
Lise Beauchesne, BSW, MSW, RCSW, Deputy Registrar, staff support
Alana Prasad, BSW, MSW, RSW, Director, Professional Practice, staff support

The Policy Committee is established to identify, develop, review, and amend College Board policies and Board procedures as needed.

The 2022 Policy Committee met 5 times throughout the year.

The Policy Committee edited and revised the following policies which were submitted to the Board of Directors for consideration and potential approval:

1. Credit Card Policy – drafted by the finance committee regarding the use of BCCSW credit cards to manage College expenses; and
2. Restore to Register Policy – drafted by the Registration Committee regarding the criteria used to assess restoration to register requests.

Additionally, the Policy Committee drafted and/or revised the following which were submitted to the Board of Directors for consideration and potential approval:

1. Finance Policy – revised by the Policy Committee regarding the payment of honorariums.
2. Bylaws – revised by the Policy Committee with the aim of mandating indigenous representation on the Board, addressing board governance & member succession, and increasing board efficiency and effectiveness. The proposed amendments include:
 - a. Bylaw revision to require 2 of the elected social work Board members be registrants who self-identify as Indigenous and are in good standing to engage in the practice of social work.
 - b. Bylaw revision to require a board member who self-identifies as Indigenous to be a member of the Executive Committee.
 - c. Bylaw revision clarifying eligibility to be elected in a Board election. Clarifications including, but not limited to:
 - i. Ordinary residency in British Columbia.
 - ii. Not being an employee of the College.
 - iii. Not being the subject of a professional regulatory hearing that could result in the person's entitlement to practice a health profession being cancelled, revoked, or suspended for any reason other than late payment or non-payment of fees.

- d. Bylaw revision to increase the length of Board member term from 2 years to 3 years along with revision to maintain maximum term of 6 years and clarify maximum consecutive terms.
- e. Bylaw revision to create a Board Appointment Committee.
- f. Bylaw revisions establishing enhanced process clarity on the removal of an elected board member, filling a Board member vacancy, succession planning for changes to Board Chair, Vice-Chair and Finance Committee Chair membership.

Indigenous Council

Lori Bull, RSW

Patsy Greyeyes, Public
Appointee

Melanie Lansall, RSW

Jenny Morgan (Chair), RSW

Trevor Moyah, RSW

Olivia Palomino Meraz, RSW

Amy Rosborough, RSW

Wendy Simon, RSW

Ferne Strain, RSW



When the College acknowledged the discovery of 215 children buried on the Kamloops Indian Residential School grounds in 2021, it “committed to reconciliation with Indigenous Peoples by implementing a culturally safe, diverse, and accessible Social Work regulatory system that enhances public trust and public protection for all Indigenous Peoples and British Columbians.” In 2022, the Indigenous Council attempted to guide this work.

In 2021, the Board of Directors affirmed, “The Declaration on the Rights of Indigenous Peoples Act” and acknowledged “there much work to be done.” Detailing that, “At the College specifically, this means listening, learning, and leveraging new ways of being to implement initiatives that support the goals of decolonization and eliminating Indigenous-specific racism.” In 2022, the Indigenous Council requested this listening and learning to take place through letters and meetings.

In 2021, the College stated that “to achieve these important goals, the College commits to continue efforts and collaborations that include, but are not limited to:

- Fostering strong relationships with Indigenous Peoples and communities, so that Indigenous knowledge, perspectives, and values are inherent within the work of the College.
- Acting on the College’s strategic priority to eliminate Indigenous-specific racism and the systemic racism existing in the regulatory practices of the College.
- Publicly and clearly affirming its identity as an anti-racist professional regulator.
- Reflecting its anti-racist commitment in the actions and culture of the College through its policies, programs, and practices.
- Continuing to learn about racism and best practices to decolonize and dismantle systemic racism.
- Developing and working to implement strategies that dismantle racism within all aspects of the College and society.
- Providing regular progress updates on the implementation of action items and achievement of objectives.

In 2022, the Indigenous Council asked for Indigenous knowledges, perspectives, and values be inherent in the work of the College. The Indigenous Council asked for the College's commitment to anti-racism be demonstrated in the actions and culture of the College, its policies, programs and practices and to be provided regular progress updates on the implementation of action items and objectives.

To the registrants, the Indigenous Council reports a disconnect in the words shared in 2021 and actions taken in 2022. The Indigenous Council's priorities, plans, and membership were impacted by cultural insensitivity and inactivity. These disruptions to their work replicate the wider challenges faced by Indigenous social workers and families across the province in their quest for truth and for reconciliation. The Indigenous Council experienced firsthand that inviting Indigenous people to share of themselves – their experiences, knowledge, rights, visions, and needs – without adequate action (i.e. slow and belaboured, misguided, or miniscule steps) can and will cause harm.

