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# COUNCIL MEETING

# 2024.04

To view the Meeting Materials and Briefing Notes corresponding to these Minutes please click [here](#).

**JUNE 14, 2024**

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## **PRESENT**

**Ian Nicholson**, Ph.D., C.Psych., President  
**Peter Bieling**, Ph.D., C.Psych., Vice-President  
**Wanda Towers**, Ph.D., C.Psych.  
**Fred Schmidt**, Ph.D., C.Psych.  
**Jacob Kaiserman**, Psy.D., C.Psych.  
**David Kurzman**, Ph.D., C.Psych.  
**Rachel Wayne**, Ph.D., C.Psych.  
**Conrad Leung**, M.ADS, BCBA  
**Glenn Webster**, M.Ed., C.Psych.Assoc.  
**Ilia Maor**, Public Member  
**Cenobar Parker**, Public Member  
**Nadia Mocan**, Public Member  
**Paul Stopciati**, Public Member  
**Esther Vlessing**, Public Member  
**Scott Warnock**, Public Member  
**Pascale Gonthier** Public Member

## **REGRETS**

**Kendra Thomson**, Ph.D., BCBA-D  
**Maggie Toplak**, Ph.D., C.Psych.

## **STAFF**

**Tony Debono**, MBA, Ph.D., C.Psych., Registrar & Executive Director  
**Barry Gang**, MBA, Dip.C.S., C.Psych.Assoc., Deputy Registrar & Director, Professional Affairs  
**Lesia Mackanyn**, Director, Registration  
**Zimra Yetnikoff**, Director, Investigations and Hearings  
**Stephanie Morton**, Director, Corporate Services  
**Odessa Medallon**, Assistant to the Registrar, Recorder

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## **2024.04.00 CALL TO ORDER**

The Registrar called the meeting to order at 9:00AM and began with a land acknowledgement statement in recognition and respect for Indigenous peoples. The meeting was held virtually by Zoom and livestreamed on YouTube.

## **2024.04.00A WELCOME OF NEW AND RETURNING COUNCIL MEMBERS**

The Registrar welcomed new Council members Dr. Rachel Wayne representing District 6 (GTA West), and Dr. Maggie Toplak representing District 8 (Academic).

#### **2024.04.00B ELECTIONS TO THE EXECUTIVE COMMITTEE**

The Registrar informed the Council that the first order of business was the election of the Executive Committee and confirmed that Council members had received the *Statements of Interest* submitted by those wishing to run for positions on the Executive.

The Registrar confirmed that one *Statement of Interest* had been received for each of these positions: President, Vice President, two Professional Members and two Public Members. Prior to the election, the Registrar provided Council members with the opportunity to ask questions of each candidate.

According to *By-law 4: Election of Members of Executive Committee*, “4.7 Only, if there is no candidate for a position, members of Council may indicate their willingness to run at the first meeting of Council following the annual election.” Given that there is only one candidate for each of the six positions on the College Executive Committee, further expressions of interest will not be entertained at this meeting. Therefore:

#### **The Executive Committee for 2024-2025 will be acclaimed as follows:**

Ian Nicholson, Professional Member, President  
Peter Bieling, Professional Member, Vice-President  
Glenn Webster, Professional Member  
Fred Schmidt, Professional Member  
Paul Stopciati, Public Member  
Scott Warnock, Public Member

The Registrar congratulated the new Executive Committee and requested that the President, Dr. Ian Nicholson, take the Chair and conduct the proceedings of Council.

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#### **2024.04.01 APPROVAL OF THE AGENDA AND MINUTES**

##### **.01A APPROVAL OF AGENDA**

**It was MOVED by Paul Stopciati**

**That the Agenda for the Council Meeting be approved as presented.**

**CARRIED**

##### **.01B DECLARATIONS OF CONFLICTS OF INTEREST**

The President asked if any members of Council wished to declare a conflict of interest pertaining to the items on the Agenda. The President reminded Council members that the potential for conflicts should be kept in mind throughout the meeting and declarations made at any time, if appropriate.

##### **.01C REVIEW & APPROVAL OF MINUTES**

**It was MOVED by Scott Warnock**

**That the Minutes of Council Meeting 2024.02 March 21, 2024, In-Camera Council Meeting 2024.02 March 21, 2024 - Salary Scales, In-Camera Council Meeting 2024.02 March 21, 2024 - Registrar’s Performance Review, and 2024.03 May 8, 2024, be approved as presented.**

**CARRIED**

##### **.01D REVIEW OF ACTION LIST**

The Council reviewed the Action List drawn from the Minutes of the previous meeting and noted items that were completed, outstanding or on today’s meeting Agenda.

## **.01E COUNCIL MEETING EVALUATION REVIEW**

The Council reviewed the March 21, 2024, Council Meeting Evaluation results.

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### **2024.04.02 CONSENT AGENDA**

The Consent Agenda was received.

