

**BOARD MEETING  
MEETING MINUTES**

**Meeting No. 78**

**Date:** August 7, 2021

**Place:** Zoom Videoconference

**Members Present via Videoconference:**

Sonia Andhi Bilkhu	Denese Espeut-Post
Jim Campbell	Ann Joseph
Cheney Cloke	Sonya C. Pighin
Ellice Daniel	Natalie Shorten

**Regrets:**

Christina Rodrigues  
Amy Rosborough  
Sandra Wilson

**Staff in Attendance:**

Registrar Mark Hillenbrand  
Executive Assistant to the Registrar Tracy Singh

**Guests:**


None

**1) Call to Order**

Denese Espeut-Post, Chair of the Board called the meeting to order at 9:02 am and welcomed members and staff to the meeting.

**2) Acknowledgement of Traditional lands**

We acknowledge that the office of the BC College of Social Workers is located on the traditional, ancestral and unceded territory of the x̱m̱əθḵw̱əy̱əm (Musqueam people). Further, this acknowledgment, gratitude and respect extends to all the First Nations communities on whose traditional territories the British Columbia College of Social Workers builds relationships and conducts business.

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Ellice Daniel shared a value comparison list which demonstrated how Indigenous vs corporate values differ.

Indigenous	Corporate
Orality	Literacy
Spirituality	Science
Multiple realities	One reality
Relational authority	Bureaucratic authority
Community of family	Nuclear family
Interconnection	Categorization
Time is cyclical	Time is linear
Subjectivity	Objectivity
System of empowerment	System of control
Success by relationship	Success by material gain
Community of Care	Self care

### 3) Welcome

- a. Brief check-in

Time was given for members and staff for brief check-in and updates.

### 4) Approval of Agenda

The members of the Board considered the draft agenda.

**Motion 2021. 8.1:** To accept the draft agenda as written. Motion made by Chair Denese Espeut-Post. Agenda accepted by consensus.

Motion 2021. 8.1 was adopted.

### 5) Approval of Minutes

The members of the Board considered the draft minutes of the meeting held on June 19, 2021.


**Motion 2021. 8.2:** To accept the draft minutes of the Board Meeting held on June 19, 2021, as amended. Motion made by Chair Denese Espeut-Post. Minutes accepted by consensus.

Motion 2021. 8.2 was adopted.

### 6) Board Membership

- a. Crown Agencies and Board Resourcing Office (CABRO) Update

Chair Denese Espeut-Post provided a public member vacancy update. She noted a need to include accounting and financial expertise in the public member job description and recruiting process. Discussion led to agreement to develop one job description with identified skills that could be used for several public member appointments.

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Discussion and considerations included:

- Sonya C. Pighin reviewed her recent experience of applying for a position on the Board as a CABRO appointed public members. Sonya offered suggestions on how to best write a job description and collaborate with CABRO for a successful appointment.
  - Jim Campbell noted that he may be able to post the upcoming CABRO public member appointment opportunity links to the First Nations Health Authority website.
- b. Selena Bateman – Departure, 31-July-2021
- i. Board member Selena Bateman left the Board end of July 2021. The vacancy for this departure will be left open until filled. The vacancy will be filled through the annual election process.

## 7) Operations

Registrar reported on the Staffing and Operations

- a. Staffing Project
  - i. Recent hires: Inquiry Investigator Rob Craig and Registration and Communications Specialist Annisa Hussein
  - ii. Professional Practice Regulatory Analyst – Position has been posted
  - iii. Deputy Registrar – Position has been posted
- b. Director, Indigenous Initiatives – Indigenous initiatives projects were reviewed Long-term project implementation for an ongoing position. Job description draft was reviewed. Suggestions offered and accepted to strengthen text of job description.

The members of the Board agreed the Indigenous Initiatives position be a permanent ongoing job position.

**Motion 2021. 8.3:** To convert the Indigenous Initiatives position from a one-year term contract to an ongoing permanent position. Consensus expressed.

Motion 2021. 8.3 was adopted.

Sonya Pighin offered the following language regarding self-identification as an indigenous person:

\*Must self-identify as an Indigenous person, which includes self-identification as a First Nation, Metis or Inuit person. Formal membership in an Indigenous community is not required as the College recognizes that the colonial structures used to categorize Indigenous peoples have displaced many people who self-identify as Indigenous\*.

yes

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- c. Complaints
  - i. 2020 – 25 complaints received
  - ii. 2021 – End of July 2021, 21 complaints received
- d. Registration
  - i. Applications received so far in 2021 have been received at a 50% increase over applications received same time last year, 2020.

## 8) Strategic Priorities and Implementation Plan

### a. Review and Discussion

Registrar Mark Hillenbrand reported on a rough draft implementation plan and shared work done to date.

Further discussion included:

- Dashboard and project implementation documents to posted on website and shared publicly, with updates as statuses change.
- Options to involve more volunteer participation at the College.

## 9) BC Modernization of Professional Regulation

- a. Letter from Carolyn Kamper, Assistant Deputy Minister for Children and Family Development (MCFD) in response to College's letter acknowledging modernization of the Health Professions Act and idea of an amalgamated Mental Health College with Social Work, Psychologists and Counselors.

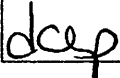
Chair Denese Espeut-Post provided an overview of the letter received. Carolyn Kamper's letter notes that MCFD is engaged in a stakeholder engagement process regarding best case social work regulation. Upon completion of that stakeholder engagement process, likely to take two years, MCFD will provide engagement report to the Minister of Health.

