

Item 4.1.55

College of
Chiropractors of
Ontario

l'Ordre des
Chiropraticiens
de l'Ontario

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Toronto, Ontario
M4Y 0E7

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Website: www.cco.on.ca
Toll Free: 1-877-577-4772



June 15, 2020

Good evening Colleagues:

Let me start by thanking you for your perseverance over the past several days and for your commitment to review the information packages and participate in the self-regulation of the chiropractic profession through your participation on CCO Council and committees.

Like many of you, I was surprised by the late resignation of three council members, two yesterday, and one today. Since the last council meeting in April 2020, held virtually during very challenging circumstances, as President, I wasn't notified early on about the intended actions or made aware of what had changed between the time individuals successfully ran for election in April 2020 and now. In any event, over the past 24 hours, I have worked with the Executive and relied on legal advice to try to ensure Council is properly constituted, which includes filling the vacancies in accordance with the by-laws. Please note that the appointments are temporary until CCO can hold appropriate by-elections. In District 1, the time period is less than 12 months, so Dr. Staffen will serve until the anticipated election in March 2021. In District 4, the time period is more than 12 months, so Dr. Arbour will serve until a by-election is conducted for the remainder of the term. A by-election will likely take place in April 2021, for the term ending April 2022. Despite my efforts, at this time, it appears there isn't a member of CMCC faculty who can fill the position in District 7 (Academic) and accordingly, CCO Council is not properly constituted. Therefore, a by-election in District 7 is of some urgency. However, the Executive Committee remains properly constituted and can fill various vacancies and can carry on dealing with urgent public protection matters, including, of course, ongoing communication with the Ministry and guidance to the membership.

The late notice of resignation has also disrupted the appointment of non-council committee members. This is disappointing because, as an organization, we should be encouraging individuals to participate in the regulation of their profession, and I know many of the applicants took time away from their practices tomorrow to speak to Council and express an interest in particular committees.

On Wednesday, June 17, 2020, we will conduct an information session with those Council members who are present. This should last until about 10:15 a.m. The Executive Committee, which remains properly constituted, will take all comments into account when formal decisions that are required to be made in the short term. The information meeting will end at 10:15 a.m. as originally anticipated. Then the Executive will continue to meet (virtually) to address any matters requiring immediate attention. The elections will be held once a by-election has been conducted in District 7.

Rest assured, urgent matters have and will continue to be addressed by the CCO and its dedicated staff team. In addition, we are seeking legal and communications advice on an ongoing basis. I encourage all of you to contact me if you have any questions or concerns.

Thank you.

A handwritten signature in black ink that reads "Dennis H. Mizel DC". The signature is written in a cursive, flowing style.

Dennis Mizel BS, DC, FCCPDR
President,
College of Chiropractors of Ontario

Tina Perryman

From: Jo-Ann Willson
Sent: Wednesday, June 17, 2020 3:50 AM
To: Tina Perryman
Subject: Fwd: Filling Vacancies in District 1 and 4 (Confidential and not for Distribution)
Attachments: 20200616105519.pdf; ATT00001.htm; 20200616105531.pdf; ATT00002.htm

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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Begin forwarded message:

From: Jo-Ann Willson <jpwilson@cco.on.ca>
Date: June 16, 2020 at 1:55:00 PM EDT
To: Rose Bustria <RBustria@cco.on.ca>
Cc: President <President@cco.on.ca>
Subject: Filling Vacancies in District 1 and 4 (Confidential and not for Distribution)

Good afternoon:

This communication is being forwarded to all Council members. Dr. Gerard Arbour has agreed to serve on CCO Council in District 4, and Dr. Mike Staffen has agreed to serve on CCO Council in District 1, to fill the vacancies arising from the resignations of Drs. D’Arcy and Peterson (received this morning). There is someone who may be interested in serving in District 7, as the academic representative, but we do not yet have confirmation of this. In the interim, please see attached the information concerning Drs. Arbour and Staffen, who are in the process of reviewing and returning the Code of Conduct, confidentiality undertaking, non harassment policy, elected member’s undertaking, and undertaking not to run in any by-election. They are both agreeable to participating in the traditional governance training session offered by Richard Steinecke to new Council members.

