

COUNCIL MINUTES

Thursday, March 31, 2022

9:30 a.m. to 3:30 p.m.

ZOOM videoconference

Council Members:

Heidi Ahonen, RP

Andrew Benedetto, RP

Steven Boychyn, Public Member

Shelley Briscoe-Dimock, RP (President)

Sherine Fahmy, Public Member

Kali Hewitt-Blackie, RP

David Keast, Public Member

Kenneth Lomp, RP (Vice-President)

Michael Machan, RP

Miranda Monastero, RP

Henry Pateman, Public Member

Radhika Sundar, RP (present until 11:15 pm)

Jeffrey Vincent, Public Member

Staff Members:

Deborah Adams, Registrar & CEO

Mark Piore, Deputy Registrar & General Counsel

Alexandra Brennan, Acting Manager, Registration & Program Recognition (AM only)

Virginia Strobel, Assistant, Registration

Monica Zeballos-Quiben, Registrant Services Coordinator (Recorder)

Shanzeh Ameen, Sr Coordinator, Professional Conduct

Alexandra Brennan, Acting Manager, Registration

Jo Anne Falkenburger, Director of Operations

Kristina Reyes, Acting Manager, Registration

Naela Sayed, Acting Manager, Registration

Jenna Smith, Manager, Professional Conduct

Émilie Vanhauwaert, Bilingual Registrant Services Coordinator

Regrets:

Judy Mord, RP

Keri Selkirk, Public Member

1. Evaluation Framework: Annual Council Effectiveness Survey

Christy Pettit of Pollinate Inc. provided an educational session to Council regarding the use of the Council Effectiveness survey results and ongoing evaluation framework development.

1. Welcome and Opening Remarks

S. Briscoe-Dimock, President & Chair, called the meeting to order at 10:37 a.m. and welcomed all present.

2. Approval of Draft Agenda

The Chair introduced the draft agenda.

MOTION C-31MAR2022 – M01

That the agenda of the March 31, 2022, meeting of Council be approved as presented.

Moved: K. Hewitt-Blackie

Seconded: D. Keast

CARRIED

3. Conflict of Interest Declarations

None declared. See appendix for full report.

4. Evaluation Framework: Annual Council Effectiveness Survey Report and Individual Competence Assessment Development

S. Briscoe-Dimock, Chair, introduced the item. The draft report was included in the Council package, and it is being suggested that this format be used to share the summary results of year two survey results. The specific survey results will be revisited and the items that have already been identified as areas of focus for improvement at subsequent meetings addressed through Council education planning.

Council reached consensus that the report be posted as presented.

D. Adams, Registrar, provided a summary of the work that is being proposed to complete the development of the evaluation framework. Council was asked to provide direction to the Executive and staff to continue development of the last phase of the evaluation framework, the individual competency assessment and to consider requirements for the external evaluation in 2023.

Council reached consensus and directed staff on the next steps as presented by the Registrar.

5. Committee Appointments

S. Briscoe-Dimock introduced the item and welcomed new public appointee, H. Pateman.

With the resignation of Grishanth Ram (public member) from Council, the Registration Committee has been operating with only one public member. The Executive Committee appointed H. Pateman to the Registration Committee to begin committee-specific orientation. Council was asked to ratify the appointment.

MOTION C-31MAR2022 – M02

That Council ratify the Executive Committee's decision to appoint H. Pateman, Public Member, to the Registration Committee for a one-year term.

Moved: K. Hewitt-Blackie
Seconded: S. Fahmy
CARRIED

Council was also asked to appoint H. Pateman to the Nominations and Elections Committee and J. Vincent to the Quality Assurance Committee.

MOTION C-31MAR2022 – M03

That Council approve the appointment of H. Pateman, Public Member to the Nominations and Elections Committee for a one-year term.

Moved: M. Machan
Seconded: K. Lomp
CARRIED

MOTION C-31MAR2022 – M04

That Council approve the appointment of J. Vincent, Public Member, to the Quality Assurance Committee for a one-year term.

Moved: S. Boychyn
Seconded: K. Lomp
CARRIED

6. Proposed By-law Revisions: Nominations & Elections

S. Briscoe-Dimock introduced the proposed by-law amendments and summarized the changes. M. Machan Chair of Nominations and Elections provided a summary of the committee's deliberations. The proposed changes relate to the election process as recommended by the Nominations and Elections Committee. The Ministry of Health's proposed governance reforms include an end to the election model, however, the Nominations and Elections Committee determined that it was worth moving forward with the by-law changes while we wait for the reforms to be considered and adopted. The proposed changes are as follows:

- Shorten the timeline stages between nominations and elections
- Reduce the number of RP signatories a candidate needs to be nominated

Council reached consensus and directed staff to circulate the proposed changes for a 60-day consultation. The feedback received will come back to Council for a decision by motion to amend the by-laws. It is anticipated that the feedback will come back to Council at the September Council meeting.

