

MINUTES OF BOARD MEETING

Held on June 25, 2025 | 9:30 am to 4:00 pm
College of Midwives of Ontario Office (21 St Clair Ave E)

Chair: Claire Ramlogan-Salanga

Present: Lynne-Marie Culliton, RM; Marianna Kaminska; Isabelle Milot, RM; Jyothy Nair, RM; Christopher Panos; Maryam Rahimi-Chatrri, RM; Alexia Singh, RM; Don Strickland; Edan Thomas, RM; Tina Walia-Rao

Regrets: Judith Murray

Staff: Kelly Dobbin, Lieran Docherty, Nadja Gale, Emma Hosein, Abinaya Kalanandan, Victoria Marshall, Megan McCarrell, Michele Pieragostini, Inaara Qamber, David Tallo, Nancy Tran

Observers: Abir Hoblos, RM; Deborah Bonser (AOM); Vivian Pang (MOH)

Recorder: Emma Hosein

1. Call to Order: Welcome and Land Acknowledgement

Claire Ramlogan-Salanga, Chair, called the meeting to order at 9:33 am and welcomed all present, then Isabelle Milot shared a land acknowledgement to open.

2. Declaration of Conflict of Interests

No conflicts of interest were declared.

3. Proposed Agenda

MOTION: That the proposed agenda be approved as presented.

Moved: Tina Walia-Rao
Seconded: Alexia Singh
CARRIED

4. Consent Agenda

MOTION: That the consent agenda consisting of:

- Draft Minutes of March 26, 2025, Board Meeting, and Annual Reports of:

- Executive Committee
- Inquiries, Complaints and Reports Committee
- Registration Committee
- Quality Assurance Committee
- Discipline Committee
- Fitness to Practise Committee
- Client Relations Committee
- Registration Data (Non-Committee)

Be approved as presented.

Moved: Isabelle Milot
 Seconded: Lynne-Marie Culliton
 CARRIED

5. Chair Report

Claire Ramlogan-Salanga, Chair, introduced the report as provided in the June 25, 2025, Board meeting materials and added detail and further context to the most notable points. The Chair touched on a few operational pieces such as the Thentia database migration project, weekly meetings with Registrar, and continued collaboration with the Governance and Strategy team on governance modernization. The Chair also noted various system partner engagements over the last quarter and shared that the Executive Committee is currently focused on the annual audit and Registrar evaluation processes.

The following motion was presented:

MOTION: That the Chair Report be approved as presented.

Moved: Don Strickland
 Seconded: Christopher Panos
 CARRIED

6. Presentation of the Audited 2024-2025 Financial Statements

Geoff Clute from Hilborn LLP joined the meeting to present the 2024-2025 Audited Financial Statements. Geoff began by sharing a report of the financial statements and confirmed an unmodified audit opinion, which indicates that the financial statements present a true and fair view of the organization's financial position and performance. This opinion is the highest level of assurance provided by auditors, signifying that there were no significant issues or discrepancies found during the audit process. It was noted that the audit was conducted virtually, with no quality deterioration and in accordance with Generally Accepted Auditing Standards in Canada. Geoff further confirmed the full cooperation from management, ensuring all necessary information was provided sufficiently and efficiently. All adjustments made during the audit were documented and

recorded in the financial statements meaning that there were no unrecorded adjustments, indicating a thorough review process. The financial statement presentation and disclosure both maintained consistency with the previous year's reporting, ensuring comparability.

Pursuant to the Health Professions Procedural Code of the *Regulated Health Professions Act, 1991, section 7(2)(b)*,

MOTION: That the Board and audit team move IN CAMERA at 10:23 am.

Moved: Jyothy Nair
Seconded: Christopher Panos
CARRIED

MOTION: That the Board and audit team move out of IN CAMERA at 10:37 am.

Moved: Jyothy Nair
Seconded: Tina Walia-Rao
CARRIED

The following motion was presented:

MOTION: That the Audited Financial Statements of March 31, 2025, of the College of Midwives of Ontario be approved as presented.

Moved: Lynne-Marie Culliton
Seconded: Marianna Kaminska
CARRIED

7. Executive Committee Elections

All five positions, Chair, Vice Chair (Professional), Vice Chair (Public), Member at Large (Professional), and Member at Large (Public) were acclaimed.

The following motion was presented:

MOTION: That the Board accepts the acclamations of Claire Ramlogan-Salanga as Chair, Edan Thomas as Vice Chair (Professional), Donald Strickland as Vice Chair (Public), Isabelle Milot as Executive Member at Large (Professional), and Tina Walia-Rao as Executive Member at Large (Public).

