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2017 AGM AND CONFERENCE WAS A SUCCESS!



CSSEA's 2017 Awards of Excellence recipients from left to right: Diane Entwistle, Legend; Kelly Kelland, Leader; Paulina Weslowski, Hero; and Damian Brennan, Rising Star.

From happy tears that were shed at the third annual Awards of Excellence, to spirited reunions at the various networking events, this year's CSSEA conference provided an ideal environment for attendees to learn, engage and walk away feeling inspired. ***Strength in Diversity***, which took place October 24-26 in beautiful Kelowna, kicked off with a thought-provoking keynote address delivered by social entrepreneur, Mark Brand. In his down-to-earth speech, Mark shared his experiences of trying to make a difference fighting poverty, ensuring food security, implementing employment inclusion, among other important topics. He shared stories about how his businesses provide employment to marginalized populations on Vancouver's downtown Eastside, as well as findings generated through his research at the THINK School of Creative Leadership.

Attendees continued to experience some enriching moments as the conference moved on, particularly during the Awards of Excellence, where we honoured four extremely deserving and passionate individuals working in social services. They were: Damian Brennan, Rising Star; Paulina Weslowski, Hero; Kelly Kelland, Leader; and Diane Entwistle, Legend. The Mayor of Kelowna, Colin Basran, welcomed guests to the city and helped us celebrate the achievements of our winners. The event was capably hosted by Kim Lyster, a well-known member of the community social services sector, who graciously volunteered her time to be at the event.

This year's program included a wide range of sessions, offering practical tips for new managers, soft skills training that are applicable to an entire organization, high-level discussions on sectoral case law and Ministry of Labour updates. We look forward to planning an equally diverse conference in 2018 and are excited to welcome delegates to the Marriott Pinnacle Hotel in downtown Vancouver from October 9-11.

STAY IN TOUCH

We welcome all suggestions and comments. Feel free to send your feedback to Doris Sun, Manager of Communications, at: dsun@cssea.bc.ca.



MORE HIGHLIGHTS FROM CSSEA'S 2017 CONFERENCE



Mayor Colin Basran welcomed attendees of the Awards of Excellence to Kelowna.



Workshops were varied and catered to both new managers and seasoned Executive Directors.



Keynote speaker, Mark Brand, dazzled the crowd with his stories of social action and change.



Awards of Excellence host Kim Lyster greeting a colleague during a pre-ceremony social mingler.



It was all smiles at the third annual Community Social Services Awards of Excellence.



Colleagues old and new had the opportunity to catch up at one of the conference's many networking events.

INTRODUCING CSSEA'S 2017-2018 BOARD AND PANELS

Board Members

Chair - David Young, Chief Executive Officer, Sources Community Resources Society

Vice Chair - Fernando Coelho, Chief Executive Officer, posAbilities Association of British Columbia

Treasurer - Deborah Joyce, Chief Executive Officer, District 69 Family Resource Association

Janice Barr, Executive Director, Richmond Society for Community Living

Dawn Hein, Chief Executive Officer, Mission Association for Community Living

Michael Lord, Assistant Deputy Minister, Ministry of Social Development and Social Innovation

Seonag Macrae, Chief Executive Officer, Community Living BC

Chris Rathbone, Executive Director, Public Sector Employers' Council Secretariat

Bernadette Spence, Chief Executive Officer, Vancouver Aboriginal Child and Family Services Society

Aboriginal Services Panel

Chair, Bernadette Spence, Chief Executive Officer, Vancouver Aboriginal Child and Family Services Society

Kathleen Bennett, Executive Director, Northwest Inter-Nation Family and Community Services Society

Lyndale George, Co-Executive Director, Haida Child and Family Services Society

Colleen Lucier, Executive Director, Lii Michif Otipemisiwak Family & Community Services

Judy Smith, Chief Executive Officer, La Société de les Enfants Michif (Métis Family Services)

Colleen Spier, Executive Director, Island Métis Family & Community Services Society

Karen Wainwright, Co-Executive Director, Haida Child and Family Services Society

Community Living Services

Chair, Tammy Khanna, Executive Director, Independent Living Housing Society of Greater Victoria

Vice-Chair, Dawn Hein, Chief Executive Officer, Mission Association for Community Living

