

Council Meeting Minutes

Virtual Zoom Meeting – Livestreamed to the CDHO YouTube Channel
Friday, September 22, 2023 – 9:00 a.m. to 4:00 p.m.

COUNCIL MEMBERS PRESENT

Professional Members: Michelle Atkinson, Anne-Marie Conaghan (Academic) 9:00a.m.-11:50a.m., Jennifer Cooper (Academic), Krista Dufour, Carla Grbac, Farzana Hussain, Vanessa Pereira (Vice-President), Terri Strawn (President), Jacqueline White, Mary Yeomans

Public Members: Loree Beniuk, Erin Betts, Pella Giabanis, Alessandro Greco, Ehizele Martin Iyamabo, Meghan Leuprecht, Margaret Wade

Regrets: (Professional Members) Maheen Cassim (Public Members) Angelica Palantzas, Sasha Sidhu

Administration: Dr. Glenn Pettifer (Registrar and CEO), Veronica Douglas (Executive Administrator)

Guests: Julie Maciura (SML, CDHO Legal Counsel) 9:00a.m.-2:00p.m., Jane Keir (Deputy Registrar) 9:00a.m.-10:00a.m., Ryan Pestana (Director of Communications) 9:00a.m.-2:00p.m., Deanna Williams (1:00p.m.-2:00p.m.), Harry Cayton (1:00p.m.-2:00p.m.)

1.0 CALL TO ORDER

1.1 Roll Call

The Chair, Terri Strawn, called the meeting to order at 9:00 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 virtual 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 unceded 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

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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 no policy updates were made at the June 2, 2023 Council meeting.

1.4 Council Code of Conduct

Council was reminded of the Code of Conduct.

2.0 APPROVAL OF AGENDA

2.1 Review and Approval of Agenda

MOTION: THAT Council moves to approve the September 22, 2023 Council meeting agenda as presented.

MOVED: Carla Grbac

SECONDED: Anne-Marie Conaghan

VOTE:

CARRIED

3.0 DECLARATIONS OF POTENTIAL CONFLICTS OF INTEREST

3.1 Declarations of Conflict of Interest

No conflicts were declared.

4.0 CONSENT AGENDA (4.1-4.1.1)

MOTION: THAT Council moves to approve the consent agenda.

MOVED: Mary Yeomans

SECONDED: Jennifer Cooper

VOTE:

CARRIED

5.0 INFORMATION REQUESTED BY THE BOARD

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

The Registration Committee report was pulled for an update and it was noted that the Registration Committee met on September 8, 2023.

The Executive Committee report was pulled for an update and it was noted that Public Member Martin Iyamabo will be attending the CDHA Summit in Winnipeg in October.

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The President advised Council that she held additional teleconferences with the Registrar, Vice-President, and other members of the Executive Committee as needed to discuss the Council workshop and meeting on September 1st, 12th, 15th, 19th, 20th, and 21st, 2023.

6.0 OWNERSHIP LINKAGE

6.1 Status of Ownership Linkage Activities

The Ownership Linkage Committee provided Council with a written report. The Chair, Carla Grbac, advised that she will be attending the CDHA Summit in Winnipeg in October. The committee is in the process of reviewing the results from the second Voice of the Patient report by Pivotal Research that focused on the point of view of the patient's experience at the dental office and will bring recommendations to Council in December.

7.0 GOVERNANCE PROCESS ITEMS

7.1 Governance Committee Update

The Chair, Michelle Atkinson, advised Council that the committee met once on July 20th to review the External Assessment of Council Effectiveness report and recommendations from Dundee Consulting. A full progress report was included in the report to Council. The committee is conducting a review of the mentorship program.

7.2 2024 Council Meeting Dates

Council discussed potential dates for its 2024 meetings. Council considered the environment impact of travel as well as Council member preferences and decided on having virtual meetings in January, March and September and holding in-person/hybrid meetings in June and December.

MOTION: **THAT** Council approves the proposed 2024 meeting dates.