Moved: Jyothy Nair
Seconded: Lynne-Maire Culliton
CARRIED

8. Approval of the 2025-2026 Slate of Board Directors

The following motion was presented:

MOTION: That the following slate of Directors be approved as the 2025-2026 College of Midwives of Ontario's Board:

Professional Directors: Lynne-Marie Culliton, Abir Hoblos, Isabelle Milot, Jyothy Nair, Maryam Rahimi-Chatri, Claire Ramlogan-Salanga, Alexia Singh, Edan Thomas

Public Directors: Marianna Kaminska, Judith Murray, Christopher Panos, Donald Strickland, Tina Walia-Rao

Moved: Alexia Singh
Seconded: Marianna Kaminska
CARRIED

9. Designated Drugs and Substances Regulation

Megan McCarrell, Director of Professional Practice, provided an update on the College's ongoing work to address limitations in midwives' ability to administer recommended immunizations, specifically in relation to the new monoclonal immunization for RSV. Although this intervention is aligned with best practice, it is not currently included in the College's list-based drug regulation. The College and the Ministry have long understood that this list-based model was an interim measure, with the broader goal of aligning with a prescribing-to-scope model used by other regulated health professions.

Staff met with the Ministry to discuss potential solutions, including a proposal to update terminology and expand the list. However, the Ministry expressed concern that broader changes would result in delays, potentially preventing a solution by the start of the RSV season in September 2025. As a result, the College is now recommending a narrower regulatory amendment to add the specific RSV immunization only. There are no changes proposed to the categories of drugs — only the addition of the RSV monoclonal antibody to Schedules 1 and 3 of the Designated Drugs and Substances Regulation.

The Board raised questions about whether the broader change could still be pursued concurrently. Staff clarified that while that broader direction remains a priority, current efforts are focused on ensuring public access for the upcoming RSV season. To facilitate this in a timely manner, the Board was supportive of moving ahead with the proposed regulatory amendment and asking the Minister to exempt the Regulation from the requirements that the Regulation be circulated for 60 days or to provide an abridged circulation period. The rationale for this was because previous public consultations on the current Designated Drugs and Substances Regulation had been implemented, which included the RSV vaccine and intention for midwives to prescribe and administer RSV immunizations within the scope of practice. Staff confirmed there is no guarantee at this stage, but that the College will launch the consultation with clear communications about contingencies. An additional Board meeting would be required if early closure of the consultation becomes necessary.

The following motions were presented:

- MOTION: I. That the proposed changes, that being the addition of RSV monoclonal antibody to Schedules 1 and 3 of the Designated Drugs and Substances Regulation O. Reg. 188/24 be approved for submission to the Ministry.
- II. That the Board directs the College to seek approval of the Minister to exempt the Regulation from the requirement that the Regulation be circulated for 60 days or provide an abridgement to the circulation period.

Moved: Marianna Kaminska
Seconded: Jyothy Nair
CARRIED

10. Indigenous Pathway to Registration

Maryam Rahini-Chatrri, Registration Committee Chair, presented the proposal to recognize an additional registration pathway through an Indigenous midwifery baccalaureate program currently under development, which is outlined at length in the briefing materials included for this item. The midwifery education program under development would be accredited by the Indigenous Advanced Education and Skills Council (IAESC), marking an important step toward supporting Indigenous-led education and self-determination in midwifery regulation.

The Board expressed strong support for the initiative, highlighting the rigour of the proposed process. The College was approached by IAESC and has remained actively engaged in supporting the development of this new education program, which has been measured against the Canadian Association for Midwifery Education (CAMEd) accreditation standards, which are currently recognized by the Board.

The Registration Regulation provides the ability for the Board to recognize qualifications, for the purpose of registration, that are equivalent to a baccalaureate degree in health sciences (midwifery), as determined by the Board or a body designated by the Board. This new Indigenous midwifery education program, when fully accredited by IAESC, would enable graduates to be eligible for registration in Ontario, pending all other registration requirements are met. The education program must be fully accredited before graduates are eligible to meet the requirements under the Registration Regulation, and ongoing dialogue with the Registration Committee will ensure appropriate oversight and feedback. Pending Board approval, the College will be co-presenting with IAESC at a conference in October to share this innovative and collaborative model of accreditation.

The following motion was presented:

- MOTION: That the Board recognizes the Indigenous Advanced Education and Skills Council (IAESC) as the designated body for the purpose of determining equivalent qualifications in accordance with section 8.(1)1.iii of O. Reg. 168/11 the Registration Regulation, under the *Midwifery Act, 1991*.

Moved: Isabelle Milot
Seconded: Maryam Rahimi-Chatrri
CARRIED

11. IN CAMERA

Pursuant to the Health Professions Procedural Code of the *Regulated Health Professions Act, 1991, section 7(2)(b)*,

MOTION: That the Board move IN CAMERA at 1:03 pm.

