

MINUTES OF COUNCIL MEETING

Held on September 30, 2020 | 9:30 am to 12:30 pm
Videoconference Microsoft TeamShare

Chair: Claire Ramlogan-Salanga, RM

Present: Jan Teevan, RM; Lilly Martin, RM; Edan Thomas, RM; Lisa Nussey, RM; Maureen Silverman, RM; Isabelle Milot, RM; Claudette Leduc, RM; Marianna Kaminska; Judith Murray; Don Strickland; Pete Aarssen; Sarah Baker

Regrets: None

Staff: Kelly Dobbin; Carolyn Doornekamp; Marina Solakhyan; Nila Halycia; Nadja Gale; Johanna Geraci

Observers Deborah Bonser (Association of Ontario Midwives); Sarah Kibaalya (Ministry of Health); Karen McKenzie, RM

Recorder Zahra Grant

1. Call to Order, Welcome and Land Acknowledgement

Claire Ramlogan-Salanga Chair, called the meeting to order at 9:32 am and welcomed all present. Introduction of all Council members and staff were made to welcome two new Council members Karen McKenzie, RM as an acclaimed professional member and Sarah Baker who is a public appointee.

A land acknowledgement recognizing the traditional territory of Indigenous people of the lands on which we currently live and work was shared by the Chair along with an anecdote honouring Phyllis Webstad, the legacy of residential schooling in Canada and its continued impact as we work toward truth and reconciliation.

2. Declaration of Conflict of Interests

No conflicts of interest were declared.

3. Proposed Agenda

The agenda was approved as presented.

Moved: Jan Teevan
Seconded: Pete Aarssen
CARRIED

4. Consent Agenda

It was noted for the Council that there was an error in meeting materials regarding the Chair listing on the ICRC, Discipline and Fitness to Practise reports. The materials posted the website have been revised to accurately reflect the correct Chair.

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

- Draft Minutes of June 24, 2020 Council Meeting
- Inquiries, Complaints and Reports Committee Report
- Registration Committee Report
- Discipline Committee Report
- Fitness to Practise Committee Report
- Client Relations Committee Report
- Quality Assurance Committee Report

Moved: Maureen Silverman

Seconded: Isabelle Milot

CARRIED

5. Council Chair Report

The Chair, Claire Ramlogan-Salanga introduced her report providing a summary and highlights of activities since the last report.

The Strategic Planning Working Group held its third planning meeting on September 23, 2020. The Chair introduced Marina Solakhyan, Director of Regulatory Affairs to present to Council an overview of the strategic planning process in the context of being a risk-based regulator. The 2017-2020 strategic planning cycle saw the College overhaul its regulatory programs from a reactive model of regulation to a risk-based model of regulation meaning that strategic goals, programs and day-to-day activities are now guided by focusing activity and attention on issues and potential risks that pose the greatest threat to our duty to protect the public. Goals of the strategic plan and activities will be built around mitigating identified risks.

The Council will spend a day in December review and finalize the strategic plan.

MOTION: That the Chair's report be approved as presented

Moved: Lilly Martin

Seconded: Claudette Leduc

CARRIED

6. Registrar's Report

The Registrar, Kelly Dobbin introduced her report and opened the floor to any questions.

An update was provided regarding the Drug Regulation that was formally submitted by the College December 2019. The submission of the College was based on the direction of the Ministry to make amendments from the current regulation that lists specific drugs and substances to include instead categories of drugs and substances in accordance with the

American Health Formulary System (AHFS). Prior to this direction the College had initially proposed broad access to drugs and substances within the midwifery scope of practice as there is concern that it is difficult to predict how often new categories will be created or how often the categories included in the proposed regulation would require change. Some of these anticipated problems have come to fruition, as it has come to the College's attention that there is a AHFS category dealing with non-hormonal contraceptives that was missed in the College submission because the online AHFS Clinical Drug Information (CDI) database used to develop the draft did not previously include this class information when the proposed changes to the regulation were being developed. This situation highlights initial concerns about using the AHFS classification system that is designed to respond to industry needs in the United States, and not designed for a drug regulation that governs midwifery professionals' access to Canadian drugs and substances. The Registrar has had a conversation with Allison Henry, Director, Health Workforce Regulatory Oversight at the Ministry of Health about concerns regarding this approach to regulation and will keep Council informed of developments.

An update was provided to Council regarding the College Performance Measurement Framework (separate from the College's own organizational specific performance measurement framework that was approved by Council June 2019) that is to be implemented by the Ministry of Health. In accordance to correspondence from the Ministry on September 1, 2020 all Colleges are expected to measure against the standards for the calendar year 2020, and to report back to the Ministry and publicly post in a standardized manner by March 31, 2021. The standards have not yet been finalized so were not shared with Council however, based on staff review the College meets the majority of the best practices established by the framework and do not anticipate any issues with gathering any of the requested data.