The Indigenous Council continues to call for truth and reconciliation to be a priority within this regulatory body and the profession of social work. As everyone learned this year, this requires cultural humility and safety, adequate resourcing, moving beyond public-facing words to internal action and a willingness to challenge the status quo which creates and sustains the inequity and harms experienced today.

Through the layers of setbacks, there were dedicated members of the Indigenous Council (including several who carried the responsibility of being the committee chair) who continued the work this year. We hold our hands up to each person who provided strength, direction, and comfort through the hardship and pray for lighter hearts and better days ahead for the membership, our communities, and the College. Reconciliation is a big responsibility, and it is the College's to bear requiring repair, time, and commitment going forward.

Wendy Simon – Indigenous Council Co-Chair

Patsy Greyeyes – Indigenous Council Interim Chair

Finance Committee

Sonia Andhi Bilkhu, RSW

David Chiang, Public Appointee

Denese Espeut-Post, Public Appointee

Ann Joseph, RSW

Natalie Shorten (Chair), Public Appointee

The Finance Committee established under BCCSW Bylaw 20, consists of at least three Board Members appointed by the Board in accordance with Bylaw 21 (1-8) and is responsible for:

- (a) Managing the Board's system of Financial Administration, including:
 - (i) Accounting practices and systems, including classification of accounts, internal control and auditing systems;
 - (ii) Financial planning;
 - (iii) Budgetary control;
 - (iv) Ensuring the safekeeping of Board assets, including assets held in Trust;
 - (v) Managing College revenues, including receipt, recording and control of funds and deposit to accounts maintained by the Board;
- (b) Advising the Board on the needs of the Board in regard to Financial Administration, and the financial implications of Board decisions; and
- (c) Developing, establishing and administering, for the approval of the Board, financial policies, and systems and procedures essential to the Financial Administration of the Board.

In 2022, the Finance Committee met 4 times to undertake their normal annual responsibilities to draft a new budget and monitor the annual budget and investments. In addition to this, the committee completed policy work on:

- Credit Card Authorization
- GIC Investments
- Honorariums

The committee also supported the Registrar in the evaluation of a transition plan.

**BRITISH COLUMBIA COLLEGE OF
SOCIAL WORKERS**

**FINANCIAL STATEMENTS
December 31, 2022**

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

INDEX TO THE FINANCIAL STATEMENTS December 31, 2022

	<u>Page</u>
Independent Auditor's Report	1 - 2
Statement of Operations	3
Statement of Changes in Net Assets	4
Statement of Financial Position	5
Statement of Cash Flows	6
Notes to the Financial Statements	7 - 11

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of British Columbia College of Social Workers, which comprise the statement of financial position as at December 31, 2022, and the statement of changes in net assets, statement of operations and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at December 31, 2022, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- ◆ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

INDEPENDENT AUDITORS' REPORT, CONTINUED

- ◆ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- ◆ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- ◆ Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- ◆ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



REID HURST NAGY INC.
CHARTERED PROFESSIONAL ACCOUNTANTS

VANCOUVER, B.C.
APRIL 27, 2023

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

STATEMENT OF OPERATIONS

For the year ended December 31, 2022

	2022	2021
	\$	\$
REVENUES		
Renewal fees	1,426,126	1,325,724
Registration fees	85,099	77,280
Application fees	96,360	104,071
Interest and other	38,502	16,836
	1,646,087	1,523,911
EXPENSES		
Bank and credit card charges	42,631	40,247
Computer support	73,384	64,222
Criminal records review program costs	41,412	64,204
Depreciation	8,380	9,867
Director fees	48,976	29,520
Indigenous Initiatives	1,669	458
Insurance	11,195	9,817
Meeting expenses	4,324	3,527
Memberships	10,562	5,831
Office equipment	6,298	5,488
Office supplies	15,443	11,584
Printing	23,856	9,628
Professional fees	141,536	72,256
Rent	127,070	114,828
Salaries and benefits	929,261	737,037
Staff development	19,802	12,413
Telephone and utilities	9,950	10,307
Travel and accommodation	25,540	26
	1,541,289	1,201,260
EXCESS OF REVENUES OVER EXPENSES	104,798	322,651

The accompanying Notes are an integral part of these financial statements.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

STATEMENT OF CHANGES IN NET ASSETS
For the year ended December 31, 2022

	Hearings Fund	Reserve Fund	Operating Fund	Total 2022	Total 2021
BALANCE, BEGINNING OF YEAR	\$ 286,836	\$ 502,318	\$ 1,514,383	\$ 2,303,537	\$ 1,980,886
Excess of revenues over expenses	-	-	104,798	104,798	322,651
Inter-fund transfers	2,963	6,567	(9,530)	-	-
BALANCE, ENDING OF YEAR	289,799	508,885	1,609,651	2,408,335	2,303,537

The accompanying Notes are an integral part of these financial statements.

