

MINUTES OF COUNCIL MEETING

Held on June 22, 2022, [9:30 am to 2:50 pm
Videoconference Zoom

Chair:	Claire Ramlogan-Salanga, RM
Present:	Lilly Martin, RM; Edan Thomas, RM; Claudette Leduc, RM; Isabelle Milot, RM; Marianna Kaminska; Judith Murray; Don Strickland; Karen McKenzie, RM; Alexia Singh, RM; Hardeep Fervaha, RM; Jacqueline Morrison
Regrets:	Pete Aarssen
Staff:	Kelly Dobbin; Johanna Geraci; Nadja Gale;
Observers/Guests:	Deborah Bosner (AOM (Association of Ontario Midwives); Blair Mackenzie (Hilborn); Geoff Clute (Hilborn)
Recorder	Zahra Grant

1. Call to Order, Welcome and Land Acknowledgement

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

Alexia Singh shared a land acknowledgement and reflection.

2. Declaration of Conflict of Interests

No conflicts were declared.

3. Proposed Agenda

The proposed agenda of June 22, 2022, was approved as presented.

Moved: Marianna Kaminska
Seconded: Karen McKenzie
CARRIED

4. Consent Agenda

The consent agenda was approved as presented.

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

Draft Minutes of March 30, 2022 Council Meeting and Annual Reports for:

- Executive Committee

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

Moved: Alexia Singh
 Seconded: Judith Murray
 CARRIED

5. Chair Report

Claire Ramlogan-Salanga, Chair provided highlights of the Chair report.

Professional member elections are underway during the month of June and voting will close at 11:59 pm on June 30th. Six candidates are running for three positions, and it was noted that three of the candidates had also attended the information sessions, an indication that the sessions may be contributing to increased engagement. Both information sessions, the general and the one for racialized midwives, were well attended and the College plans to continue to provide the sessions as part of the elections process annually.

Council was provided with updates regarding Assessment of the Auditor and the annual Registrar's review, as well as a summary of the feedback received from the March training day and meeting. Feedback continues to be positive, and Council is engaged and benefitting from the trainings and meetings.

MOTION: That the Chair report to Council be approved as presented

Moved: Hardeep Fervaha
 Seconded: Edan Thomas
 CARRIED

6. Executive Committee Report

I. Governance Policies

Council was presented with revised Governance Policies which had been reviewed by the Executive Committee and brought to Council for final approval. The revisions include changes to incorporate principles of equity, diversity and inclusion, an update to CRL-4 regarding the approach and process for evaluation of the Registrar-CEO, as well as some general updates to language and a few copy edits. A language glossary was also added to the policies for reference.

Some additional revisions and edits were directed by Council and the policies were approved with revisions.

ACTIONS:

- Add 'ability' to glossary
- Remove 'fellow'
- Remove extra 'prior to' from point #8 of CRL4
- Remove reference 'long-term care'

II. Audited Financial Statements

**Blair MacKenzie and Geoff Clute of Hilborn joined the meeting at 10:04 am.*

Blair MacKenzie of Hilborn Associates joined the meeting to present the audited financial statements of the fiscal year ending March 31, 2022, to Council. Hilborn is a firm that operates independently of the College to perform the audit in accordance with auditing standards. It was presented to Council that in the opinion of the auditor, the financial statements present fairly, in all material respects, the financial position of the College on March 31, 2022, and the results of its operations and cash flows for the year ended in accordance with Canadian accounting standards for not-for-profit organizations. Mr. MacKenzie emphasized that it was a clean unmodified opinion, with no disagreements from the management team to the contrary. It was a collaborative process, with the firm working with management and the Executive committee to accomplish the goal of the audit, which is to determine that there are no material misstatements within the financial statements.

Mr. MacKenzie walked the Council through an in-depth review of the audited financial statements, reviewing how the firm forms the basis for their opinion and the roles and responsibilities of management and the Executive committee in the process. Council members were able to ask questions and get clarification where needed before a motion was made to approve the audited financial statements.

III. Q4 Statement of Operations

Stefano Biscotti, Director of Operations walked the Council through the Q4 Statement of Operations. The statement was previously reviewed and approved by the Executive Committee.

Overall, the College is in a good financial position with a strong asset base.

MOTIONS:

- I. That the Executive Committee Report be accepted as presented.
- II. That the Audited Financial statements as of March 31, 2022 of the College of Midwives of Ontario be approved as presented.
- III. That the revisions to the Governance Policies be approved with revisions discussed.

Moved: Marianna Kaminska

Seconded: Judith Murray
CARRIED

7. Registrar Report

Kelly Dobbin, Registrar introduced the report and provided highlights to Council.

A report regarding the government's proposed bill 106 which relates to registration-related changes and how it may impact the College and our registration requirements, was provided. The Registration Committee is monitoring the proposed changes and working toward developing a policy with respect to language proficiency requirements. Legal counsel will also be consulted, but for now since there has not been any confirmed direction from the Ministry, these issues remain for consideration and preparation.

Council was also reminded of current conversations being had in the sector around governance reform and while any specific bills have yet to be proposed, the potential reforms are something the College aims to be prepared for.

A summary of other highlights from the past quarter was also provided before the Registrar discussed the Operational Plan. Council was provided with the update in response to staffing changes as well as continuing to navigate the Covid-19 pandemic and timing expectations for initiatives of the Strategic Plan. An outline of which initiatives have been completed, are currently underway, what is planned and where timelines have been adjusted was provided to Council.

