

MINUTES OF COUNCIL MEETING

Held on June 24, 2020 | 9:30 am to 1:30 pm
Videoconference Microsoft Teamshare

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| Chair: | Claire Ramlogan-Salanga, RM |
| Present: | Deirdre Brett; Lilly Martin, RM; Lisa Nussey, RM; Susan "Sally" Lewis; John Stasiw; Jan Teevan, RM; Edan Thomas, RM; Marianna Kaminska; Judith Murray; Claudette Leduc, RM; Isabelle Milot, RM; Pete Aarssen; Don Strickland; Maureen Silverman, RM (PM only). |
| Regrets: | None |
| Staff: | Kelly Dobbin; Carolyn Doornekamp; Marina Solakhyan; Nila Halycia; Nadja Gale |
| Observers | Andrea Vaz (Association of Ontario Midwives); Sarah Kibaalya (Ministry of Health) |
| Recorder | Zahra Grant |

1. Call to Order, Welcome and Land Acknowledgement

Claire Ramlogan-Salanga Chair, called the meeting to order at 9:33 a.m. and welcomed all present. Introductions were provided for newly appointed public members Peter Aarssen and Donald Strickland. Two observers were in attendance and were also introduced.

A land acknowledgement was shared as well as an acknowledgement of the ongoing movements for social justice with respect to systemic racism, and specifically anti-black and anti-indigenous racism. A reminder to all present of our shared responsibilities to the work individually and collectively while also highlighting the importance of mental health supports while navigating hard issues.

2. Declaration of Conflict of Interests

No conflicts of interest were declared.

3. Proposed Agenda

MOTION: That the proposed agenda was approved as presented.

Moved: Sally Lewis

Seconded: Marianna Kaminska

CARRIED

4. Consent Agenda

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

- Draft Minutes of March 25, 2020 Council Meeting

- Executive Committee Annual Report
- Inquiries, Complaints and Reports Committee Annual Report
- Registration Committee Annual Report
- Discipline Committee Report
- Fitness to Practise Committee Report
- Client Relations Committee Annual Report
- Quality Assurance Committee Annual Report

Moved: Marianna Kaminska
 Seconded: Isabelle Milot
 CARRIED

5. President's Report

Claire Ramlogan-Salanga introduced her report with highlights to specific areas of interest. This is the second meeting of the Council during the ongoing COVID19 pandemic and during these unprecedented times the College has continued to function virtually since March 16, 2020 with minimal interruptions.

Council was informed of changes approved by the Executive Committee regarding the annual Council evaluation cycle which would usually take place at this June meeting. Instead, Council, Committee, and Peer evaluations will take place at the first Council meeting, post-election of new Professional members in the fall. Council was also advised of a new process being introduced at the end of every Council training day and meeting, where a short evaluation will be distributed to Council members for immediate feedback on efficiency and effectiveness of each training or meeting. The Council was already introduced to the survey process on training day, the day before and will receive a similar one post-meeting.

An update was provided regarding the meetings of the Strategic Planning Working Group (SPWG). A second meeting was held in June and three strategic themes were identified. They involve supporting the effective regulation of an evolving profession, data collection and analysis, and communicating the College's value. A guiding principle to clearly reflect the College's commitment to anti-racism that recognizes diversity and inclusion will be proposed at the strategic planning meeting of Council in December.

Since the last meeting of Council, there have been changes to the composition of public members. Two new public appointees have joined Council for one-year term appointments and there are three outgoing public members who will each be coming to the end of their three-year term appointments prior to the next meeting. Immense gratitude and best wishes to Deirdre Brett, Sally Lewis and John Stasiw for their dedication and contributions to Council over the past three-years.

MOTION: That the President's Report to Council be approved as presented

Moved: Marianna Kaminska
 Seconded: John Stasiw
 CARRIED

6. Registrar's Report

Kelly Dobbin, Registrar introduced her report and opened the floor to Council for questions. Clarification was provided on the regulatory highlight in the report relating to the Ministry's request for feedback on the *Designated Laboratory and Specimen Collection Centre Licensing Act*. The feedback solicited from the Ministry was specific to changes to Appendix B to include two tests that would grant authority to midwives to request under the Newborn Screening Ontario and not related in any way to the formal request of the College in 2018 to rescind Appendix B in its entirety to allow broad prescribing. The College wishes to work with the Ministry to rescind Appendix B of the Regulation 682 to achieve our shared goal of ensuring quality midwifery care for the clients who seek it.

