

**BOARD MEETING
MEETING MINUTES**

Meeting No. 77

Date: June 19, 2021

Place: Zoom Videoconference

Members Present via Videoconference:

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

Regrets:

Selena Bateman
Sandra Wilson

Staff in Attendance:

Registrar Mark Hillenbrand
Executive Assistant to the Registrar Tracy Singh

Guests:


Registration Committee Member Allison Mounsey

1) Call to Order

Denese Espeut-Post, Chair of the Board called the meeting to order at 9:03 am and welcomed members and staff to the meeting. Registrar Mark Hillenbrand opened with the following land acknowledgment.

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 x^wməθk^wəyəm (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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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. 7.1: To accept the draft agenda as written. Motion made by Chair Denese Espeut-Post. Agenda accepted by consensus.

Motion 2021. 7.1 was adopted.

5) Approval of Minutes

The members of the Board considered the draft minutes of the meeting held on April 17, 2021.

Motion 2021. 7.2: To accept the draft minutes of the Board Meeting held on April 17, 2021, as written. Motion made by Chair Denese Espeut-Post. Minutes accepted by consensus.

Motion 2021. 7.2 was adopted.

The members of the Board considered the draft minutes of the meeting held on May 29, 2021.

Motion 2021. 7.3: To accept the draft minutes of the Board Meeting held on May 29, 2021, as written. Motion made by Chair Denese Espeut-Post. Minutes accepted by consensus.

Motion 2021. 7.3 was adopted.

6) BC Modernization of Professional Regulation

a. Continued meetings of Psychologists and Social Workers

Chair Denese Espeut-Post provided a summary review and update on the topic of Modernization of Professional Regulation.

Chair updates and considerations included:

- Letter to the Minister has been delivered to the Honorable Mitzi Dean.
- Chair and Registrar have been attending ongoing meetings with the opinion now of taking a step back on the College's level of involvement.

	Chair <i>Denese Espeut-Post</i>
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- Idea that going forward the Registrar be in attendance for the meetings without the Chair.

Ongoing meeting attendance was proposed in order to gain information so as to ensure the College is in a position of being aware of future developments and be involved enough so that the College is current as to psychology and counselling modernization developments.

Motion 2021. 7.4: Registrar to continue attending Regulation Modernization meetings with Psychology and Counselling without Chair attendance. Board expressed consensus for continued Registrar meeting attendance with a ceasing of Chair meeting attendance.

Motion 2021. 7.4 was adopted.

Board member points of discussion on the modernization engagement process included:

- The importance of being engaged at the right level at the right time.
- The importance of aligning strategic plans with the organizations.
- Speaking with the Ministry of Children and Family Development about public announcements and transparency.

7) Strategic Planning Working Group

a. Strategic Priorities Final Draft Review

Chair Denese Espeut-Post presented the BCCSW Priorities 2021-2025 document. The three members of the strategic planning sub-Committee group agree that the document is in its final state.

Motion 2021. 7.5: To move forward with the strategic planning priorities final draft document. Board consensus expressed to accept the Strategic Priorities document.


Motion 2021. 7.5 was adopted.

b. Implementation Plan Development

Board member points of discussion on the Strategic Priorities final document included:

- Agreement this is a great document to move forward.
- Expressed group appreciation to the Grace McKeown, the working group and Registrar for their time and effort for their hard work and dedication to this project.

Registrar to report back on the Implementation plan at the August 7, 2021 Board meeting.

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8) Annual General Meeting

a. Review and Discussion

Registrar Mark Hillenbrand provided an overview of the summarized AGM poll questions PowerPoint.

Review and discussion included:

- Ways in which to respond to the questions from the AGM, perhaps in the College Newsletter.
- Discussion how to involve more volunteer participation at the College.

9) Crown Agencies Board Resourcing Office

a. Request for Appointment and Notice of Public Appointee Position

Chair Denese Espeut-Post opened discussion for what character traits the Board should look for in an Appointed candidate.


Board member points of discussion on appointed Board member attributes included:

- Examination of current needs; what do we have currently and what is missing?
- From a modernization perspective, what does our Board need in order to get us through? What gaps do we need to fill?

b. Board Competency and Attributes Matrix

Review of Attributes Matrix document. How to proceed to determine competencies. Comments for some with expertise in Indigenous competencies.

- i. Create an election document that informs candidate statements.
- ii. Operational or technical expertise relevant to the organization including:
 - Strategic management and organizational change
 - Internal control and accounting
 - Technology
 - Communications,
 - Public sector administration
 - Human resources
 - Labour relations, and
 - Risk management
- iii. Financial expertise
- iv. Cultural Safety and Humility

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- v. Lived experience and knowledge in governmental systems and impact of Colonialization. Indigenous Leadership list of competencies. (BC government has a website that provides some of that lists. Indigenous Relations Behavioral Competencies - Province of British Columbia (gov.bc.ca) Indigenous Relations Behavioral Competencies Interpretive Guides for Hiring - Province of British Columbia (gov.bc.ca)
- vi. Administrative law/legal expertise
- vii. Knowledge of government and the public sector environment
- viii. Knowledge of current and emerging issues affecting the organization and its industry or sector; and,
- viii. Lived experience and knowledge of the community served by the organization

A matrix self-evaluation will be circulated by email, please respond to Denese Espeut-Post on the matrix by July 5 via email. The goal is to get this to CABRO by July 2021.