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

Moved: Donald Strickland
Seconded: Alexia Singh
CARRIED

8. Registration Committee: Assessment & Orientation Program for Internationally Trained Midwives

Isabelle Milot, Chair of Registration provided a summary of the work the committee has undertaken with expert consultation on a program for establishing equivalency that meets the registration requirements of the Registration Regulation for internationally trained midwives. The new orientation and assessment program is being designed so that applicants who otherwise do not meet the non-exemptible education requirements for a certificate of registration may be given a fair opportunity to demonstrate equivalency to the qualifications outlined in the Registration Regulation (i.e., a baccalaureate degree in health sciences (midwifery) from a university in Ontario).

Nadja Gale, Manager of Registration joined to review with Council the phases and modules being proposed for a piloting cycle with a small number of applicants

**Due to some technical difficulties being experienced by staff presenter, Council went IN-CAMERA at 11:53 am to allow issue to be resolved, then Council took a break for lunch.*

After lunch, Nadja Gale continued to go through the various aspects of the proposed program and how it establishes qualifications for safe entry to practise while ensuring fairness, objectivity, impartiality, and transparency in the process.

The issue of how clinical experience would be addressed without the Canadian experience clinical placements and how this may impact midwives entering the profession through this route, as it will require more supervision at the onset of registration and practice. The College is currently having conversations with the Ontario Midwifery Program regarding funding and the needs to support the profession in providing sufficient supervision to internationally educated midwives. Members of the Council emphasized the importance of ensuring that internationally educated midwives in the program get introduced to the community so that they are not disadvantaged compared to midwives who graduated from Ontario midwifery education programs (MEP) and were able to form relationships with midwives and practices throughout their clinical placements.

Piloting of the program will be an opportunity to identify and address any other gaps that may not be currently apparent. Council approved the program for the pilot.

MOTION: That Council approves the pilot of the new College orientation and assessment program for internationally educated midwives for the purpose of determining qualifications that are equivalent to the degree referred to in the Registration Regulation in accordance with section 8. (1)1.iii of O. Reg. 168/11 Registration Regulation, under the Midwifery Act, 1991.

Moved: Alexia Singh
Seconded: Isabelle Milot
CARRIED

9. IN-CAMERA

Council went In Camera as per provisions of section 7(2)1(b) of Schedule 2 of the *RHPA* which state that the Council may exclude the public from any meeting or part of meeting if it satisfied that, financial or personal or other matters may be disclosed of such a nature that the harm created by the disclosure would outweigh the desirability of adhering to the principle that meetings be open to the public.

MOTION: Be it resolved that Council move in-camera at 11:53 AM

Moved: Lilly Martin
Seconded: Hardeep Fervaha
CARRIED

MOTION: resolved that Council move out of in-camera at 12:24 pm.

Moved: Isabelle

Seconded: Alexia

CARRIED

10. Quality Assurance Committee: Professional Standards

I. Second Birth Attendant Standard

Lilly Martin, Chair of the Quality Assurance Committee introduced the Second Birth Attendant Standard to Council for approval after public consultation and another review by the Quality Assurance Committee. Revisions to the standard are being considered to address the requirement that second birth attendants have certification in NRP (Neonatal Resuscitation Program). The Canadian Paediatric Society (CPS), the Canadian organization responsible for delivering this program, is only available to licensed or regulated health professionals and students of those professions. Midwives from a small number of rural practices cannot meet this standard because they cannot reliably find second birth attendants who are eligible to enroll in NRP. The College has been providing waivers on an annual basis to a small number of midwives for working below the standard.

Waivers are for extenuating circumstances and are not a permanent solution. As a solution, the Quality Assurance Committee is recommending revisions to the Second Birth Attendant Standard by removing the requirement for certification in NRP. Instead, the standard will replace the requirement for *certification* in NRP with the requirement of *competence* in NRP.

The regulatory impact assessment provided in the meeting materials thoroughly covered research and evidence including the findings from the 30-day consultation where most respondents were in favour of the changes. Council approved the Standard with a September 1, 2022, implementation date.

II. Clinical Education & Supervision Standard

The Clinical Education and Supervision Standard was also presented to Council. The standard underwent two separate consultations. The first in fall 2021 after which the committee provided significant redirection and revisions before approving a second 30-day consultation. The second consultation of the standard was received well and was supported by registrants and stakeholders. The committee reviewed and directed a few more revisions based on feedback before approving the document to be brought to Council for approval.

Council had a robust discussion with some minor revisions for clarity and the standard was approved with a September 1, 2022, implementation date.

Actions:

- Point #4 of standard. Add “discussion with client regarding role of student” “client consent obtained when student is involved” or clarity

- #7 give definition of clear guidance by adding in descriptor such as “Clinical expectations”
“clinical role”

MOTIONS

- I. That the revised Second Birth Attendant standard be approved with implementation date of September 1, 2022.
- II. That the Professional Responsibilities When Supervising Students standard with revisions discussed be approved with an implementation date of September 1, 2022.

Moved: Donald Strickland
Seconded: Edan Thomas
CARRIED

11. ADJOURNEMENT

MOTION: THAT THE MEETING BE ADJOURNED AT 2:52 PM.

Moved: Alexia Singh
Seconded: Lilly Martin
CARRIED