The Registrar provided an update to her report stating that the Designated Drugs Regulation that Council had approved last year had recently been posted to the government's Regulatory Registry and will remain there for public feedback until July 27th.

The Registrar also reported an update to Council regarding a collaborative effort of the College with other regulatory Colleges to improve efficiencies and share resources. There is no significant financial commitment required at this time of exploration. Several meetings are planned for the summer. It is anticipated that after these meetings there will be a greater sense of what initiatives may look like and will be brought to Council should resources be required outside of budget.

The annual highlights from Health Profession Regulators of Ontario (HPRO), formerly the Federation of Health Regulatory Colleges of Ontario (FHRCO), were included in the Council package. The Registrar provided an additional update informing Council that the current social movements around Black Lives Matter and the discussions being held across sectors and platforms on anti-black and systemic racism are also being held in regulatory sector and that HPRO has expressed commitment to examine the ways regulatory policies can inadvertently reinforce racism and to actively work toward removing any discriminatory or implicitly biased practices. The College is clearly in support of this work in the sector and within our own organization. More information regarding adding equity, diversity and inclusion as a guiding principle of the College is being proposed to Council in December.

MOTION: That the Registrar's report be approved as presented.

Moved: Pete Aarssen
Seconded: Marianna Kaminska
CARRIED

7. Auditor's Report

Blair McKenzie and Peter Pang of Hilborn Associates joined the meeting at 10:30 am.

Blair McKenzie and Peter Pang of Hilborn Associates joined the meeting to present the audited financial statements of the fiscal year ending March 31, 2020 to Council. Hilborn is a firm that operates independently of the College to perform the audit in accordance with generally accepted auditing standards. It was presented to Council that in the opinion of the auditor, the

accompanying financial statements present fairly, in all material respects, the financial position of the College as at March 31, 2020 and the results of its operations and cash flows for the year ended in accordance with Canadian accounting standards for not-for-profit organizations.

It was noted that two journal entry adjustments were recommended and accepted by management. They were not significant but related to capital assets and deferred revenue.

An additional note regarding impact of the global COVID-19 pandemic was included in the audit notes but due to the high level of uncertainty of impacts it was difficult to estimate any financial effect, if any on the College. No adjustments were made in the financial statements related to these events.

The Registrar, Kelly Dobbin provided additional clarification to Council regarding the line related to new staff. To help improve financial position in light of losing government stipend, Council had previously approved a budget that included a hiring freeze of new positions. The financial statements include a line that reflects an additional full-time equivalent salary, this was due to staff joining the College in April 2019 to replace a vacated position from March of that year. It was not a new position created.

MOTION: That the audited financial statements be approved as presented.

Moved: Marianna Kaminska
Seconded: John Stasiw
CARRIED

8. IN CAMERA

**staff and guests left the meeting 11:20 am to allow Council to move In Camera for the approval of In Camera minutes of the March 2020 meeting.*

MOTION: Be it resolved that Council move in-camera at 11:21 am

Moved: Judith Murray
Seconded: Claudette Leduc
CARRIED

MOTION: Be it resolved that Council move out of in-camera at 11:38 am

Moved: Judith Murray
Seconded: Claudette Leduc
CARRIED

**Staff and guests returned 12:00 pm*

9. Registration Committee: Registration Regulation Presentation

**Maureen Silverman joined the meeting post lunch break.*

Isabelle Milot, Chair of the Registration committee gave an introduction regarding the committee's work on revisions to the Registration regulation. In keeping with the College's

strategic priorities of modernizing legislation and regulations, the committee has been working on finalizing Registration policy recommendations and submitting a revised regulation to Council for approval. The aim is to improve the quality of midwifery regulation to remove unnecessary barriers and burdens and to enhance regulatory effectiveness, flexibility and innovation. With such a huge undertaking, the committee will continually report progress to Council to get feedback to allow thorough feedback and considerations prior to drafted regulation being brought forward to Council for approval. Nadja Gale, Manager of Registration was then introduced to present an overview of the project plan, approach, and work to date.

The project plan developed by the committee breaks down the regulation into topic areas, outlines a process for developing recommendations and builds in stakeholder meetings and consultation as part of the review process to help inform the development of recommendations.

