

# COUNCIL MINUTES

Thursday, December 7, 2023

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

Zoom Videoconference

<b>Council Members:</b>	<b>Staff Members:</b>
<b>Professional</b>	
Heidi Ahonen, RP	Deborah Adams, Registrar & CEO
Kathleen (Kali) Hewitt-Blackie, RP	Pamela Bialik, Policy Analyst
Avni Jain, RP	Amy Fournier, Senior Coordinator, Governance (Recorder)
Kenneth Lomp, RP (President)	Mark Pioro, Deputy Registrar & General Counsel
Michael Machan, RP (Vice-President)	Virginia Strobel, Coordinator, Communications
Miranda Monastero, RP	
Judy Mord, RP	
Kafui Sawyer, RP	
<b>Public</b>	
Steven Boychyn	
Sherine Fahmy	
David Keast	
Henry Pateman	
Keri Selkirk	
Jeffrey Vincent	
<b>Regrets:</b>	<b>Guests:</b>
Radhika Sundar, RP	Deepa Mattoo, Executive Director, Barbra Schlifer Commemorative Clinic
	Callandra Cochrane, Lawyer, Barbra Schlifer Commemorative Clinic

## 1. WELCOME & INTRODUCTIONS

### a. Land Acknowledgment

Michael Machan, Vice-President, shared a land acknowledgment and reflection.

### b. Welcome and Opening Remarks

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

### c. Approval of Agenda

The Chair introduced the draft agenda.

#### **MOTION C-07DEC2023 – M01**

That the agenda of the December 7, 2023, meeting of Council be approved as presented.

Moved: H. Ahonen  
Seconded: K. Selkirk  
CARRIED

#### d. Conflict of Interest Declarations

None declared.

## 2. DISCUSSION & DECISION (or DIRECTION)

### a. By-law Update: Emergency Class Fee and Status

K. Lomp introduced the item. Mark Pioro, Deputy Registrar and General Counsel, summarized the proposed amendments to the by-laws related to the Ministry of Health's requirement that colleges create an emergency class of registration.

#### **MOTION C-07DEC2023 – M02**

That effective immediately:

- Council amends the by-laws, namely, in each of the articles 10.04(i), 10.05(i)(a), and 13.15(i): immediately after the word "Temporary," adding "or Emergency."
- That effective immediately, Council enacts as by-law article 19.03 (vi.5): the registration fee and the annual renewal fee for an Emergency Class certificate of registration is \$321.

Moved: K. Hewitt-Blackie  
Seconded: M. Machan  
CARRIED

### b. Council and Committee Remuneration policy: Vice-Chair and Chair Rates

K. Lomp introduced the item. M. Pioro walked Council through the briefing note and red-line policy revisions. The addition of vice-chair remuneration is intended to signify the role of vice-chairs in the succession planning process.

#### **MOTION C-07DEC2023 – M04**

That Council approve:

- the Vice-Chair per diem rate of \$325, and
- the payment of the same rate of preparation as for attendance for professional member Chairs and Vice chairs (i.e., \$380 for Chairs and \$325 for Vice Chairs).

Moved: M. Machan  
Seconded: J. Vincent  
CARRIED

### c. Equitable Compensation

K. Lomp introduced the item. Deborah Adams, Registrar & CEO, provided background information on the topic, noting that the intention of providing differential compensation to RPs who are from and who serve equity deserving communities is to reduce barriers to participation for members of the profession who wish to work with CRPO. Council had a comprehensive

discussion of the benefits and risks of introducing changes to compensation. They were asked whether they agreed in principle with differential per diems to ensure equitable compensation; the majority agreed and directed staff to work with the Diversity, Equity and Inclusion Working Group to bring recommendations forward to Council at a future meeting. Staff noted that Council's direction was to ensure that any proposed approach was transparent, justifiable and did not represent a financial risk to the College.

#### d. Social Media Policy

Pamela Bialik, Policy Analyst, introduced the draft policy. Council discussed the policy and recommended that a footnote be added to the document to clarify the use of LinkedIn as a professional resume platform. With that change, Council reached consensus to approve the policy.

#### e. Council Member Onboarding: self-audit

K. Lomp introduced the item. Amy Fournier, Senior Coordinator, Governance, noted that new professional Council members would be required to complete the Advertising and Self-Representation Checklist upon election or appointment as part of the onboarding process. They will be asked to submit an attestation that the checklist has been completed. Public members are encouraged to review the checklist and all current Council and committee members are encouraged to conduct checks and balances into their online presence using the approved social media policy as a guide. Council reached consensus to include the checklist in the onboarding materials.

#### f. Guest Presentation: Trauma Review Report

K. Lomp introduced Deepa Mattoo, Executive Director of the Barbra Schlifer Commemorative Clinic (BSCC) and Callandra Cochrane, Lawyer with BSCC, to present the report from the BSCC's review of CRPO's complaints and reports process.

