

COLLEGE CONVERSATION

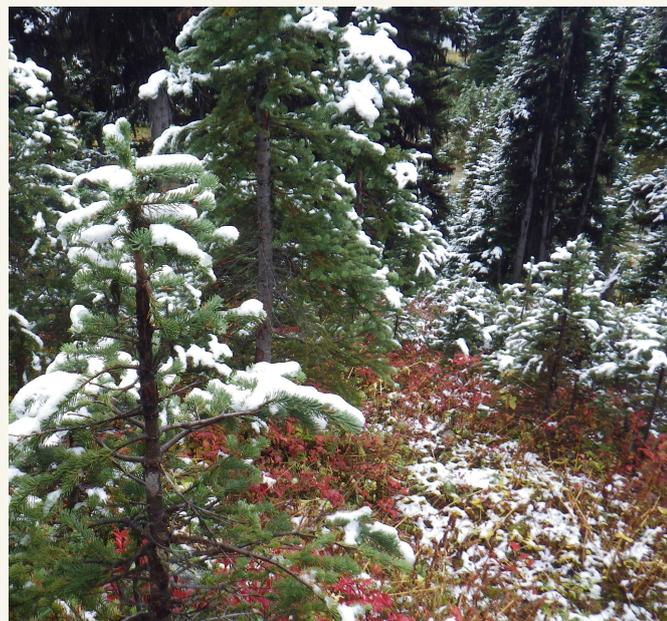
REPORT FROM THE CHAIR

Denese Espeut-Post

As the end of 2021 approaches, I like to review the year that has passed, looking back on successes and reconsidering those areas where I have an opportunity to grow. I, like so many others, also look forward to some time away from day-to-day work responsibilities and well-deserved rest as I enjoy the holiday season. I acknowledge your work and your commitment to the social work profession this past year and wish all of you much peace, health and happiness as we approach 2022.

In 2021 the College Board completed its initial review and amendment of the BCCSW Bylaws. This year our focus was on certain administrative amendments under section 8 of the Social Workers Act and you can find revisions are posted on the College’s website. As I reflect back of the Board’s work on this project, I would like to share a few of the amendment highlights with you.

One significant modification was the renaming of the College’s Indigenous Committee as the Indigenous Council. This renaming better reflects the relationship between the Board and the Council, recognizing the advice and guidance the Council provides to the Board in respect of and adherence to local traditions, Indigenous values, traditional knowledge, practices and Indigenous ways of being.



Contents

- Report from the Chair.....1
- Report from the Registrar.....3
- BCCSW Administrative Bylaw Updates.....4
- ASWB Updates.....5
- ASWB Awards.....6
- College Election.....7
- College Committees.....8
- CPD and COVID-19.....9
- Registration Renewal.....10
- Welcomes.....11
- Farewells.....12
- Board and Staff.....13

REPORT FROM THE CHAIR Cont..

A second important modification to the Bylaws was the proper codification of certain board committees, namely the College's Executive Committee and Policy Committee, which have been in operation for some time. The Executive Committee exercises the power and performs the duties of the Board with respect to matters that require immediate attention between Board meetings. The Policy Committee is responsible for drafting and publishing Board policy. These Committees are fundamental to the success of the Board's operations and the amendments clarify the Board's governance structure and build transparency and awareness for both registrants and the public.

The Bylaws were also amended to modify the process for applications for the waiver of the reinstatement fee incurred by a member who fails to renew their registration as required. Such applications will now be heard by the Registrar as opposed to the Board. This change will allow for a more streamlined and efficient process for reinstatement fee waiver requests. If the Registrar refuses an application for a waiver of a reinstatement fee, an application for a review of that decision can now be made to the Board's Registration Committee.

In 2022, as the College continues to review and develop its governance structures, the College will return to its review of the Bylaws to consider registration related amendments under section 9 of the Social Workers Act. Please check the College's website for updates. I hope each of you enjoy a wonderful season filled with the people and traditions that mean the most to you. Warmest wishes for happy holidays.



REPORT FROM THE REGISTRAR



As the year 2021 ends, I am aware that the November rainfall and floods have significantly impacted British Columbia. It is my hope that everyone impacted has found comfort and that the repairs to infrastructure are well underway. I continue to be humbled by the many stories I hear about social workers going the extra mile to help those in need during this emergency. Social work truly is a helping profession and social workers continually find ways to help those in need.

The close of 2021 brings the end of term for Board members, Selena Bateman, Jim Campbell, Cheney Cloke, Sonya Pighin and Sandra Wilson. I am grateful for the opportunity to have worked with such dedicated and giving individuals. Each of the Board members cycling off the Board are commended for their work during these few past years. The work was absolutely made more challenging by the COVID-19 pandemic.

