

# MINUTES OF COUNCIL MEETING

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Held on June 23, 2021, 9:30 am to 4:30 pm  
Videoconference

Chair: Claire Ramlogan-Salanga

Present: Jan Teevan, RM; Lilly Martin, RM; Edan Thomas, RM; Maureen Silverman, RM; Claudette Leduc, RM; Isabelle Milot; Marianna Kaminska; Judith Murray; Don Strickland; Pete Aarssen; Sarah Baker; Karen McKenzie, RM; Oliver Okafor

Regrets:

Staff: Kelly Dobbin; Carolyn Doornekamp; Marina Solakhyan; Johanna Geraci; Nadja Gale

Observers: Sarah Kibaalya (MOH); Julie Toole (AOM); Amy Moland, RM

Recorder Zahra Grant

## 1. Call to Order, Safety, Welcome and Land Acknowledgement

Claire Ramlogan-Salanga, Chair, called the meeting to order at 9:31 am and welcomed all present.

Lilly Martin presented a Land Acknowledgement.

## 2. Declaration of Conflict of Interests

No conflicts of interest were declared.

## 3. Proposed Agenda

The proposed agenda was approved as presented.

MOTION: That the proposed agenda of June 23, 2021, be approved as presented.

Moved: Marianna Kaminska

Seconded: Maureen Silverman

CARRIED

## 4. Consent Agenda

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

- Draft Minutes of March 24, 2021, Council Meeting
- Executive Committee Annual Report
- Inquiries, Complaints and Reports Committee Annual Report
- Registration Committee Annual Report
- Discipline Committee Report
- Fitness to Practise Committee Report
- Client Relations Committee Annual Report
- Quality Assurance Committee Annual Report

Moved: Edan Thomas  
 Seconded: Maureen Silverman  
 CARRIED

## 5. Chair Report

Claire Ramlogan-Salanga, Chair introduced her report, providing highlights of activities, governance related and/or with stakeholders over the past quarter.

Regarding the Professional member elections to Council running throughout the month of June, the Chair advised the Council the College held two lunch and learns in April that were open to professional members interested in standing for election. Two sessions were held, a general session open to all membership and a second session for Indigenous, Black, and racialized members. The sessions were intended to be a safe space to provide information and answer questions members have about sitting on Council to help build comfort and encouragement among professional members about putting their nominations forward. Both sessions were well attended, and feedback was very positive. The College hopes to continue these sessions with future election cycles.

A communication from the Chair was sent to all Council members prior to the meeting were some equity-based questions for consideration when reviewing materials. The Chair requested feedback from the Council as to whether they found them useful, what they liked or didn't like. Feedback will be considered to develop a standard tool that Council and committees will be able to use in their decision-making process which would come to Council for formal approval when ready. Council will send their comments and feedback to the Chair by email.

Lastly, a warm welcome was extended to Oliver Okafor, newly appointed public member to Council who attended both the training day and meeting. A fond farewell and note of thanks for her contributions to Council and committee was shared for public member Sarah Baker who will be leaving Council in the coming weeks due to family relocation to the United States.

MOTION: That the Chair Report to Council be approved as presented

Moved: Pete Aarssen  
 Seconded: Claudette Leduc  
 CARRIED

## 6. Executive Report

The Chair introduced the Executive Committee report providing a summary of the committee's activities in the last quarter. The Q4 statement of operations was reviewed and approved by the committee on behalf of Council and included in the report as an attachment for Council's reference. The committee also met with the audit team during the financial audit to complete their annual assessment of the external auditor report which will be shared with Council in the fall. A motion to approve the Executive Committee report was made prior to Blair MacKenzie of Hilborn, the external independent auditor joining to present the audited financial statements.

MOTION: That the Executive Committee Report be approved as presented.

Moved: Lilly Martin

Seconded: Jan Teevan

CARRIED

*Blair MacKenzie, of Hilborn joined the meeting at 10:02 am.*

Blair MacKenzie of Hilborn Associates joined the meeting to present the audited financial statements of the fiscal year ending March 31, 2021, to Council. Hilborn is a firm that operates independently of the College to perform the audit in accordance generally accepted auditing standards. It was presented to Council that in the opinion of the auditor, the financial statements present fairly, in all material respects, the financial position of the College at March 31, 2021, and the results of its operations and cash flows for the year ended in accordance with Canadian accounting standards for not-for-profit organizations. Mr. MacKenzie emphasized that it was a very collaborative process during the entire audit, with the firm working with management and the Executive committee to the accomplish the goal of audit which is to determine that there are no material misstatements within the financial statements.

Mr. MacKenzie walked the Council through an in-depth review of the audited financial statements, going over how the firm forms the basis for their opinion and the roles and responsibilities of management and the Executive committee in the process. Council members were able to ask questions and get clarification where needed before a motion was made to approve the audited financial statements.

MOTION: That the Audited Financial statements as of March 31, 2021 of the College of Midwives of Ontario be approved as presented.

