

**MINUTES OF THE COLLEGE OF CHIROPRACTORS OF ONTARIO'S
COUNCIL MEETING
HELD WEDNESDAY, APRIL 19, 2023
59 HAYDEN ST, SUITE 800, TORONTO, ONTARIO AND VIRTUAL BY TEAMS**

PRESENT:

Dr. Dennis Mizel, President and Meeting Chair
Dr. Sarah Green, Vice President
Mr. Markus de Domenico, Treasurer (attended via Teams)
Ms Anuli Ausbeth-Ajagu (attended via Teams)
Dr. Michael Gauthier
Dr. Jarrod Goldin
Dr. Colin Goudreau
Ms Robyn Gravelle
Dr. Kyle Grice
Dr. Paul Groulx
Ms Zoe Kariunas
Dr. Angelo Santin
Mr. Shawn Southern
Mr. Scott Stewart
Dr. Julia Viscomi

REGRETS:

None

ABSENT:

Mr. Gagandeep Dhanda

STAFF:

Mr. Joel Friedman, Director, Policy and Research
Ms Jo-Ann Willson, Registrar and General Counsel

FACILITATOR:

Mr. Robert MacKay

MINUTE-TAKER:

Mrs. Beth Ann Kenny, Recording Secretary

GUESTS:

Mr. Glenn Goldhahn, Senior Manager, Tator, Rose, Leong, Chartered Professional Accountants,
CCO Auditor (for a portion of the in camera meeting)
Ms Karen Jones (for a portion of the in camera meeting)

CALL TO ORDER AND WELCOME

Dr. Mizel called the meeting to order at 8:35 a.m. EDT, noting the meeting was hybrid in nature with the majority of Council members attending at the CCO office. Council members who were

attending virtually tested their systems to ensure they could be heard and seen and confirmed that they could hear and see the Council room.

Congratulations were extended to Dr. Goudreau for his recent re-election to CCO Council and to Dr. Green and Dr. Goldin who were acclaimed.

The agenda for the day was reviewed, and it was noted that the meeting would move in camera to address issues of legal or financial matters. Council members were also reminded of their duty of confidentiality, which included information and discussion from in camera Council meetings and Executive Committee meetings.

Mr. MacKay was confirmed to be serving as Facilitator, assisting the Chair, and Dr. Green would help to maintain a speakers list.

Council members were reminded that they are to be familiar and comply with CCO's rules of order, serving as their own parliamentarian.

Dr. Mizel indicated that this would be his last meeting as President. He thanked everyone for their support. Dr. Green expressed appreciation on behalf of all council and staff for Dr. Mizel's leadership over the past term.

LAND ACKNOWLEDGEMENT

Ms Gravelle offered the Land Acknowledgement.

1. CONSENT AGENDA

The consent agenda was presented for approval as circulated.

MOTION moved by Dr. Green/seconded by Dr. Groulx

To approve the consent agenda as circulated:

1.1 Discipline Committee Report

1.1.1 HPRO Training (Discipline) – May 26, June 9, 2023

1.2 Fitness to Practise Committee Report

1.3 Inquiries, Complaints, and Reports Committee (ICRC) Report

Health Professions Appeal and Review Board (HPARB) Decisions

1.3.1 Shannel Pearson and Chris Triantafilou (received January 31, 2023) (ICRC decision upheld)

1.3.2 Channel Pearson and Guy Pelletier (received January 31, 2023) (ICRC decision upheld)

1.4 Patient Relations Committee Report

1.5 Advertising Committee Report

CARRIED UNANIMOUSLY.

2. MAIN AGENDA

The main agenda was presented for approval, and no additions were requested for consideration.

MOTION moved by Dr. Viscomi/seconded by Mr. Stewart
 To approve the main agenda as circulated
 CARRIED UNANIMOUSLY.

2.1 Conflicts of Interest

Council members were advised that any real or perceived conflicts of interest could be raised during the meeting as the agenda item arises and that any standing conflicts of interest did not need to be declared at every meeting. No conflicts were declared.

3. ADOPTION OF MINUTES

Council members were reminded that they should only make motions or vote to approve meeting minutes for those meetings they attended. A call was made for a motion to approve the most recent Council meeting minutes.

3.1 Council Minutes of February 24, 2023 (draft)

MOTION moved by Dr. Groulx/seconded by Dr. Green
 To approve the February 24, 2023, Council Meeting Minutes recognizing the amendment to Policy G-014: Delegation, Assignment and Referral of Care, which will be subject to reconsideration during the Quality Assurance Committee report later in the meeting
 CARRIED UNANIMOUSLY.