10) Operations Hiring

- a. Deputy Registrar – permanent position versus one year term contract

Registrar Mark Hillenbrand spoke about the guiding processes regarding staff capacity and the ability to navigate and manage issues that come up at the College.

Some positions approved at the College have been on a temporary contract basis. This has worked successfully for some positions however not for all and in particular the Deputy Registrar position.

Points of discussion on Operational Hiring for the Deputy Registrar position included:

- The Deputy Registrar position is crucial in helping the Registrar navigate much of the upper-level College topics and issues.
- Applicants to this position, upon hearing it was a one-year term, were not interested to leave their current roles not knowing if the position would continue beyond the term.
- Other Issues include, salary range and pension plan.

Due to the aforementioned obstacles in trying to hire a Deputy Registrar on contract basis, the Registrar requests the advertisement be as a full-time position.

Full Board consensus that in order to attract and retain quality staff, the College must provide fair and appropriate wages and evaluate which staff positions warrant full time non-contract positions. For the Deputy Registrar position, this is a necessary step in order to move forward and be able to fill this role.

Other points of discussion included:

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- Board direction for the Registrar Mark Hillenbrand to include Indigenous competencies, and preference for an Indigenous community member in posting the Deputy Registrar position.
- Question as to why the Indigenous Initiatives position has been assigned as a temporary role. Topic to be added to the next Board meeting agenda.

Motion 2021. 7.6: To move forward with the advertisement of a permanent Deputy Registrar position. Board expressed consensus to proceed with a permanent Deputy Registrar position.

Motion 2021. 7.6 was adopted.

11) BCCSW Bylaw Review

- a. Discussion regarding first round of proposed administrative changes

Board Chair Denese Espeut-Post provided an overview of the process for making amendments to the College Bylaws with a walk through of the suggested proposed changes.

- Administrative amendments (The Ministry just requires notification) and
- Registration amendments (the College needs to obtain Ministry approval).

Chair Denese Espeut-Post opened for discussion and comment on the suggested changes to the document.

- Grammar edit 12.4 the work "of" should be struck through
- Indigenous Council, drop the word responsible and modify the Council's responsibilities to monitors and advises on the work of the College in accordance with amended wording approved during discussion

Motion 2021. 7.7: To accept the administrative Bylaw changes. Board expressed consensus to accept Bylaw changes as amended.


Motion 2021. 7.7 was adopted.

This document will be shared with the Indigenous Council.

12) Legal Name vs. Preferred Name – Registrant Name in Register

- a. Need for policy development

Registrar Mark Hillenbrand provided an overview of the request made to the College to use preferred names. Two legal opinions were sought by the College with recommendation to create a path for preferred names. Based on this, a policy has been created which allows the College to issue a certificate in the preferred name while keeping the legal name in the background.

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Motion 2021. 7.8: For the Registrar to modify the preamble to the policy and circulate. Consensus expressed to accept the final revised document.

Motion 2021. 7.8 was adopted.

13) ASWB Use of Examination Exemption – Update

Registrar Mark Hillenbrand provided an overview of the request being made to the Association of Social Work Boards (ASWB) for exemption for applicants with a related degree. ASWB has indicated that with the relatively small number of approved related degree applicants and the extensive requirements to ensure substantial equivalency, it is expected that on ongoing exemption will be granted.

14) Committee Reports

- a. Finance Committee
 - i. Financial Statement Review

Board member Natalie Shorten remarked that the Finance Committee met on June 3, 2021 and completed a review of the College financial statements.

Please email Finance Committee Chair Natalie Shorten if you have any questions.

- b. Registration
 - i. Reinstatement Late Fee Waiver Request 23-April-2021

Motion 2021. 7.9: To approve the Reinstatement Late Fee Waier Request 23-April-2021. In favor – Board expressed consensus to approve based on undue personal hardship(5 support, 1 abstain, 2 support with hesitation).

Motion 2021. 7.9 was adopted.

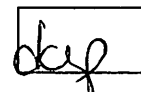
- ii. Practice Mobility Discussions

Registration Committee member Allison Mounsey joined the meeting at 10:40 am and presented a briefing memo on Inter-provincial Electronic practice.

On behalf of the Registration Committee, Allison Mounsey is seeking the Board's approval to move forward with further investigation into inter-provincial electronic practice.

Discussion opened for Board members to question Allison Mounsey regarding the Inter-provincial Electronic practice documents and general discussion regarding the Committee's work. The Board requested the Registration Committee engage in further analysis and provide additional information regarding the following as it relates to inter-provincial electronic practice:

1. Jurisdictional authority and reach of the College as well as the handling of complaints and discipling. This may require a legal opinion be sought.

