

BOARD MEETING

MEETING MINUTES

Meeting No. 90

Date: September 10, 2022

Place: Zoom Videoconference

Members Present via Videoconference:

Sonia Andhi Bilkhu	Ann Joseph
Lori Bull	Jason Lam
David Chiang	Christina Rodrigues
Denese Espeut-Post	Amy Rosborough
Patsy Greyeyes	Natalie Shorten

Regrets:

Trevor Moyah

Staff in Attendance:

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

Guests:

Shannon Okun

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 x̱w̱məθḵw̱əy̱əm (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.

Registrar Mark Hillenbrand presented the College's land acknowledgement.

3) Welcome

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a. Meeting Safety and Check-in

At all times when engaged in discussion, members of the BCCSW Board and its committees will:

- i. Strive to ensure members will not feel they are being attacked
- ii. Strive to ensure members seek more for understanding than for being understood
- iii. Strive to ensure members will communicate with respectful and dignified intentions

4) Approval of Agenda

The members of the Board considered the draft agenda.

Proposal 2022. 9.1: To accept the draft agenda as written. Proposal made by Chair Denese Espeut-Post. Agenda approved by consensus.

Proposal 2022. 9.1 was approved.

5) Approval of Minutes

The members of the Board considered the draft minutes of the Extraordinary and In Camera meetings held on July 27, 2022 and August 30, 2022.

Proposal 2022. 9.2: To accept the draft minutes of the Extraordinary and In Camera Board Meeting held on July 27, 2022 and August 30, 2022 as written. Proposal made by Chair Denese Espeut-Post. Minutes approved by consensus.

Proposal 2022. 9.2 was approved.

6) CEO – Registrar Hiring Subcommittee

- a. Shannon Okun, re:imaginehr, [Home \(reimaginehr.ca\)](http://Home (reimaginehr.ca))

David Chiang made introductions to Shannon Okun.

Notes and Discussion included:

Desired applicant skills

- Strong leadership skills
- Overseeing government relations
- Managing registrants and key communication skills
- Social Work background
- Strong relationship building skills with staff, etc
- Strong ability to make connections

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Time was spent discussing the language to be used on the job posting.

Notable remarks included:

- Current highly competitive market
- Adjust years of experience
- Advertisement Postings: include BCPSW website, Charity Village (explore though not great success recently), Linked-in, email blast to registrants, possibly Indeed and Regulatory.jobs.ca

Questions:

- Advertisement budget? To be determined
- Relocation reimbursement? Historically no
- Hybrid position? Currently hybrid
- How much budget is there to bring someone in from another area of BC? To be determined

Mark Hillenbrand and Lise Beauchesne will have a follow-up conversation with Shannon Okun.

The members of the Board considered the finalization of the job posting to be left with the Executive Search Committee.

Proposal 2022. 9.3: To accept the job posting be finalized by the Executive Search Committee. Proposal made by Vice-Chair Ann Joseph. Approved by consensus.

Proposal 2022. 9.3 was approved.

7) 2022-2024 Transition and Sustainability of Excellence in Core Services Plan – In Camera

An In Camera took place for this section of the meeting ending at approximately 2:46 pm.

8) Operations – details tabled to next meeting

- a. Strategic Priorities
 - i. Priority Charters and Board Sponsorship
 - 1. Strategic Priorities Board Sponsors Briefing Memo
 - ii. Public Protection Priority Charter update
 - 1. Ann Joseph
 - 2. Meeting with Program Leads Briefing Memo
 - iii. Public Protection Priority Charter update
 - 1. Strengthening Board Capacity

