

2020 Annual General Meeting

Minutes

<p>Date Wednesday 1st July 2020 Time 17:00 – 18:55 Venue Virtual AGM via Zoom Video Call In Attendance: 76 people Apologies: Ann Byrne & Terry Madden</p>		
Agenda Item		Actioned By
	<p>Aine McGuirk, Chair of the IASW welcomed all the attendees to the AGM and thanked them for coming.</p> <p>Aine gave a short presentation from the Board of Directors of the IASW on the activities of the association over the last twelve months.</p> <p>Danielle McGoldrick, Company Secretary, Standing Orders Procedurals Officer & Timekeeper read through the technical instructions and meeting etiquette.</p> <ul style="list-style-type: none"> • The AGM will be recorded • Everyone will be muted during the call. To speak use the 'raise hand function'. If given the opportunity to talk, the host will put you on spotlight and a sign will appear in your screen requesting you to unmute yourself • If you experience any technical difficulties, please send a private chat message to Marina (Host), or call her on 086 0241055 • There will be two practice votes in advance of the voting • Polls will be read by the Chair in advance of each vote/poll e.g. adoption of Standing Orders, adoption of Minutes, adoption of Annual Report, etc. • Motions will be read by the Motion Proposer in advance of each vote • Voting will be anonymous 	
Adoption of Standing Orders	<p>The Standing Orders and the Appointment of the Procedurals Officer, Danielle McGoldrick were:</p> <p>Proposed by: Clair Hughes Seconded by: Coletta Dalikeni 62 in Favour - 0 abstentions – 0 against</p>	
Adoption of Minutes 2018 AGM	<p>Rosemary Grant: The minutes of the 2019 AGM show the voting record on the motions. The outcomes of motions 1 & 2 are noted as: All in favour. No abstentions. 1 against. You are unable to say "All in favour" if there is actually 1 against. It does not change the outcome. Danielle to amend the minutes accordingly.</p> <p>Minutes from the 2019 Annual General Meeting were circulated to all members and uploaded onto the website: the 2019 AGM minutes where.</p> <p>Proposed by: John Brennan Seconded by: Kerry Cuskelly 58 in Favour - 5 abstentions – 0 against</p>	Danielle
Matters Arising	No matters arising	
Adoption of Financial	A copy of the 2019 Financial Statements and Auditors report were circulated to all members and where available to download from the IASW website. Anette	

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<p>Statements 2019</p>	<p>O'Callaghan Treasurer of the IASW spoke briefly about the statements and report, the Treasurers report can be found in the Annual Report. The 2019 Financial Statements and Auditors Report were: Proposed by: Terry Bradshaw Seconded by: Paul Guckian 61 in Favour - 1 abstention – 0 against</p>	
<p>Appointment of Auditors 2020</p>	<p>Anette O'Callaghan, Treasurer of the IASW recommended that the association appoint KSI Faulkner Orr has the 2020 Auditors, the office has an extremely positive experience dealing with the accountancy firm during this year's audit process. KSI Faulkner Orr (KSIFO) to be appointed at the 2020 Auditors: Proposed by: Majella Hickey Seconded by: Margaret McDonnell 55 in Favour - 3 abstentions – 1 against</p>	
<p>Adoption of Annual Report 2019</p>	<p>A copy of the 2019 Annual Report was circulated to all members of the association and is available to download from the website. Aine took the opportunity to thank Danielle McGoldrick & Marina Tiribelli for all their work on this year's Annual Report, which has been reformatted and overhauled this year, in line with good governance practice. The 2019 Annual Report was: Proposed by: Anna Deneher Seconded by: Majella Hickey 64 in Favour - 0 abstentions – 0 against</p>	
<p>Election of Directors of the Board 2020 - 2021</p>	<p>Aine informed the meeting participants that; "Zoom allows for 25 polls/votes to be conducted during a meeting. Due to these restrictions, we are unable to vote for each director individually. We must vote for all 10 nominees collectively." The association received nominations from: <ol style="list-style-type: none"> 1) Aine McGuirk 2) John Brennan 3) Coletta Dalikeni 4) Hilda Loughran 5) Gary Gartland (Commercial Director) 6) Rachel McCormack 7) Majella Hickey 8) Anette O'Callaghan 9) Vivian Geiran 10) Bridin Murphy <p>All attendees voted in favour of electing the 10 nominees to the role of Director for the 2019-2020 term. 62 in Favour - No abstentions – No-one against All Directors nomination were duly elected.</p> <p>Aine McGuirk was the only nominee for the position of Chair for the 2020-2021 term. The Chair nomination was. Proposed by: Monica Vaughn Seconded by: Maria McGloughlin</p> </p>	