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If Council is properly constituted on Wednesday, June 17, 2020, the meeting and elections will proceed as planned. Alternatively, the Executive Committee remains properly constituted and may fill any vacancies on committees and the meeting on June 17, 2020 will proceed as an informational meeting (any decisions subject to ratification by Council), with elections to take place once the vacancy in District 7 is filled. The process would require a by-election for a faculty member from CMCC, but if no eligible member puts his/her name forward, a member in good standing from any where in Ontario may be appointed pursuant to the by-laws to fill the vacancy. Thank you.

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

***Note Address Change**

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DR. GERARD T. ARBOUR, B.Sc., D.C.

Candidate for College of Chiropractors of Ontario Council District 4: Central

1986 - Graduated University of Toronto Scarborough Campus, Bachelor of Science, Neurosciences
1990 - Graduated Canadian Memorial Chiropractic College
1990-1994 - Associateship Practice in Ajax Ontario
1994-2019 - Private Practice, Scarborough Ontario
2001-2019 (Examiner), 2010-2019 (Chief Training Officer) - Canadian Chiropractic Examining Board
2001-2016 - Peer Assessor, College of Chiropractors Ontario

In my 30th year of passionate practice, I stand as a candidate for election to the CCO Council for District 4, Central. It has been gratifying to see the increasing acceptance of Chiropractic and improved communication and cooperation with other health care disciplines over the years. Having peer assessed over 400 Chiropractors in the Greater Toronto Area on behalf of the CCO over 15 years, I have witnessed the diversity in our profession and strived to mentor uniquely in the practice standards expected in the public's interest. Diversity can be a strength within Chiropractic, but as of late, it has increasingly become a limitation for our profession's growth.

I practice with respect for a philosophy of Chiropractic. I embrace the scope of practice that Chiropractors have earned in Ontario regarding the relationship of structure and function of the body, especially as it pertains to the spine and nervous system. I believe Chiropractic can thrive as a distinct wellness profession. As the margins continue to blur with respect to overlap of scope of practice with other professions, finding common ground among Chiropractors is vital for future role clarity and identity of our profession, and its potential of success in an increasingly integrated health care world.

There has been much ado as of late about some questioning the CCO's ability for self-regulation in Ontario. Many years of experience with the CCO give me confidence that we have the leadership necessary to be best served as a self-regulated profession. I believe that I can bring a lot to this table. I look forward to earning your confidence to represent and help to ensure that Chiropractors who are elected will reflect their commitment to the public's right to safe, effective and ethical Chiropractic care. As a Chiropractor that well understands the division within our profession, I will strive to serve on the CCO Council to uphold the vision of commitment "to regulatory excellence in the public interest in a diverse environment."

Dr. Gerard T. Arbour
2236 Kingston Rd., Toronto, ON, M1N 1T9
416-261-2890
askdrhta@gmail.com www.DrGTA.com
Facebook: Gerard T. Arbour Dr. GTA CCO 2019

**MEMORANDUM
COLLEGE OF CHIROPRACTORS OF ONTARIO**

To: Candidates In Districts 2, 3 and 4
C: Council
CCO Noncouncil Committee Members
Chiropractic Stakeholders ¹

From: Jo-Ann Willson, Registrar and General Counsel

Date: March 28, 2019

Subject: Unofficial Results of Election to CCO Council – Districts 2, 3 and 4

Unofficial Results

The *unofficial* results of CCO’s electronic elections are as follows:

District 2 – Unofficial Election Results

Name of Candidate	Numbers
Dr. Paul Groulx (elected)	185
Dr. Peter Wise	154
Votes cast	339
Eligible voters	460
Percentage voted	73.7 %

District 3 – Unofficial Election Results

Name of Candidate	Numbers
Dr. Elizabeth Anderson-Peacock	184
Dr. Steven Lester (elected)	203
Votes cast	387
Eligible voters	573
Percentage voted	67.5 %

¹ Ontario Chiropractic Association (OCA), Canadian Chiropractic Association (CCA), Canadian Chiropractic Examining Board (CCEB), Canadian Chiropractic Protective Association (CCPA), Federation of Canadian Chiropractic (FCC), Canadian Memorial Chiropractic College (CMCC), Alliance for Chiropractic (AFC) and World Federation of Chiropractic (WFC).

