

MINUTES OF COUNCIL MEETING

Held on March 24, 2021 | 9:30 am to 3:20 pm
Microsoft Teams 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

Regrets: None.

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

Observers: Sarah Kibaalya (MOH); Julie Toole (AOM)

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. Council member Jan Teevan shared a land acknowledgement to open the meeting.

2. Declaration of Conflict of Interests

No conflicts of interest were declared.

3. Proposed Agenda

The proposed agenda was approved as presented

Moved: Marianna Kaminska

Seconded: Maureen Silverman

CARRIED

4. Consent Agenda

MOTION: THAT THE CONSENT AGENDA CONSISTING OF:

- Draft Minutes of December 11, 2020 Council Meeting Quarter 3 Reports of:
 - Inquiries, Complaints and Reports Committee Report
 - Registration Committee Report
 - Discipline Committee Report
 - Fitness to Practise Committee Report

- Client Relations Committee Report
- Quality Assurance Committee Report

Moved: Don Strickland
Seconded: Jan Teevan
CARRIED

5. Chair Report

The Chair, Claire Ramlogan-Salanga presented her report providing highlights and a summary of her meetings with various stakeholders since the last meeting.

MOTION: That the President's Report to Council be approved as presented

Moved: Marianna Kaminska
Seconded: Maureen Silverman
CARRIED

6. Executive Committee Report

The Chair introduced the Executive report providing highlights. The committee at their last meeting approved the Q3 statement of Operations on behalf of Council included in materials for Council reference. The College remains in good cash flow position.

The committee has engaged with Hilborn LLP, the College's independent financial auditor, regarding the scope and process of this years' financial audit.

The committee reviewed the College's Governance Manual and Governance Education Modules to approve language and legislative related updates.

Sam Goodwin of Goodwin Consulting joined the meeting to review the proposed criteria for the Registrar's performance review for future years, as well to review the performance review process for the current review period ending March 31, 2021. Mr. Goodwin then provided a timeline of what to expect of the upcoming review and what communications Council members could expect to receive during the process.

MOTION: That the Executive report be approved as presented

Moved: Judith Murray
Seconded: Lilly Martin
CARRIED

7. Registrar's Report

Kelly Dobbin, Registrar announced that there will be two vacancies in this year's Council election. Jan Teevan is serving her third and final term and is therefore not eligible for re-election. Maureen Silverman is serving the end of her first term and is eligible for re-election. The call for nominations will go out April 1, with the deadline to receive nominations May 1, 2021.

There is an ongoing effort to increase the diversity of representation of members of Council to represent Indigenous, Black and racialized midwives, as well as midwives working in rural or remote locations, internationally educated midwives, and midwives who work in Expanded Midwifery Care Models. The Registrar shared the various strategies staff will use to expand and target outreach and encouraged current professional members to reach out to colleagues to share and encourage individuals to participate in the election. Chair, Claire Ramlogan-Salanga, also added that an opportunity to have an open conversation with her as Chair to speak to experiences on Council may be helpful and is something that will be considered for this election cycle.

Regarding the College's submission for Ministry's College Performance Measurement Framework, the report is in the final stages will be finalized and posted to website by March 31st. Once posted it will be shared with members of Council.

The 2020-2021 Annual Operational plan was also presented. Most of the planned activities to be achieved over the year were completed. There were a few initiatives that were not achievable due to the ongoing Covid-19 pandemic.

The Registrar presented the 2021-2026 Strategic Plan for final approval, Council was also provided with a Costed plan outlining the proposed schedule of planned initiatives and their associated (estimate) costs.

MOTION: That the Registrar's Report be approved as presented approve the 2021-2026 Strategic Plan and that & the Costed Plan be approved as presented.

Moved: Lilly Martin
Seconded: Donald Strickland
CARRIED

8. Budget 2020-2021

Carolyn Doornekamp, Director of Operations introduced the proposed budget for fiscal year 2021-2022. The Executive Committee, acting as the College's finance Committee reviewed in detail the one-year budget during their meeting in February and had discussed all potential implications on the College's long-term financial position.

