

COUNCIL MINUTES

Thursday, August 20, 2020

1:00 p.m. to 3:30 p.m.

ZOOM videoconference

Council Members:

Heidi Ahonen
Andrew Benedetto, RP

Steven Boychyn

Shelley Briscoe-Dimock, RP (President)

Kali Hewitt-Blackie, RP
David Keast
Kenneth Lomp, RP (Vice-President)
Michael Machan, RP
Miranda Monastero, RP
Judy Mord, RP
Keri Selkirk
Jane Snyder

Kathy-Ying Zhao

Regrets:

Gary Cockman
Radhika Sundar, RP

Staff Members:

Deborah Adams, Registrar
Jo Anne Falkenburger, Director of Operations & HR
Amy Fournier, Executive Coordinator (Recorder)
Mark Piro, Director, Professional Conduct & Deputy Registrar

1. Welcome and Opening Remarks

S. Briscoe-Dimock, President & Chair, called the meeting to order at 1:08 p.m. and welcomed all present.

2. Approval of Draft Agenda

The Chair introduced the draft agenda.

MOTION C-20AUG2020 – M01

That the agenda of the August 20, 2020 meeting of Council be approved as presented.

Moved: M. Monastero

Seconded: H. Ahonen

CARRIED

3. Conflict of Interest Declarations

None declared.

4. **CRPO Committee-level Work Plans**

D. Adams, Registrar, informed Council that the work plan format was reviewed and approved by the Executive Committee. Statutory Committees have already scheduled work plan review meetings in August and September to review and approve priorities.

5. **Committee Competencies & Composition Framework Documents**

D. Adams presented the suite of committee competencies and composition framework documents noting that the competency matrix was approved by Council in November 2019, while the subsequent committee-specific competencies were approved by the Executive Committee and have begun to make use of these matrices for non-council committee appointments. The goal of these documents is to incorporate them at all stages of committee and Council engagement.

MOTION C-20AUG2020 – M02

That Council approve the adoption of the suite of competency documents as presented.

Moved: M. Machan

Seconded: K. Hewitt-Blackie

CARRIED

6. **COVID-19 Update**

D. Adams provided an update regarding the results of the consultation for return to in-person practice guidance. Registrants have been responding to the frequent COVID-19 updates and many have contacted the practice advisory service to ensure a safe return to in-person practice. With an overwhelming amount of information circulating related to the pandemic, CRPO staff have been reviewing information from trusted sources and providing relevant guidance to registrants. D. Adams went on to summarize the results of the survey.

Some key concerns identified through the practice advisory include infection prevention and control (IPAC) measures and how they might apply to various therapy modalities, as well as issues around shared practice spaces that would make compliance with required IPAC measures difficult. Staff will endeavour to address these concerns as further information is curated and disseminated.

D. Adams also noted that registrants have expressed concerns around physical space and how wearing a mask may impact clients therapy experience. In general, CRPO continues to encourage registrants to provide e-therapy wherever possible. The CRPO will continue to align with the advice of the Ministry of Health and the Chief Medical Officer and will keep the website updated and circulate coronavirus bulletins as new information becomes available. Council was invited to ask questions and discussed the impacts of the pandemic on mental health.

7. **Committee Appointments**

S. Briscoe-Dimock welcomed newly appointed public member, Kathy-Ying Zhao, to Council. K. Zhao was appointed in April 2020 to serve on Council for a 12-month term. S. Briscoe-Dimock asked Council to ratify a decision made by the Executive Committee to appoint K. Zhao to the Inquiries, Complaints and Reports, Nominations and Elections and Quality Assurance Committees.

MOTION C-20AUG2020 – M03

That Council ratify the Executive Committee's decision to appoint K. Zhao to the Inquiries, Complaints and Reports, Nominations & Elections and Quality Assurance Committees.

Moved: M. Machan

Seconded: D. Keast

CARRIED

8. Non-Council Member Recruitment

As directed by Council in March 2020, a callout was made at the end of June to recruit non-council committee members. Registrants were invited to submit a curriculum vitae and letter of interest to serve on one of the CRPO committees that require non-council members with specific expertise. To date, over thirty candidates have put their name forward for consideration. Interviews are underway and being conducted by members of the Nominations and Elections and Executive Committees, and the Registrar. Recommendations for non-council appointments will be brought forward at the October 1 Council meeting.

9. 2019-2020 Audited Financial Statements

J. Falkenburger informed Council that the audit firm presented to the Executive Committee at their June 23, 2020 meeting. As stated in the briefing note this was a clean audit that was conducted remotely due to the pandemic. This remote audit was successful largely due to the upgrades to the College's payables system that took place in the previous fiscal year.

Highlights of the audited financial statements were provided, noting that revenues were 11% higher than anticipated and expenses were roughly 4% below the projected budget. The budget for Complaints and Discipline was roughly 7% higher than expected, as this area of the College's work is challenging to estimate given the nature of investigations work. The number of complaints or reports and the severity of them is unknown until received by the College.

The College's reserve fund is now 2.9 million dollars; this helps to ensure that the College has sufficient funds for unknown and serious Discipline cases, at least 6 months of operating costs, and money for upgrading CRPO infrastructure - primarily the database, public register and applicant and registrant portal. As the College's registrant base grows, so will the costs and staffing needs. It was noted that the financial statements will be published in the CRPO's annual report. The report will be presented to the Minister of Health and Long-Term Care as required in the Regulated Health Professions Act. The deadline to submit the annual report to the Minister is September 20.

10. Council Position on Systemic Racism

D. Adams informed Council that the College issued a statement regarding systemic racism as it pertains to mental health care. Specifically, the Black Lives Matter movement is a call for Council to consider the work that we are doing or should be doing in order to combat systemic racism as a regulator. This would include taking a deeper look at the work plan, governance review, and regulatory objectives to push us further to explore opportunities for diversity and inclusion while being mindful of our role as a regulator.

D. Adams has begun reaching out to community organizations such as Canadian Mental Health Association, Children's Mental Health Ontario, Addictions and Mental Health Ontario and other service providing agencies in Toronto. Next steps will include connecting with agencies outside of Toronto for more possibilities for collaboration.

Council was asked to consider what the CRPO's role is in combatting systemic racism. In particular, Council discussed the potential for the Quality Assurance Program to assist registrants in supporting racialized clients.

11. Registrar's Report

D. Adams presented her report noting that there were no further updates beyond the report included in the package.

12. Regulatory Problem Identification

M. Piore, Deputy Registrar and General Counsel, presented on regulatory problem identification. Next steps include communicating with stakeholders regarding the form, selecting issues identified and communicating with stakeholders.

13. Consent Agenda

Consent agenda items are non-controversial or routine items that are discussed at every meeting. Council members seeking clarification or asking questions regarding consent agenda items must be directed to the president prior to the meeting. Consent agenda items can be moved from the consent agenda to regular discussion items if required. The consent agenda is approved under one motion.

- Draft minutes of January 24, 2020
- Committee Reports

MOTION C-20AUG2020 – M04

That Council approve the consent agenda as presented.

Moved: J. Mord

Seconded: M. Monastero

CARRIED

14. Council Question Period

No questions were raised by Council members.

15. ADJOURNMENT

MOTION C-20AUG2020 – M05

That the meeting be adjourned at 3:08 p.m.

Moved: S. Boychyn

Seconded: J. Snyder

CARRIED