District 4 – Unofficial Election Results

Name of Candidate	Numbers
Dr. Gerard Arbour	279
Dr. Janet D'Arcy (elected)	551
Votes cast	830
Eligible voters	1685
Percentage voted	49.3 %

Request for a Recount

Please note that the deadline to make a written request for a recount, with a \$150.00 deposit, must be received at CCO by April 16, 2019 at 4 p.m. (please refer to notice of election and nomination guide). The first regular meeting of Council is scheduled for Tuesday, April 30, 2019, followed by internal elections and orientation meeting on Wednesday, May 1, 2019.

The spring 2019 elections had the highest rate of return for any Council elections which demonstrates members' interest and involvement in the self-regulation of the chiropractic profession in Ontario. CCO's reliance on technology and movement to electronic voting has permitted the earlier than anticipated release of the unofficial results. Thank you to all candidates for putting your name forward to serve on CCO Council and to continue CCO's important work in regulating the profession in the public interest.

Jo Anne Wilson

Dr Michael Staffen drmikestaffen@sympatico.ca 705-521-1100

A background for who have not personally met me.

As born/raised in Sudbury and graduated from CMCC in 1993, I returned home to practice. I have been a Chiropractic patient since age of 15 and I will continue to be a patient long after I retire from practice. That is why CCO's mandate of governing in the public's best interest is very important to me.

I have always had a passion to give back to my community and the profession through involvement in many different organizations; both within and outside of our profession, including memberships in many associations. I had been a peer assessor for over 10 years.

I held the position of belonging to the Sudbury Chiropractic Society. I have and continue to support different Chiropractic and research institutions/organizations to further the understanding of the mechanisms behind our profession's great success with so many patients with different health concerns.

My community involvement that lends skill sets I bring to Council includes the Rotary Club of Sudbury Sunrisers (20yrs), board of directors of a biotech company, and founding member of Joe MacDonald Youth Football league(25yrs). I volunteer in my community through the Salvation Army, Elgin St Mission, coaching football (community, high school), etc. I am a lifelong learner, attending seminars, conferences, reading literature and participate in other activities to further my knowledge and expertise in our great profession.

Knowing the challenges that come with CE in Northern Ontario, for over 20 years I have been organizing and bringing speakers up to Sudbury to share their knowledge with us, so that we can in turn grow as doctors of Chiropractic, to help our patients more.

Over the years we have hosted technique seminars, radiology speakers, CMCC researchers and pediatric experts, etc. These seminars are well attended locally but also from all parts of District 1. At these seminars and ones abroad, I recognize and respect the diversity in the profession and believe that we need to work towards respecting all Chiropractors in the best interest of the patients. I will commit to working from this premise while fulfilling the CCO mandate of protecting the public interest and ensuring that the people of Ontario receive competent, ethical and professional Chiropractic care.

CCO's mandate is that "Chiropractors who are elected will reflect their commitment to the public's right to safe, effective and ethical chiropractic care." As a past peer assessor for CCO for over 10 years, I enjoyed working with Chiropractors to ensure excellence in their clinical records and office procedures and that they understood the most up to-date standards and guidelines.

It is in the public's best interest to respect their diversity and choice through a regulatory body that recognizes some practice freedoms through regulations that inspire the three tiers of evidence informed practices(Clinical Expertise/Best Evidence/Patient Values). All the while maintaining standards to ensure competent, ethical and professional care for their patients.

I have no affiliation to any provincial or national Chiropractic association. I do not have a predetermined agenda to push. I will be objective, open minded, well informed, hardworking, ethical and act in the public's best interest. I will keep CCO information confidential and any inquires/comments that are sent to me will be appropriately forwarded to the Registrar and President.