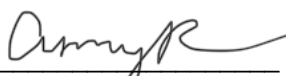
BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

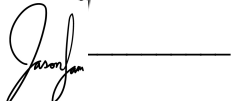
STATEMENT OF FINANCIAL POSITION December 31, 2022

	2022	2021
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash	522,589	386,415
Investments (Note 4)	2,307,504	2,274,522
Accounts receivable	7,359	-
Prepaid expenses	7,682	16,967
	2,845,134	2,677,904
TANGIBLE CAPITAL ASSETS (Note 5)	22,636	16,025
SECURITY DEPOSIT	-	7,359
	2,867,770	2,701,288
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	69,800	32,062
Due to government agencies	25,754	26,591
Deferred revenue (Note 6)	363,881	339,098
	459,435	397,751
NET ASSETS	2,408,335	2,303,537
	2,867,770	2,701,288

Commitments (Note 7)

Approved on behalf of the Board

Director 

Director 

The accompanying Notes are an integral part of these financial statements.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

STATEMENT OF CASH FLOWS For the year ended December 31, 2022

	2022	2021
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Excess of revenues over expenses	104,798	322,651
Items not requiring the outlay of cash:		
Depreciation	8,380	9,867
	113,178	332,518
Change in non-cash working capital items:		
Accounts receivable	(7,359)	3,000
Prepaid expenses	9,285	(3,777)
Security deposit	7,359	-
Accounts payable and accrued liabilities	37,739	4,319
Due to government agencies	(837)	10,687
Deferred revenue	24,783	25,050
	184,148	371,797
CASH FLOWS FROM INVESTING ACTIVITIES		
Acquisition of tangible capital assets	(14,992)	(919)
Acquisition of investments	(32,982)	(535,147)
	(47,974)	(536,066)
INCREASE (DECREASE) IN CASH	136,174	(164,269)
CASH, BEGINNING OF YEAR	386,415	550,684
CASH, END OF YEAR	522,589	386,415

The accompanying Notes are an integral part of these financial statements.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

NOTES TO THE FINANCIAL STATEMENTS December 31, 2022

1. PURPOSE OF THE ORGANIZATION

The mandate of the British Columbia College of Social Workers (the "College") is to act in the public interest and to superintend the profession of social worker in British Columbia. The College establishes and maintains standards of practice and standards of ethics.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations. The significant policies are detailed as follows:

(a) Fund accounting restricted

The Operating Fund reports the assets, liabilities, revenues and expenses related to the College's registration activities.

The Operating Reserve Fund reports the assets, liabilities, revenues and expenses related to the College's extraordinary registration activities.

The Hearings Fund reports the assets, liabilities, revenues and expenses related to the College's hearing activities.

(b) Cash equivalents

The College's policy is to disclose bank balances under cash and cash equivalents, including bank overdrafts with balances that fluctuate frequently from being positive to overdrawn and highly liquid temporary investments usually with a maturity period of three months or less from the date of acquisition. Investments that the College cannot use for current transactions because they are pledged as security are excluded from cash and cash equivalents.

(c) Tangible capital assets

Tangible capital assets are recorded at cost. The College provides for amortization using the declining balance method at rates designed to amortize the cost of the tangible capital assets over their estimated useful lives. No amortization is recorded in the year of disposal. The annual amortization rates are as follows:

Computer equipment	Declining balance	50%
Computer software	Declining balance	50%
Furniture and equipment	Declining balance	20%
Leasehold improvement	Straight-line	10 years

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

NOTES TO THE FINANCIAL STATEMENTS December 31, 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, CONTINUED

(d) Revenue recognition

i) The College follows the restricted fund method in which externally restricted contributions are recognized as received in the fund corresponding to the purpose for which they were contributed. Unrestricted contributions are recognized in the Operating Fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Fees are recognized during the fiscal period in which they relate. Fees received in advance of the period to which they relate are recorded as deferred income.

ii) Interest and other income are recognized as revenue in the period the income is earned. The change in the difference between the fair value and cost or cash and cash equivalents at the beginning and end of each year is reflected in the statement of revenues and expenses. All interest income earned is reported as revenue of the Operating Fund.