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	<p>63 Favour - 1 abstentions – 0 against Aine McGuirk was duly elected as the Chair</p>	
<p>Motions #1-9</p>	<p>The Chair advised the attendees that Motion #8 from Patrice Reilly & Aisling Coffey had been withdrawn.</p> <p>The final motions (1-9) were circulated to all members and were available to download from the IASW website.</p> <p style="text-align: center;">Motion 1</p> <p style="text-align: center;">Proposed by: Aine McGuirk Seconded by: John Brennan On behalf of the IASW Board of Directors</p> <p>That the members of IASW formally adopt the revised and updated versions of the IASW Code of Ethics and Code of Practice.</p> <p>Explanation: At the AGM of the IASW on the 10th May 2019, grave concerns were expressed about the new revision of the Code of Professional Conduct and Ethics for Social Workers. Following a motion at that AGM, the IASW contacted CORU regarding this matter. CORU replied to this letter on July 24th 2019 stating that they would not change their code. The IASW decided to go ahead with revising and updating its own codes which would reference CORU's Code and align it to the core principles of social work as laid down by the International Federation of Social Workers' <i>Statement of Ethical Principles</i>. The draft documents before you are the result of that redrafting.</p> <p style="text-align: center;">47 in Favour - No abstentions – 1 against Motion was duly passed</p> <p>VIDEO: Colletta Dalikeni, Rom Olusa & Evelyn Oboh called on their colleagues (all of whom are IASW Members) to help them put together a short video montage on Racism in Ireland. The video was streamed before and after the motion. The video will be uploaded to the IASW website in the coming days.</p> <p style="text-align: center;">Motion 2</p> <p style="text-align: center;">Proposed by: Dr. Colletta Dalikeni Seconded by: Oluromade Olusa, Evelyn Oboh</p> <p>That the IASW incorporates learning about Racism, Equality, Diversity, and Inclusion into its CPD activities and advocate for updating current social work education curriculum and practice to include other world views, diverse knowledge systems, and intervention methods that reflect the multicultural makeup of Ireland today.</p> <p>In particular we believe it is crucial that the IASW provides a platform for ongoing discussion of 'Racism' in social work which is a reality for those who experience it both social workers and service users and encourage learning that helps Social Workers challenge systems and professional practice that perpetuate racism in Ireland.</p> <p>Explanation: This motion comes on foot of two global pandemics: The 'Racism Pandemic' (Death of George Floyd) and Corvid 19 (Disproportionate number of Black and Ethnic minorities dying from the corona virus due to lack of access to quality health care and other supports). The brutal homicide of George Floyd in Minneapolis in the hands of White US police officers has resulted in a global</p>	

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response and outcry to an issue that is the elephant in the room but nevertheless least spoken about in the public arena in our society. Taoiseach Leo Varadkar in his speech in the Dáil Éireann on the 4th of June 2020 and again on the 11th of June 2020 on 2FM acknowledged the existence of Racism in Irish society and has committed to the enactment of hate crime legislation and anti-racism public awareness campaign in the future.

