

**MINUTES OF THE COLLEGE OF CHIROPRACTORS OF ONTARIO'S  
COUNCIL MEETING  
HELD FRIDAY, NOVEMBER 24, 2022  
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)  
Mr. Gagandeep Dhanda (attended via Teams, joining at 9:20 a.m.)  
Dr. Michael Gauthier  
Dr. Jarrod Goldin  
Dr. Colin Goudreau  
Ms Robyn Gravelle  
Dr. Kyle Grice  
Dr. Paul Groulx  
Ms Zoe Kariunas  
Dr. Angelo Santin (attended via Teams)  
Mr. Scott Stewart  
Dr. Julia Viscomi

**REGRETS:**

None

**ABSENT:**

Mr. Shawn Southern

**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

**LEGAL COUNSEL:**

Mr. Richard Steinecke, Steinecke Maciura LeBlanc

**CALL TO ORDER AND WELCOME**

Dr. Mizel called the meeting to order at 8:33 a.m. EST, noting the meeting was hybrid in nature with three members of Council attending remotely by Teams and the others in person at the CCO office.

Council members were reminded that they are to be familiar with and comply with Rules of Order serving as their own parliamentarian. Dr. Green would be supporting Dr. Mizel by maintaining a speakers' list.

Council members who were attending virtually were asked to keep their cameras on and vote by showing their hand, either physically or by use of an appropriate icon.

Dr. Mizel also asked all Council members to maintain a focus throughout the meeting on what is in the public interest, on what will best serve the public.

The position of facilitator was introduced, noting that the Executive Committee had agreed to implement a pilot and enlist a facilitator to assist the Chair. Mr. Robert MacKay, who is familiar with CCO and has demonstrated expertise in facilitation, was approached and accepted the role.

## **LAND ACKNOWLEDGEMENT**

Ms Robin Gravelle provided a land acknowledgement, recognizing the Indigenous people on whose land the meeting was being held.

### **1. CONSENT AGENDA**

No items were deemed necessary to be moved from the consent agenda.

MOTION moved by Dr. Goudreau/seconded by Mr. Stewart

To approve the consent agenda:

- 1.1 Discipline Committee Report CCO v Dr. Brian Moore**
- 1.1.1 Decision on Costs and Schedule after Dr. Moore's Motion to Adjourn (September 21, 2022)**
- 1.1.2 Decisions on Preliminary Matters (received October 18, 2022)**
- 1.1.3 Memorandum re: method of hearing (November 10, 2022)**
- 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 Colin Elkin and Gary Appleton (received September 7, 2022) (ICRC decision upheld)**
- 1.3.2 Rob Miller and Shelly Kansal, Jaspreet Sandhu (received October 12, 2022) (ICRC decision upheld)**
- 1.3.3 Fred Antflek and Sender Deutsch (received October 19, 2022) (ICRC decision upheld)**
- 1.4 Registration Committee Report**
- 1.4.1 2023 Online Member Renewal (registrants and corporations)**
- 1.4.2 Office of the Fairness Commissioner (OFC) Memo – 2021 Fair Registration Practices (FRP) Report (dated September 26, 2022)**
- 1.4.3 OFC Newsletter – September 2022**
- 1.5 Advertising Committee Report**

CARRIED UNANIMOUSLY.

## **2. MAIN AGENDA**

MOTION moved by Ms Gravelle/seconded by Dr. Green  
 To approve the main agenda as presented  
 CARRIED UNANIMOUSLY.

### **2.1 Conflict 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 COUNCIL MEETING MINUTES**

### **3.1 Council Minutes of September 9-11, 2022**

MOTION moved by Ms Gravelle/seconded by Dr. Gauthier  
 To approve the minutes of the September 9-11, 2022, CCO Council Meeting as presented  
 CARRIED UNANIMOUSLY.