"The patience and persistence shown by the Board enabled much progress to be made in 2021. The Board's strategic priorities have been translated into a detailed workplan, administrative bylaws were revised and published, and the work of decolonization and dismantling systemic racism continued with determination"

The patience and persistence shown by the Board enabled much progress to be made in 2021. The Board's strategic priorities have been translated into a detailed workplan, administrative bylaws were revised and published, and the work of decolonization and dismantling systemic racism continued with determination.

Looking forward into 2022, I welcome each new Board member. While there is much work ahead, I am anxious to begin the work with you, with enthusiasm and optimism. I am certain that the forward momentum established by the 2021 Board, will carry will into 2022.

I am hopeful that 2022 will be a year of great progress, with a decrease in experienced challenge. No matter how the year unfolds, I am confident that the social workers of British Columbia will rise to the occasion with professionalism, efficiency, and effectiveness.

On October 13, 2021, the College posted administrative bylaw updates to its website. These bylaw updates include the following:

- **Bylaw numbering edits made**
- **Addition made to create the Chair of Finance Committee position**
- **Addition made to allow the Board the option to make decisions by consensus**
- **Addition made to allow the Finance Committee to consist of up to five Board members, of whom, one must be Board Chair, one must be Board Vice Chair, and one must be Chair of the Finance Committee**
- **Addition made to create an Executive Committee**
- **Addition made to create a Policy Committee**
- **Addition made to create an Indigenous Council**
- **Addition made to allow Registrar to decide requests for reinstatement fee waivers with an appeal to Registration Committee available**

Administrative Bylaw Updates

13-October-2021 BC College of Social Workers Administrative Bylaw Update Posting:

[2021-08-10-BCCSW-Bylaw-Revision-Letter-and-Redline-Changes.pdf](#)

Association of Social Work Boards

The Association of Social Work Boards (ASWB) is the association that creates and administers the social work practice entrance exams for North America.

The association is comprised of boards and colleges from both Canada and the United States.

On November 9, ASWB's Board of Directors unanimously approved a motion to gather, analyze, and release examination performance data. The motion directs ASWB staff and its consultants to develop a plan to implement this important information sharing initiative.



ASWB anticipates that the new analysis will include performance data broken down by demographic group for member jurisdictions as well as school of social work.

In this process, ASWB is working with independent psychometric consultants. While ASWB is moving forward as quickly as possible, they are committed to ensuring accurate reporting.

Of the Board vote, ASWB's CEO Dwight Hymans said. "Investing in this review of test-taker reported data breaks new ground. By making this commitment, the ASWB Board of Directors is contributing to the profession's larger discussion about diversity, equity, and inclusion.

We look forward to taking this new step in the association's commitment to participating in conversations around data and social work values."

As ASWB works on this directive from the Board, they will provide a membership progress update in the first quarter of 2022.

ASWB - Social Work Workforce Coalition

ASWB will convene a new coalition to contribute to the development of the next iteration of the social work registration exams.

<https://www.aswb.org/exam/exams-for-the-future-of-social-work/>



Congratulations to Hoon Kim, recipient of the Association of Social Work Boards (ASWB) 2021 Glenda McDonald Board Administrator Award

Congrats
Hoon!

Congratulations to Hoon Kim, recipient of the Association of Social Work Boards (ASWB) 2021 Glenda McDonald Board Administrator Award.

On Saturday, 20–November–2021, at the ASWB 2021 Annual Meeting and Delegate Assembly, Hoon Kim was presented with the ASWB 2021 Glenda McDonald Administrator Award.

The award is named in memory of Glenda McDonald, longtime Executive Director and Registrar of the Ontario College of Social Workers and Social Service Workers and ASWB volunteer. The award recognizes regulatory administrators who are committed to:

- **Promoting the ethical, responsible, and effective functioning of an ASWB member board**
- **Facilitating a fair, efficient, and responsible process for legal regulation in a member jurisdiction or on behalf of an ASWB member board**
- **Educating the public and the profession on legal regulation**

The award recognized Hoon's extensive work with the BC College of Social Workers and highlighted the many ways he has used his understanding and knowledge of the rules, standards, and procedures to support the work of the College. The award nomination described and appreciated Hoon's pleasant demeanor, calm, and collected attitude, ability to positively engage his coworkers and unfailing dedication to his regulatory duties. Additionally, Hoon was recognized for his recent leadership role in the College's efforts to modernize and adept problem-solving during the COVID-19 pandemic.

2022 COLLEGE ELECTION RESULTS

Each year, registrants of the College have the opportunity to elect their peers to the Board of directors.