With the 2021-22 budget the College continues to project a deficit. That deficit will be offset by the Colleges existing unrestricted net assets. The College projects several more years of deficit budgets ahead, but can also project through the use of its unrestricted net assets, its financial sustainability.

MOTION: That the proposed Budget for the 2021-22 fiscal year be approved as presented

Moved: Don Strickland
Seconded: Jan Teevan
CARRIED

9. Registration Regulation

Isabelle Milot provided Council with a brief update on the significant work the committee has been doing on the revisions and proposals to the Registration Regulation. Nadja Gale, Manager of Registration was introduced to present the proposals of the committee and their accompanying regulatory impact assessments (RIA). The RIA a tool used by College committees to critically assess the risks to the public and public interest, to understand potential positive and negative impacts of proposed and existing policies, as well as structure ideas and test assumptions.

Council reviewed and discussed the recommendations regarding classes of registration, including requirements for issuance and ongoing registration requirements as well as the recommendations on new registrant conditions.

Regarding new registrant conditions, a mentorship program will be developed before the proposed regulation comes into effect. The program will be specifically designed to promote the transition of newly registered midwives to independent practice by providing a formal framework of clinical practice support, mentoring, and reflection. The framework will be designed by an expert advisory committee and will be approved by the Registration Committee.

With respect to clinical requirements, the current regulation is very specific in terms of number of births in specific settings (out of hospital and hospital) as well as continuity of care requirements that applicants are expected to have at entry to practice. The specific numbers required are arbitrary and not supported by evidence, the committee is looking to continue to have a clinical requirement and is in the process of consulting with various stakeholders, including the Midwifery Education Program and the International Midwife Pre-Registration Program to establish reasonable requirements to propose in the submission.

A specific recommendation brought to Council's attention was with regard to members who are registered in the Supervised class to be able to move to the Non-Practising class. Under the current regulation, members holding Supervised Practice registration cannot move to the Inactive class. The committee is making the recommendation that this would not change in the new proposal, but Council was asked for specific input on the matter. The Council discussed in depth the various restrictions, as well as various contexts where these conditions may be limiting. One suggestion of the Council that had not been considered by the committee was the idea of a 'retired' class' to maintain title but different from 'non-practising' where there is the perception of eventual return to practise, retired would be clear that the midwife is no longer practising. The committee will review and discuss this consideration.

The committee had previously considered an 'educators' class, however, they concluded in the context of a smaller profession, and recognizing the small numbers of individuals who would actually fall within it, would be administratively burdensome with no public interest rationale.

There was no motion attached to this agenda item and the proposals of the Registration committee were brought for discussion only.

10. IN-CAMERA

College staff and observers left the meeting and Council went in Camera to review and discuss the annual organizational effectiveness survey.

MOTION: Be it resolved that Council move in-camera at 2:50 pm.

Moved: Claudette Leduc
Seconded: Don Strickland

MOTION: Be it resolved that Council move out of in-camera at 3:20 pm.

Moved: Marianna Kaminska
Seconded: Claudette Leduc

11. Birth Centre Presentation

Kelly Dobbin, Registrar presented to Council a summary of the Birth Centre Assessment Program. The presentation included a review of the regulatory framework that gives the College regulatory oversight powers under the *Independent Health Facilities Act* and the role the College plays in setting Facility Standards and Clinical Practice Guidelines. The College administers facility assessments of the two Ontario Midwife-Led Birth Centres on behalf of the Ministry of Health every five years or when requested by the IHF Director. A review of the program, tools, reports, evaluation of program and plan for ongoing maintenance was also shared with Council.

This item was brought for information only with no proposed motion.

12. Adjournment

MOTION: THAT THE MEETING BE ADJOURNED AT 3:41 pm.

Moved: Jan Teevan
Seconded: Judith Murray
CARRIED