# MEETING OF THE COUNCIL OF THE COLLEGE OF PHYSIOTHERAPISTS OF ONTARIO

**MINUTES**

# February 16, 2021

Virtually via Zoom

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| **Zoom Attendees:** |  | **Staff on Zoom:** |
| Darryn Mandel, President  Theresa Stevens, PT Janet Law, PT Sharee Mandel, PT Martin Bilodeau, PT  Sharon Switzer-McIntyre, PT Hervé Cavanagh, PT  Karen St. Jacques, PT  Jennifer Clifford, PT Katie Schulz, PT | Jesse Finn, Public  Tyrone Skanes, Public Nitin Madhvani, Public Tom McAfee, Public Myles MacLeod, Public | Rod Hamilton, Registrar  Anita Ashton Justin Rafton  Evguenia Ermakova Olivia Kisil  Barbara Hou  **Recorder:** Barbara Hou |

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|  | **Tuesday, February 16, 2021** |  |
| **9:00**  **am.** | The President welcomed all members and introduced new appointed public member M. MacLeod.  **Approval of the Agenda**  The President proposed to move the Presidents Report as Item # 2.  It was moved by T. Skanes and seconded by J. Clifford that:  the agenda be accepted as presented with the possibility for changes to the order of items to address time constraints. |  |
| **1.0**  **Motion** |  |
|  | **CARRIED.** |
| **2.0** | **President’s Report**  D. Mandel, President provided an update on the following:   * Provided recap and feedback on Council evaluations; * Council meeting scores identified low markers & weak elements in strategic planning, an activity that would be returning in September 2021; * Highlighted information from the College Performance Measurement Framework (CPMF) reflected in the materials; * Noted that third-party Council performance reviews may not be necessary at this time. |  |
| **3.0**  **Motion** | **Approval of the Council Meeting Minutes of December 18, 2020 and December 21, 2020** |  |

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|  | It was moved by S. Mandel and seconded by S. Switzer  McIntyre that:  the Council meeting minutes of December 18, 2020 and December 21, 2020 be approved. | **CARRIED.** |
| **4.0**  **Motion** | **Revision to the Committee Slate 2020-2021**  The 2020-2021 committee slate required minor revisions due to the recent appointment of M. MacLeod and the departure of R. Bourret.  It was moved by J. Law and seconded by T. Skanes that:  Council appoints Myles MacLeod to the Discipline and Fitness to Practise Committee, the Quality Assurance Committee, and the Patient Relations Committee. |  |
|  | **CARRIED.** |
| **5.0**  **Amended Motion** | **Priority Setting for the College 2021/2022**  At the upcoming March 2021 meeting, Council will consider and approve the budget for the Fiscal Year 2021/2022. In order to do this Council needs to define its priorities for the upcoming year in order to set necessary costs. The Executive brought forward a series of priorities for consideration.  Council discussed and recommended an additional priority be included to prioritize a formal position on Diversity, Equity and Inclusion. The motion was amended to reflect this change.  It was moved by S. Switzer-McIntyre and seconded by J. Law that:  Council approve the following five activities as Council priorities for 2021/2022 and that they be considered in the Fiscal 2021/22 budget:   1. Develop a plan and process for any required improvements to the Entry to Practice program; 2. Develop improvements to College’s performance based on the College Performance Measurement Framework (CPMF); 3. Complete the By-law and Governance policy review; 4. Hold a Strategic Planning session to identify, prioritize and accomplish set goals for the next three to five years; | |

# 6.0

**Amended Motion**

1. Prioritize the development and use of an Indigenous land acknowledgement and consider a formal position on equity and a commitment to create a roadmap to support diversity and culturally competent care.

# Councillor Motion Land Acknowledgement

At the November 27, 2020 Council meeting, councillor J. Law brought forward a member’s motion. J. Law again introduced the motion and E. Ermakova, Policy Analyst provided background on the development and use of indigenous land acknowledgements.