### **3.2 Council Minutes (in camera) of September 9-11 20, 2022**

MOTION moved by Dr. Green /seconded by Ms Gravelle  
 To approve the minutes of the September 9-11, 2022, CCO In Camera Council Meeting  
 as presented  
 CARRIED UNANIMOUSLY.

## **4. COMMITTEE REPORTS**

### **4.1 Executive Committee Report**

#### **4.1.1 Confidential Minutes of October 21, 2022**

#### **4.1.2 Confidential Minutes of November 11, 2022**

Further discussion ensued related to the Facilitator position pilot with reference to the Facilitator being included in the in camera session of Council. It was noted that Mr. MacKay has an ongoing duty of confidentiality (Section 36 of the Code), having served on CCO Council and on the Discipline Committee. It was confirmed that Mr. MacKay would not be involved in decision-making but only supporting the Chair and that Mr. Steinecke had provided advice that it is Council's prerogative to determine who would be permitted to attend any in camera session of Council.

Enhancements, in addition to improving meeting efficiencies, are being considered, including updated meeting packages and designated CCO email addresses. Council members were encouraged to bring recommendations for improvement to Dr. Mizel and Ms Willson's attention.

### ***Move In Camera***

MOTION moved by Dr. Goudreau/seconded by Ms Gravelle  
 To move in camera  
 CARRIED UNANIMOUSLY.

Guests were removed from the meeting and were advised they would be notified when the in camera session was complete.

***Move Out of Camera and Ratify Decisions made In Camera***

MOTION moved by Ms Gravelle/seconded by Dr. Gauthier  
 To rise from the in camera session and ratify all decisions made  
 CARRIED UNANIMOUSLY

***Strategic Planning/Topic Specific Meetings***

**4.1.24 2022 CCO Summary Report (draft)**

It was shared that the Executive Committee would be reviewing the summary report from the strategic planning session and delegating work to Committees as appropriate and developing other items for Council consideration.

**ACTION ITEM** Council members to review strategic planning summary report to confirm that it accurately reflects what occurred at the 2022 strategic planning session, advising Ms Willson of any issues identified with the summary

**ACTION ITEM** Council members to raise issues that could be included in the 2023 strategic planning session with Dr. Mizel and Ms Willson

***Slide Decks from Presentations and Training September 9 – 11, 2022 Meetings***

***September 9, 2022***

*Received for information:*

**4.1.25 Cyber Security Training – Cole Cioran, Managing Partner, Info-Tech Research Group**

***September 10, 2022***

*Received for information:*

**4.1.26 Comprehending Conflicts of Interest – Richard Steinecke and Rebecca Durcan, Partners, Steinecke, Maciura, LeBlanc**

**4.1.27 Responsibility of Council Members to the Discipline Committee – Rob MacKay, Council Appointed Member**

**4.1.28 What Other Regulators Have Done to Advance Diversity, Equity and Inclusion – Richard Steinecke and Rebecca Durcan**

- 4.1.29 Diversity, Equity and Inclusion (unconscious bias) – Candice Frederick/Melissa Sumnauth, Partners, BIPOC, Executive Search (no slides)**
- 4.1.30 CPMF & Commendable Practices – Richard Steinecke and Rebecca Durcan**

*September 11, 2022*

*Received for information:*

- 4.1.31 What's Next: Planning for Progress (brainstorming session) – Boyd Neil, Principal, Social Reach Consulting and Chris Winsor, Communications Consultant**

*Matters Relating to/Arising from Strategic Planning/Topic Specific Meetings September 9 – 11, 2022*

*Received for information:*

- 4.1.32 President's Message dated September 27, 2022 re: Council meeting Strategic Planning/Training Sessions etc.(+feedback)**

### ***CPMF***

It was reported that CCO's system partner meeting with the Ministry of Health had been held the week of the Council meeting and that the Ministry is meeting with all Colleges to review their CPMF reports which were submitted by March 31, 2022. As part of the meeting, CCO reported on many system partner activities and useful feedback was provided by the Ministry to help improve future reporting.

Council was reminded that CCO's CPMF action plan had been approved by Council in June.