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- 2. Indigenous Initiatives & Relations
- 3. Cultural Safety, Cultural Humility & Anti-Racism
- b. Inquiry Council Madelaine Kirk's notice of resignation
- c. Registration Department Modernization
 - i. Director of Registration – Hoon Kim
 - ii. Registration Manager – Anisa Hussein
 - iii. International Applicants
 - 1. Potential increase in applicants from Hong Kong. Anecdotal information indicates that between 600 to 1,000 Hong Kong social workers will soon be immigrating to Western Canada.
- d. Registered Clinical Social Work class of registration update.
- e. Association of Social Work Boards (ASWB) entrance to practice exams pass rate data report. [Contributing to the conversation - Association of Social Work Boards \(aswb.org\)](http://www.aswb.org)
- f. Board Member Exit Interviews

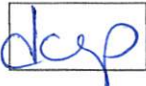
9) Board Chair Report

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

Two positions were posted. MCFD will report the progress with a further update.
- b. Jenny Morgan Resignation effective 25-August-2022

10) Committee Reports – details tabled until next meeting.

- a. Finance Committee –Budget Review
 - i. June 2022 Financial Statement
 - ii. Training for Sonia Andhi Bilkhu
- b. Registration Committee
 - i. Electronic Practice Bylaw
- c. Quality Assurance Committee (QAC)
 - i. Code of Ethics and Standards of Practice Draft Revision.
 - ii. Continuous Professional Development Program – Audit Program
- d. Indigenous Council
 - i. Chair selection update
 - Amy Rosborough suggested discussion with membership of the Council.
- e. Inquiry Committee
 - i. Chair selection

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Natalie Shorten stepped in to attend and be a member of the Inquiry Committee meetings on October 25 and December 6.

- f. Policy Committee
 - i. Chair selection

Defer appointments to the next meeting on October 6, 2022.

Consensus to continue to end of year to not fill last Board vacancy.

11) Other Business

- a. Board training and education reminders
 - i. Association of Social Work Boards (ASWB)
 - ASWB – current dates
 - 1. 15 to 17-September-2022 New Board Member Training – Alexandria, VA
 - 2. 17 to 19-November-2022 Delegate Assembly – Scottsdale, AZ
 - ii. BC Health Regulators
 - Governance 101 Training
 - a. Fall Session: 04-October-2022-Tuesday-1:00-4:00 pm and 11-October-2022-Tuesday-1:00-4:00 pm
- Chair as Facilitator Physical and Virtual (2 three-hour sessions)
 \$50.00 Registration Fee
 Fall Session: 28-October-2022-Wednesday-1:00-4:00 pm and 02-November-2022-Wednesday-1:00-4:00 pm
- iii. Crown Agencies and Board Resourcing Office (CABRO)
 - Governing in the Public Interest Online Training
 - a. Prioritize for Publicly Appointed Board Members

12) Board Member Election Timelines

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

A third reminder will be sent.

13) Future Board Meetings

The November 26 Board meeting has been confirmed as in-person with hybrid option for those who do not intend to meet in person.

06-October-2022 – 6:30 pm – extra meeting scheduled
 26-November-2022 In person Board Meeting

clap Chair

14) 2023 Board Meeting Schedule

- a. 07-January-2023 Selection of Chair, Vice-Chair and Finance Committee Chair
- b. 14-January-2023
- c. 11-March-2023
- d. 15-April-2023
- e. 05-May-2023 Annual General Meeting
- a. 04-June-2023
- b. 09-September-2023
- c. 14-October-2023
- d. 25-November-2023

15) Inquiry Committee Update

There are no updates for this meeting.

16) Meeting Adjournment

The meeting adjourned at 3:12 pm

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Action Item List

Topic	Action	Member / Staff

<i>dcp</i>	Chair
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Decision Summary

Proposal #	Proposal	Decision
Proposal 2022 9.1	To approve the Agenda as written	Approved
Proposal 2022 9.2	To approve the draft minutes of the Extraordinary and In Camera Board Meetings held on July 27, 2022 and August 30, 2022 as written	Approved
Proposal 2022 9.3	To accept the job posting be finalized by the Executive Search Committee. Proposal made by Vice-Chair Ann Joseph	Approved

 Chair