3.2 Council Minutes (In Camera) of February 24, 2023 (draft)

MOTION moved by Dr. Gauthier/ seconded by Dr. Goudreau
 To approve February 24, 2023, In Camera Council Meeting Minutes as circulated.
 CARRIED UNANIMOUSLY.

4. COMMITTEE REPORTS

4.1 Executive Committee Report

4.1.1 Confidential Minutes of the March 24, 2023, Executive Committee Meeting

It was noted that Dr. Groulx had sent regrets and was not present for that meeting.

ACTION ITEM Secretary to correct draft Executive Committee meeting minutes of March 24th to indicate that Dr. Groulx had sent regrets

Ministry of Health

College Performance Measurement Framework (CPMF)

4.1.20 CPMF Report (filed March 31, 2023)

Received for information:

4.1.21 Key Performance Indicators dated November 21, 2021

4.1.22 DEI Plan (approved April 20, 2022)

4.1.23 HPRO Information re. DEI Tools and Resources

Mr. Friedman reported that this is the third submission of a CPMF report with many areas showing consistency year over year. CCO was also able to report on education and training initiatives, including those from strategic planning, e.g., equity, diversity, and inclusion (EDI) and cybersecurity.

It was confirmed that the newly formed Committees will address the areas of the CPMF that relate to their work during the year including EDI and other key performance indicators.

A question was posed regarding how CCO will be addressing the need for an evaluation of Council effectiveness, and it was offered that this could be discussed during the September strategic planning session.

ACTION ITEM Staff to include review of “Council effectiveness” on the strategic planning session agenda.

Thanks were extended to staff for gathering statistics and reporting and to Mr. Friedman for successfully completing the CPMF report again this year.

Other Ministry Related Matters

4.1.24 Circulation of Proposed Amendments to Registration Regulation: Creation of Emergency Class of Registration – February 28, 2023

4.1.25 Posting of CCO Draft Regulation on Regulatory Registry

4.1.26 Regulatory Registry – Current Proposals

It was confirmed that the proposed amendments to the registration regulation for the creation of an emergency class had been posted as directed by Council. Feedback from the consultation process would be considered after the April 28, 2023, deadline.

Bill 60, Your Health Act, 2023 (Proposed “As of Right” Legislation and “Reducing Wait Times for Publicly Funded Surgeries and Diagnostics”)

Received for information:

4.1.27 News Release dated January 19, 2023 entitled “New “As of Right” Rules a First in Canada to Attract More Health Care Workers to Ontario”

4.1.28 News Release dated February 21, 2023 entitled “Ontario Reducing Wait Times for Publicly Funded Surgeries and Diagnostics”

4.1.29 Questions dated January 24, 2023 from HPRO to Ministry of Health

4.1.30 Correspondence dated February 9, 2023 to Ms Henry, Director, Health Workforce Regulatory Oversight Branch, MOH from Elinor Larney, Chair, HPRO

4.1.31 Extract from Bill 60, *Your Health Act, 2023*

- 4.1.32 Communication dated February 22, 2023 re: Your Health: A Plan for Connected and Convenient Care**
- 4.1.33 Media dated March 9, 2023 entitled “Ontario considers expanding scope of practice for nurses, pharmacists, and more”**
- 4.1.34 Media dated March 13, 2023 “Gelinas worried unregistered health workers might abuse system”**
- 4.1.35 Media dated April 5, 2023 entitled “Ontario to expand list of tests midwives can order; midwives say it’s a first step”**

It was confirmed that Bill 60 does not yet affect CCO, i.e., only medical laboratory technologists, nurses, physicians and surgeons, and respiratory therapists are included in the current proposal that would allow any of those health professionals who are registered in Canada to practice in Ontario without being registered with the College. The issue continues to be monitored.

Strategic Planning

Received for information:

- 4.1.36 2022 CCO Summary Report dated October 6, 2022 (Reviewed November 24, 2022)**
- 4.1.37 Extract of Executive Committee Minutes dated October 21, 2022**
- 4.1.38 Article from October 21, 2022 meeting entitled “Cyber resilience:12 key controls to strengthen your security”**
- 4.1.39 Various Cyber Security Training Sessions**

Ms Willson shared that a list of items that have arisen since the last strategic planning session or are being carried over from past strategic planning is being compiled for the September 2023 event. The list of items noted in the Executive Committee Report was reviewed, and the following were raised:

- Competency-based Council members, including election processes and how to move towards competency based appointments
- Training on parliamentary procedure and CCO’s Rules
- Further discussion on cybersecurity best practices
- Proactive government relations as required
- Experiences with chiropractic care: learning from public members
- Government announcements affecting the public’s access to chiropractic care for example the Rowan’s law decision re. chiropractors not being included in concussion protocol
- The CPMF status and progress

Council members were encouraged to share any additional items with the President and Ms Willson.