Dr Mike Staffen 705 521 1100

**MEMORANDUM
COLLEGE OF CHIROPRACTORS OF ONTARIO**

**To: Candidates in April 2020 Elections
Council
Noncouncil Committee Members
C: Chiropractic Stakeholders ¹**

From: Jo-Ann Willson, Registrar and General Counsel

Date: March 30, 2020

Subject: Unofficial Results of Election to CCO Council – Districts 1, 5, 6

Unofficial Results

The unofficial results of CCO's electronic elections are as follows:

[REDACTED]

Name of Candidate	Numbers of Votes
Dr. Kristina Peterson	98
Dr. Michael Staffen	75
Total votes cast	173
Eligible voters	240
Percentage voted	72.1%

Candidate Elected: [REDACTED]

District 5 – Unofficial Election Results

Name of Candidate	Numbers of Votes
Dr. Dwight Chapin	302
Dr. Sarah Green	326
Total votes cast	628
Eligible voters	1338
Percentage voted	46.9%

Candidate Elected: Dr. Sarah Green

¹ Ontario Chiropractic Association (OCA), Canadian Chiropractic Association (CCA), Canadian Chiropractic Examining Board (CCEB), Canadian Chiropractic Protective Association (CCPA), Federation of Canadian Chiropractic (FCC), Canadian Memorial Chiropractic College (CMCC), Alliance for Chiropractic (AFC) and World Federation of Chiropractic (WFC).

Report on Municipal Election Results

Name of Candidate	Numbers of Votes
Dr. Michelle Campbell	144
Dr. Colin Goudreau	150
Total votes cast	294
Eligible voters	550
Percentage voted	53.5%

Candidate Elected: [Redacted]

Request for a Recount

Please note that the deadline to make a written request for a recount with a \$150.00 deposit, must be received at CCO by April 14, 2020 at 4 p.m. (please refer to notice of election and nomination guide). The first regular meeting of Council is scheduled for Wednesday, April 15, 2020, although this meeting will be held electronically to address high priority matters only in view of the current global health care crisis involving COVID-19.

All new Council members will be asked to participate in a virtual training session to review, sign and return the Code of Conduct, Confidentiality Undertaking, CCO Internal Policy 1-015: Zero Tolerance of Abuse, Neglect and Harassment and Elected Member Undertaking. Dr. Dennis Mizel, President, will be in touch with you shortly.

Thank you to all candidates for participating in the self-regulation of chiropractic in Ontario!

John Wilson

error, please notify me immediately by reply e-mail and delete all copies including any attachments without reading it or making a copy. Thank you.

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From: Dave Starmer <drstarmer@gmail.com>
Sent: Thursday, June 11, 2020 4:26 PM
To: Rose Bustria <RBustria@cco.on.ca>
Subject: Fwd: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

Hi Rose,

Something has come up in my schedule at CMCC and I will no longer be free to join tomorrow. Please inform everyone not to expect me.

Thanks,
Dave

----- Forwarded message -----

From: Dave Starmer <drstarmer@gmail.com>
Date: Wed, Jun 10, 2020 at 8:04 AM
Subject: Fwd: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)
To: Rose Bustria <RBustria@cco.on.ca>

Hi Rose,

Please count me in for Friday's session. Thank you,
Dave

----- Forwarded message -----

From: Jo-Ann Willson <jpwilson@cco.on.ca>
Date: Mon, Jun 8, 2020 at 12:54 PM
Subject: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)
To: Rose Bustria <RBustria@cco.on.ca>
Cc: President <President@cco.on.ca>, Jo-Ann Willson <jpwilson@cco.on.ca>

This communication is being forwarded to all Council members.