A final update was provided regarding developments in the regulatory sector to actively address issues of anti-Black and anti-Indigenous racism. The Registrar is working with other College representatives through a newly formed HPRO working group to build a framework/toolkit for health regulators to address equity, diversity and inclusion in regulatory policy, governance policy, human resource policy, and to assist with building capacity among staff with expert support.

MOTION: That the Registrar's Report be accepted as presented.

Moved: Lisa Nussey
Seconded: Lilly Martin
CARRIED

7. Executive Committee Report

Claire Ramlogan-Salanga, Chair introduced the Executive Report advising Council of activities of the committee since the last report.

An update was provided to Council that a third-party consultant Sam Goodwin of Goodwin Consulting was hired to work with Council to review, revise and administer the Annual Performance Evaluation of the Registrar-CEO.

The Q1 statement of operations was reviewed in detail by the committee and a copy of the approved statements was presented to Council for information. Carolyn Doornekamp, Director

of Operations provided additional clarity and answer questions. The College is in a good cash flow position and there were no concerns to report.

The committee in the role of privacy working group reviewed the College's Privacy Code which had to be updated in response to all College data being moved and stored on Canadian-based servers for information storage and is making the recommendation to Council to approve the revisions.

Lastly, the committee proposed recommendations for committee composition to appoint incoming professional member Karen McKenzie, newly appointed public member Sarah Baker as well as former public member Sally Lewis, who has applied and is eligible for appointment.

The Chair also took a moment to recognize the contributions and service of Lisa Nussey, professional member of Council whose three-year term would end at the conclusion of the meeting.

MOTIONS:

- i. That the Executive Committee Report be approved as presented.
- ii. That the revisions to the Privacy Code be approved as presented.
- iii. That Sarah Baker be appointed Registration, Discipline and Fitness to Practise Committees.
- iv. That Karen McKenzie, upon approval of Council slate be appointed to Client Relations, Discipline and Fitness to Practise committees.
- v. That Sally Lewis be appointed to Investigations, Complaints and Reports, Discipline and Fitness to Practice committees as a public non-Council committee member.

Moved: Jan Teevan
Seconded: Claudette Leduc
CARRIED

8. Quality Assurance Committee Presentation

Lilly Martin, Chair of the Quality Assurance committee gave a presentation to Council summarizing the inaugural launch of the College's new Quality Assurance Peer and Practice Assessment program. Seventy-three members who were randomly selected, participated in distance assessments led by peer assessors and all were found to meet the criteria and standards established by the program. Based on the criteria established by the program no in-person assessments were required. Both members who participated as well as the peer assessors who conducted the assessments had an opportunity to provide feedback on the process. Responses were overwhelmingly positive but there is also indication that the perception of the program could be improved to get members to better understand the assessment process as a proactive form of regulation and not an effort to police midwives in any way. The committee envisions the program not only as fulfilling the requirements of the Code in assessing the members' knowledge, skill and judgment are satisfactory in accordance with the professional standards established by the profession but also an opportunity for professional mentorship and development. The program will run another cycle in 2021 to establish more clear evidence and feedback before the committee looks to make any changes. Overall, the

first launch was a great success. The presentation was for information only and no action or decision was made by Council.

9. Election of Executive Committee

The positions for Chair, Vice-Chair (public), Vice-Chair (professional) and public member at large were acclaimed by Claire Ramlogan-Salanga, Don Strickland, Edan Thomas and Marianna Kaminska respectively. Two candidates, Maureen Silverman and Claudette Leduc were eligible for the professional member at large position and an election was held.

MOTION: That the Council accepts the acclamation of Claire Ramlogan-Salanga as Chair; that the Council accepts the acclamation of Edan Thomas as Vice Chair (Professional); and that the Council accept the acclamation of Donald Strickland as Vice Chair (Public); Marianna Kaminska as Executive Member at Large (Public), and Claudette Leduc as Executive Member at Large (Professional).

Moved: Pete Aarssen
Seconded: Lisa Nussey
CARRIED

10. Approval of Annual Slate of Council

MOTION: That the following slate be approved as the 2020-2021 College of Midwives of Ontario's Council:

Professional Elected Members: Claire Ramlogan-Salanga; Lilly Martin; Jan Teevan; Edan Thomas; Maureen Silverman; Isabelle Milot; Claudette Leduc; Karen McKenzie.

Appointed Public Members: Marianna Kaminska; Judith Murray; Donald Strickland; Pete Aarssen; Sarah Baker

Moved: Claudette Leduc
Seconded: Lisa Nussey
CARRIED

11. ADJOURNEMENT

MOTION: THAT THE MEETING BE ADJOURNED AT 12:19 pm

Moved: Judith Murray
Seconded: Lisa Nussey
CARRIED