Date	Meeting
January: Virtual	
Thursday, January 18, 2024	New Member Orientation for new members
Friday, January 19, 2024	January Council Meeting
March: Virtual	
Friday, March 1, 2024	Workshop
Friday, March 8, 2024	March Council Meeting

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June: In Person	
Thursday, June 6, 2024	Workshop
Friday, June 7, 2024	June Council Meeting
September: Virtual	
Friday, September 20, 2024	Workshop
Friday, September 27, 2024	September Council Meeting
December: In Person	
Thursday, December 5, 2024	Workshop
Friday, December 6, 2024	December Council Meeting

MOVED: Loree Beniuk

SECONDED: Carla Grbac

VOTE:

CARRIED

7.3 Standard for Self-Initiation Briefing Note

Deputy Registrar, Jane Keir, reviewed the briefing note with Council and was available to answer any questions. Council considered the risks associated with rescinding the document entitled *Standard for Authorization to Self-Initiate Profession-Specific Acts* (the "Standard"), especially the risk to the public. This Standard set out the requirements for registrants who wished to perform the controlled act of "scaling and root planing" without an order from a dentist. If the Standard were rescinded, all registrants would be authorized to perform scaling and root planing on their own initiative, subject to the contraindications already set out in the *Contraindications Regulation*¹ (or if the registrant is in doubt as to the status or accuracy of the medical or oral health history of the client).

Council considered that registrants are expected to be able to identify and comply with contraindications to scaling and root planing upon registration with CDHO. They considered other Canadian jurisdictions that permit self-initiation by new registrants. They also considered the existing regulations and discussed if they

¹ O. Reg. 218/94, General, Part III, Prescribed Contraindications to Scaling Teeth and Root Planing, Including Curetting Surrounding Tissue, On Member's Own Initiative

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provided adequate safeguards for the public without the additional requirements of the Standard.

Council considered that the Standard may act as a barrier to access to care and how the public protection is better served by supporting the knowledge and confidence of registrants. They discussed how the risk was mainly one of confidence (not competence) and this would be mitigated since CDHO would continue to support all registrants in understanding the limits on self-initiation and foster confidence in practice through ongoing education and other resources.

Taking into consideration all of the above, Council decided to rescind the Standard in its entirety. There were 15 voting members present for the vote and no one opposed or abstained.

MOTION: **WHEREAS** Council recognizes the value of providing information to inform and guide registrants toward competent practice; and

WHEREAS Council recognizes that removing barriers to the ability of registrants to practice to their full scope will increase access to dental hygiene care; and

WHEREAS the current *Standard for Authorization to Self-Initiate Profession-Specific Acts* is not necessary in order to balance the public's right to access to dental hygiene care and the risk of harm posed by that care; now,

THEREFORE the Council directs that the *Standard for Authorization to Self-Initiate Profession-Specific Acts* be rescinded effective September 22, 2023.

MOVED: Krista Dufour

SECONDED: Michelle Atkinson

VOTE: **CARRIED**

7.4 Governance Committee: Discussion about Mentorship Program

The Chair of the Governance Committee, Michelle Atkinson, advised that at the September 15, 2023 Council workshop, Council discussed the current Council mentorship program and were asked what they'd like to see in the future. They discussed the importance of consistency, providing training for the mentors, having a check list for both the mentor and a mentee, and having clear expectations. The Governance Committee will be bringing this feedback to a consultant and will bring a new mentorship framework to Council in December.

7.5 CDHO Website

Ryan Pestana, CDHO's Director of Communications, provided Council with an overview of the new CDHO branding and website. The new website will have a modern design that is responsive and AODA compliant, streamlined navigation, and all page content will be written with an emphasis on plain language. The website will

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launch on September 25th and a formal announcement will be made in October 2023.

8.0 MONITORING BOARD PERFORMANCE

8.1 CRD 4 Monitoring Registrar/CEO Performance

MOTION: THAT Council has assessed the monitoring report for CRD-4 and determined there is sufficient, verifiable evidence of a reasonable interpretation.

Moved: Carla Grbac
Seconded: Jacqueline White
VOTE:

CARRIED

8.2 CRD 5 Registrar/CEO Compensation

MOTION: THAT Council has assessed the monitoring report for CRD-5 and determined there is sufficient, verifiable evidence of a reasonable interpretation.

Moved: Mary Yeomans
Seconded: Vanessa Pereira
VOTE:

CARRIED

8.3 GP 12 Registrar/CEO Compensation

MOTION: THAT Council has assessed the monitoring report for GP-12 and determined there is sufficient, verifiable evidence of a reasonable interpretation.

Moved: Carla Grbac
Seconded: Jennifer Cooper
VOTE:

CARRIED

9.0 BOARD EDUCATION

9.1 Governance Review: Kick-Off

In June 2023, Council appointed Deanna Williams and Harry Cayton to conduct a comprehensive governance review for the CDHO Council. In September they provided an introduction on their process for conducting this review. They will assess the current governance practices against the Standards of Good Governance, will identify opportunities for improvement and will make recommendations to Council to improve performance. The report will take into account the findings of the Report on Council Effectiveness from February 2023 and the requirements set out in the CPMF. Deanna Williams will take the lead on observation and interviews with key members of CDHO Council and staff, whereas

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Harry Cayton will lead on research and analysis regarding the Standards of Good Governance. The final report is scheduled to be presented to Council in March 2024.