Good morning:

Please note the following:

12

Tina Perryman

From: Jo-Ann Willson
Sent: Wednesday, June 17, 2020 3:51 AM
To: Tina Perryman
Subject: Fwd: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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Begin forwarded message:

From: Jo-Ann Willson <jpwillson@cco.on.ca>
Date: June 11, 2020 at 4:55:00 PM EDT
To: David Starmer <drstarmer@gmail.com>
Cc: Rose Bustria <RBustria@cco.on.ca>
Subject: RE: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

Hi David – no problem. The test was really for people who indicated they had difficulties with zoom and email. I don't anticipate you will have any difficulty with the technology but let us know if you have any questions or concerns. Thanks and talk soon.

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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- On ***Friday, June 12, 2020 at 9:30 a.m.***, we will be testing council members' technology to participate in the scheduled Council meeting elections on Wednesday, June 17, 2020; Please advise Rose Bustria asap if you plan to participate so we can forward the appropriate link to you;
- On ***Wednesday, June 17, 2020***, the Council meeting will start at 9:00 a.m. with the *business portion* of the meeting, namely approval of minutes, consent agenda, Executive Committee Report highlighting the work and actions since the last report to Council; the business portion of the meeting will address high priority matters only given the ongoing state of emergency during the COVID-19 pandemic;
- Following the business portion of the meeting on June 17, 2020 (at approximately 10:30 a.m.), the *internal elections* will be conducted virtually (for the first time in the college's history);
- It is difficult to gage how long the internal elections will take; time permitting, Council will elect the *noncouncil committee members* to committees as well;
- Subject to any in camera items, the June 17, 2020 Council meeting (both business and elections portions) will be open to the public who will join via zoom;
- Later today (Monday, June 8, 2020), Rose Bustria will be forwarding to you the agenda and information package for the Elections portion of the meeting to take place on June 17, 2020;
- Later this week, Rose Bustria will be forwarding to you the agenda and information package for the Business portion of the meeting to take place on June 17, 2020.

Thank you.

Jo-Ann Willson, B.Sc., M.S.W., LL.B.

Registrar & General Counsel

***Note Address Change**

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--
Dr. David J. Starmer
drstarmer@gmail.com

--
Dr. David J. Starmer
drstarmer@gmail.com

Tina Perryman

From: Jo-Ann Willson
Sent: Wednesday, June 17, 2020 3:57 AM
To: Tina Perryman
Subject: Fwd: Resignation
Attachments: Letter of Resignation.pdf; ATT00001.htm

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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Begin forwarded message:

From: Dave Starmer <drstarmer@gmail.com>
Date: June 15, 2020 at 10:03:25 AM EDT
To: Jo-Ann Willson <jpwillson@cco.on.ca>, "Dr. Dennis Mizel" <drmizel@stcatharineschiropractic.com>, President <President@cco.on.ca>
Subject: Resignation

Hi,

Please see attached letter.

Sincerely,

--
Dr. David J. Starmer
drstarmer@gmail.com

June 15, 2020

College of Chiropractors of Ontario
59 Hayden St., Suite 800
Toronto, Ontario
M4Y 0E7

Attention: Dr. Dennis Mizel

Dear Dr. Mizel:

Re: Resignation of Dr David Starmer from Council

I am writing to inform you of my decision to resign my position as Chair of ICRC, and Elected Council Member for District 7 on council effective immediately. I know the rights and obligations of self-regulation are designed to serve and protect patients. It is a privilege and responsibility shared by all in the profession. I ran for council in 2014 because I wanted to do my part. Through my time on council serving in multiple positions including President, I have been proud to see the CCO operate under budget, appropriately handle matters concerning fraud and sexual abuse, provide fair and transparent registration practices, and amidst the pandemic provide frequent messaging to its membership and work cooperatively with Ministry Directives. However, beyond these accolades there are signs of severe dysfunctions which have led me to my decision.

I am no longer comfortable continuing to serve in my position due to a series of actions/inactions made by CCO leadership and decisions made by council where I feel professional interest is being put ahead of the public interest. There is also a culture of fear and mistrust that has been created where I no longer feel safe to offer opinions or express my views on matters before the College. The culture of fear and mistrust has a history at the CCO and appears to only be getting worse. I am personally aware of 5 recent past public members stating similar concerns before their resignation or term end. It also appears be a factor in other resignations from council including a recent member resigning from the Executive Committee in 2019, and the Chair of Advertising resigning from council entirely in 2020.