Moved: Judith Murray

Seconded: Claudette Leduc

CARRIED

## 7. Registrar Report

The Registrar, Kelly Dobbin introduced her report, noting for Council that the report has new format to align with six areas of college performance.

An update was provided regarding Bill 283 which received Royal Assent on June 3<sup>rd</sup>2021. The bill creates a regulatory oversight system for Personal Support Workers. For now, it is a voluntary registration system and there is no title protection. Oversight will be under Delegated Administrative Authority rather than Regulated Health Professions Act (RHPA). Unlike the RHPA, where professions are self-regulated with Council made up of public and professional

members, the Board of Directors will be constituted by competency-based appointments. The legislation does leave room for the possibility that health professions from the RHPA could move to this format, however at this time there is no indication that this is something the Ministry is looking to do any time soon and if so, there is no reason to believe that the College of Midwives would be a profession considered.

An update was provided regarding the Laurentian University Midwifery Education Program, which was recently cancelled on short notice leaving full-time students enrolled in program with uncertainty with their future as midwifery students. Ryerson and McMaster Midwifery Education Programs have been able to accommodate those students into their programs. There is still a lot of uncertainty in terms of what access to midwifery in Northern and Francophone communities will look like in the future but there does seem to be some informal discussions happening in the sector about potential solutions.

Staff updates were also provided to the Council and lastly the Registrar provided some additional comments regarding communications received from the Ministry regarding a potential 'Burden Reduction Bill' for the fall that the Ministry is exploring. Considerations would include opportunities for governance reforms, many of which are issues that are not new to our Council and have been discussed before. For instance, the College of Nurses met with our Council prior to proposing similar changes to the Ministry which our Council was supportive of and have already communicated to the Ministry that support. At the time, our College also expressed some concerns around the significant costs we would have to manage as a smaller College around the implementation of these changes. At this point it seems the Ministry is just gathering feedback and the Council will be kept informed of things as they progress.

MOTION: That the Registrar's Report be accepted as presented.

Moved: Maureen Silverman  
Seconded: Jan Teevan  
CARRIED

## 8. IN-CAMERA

The IN-CAMERA session of the of Council meeting excludes the attendance of public observers pursuant to the Health Professions Procedural Code of the Regulated Health Professions Act, 1991, section 7(2)(b). The Council went in-Camera to discuss the annual Registrar Performance Review.

MOTION: Be it resolved that Council move in-camera at 11:31 am.

Moved: Maureen Silverman  
Seconded: Jan Teevan  
CARRIED

MOTION: Be it resolved that Council move out of in-camera at 12:23 pm.

Moved: Claudette Leduc  
Seconded: Don Strickland  
CARRIED

## 9. Implementation of Quality Assurance Regulation

Lilly Martin, Chair of the Quality Assurance Committee introduced two program documents the committee is bringing forward for Council approval now that the new Quality Assurance Regulation has been approved and came into force November 2020. With the new regulation now in force, two program documents set out the Continuing Education/Continuing Professional Development requirements in one and the other the details of the Peer and Practice Assessment Program.

There was a discussion regarding the requirements of the Professional Development Portfolio which will now also require Inactive registrants to comply with the requirements. There was some concern that the document does not make clear the full consideration of midwives who are Inactive for reasons such as disability leaves, which may also impact their ability to participate in the program. The program does have provisions for exemptions and the committee is working on what that process would look like for midwives under this sort of circumstances, however it was noted that the document itself could be a clearer in considering equitable needs of midwives especially those in the Inactive class to ensure there is an understanding what the requirements are as well as when and why exemptions would be reasonable.

The Peer and Practice Assessment Program document was approved as presented.

**ACTION:** More robust description around exemptions to be added to Professional Development Program Guide document and will be brought back to Council for approval in fall.

**MOTION:** That the Peer & Practice Assessment Program Guide under Quality Assurance (QA) Regulation (O.Reg 669/20) be approved as presented.

## 10. Measuring Regulatory Performance

Marina Solakhyan, Director of Regulatory Affairs presented the Regulatory Performance Review 2020/2021 report. While not legislatively mandated, the College has made a voluntary commitment to evaluate performance and demonstrating success in regulating in the public interest. The framework approved by Council in 2019 describes expected outcomes of the College based on four broad domains: Regulatory Policy; Suitability to Practise; Openness and Accountability and Good Governance.

The Council was walked through the report, where findings determined that the College fully met 15 of 20 standards and partially met the remaining five. Where the College partially met recommendations and timelines for achievement of meeting the standard were clearly outlined in the report. Council approved the report, and it will be posted publicly to the College website post-meeting.

**MOTION:** That the Regulatory Performance Review Report 2020/2021 be accepted as presented.

Moved: Edan Thomas  
Seconded: Claudette Leduc  
CARRIED

11. ADJOURNEMENT

MOTION: THAT THE MEETING BE ADJOURNED AT 4:33 pm.

Moved: Jan Teevan

Seconded: Oliver Okafor

CARRIED