The topic areas that have been identified for consideration within the broader context of midwifery practice are:

- Clinical Currency
- New Registrant Conditions
- Registration Classes (Class Changes)
- Entry to Practise requirements (exemptible/non-exemptible)
- Ongoing Conditions
- Suspension, Revocation and Reinstatement

Research and jurisdictional scans will help guide the research and the Committee will develop recommendations using the College's regulatory impact assessment tool as a framework for decision-making. The tool is used by the College as part of its risk-based approach to regulation, it provides a framework for context and problem definition, risk analysis, regulatory options, initial assessment of impact and policy recommendations. The regulatory impact assessment tool will help identify which details must be included in the registration regulation versus what will be managed through policy.

The Committee so far has reviewed topics related to clinical currency and new registrant conditions and has provided preliminary direction on clinical currency. Staff is working on the regulatory impact assessments for the remaining topics and stakeholder feedback meetings will be initiated. Policy decisions for policy for approval and there will be opportunity for Council to discuss each topic and related policy decisions prior to reviewing entire revised draft.

This presentation was for Council information only and no motion was required.

10. Executive Committee Report

Claire Ramlogan-Salanga introduced the Executive Committee report and highlighted approvals of the Committee on behalf of Council since the last meeting.

With many of the changes to Council's composition of public members (two new members and three outgoing), composition and interim Chair recommendations are being proposed by the Committee to fill the vacancies of the outgoing public members and are detailed in the proposed motions of the committee.

The committee, in its role as a governance committee, completed a review of the College's Governance Policies. The policies are designed to enable Council to focus attention and responsibility toward the accomplishment of the mission and mandate of the College. Proposed revisions are being brought to Council for approval in a motion.

Finally, the Committee brought forward the recommendation of usage of the terms Chair and Vice-Chair in lieu of President and Vice-President when referring to the role in College and Council documents and activities. This recommendation was initially brought to Council in October 2019 but at the time it was decided that the timing was not appropriate with election of new President and change in Executive Committee composition. This proposal is fully supported by the current occupier of the role, Claire Ramlogan-Salanga and a careful communication plan for relaying change to membership and in relevant documents will be developed.

The Council approved all recommendations of the report.

MOTION I: That the Executive Committee Report be approved as presented.

Moved: Judith Murray

Seconded: John Stasiw

CARRIED

MOTION II: That Peter Aarssen be appointed to Client Relations, Registration, Discipline and Fitness to Practise Committees.

Moved: John Stasiw

Seconded: Edan Thomas

CARRIED

MOTION III: That Donald Strickland be appointed to Quality Assurance and the Discipline and Fitness to Practise Committees.

Moved: John Stasiw

Seconded: Judith Murray

CARRIED

MOTION IV: That Marianna Kaminska be appointed as chair of Client Relations Committee and that Judith Murray be appointed to chair of Discipline and Fitness to Practise Committee.

Moved: Claudette Leduc

Seconded: Jan Teevan

CARRIED

MOTION V: That the revised Governance Policies be approved as presented.

Moved: Judith Murray

Seconded: Claudette Leduc

CARRIED

MOTION VI: That Council approve the use of the term Chair in lieu of President and Vice-Chair in lieu of Vice-President when referring to the roles in College and Council documents and activities and to direct staff to make those edits without the need to seek further Council approval.

Moved: Pete Aarssen

Seconded: Marianna Kaminska
CARRIED

11. Annual Performance Measurement Report

Marina Solakhyan, Director of Regulatory Affairs gave a presentation on the annual regulatory performance measurement review conducted for the first time at College for the 2019/2020 year. The review was based on a framework developed by the College and approved by Council in June 2019 as an internal accountability measure to evaluate College performance and effectiveness in fulfilling regulatory functions.

The 2019/2020 internal review was conducted with the goal of testing the framework, to identify needs for the 2020/2021 review and to get an understanding of how we are doing as an organization although no formal assessment was completed.

The findings of the review indicate that there is no doubt the College would pass an external review. Meetings with each College department were made to discuss specific findings, recommendations and questions. Next steps will be to establish review needs for the next cycle and determining the format and design on how to publicly report the results of future reports.

This presentation was for information only and no motion decision required.

12. Housekeeping

Fond farewells were shared for each of the outgoing Council members Deirdre Brett, Sally Lewis and John Stasiw, who have terms ending prior to the next Council meeting.

For the purpose of ongoing accountability, a post-meeting survey was also distributed to Council members to gather feedback on meeting effectiveness, efficiency and member engagement.

13. ADJOURNMENT

MOTION: THAT THE MEETING BE ADJOURNED AT 1:14 pm.

Moved: John Stasiw
Seconded: Deirdre Brett
CARRIED