Despite my concerns I truly appreciate the work ethic by all that serve on council. I regret that it has come to this. I trust you can accept my resignation. I wish yourself and the council my best. You have my consent to publish this letter publicly in the spirit of transparency.

Sincerely,



David Starmer

Elected Member, District 7

College of
Chiropractors of
Ontario

l'Ordre des
Chiropraticiens
de l'Ontario

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Website: www.cco.on.ca
Toll Free: 1-877-577-4772

17



June 15, 2020

Dear David:

Re: Resignation of Dr. David Starmer from Council

I have your letter of June 15, 2020 and accept your resignation from Council. On behalf of the entire Council, I thank you David for your service to CCO over the past several years.

Wishing you all the best,

Dennis Mizel BS, DC, FCCPDR
President,
College of Chiropractors of Ontario

Tina Perryman

From: Jo-Ann Willson
Sent: Wednesday, June 17, 2020 3:53 AM
To: Tina Perryman
Subject: Fwd: June 17?

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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Begin forwarded message:

From: Jo-Ann Willson <jpwillson@cco.on.ca>
Date: June 3, 2020 at 11:55:17 AM EDT
To: "janetdarcy@rogers.com" <janetdarcy@rogers.com>
Subject: Re: June 17?

Yes - there will be a zoom council meeting that day. Packages will go out early next week. Thank you.

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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'19

On Jun 3, 2020, at 11:49 AM, JANET DARCY <janetdarcy@rogers.com>
wrote:

Good morning JoAnn

Hope you are keeping well. I just wanted to check in and see if we will
be having a zoom council meeting on the 17th as I will need to book the
morning off. Please advise.

Thank you.

Sent from Rogers Yahoo Mail on Android

Tina Perryman

From: Jo-Ann Willson
Sent: Wednesday, June 17, 2020 3:52 AM
To: Tina Perryman
Subject: Fwd: article FYI

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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Begin forwarded message:

From: Jo-Ann Willson <jpwillson@cco.on.ca>
Date: June 5, 2020 at 10:02:56 AM EDT
To: JANET DARCY <janetdarcy@rogers.com>
Cc: President <President@cco.on.ca>
Subject: Re: article FYI

OK - thank you.

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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notify me immediately by reply e-mail and delete all copies including any attachments without reading it or making a copy. Thank you.

On Jun 5, 2020, at 9:28 AM, JANET DARCY <janetdarcy@rogers.com>
wrote:

Good morning:

I watched a CCA webinar yesterday as part the Masterclass series that they have organized during the pandemic for members. The one yesterday featured Dr Greg Kawchuk and he spent part of the time talking about internet analytics and public regulation using data from the CCBC. He also had a discussion about data from Twitter regarding claims about chiropractic and immunity. This information would be really useful for CCO council to review. In fact, reviewing the webinar would be even better than just reading the paper, because he presented it so clearly and the webinar also had the discussion about Twitter which was not part of the paper.

I am attaching the paper for your review in the unlikely event that you have not read it. Perhaps this could be included in the package for the next meeting. As for the webinar, the link will be posted on the CCA website - likely next week and the applicable part of that webinar would only be approximately 10 minutes.

Regards,

Janet D'Arcy
<internet analytics CCBC.pdf>

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Tina Perryman

From: Jo-Ann Willson
Sent: Wednesday, June 17, 2020 3:56 AM
To: Tina Perryman
Subject: Fwd: please see attached letter
Attachments: 15 June Letter.pdf; ATT00001.htm

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

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Begin forwarded message:

From: JANET DARCY <janetdarcy@rogers.com>
Date: June 15, 2020 at 6:15:11 PM EDT
To: Jo-Ann Willson <jpwillson@cco.on.ca>, President <President@cco.on.ca>
Subject: **please see attached letter**
Reply-To: JANET DARCY <janetdarcy@rogers.com>

Please see attached letter

Janet D'Arcy



College of Chiropractors of Ontario
59 Hayden St
Suite 800
Toronto, Ontario

June 15, 2020

Dear Dr Mizel:

When I ran for election to council last year it was my understanding that the sole purpose of council and the College of Chiropractors was to protect the public interest. Over the last year I have unfortunately witnessed professional interest take precedence over the public interest on multiple occasions.