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### **2024.04.03 POLICY ISSUES**

#### **.03A TELEPSYCHOLOGY MEMORANDUM OF UNDERSTANDING WITH MANITOBA**

The Registrar provided the Council with a Briefing Note on the proposed that would permit psychologists in good standing with the Psychological Association of Manitoba employed by a provincial health authority to provide psychological services to residents of a specified region of Northwestern Ontario within the interprofessional care model of the hospital. Consistent with healthcare inequities more generally, there is limited access to psychological services for residents of Northern Ontario. This MOU would permit psychologists within this model of care to see patients via telepsychology following initial hospital service.

**It was MOVED by David Kurzman**

**To approve the signing, in principle, of a Memorandum of Understanding between Ontario and Manitoba to enable telepsychology care to residents of Northwestern Ontario for services provided through Manitoba's provincial health authority that were initially referred by an Ontario physician.**

**CARRIED**

#### **.03B TELEPSYCHOLOGY MEMORANDUM OF UNDERSTANDING (MOU) WITH BRITISH COLUMBIA (B.C.)**

The Registrar provided an update on the potential MOU between Ontario and British Columbia (B.C.), where an intention agreement was signed. The signing aims to ensure stability and encourage collaboration during the transition period of the newly amalgamated College of Health and Care Professionals in B.C., known as "C7", set to launch on June 28th. The MOU will further facilitate the flow of healthcare professionals and offer the opportunity of working with B.C. in ensuring quality care for the public across the two jurisdictions.

#### **.03C PROPOSED AMENDMENT TO *POLICY III F-2: RESERVE FUNDS***

The Registrar provided the Council with a Briefing Note and copy of proposed amendments to *Policy III – F2 Reserve Funds* for discussion, explaining that the current economic and operational context differs significantly from when the Fee Stabilization Fund was created. The Fee-Stabilization Fund was created as a financial strategy to minimize or delay the impact of year-over-year changes in revenue or expenses on registrant renewal fees. The amendment covers sunseting the Fee Stabilization Fund and reallocating any remaining Fee Stabilization funds to the Contingency Reserve Fund following payment of the previous year's deficit.

**It was MOVED by Jacob Kaiserman**

**That the Council approve the proposed amendments to Policy III F-2 – Reserve Funds.**

**CARRIED**

#### **Action Item Registrar**

Update *Policy III - F-2: Reserve Funds* in the *Colleges Policy and Procedures Manual*.

### **.03D POLICIES AND PROCEDURES MANUAL – AMENDMENTS TO INCLUDE ABA**

The Registrar provide the Council with a Briefing Note and Summary of Changes to the College’s Policies and Procedures Manual. The primary focus was to update the documents to include the profession of applied behaviour analysis (ABA). The Registrar pointed out the inclusion of the Vulnerable Sector Screening Policy specific to ABA which was approved at the December 2023 Council meeting.

There was a discussion on the requirement of a Vulnerable Sector Check (VSC) for Behaviour Analysts when registering with the College and concerns about the administrative burden, costs of implementation, and whether similar requirements should apply to psychology registrants.

**It was MOVED by Wanda Towers**

**That the Council approve the changes in the College Policies and Procedures Manual to incorporate the profession of applied behaviour analysis. CARRIED**

**Action Item Office of the Registrar**

Confirm with ACPRO if there are psychology regulatory bodies in Canada requiring a VSC at the College level and with ASSPB the list of requirements of US and Canadian regulators.

### **.03E EQUITY, DIVERSITY, AND INCLUSION (EDI) WORKING GROUP REPORT– HEALTH EQUITY IMPACT ASSESSMENT**

The Ministry outlined Standards within the College Performance Measurement Framework (CPMF) considered to be “best practices” of regulatory excellence toward which Colleges are to strive and against which Colleges will be evaluated. Within the CPMF, it is an expectation that the College has an Equity, Diversity, and Inclusion (EDI) plan and that they conduct an Equity Impact Assessment to ensure that decisions are fair, and that policies, programs, or processes are not discriminatory. Prior to creating an EDI plan, an Equity Impact Assessment will provide baseline data to build upon.

The EDI working group completed the Health Equity Impact Assessment over the course of two sessions on January 15 and March 18, 2024. The summary of results suggest that the College has made some important changes in alignment with principles of EDI, such as: establishing a Working Group, providing consultation to multiple College committees, collecting membership data, and providing input into Standards of Professional Conduct. Despite these accomplishments, the College remains committed to a journey of continuous quality improvement with areas of EDI that would benefit from the College’s attention through a specific plan.

**It was MOVED by Scott Warnock**

**That the Health Equity Impact Assessment results be approved by Council and returned to the EDI Working Group to develop an EDI plan. CARRIED**

**Action Item Office of the Registrar**

Communicate the approval of the Health Equity Impact Assessment with the EDI Working Group to develop an EDI Plan.

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## **2024.04.04 BUSINESS ISSUES**

### **.04A PRESIDENT’S REPORT**

The Council reviewed the President’s Report for the fourth quarter of 2023-2024.

#### **.04B REGISTRAR & EXECUTIVE DIRECTOR'S REPORT**

The Council reviewed the Registrar's Report for the fourth quarter of 2023-2024.

#### **.04C REGISTRATION COMMITTEE QUARTERLY REPORT**

The Council reviewed the report for the fourth quarter of 2023-2024.