Moved: Jyothy Nair
Seconded: Tina Walia-Rao
CARRIED

MOTION: That the Board move out of IN CAMERA at 1:35 pm.

Moved: Alexia Singh
Seconded: Tina Walia-Rao
CARRIED

12. Executive Committee Report

Claire Ramlogan-Salanga, Chair, introduced the report, which was included in the June 25, 2025, Board meeting materials. The report provides a summary of Executive Committee meetings held since the last Board meeting, the items that were reviewed in those meetings, and any decisions made by the Executive Committee, including the approval of the Quarter 4 Statement of Operations and an update about the progress and status of the College's governance modernization initiative.

The report also includes a proposed training plan for the 2024-2025 governance year. The plan responds to the shift in the governance schedule and therefore has a reduced number of annual training days (previously four, now three). The streamlined approach will prioritize key areas such as governance modernization, leadership, human rights, Indigenous governance, and procedural fairness. To make the most of limited time, staff are exploring pre-recorded modules on foundational topics, allowing live sessions to focus on timely, decision-relevant skills. Executive Committee members expressed support for the plan and emphasized the importance of ensuring Board Directors feel confident and well-equipped in their roles.

For consideration and approval by the Board, the Committee has included a recommendation for the composition of statutory committees for the 2024-2025 governance year. The recommended slate reflects the Committee's intention to make appointments in response to changes in the Board membership, as well as to name new Chairs for three committees in support of the Board's continuous learning priority of

leadership development and succession planning – Jessica Raison, RM, for Registration; Alexia Singh, RM, for Quality Assurance; and Richard Yampolsky for Client Relations.

Further to the information included in the report, the College received notice of Public Appointee Anna Boudria's resignation from the Board in May. Shortly thereafter, an Order in Council was signed for Christopher Panos, who has joined the College's Board effective June 5, 2025. Abir Hoblos, RM, will be joining the Board for a first term, having been acclaimed in this year's Professional Director Elections. Jennifer Lemon, Public Non-Board Committee Member, will be taking a year-long leave from the College committee work. The Chair thanked Anna and Jennifer for their contributions and welcomed Christopher and Abir.

Lieran Docherty, Director of Operations, presented the final Q4 Statement of Operations, as included in the June 25, 2025, Board meeting materials, and provided necessary context. The Board then made various comments and asked various questions which were addressed and answered by staff.

The following motions were presented:

MOTION: That the proposed committee appointments for 2025-2026 be approved as presented.

Moved: Maryam Rahimi-Chatrri
Seconded: Marianna Kaminska
CARRIED

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

Moved: Jyothy Nair
Seconded: Isabelle Milot
CARRIED

13. Registrar-CEO Report

Kelly Dobbin, Registrar-CEO, presented the report and provided several regulatory and operational updates. A question was raised about the "As of Right" framework and whether midwives working under this model are required to have insurance and who regulates them. Staff noted that the College has submitted feedback and recommendations, but there is still uncertainty about how the final framework will take shape.

On laboratory services, the College has been contacted by the Ministry's regulatory branch, which is now prepared to meet regarding updates to laboratory requisitions and point-of-care testing by midwives. With respect to registration regulation amendments, the Ministry has indicated they are awaiting final internal approvals before posting the proposed changes for public consultation. The College hopes to be included in the next group of regulatory proposals posted to the Regulatory Registry.

An update was also shared on the Toronto Metropolitan University International Midwifery Preregistration Bridging Program (IMPBP), which currently has 38 candidates enrolled — 27 of whom have declared intent to practise in Ontario. A key challenge identified is for francophone candidates who experienced difficulty being assessed in English. The Registration Committee is actively exploring pathways and system partnerships to address this issue. The program is set to begin this fall, with the goal of candidates writing the CMRE in May 2026.

Lastly, results from the College's recent registrant survey were shared. One-third of the registrant base responded. Highlights include that 91% of respondents find personal value in being part of a regulated profession, and 98% understand the College's regulatory role. Just over 40% of respondents have participated in a panel process. Staff expressed appreciation to registrants for their engagement and thoughtful feedback, noting the results will inform future improvements.

The following motion was presented:

MOTION: That the Registrar-CEO Report be approved as presented.

Moved: Jyothy Nair
Seconded: Alexia Singh
CARRIED

14. HOUSEKEEPING

The remaining 2025-2026 Board and committee training & Board meeting dates are as follows:

November 4-5, 2025 (via videoconference)
February 24-25, 2026 (via videoconference)

15. ADJOURNMENT

MOTION: That the meeting be adjourned at 2:23 pm.

Moved: Edan Thomas
Seconded: Donald Strickland
CARRIED