After discussion, Council agreed that this initiative should be included in their priority planning for the upcoming fiscal year. In terms of next steps, Council recommended a consultant be engaged for this project prior to proper use of the land acknowledgement and the development of a position statement on Diversity, Exclusion, and Inclusion (DEI) that could be implemented into the broader College mandate. At the agreement of councillor J. Law, the member motion was amended to reflect this change.

It was moved by T. McAfee and seconded H. Cavanagh that:

Council approves the prioritization of the development and use of an Indigenous land acknowledgement statement and develop a College's position on equity including:

* consideration of a College position statement, and
* a commitment to create a roadmap to support diversity and culturally competent care.

# CARRIED.

**CARRIED**

# 7.0

**Motion**

# By-Law & Governance Review (Legal Review)

At the October 2020 meeting, Council approved in principle changes to the College by-laws and governance policies, pending legal review and consultation. J. Rafton, Manager of Policy and Governance provided Council with an update on the project following the legal review and governance recommendations legal counsel Julia Martin.

The Executive Committee recommended that the following changes be incorporated as part of the ongoing by-laws and governance policies review project:

A. Nine Year Consecutive Term Limit & Cooling Off Period

* + By-law addition – Explicitly outline a nine-year consecutive term limit for both Council and

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| committee service, with a one year cooling off period  after reaching the limit.   1. Orientation Prior to Council Election/Committee Appointment    * By-law addition – Candidates to complete a mandatory orientation prior to being eligible for Council election or committee appointment. 2. Executive Committee Information    * By-law addition – College to post and make available the following information about Executive Committee meetings on the website:      + Meeting date;      + Rationale for meeting;      + Report on discussions/decisions when Executive Committee acts as Council or discusses matters to be brought forward to Council; and If decisions will be ratified by Council 3. Council Meeting Notice & Materials    * By-law addition – Notice of Council meetings and materials are available at least a week in advance (already done in practice – now codified in by-laws) 4. Discipline Hearing Notice & Allegations    * By-law addition – Notice of discipline hearings and allegations are available at least a week in advance (already done in practice – now codified in by-laws)   It was moved by S. Switzer-McIntyre and seconded by S. Mandel that:  Council approves the additional recommended changes to the by-laws and governance policies in principle.  Following the meeting, staff will engage legal counsel to make the appropriate revisions to the by-laws and governance policies. Following that process and at the direction of Council, the complete by-laws will be circulated and open for public consultation for 60 days before final  approval. | **CARRIED.** |

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| **7.1**  **Motion** | **By-law & Governance Review**  **(Operational Commitment Limits)**  At the October 2020 meeting, Council also directed the Executive Committee to consider the need for operational commitment limits. This would define the organization’s threshold as to when the CEO/staff may proceed with budgeted contract/project/expenditure at an operational level and when additional approval from the organization’s governing board is required. The Executive Committee presented a proposed framework for Council’s consideration and approval.  It was moved by J. Law and seconded by H. Cavanagh that:  Council approves the proposed operational commitment limit framework be incorporated into the by-law amendments in principle. |  |
|  | **CARRIED.** |
| **8.0** | **Registrar’s Report**  R. Hamilton, Registrar provided an update on the following:   * Canadian Alliance of Physiotherapy Regulators (CAPR) virtual exam to begin in March 2021; * Environmental scan - College of Teachers of Ontario have a new board structure after legislative changes and will also undergo a name change to “Teachers Regulatory Authorities”; * Welcome new Public member appointment Myles MacLeod to Council; * HPRO Working Group on access to care for Black, Indigenous and People of Color (BIPOC) community; * Discussion on renewal process |  |
| **9.0** | **Members’ Motion/s**  None |  |
|  | **Adjournment** |  |
| It was moved by S. Mandel that the Council meeting be adjourned. The  meeting was adjourned at 11:28 a.m. | | |
|  |  | **CARRIED.** |

Darryn Mandel, President