#### **.04D INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE QUARTERLY REPORT**

The Council reviewed the report for the fourth quarter of 2023-2024.

#### **.04E DIRECTORS OF CLINICAL TRAINING PROGRAMS MEETING REPORT**

Dr. Peter Bieling gave an oral report on the joint meeting of the Directors of Clinical Training and Internship Directors that took place on April 18, 2024. Four themes discussed in the meeting were:

- Training Finances
- New CPA Accreditation Standards
- Accommodations for Students
- Artificial Intelligence (AI)

#### **.04F INTERIM APPOINTMENTS OF BEHAVIOUR ANALYSTS TO COUNCIL AND COMMITTEES**

Effective July 1, 2024, the College of Psychologists and Behaviour Analysts of Ontario will expand its regulatory mandate to include the profession of applied behaviour analysis (ABA), in accordance with the Psychology and Applied Behaviour Analysis Act, 2021. At the March 2024 Council Meeting, amendments to the By-Laws were approved to reflect this change, including representation of all registration titles on statutory committees, including Psychologists, Psychological Associates, and Behaviour Analysts.

The inaugural election for District 8 (Behaviour Analysts) will be held from July 8 to September 6, 2024, with the first meeting of the newly constituted Council on September 27th. To maintain operational continuity, it was proposed that interim appointments of Behaviour Analysts to Council and Committees be made until formal elections and appointments are completed.

**It was MOVED by PAUL STOPCIATI**

**That Council approve the proposed committee appointments cycle for Behaviour Analysts, to be held concurrently with the inaugural election in Electoral District 8 (Behaviour Analysts), which follows proclamation.**

**CARRIED**

**It was MOVED by Glenn Webster**

**That, in the interim, the Executive Committee will convene on July 2, 2024, to appoint Behaviour Analyst members (TBD) to the Council, the Executive Committee, the Committee Appointments Working Group, and to the remaining Statutory Committees for the period following proclamation and preceding the September Council meeting.**

**CARRIED**

#### **.04G COLLEGE BY-LAWS – ADDITIONAL AMENDMENTS TO INCLUDE ABA**

To ensure the effective integration of the profession of applied behaviour analysis into the College, additional housekeeping amendments to the By-laws were necessary. These amendments were intended to address minor inconsistencies and operational details that have emerged since the initial

By-law amendments were approved. The proposed amendments focused on refining the election procedures of Behaviour Analysts within the College's governance structure.

There was discussion regarding the one-year cooling off period for College members running for elections to Council. It was suggested to revisit this policy and compare to other health regulators.

**It was MOVED by Cenobar Parker  
That the Council approve the additional changes in the College By-Laws to incorporate the profession of applied behaviour analysis.**

CARRIED

**Action Item Registrar**

Update the College By-laws 20 *Election To Council, Qualifications, Terms of Office And Conditions for Disqualification* to reflect the amendment.

**Action Item Registrar**

Conduct background research on the cooling-off period practices of other health regulators for review of the Executive Committee.

**.04G APPOINTMENT OF SIGNING OFFICERS**

Where either the President or the Vice-President resides in the Greater Toronto Area (GTA), Council shall appoint as a signing officer one other member of the Council who resides in the GTA. If neither the President nor the Vice-President resides in the GTA, Council shall appoint as signing officers two other members of the Council who reside in the GTA.

**It was MOVED by Fred Schmidt**

**As Dr. Ian Nicholson has been elected President and Dr. Peter Bieling elected as Vice-President; that their names be added to the list of signing officers; and**

**As Dr. Wanda Towers' term as Council President has ended and Dr. Archie Kwan's term on Council has ended, that their names be removed from the list of Signing Officers as of June 14, 2024; and**

**As the President and Vice President reside outside of the GTA, that Dr. David Kurzman and Dr. Rachel Wayne be added to the list of signing officers as per Section 9.8.5 of By-law 9: Banking and Finance.**

CARRIED

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**2024.04.05 STRATEGIC ISSUES**

**.05A STRATEGIC DIRECTION IMPLEMENTATION UPDATE**

The Registrar provided the Council with the updated *Strategic Direction Implementation Table*. This table is used to chart the work undertaken and accomplished in fulfilling the College's Strategic Direction. Items added since the Council Meeting of March 21, 2024, were shown in **Bold**.

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**2024.04.06 OTHER BUSINESS**

**.06A NEXT COUNCIL MEETINGS:**

The next meetings of Council will be held on:

- September 26, 2024 (Training Day)

- September 27, 2024 (In-Person)

Proposed:

- December 13, 2024

**It was MOVED by Pascale Gonthier  
That December 13, 2024 be set as meeting date.**

**CARRIED**

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#### **2024.04.07 ADJOURNMENT**

There being no further business,

**It was MOVED by Wanda Towers  
That the Council Meeting be adjourned.**

**CARRIED**

The Council Meeting was adjourned at 11:00AM.

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Ian Nicholson, Ph.D., C.Psych., President

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Peter Bieling, Ph.D., C.Psych., Vice-President

**Minutes approved at the Council Meeting on September 27, 2024**