

COUNCIL MEETING MINUTES

Hybrid Zoom Meeting

Livestreamed to the CDHO YouTube Channel

Friday, December 2, 2022

9:00 a.m. – 4:30 p.m.

COUNCIL MEMBERS PRESENT:

Terri Strawn, Professional Member, President
Michelle Atkinson, Professional Member
Loree Beniuk, Public Member
Erin Betts, Public Member
Anne-Marie Conaghan, Academic Member
Maheen Cassim, Professional Member
Jennifer Cooper, Academic Member
Pella Giabanis, Public Member
Carla Grbac, Professional Member
Farzana Hussain, Professional Member
Ehizele Martin Iyamabo, Public Member
Meghan Leuprecht, Public Member
Caroline Lotz, Professional Member
Angelica Palantzas, Public Member
Vanessa Pereira, Professional Member,
Vice-President
Sasha Sidhu, Public Member
Margaret Wade, Public Member
Jacqueline White, Professional Member
Mary Yeomans, Professional Member

REGRETS:

Alessandro Greco, Public Member

ADMINISTRATION:

Dr. Glenn Pettifer, Registrar and CEO
Veronica Douglas, Executive Administrator

GUESTS:

Julie Maciura, SML, CDHO Legal Counsel
Dr. Catherine Carstairs (9:30 a.m.–10:30 a.m.)
Zubin Austin (10:50 a.m.–11:30 a.m.)
Doha Melhem, Pivotal Research (1:00 p.m.–
1:40 p.m.)
Hafsah, Pivotal Research (1:00 p.m.–1:40 p.m.)
Rainer Kocsis, Pivotal Research (1:00 p.m. –
1:40 p.m.)
Blair MacKenzie, Hilborn LLP (1:45 p.m.–
2:30 p.m.)

1.0 CALL TO ORDER

1.1 Roll Call

The Chair, Terri Strawn, called the meeting to order at 9:01 a.m.

1.2 Opening Remarks

The Council President, Terri Strawn, welcomed Council and guests to the September Council meeting. The following land acknowledgment was made:

“While we meet today in a hybrid environment, I would like to begin by acknowledging the Indigenous peoples and every being of all the lands that we are gathered on here. I acknowledge that there are 46 treaties, other agreements as well as unseeded nations that cover the territory now called Ontario, which remains the home of many First Nations, Inuit, and Métis people. I come with respect for this land that I am on today, for the people and all living beings who have and still reside here.

Let’s take a moment to acknowledge the importance of the land which we each call home and express my gratitude to have the privilege to work on this land. We do this to reaffirm our commitment and our responsibility to improve relationships between nations and to improve our own understanding of local Indigenous peoples and their cultures. From coast to coast to coast, I wish to acknowledge the ancestral and unceded territory of all the Inuit, Métis, and First Nations people that call this nation home.

Please join me in a moment of reflection to acknowledge the effects of genocide, residential schools, and the ongoing effects of colonialism on Indigenous families and communities. We have the utmost respect for Indigenous peoples and wish to thank them for their continued stewardship of this land. Let’s take this time to consider how we can, in our own way, move forward in a spirit of reconciliation and collaboration.”

1.3 Council Policy Manual Update

The Chair reported that the following policies had been updated:

- GP-3 Council Planning and Cycle Agenda Review
- GP-7 Council Stipend and Expenses
- GP-10 Governance Succession Planning

1.4 Council Code of Conduct

Council was reminded of the Code of Conduct.

1.5 Rules of Order

Julie Maciura from SML reviewed the Rules of Order in Schedule III of Bylaw 5.

2.0 APPROVAL OF AGENDA

2.1 Review and Approval of Agenda

MOTION: THAT Council moves to approve the December 2, 2022 Council meeting agenda as presented.

Moved: Carla Grbac
Seconded: Margaret Wade

VOTE: CARRIED

3.0 DECLARATIONS OF POTENTIAL CONFLICTS OF INTEREST

3.1 Declarations of Conflict of Interest

Terri Strawn declared a conflict with Item 8.4 President's Compensation.

4.0 CONSENT AGENDA (4.1-4.1.1)

MOTION: THAT Council moves to approve the consent agenda.

Moved: Maheen Cassim
Seconded: Jacqueline White

VOTE: CARRIED

5.0 INFORMATION REQUESTED BY THE BOARD

Dr. Glenn Pettifer updated Council on the operations of the College.