Council was invited to ask questions and discuss the report. ICRC will be working with the report recommendations to plan work to act on them where possible.

#### g. Education: Clinical Practice

Kafui Sawyer, Professional Member, provided a presentation on family systems therapy.

#### h. Professional Practice Standards

P. Bialik and M. Piro introduced the item and provided information on the professional practice standards review that has been undertaken by the CRPO. P. Bialik described the process, consultation results and walked Council through the proposed changes to the standards. Council was invited to pose questions and discuss the revisions.

### **MOTION C-07DEC2023 – M05**

That Council approve the draft revised Professional Practice Standards with an effective date of January 1, 2024.

Moved: D. Keast

Seconded: M. Machan

CARRIED

### 3. INFORMATION, EDUCATION & UPDATES

#### a. Key Performance Indicator (KPI) Update

K. Lomp introduced the Q2 KPI report. D. Adams provided an update by department on each of the identified measures.

#### b. Work Plan Development

K. Lomp introduced the item, noting that committees have been reviewing the work plans and that the Executive will do a final review prior to a comprehensive plan coming to Council for approval in March 2024 to ensure that they adequately represent the initiatives and deliverables that are expected in the next fiscal.

#### c. Council and Committee Composition 2024

##### i. Approval of Council and Committee Composition slate

K. Lomp introduced the committee composition slate, noting that no changes are being recommended to committee composition for the coming year. The Executive Committee recommended that non-Council members be reappointed to their committees and all Chairs and Vice-Chairs be reappointed.

#### **MOTION C-07DEC2023 – M06**

That Council approve the committee composition as presented.

Moved: K. Hewitt-Blackie

Seconded: S. Fahmy

CARRIED

##### ii. New Non-Council Member Appointments

K. Lomp introduced the item. A. Fournier and Sherine Fahmy, Chair, Nominations and Elections Committee, provided information on the recruitment process.

#### **MOTION C-07DEC2023 – M07**

That Council approve the appointment of the following non-Council members for terms of approximately one year:

To the Diversity, Equity and Inclusion Working Group (DEIWG):

- Jabari Jordan, RP (Qualifying)
- Edite (Urpi) Pine, RP (Qualifying)
- Roberta Timothy, RP
- Alex Zebeljan, RP (Qualifying)

To the Indigenous Pathways to Registration Panel:

- Louis Busch, RP
- Gabrielle-Carolle Boivin, RP
- Edite (Urpi) Pine, RP (Qualifying)

To the Inquiries, Complaints and Reports Committee:

- Darlene Cyrus-Blaize, RP

- DeRoux Jones, RP (Qualifying)
- Cindy Stater-Drummond, RP
- Audrey Taylor, RP
- Kevin Uba, RP

Moved: A. Jain

Seconded: S. Fahmy

CARRIED

#### d. Risk Management

K. Lomp introduced the item. D. Adams provided a high-level summary of progress on completion of the Risk Assessment Checklist. M. Piro indicated that to implement the CPMF and Risk Assessment Checklist, the Intergrated Risk Management policy was developed.

Council approved the Integrated Risk Management policy by consensus.

#### e. Registrar's Report

D. Adams presented her written report to Council and invited questions and discussion.

#### f. Council Evaluations

K. Lomp introduced the item.

## 4. CONSENT AGENDA

### 4.a. Draft Minutes 14SEP2023 and Committee Reports

The consent agenda, consisting of draft 14SEP2023 Council Minutes and committee reports:

- Discipline & FTP
- Examination
- Executive
- Inquiries, Complaints and Reports
- Quality Assurance
- Registration

#### **MOTION C-07DEC2023 – M08**

That Council approve the consent agenda as presented.

Moved: M. Machan

Seconded: H. Ahonen

CARRIED

## 5. ADJOURNMENT

#### **MOTION C-07DEC2023 – M07**

That the December 7, 2023, meeting of Council be adjourned at 3:11 p.m.




Moved: D. Keast

Seconded: K. Sawyer

CARRIED

File Name	Conflict of Interest Disclosure Form
File Size	32 KB
Uploaded Date	2023-11-23 13:38

**Signatures**

Name	Vote	Signature	Notes
 Ahonen,Heidi		NA	No COI! thanks, Heidi
 Boychyn,Steven		NA	No conflicts.
 Fahmy,Sherine		NA	
 Falkenburger,Jo Anne	Pending	NA	
 Hewitt-Blackie,Kali		NA	thanks Amy!
 Jain,Avni		NA	
 Keast,David		NA	no COI .
 Lomp,Kenneth Gunnar		NA	
 Machan,Michael		NA	none
 Monastero,Miranda		NA	
 Mord,Judy		NA	No conflict
 Pateman,Henry		NA	
 Sawyer,Kafui		NA	
 Selkirk,Keri		NA	
 Sundar,Radhika		NA	
 Vincent,Jeffrey		NA	

Responses = [ 15 out of 16 ] 15  0  0  0 