

**BOARD MEETING
MEETING MINUTES**

Meeting No. 81

Date: January 15, 2022

Place: Zoom Videoconference

Members Present via Videoconference:

Sonia Andhi Bilkhu	Deborah Jones	Christina Rodrigues
Lori Bull	Ann Joseph	Amy Rosborough
David Chiang	Jason Lam	Natalie Shorten
Denese Espeut-Post	Jenny Morgan	

Regrets: Patsy Greyeyes

Staff in Attendance:

Registrar Mark Hillenbrand
Deputy Registrar Lise Beauchesne
Executive Assistant to the Registrar Tracy Singh

Guests:


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.

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 xʷməθkʷəy̓əm (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.

Board member Amy Rosborough presented the College's land acknowledgement along with sharing a story related to advocacy from a young age and speaking out in the face of inequality.

	Chair
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3) Welcome

- a. Brief check-in and welcome new Board members

Time was given for members and staff to introduce themselves and provide a little bit of background information.

- b. Confirmation of Executive Committee

Board Chair – Denese Espeut-Post
Vice-Chair – Ann Joseph
Finance Chair – Natalie Shorten

4) Decision Making Process and Boardroom Safety

Board chair Denese-Espeut Post provided a short review of the decision-making process and on boardroom safety.

5) Approval of Agenda

The members of the Board considered the draft agenda.

Proposal 2022. 1.1: To accept the draft agenda as written. Proposal made by Chair Denese Espeut-Post. Agenda approved by consensus.

Proposal 2022. 1.1 was approved.

6) Approval of Minutes

The members of the Board considered the draft minutes of the meeting held on November 6, 2021.

Proposal 2022. 1.2: To accept the draft minutes of the Board Meeting held on November 6, 2021, as amended. Proposal made by Chair Denese Espeut-Post. Minutes approved by consensus.

Proposal 2022. 1.2 was approved.

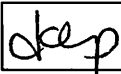
7) Board Chair Report

- a. Crown Agencies and Board Resourcing Office (CABRO) Public appointee update

Board Chair Denese Espeut-Post confirmed two new appointed members have joined the Board January 1, 2022. These are one-year terms with reappointment.

- b. Board Member Informational Meeting – New and Existing Board Members

Orientation will be provided by Registrar Mark Hillenbrand and separate training provided by staff member lawyer Madelaine Kirk.

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c. Board Member Code of Conduct
College Policy Excerpts

- 1.3.2 Board Member Code of Conduct
- 1.3.3 Board Member Expectations
- 1.7 Conflict of Interest
- 1.8 Confidentiality

Board Chair Denese-Espeut Post provided background on points listed ensuring positive governance behavior and what the expectations are as a Board member.

- Come prepared
- Attend all / most meetings
- Listen to perspectives of others
- Ask questions
- Being well-informed about the College, the work being done and the mandate
- Committee involvement
- Continued ongoing professional development

d. Committee Chair Discussion Meeting

Terms of Reference
Policy Excerpts re Expectations

- Board Policy 1.4 Board Committees and Task Forces
- Board Policy 1.45 Responsibilities of Board Committees and Task Forces
- Board Policy 1.46 Expectations of Board Committee and Task Force Members
- Board Policy 1.8 Confidentiality

In a chair position a member takes on a leadership role.

e. Annual Priorities

Board Chair Annual Priorities

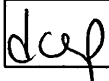
College Policy and Procedure Review and Modernization Project
College Registration Bylaw update
Performance Evaluation of Registrar

8) Annual General Meeting, 06-May-2022

a. Internet webinar only or Hybrid meeting?

Discussion and considerations included:

While acknowledging that an in-person meeting is preferable, when taking into account, that the purpose of an Annual General meeting and its goals be accomplished virtually, due to the uncertainty regarding the pandemic, the sensible choice is to hold the Annual General Meeting as a virtual event.

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Board Chair Denese Espeut-Post called for consensus for the 2022 Annual General Meeting (AGM) to be an online virtual event.

Proposal 2022. 1.3: To accept a meeting of the Annual General Meeting as virtual for 2022. Proposal made by Board Chair Denese Espeut-Post. 2022 AGM will be online. Approved by consensus.

Proposal 2022. 1.3 was approved.

