

**MINUTES OF THE COLLEGE OF CHIROPRACTORS OF ONTARIO'S
COUNCIL MEETING
HELD THURSDAY, APRIL 24, 2025
59 HAYDEN ST, SUITE 800, TORONTO, ONTARIO AND VIRTUALLY BY TEAMS**

PRESENT:

Dr. Sarah Green, President and Meeting Chair
Dr. Jarrod Goldin, Vice President
Mr. Shawn Southern, Treasurer
Ms Anuli Ausbeth-Ajagu
Mr. Robert Chopowick (attended virtually by Teams)
Mr. Gagandeep Dhanda (attended virtually by Teams)
Dr. Michael Gauthier
Dr. Colin Goudreau
Dr. Kyle Grice
Dr. Salima Ismail
Ms Zoe Kariunas
Dr. Annette Langlois
Dr. Angelo Santin
Mr. Scott Stewart
Dr. Julia Viscomi

REGRETS:

None

ABSENT:

None

STAFF:

Ms Rose Bustria, Executive Assistant
Mr. Joel Friedman, Deputy Registrar
Ms Jo-Ann Willson, Registrar and General Counsel

RECORDING SECRETARY:

Ms Beth Ann Kenny

CALL TO ORDER AND WELCOME

Dr. Green called the meeting to order at 8:30 a.m. EDT, noting the meeting was hybrid in nature with the majority of Council members attending in person.

Council members who were attending virtually were asked to keep their cameras on and to ensure they could be heard and seen and to alert Mr. Friedman and Ms Kenny if they needed to leave the meeting or if they had technical issues.

Dr. Green confirmed that Council meetings are open to the public unless Council moves in camera pursuant to the provisions within the *RHPA*, e.g., financial, government relations, or legal matters.

Council members were reminded that they are to be familiar and comply with CCO's rules of order. When speaking to a motion, Council members were reminded to note if they were speaking for or against the motion. If needed, Dr. Green would serve as parliamentarian.

LAND ACKNOWLEDGEMENT

Ms Kariunas offered the Land Acknowledgement noting a recent experience at Monument Valley in Arizona.

1. CONSENT AGENDA

The consent agenda was presented for approval.

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

To approve the consent agenda as circulated:

1.1 Discipline Committee Report

1.1.1 CCO v Dr. Mehran Tabrizi Decision (dated March 6, 2025)

1.1.2 CCO v Dr. Jason Porr Notice of Hearing

1.2 Fitness to Practise Committee Report

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

1.3.1 Notice of Interim Order dated March 6, 2025

1.4 Patient Relations Committee Report

1.5 Registration Committee Report

1.5.1 Communication dated April 4, 2025 re. Removal of FRP Reports from OFC Website

CARRIED UNANIMOUSLY.

2. MAIN AGENDA

The meeting's main agenda was presented for approval.

MOTION moved by Dr. Goudreau/seconded by Ms Kariunas

To approve the main agenda with the addition of the following items:

- Capital Budget Pages 125(a) and 125(b)
- 2024 Audited Financial Statements

CARRIED UNANIMOUSLY.

2.1 Conflict of Interest

No conflicts were declared. Council members were reminded that any real or perceived conflicts of interest should be raised during the meeting as the agenda item arises. Any standing conflicts of interest did not need to be declared at every meeting if they had been previously identified. It was confirmed that Council members would need to leave the meeting and not participate in any discussion when they were in a potential conflict on any item until council decided the matter. This is consistent with Richard Steinecke's advice.

3. MINUTES

Council members were reminded by notation on the agenda that they should only make motions or vote to approve meeting minutes for those meetings in which they were in attendance. A call was made for motions to approve the most recent Council meeting minutes.

3.1 Council Minutes of February 21, 2025 (draft)

MOTION moved by Dr. Santin/seconded by Mr. Southern

To approve the February 21, 2025, Council Meeting Minutes as presented
CARRIED UNANIMOUSLY.

3.2 Council Minutes (In Camera) of February 21, 2024 (draft)

MOTION moved by Dr. Gauthier /seconded by Ms Ausbeth-Ajagu

To approve the February 21, 2025, In Camera Council Meeting Minutes as circulated
CARRIED UNANIMOUSLY.

4. COMMITTEE REPORTS

4.1 Executive Committee Report

Dr. Gauthier and Dr. Grice were welcomed back to Council, being recently re-elected. Dr. Ismail and Dr. Langlois were welcomed to Council for their first terms. Introductions were provided by all present.