Janice Barr, Executive Director, Richmond Society for Community Living

Fernando Coelho, Chief Executive Officer, posAbilities Association of British Columbia

Tony Laing, Executive Director, Penticton & District Society for Community Living

Tanya Sather, Executive Director, Burnaby Association for Community Inclusion

Ellen Tarshis, Executive Director, Community Living Victoria

Julie Unger, Executive Director, Chilliwack Society for Community Living

General Services

Chair, Diane Entwistle, Chief Executive Officer, Okanagan Boys & Girls Clubs

Vice-Chair, Rod Santiago, Executive Director, Abbotsford Community Services

Sanjay Gulati, Executive Director, Mission Community Services Society

Deborah Joyce, Chief Executive Officer, District 69 Family Resource Association

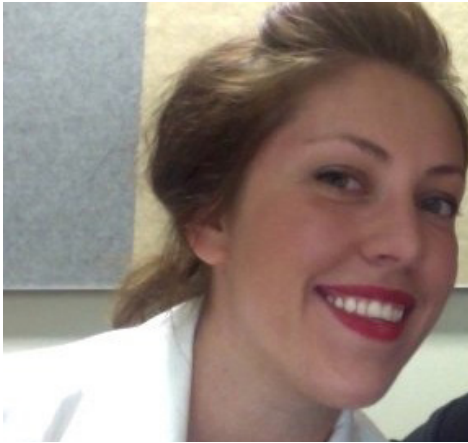
Vicki Kipps, Executive Director, Maple Ridge/Pitt Meadows Community Services

Judy Valsonis, Executive Director, Touchstone Family Association

Lois Wynne, Executive Director, Sea to Sky Community Services Society

David Young, Chief Executive Officer, Sources Community Resources Society

ASK AN HRLR CONSULTANT: COURTNEY MCLACHLAN



Q: *I'm considering installing video and other monitoring equipment at a few of my agency's worksites. What do I need to be aware of before doing so?*

As new technologies emerge and become prevalent, there may be an increasing temptation for employers to utilize video surveillance and other equipment to monitor employees.

The issue that arises with employer use of surveillance measures is that overuse may be considered oppressive and invasive. In addition, employees are legally entitled to their privacy. Where video surveillance is being utilized by an employer, it is important to consider the following: What is the purpose? Is the purpose reasonable? Is the surveillance effective in meeting the purpose? Video surveillance may be reasonable for the safety of employees and security of property and equipment. Conversely, video surveillance of the lunch room is likely unreasonable. It is never appropriate to utilize surveillance to monitor employee productivity.

If you are considering implementing some form of surveillance, it is important to:

1. Consider the purpose of the surveillance.
2. Contemplate whether the purpose is reasonable.
3. Establish policies and procedures.
4. Communicate the surveillance to employees via signage, policies and

emails to employees.

Having a privacy policy is a critical step in this process. That policy should provide employees with notice about what information is being collected, used and disclosed. It should include: whether employees have a right to use employer equipment for personal reasons; it should acknowledge the employees' privacy interests; it should also inform employees of the potential for random audits to determine compliance or for investigative reasons; and, it should specify the employer's ownership of the information collected.

As always, if you are considering implementing a form of technology designed to surveil, contact your CSSEA consultant to discuss whether the purpose may be reasonable and for assistance drafting a privacy policy.

Do you have a question for our HRLR team?

Email us at: dsun@cssea.bc.ca and we may feature your question.



Happy Holidays and all the best for 2018!

From all of us at CSSEA

THANK YOU TO THIS YEAR'S CONFERENCE SPONSORS AND EXHIBITORS

We appreciate the support of our sponsors, whose financial contributions helped make our conference a success!

Gold Sponsor: TELUS **Silver Sponsors:** Vancity and Healthcare Benefit Trust and **Bronze Sponsors:** Great-West Life, BC Housing, Federation Association Benefit Plan; Community Services Benefits Trust and WorkSafeBC.

We also thank all those who participated in our Trade Show: Community Services Benefits Trust, ComVida Corporation, CSSEA's Research and Knowledge Management Department, Federation Association Benefit Plan, Telus, The Mindful Mouthful, Tourism Kelowna and WorkSafeBC.

