



Council Meeting

College of Registered Psychotherapists
of Ontario

March 27, 2020

Reminder to **observers** on Zoom:



- Stay muted



- Disable video

Thank you! This will help the meeting run smoothly.



Join Audio

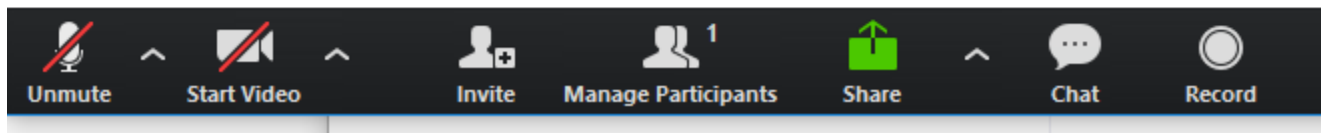
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Reminder to **Council members** on Zoom:



- Stay muted unless you are speaking



- Disable video during presentations



- Raise your hand if you wish to speak and to vote on motions

Thank you! This will help the meeting run smoothly.



Join Audio

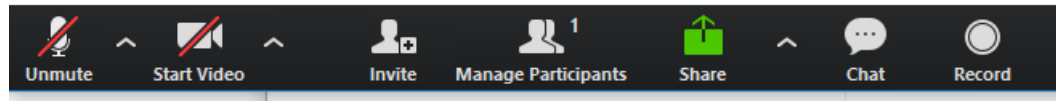
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Agenda Item: 1

Welcome & Introductions

Agenda Item: 2 Approval of agenda



MOTION: That the agenda of the March 27, 2020 Council meeting be approved as presented [or amended].

DECISION

Agenda Item: 3

Conflict of Interest Declarations

Agenda Item: 4 Council & Committee Evaluation Project

Council will be provided with an update regarding the Council & Committee Evaluation Project that CRPO is working on in consultation with Darrel Pink.

DISCUSSION, INFORMATION

Agenda Item: 5 Committee Appointments

Council is being asked to ratify committee appointment recommendations for the following committees:

- Nominations & Elections (Chair)
- Registration (non-Council)

DISCUSSION, DECISION



MOTION: that Council appoint M. Machan as chair of the Nominations & Elections Committee.

DISCUSSION, DECISION



MOTION: that Council ratify the Executive Committee's decision to reappoint:

M. McMahon to the Registration Committee as a non-council committee appointment for a one-year term.

DISCUSSION, DECISION

Agenda Item: 6

Governance Reform Initiative

Agenda Item: 6.a Terms of Reference Review (Executive)



RECOMMENDATION: The Executive Committee recommends that Council accept the new format and approach of the terms of reference. If approved by Council, all committee terms of reference will be revised using this format and approach.

DISCUSSION, DECISION

Agenda Item: 6.b Terms of Reference Review (Nominations & Elections)



NEXT STEPS: The Executive Committee recommends that they be responsible for the competency-based appointments until the Nominations and Elections Committee is properly trained and their terms of reference are revised with clear committee-specific competencies.

DISCUSSION, INFORMATION, DECISION

Agenda Item: 6.b
Terms of Reference
Review (Nominations
& Elections)



NEXT STEPS: Staff recommends that Nominations and Elections Committee training begin with the next round of non-elected appointments (anticipated after the March 27, 2020 Council meeting).

DISCUSSION, INFORMATION, DECISION

Agenda Item: 6.b Terms of Reference Review (Nominations & Elections)



NEXT STEPS: The Executive Committee recommends accepting the proposed changes to Nominations and Elections terms of reference.

DISCUSSION, INFORMATION, DECISION

Agenda Item: 6.b
Terms of Reference
Review (Nominations
& Elections)



MOTION: That Council approve the Nominations and Elections Committee Terms of Reference as presented.

DISCUSSION, INFORMATION, DECISION

Agenda Item: 6.c Work Plan Development



NEXT STEPS: Council is being asked to approve the attached work plan as presented. Once approved, staff will be providing committees with the more detailed inventories so that work can continue or commence in earnest.

DISCUSSION, INFORMATION

Agenda Item: 6.c Work Plan Development



NEXT STEPS: As part of the work of related to performance indicators, comprehensive reporting will also be developed and reviewed by the Executive Committee before coming to council for approval. These will be used to monitor progress at the Council, committee and staff level.

DISCUSSION, INFORMATION,

BREAK

We will now mute the live-stream
and take a short break. Stay on
the line!