Communications/Media

Received for information:

- 4.1.40 Communication exchange with CBC Reporter**
- 4.1.41 CBC article dated March 11, 2023 entitled “Backlogged tribunals creating distress for Ontarians waiting months or years to be heard”**

4.1.42 President’s Message – March 28, 2023

Council and Committees

4.1.43 Health and Safety Protocols for Hybrid (In-Person/Virtual) Council and Committee Meetings (draft)

With public health declarations and other related issues from the COVID-19 pandemic either changing to include other areas of public protection based on findings from the pandemic or ending, Council was asked to consider a revised protocol for hybrid meetings that would not focus directly on COVID-19.

MOTION moved by Dr. Green/seconded by Ms Gravelle

That Council approve the Health and Safety Protocols for Hybrid (In-Person/Virtual) Council and Committee Meetings, with the following minor revisions:

- replacing “self screen for respiratory illness symptoms” to “self screen for infection diseases” (third bullet, first page)
- rephrasing the last paragraph to read that transparent partitions “could be placed”

CARRIED UNANIMOUSLY.

It was confirmed that staff policies and practices are aligned with these protocols related to health and safety.

4.1.44 COVID-19 Protocols for Hybrid (In-Person/Virtual) Council and Committee Meetings

MOTION moved by Dr. Groulx/seconded by Dr. Goldin

To revoke COVID-19 Protocols for Hybrid (In-Person /Virtual) Council and Committee Meetings

CARRIED UNANIMOUSLY.

4.1.45 Internal Policy I-021: Guidance for New Committee Chairs

The internal policy I-021: Guidance for New Committee Chairs was brought forward for approval. Council expressed their appreciation for the document.

MOTION moved by Dr. Groulx/seconded by Dr. Green

To approve Policy I-021: Guidance for Committee Chairs, omitting the word “New”
CARRIED UNANIMOUSLY.

Elections

4.1.46 Announcement of Election Results

It was noted that no significant issues arose during the most recent campaign administration.

A question was posed regarding whether there had been a need to recruit nominees for any districts. It was shared that there has not been such a need, with multiple candidates often being nominated for each district.

Discussion ensued regarding the development of a competency matrix template, a standardized tool for reporting competencies that could be provided to anyone interested in serving on Council. Biographical information could be required to identify how the candidates meets approved competencies. The option to have a matrix completed annually by Council members was raised to assist with education and training planning.

A suggestion to create a presentation for education programs, consistent for all, was made, noting that this could be something required to view prior to being nominated for a position on Council.

Another question was posed regarding Council members who leave their term prior to the end of those terms, and it was confirmed that there is precedent for filling mid-term positions.

A recommendation was made to consider having an education session with publicly appointed members regarding the process they go through for those appointments, including the need to ensure all populations are aware. The potential to tie this into the EDI plan was raised as well as including other CCO positions, e.g., peer assessors and non-Council committee members.

It was confirmed that a regulatory excellence workshop is mandated for all Council members. The next session on is on June 2, 2023. Council members should advise Ms Bustria if they would like to attend.

Discussion ensued regarding the pre-pandemic “road shows”, where CCO representatives travelled across the province to engage registrants, provide information, and answer questions, noting that without discussion, the application of information is more difficult. The possibility of reinitiating those events was raised. Pilot projects could be considered, measuring results and evaluating the sessions both qualitatively and quantitatively.

The possibility of increasing voter turnout was raised. The following were noted during discussion:

- Can receipt of emails be confirmed?
- Could registrants be notified about updates to the CCO website via text, etc.
- Could registrants be asked, if they did not vote, why they did not, e.g., “If you did not vote in the last election, please indicate why: 1) Did not receive the information, 2) Did not have an opinion, etc.
- Could registrants be asked for their preferred method of communication, e.g., LinkedIn, text, emails, etc.
- Effective communications could be further discussed at the September 2023 meetings.

