

MINUTES OF COUNCIL MEETING

Held on October 6, 2021 | 9:30 am to 1:00 pm
Zoom Videoconference

Chair: Claire Ramlogan-Salanga

Present: Jan Teevan, RM; Lilly Martin, RM; Edan Thomas, RM; Maureen Silverman, RM; Claudette Leduc, RM; Isabelle Milot; Karen McKenzie, RM Marianna Kaminska; Judith Murray; Don Strickland; Pete Aarssen; Oliver Okafor

Regrets:

Staff: Kelly Dobbin; Carolyn Doornekamp; Marina Solakhyan; Johanna Geraci;

Observers: Sarah Kibaalya (MOH); Deborah Bosner (AOM); Alexia Singh, RM; Hardeep Fervaha, RM

Recorder Zahra Grant

1. Call to Order, Safety, Welcome and Land Acknowledgement

Claire Ramlogan-Salanga, Chair, called the meeting to order at 9:31 and welcomed all present.

2. Declaration of Conflict of Interests

No conflicts of Interest were declared

3. Proposed Agenda

MOTION: That the proposed agenda be approved as presented.

Moved: Marianna Kaminska

Seconded: Jan Teevan

4. Consent Agenda

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

- Draft Minutes of June 23, 2021 Council Meeting

Quarter 1 Reports of:

- Inquiries, Complaints and Reports Committee
- Registration Committee
- Quality Assurance Committee
- Client Relations Committee

- Discipline Committee
- Fitness to Practise

Moved: Maureen Silverman

Seconded: Isabelle Milot

CARRIED

5. Chair Report

Claire Ramlogan-Salanga, Chair introduced the Chair report and provided highlights of activities since the last Council meeting.

A summary of the feedback from the June training day was shared with Council. The morning session on anti-black racism with Evelyn Myrie of Empower strategy was helpful for Council to improve and expand their understanding of this issue and there was consensus that the topic related to the strategic plan of the College. The second session was a Chair training with Diane Kawarosky of The Soft Skills group and Council provided feedback that the information was easily applicable to our work at the College and will help facilitate more effective meetings.

Routine meetings with the Registrar and stakeholders continue to occur regularly.

Fond farewells were shared for outgoing professional Council members, Jan Teevan, RM and Maureen Silverman, RM, as well as warm welcomes to two new professional members to Council, Alexia Singh and Hardeep Fervaha

Moved: Marianna Kaminska

Seconded: Lilly Martin

CARRIED

6. Executive Committee Report

Claire Ramlogan-Salanga, Chair introduced the Executive report and provided highlights of activities since the last Council meeting. It was reported to Council that the Registrar used her discretion to use a non-competitive process for two recent contracts and reported the rationale to the Executive Committee as per the College's procurement policy. Holliday Tyson, former Director of the International Midwifery Pre-Registration Program, was obtained to develop a proposal for a College-delivered assessment and bridging program for Internationally Educated Midwives. Holliday is the sole expert in Ontario doing this work in the midwifery sector and time constraints were a significant issue as well.

Sam Goodwin was obtained through a competitive process last year to lead the Registrar's Performance Review. Council has been very pleased with his work so far, and because this relationship has already been established, Mr. Goodwin has also been engaged to support the College in other governance-related matters such as Council Evaluations.

The committee approved the Q1 Statement of Operations and was included in the Council package for reference and review. Carolyn Doornekamp, Director of Operations, joined the

meeting to go over the statement in more detail. Overall, The College is in a good cash flow position and at with no concerns to report.

Sam Goodwin of Goodwin Consulting joined the meeting to present his review findings and proposals regarding the process of evaluating Council performance annually. No fundamental changes to our existing systems are being proposed, instead a refinement of the process to build in more continuous ongoing reflection and improvement are in the recommendations as well as an approach to emphasize consistent governance behaviours from Council and Committee members. The proposed approach creates new opportunities for the Executive Committee to monitor committee Chair and committee performance. It was noted that the process for evaluating panels would not be included in this process, due to fact that panels are quasi-judicial bodies with functions very different from Committees or Council, and that our own performance measurement framework evaluates their effectiveness.

The proposed plan will not have any significant impact on College finances.

The process is being proposed as a pilot to allow Council feedback before official implementation for the 2021/2022 year. Council was pleased with the recommendations and approved piloting the process for the upcoming evaluation cycle.

The Executive committee also approved Council and Executive meeting calendar dates for the year 2023, these dates were shared with Council and were approved.

MOTIONS:

- I. That the Executive Committee Report be approved as presented.
- II. That the proposed approach for annual Council evaluations be piloted for the 2021 cycle.
- III. That the 2023 proposed council and executive dates be approved as presented

Moved: Marianna Kaminska

Seconded: Claudette Leduc

CARRIED

7. Quality Assurance Committee: Professional Development Portfolio

Lilly Martin, Chair of the Quality Assurance Committee introduced the Professional Development Portfolio document, which was initially reviewed by Council at the June 23, 2021 meeting. The document at the time was not approved with direction given by Council to revise the document to make clearer that all midwives in the Inactive Class on leave from the profession, either temporarily or permanently, experiencing hardship and difficult situations would not be subject to completing and reporting on their Professional Development Portfolio.