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2. Operational reach and resource need. Does the College have the ability to take on an additional class of electronic practice?
3. Engagement and use of existing resources (i.e. other provinces, ASWB). What is the ASWB saying in the United States?
4. Clarification and purpose of intent of temporary class.
5. Development of an introductory work plan for the introduction of an electronic class. The Board recommended the Committee look at other disciplines (including other professional bodies) and assess work has already been done in this area?

It is recommended the Registration Committee do further research on the five points raised. Registrar to reach out to the Chair of the Committee to discuss these points further.

iii. Registered Clinical Social Worker Webinar

Registrar Mark Hillenbrand gave an overview of the purpose of the upcoming registered clinical social worker Webinar.

Key points mentioned:

- 534 people have registered
- People appear very interested in finding out information on the transition from RSW to the RCSW class
- People are interested in the transparency in this process.

15) Operations Professional Practice

a. Medical Assistance in Dying (MAiD) Regulatory Guidance Document

Registrar Mark Hillenbrand spoke to the document, which is in the last phases of its revision, making it more in line with modernized legislation.

The request for this came to the College around the fall of 2019 for us to make our revisions. Focus has been given by Director of Professional Practice Alana Prashad with other collaborators to update and address current legislation and language.


b. Registrar Return to Register Decisions

Registrar Mark Hillenbrand reviewed the document which helps to guide and determine how decisions are made regarding the Return to Register Decisions.

1. One request has been approved due to undue personal hardship.

c. Continuous Professional Development COVID-19 Adjustment.

Registrar Mark Hillenbrand shared a note of thanks from a Registrant who wanted to extend their gratitude to the Board regarding the flexibility for CPD submissions during COVID-19.

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16) Other Business**a. Board Anti-Racism Statement**

The statement in its draft form has been seen by the Board and Indigenous Committee. We have landed at a point that the Committee wants the Board to report to the Committee the progress the College has made.

Board discussion to establish comfort with publication.

Motion 2021. 7.10: To proceed with publishing the Anti-Racism Statement. Board consensus to move forward.

Motion 2021. 7.10 was adopted.

b. San'Yas Training**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: October 7, 1:00 – 4:00 pm
 - b. Part 2: October 13, 9:00 - Noon
- ii. ASWB – current dates – ASWB is not offering recording training viewing. The Training is designed to be interactive.
 - a. August 19 – 21, 2021 New Board Member Training – Virtual
 - b. November 18 – 20, 2021 Annual Delegate Assembly New Orleans, LA, USA

17) Board Member Election Time Line

- 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

18) Future Meetings/Event Dates

- a. 2021 Board Meeting Dates
 - i. August 7
 - ii. September 11
 - iii. October 16
 - iv. November 27

19) In Camera

- a. Registrar – CEO Performance Review

The Registrar and Executive Assistant to the Registrar departed the meeting at 2:20 pm.

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20) Inquiry Committee Report

The Registrar returned to the meeting at 2:20 pm for the Inquiry Committee Report review.

Consensus expressed to accept the report with recommendation of no further action on Complaint File 19C-018.

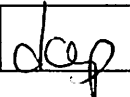
16) Meeting Adjournment

The meeting adjourned at 3:26 pm

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Action Item List

Topic	Action	Member / Staff
Indigenous Initiatives Position – One year term or ongoing contract?	Put on next meetings Agenda.	Mark Hillenbrand
AGM Comments, Questions	Be answered in summer Newsletter.	College staff
Committee, Board who did not make it to a committee or Board	Newsletter, how to incorporate these individuals into the College.	College staff
Board Competency and Attributes Matrix	Email comments.	All Board, Board Chair
Registration	Five points raised, committee to continue research.	Mark Hillenbrand, Registration Committee Chair
Preferred Name	Update preamble and circulate.	Mark Hillenbrand, all Board
Anti-Racism Statement	Board has reviewed, we are going to publish.	Mark Hillenbrand, Indigenous Committee

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Decision Summary

Motion #	Motion	Decision
Motion 2021 7.1	To accept the Agenda as written.	Adopted
Motion 2021 7.2	To accept the draft minutes of the Board Meeting held on April 17, 2021 as written.	Adopted
Motion 2021 7.3	To accept the draft minutes of the Board Meeting held on May 29, 2021 as written.	Adopted
Motion 2021 7.4	Continued Registrar attendance at Regulation Modernization meetings with Psychology and Counseling with a ceasing of Chair meeting attendance.	Adopted
Motion 2021 7.5	To move forward with the strategic planning priorities final draft document.	Adopted
Motion 2021 7.6	To move forward with the advertisement of a full time Deputy Registrar posting.	Adopted
Motion 2021 7.7	To accept the administrative Bylaw changes.	Adopted
Motion 2021 7.8	For the Registrar to modify the preamble to the Legal Name policy and circulate.	Adopted
Motion 2021 7.9	To approve the Reinstatement Late Fee Waiver Request 23-April-2021.	Adopted
Motion 2021 7.10	To proceed with publishing the Anti-Racism Statement.	Adopted

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