Dr. Green presented the Executive Committee report, beginning with an overview of upcoming meetings and logistics, including a change in timing of the September Council meeting to 10:00 a.m.- 3:00 p.m., prior to Strategic Planning on Saturday and Sunday.

Council members were asked to alert the President if they had recommendations for Council training.

Received for information:

4.1.1 Confidential Minutes of February 21, 2025

4.1.2 Confidential Minutes of March 28, 2025 (draft)

4.1.3 Correspondence dated March 6, 2025 to Dr. Salima Ismail from Ms Willson

4.1.4 Correspondence dated April 3, 2025 to Dr. Annette Langlois from Ms Willson

4.1.5 Various communications re. training

Move in Camera

MOTION moved by Mr. Southern/seconded by Mr. Stewart

To move in camera
CARRIED UNANIMOUSLY.

Observers were excused from the meeting and were advised that they would be emailed when Council rose from the in camera session so that they could rejoin the meeting.

Move Out of Camera and Ratify Decisions Made In Camera

MOTION moved by Ms Kariunas/seconded by Dr. Gauthier

To rise from the in camera session and ratify all decisions made while in camera
CARRIED UNANIMOUSLY.

Observers were welcomed back to the meeting.

4.1.26 Strategic Plan (September 2024 – September 2029)

Minor changes will be made to the Strategic Plan, to remove specific references to the OCA and College of Kinesiologists. Discussion ensued regarding key performance indicators (KPIs), confirming that these are measurements and not targets. Lists of artificial intelligence (AI) generated KPIs were shared. Committees were asked to draft KPIs for consideration.

Received for information:

4.1.27 Information re: Key Performance Indicators generated by Chat GPT (March 28, 2025)

4.1.28 Information re: Key Performance Indicators generated by Grok (April 2025)

Third Party Evaluations

It was confirmed that CCO's Council meeting evaluation surveys will continue to evolve with the first phase having been successfully implemented. Additionally, the new Executive Committee will be moving forward with third party evaluations and bringing recommendations to Council.

Received for information:

4.1.29 Extract from the Handbook of Board Governance (3rd edition) re: Third Party Evaluations

Samples from other Regulators

Received for information:

4.1.30 College of Dental Hygienists of Ontario

4.1.31 College of Nurses of Ontario

4.1.32 College of Physiotherapists of Ontario

4.1.33 College of Physicians and Surgeons of Ontario (2024 Annual Report)

4.1.34 Memo dated March 7, 2025 re: Strategic Plan and ICRC

Communications

Discussion ensued regarding continued improvements to CCO's communications. The following were noted during discussion:

- Constant Contact, the system used for bulk emails, includes CCO members and system partners which might affect the analytics, e.g., system partners might not click on information regarding new standards of practice.
- Registration renewal can include a question for members about whether they have read the most recent standards, policies, and guidelines, making those available on the CCO website as is currently available within ChiroCare: <https://cco.on.ca/wp-content/uploads/2024/10/CHIROCAREApril2025.pdf>
- Committee feedback and recommendations are appreciated, e.g., the Quality Assurance Committee recommendations noted in its current report.
- The Executive Committee will also be progressing CCO's communications plan.

Received for information:

4.1.35 CCO President's Message and Newsletter (February 26, 2025)

4.1.36 Constant Contact Statistics re: February 25, 2025 distribution

The Regulatory Excellence Workshops (REW) were raised, and it was confirmed that it is mandatory that members participate in a REW within the specified timeframe. Reminders to members who have

not participated can be sent, reminding those members of the availability of upcoming workshops. The REWs are held virtually three times per year and twice or more in person across the province.

Received for information:

4.1.37 Extract from website re: Regulatory Excellence Workshops (REW)

4.1.38 Feedback re: REW (virtual) dated February 28, 2025

CCO website

The launching of CCO's new website was celebrated, with thanks to Mr. Friedman and C-Group for their efforts. The user's experience was noted to be positive and analytics will be monitored, making changes as needed.

Received for information:

4.1.39 E-mail dated April 2, 2025 re: New Website Launch

CCO E-mails

Council members were reminded that all have CCO email addresses and that these should be used for internal CCO business only. Support for email setup would be offered following the Council meeting.

It was shared that, as of June 1, 2025, CCO will be using only the CCO email addresses to communicate with Council members for Council business.

Received for information:

4.1.40 Information re: Establishing CCO internal e-mail

It was also shared that work has begun on CCO's 2024 Annual Report with that report being ready in time for the Annual Meeting being held on June 13th. The Annual Report will include a tribute to the late Dr. Dennis Mizel. Additionally, Dr. Paul Groulx will be recognized as he completed his term on Council in 2025.