Agenda Item: 7
Presentation:
Bias & Professional
Expertise

Impartial


*Favoring neither; disinterested; treating all alike; unbiased
; equitable, fair, and just.*

Decision

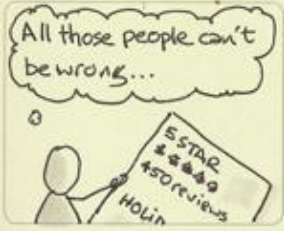
A conclusion reached after an evaluation of facts and law.



HIDDEN FEATURES of the MIND



COGNITIVE BIAS
PREDICTABLE PATTERNS OF THOUGHT AND BEHAVIOUR LEADING TO INCORRECT CONCLUSIONS



HEURISTIC
MENTAL SHORTCUT TO SOLVE COMMON PROBLEMS



LOGICAL FALLACY
A FLAW IN REASONING LEADING TO A FAULTY ARGUMENT



Friends



Business

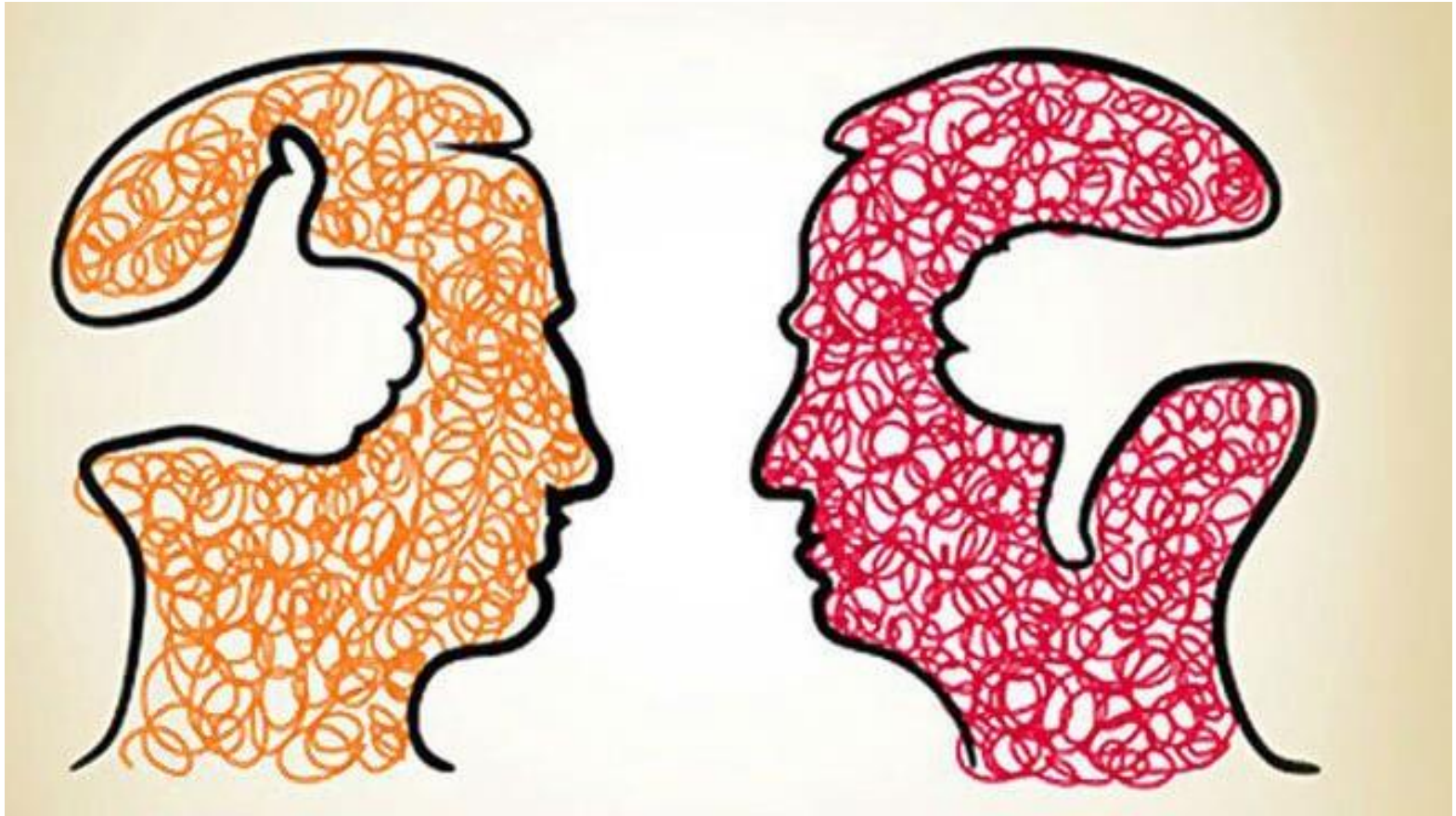


Relationship



Conflict







"I'm recusing myself from this case."