9.2 Coaching Advisory

Council reviewed the Coaching Advisory for the June Council meeting from the Governance Coach.

10.0 ENDS ITEMS FOR CONSIDERATION

There were no agenda items at this meeting.

11.0 COUNCIL REGISTRAR DELEGATION ITEMS FOR CONSIDERATION

11.1 Policy Content Review: CRD 4 Monitoring Registrar/CEO Performance and CRD 5 Registrar/CEO Compensation

MOTION: THAT Council approve the changes to the CRD 4 Monitoring Registrar/CEO Performance and CRD 5 Registrar/CEO Compensation policies to remove gendered language, correct grammatical error, remove CRD-5(2) and move CRD-5(1) into policy CRD-4.

MOVED: Carla Grbac

SECONDED: Meghan Leuprecht

VOTE:

CARRIED

12.0 EXECUTIVE LIMITATIONS ITEMS FOR CONSIDERATION

12.1 Policy Content Review: EL 3 Planning

Council reviewed the EL 3 policy and no changes were made.

12.2 Policy Content Review: EL 6 Investment

Council reviewed the EL 6 policy and no changes were made.

12.3 Policy Content Review: EL 9 Ethical Behaviour

Council reviewed the EL 9 policy and no changes were made.

13.0 GOVERNANCE PROCESS ITEMS (CONTINUED)

13.1 Policy Content Review: GP 12 Special Rules of Order

MOTION: THAT Council approve the changes to policy GP -12 Special Rules of Order to remove gendered language.

MOVED: Loree Beniuk

SECONDED: Meghan Leuprecht

VOTE:

CARRIED

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14.0 REQUIRED APPROVALS AGENDA

There were no agenda items at this meeting.

MOTION TO MOVE IN CAMERA

MOTION: THAT Council move in Camera as per RHPA, *Schedule 2, Section 7(2)(d)* at 2:31 p.m., for agenda items 15.1–15.5.

MOVED: Carla Grbac

SECONDED: Michelle Atkinson

VOTE:

CARRIED

15.0 MONITORING CEO PERFORMANCE

15.1 Internal Monitoring: EL- 4(1)

MOTION: THAT Council has assessed the monitoring report for EL 4(1) and determined there is sufficient, verifiable evidence of a reasonable interpretation.

MOVED: Erin Betts

SECONDED: Carla Grbac

VOTE:

CARRIED

15.2 Internal Monitoring: EL-5

MOTION: THAT Council has assessed the monitoring report for EL-5 and determined there is sufficient, verifiable evidence of a reasonable interpretation.

MOVED: Carla Grbac

SECONDED: Mary Yeomans

VOTE:

CARRIED

15.3 Internal Monitoring: EL-10

MOTION: THAT Council has assessed the monitoring report for EL-10 and determined there is sufficient, verifiable evidence of a reasonable interpretation.

MOVED: Krista Dufour

SECONDED: Farzana Hussain

VOTE:

CARRIED

15.4 Internal Monitoring: EL-11

MOTION: THAT Council has assessed the monitoring report for EL-11 and determined there is sufficient, verifiable evidence of a reasonable interpretation.

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MOVED: Jacqueline White
SECONDED: Krista Dufour
VOTE: **CARRIED**

15.5 Internal Monitoring: EL-2

MOTION: **THAT** Council has assessed the monitoring report for EL-2 and determined there is sufficient, verifiable evidence of a reasonable interpretation.

MOVED: Mary Yeomans
SECONDED: Vanessa Pereira
VOTE: **CARRIED**

16.0 MOTION TO MOVE OUT OF CAMERA

MOTION: **THAT** Council move out of Camera as per RHPA, *Schedule 2, Section 7(2)(d)* at 3:33 p.m.

MOVED: Jacqueline White
SECONDED: Michelle Atkinson
VOTE: **CARRIED**

17.0 SELF-EVALUATION OF GOVERNANCE PROCESS

17.1 Council Meeting Evaluation

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

18.0 NEXT MEETING DATE

The next Council meeting is December 1, 2023.

19.0 ADJOURNMENT

MOTION: **THAT** the Council meeting be adjourned at 3:51 p.m.

MOVED: Carla Grbac
SECONDED: Jennifer Cooper
VOTE: **CARRIED**

Approved by:



Signature of Chair, Terri Strawn

December 1, 2023

Date