Ministry of Health

College Performance Measurement Framework (CPMF)

It was reported that the Executive Committee approved the CPMF report and that the report had been filed by the March 31, 2025, deadline. Mr. Friedman and staff were thanked for their efforts.

An updated CCO CPMF action plan will be reviewed and recommended to Council based on the new report.

A question was raised regarding whether the Ministry audits the CPMF reports. Ms Willson shared that she recently had asked that question and others and that representatives from the Ministry met with her to review the questions and recommendations from CCO. The work being done by the

Health Profession Regulators of Ontario (HPRO) was raised, noting that HPRO is working to be more proactive and to make best use of the information being reported.

Received for information:

4.1.41 CPMF Report filed March 31, 2025

4.1.42 Communication exchanges re: CPMF Report

4.1.43 Various Ministry of Health News Releases (March 2025 – April 2025) identifying MOH priorities and initiatives

4.1.44 Background Information re: Scope Expansion for College of Pharmacists

4.1.45 MOH document dated February 2, 2023 entitled “Your Health A Plan for Connected and Convenient Care”

Election Documents

An overview of the 2025 election cycle was provided, and it was noted that no significant issues arose. It was shared that continued electoral reform will be reviewed within the existing legislative framework with considerations of considering how to include a process for determining competencies of nominees for Council and for ensuring that conflicts of interest are avoided. All will be brought to Council for consideration.

No questions were posed.

Received for information:

4.1.46 2025 Notice of Election and supporting documents distributed January 27, 2025

4.1.47 Extract from Website re: Nomination Results (+ memo dated February 18, 2025)

4.1.48 Slide Deck from Candidate Orientation Meeting February 24, 2025

4.1.49 Distribution of Candidate information in Districts 3 and 5, distributed March 7, 2025

4.1.50 Communication dated March 31, 2025 re: Unofficial Election Results – Districts 3 and 5

Criminal Records Check

4.1.51 Internal Policy: I-023: Submission of Criminal Record Checks by Council and Committee

Examples of recent submission processes experienced by Council members for their criminal record checks were raised, both positive and challenging.

The draft policy was considered for approval, noting that recommendations for further revisions were made during the February 21, 2025, Council meeting. It was noted that the changes included that the check needed to be current within 90 days and completed within two months from election in addition to ramifications of not having it done in time, i.e., not being sent Council meeting material.

It was confirmed that the policy will not be in effect until the minutes are approved at the June 13th meeting, but the spirit of the policy would best be considered until that time, and the policy applies to newly elected or appointed Council members as well as those reappointed or reelected to Council.

It was requested that the information about the agencies that provide criminal record checks be posted to the Council SharePoint site as well as sending reminders as appropriate.

MOTION moved by Mr. Southern/seconded by Dr. Grice

To approve Internal Policy: I-023: Submission of Criminal Record Checks by Council and Committee

CARRIED UNANIMOUSLY.

Received for information:

4.1.52 E-mail dated April 9, 2025 from Ms Cheng re: Obtaining Criminal Records Check for Council and Committee Members

Council Effectiveness

Received for information:

4.1.53 Summary of Council feedback re: Council meeting February 21, 2025

With the first phase of Council evaluation being successfully implemented, future phases will be considered, including peer-to-peer reviews and third party evaluations. It was offered that a review of trends will be helpful for future planning.

Other Chiropractic/Health Related Stakeholders

Federation of Canadian Chiropractic (FCC)

It was reported that Dr. Green and Ms Willson have been attending all FCC meetings and that Ms Willson is involved in a working group re. FCC's accreditation function. It was shared that the Office of the Fairness Commissioner (OFC) has been requesting information about memoranda of understanding and contracts with third party providers. It was shared that the next FCC meeting is scheduled for the same week as the next Executive Committee meeting and CCO's new President should plan to attend that meeting.

FCC's work on cultural understanding and safety for Indigenous populations was raised, and Dr. Goldin offered to forward information regarding a recent student thesis about Indigenous care.

Received for information:

4.1.54 FCC meeting dates

4.1.55 Communication from FCC re: follow up to Regulatory Council meeting March 25, 2025

Canadian Chiropractic Protective Association (CCPA)

Received for information:

4.1.56 Communique dated February 2025 entitled "Handling reviews- and yourself – on social media"

Health Profession Regulators of Ontario (HPRO)

Received for information:

4.1.57 Legislative Updates for February, March 2025

4.1.58 Correspondence dated March 20, 2025 to the Honourable Sylvia Jones, Minister of Health, from Daniel Faulkner, Chair, HPRO

4.1.59 Governance Training for RHPA Colleges

4.1.60 Information dated March 20, 2025 re: Nova Scotia legislation re: interprovincial trade being amended following public safety concerns

At the close of the Executive Committee report, Dr. Green shared that this was her last report as President and that she has appreciated the support, encouragement, and engagement by Council. Much had been accomplished over the last two years with opportunities – some anticipated and some not – to learn and grow.