During my time on executive and on council I witnessed disrespectful behaviour aimed at our stakeholders and other council members. I have witnessed members of council stating blatant untruths that are not corrected. The environment is neither collegial, nor welcoming. Those with dissenting opinions have been marginalized or attacked. This environment is not conducive to achieving the work that needs to be done to protect the public interest.

When our profession has been under scrutiny from the outside and from within, instead of moving forward and responding to constructive feedback - we have instead pilloried our critics, denied the veracity of their claims and put our heads in the sand. Conflict has been promoted when convenient and denied when inconvenient. It has been weaponized.

The ongoing lack of effective leadership and poor governance have led to a culture of fear and mistrust. I have lost all faith in the ability of the executive and administration team to act in the best interest of the public. I can no longer in good conscience serve on council and as such I submit my resignation, effective immediately.

In the spirit of transparency, I would ask that you share this letter of resignation with the rest of council and I give my permission to do so.

Regards,

A handwritten signature in black ink that reads "Janet D'Arcy DC".

Janet D'Arcy, DC, FRCCSS(C)
District 4 Elected member



College of
Chiropractors of
Ontario

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Chiropraticiens
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June 15, 2020

Dear Janet

Re: Resignation of Dr. Janet D'Arcy from Council

I have your letter of June 15, 2020 and accept your resignation from Council. On behalf of the entire Council, I thank you Janet for your service to CCO over the past year.

Wishing you all the best,

Dennis Mizel BS, DC, FCCPDR
President,
College of Chiropractors of Ontario



Jo-Ann Willson

From: Rose Bustria
Sent: Wednesday, June 17, 2020 7:03 AM
To: Jo-Ann Willson
Subject: FW: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

Rose Bustria

Administrative Assistant
***Note Address Change**
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Toronto, ON M4Y 0E7
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From: Kristina Peterson [<mailto:kristyp@tbaytel.net>]
Sent: June 8, 2020 7:41 PM
To: President <President@cco.on.ca>
Cc: Jo-Ann Willson <jpwilson@cco.on.ca>; Rose Bustria <RBustria@cco.on.ca>
Subject: RE: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

Dear Dennis,
Thank you for your email. I was one of the people who indicated on the technology survey that I was unsure about the use of multiple pieces of technology at one time and their functionality to do various tasks at one time (something I have never done) so I think it would be advantageous for me to test it before the meeting on the 17th to ensure the meeting runs smoothly and efficiently. I in no way was indicating that extraordinary measures should be taken to accommodate me or to put the staff or anyone for that manner at risk, I thought perhaps if the testing is relatively brief as you have indicated, someone could email me the instructions or perhaps call me quickly. I am happy to chat with you or Jo-Ann or whoever you would advise that would be able to help navigate these new waters.
Thank you,
Kristina

Dr. Kristina Peterson D.C. B.SC.
Northwoods Health Centre
1100 Roland Street
Suite 2A
Thunder Bay, ON
P7B 5M4
807-577-3525

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From: President [<mailto:President@cco.on.ca>]
Sent: Monday, June 08, 2020 6:49 PM
To: Kristina Peterson
Cc: Jo-Ann Willson; Rose Bustria
Subject: RE: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

Dear Kristina

The technology testing is primarily for those who expressed concern about the use of technology in the survey, although anyone is welcome to attend. The testing will be relatively brief. I don't think we should require the staff to go into the office, given the current circumstances, although they are going to on Friday June 12, 2020, for a short period. If you can't make that time work feel free to give Jo-Ann and me a call, and we can review it with you.