It was offered that the CPMF Commendable Practices can be considered for CCO's 2023 strategic planning session.

*Received for information:*

- 4.1.33 Communication dated October 4, 2022 from Dr. Bryon Weinberg re: DEI training and response from Dr. Mizel dated November 8, 2022**
- 4.1.34 EDI Plan United Kingdom Nursing and Midwifery**
- 4.1.35 Communication dated September 14, 2022 re: Canadian Security Establishment's Canadian Centre for Cyber Security**

### ***Ministry of Health***

### ***College Performance Measurement Framework (CPMF)***

*Received for information:*

- 4.1.36 2022 CPMF Reporting tool Soft Launch Feedback**
- 4.1.37 Agenda for CPMF System Partner Meeting**
- 4.1.38 CCO's CPMF Action Plan (approved June 22, 2022)**
- 4.1.39 Key Performance Indicators dated November 21, 2021**

**4.1.40 DEI Plan (approved April 20, 2022)**

**4.1.41 Memo dated September 8, 2022 from Dr. Catherine Zahn re; Building Capacity in Nursing and Professional Practice**

**4.1.42 Feedback dated September 6, 2022 from Ms Bolouk re: CCO 2021 Annual Report**

***Consideration of Changes to Meeting Processes/Information Packages***

**4.1.43 Information re: Electronic Board Portal**

Ms Willson reported on her initial inquiries related to different ways of distributing information to Council for Council meetings with the support of Mr. Stewart and the Travel Council of Ontario. A “board book” could replace the current Council meeting material/binder and could include the issuing of CCO-dedicated devices for Council members which would both support efficiencies and increase cybersecurity. The need to make material available to the public was raised, and that need will be included in any decisions made, recognizing that a request for proposals would be issued as needed for the technology, devices, and training.

**4.1.44 COVID-19 Protocols for In-Person/Hybrid Council and Committee Meetings (amended September 9, 2022, further revisions recommended to Council November 24, 2022)**

It was noted that the COVID-19 protocols continue to be amended as guidance from public health is revised. Current changes include that observers will be able to attend Council meetings in person.

MOTION (Dr. Green/Ms Gravelle)

to accept the recommended changes to COVID-19 Protocols for In-Person/Hybrid Council and Committee Meetings as presented

CARRIED UNANIMOUSLY.

*Received for information:*

**4.1.45 I-012: Reimbursement of Reasonable Expenses and Per Diems**

***Other Chiropractic/Health Related Stakeholders***

***Federation of Canadian Chiropractic (FCC)***

*Received for information:*

**4.1.46 Extract of information re: Regulatory Council meeting September 27, 2022**

**4.1.47 Communication dated September 28, 2022 from Chiropractic Association of Alberta entitled “Better access to publicly funded diagnostic imaging”**

***Ontario Chiropractic Association (OCA)***

*Received for information:*

- 4.1.48 Correspondence dated September 7, 2022 to Dr. Mizel, President and Dr. Groulx, Chair, Quality Assurance Committee re: animal chiropractic**
- 4.1.49 By-law 17: Public Register**
- 4.1.50 S-009: Chiropractic Care of Animals**
- 4.1.51 Correspondence dated September 6, 2022 re: telecare**
- 4.1.52 President’s Message dated April 17, 2020 re: telecare and excerpt from President’s Message dated September 27, 2022**

***Canadian Memorial Chiropractic College (CMCC)***

*Received for information:*

- 4.1.53 Communication exchange with Dr. Catherine Straus re: Ontario Report to CMCC**
- 4.1.54 Slide Deck of Staff Presentation to CMCC**

It was confirmed that CCO is obliged to provide information to any educational body from which there are members coming to Ontario to practice. A recommendation was made to consider recording a presentation on regulation of the profession for students. It was offered that links to the current Regulatory Excellence modules could be included in the “future members” section of the CCO website.