6.0 BOARD EDUCATION

6.1 Inequality in Access to Oral Health Care

Dr. Catherine Carstairs, a historian at the University of Guelph, presented to Council on the history of oral health and social inequality. Health education, better nutrition, toothbrushing and fluorides are a few reasons oral health has improved over the past 50 years. However, real inequalities remain, especially for the working poor, disabled, elderly, some children, people living in rural areas, new immigrants, refugees and Indigenous peoples.

6.2 Quality Assurance Strategic Planning

Professor Dr. Zubin Austin presented to Council on the Quality Assurance Strategic Plan that is under development. He provided Council with a background of quality assurance in Ontario. Though it has been a regulatory responsibility for three decades, specific models are not prescribed in the RHPA or in other legislation. He

Moved: Vanessa Pereira
Seconded: Carla Grbac
VOTE:

CARRIED

8.4 Amendment to GP 7 Council Stipend and Expenses

Terri Strawn declared a conflict and exited the room for the discussion and vote.

MOTION: **THAT** Council approve changes to the GP-7 Council and Committee Stipend and Expenses with the addition of policy item #4.4: “For ad hoc meetings with the CEO, Council members, or other stakeholders, the President or their designate will receive honoraria at an hourly rate of \$72, rounded up to the hour. If more than one meeting is held on the same day, the President or their designate will be reimbursed on an hourly basis or receive a half-day per diem plus additional hours at the hourly rate – whichever is less.”

Moved: Meghan Leuprecht
Seconded: Michelle Atkinson
VOTE:

CARRIED

8.5 Policy Content Review: GP-7 Council and Committee Stipend and Expenses

MOTION: **THAT** Council approves the revised GP-7 Council and Committee Stipend and Expenses policy to state “4. Daily per diem rates are reviewed annually and may be adjusted to reflect significant changes in the Cost of Living index. As of December 2, 2022, per diem rates are set as follows:

- Member of Council or Committee – \$308.00
- Chair of Committee + 25%
- President of Council + 40%
- Vice-President of Council + 25%”

Moved: Carla Grbac
Seconded: Mary Yeomans
VOTE:

CARRIED

8.6 Governance Committee Update

Michelle Atkinson updated Council on the activities of the Governance Committee. The Governance Committee met on November 25, 2022. They were updated on changes to the CPMF document and are on track for the March submission. Deanna Williams’ report on Council’s effectiveness is expected to be ready in early 2023.

8.7 Code of Conduct Amendment

MOTION: **THAT** the Council approve the updated bylaw 5 article 3.7 (13) which will now state: Council members are expected to attend all meetings and to be punctual. All Council members must remain engaged in Council meetings and not allow their personal electronic devices to interfere with their attention or the attention of others;

And that Council approve the removal of gendered language in 3.7 and Schedule III and replace them with gender-neutral pronouns;

And that Council approve the removal of the references to Blackberry in Schedule III(18).

Moved: Erin Betts
Seconded: Jennifer Cooper
VOTE:

CARRIED

8.8 Dissolution of the Competency Profile Committee

MOTION: **WHEREAS** Council formed a Competency Profile Committee on December 4, 2020, to support Council in developing competency profiles for Council members; and

WHEREAS the Committee carried out its responsibilities in accordance with Governance Process Policy 6.5, including completion of a competency framework;

THEREFORE, BE IT RESOLVED THAT the Competency Profile Committee be dissolved with the appreciation of Council to committee members for their work.

Moved: Caroline Lotz
Seconded: Jacqueline White
VOTE:

CARRIED

8.9 Policy Content Review: GP 6.6 Governance Committee Terms of Reference

MOTION: **THAT** the Council approve the updated Governance Process Policy 6.6 Governance Committee Terms of Reference which states “The committee supports the work of Council as directed, through:

5. Overseeing the implementation and modifications of the competency framework as needed.”

Moved: Maheen Cassim
Seconded: Vanessa Pereira
VOTE:

CARRIED

8.10 Council Coaching Advisory

Council reviewed the Coaching Advisories for the June and September Council meeting from the Governance Coach.

9.0 ENDS ITEMS FOR CONSIDERATION

There were no agenda items for this meeting.

10.0 COUNCIL REGISTRAR DELEGATION ITEMS FOR CONSIDERATION

There were no agenda items for this meeting.

11.0 EXECUTIVE LIMITATIONS ITEMS FOR CONSIDERATION

11.1 Policy Content Review: EL-1 Treatment of the Public and Registrants

The Council reviewed policy EL-1 and no changes were made.