Received for information:

4.1.47 Distribution of Election information dated January 26, 2023

4.1.48 Distribution of Candidate Biographies in District 6 dated March 6, 2023

4.1.49 Distribution of further Candidate information in District 6 dated March 10, 2023

4.1.50 Distribution of ballots in District 6 dated March 13, 2023

- 4.1.51 Communication from OCA re: Voting for 2023 Elections to CCO Council**
- 4.1.52 Slide Deck from Council Orientation Session February 21, 2023**
- 4.1.53 Information from Diligent**

Other Chiropractic/Health Related Stakeholders

Ontario Chiropractic Association (OCA)

Animal Chiropractic

Received for information:

- 4.1.54 S-009: Chiropractic Care of Animals**
- 4.1.55 Historical Correspondence re: Chiropractic Care of Animals with CVO**
- 4.1.56 New Discussion paper from Ministry of Agriculture, Food and Rural Affairs dated March 1, 2023**
- 4.1.57 Correspondence dated February 16, 2023 to Ms Willson from Ms Caroline Brereton, CEO, OCA**

It was shared that the Executive Committee directed that a letter be sent to the Ministry of Agriculture to provide an overview of the current issue related to animal chiropractic, including CCO's database of chiropractors who provide that care, CCO's standards, and the lack of complaints in this area.

Federation of Canadian Chiropractic (FCC)

Received for information:

- 4.1.58 Communication dated March 8, 2023, re: FCC Guiding Principles of Ethics 22**
- 4.1.59 Communication dated April 4, 2023 re: Labour Mobility WG Terms of Reference**
- 4.1.60 Agenda for special meeting April 12, 2023 re; Accreditation of Specialties**

College of Chiropractors of Alberta

Received for information:

- 4.1.61 Hearing Tribunal Written Decision and Orders for the Hearing of Dr. Curtis Wall on January 27, 2023**

Canadian Chiropractic Examining Board (CCEB)

Received for information:

- 4.1.62 Correspondence dated March 3, 2023, re: CCEB Member Update**

Canadian Chiropractic Association (CCA)

Received for information:

- 4.1.63 Letter to CCO dated March 7, 2023**
- 4.1.64 CCGI Stakeholder Report – March 2023**

Health Profession Regulators of Ontario (HPRO)

Received for information:

- 4.1.65 HPRO Remarks to Ontario’s Standing Committee on Social Policy Bill 60 *Your Health Act, 2023* (March 21, 2023)**
- 4.1.66 HPRO Correspondence dated March 10, 2023, re: Registration Open for Spring 2023 Discipline Orientation Workshop – Basic and Advanced Sessions**
- 4.1.67 HPRO Legislative Update for February 2023**

Other Ontario Health Regulatory Colleges

Received for information:

- 4.1.68 Michael Venneri v. College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario**

4.2 Quality Assurance Committee Report

- 4.2.1 G-014: Delegation, Assignment and Referral of Care**
- 4.2.2 Memo dated January 11, 2023 to Mr. Friedman from Ms Perryman re: G-014: Delegation, Assignment and Referral of Care**
- 4.2.3 Responses of CCO Members Registered in the General (i.e., Active) Class of Registration for 2023 Renewal of Selected Practice-Related Questions**

Following the February 24, 2023, Council meeting, the Quality Assurance Committee has asked that a final decision on policy G-014: Delegation, Assignment and Referral of Care be made following a consultation process, noting the principles of “Right Touch Regulation”.

MOTION moved by Dr. Groulx/seconded by Dr. Gauthier

That Council approves that the amendment made at the February 24, 2023, Council Meeting, to G-014: Delegation, Assignment and Referral of Care be distributed to members and stakeholders before final approval

CARRIED UNANIMOUSLY.

It was shared that the change could come into effect when approved by Council instead of the usual date of the approval of minutes. The document would be “draft” until considered again by Council.

A question was posed related to CCO’s stakeholders. It was confirmed that stakeholders would include all registered chiropractors in Ontario, the Ontario government, other chiropractic stakeholders, and HPRO. Information would also be available on the CCO website.

MOTION moved by Dr. Groulx/seconded by Ms Kariunas

That Council accepts the Quality Assurance Committee report

CARRIED UNANIMOUSLY.

4.3 Registration Committee Report

- 4.3.1 CCO distribution of proposed amendments to Registration Regulation (Emergency Class of Registration) February 28, 2023**
- 4.3.2 Communication with the Ministry re: CCO’s Emergency Class – Regulatory Registry Posting**
- 4.3.3 Feedback as of April 10, 2023**
- 4.3.4 Application for Temporary Certificate of Registration (draft)**
- 4.3.5 Application for Temporary Certificate of Registration (current)**

The recent request by the Ministry of Health by all Colleges to create an emergency class of registration was brought forward for approval.