We are pleased to announce the 2022 results of the election of members to the Board of the BC College of Social Workers.

The 2022 Board members elect are:

Jason Lam



Jenny Morgan



Lori Bull



Deborah Jones



The Board of the College would like to take this opportunity to express their sincere gratitude to all candidates who allowed their names to stand for election. Every one of the candidates brought a high degree of commitment to the College's primary role, which is to act in the public interest.

**THANK
YOU!**

Sheila Nyman
Trevor Moyah
Rebecca Withers
Brendan Barlow
Dawn Styran
Ferne Strain
Lisa Birch
Tanille Johnston
James Staton
Diana Baskier
Christine Jenner
Melanie Lansall
Rebecca Fiddler
Candace Nicholas
Kathleen Westergaard
Hannah Zalmanowitz

HOW TO SERVE ON A COLLEGE COMMITTEE

Committees

Registration

Inquiry

Discipline

Registration Appeals

Quality Assurance

Indigenous

The College is always looking for registrants to serve on the many committees that direct and enhance the work of the College.

The committees include:

- Registration Committee
- Inquiry Committee
- Discipline Committee
- Registration Appeals Committee
- Quality Assurance Committee
- Indigenous Council

If you are interested in serving on a College Committee, please send an expression of interest email to office.coordinator@bccsw.ca

In your expression of interest email, please identify which committee(s) you are interested in serving, provide any relevant experience/education and include a statement summarizing the reason(s) for your interest.

Thank you.

Impact of COVID-19 on CPD Extended through 2022 Registration Cycle

In light of the ongoing COVID-19 Pandemic, there has been a change in the Continuing Professional Development (CPD) requirement for the current 2022 CPD cycle. Under normal circumstances, all practicing registrants of the College are required to report a minimum of 40 hours of CPD activities each year from at least three of the six categories of CPD activities listed below (the following table and more details of different categories of activity are available at [Categories of Activity.pdf](#))

MAXIMUM QUALIFYING HOURS FOR EACH CATEGORY OF CPD ACTIVITY

- **Self directed: 15 hours**
- **Work based: 15 hours**
- **Professional: 15 hours**
- **Formal/Educational: 15 hours**
- **Other: 15 hours**
- **Degree/Diploma/Licensure Exam: 40 hours**

As indicated see above, the maximum qualifying hours for five of the six categories of activity have been set at 15, meaning that registrants will only receive credit for 15 hours even if they claim more than 15 hours in one of those five categories. Based on this rule, registrants have been required to record 40 hours of CPD using activities from at least three different categories (unless they have completed a degree, diploma, or licensure exam)

However, for the 2022 CPD cycle, the College has decided to set the maximum qualifying hours at 40 for all categories of activity. This change in the rule will allow registrants to be credited for up to 40 hours in any of the six categories, meaning they will be able to meet the yearly 40-hour requirement using activities from as little as one category.

This decision to provide registrants with more flexibility in choosing types of CPD activities is due to the challenge in completing activities in categories involving face-to-face interactions such as Work-based, Professional and Formal/Educational. The College understands that many trainings, seminars and conferences have been cancelled due to COVID-19 physical distancing and anticipates that registrants have taken/will be taking on more activities in the Self-directed category such as independent learning or attending webinars. Therefore, this change in the maximum qualifying hours will alleviate the burden for registrants having difficulty accumulating CPD hours in categories other than the Self-directed category.

This change only applies to categories of activity, the requirement remains that a minimum of three hours of CPD activity be related to ethical conduct.

Please note that this change in the rule applies to the current 2021 and 2022 CPD cycles only.

The College will continue to monitor the development of the COVID-19 situation and the fast-changing professional environment to assess whether this change needs to be maintained for the future CPD cycles.

For further information contact the College at info@bccsw.ca.

REGISTRATION RENEWAL

SOME THINGS YOU NEED TO KNOW ABOUT RENEWING YOUR REGISTRATION

- The renewal period begins on **December 1, 2021** and ends on **January 31, 2022**.

You must renew within this period to avoid additional fees (see timeline below). Upon completing registration renewal, your registration will remain valid until January 31, 2023.

- The registration renewal process is **ONLINE**. Don't worry it's easy, safe and secure.
- If you have not renewed by **January 31, 2022**, your registration will be **CANCELLED**. You may still reinstate your registration during the reinstatement period (February 1 - April 30, 2022) but a 35% reinstatement fee will be added to the renewal fee.
- If you have not reinstated your registration by April 30, 2022, your registration will be **CLOSED** and you will be required to re-apply in order to be re-registered.