Registrar Mark Hillenbrand will continue to attend meetings and provide updates.

## 10) Bylaw Modernization – Administrative Changes

Chair Denese Espeut-Post provided a review of the proposed bylaw administrative changes. Denese provided review of 2021 administrative bylaw change draft document. Changes include:

1. Section 3, numbering edit.
2. Section 4, numbering edit.
3. Section 11, numbering edit.
4. Section 12, addition of Chair of Finance Committee
5. Section 13, addition that the board may make decisions by consensus and adopt policies regarding the conduct of board meetings rather than requiring the use of Robert's Rules of Order.
6. Section 20, Addition that the Finance Committee may be up to 5 members and must include Chair, Vice Chair, and Finance Committee Chair.

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7. Section 21, Addition of Executive Committee
8. Section 22, Addition of Policy Committee
9. Section 23, Addition of Indigenous Council
10. Section 54, Addition that the Registrar may decide request for reinstatement fee waivers with the appeal going to Registration Committee.

The members of the Board considered the administrative bylaw changes as final.

**Motion 2021. 8.4:** To accept the administrative bylaw changes as written. Accepted by consensus.

Motion 2021. 8.4 was adopted.

### 11) Preferred Name Policy

- a. Need for policy development

Registrar Mark Hillenbrand provided an overview of the request made to the College to use preferred names. Policy has previously been reviewed by board, updated draft includes the addition of a component regarding human rights code, creation of a request template format, definitions of terms added, and sign off date that process and request is understood as outlined in policy and procedure.

The members of the Board considered the Preferred Name Policy changes.

**Motion 2021. 8.5:** To accept the Preferred Name Policy as drafted. Accepted by consensus.

Motion 2021. 8.5 was adopted.

### 12) Committee Reports

- a. Finance Committee
  - ii. Financial Statement Review

Board member Natalie Shorten remarked that the Finance Committee is scheduled to meet soon. Income statement, expenses and budget performance will be reviewed.

Please email Finance Committee Chair Natalie Shorten with any inquiries.

### 13) Other Business

- a. Future Board Meetings
  - i. In person – Keep as virtual and in person 2022.  
Currently BC is in step 3 of restart plan, earliest start date for step 4 is 07-September-2021
  - ii. November 27, 2021 Board Meeting Schedule – stick with this date, Denese Espeut-Post will not be in attendance, will check if Vice-Chair will be able to lead meeting and report back in September Board meeting.

*giles*

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- b. San'Yas Training – San'Yas facilitated discussion to be scheduled future date at 5:30 pm.
- c. Board Training and Education reminders
  - i. BC Health Regulators Chair as Facilitator (Email has been sent, Register directly with BCHR)
    - 1. Fall Session
      - a. Part 1: September 29, 1:00 – 4:00 pm
      - b. Part 2: October 6, 1:00 – 4:00 pm
  - ii. Association of Social Work Boards (ASWB)
    - a. August 19 – 21, 2021 New Board Member Training – Virtual
    - b. November 18 – 20, 2021 Annual Delegate Assembly New Orleans, LA, USA

**14) Board Member Election Time Line**

Registrar Mark Hillenbrand reviewed upcoming Board Election timeline.

- a. Board member job description
- b. August 15, 2021 Notice of Election
- c. September 15, 2021 Nominations Close
- d. October 15, 2021 Ballots Delivered
- e. November 15, 2021 Election Closed
- f. December 15, 2021 Results Announced

**15) Future Meetings/Event Dates**

- a. 2021 Board Meeting Dates
  - i. September 11
  - ii. October 16
  - iii. November 27

**16) Inquiry Committee Report**

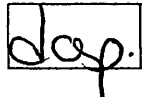
The members of the Board considered Inquiry Report Complaint File 20C-022.

**Motion 2021. 8.6:** To accept the Inquiry Committee report with recommendation of no further action on Complaint File 20C-022. Accepted by consensus.

Motion 2021. 8.6 was adopted.

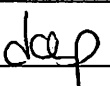
**17) Meeting Adjournment**

The meeting adjourned at 10:33 am.

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## Action Item List

Topic	Action	Member / Staff
Registrants interested in volunteering.	Newsletter, how to incorporate these individuals in the College.	College staff
Director, Indigenous Initiatives position	Strengthen text of job description.	Mark Hillenbrand, College staff
Strategic Priorities and Implementation Plan	Ongoing website updates as statuses change.	Mark Hillenbrand, College staff
BC Modernization of Professional Regulation	Continued Registrar attendance at meetings.	Mark Hillenbrand
Bylaw Modernization – Administrative Changes	Complete revision and submit to MCFD.	Denese Espeut-Post, Mark Hillenbrand
November 27, 2021 Board Meeting	Check with Sonia Andhi Bilkhu if she can chair this meeting.	Mark Hillenbrand

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**Decision Summary**

<b>Motion #</b>	<b>Motion</b>	<b>Decision</b>
Motion 2021 8.1	To accept the Agenda as written.	Adopted
Motion 2021 8.2	To accept the draft minutes of the Board Meeting held on June 19, 2021 as written.	Adopted
Motion 2021 8.3	To convert Indigenous Initiatives position from one-year term contract to ongoing permanent position.	Adopted
Motion 2021 8.4	To accept administrative bylaw change document as final draft to be sent to MCFD.	Adopted
Motion 2021 8.5	To accept Preferred Name Policy.	Adopted
Motion 2021 8.6	To accept the Inquiry Committee report with recommendation of no further action on Complaint File 20C-022.	Adopted

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