11.2 Policy Content Review: EL-5 Protection of Assets

The Council reviewed policy EL-5 and no changes were made.

11.3 Policy Content Review: EL-10 Development of Standards Governing Practice

The Council reviewed policy EL-10 and no changes were made.

11.4 Policy Content Review: EL-11 Amendments to the Act or Bylaws

The Council reviewed policy EL-11 and no changes were made.

12.0 REQUIRED APPROVALS AGENDA

There were no agenda items for this meeting.

13.0 MONITORING BOARD PERFORMANCE

There were no agenda items for this meeting.

14.0 MONITORING CEO PERFORMANCE

There were no agenda items for this meeting.

15.0 SELF-EVALUATION OF GOVERNANCE PROCESS

15.1 Council Meeting Evaluation

The Council Feedback Survey was sent to Council members to be completed electronically. Council reviewed the results in the meeting.

15.0 NEXT MEETING DATE

The next Council meeting is January 20, 2023.

16.0 ADJOURNMENT

MOTION: THAT the Council meeting be adjourned at 3:21 p.m.

Moved: Mary Yeomans

Seconded: Meghan Leuprecht

VOTE:

CARRIED

Approved by:



Signature of Chair, Terri Strawn

March 31, 2023

Date

CDHO 2023 BUDGET ASSUMPTIONS

		2022	2023
		ESTIMATED YEAR-END	BUDGETED
INCOME			
Registration Income	Breakdown		
	Registration	227,216	206,620
	Renewals	5,633,485	5,968,305
	Incorporation	19,750	18,250
	SUBTOTAL REGISTRATION	5,880,451	6,193,175
Non-Registration Income	Breakdown		
	Legal Recovery	33,926	10,000
	Interest - Investments	233,317	225,000
	SUBTOTAL NON-REGISTRATION INCOME	267,243	235,000
	TOTAL INCOME	6,147,694	6,428,175
EXPENSES			
OPERATIONAL			
Account	Notes		
JURISPRUDENCE		25,185	45,000
DRUG COURSE AND EXAM		17,590	20,000
SELF-INITIATION		0	0
MENTORSHIP		0	0
ICRC		99,749	83,000
DISCIPLINE		103,211	212,000
PUBLIC AND REGISTRANT ENGAGEMENT		45,850	40,000
QUALITY ASSURANCE		219,631	145,610
REGISTRATION		166,618	165,750
COMM. ON DENTAL ACCREDITATION (CDAC)		120,889	130,000
REGISTRANT RESOURCES		168,930	70,000
NATIONAL PROJECTS		0	75,000
SALARIES / BENEFITS		3,008,071	3,500,000
IT		373,966	297,500
POSTAGE/ STATIONERY/PRINT		11,363	25,000
RENT		430,477	500,000
LEASED EQUIPMENT		17,724	15,000
TELEPHONE/TELECONFERENCE		25,117	28,000
CONFERENCES/PROFESSIONAL DEVELOPMENT		72,836	110,000
SUBSCRIPTIONS, MEMBERSHIPS AND DUES		41,438	58,000
GENERAL OFFICE ADMINISTRATION		64,885	90,000
CONSULTING - GENERAL		40,414	60,000
LEGAL - GENERAL		29,888	50,000
	SUBTOTAL FOR OPERATIONS	5,083,832	5,719,860
GOVERNANCE			
CONSULTING (Governance)		38,357	100,000
COUNCIL TRAINING		31,297	75,000
COUNCIL MEETING HONORARIUM		73,348	145,000
COUNCIL/COMMITTEE MEETING EXPENSES		203,475	270,000
AUDIT - FINANCIAL		23,903	32,000
	SUBTOTAL FOR GOVERNANCE	370,380	622,000
	TOTAL EXPENSES	5,454,210	6,341,860
	NET (INCOME - EXPENSES)	693,484	86,315
RESERVE FUND - STRATEGIC INITIATIVES			
DRUG COURSE AND EXAM			70,000
ICRC			110,000
PUBLIC AND REGISTRANT ENGAGEMENT			395,000
QUALITY ASSURANCE			455,000
AMALGAMATION			100,000
IT			420,000
CONTINGENCY FUND			200,000
OWNERSHIP LINKAGE			100,000
GOVERNANCE REVIEW			150,000
	TOTAL FOR STRATEGIC INITIATIVES		2,000,000