MOTION moved by Mr. de Domenico/seconded by Dr. Goudreau

That Council approves the amendment to the Registration Regulation (Emergency Class of Registration) subject to review of further feedback received by April 28, 2023

CARRIED UNANIMOUSLY.

A question was posed regarding who would declare an emergency and it was offered that CCO would likely be following guidance from the Ministry. It was shared that CCO followed the template provided by HPRO’s legal counsel.

The process was reviewed, sharing that once the amendment was approved by Council, the regulation would then be submitted to government where additional feedback could be provided. It was shared that the feedback to-date had been minimal and generally supportive.

Council was reminded that motions related to approval of regulations or amendments to regulations must show recorded votes which would be reported to the Ministry.

MOTION moved by Mr. de Domenico/seconded by Dr. Goudreau

That Council approve minor amendments to the Registration Regulation, including questions related to clinical competency examinations

CARRIED UNANIMOUSLY.

Office of the Fairness Commissioner

Received for information:

- 4.3.6 CCO’s 2021 Fair Registration Practices Report**
- 4.3.7 Notification dated March 15, 2023 re: Fair Registration Practice reporting**
- 4.3.8 OFC Newsletter dated March 2023 – Regulator Spotlight**

MOTION moved by Mr. de Domenico/seconded by Ms Gravelle

To accept the Registration Committee Report

CARRIED UNANIMOUSLY.

5. NEW BUSINESS

No new business was raised.

6. FYI

Received for information:

- 6.1 **Chiropractic and Manual Therapies (2023) “A two-year follow up: Twitter activity regarding misinformation about spinal manipulation chiropractic care and boosting immunity during the COVID-19 pandemic”**
- 6.2 **Press Release dated March 30, 2023 “Province Helping More Ontario Students Become Doctors at Home in Ontario”**
- 6.3 **Announcement dated April 5, 2023 “CPSO Removes Barriers for Internationally Educated Physicians”**
- 6.4 **CTV news March 24, 2023 “Coun. Josh Matlow broke code of conduct on Twitter, should face 10-day pay suspension, says commissioner”**
- 6.5 **Grey Areas (March 2023)**
- 6.6 **Council Members Terms (dated March 17, 2023)**

In Camera

MOTION Dr. Green/seconded by Mr. Southern

To move in camera

CARRIED UNANIMOUSLY.

MOTION moved by Dr. Gauthier/seconded by Dr. Grice

To rise from the in camera session and ratify all decisions made

CARRIED UNANIMOUSLY.

Dr. Mizel was again thanked for his time and dedication to CCO and mentorship to individual members of Council.

DATE AND TIME OF MEETINGS

See Appendix A for Executive Committee and Council meeting dates.

ADJOURNMENT

MOTION moved by Dr. Green/seconded by Ms Kariunas

To adjourn this meeting at 11:45 a.m. EDT

CARRIED.

President

Registrar and General Counsel

APPENDIX A – DATE AND TIME OF MEETINGS

Executive Committee Meeting Dates

| Year | Date | Time | Event | Location |
|-------------|--------------------|-----------------------|---------|----------|
| 2023 | Wednesday, May 17 | 8:30 a.m. – 1:00 p.m. | Meeting | CCO |
| | Friday, August 11 | 8:30 a.m. – 1:00 p.m. | Meeting | CCO |
| | Friday, October 27 | 8:30 a.m. – 1:00 p.m. | Meeting | CCO |

Council Meeting Dates

| Year | Date | Time | Event | Location |
|-------------|-----------------------|------------------------|--|------------------------------|
| 2023 | Tuesday, June 20 | 6:00 p.m. | Presidents’ Dinner | TBD |
| | Wednesday, June 21 | 8:30 a.m. – 1:00 p.m. | Meeting | CCO |
| | Wednesday, June 21 | 6:00 p.m. – 9:00 p.m. | AGM | TBD |
| | Friday, September 8 | 1:00 p.m. – 4:30 p.m. | Meeting | White Oaks Resort and Spa |
| | Saturday, September 9 | 8:30 a.m. – 4:30 p.m. | Strategic Planning/ Topic Specific Meeting | White Oaks |
| | Sunday, September 10 | 8:30 a.m.-11:30 a.m. | Strategic Planning/ Topic Specific Meeting | White Oaks |
| | Thursday, November 23 | 8:30 a.m. – 1:00 p.m. | Meeting (budget) | CCO |
| | Friday, November 24 | 8:30 a.m. – 11:30 a.m. | Training/ Topic Specific Meeting | CCO |
| | Friday, November 24 | 6:00 p.m. – 9:00 p.m. | Holiday Party | TBD |