7. Jurisprudence Module Update

M. Pioro, Deputy Registrar and General Counsel, provided an update on the planned revisions to CRPO's jurisprudence (JRP) module.

It is in the public interest for the JRP module to be up-to-date and engaging, so applicants and registrants are familiar with relevant laws and expectations. The JRP module is a non-

exemptible registration requirement. Under the Registration Regulation, the Registration Committee is tasked with approving the JRP module.

The Registration Committee approved the update in January 2022. The manual is currently being updated and discussions concerning improving the online platform and user interface are underway.

Staff will provide updates as the work progresses and use input from the Registration Committee to shape the final product. Once developed, the JRP manual and module will be presented to the Committee for approval.

8. Clinical Supervision Review Update | Module Update

M. Piro provided an update on the clinical supervision policy review. He indicated that various committees are discussing policy options. He noted that options may be ready for Council discussion by September. He presented the results of the clinical supervision stakeholder survey ([available online](#)), noting that overall responses found current policy to be balanced.

9. Quality Assurance Program Enhancement Project Update

K. Lomp, Quality Assurance Committee chair, provided an update concerning the QA Program Enhancement Project.

The QAC has been overseeing an enhancement project that will move the program from random selection to a targeted, risk-based approach. As directed by the QAC, this will be achieved by changes that include:

- developing and implementing an online assessment tool
- revising the Peer Practice Review (PPR) process to take a risk-based approach that makes better use of CRPO and registrant resources to focus QA interventions on RPs who are deemed to be at higher likelihood of not meeting required standards of practice
- developing and implementing QA focused interventions (professional development plans, coaching, etc.) to ensure remediation efforts are relevant and effective

10. Registrar's Report

D. Adams, Registrar, presented her report and Council was welcomed to ask questions and seek clarification regarding the report. She provided a verbal report on the College's 2021 College Performance Measurement Framework (CPMF) submission, noting that CRPO has made significant progress in meeting all of the standards set through the framework. She highlighted a number of initiatives that will be completed or substantively completed in calendar 2022 and that will move CRPO to meeting the standards. These included:

- completing the development of Council Evaluation Framework
- continuing the standards review
- developing and acting on a Diversity, Equity and Inclusion strategy
- implementing a Regulatory Risk Register and use it to report to Council
- continuing the Registrant Management System implementation

- undertaking a trauma-informed review of core regulatory processes
- completing the Quality Assurance Program enhancement project

11. 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 27, 2021
- Committee Reports

MOTION C-31MAR2022 – M05

That Council approve the consent agenda as presented.

Moved: A. Benedetto
Seconded: K. Lomp
CARRIED

12. Council Question Period

Discussion and questions raised included:

- Process for Recognizing Programs

13. ADJOURNMENT

MOTION C-31MAR2022 – M08

That the meeting be adjourned at 1:56 p.m.

Moved: M. Machan
Seconded: H. Ahonen
CARRIED

14. Education Session (closed)

Rebecca Durcan, co-managing partner at Steinecke Maciura LeBlanc provided a presentation and facilitated a discussion that allowed Council to consider and consolidate all the trauma informed sessions held on March 30, 2022. Council was asked to begin to consider how we can apply this learning to our use of the various regulatory tools and processes and to expect to address specific areas for change and improvement at future committee plenary meetings.

15. ADJOURNMENT: 3:35 pm

Confirm Meeting and Prep Time
Complete 5-minute evaluation

Conflict of Interest Disclosure Form

Meeting Date: March 31, 2022
Council / Committee: Council
Meeting type: plenary

I acknowledge and agree that an actual or perceived conflict of interest can undermine confidence in the College and its ability to fulfil its public interest mandate. I have read and understood the [College's by-laws](#) on conflict of interest, the **Conflict of Interest Worksheet** (Appendix A), and the **Process for Considering & Declaring Conflicts of Interest** (Appendix B) document.

I agree to take all reasonable steps to avoid any actual or perceived conflict of interest from arising and, if one cannot be avoided, I undertake to declare any real, perceived, or potential conflict of interest and to recuse myself from any consideration of the matter at issue.




















































































I have NO conflict of interest to report regarding any of the agenda items to be discussed at the above noted meeting.



I declare a conflict of interest with one or more of the agenda items to be discussed at the above noted meeting.

I certify that the information above is true and complete to the best of my knowledge.

Signatures

 E-Mail |  Summary Report

	Name↓↑	Vote↓↑	Signature↓↑	
	 Ahonen, Heidi		 	
	 Benedetto, Andrew		 	
	 Boychyn, Steven		 	
	 Briscoe-Dimock, Shelley		 	
	 Fahmy, Sherine		 	
	 Hewitt-Blackie, Kali		 	
	 Keast, David		 	
	 Lomp, Kenneth		 	
	 Machan, Michael		 	
	 Monastero, Miranda		 	
	Pateman, Henry		 	
	 Selkirk, Keri		 	
	 Sundar, Radhika		 	
	 Vincent, Jeffrey		 	

Total: 14  0  0  14  0 