Council and staff thanked Dr. Green for her thoughtful leadership and for doing an incredible job as President.

MOTION moved by Mr. Southern/seconded by Dr. Grice

To accept the Executive committee Report

CARRIED UNANIMOUSLY.

4.2 Quality Assurance Committee Report

Dr. Grice presented the Quality Assurance Committee report, highlighting work accomplished since the last meeting of Council.

4.2.1 S-009: Animal Chiropractic (draft)

4.2.2 S-009: Animal Chiropractic (clean copy)

The consensus of the Council was that there was no specific conflict of interest for Dr. Langlois, whose practice is consistent with legislation and in animal chiropractic, as the proposed changes to the animal chiropractic standard were technical and consistent with legislation. Discussion ensued regarding conflicts of interest as they relate to those who have expertise in certain types of practice or represent certain sectors, e.g., education. Council will continue its due diligence in identifying any real or perceived conflicts of interest in any specific situations.

It was noted that the changes to S-009: Animal Chiropractic, which were approved at the February 21, 2025, Council meeting, took effect as the minutes of that meeting were approved earlier in the meeting. The new amendments were technical in nature.

MOTION moved by Dr. Grice/seconded by Mr. Southern

That the draft amendments to “Legislative Context” section of Standard of Practice S-009: Chiropractic Care of Animals come into effect on the date of the enactment of the Veterinary Professionals Act, 2024

CARRIED UNANIMOUSLY.

Received for information:

4.2.3 Correspondence dated February 12, 2025 to Ms Willson re: consultation

MOTION moved by Dr. Grice/seconded by Ms Kariunas
To accept the Quality Assurance Committee Report
CARRIED UNANIMOUSLY.

Move in Camera

MOTION moved by Dr. Grice/seconded by Mr. Southern
To move in camera
CARRIED UNANIMOUSLY.
Observers were removed from the meeting.

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

Observers were welcomed back to the meeting.

5. NEW BUSINESS

6. FOR YOUR INFORMATION

Received for information:

- 6.1 Grey Areas dated March 2025 entitled “When Regulated Persons Are Suspected of Committing Crimes”**
- 6.2 Grey Areas dated April 2025 entitled “Wrestling with Witness Weaknesses”**
- 6.3 Extract from Medical Post dated February 2025 entitled “Prepping for rising cyber threats”**
- 6.4 Council Member Terms as of April 24, 2025**

DATE AND TIME OF MEETINGS

See Appendix A for Executive Committee and Council meeting dates. Council members are asked to advise Ms Rose Bustria if they are unable to attend any meeting.

ADJOURNMENT

Dr. Green adjourned the meeting at 10:32 a.m.

President

Registrar and General Counsel

APPENDIX A – DATE AND TIME OF MEETINGS

Executive Committee Meeting Dates to December 2025

Year	Date	Time	Event	Location
2025	Friday, May 23	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, August 15	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, October 17 (budget recommendations)	8:30 a.m. – 1:00 p.m.	Meeting	CCO

Council Meeting Dates to December 2025

Year	Date	Time	Event	Location
2025	Thursday, June 12	6:00 p.m.	Presidents’ Dinner	TBD
	Friday, June 13	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, June 13	6:00 p.m. – 9:00 p.m.	AGM	Vinci Room Four Seasons Hotel 60 Yorkville Ave Toronto, Ontario M4W 0A4
	Friday, September 12	10:00 a.m. – 3:00 p.m.	Strategic Planning/ Topic Specific Meeting	Nottawasaga Inn and Conference Center
	Saturday, September 13	8:30 a.m. – 4:30 p.m.	Strategic Planning/ Topic Specific Meeting	Nottawasaga Inn and Conference Center
	Sunday, September 14	8:30 a.m. – 11:30 a.m.	Strategic Planning/ Topic Specific Meeting	Nottawasaga Inn and Conference Center
	Thursday, November 20	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, November 21	8:30 a.m. – 1:00 p.m.	Meeting	CCO
	Friday, November 21	6:00 p.m. – 9:00 p.m.	Holiday Party	TBD