(e) Income taxes

The College is exempt from income taxes under the provision of the Income Tax Act as a not-for-profit organization.

(f) Use of estimates

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires that management make estimates and assumptions about future events that affect the reported amounts of assets, liabilities, revenues and expenses as at the end of or during the reporting period. Management believes that the estimates used are reasonable and prudent, however, actual results could differ for those estimates. Significant areas requiring the use of management estimates relate to the collectability of accounts receivable, determination of the useful lives of assets for amortization, recognition of deferred revenue, and the amounts recorded as accrued liabilities.

(g) Financial instruments

(i) Measurement of financial instruments

The College initially measures its financial assets and liabilities at fair value, except for certain related party transactions that are measured at the carrying amount or exchange amount, as appropriate.

The College subsequently measures all its financial assets and financial liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in excess or deficiency of revenue in the period incurred

Financial assets measured at amortized cost on a straight line basis include cash, accounts receivable and security deposits.

Financial liabilities measured at amortized cost on a straight-line basis include accounts payable and accrued liabilities and amounts due to government agencies.

Financial assets measured at fair value include investments in GICs and mutual funds.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

NOTES TO THE FINANCIAL STATEMENTS December 31, 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES, CONTINUED

(ii) Impairment

For financial assets measured at cost or amortized cost, the College determines whether there are indications of possible impairment. When there is an indication of impairment, and the College determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in excess or deficiency of revenues. A previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in excess or deficiency of revenues.

(iii) Transaction costs

Transaction costs related to financial instruments that will be subsequently measured at fair value are recognized in net income in the period incurred. Transaction costs related to financial instruments subsequently measured at amortized cost are included in the original cost of the asset or liability and recognized in net income over the life of the instrument using the straight-line method.

3. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the College's risk exposure and concentration as of December 31, 2022.

(a) Fair value

The fair value of current financial assets and current financial liabilities approximates their carrying value due to their short-term maturity dates. The fair value of long-term financial liabilities approximates their carrying value based on the presumption that the College is a going concern and thus expects to fully repay the outstanding amounts. In the opinion of management the fair value risk exposure to the College is low and is not material.

(b) Interest rate risk

Interest rate risk is the risk that the value of a financial instruments might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the College manages exposure through its normal operating and financing activities. The College is exposed to interest rate risk primarily through its investments. In the opinion of management the interest rate risk exposure to the College is low and is not material.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

NOTES TO THE FINANCIAL STATEMENTS December 31, 2022

4. INVESTMENTS

Instrument	Matures	Interest Rate	Value
			\$
GIC*	January 23, 2023	2.90 %	289,799
GIC	August 28, 2023	4.19 %	95,000
GIC	August 28, 2023	4.19 %	84,991
GIC	August 30, 2023	4.19 %	96,000
GIC	August 30, 2023	4.19 %	96,000
GIC	September 1, 2023	4.20 %	84,267
GIC	September 15, 2023	4.28 %	83,896
GIC	October 3, 2023	4.40 %	83,880
GIC	October 3, 2023	4.38 %	83,880
GIC	October 4, 2023	4.40 %	87,970
GIC	July 4, 2023	1.80 %	999,999
GIC	July 4, 2023	1.80 %	200,000
Accrued interest receivable			21,822
			2,307,504

* GIC was renewed after maturity date.

5. TANGIBLE CAPITAL ASSETS

	Cost	Depreciation	2022 Net	2022 Net
	\$	\$	\$	\$
Computer equipment	104,057	96,243	7,814	6,160
Computer software	111,597	104,780	6,817	1,430
Furniture and equipment	50,234	42,229	8,005	8,157
Leasehold improvement	5,546	5,546	-	278
	271,434	248,798	22,636	16,025

6. DEFERRED REVENUE

Deferred revenue consists of membership fees received in advance.

BRITISH COLUMBIA COLLEGE OF SOCIAL WORKERS

NOTES TO THE FINANCIAL STATEMENTS December 31, 2022

7. **COMMITMENTS**

The College's premises are leased under an operating lease with the term ending March 31, 2027. In addition to basic rent, the College is required to pay a portion of certain operating costs and property taxes. The College also has operating leases with respect to equipment rentals. The estimated commitments for the next five years are as follows:

	\$
2023	70,057
2024	70,057
2025	68,137
2026	65,800
2027	16,450