Blind Spot Bias

We don't think we have bias,
and we see it in others more
than ourselves.



"I am not biased!"

Defensive Attribution

As a witness who secretly fears being vulnerable to a serious mishap, we will blame the victim less and attacker more if we relate to the victim.



Sally sat too long at a green light because she was playing with her phone. She got rear-ended. Greg, who is known to text and drive, got out and yelled at the person who smacked into her.

Stereotyping

We adopt generalized beliefs that members of a group will have certain characteristics, despite not having information about the individual.



"That guy with the fancy mustache is a hipster. He probably has a vinyl collection."

In-Group Favoritism

We favor people who are in our in-group as opposed to an out-group.



Francis is in your church, so you like Francis more than Sally.

Outgroup Homogeneity Bias

We perceive out-group members as homogeneous and our own in-groups as more diverse.



Alice is not a gamer, but she believes "all gamers are the same."

Halo Effect

If you see a person as having a positive trait, that positive impression will spill over into their other traits. (This also works for negative traits.)



"Taylor could never be mean; she's so cute!"

Fundamental Attribution Error

We judge others on their personality or fundamental character, but we judge ourselves on the situation.



Sally is late to class; she's lazy. You're late to class; it was a bad morning.

Confirmation Bias

We tend to find and remember information that confirms our perceptions.



You can confirm a conspiracy theory based on scant evidence while ignoring contrary evidence.

Belief Bias

We judge an argument's strength not by how strongly it supports the conclusion but how plausible the conclusion is in our own minds.



Sally mentions her supporting theory about your conspiracy theory, which you adopt wholeheartedly despite the fact that she has very little evidence for it.

Law of Triviality (aka “Bike-Shedding”)

We give disproportionate weight to trivial issues, often while avoiding more complex issues.



Rather than figuring out how to help the homeless, a local city government spends a lot of time discussing putting in a bike path and bike sheds.

Zero-Risk Bias

We prefer to reduce small risks to zero, even if we can reduce more risk overall with another option.



"You should probably buy the warranty."

Availability Heuristic

We rely on immediate
examples that come to mind
while making judgments.



*When trying to decide on
which store to visit, you
choose the one you most
recently saw an ad for.*

Anchoring

We rely heavily on the first piece of information introduced when making decisions.



"That's 50% off? It must be a great deal."

Framing Effect

We often draw different conclusions from the same information depending on how it's presented.



Alice hears that her favorite candidate is "killing it" with a 45% approval rating. Sally hears that the candidate is "disappointing the country" with a 45% rating. They have wildly different interpretations of the same statistic.

Authority Bias

We trust and are more often
influenced by the opinions of
authority figures.



*"My teacher told me this
was fine."*

Groupthink

Due to a desire for conformity and harmony in the group, we make irrational decisions, often to minimize conflict.



Sally wants to go get ice cream. Francis wants to shop for T-shirts. You suggest getting T-shirts with pictures of ice cream on them.

Bandwagon Effect

Ideas, fads, and beliefs grow as more people adopt them.



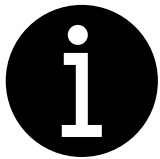
Sally believes fidget spinners help her children. Francis does, too.

QUESTIONS?

Agenda Item: 8
Presentation:
Use of Expertise

Agenda Item: 8
Presentation:
Update – Privacy Law

Agenda Item: 10 Non-Council Member Recruitment



NEXT STEPS:

The Executive Committee directed staff to use the Non-Council Member Appointments Policy and the Competency Evaluation Framework for the purposes of recruiting non-Council member appointments to be considered and presented to the Executive Committee at a subsequent meeting. The non-council recruitment process will begin with a callout to registrants in the Spring via the Communique, website and social media channels.

DISCUSSION, INFORMATION

Agenda Item: 11 Compliance Monitoring



NEXT STEPS:

Compliance monitoring reports will be made available in the Registrar's report at each council meeting. More detailed reporting, relevant to the files being monitored will happen at the committee level.

Agenda Item: 12

Registrar's Report

DISCUSSION, INFORMATION

Agenda Item: 13 & 14

Consent Agenda

- Draft Council Minutes – January 24, 2020
- Committee Report to Council

Agenda Item: 13 & 14 Consent Agenda



MOTION: That Council approve the
Consent Agenda as presented.

ADJOURNMENT



MOTION: That the Council meeting be adjourned at _____ a.m./p.m.

DECISION



Thank you!