9) Operations

a. 2022 Staff Hiring Project

Registration Assistant Manager
Indigenous Engagement and Initiatives
Inquiry Complaints Coordinator
Professional Practice Coordinator

- b. Inquiry 2021 Complaints
- c. Registration 2021 Applicant and Registrant Numbers
- d. Hiring – One year contract versus ongoing employment

Update provided by Registrar Mark Hillenbrand. The 2021 Staff Hiring Project has now continued into 2022.

1 year contract job positions have proven challenging to attract potential candidates and retain staff.

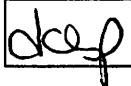
There is a need to reconsider 1 year contract staff positions in order to attract and retain potential candidates, avoid losing staff and cutting down on the administrative ongoing process of having to hire and re-hire.

Discussion and considerations included:

- Budget in place to fund these positions.
- Contract positions cause difficulty in attracting and retaining individuals
- Initial 1 year limitation was informed by potential amalgamation with other College's. Current information is that if amalgamation occurs, it is not likely to happen within the next few years.

Proposal 2022. 1.4: To approve that contract positions be changed into ongoing full-time positions. Proposal made by Chair Denese Espeut-Post. Proposal approved by consensus.

Proposal 2022. 1.4 was approved.

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10) Committee Assignments

Executive Committee
 Registration Committee
 Registration Appeals Committee
 Quality Assurance Committee
 Inquiry Committee
 Discipline Committee
 Indigenous Council
 Policy Committee

Time was spent assigning members to various committees, discussion and agreement on member composition.

Proposal 2022. 1.5: To approve the designated council and committee assigned memberships. Proposal approved by consensus.

Proposal 2022. 1.5 was approved.

11) Other Business

a. Canadian Association of Social Work Regulators

i. Anti-Racist Regulatory Work Group – Reference Group

Registrar Mark Hillenbrand commented that a group has been comprised in order to provide group guidance. The first meeting is being held January 24, 2022.

b. Association of Social Work Boards (ASWB)

i. On November 9th, 2021 ASWB's Board unanimously approved a motion to gather, analyze, and release examination performance data.

Throughout 2022, time will be spent analyzing data which will then be released in a timely and transparent manner to be of use to universities.

c. Board training and education reminders

i. ASWB – current dates

1. 24 to 26-March-2022 New Board Member Training - San Diego, CA
2. 28 to 30-April-2022 2022 Education Meeting – Chicago, IL
3. 11-May-2022 Leadership opportunities with ASWB – Online
4. 2 to 3-June-2022 New Board Member Training - Online
5. 15 to 17-September-2022 New Board Member Training – Alexandria, VA
6. 17 to 19-November-2022 Delegate Assembly – Scottsdale, AZ

ii. BC Health Regulators

Governance 101 Training

- a. Schedule will be sent in January 2022 (Open to Board and Staff)

iii. Crown Agencies and Board Resourcing Office (CABRO)

Governing in the Public Interest Online Training

- a. Prioritize for Publicly Appointed Board Members

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12) Future Board Meetings

12-March-2022	Virtual Board Meeting
09-April-2022	Virtual Board Meeting
06-May-2022	Annual General Meeting (Virtual or Hybrid AGM)
25-June-2022	Virtual Board Meeting
10-September-2022	Virtual Board Meeting
26-November-2022	In person Board Meeting


13) Board Member Election Timelines

15-August-2022	Notice of Election
15-September-2022	Nominations Close
15-October-2022	Ballots Delivered
15-November-2022	Election Closed
15-December-2022	Results Announced

If your term is coming to an end this year and you have interest to run again for another term, keep in mind the election times

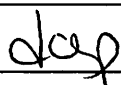
14) Meeting Adjournment

The meeting adjourned at 12:40 pm

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
Action Item List

Topic	Action	Member / Staff
Board Member Informational Meeting	Set up dates and times and send to new and old members	Staff

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Decision Summary

Proposal #	Proposal	Decision
Proposal 2022 1.1	To approve the Agenda as written.	Approved
Proposal 2022 1.2	To approve the draft minutes of the Board Meeting held on November 6, 2021 as written.	Approved
Proposal 2022 1.3	To accept a meeting of the Annual General Meeting as virtual for 2022.	Approved
Proposal 2022 1.4	To approve that contract positions be changed into ongoing full-time positions.	Approved
Proposal 2022 1.5	To approve the designated council and committee assigned memberships.	Approved

	Chair
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