TIMELINE FOR REGISTRATION RENEWAL

December 1, 2021	<i>Renewal period begins</i> - you will be able to renew and pay fees
January 31, 2022	<i>Renewal period ends</i> - if not renewed by January 31, 2022 , registration will be CANCELLED
February 1 - April 30, 2022	<i>Reinstatement period</i> - Reinstatement fee (35% of the renewal fee) required to reinstate
April 30, 2022	<i>Registration closed</i> - if not renewed by April 30, 2022 , registration will be CLOSED

If you have questions about registration renewal or logging in, please check our <https://bccsw.ca/renewal-login-faq/>. If you still aren't sure, email the College at info@bccsw.ca.

Welcome

Elvira Ntalaja

BCCSW welcomes Elvira Ntalaja as a Practicum Student.

Elvira is a 4th year BSW student at X (Ryerson) University in Toronto and lives in Montreal. Her focus of studies include critical race theory, anti-Indigenous racism and cultural safety, social welfare, and administrative law.

Elvira is excited to be doing her practicum here at the College as she has an interest in policy development.

In particular, she appreciates the opportunity to learn from and contribute to the modernization



of the College's bylaws, policies, and accompanying procedures.

Upon graduation, Elvira will be entering the Master of Laws - General Law program at McGill University.

An accomplished track and field athlete, Elvira enjoys going to the gym and binge watching "How to get away with Murder."

Elvira will be at the College Wednesdays and Thursdays until March 2022.

Contact me:

elvira.ntalaja@bccsw.ca

Farewell

Selena Bateman

Outgoing words

The duty of the College is to serve and protect the public and to govern in the public interest. As a board member, my task was to work towards maintaining and strengthening the governance and performance of the organization. When considering options and making decisions, my focus was centered on the well-being of British Columbians as they engage with Registered Social Workers. For 2020-2021, this task was situated in a post-Cayton Report era and later met with the COVID pandemic.

During my term as chair of the quality assurance committee, Continuing Professional Development (CPD) program submissions were reviewed by the committee for the first time. The committee was heartened to see such dedicated work submitted by registrants. Later, the recommendation to modify the CPD requirements during the COVID pandemic was approved by the board and a further recommendation to consider the mandatory requirement of Indigenous studies was brought forward for consideration. This work demonstrates the board's ability to be nimble and responsive.



While on the inquiry committee, my aim was to consider each file and briefing note with objectivity, impartiality, fairness and transparency while leveraging my subject matter expert knowledge in the field. Another aspect of my involvement on the board was to identify and outline the priority areas and goals for 2021-2025 through the strategic planning workgroup. From there, the Registrar acts as a partner to identify methods to reach the goals of strengthening board capacity, public protection, Indigenous initiatives and cultural safety, humility and anti-racism.

As I leave this role, I am encouraged by the work of the board and organization: the efficient and thoughtful nature of the Chair, respectful discussions within the board and the commitment of the staff.

Regards,
Selena Bateman, BA Hons, BSW,
MSW, RSW (currently a non-
practising registrant in BC)

BOARD

Chair - Denese Espeut-Post, Public Member

Vice Chair - Sonia Andhi Bilkhu, RSW

Social Work Members

James (Jim) Campbell, RCSW

Cheney Cloke, Public Member

Ellice Daniel, RSW

Ann Joseph, RSW

Sonya C. Pighin, Public Member

Christina Rodrigues, RSW

Amy Rosborough, RSW

Natalie Shorten, Public Member

Sandra Wilson, RSW



STAFF

Registrar & CEO

Mark Hillenbrand, MSW, RCSW

Director of Professional Practice

Alana Prashad, MSW, RSW

Manager, Registration Services

Hoon Kim, BMath, BBA, JD

Assistant Manager, Registration Services

Daniel Nguyen, BSc

Registration Coordinator

Rosa Sackey, BA

Registration & Communications Specialist, Registration Services

Anisa Hussein, MBBS

Investigative Counsel

Madelaine Kirk, BSc, JD

Inquiry Investigator

Rob Craig, BA, CIP

Practicum Student

Elvira Ntalaja, BSW Candidate

Executive Assistant

Tracy Singh, BA Candidate

© British Columbia College of Social Workers, 2021

Other publications may republish parts of this newsletter without formal permission as long as the British Columbia College of Social Workers is acknowledged.

CONTACT US

British Columbia College of Social Workers
1420 - 1200 West 73rd Ave.
Vancouver, BC V6P 6G5

Telephone: (604) 737-4916
Toll Free: 1-977-576-6740
Email: info@bccsw.ca

HAPPY
HOLIDAYS

Happy
New
Year