***Canadian Chiropractic Examining Board (CCEB)***

- 4.1.55 Information re: CCEB AGM November 24, 2022**

***Canadian Chiropractic Association (CCA)***

*Received for information:*

- 4.1.56 Information re: Change in Leadership Canadian Chiropractic Guideline Initiative (CCGI)**
- 4.1.57 Stakeholder report dated September 2022**

***Health Profession Regulators of Ontario (HPRO)***

*Received for information:*

- 4.1.58 Extract of Information re: October 6, 2022 Meeting (including communication exchanges between Minister of Health and CPSO/CNO)**
- 4.1.59 Discipline Training October 14, 2022 (Basic) and November 4, 2022 (Advanced)**
- 4.1.60 Governance Training November 3, 10, 2022**
- 4.1.61 2022 HPRO Communicators’ Day Conference Agenda**
- 4.1.62 Legislative Updates – August, September, October 2022**

Dr. Mizel thanked Council members for their support.

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

To approve the Executive Committee Report as presented  
CARRIED UNANIMOUSLY.

## 4.2 Patient Relations Committee Report

### 4.2.1 S-014: Prohibition of a Sexual Relationship with a Patient

#### Recommendation 1

Ms Ausbeth-Ajagu presented recommendations from the Patient Relations Committee, including language in the standard of practice to distinguish sexual abuse under the *Regulated Health Professions Act, 1991 (RHPA)* from sexual assault under the Criminal Code of Canada and to communicate that consent is not a defence to sexual abuse under the *RHPA*.

MOTION (moved by Ms Ausbeth-Ajagu/seconded by Dr. Grice)

The Council approve minor amendments to Standard of Practice S-014: Prohibition of a Sexual Relationship with a Patient with the following amendments:

- P.3, first main bullet, fourth sub-bullet: change “give a copy” to “formally notify”
- P.2, last main bullet, to read as follows: “Sexual abuse under the RHPA has a different legal description from sexual assault under the *Criminal Code of Canada*. Consent is not a defence to sexual abuse under the *RHPA*.”

CARRIED UNANIMOUSLY

**ACTION ITEM** Staff and appropriate Committees to consider recommendations to address the following:

- Defining terms, e.g., release, discharge, termination, notification
- Reflecting similar wording in CCO guidelines to CCO’s Standards, e.g., G-013 related to Chiropractic Assessments, with staff coordinating reviews by both the Patient Relations Committee and Quality Assurance Committee

*Received for information:*

### 4.2.2 S-014: Prohibition of a Sexual Relationship with a Patient (current)

#### Recommendation 2

Similar to the CPSO website’s “Compliment a Physician” section, a recommendation was put forward for CCO to consider a similar addition to the CCO website to allow for patients to submit “compliments” which would be vetted by CCO staff and posted with the removal of any information that would identify a patient.

MOTION (moved by Ms Ausbeth-Ajagu/seconded by Dr. Groulx)

That CCO create a webpage to Compliment a Chiropractor on the CCO website

MOTION DEFEATED.

It was noted that this might be better to reside on an association website. It was confirmed that it is infrequent that a patient advises the College of a positive care story about a chiropractor.

Additional Committee activities or areas of interest were briefly reviewed:



- It was reported that the Government's approved funding for cases of patient sexual abuse had increased to \$17,370 as of July 1, 2022.
- Translations will continue to be reviewed by the Committee as needed.
- CCO's diversity, equity, and inclusion plan will continue to be reviewed and action taken as appropriate.

Committee members and staff were thanked for their efforts.

MOTION (moved by Ms Ausbeth-Ajagu/seconded by Dr. Goudreau)

To approve the Patient Relations Committee report as presented  
CARRIED UNANIMOUSLY.

