

# COUNCIL MINUTES

Thursday, December 8, 2022

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

ZOOM videoconference

## **Council Members:**

Heidi Ahonen, RP, Professional Member  
Steven Boychyn, Public Member  
Shelley Briscoe-Dimock, RP

Sherine Fahmy, Public Member

Kathleen (Kali) Hewitt-Blackie, RP,  
Professional Member  
Avni Jain, RP, Professional Member  
David Keast, Public Member  
Kenneth Lomp, RP (President),  
Professional Member  
Michael Machan, RP, (Vice-President)  
Professional Member  
Miranda Monastero, RP, Professional  
Member  
Judy Mord, RP, Professional Member  
Henry Pateman, Public Member  
Keri Selkirk, Public Member  
Radhika Sundar, RP, Professional Member  
Jeffrey Vincent, Public Member

## **Staff Members:**

Deborah Adams, Registrar & CEO  
Pamela Bialik, Policy Analyst  
Jo Anne Falkenburger, Director of Operations  
& HR  
Amy Fournier, Executive Coordinator  
(Recorder)  
Virginia Strobel, Communications Coordinator

## **Regrets:**

### **1.a. Welcome and Opening Remarks**

K. Lomp, President & Chair, called the meeting to order at 9:30 a.m. and welcomed all present.

### **1.b. Approval of Draft Agenda**

The Chair introduced the draft agenda.

#### **MOTION C-08DEC2022 – 01**

That the agenda of the December 8, 2022, meeting of Council be approved as presented.

Moved: S. Fahmy

Seconded: K. Selkirk

CARRIED

### **1.c. Conflict of Interest Declarations**

None declared.

## 2.a. Discipline Process Innovation

K. Lomp introduced David A. Wright, Chair of the Ontario Physicians and Surgeons Discipline Tribunal (OPSDT) to provide an educational presentation to Council regarding the OPSDT's new approach to discipline hearings.

Council reached consensus to move forward with participation in the discipline tribunal pilot.

### **MOTION C-08DEC2022 – 02**

That Council amends the by-laws as indicated herein by strikethrough (meaning deletion) and highlighting (meaning insertion):

#### 13.04 – Discipline Committee

The Discipline Committee shall be composed of every member of Council and one (1) or more ~~Members~~ individuals who are not members of Council if Council so wishes.

#### 13.05 – Fitness to Practise Committee

The Fitness to Practise Committee shall be composed of every member of Council and one (1) or more ~~Members~~ individuals who are not members of Council if Council so wishes.

Moved: D. Keast

Seconded: S. Boychyn

CARRIED

## 2.b. Council and Committee Composition Slate 2022-23

K. Lomp introduced the committee composition slate, noting that committee composition remains consistent with all current committee members being reappointed for another year. Changes include Judy Mord, RP, being appointed to Chair of the Client Relations Committee. The CRC had formerly been chaired by Sue Lymburner, RP, Non-Council member, who is not seeking reappointment. Non-Council member, Felipe Cepeda, RP, was appointed to the Quality Assurance Committee (leaving a vacancy on the Examination Committee), and Avni Jain, RP, was appointed to the Nominations and Elections Committee. It was also noted that Carol Cowan-Levine, RP, Non-Council member and chair of Discipline and Fitness to Practise Committees, would be serving a shorter term (until March 31, 2023) to assist the transition to discipline tribunals.

### **MOTION C-08DEC2022 – 02**

That Council approve the 2022-23 committee composition as presented.

Moved: D. Keast

Seconded: S. Boychyn

CARRIED

## 2.c. Diversity, Equity and Inclusion Working Group appointments

K. Lomp introduced the item and informed Council that the DEI proto group and members of the Nominations and Elections Committee worked together reviewing 41 submissions or interview

requests. Fifteen individuals were offered a position on the DEIWG, and all have accepted their appointments.

Council approved the following appointments to the DEIWG for a term of approximately one year via consensus:

1. Ronnie Ali, RP
2. Rose Marie Anthony, RP
3. Jessica Cashmore, RP (Qualifying)
4. Laurinda Cheng, RP
5. Jaime Consoli, RP
6. Darlene Denis- Friske, RP
7. Joyeuse Nereah Felix, RP (Qualifying)
8. Enrique Garcia, RP
9. Linah Hashimi, RP
10. Hina Islam, RP (Qualifying)
11. Laura McNeilly, RP
12. Erefaa Ogbuaku Jnr, RP (Qualifying)
13. Gabrielle Ondrade, RP (Qualifying)
14. Malini Ondrovcik, RP
15. Carla Ribeiro, RP

#### **2.d. Non-Council Committee Member Recruitment**

K. Lomp introduced the item informing Council of the need to recruit four additional non-Council committee members for the ICRC and one additional non-council committee member for the Examination Committee. As registrant numbers continue to grow, the ICRC is seeing a steady and expected growth in the number of complaints and reports it reviews. These reviews need to be done in a timely manner and so require regular panel meetings with adequate numbers of professional and public members. The Examination Committee would benefit from an internationally-trained non-Council member.