As part of a racist society social work in Ireland is not immune to racism. Various Irish scholars have lamented the existence of racism in social work practice guidelines (Christie 2010)

The disproportionate high number of Black African families in childcare proceedings was highlighted in the Child Care Law Reporting Project by Carol Coulter in (2013). That 'African families are 20 times more likely to find themselves in the childcare courts than other members of Irish Society' is a cause for concern. The report highlighted that no easy explanations for these statistics could be provided and that the issues involved were more practice based than a matter for the courts. Misunderstanding in Cultural differences and in conceptualisations of child abuse were however not ruled out as possible contributory factors. Coulter 2013 recommended the need for social work training to include a focus on working with difference.

We believe Social work as defined by IFSW through the leadership of IASW has a crucial role in promoting and supporting development and initiating transformation of traditional social work education and practice to include other world views as represented in the current Irish multicultural demographic profile and the Social Work ethnically diverse population it serves.

We call upon the IASW to join The Irish Network Against Racism in support against Racism and formally request the Government to support the enactment of hate crime legislation without delay.

Note: It was agreed that Colletta Dalikeni (proposer) will contact Maria McGloughlin in relation to the inclusion of travellers in the 'explanation' of the motion.

**46 in Favour - 4 abstentions – 0 against
Motion was duly passed**

Motion 3

Proposed by: Kerry Cuskelly **Seconded by:** John Brennan

That the IASW develop a policy that supports special interest groups when engaging in advocating on issues of relevance to the profession and the communities we work with.

Explanation: This motion is asking the IASW to develop an operational guideline / policy to scaffold the work of special interest groups when engaging in advocacy related work e.g. developing position papers, issuing press releases, statements etc on issues of relevance to the profession and the communities we work with. This guideline/policy would seek to ensure coordination of advocacy efforts across SIGS, Council and Board to ensure maximum communication, best use of limited resources and less duplication of effort.