### ***Examples from other Regulators***

*Received for information:*

- 4.3.2 S-002: Record Keeping (current)**
- 4.2.3 Practice Advisory – Prevention of Sexual Abuse and Boundary Violations from RCDSO (2017)**
- 4.2.4 Standard of Practice: Prevention of Sexual Abuse from the College of Massage Therapists of Ontario (January 1, 2022)**
- 4.2.5 Standards for the Prevention of Sexual Abuse from the College of Occupational Therapists of Ontario (August 2018)**
- 4.2.6 Prevention of Sexual Abuse in Optometric Practice from College of Optometrists of Ontario (October 19, 2020)**
- 4.2.7 Boundary Violations from the College of Physicians and Surgeons (December 2019)**
- 4.2.8 Compliment a Physician from CPSO website**
- 4.2.9 Boundaries and Sexual Abuse Standard from the College of Physiotherapists of Ontario**
- 4.2.10 Prevention of Sexual Abuse of Clients and Mandatory Reporting from the College of Psychologist of Ontario**

### **4.3 Quality Assurance Committee Report**

#### **4.3.1 S-002: Record Keeping (draft)**

Dr. Groulx reported that CCO's standard related to record keeping required minor amendments related to demographic information being collected, cybersecurity, and privacy.

MOTION (Dr. Groulx/Ms Gravelle)

To approve minor amendments to S-002: Record Keeping as presented  
CARRIED UNANIMOUSLY.

*Received for information:*

- 4.3.2 S-002: Record Keeping (current)**
- 4.3.3 S-022: Ownership, Storage, Security and Destruction of Records (draft)**

MOTION (moved by Dr. Groulx/seconded by Dr. Grice)

That Council approve minor amendments to S-022: Ownership, Storage, Security and Destruction of Records with typographic correction on p.4, first paragraph under heading “Electronic Records”, to change “maintain” to “maintaining” and add “Record” before “Keeping” in the standard’s title.

CARRIED UNANIMOUSLY

**ACTION ITEM** Staff to add links to noted government cybersecurity websites to the CCO website

**ACTION ITEM** Quality Assurance Committee to review S-022: Ownership, Storage, Security and Destruction of Records, p.2, final paragraph’s final sentence to change “Consideration must...” to “Record protection should include (the three listed bullets) and multi-factor authentication”

*Received for information:*

**4.3.4 S-022: Ownership, Storage, Security and Destruction of Records (current)**

**4.3.5 Confidential Legal Advice from Richard Steinecke dated November 7, 2022**

**4.3.6 Extract of CCO website re: Privacy**

**4.3.7 S-009: Chiropractic Care of Animals (draft)**

Minor amendments to the Standard were presented, noting that appropriate legislation is being referenced.

MOTION (moved by Dr. Groulx/seconded by Dr. Grice)

To approve minor amendment to S-009: Chiropractic Care of Animals

CARRIED UNANIMOUSLY.

*Received for information:*

**4.3.8 S-009: Chiropractic Care of Animals (current)**

**4.3.9 Privacy in Your Practice Document from College of Veterinarians of Ontario**

**4.3.10 Slide Deck from Peer Mentoring Orientation, 2022**

**ACTION ITEM** Staff to research how other regulators and other professions provide additional information on the public register, e.g., that a chiropractor provides acupuncture or care for animals, and present information to the Executive Committee for further consideration

It was confirmed that CCO’s by-laws permit the public register to include a member’s address, gender, school attended, first year of registration, and up to three languages. By-law amendments would be needed to increase the amount of information available on the public register.

**ACTION ITEM** Staff to reply to the request for information related to chiropractors who provide care for animals to the Veterinary Chiropractic Learning Centre's website that includes a list of graduates

A question was posed regarding how CCO connects with the public directly and allows the voice of the public to be heard. It was noted that CCO, through HPRO, is part of the Ontario Health Regulators website (ontariohealthregulators.ca) which includes initiatives to reach the public.

**ACTION ITEM** Patient Relations Committee to add “public outreach and engagement” to a future meeting agenda

### **Concussion and Rowan's Law**

In response to messages by OCA and CCA related to Rowan's Law, suggested text for inclusion in a President's Message was raised. The principle in CCO's standards of the need for members to achieve and maintain proficiency for the lifetime of the professional was raised. A member should pause long enough to ensure they have the competency to treat a patient, and, if not, refer the patient to a colleague.