Council reached consensus and directed staff to move forward with recruitment.

#### **2.e. Governance Reform Initiative terms of reference revisions**

K. Lomp introduced the revised GRI terms of reference. K. Lomp noted that the changes are minor and reflect the Executive Committee's ongoing role in acting as stewards of the ongoing governance reform initiative, particularly because expected government-led reforms have not yet moved forward. Council reached consensus and approved changes to the GRI terms of reference.

#### **2.f. Registrar CEO Succession Planning Policy**

D. Adams introduced the draft succession planning policy, noting that the requirement to have a Registrar Succession plan in place is benchmarked in the CPMF. The purpose of the policy is to ensure CRPO has the ongoing senior leadership capacity to continue to meet its regulatory mandate.

## **MOTION C-08DEC2022 – 02**

That Council approve the Registrar CEO Succession Planning policy as presented.

Moved: M. Machan

Seconded: K. Hewitt-Blackie

CARRIED

### **2.g. Strategic Plan 2023-2026**

D. Adams presented the item and provided a summary of the strategic planning workshop that occurred in September 2022. The goal of the strategic planning session was primarily to review and confirm or revise the vision and plan that was set in 2019. This work has been supported by considerable data related to regulatory and operational risks as well as to public protection outcomes for the CRPO as a regulator and performance as an organization. The strategic plan was modified to make these connections clear. Overall, Council was pleased with the final report and was informed that detailed work plans will come forward to committees as required.

### **3.a. CRPO Standards Review Project Update**

P. Bialik, Policy Analyst, provided Council with a detailed presentation regarding the ongoing standards review project.

Twelve Standards were presented to Council. It was noted that the Standards that have been reviewed to date have been reviewed by staff and QAC, updated, and sent for targeted stakeholder consultation.

Council was invited to seek clarification and provide feedback on the standards. The second and final batch of Standards for review will be presented at a future Council meeting.

### **3.b. Council Evaluation Framework update**

D. Adams introduced the item noting that next steps in the evaluation includes scheduling results delivery meetings with each member of Council. The Registrar and Vice President will deliver the results of the self-reflection evaluation.

Council will be asked to provide feedback on the evaluation tools and the process to anchor feedback in advance of committee appointments in subsequent years with a focus on capacity building and succession planning.

### **3.c. Cybersecurity Plan and Council Laptop policy**

D. Adams and J. Falkenburger introduced the item. To protect against and address unauthorized disclosure of information, staff has moved forward with contracting with a third-party provider to provide all Council and committee members with a secure laptop to be used for all College business. Arrangements are being made by staff to ensure delivery of laptops in January 2023.

The related operational policy, Council and Committee Laptop Policy, was presented for information.

### **3.d. Quality Assurance Program Enhancement Project update**

K. Lomp introduced the item and described the work that the Quality Assurance Committee has done to date regarding the QAP enhancement pilot project. With the case-based assessment (CBA) pilot

recently completed, the QAC is currently seeking and analyzing feedback from the pilot participants. The intention of the CBA is to allow registrants to participate in a screening process to determine if their knowledge and understanding of the *Professional Practice Standards* is adequate for safe, effective, and ethical practice. An update regarding the outcomes of the CBA pilot project evaluation will be shared at a future Council meeting.

### 3.e. Registrar's Report

D. Adams presented her report and Council was invited to pose questions or seek clarification.

### 4.a. 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 September 21, 2022
- Committee reports to Council

#### **MOTION C-08DEC2022 – M03**

That Council approve the consent agenda as presented.

Moved: K. Hewitt-Blackie

Seconded: J. Mord

CARRIED

### 5. Council Question Period

No questions were raised.

### 6. Adjournment

#### **MOTION C-08DEC2022 – M04**

































That the meeting be adjourned at 1:53 p.m.

Moved: M. Machan

Seconded: M. Monastero

CARRIED

## Conflict of interest disclosure form 08DEC2022

	Name	Vote	Signature	Notes
	Ahonen, Heidi		NA	I have no COI
	Boychyn, Steven		NA	No conflicts.
	Briscoe-Dimock, Shelley		NA	
	Fahmy, Sherine		NA	
	Falkenburger, Jo Anne	Pending	NA	
	Fournier, Amy	Pending	NA	
	Hewitt-Blackie, Kali		NA	no conflict of interest for Kali
	Jain, Avni		NA	
	Keast, David		NA	
	Lomp, Kenneth Gunnar		NA	
	Machan, Michael		NA	No conflicts
	Monastero, Miranda		NA	
	Mord, Judy		NA	No conflict
	Pateman, Henry		NA	
	Selkirk, Keri		NA	
	Sundar, Radhika		NA	
	Vincent, Jeffrey		NA	