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	<p style="text-align: center;">54 in Favour - 4 abstentions – 0 against Motion was duly passed</p> <p style="text-align: center;">Motion 4 Proposed by: Kerry Cuskelly Seconded by: John Brennan</p> <p>That the IASW develops an advocacy strategy that defines advocacy for social work and advances the social work role in advocacy work.</p> <p>Explanation: The development of independent advocacy services has led to a questioning by others of the role of social workers as advocates for service users/clients who are vulnerable. Developing a strategy would therefore be timely and would aim to highlight and clarify advocacy as a core function of social work in upholding human rights and promoting social justice.</p> <p style="text-align: center;">58 in Favour - 3 abstentions – 0 against Motion was duly passed</p> <p style="text-align: center;">Motion 5 Proposed by: Kaylene Jackson Seconded by: Donal Gill</p> <p>That the IASW call for a systemic review of all areas of Social Work practice with a view to developing a National Social Work Strategy for the next decade</p> <p>Explanation: Investment in primary and social care services has been fragmented and disproportionate across Ireland. There is a significant lack of Social Work in areas such as Primary Care Setting, Local Authorities, Acute Hospital Services, Mental Health Services, Disability, Criminal Justice and Safeguarding. The recent pandemic has demonstrated the implications for social determinants of health and well-being in addition to acknowledging the need for all service provision to adhere to principles of Social Justice and Human Rights. Social Work as a profession is vital to the implementation of such policy and processes based on those principles. Social Work as a profession has become undervalued by the State and undermined in relation to the lack of investment and resource. A National Social Work Strategy is now essential to protect those within the profession and promote recruitment and retention. A Strategy is also fundamental to protecting and promoting the rights of persons who require and necessitate engagement with professional Social Work practice across the multitude of areas of Social Work Practice.</p> <p style="text-align: center;">55 in Favour – 4 abstention –1 against Motion was duly passed</p> <p style="text-align: center;">Motion 6 Proposed by: Kaylene Jackson Seconded by: Donal Gill</p> <p>That the IASW support the Decision Support Office in calling for immediate and full commencement of the Assisted Decision Making (Capacity) Act 2015</p>	
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	<p>Explanation: The Assisted Decision Making (Capacity) Act 2015 will support the work of social workers across many domains in ensuring that the rights and preferences of service users are central to all decision-making and care planning. The guiding principles of the Act align closely with Social Work professional ethics and values and it is envisaged that social workers will have a key role in the implementation of the Act and the work of the Decision Support Office.</p> <p>59 in Favour – 2 abstention – 0 against Motion was duly passed</p> <p>Motion 7 Proposed by: Kaylene Jackson Seconded by: Donal Gill</p> <p>That the IASW call for reform of the Safeguarding Legislation to give powers of entry to Safeguarding and Protection teams to Private Nursing Homes</p> <p>** WITHDRAWN **</p> <p>Motion 8 Proposed by: Patrice Reilly Seconded by: Aisling Coffey</p> <p>That the IASW calls on the HSE to ensure that social work is included as a core and essential member of multidisciplinary teams working with older people and other adults who may be vulnerable in community, residential and acute settings.</p> <p>** WITHDRAWN **</p> <p><i>Note: Both Motion #7 and Motion #8 will be dealt with by the Board of Directors. Both SIG's are to contact the Office Manager regarding dealing with action items leading out from these motions.</i></p> <p>Motion 9 Proposed by: Linda Curran Seconded by: Elaine Donnelly</p> <p>That the IASW endorse the campaign to revise and amend the CFRA Act 2020 to include all pathways to parentage and ensure all children have a legal relationship with their intended parents.</p> <p>Explanation: The Children and Families Relationship Act was commenced in May 2020. This gives legal recognition for both parents of some children. The current legislation is gender neutral and applies to use of donor sperm and/or donor eggs in an Irish fertility clinic. Outside of that many families are not covered, for example, if a heterosexual couple use a surrogate abroad. There is automatic right to parentage for females and gay male couples that use a surrogate. The CFRA Act does not include same sex fathers, reciprocal IVF, surrogacy, at home inseminations, those who have used a known donor, those who had their fertility treatment abroad and children born abroad.</p> <p>This has created a vacuum whereby the children within some families do not have a legal relationship with both of their intended parents.</p>	
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	<p>The implication of this is that the parents have zero legal relationship to their children. Further implications for the children involved include issues with their non-birth parent taking them to the doctors and making medical decisions, applying for a passport for the child, if the couple split up they would have zero recourse regarding access and guardianship rights. Children are left vulnerable in terms of maintaining their relationship with the non-biological parent as cohabitation is an essential tenet for guardianship rights. Critically, if one of the parent's pass-away, the other may have no legal relationship with the child. Currently, in such cases the parent would have to apply for testamentary guardianship, and this can be challenged by the deceased birth parent's family etc. It would leave the child in a vulnerable position.</p> <p>The CFRA Act has started to make some provisions for some families. However, it does not go far enough, and this results in some children being left in a precarious legal position for the reasons previously outlined. All pathways to parentage were not fully explored prior to the enactment of this Act and hence exclusions have arisen.</p> <p>LGBT Ireland are looking to form an overall alliance to capture all groups advocating on this issue e.g. the equality for children campaign (LGBT), the 221+ group (cervical cancer group), some of these women want to use surrogates and the state won't pay for treatment as they don't currently regulate surrogacy, etc.</p> <p>The IASW can endorse this campaign by making a statement of support, using social media platforms to raise awareness of the shortfall in legislation which precludes some children from having a legal relationship with both of their intended parents, and writing to relevant TDs and ministers regarding this matter. The alliance is calling for Dr Conor O'Mahoney to be appointed as special rapporteur with a mandate to look at all pathways to parenthood, the statement of support should include this directive also.</p> <p style="text-align: center;">33 in Favour - 17 abstentions – 5 against Motion was duly passed</p>	
A.O.B	<p>John & Frank thanked Aine and the IASW Staff team for all their work on the AGM.</p> <p>Aine took the opportunity to apologise for the technical issues, to thank the members of participating in the AGM, and thanked Danielle and Marina for all their work on the first IASW virtual AGM.</p> <p>Meeting closed @ 18.55</p>	