Council members were reminded that, in August, CCO published information to indicate that Rowan's Law was in force. A follow-up to that information could include a “Q&A” help explain the legalese that is in Rowan's Law and highlight that, as practice changes, skillsets need to be acquired and maintained.

**ACTION ITEM** Dr. Mizel to include additional information on Rowan's Law in a future President's Message

MOTION (moved by Dr. Groulx/seconded by Dr. Viscomi)

To approve the Committee report as presented

CARRIED UNANIMOUSLY.

### **5. NEW BUSINESS**

No new business was raised.

### **6. FYI**

*Received for information:*

***College of Kinesiologists of Ontario***

*Received for information:*

**6.1 Thank you letter dated September 29, 2022 for use of space**

***College of Nurses of Ontario***

*Received for information:*

**6.2 Pitter v. CNO and Alviano v. CNO dated September 30, 2022 (Divisional Court)**

***College of Physicians and Surgeons of Ontario***

*Received for information:*

**6.3 Extract from Dialogue Episode**

**6.4 Ontario Divisional Court Decision: Dr. Crystal Luchkiw v. College of Physicians and Surgeons**

***College of Psychologists of Ontario***

*Received for information:*

**6.5 Correspondence dated October 24, 2022, re: Applied Behaviour Analysis and Dual Registration British Columbia**

**6.6 BC Government Announcement “Patients the Focus of New Health Legislation” California**

**6.7 Article dated September 29, 2022 entitled California Passes AB 1278 First State Law Requiring Physicians to Disclose Open Payments Database to Patients**

***Other***

*Received for information:*

**6.8 Grey Areas (September and October 2022)**

**6.9 Council Members Terms (dated April 20, 2022)**

**DATE AND TIME OF MEETINGS**

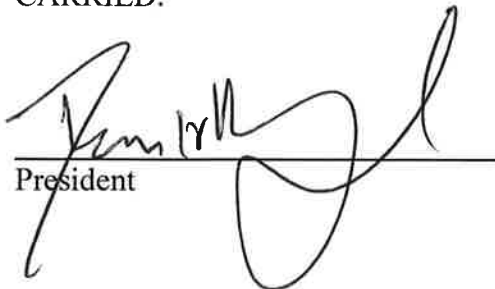
*See Appendix A for Executive Committee and Council meeting dates.*

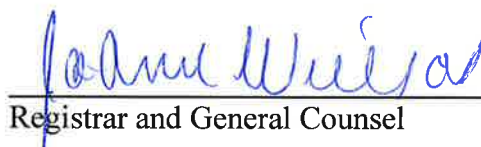
**ADJOURNMENT**

MOTION moved by Ms Gravelle/seconded by Dr. Gauthier

To adjourn this meeting at 12:06 a.m. EDT

CARRIED.

  
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President

  
\_\_\_\_\_  
Registrar and General Counsel

## APPENDIX A – DATE AND TIME OF MEETINGS

### Executive Committee Meeting Dates

Year	Date	Time	Event	Location
<b>2023</b>	Friday, January 20	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, March 24	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	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 20	8:30 a.m. – 1:00 p.m.	Meeting	CCO

### Council Meeting Dates

Year	Date	Time	Event	Location
<b>2022</b>	Thursday, November 24	8:30 a.m. – 1:00 p.m.	Meeting (Budget)	CCO
	Friday, November 25	8:30 a.m.-11:30 a.m.	Training Module/ Topic Specific Meeting	CCO
	Friday, November 25	6:00 p.m. – 9:00 p.m.	Holiday Party	Opus Restaurant
<b>2023</b>	Friday, February 24	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Wednesday, April 19	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Thursday, April 20	8:30 a.m. – 1:00 p.m.	Meeting (Elections)	CCO
	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/	White Oaks

Year	Date	Time	Event	Location
			Topic Specific Meeting	
	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