Thank you,
Dennis

Dennis Mizek, B.S., DC., FCCPDR
President

***Note Address Change**

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From: Kristina Peterson <kristyp@tbaytel.net>
Sent: Monday, June 08, 2020 5:48 PM
To: Jo-Ann Willson <jpwillson@cco.on.ca>; Rose Bustria <RBustria@cco.on.ca>
Cc: President <President@cco.on.ca>
Subject: RE: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

I would like to participate in the testing on Friday June 12th however this week is our first week of our slow re-open and we have patients scheduled at that time. If there any other alternatives or options?
I will be attending the council meeting on June 17.

Thank you,
Kristina

Dr. Kristina Peterson D.C. B.Sc.
Northwoods Health Centre
1100 Roland Street
Suite 2A
Thunder Bay, ON
P7B 5M4
807-577-3525

From: Jo-Ann Willson [<mailto:jpwillson@cco.on.ca>]
Sent: Monday, June 08, 2020 12:55 PM
To: Rose Bustria

Cc: President; Jo-Ann Willson
Subject: Upcoming Schedule of Council Meetings/Events (Confidential, not for distribution)

This communication is being forwarded to all Council members.

Good morning:

Please note the following:

- On Friday, June 12, 2020 at 9:30 a.m., we will be testing council members' technology to participate in the scheduled Council meeting elections on Wednesday, June 17, 2020; Please advise Rose Bustria asap if you plan to participate so we can forward the appropriate link to you;
- On Wednesday, June 17, 2020, the Council meeting will start at 9:00 a.m. with the *business portion* of the meeting, namely approval of minutes, consent agenda, Executive Committee Report highlighting the work and actions since the last report to Council; the business portion of the meeting will address high priority matters only given the ongoing state of emergency during the COVID-19 pandemic;
- Following the business portion of the meeting on June 17, 2020 (at approximately 10:30 a.m.), the *internal elections* will be conducted virtually (for the first time in the college's history);
- It is difficult to gage how long the internal elections will take; time permitting, Council will elect the *noncouncil committee members* to committees as well;
- Subject to any in camera items, the June 17, 2020 Council meeting (both business and elections portions) will be open to the public who will join via zoom;
- Later today (Monday, June 8, 2020), Rose Bustria will be forwarding to you the agenda and information package for the Elections portion of the meeting to take place on June 17, 2020;
- Later this week, Rose Bustria will be forwarding to you the agenda and information package for the Business portion of the meeting to take place on June 17, 2020.

Thank you.

Jo-Ann Willson, B.Sc., M.S.W., LL.B.
Registrar & General Counsel

***Note Address Change**

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June 16, 2020

College of Chiropractors of Ontario
59 Hayden St. Suite 800
Toronto, Ontario
M4Y 0E7

Attn: Dr. Dennis Mizel

Dear Dennis:

After significant consideration and reflection I am writing this letter to you to inform you and council that I have made the very difficult decision to effectively immediately resign my position on council.

I have lost confidence in the ability of the CCO to diligently fulfill its mandate and in good faith I am unable to continue my role as an elected professional member to Council.

I have had the great fortune to work with a number of remarkable individuals while on council and to witness their dedication and commitment firsthand.

During my time on council I have acquired a wealth of knowledge about the regulation of Chiropractic in Ontario and I am grateful for the experiences gained and the opportunity to contribute to the mission of the college to regulate the profession in the public interest.

I wish you and council all the best.

Regards,

Dr. Kristina Peterson D.C. B.Sc.

College of
Chiropractors of
Ontario

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June 16, 2020

Dr. Kristina Peterson D.C. B.SC.
Northwoods Health Centre
1100 Roland Street
Suite 2A
Thunder Bay, ON
P7B 5M4

Dear Kristina

Re: Resignation of Dr. Kristina Peterson from Council

I have your letter of June 16, 2020 and accept your resignation from Council. On behalf of the entire Council, I thank you Kristina for your service to CCO over the past several years.

Wishing you all the best,

Dennis Mizel BS, DC, FCCPOR
President,
College of Chiropractors of Ontario