Requiring Inactive midwives to report is a change in accordance with the Quality Assurance (QA) Regulation (O. Reg 669/20) that came into force on November 27, 2020. The program

is a self-directed learning plan and will be implemented on 3-year reporting cycles. The program includes all members of the College whether Inactive, General or Supervised as a mechanism to keep members engaged with the profession in a process that is flexible and supportive on members own unique needs and practice.

A process for exemption is available for midwives who may be unable to fulfil the requirements. A copy of the current exemption form was included for reference but will be revised in accordance with the new program where necessary. There will also be a section specific to midwives who may request accommodation under the College's Accommodation Policy.

There was concern expressed by some members of Council that the exemption form would not equitably encompass circumstances where midwives would be unable to meet the requirements and that the process would be unduly onerous. These concerns and recommendations were taken very seriously by the QAC Chair and committee members and will be kept at the forefront of decision-making when committee approves the process and form for exemptions.

The Council agreed that decisions on the details and process for exemption is best decided at the committee level and doesn't impact the decision to approve the Professional Development Portfolio program document itself. Council approved the document with the understanding that the issues discussed regarding exemption will be incorporated into the decision-making of the QAC.

REVISED MOTION: With the understanding that the exemption form will be revised with an equity approach and will be approved by the QA committee based on these discussions, that the Professional Development Portfolio be approved.

Moved: Oliver Okafor

Seconded: Jan Teevan

CARRIED

8. Registrar's Report

Kelly Dobbin, Registrar-CEO presented the Registrar's report providing context and highlights.

It was noted that the Ministry posted to its Regulatory Registry its intention to modernize the regulatory framework of the Laboratory and Specimen Collection Centre Licensing Act. While they have not posted a revised draft regulation for review, the Ministry is seeking feedback on proposed general changes until October 16th. The College has previously made request regarding midwives' authority to order laboratory tests and point-of-care testing, the College will use this opportunity to bring forward previous requests for change.

An update on the College's efforts toward systematically incorporating Equity, Diversity and Inclusion into the work and culture of the organization, in accordance with the commitment made by Council to these issues when they approved "Equity" as one of the

College's six interrelated guiding principles. Staff is working with the Executive committee in developing a roadmap that will describe ongoing and targeted goals with their intended outcomes. When ready, the document will be brought to Council for final approval.

An update on the status of the International Midwifery Pre-Registration Program was provided. Holliday Tyson has been contracted to develop a proposal for a College-delivered assessment and bridging program for internationally educated midwives. Should the proposal be acceptable, the Registrar may request access to funds from the College's net assets at a later date to support the development of a project.

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

Moved: Claudette Leduc
Seconded: Donald Strickland
CARRIED

9. IN CAMERA

Members of Council went In Camera. The In Camera session of the of Council meeting excludes the attendance of public observers pursuant to the Health Professions Procedural Code of the Regulated Health Professions Act, 1991, section 7(2)(b).

MOTION: Be it resolved that Council move in-camera at 12:16 pm.

Moved: Claudette Leduc
Seconded: Marianna Kaminska
CARRIED

MOTION: Be it resolved that Council move out of in-camera at 12:48 pm.

Moved: Maureen Silverman
Seconded: Marianna Kaminska
CARRIED

10. Acclamation of 2021-2022 Executive Committee

The Council acclaimed positions for the constitution of the 2021-2022 terms of the Executive Committee.

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: Jan Teevan
Seconded: Judith Murray

CARRIED

11. 2021-2022 Slate of Council Members

The 2021-2022 Slate of Council members was approved and newly elected professional members Alexia Singh and Hardeep Fervaha were appointed to the Discipline and Fitness to Practise committees.

- I. MOTION: That the following slate be approved as the 2021-2022 College of Midwives of Ontario's Council:

Professional Elected Members: Claire Ramlogan-Salanga; Lilly Martin; Edan Thomas; Isabelle Milot; Claudette Leduc; Karen McKenzie; Alexia Singh; Hardeep Fervaha

Appointed Public Members: Marianna Kaminska; Judith Murray; Donald Strickland; Pete Aarssen; Oliver Okafor.

- II. That Alexia Singh and Hardeep Fervaha be appointed to the Discipline and Fitness to Practise committees.

Moved: Lilly Martin
Seconded: Claudette Leduc
CARRIED

12. ADJOURNEMENT

MOTION: THAT THE MEETING BE ADJOURNED AT 1:01 pm

Moved: Judith Murray
Seconded: Alexia Singh
CARRIED