

Microsoft Teams

Attending:

Andrea Petryk – President, Regulated Member
Jennifer Lee – Vice President, Regulated Member
Arwen Caines – Regulated Member
Carrie Hait – Regulated Member
Whitney McKenzie – Regulated Member
Tiffany Poltz – Public Member
Tom Smith – Public Member
Christie Bergman – Public Member

Marianne Baird – CEO and Registrar
Mallory Foreman – Recording Secretary

Regrets:

Elizabeth Taylor – Past-President, Regulated Member
Heidi Knupp – Regulated Member

1. Call to Order and Preliminaries

The September 14, 2021, ACOT Council Meeting was called to order at 5:35 p.m.

Council reviewed the voting rights for its occupational therapist (OT) members.

2. Approval of the Agenda

Council reviewed the agenda and there were no suggested changes.

MOTION: To approve the September 14, 2021, Council Meeting Agenda as presented – Jennifer (MOVED) Arwen (SECONDED). CARRIED.

3. Strategic Planning

Updates to the Strategic Plan:

- Videos and infographics are being developed for OT month (October).
- Council on Licensure, Enforcement, & Regulation (CLEAR) conference sessions are starting this month for Council and ACOT staff.

Discussion Item:

Since the National Day for Truth and Reconciliation on September 30th is not recognized in Alberta as a statutory holiday, Marianne asked Council's input on ACOT's recognition of this day. She suggested for the staff to have half a day of guided activities regarding truth and reconciliation and then work as usual for the afternoon.

A Council member mentioned that some businesses have decided to shut down for the whole day after hearing suggestions from Indigenous peoples. This approach was agreed upon by the rest of Council. Marianne concluded the discussion by confirming that she will provide the staff with September 30th off from usual work and provide them with guided reading materials/activities. Council requested the materials to be sent to them as well.

***ACTIONS:** ACOT to close to recognize the National Day for Truth and Reconciliation on September 30th annually. Marianne will send materials and activities to ACOT staff and Council to assist with Truth and Reconciliation reflections.*

4. Acting Against Racism & Intolerance (AARI) Final Report

A "show and tell" ice breaker activity was held for Council members, AARI Advisory Panel and Committee members, Mallory Hilkewich and her team to introduce themselves.

The AARI Final Report was reviewed, highlighting the processes used over the past year to inform and develop recommendations, including: an environmental scan, a survey of registrants, staff and Council, survey data analysis, and analysis of ACOT's governing legislation, regulations, standards of practice, code of ethics and selected policies and procedures. It was noted that the goal of the presentation was a shared understanding and commitment to action.

Selected data points from the report were highlighted, such as 71% of respondents reported believing that ACOT should be addressing anti-racism, equity and inclusion issues.

The recommendation themes included: accountability, policies and practices, learning and development and sector leadership. The recommendations are broken down into three phases, with each phase expected to be achieved over three years.

Council agreed that the ending word for this report is "hopeful".

It was noted that an abstract about this work will be submitted for presentation at the Canadian Association of Occupational Therapists (CAOT) conference in May 2022, after permission is sought from the AARI Advisory Panel, Committee and consultants.

Physiotherapy Alberta College & Association and the Alberta College of Speech-Language Pathologists & Audiologists have expressed interested in working together with ACOT to bring this issue forward to the Faculty of Rehabilitation Medicine at the University of Alberta.

Council thanked the AARI Advisory Panel, Committee and Mallory Hilkeiwich et al for their work and presentation.

Marianne noted that the next step for the work is to convene the AARI Committee and Panel to discuss the report and start planning next steps.

MOTION: To accept the Acting Against Racism & Intolerance Report – Tom (MOVED) Arwen (SECONDED). CARRIED.

MOTION: To approve the distribution of the Acting Against Racism & Intolerance Report to registrants via eNews – Jennifer (MOVED) Whitney (SECONDED). CARRIED.

MOTION: To approve the publishing of Acting Against Racism & Intolerance Report on ACOT's web site – Arwen (MOVED) Tiffany (SECONDED). CARRIED.

ACTION: *Convene the AARI Advisory Panel and Committee members to plan next steps for implementing the recommendations in the AARI Final Report.*

5. Generative Thinking

Emerging issues were brought forward for discussion:

- The national e-learning modules that ACOT partially funded are being developed, and two scenarios will be brought forward to Council for approval at the October Council meeting. One scenario will focus on excellence in practice, and one will focus on culture, equity and justice.
- Suggestion for an eNews to be sent out on strongly encouraging all OTs registered with ACOT to receive the COVID-19 vaccine.

MOTION: to approve messaging to be distributed that will strongly encourage all registered OTs to receive the COVID-19 vaccine – Tom (MOVED) Jennifer (SECONDED). CARRIED.

- Videos will be released for OT month in October. Marianne asked if Council was supportive of the videos focusing on content from the AARI Final Report.

MOTION: to approve the focus of the OT month videos using the content from the AARI Final Report – Arwen (MOVED) Jennifer (SECONDED). CARRIED.

The Saskatchewan Society of Occupational Therapists (SSOT) has notified the Government of Alberta, as part of their requirements under the Canada Free Trade Agreement, that they will be updating their currency hour requirements to 600 hours over three years. In the past, members of the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO) have asked ACOT to harmonize its currency hour requirement with most other OT regulators across Canada that require 600 currency hours over three years. In Alberta, physiotherapists, speech language pathologists and OTs all require approximately twice this number – around 1200 hours in three years for all three of the Alberta Colleges. ACOT requires either of 400 hours in the past year, 800 hours in the past two years, 1200 hours in the past three years or 1550 hours in the past five years. Council discussed this matter and there were strong opinions that currency hours are a major source of competency, and the public benefits from higher rather than lower currency hours. It was agreed to have ACOT's currency hour requirements remain the same, aligning with provincial allied health counterparts rather than Canadian OT regulators.

MOTION: To maintain ACOT's present currency hour requirement– Jennifer (MOVED) Tiffany (SECONDED). CARRIED.

6. Committee Report

Competence Committee

Review and evaluations have been completed from the registrants' Continuing Competency Program (CCP) submissions. Results will be sent out this week to registrants.

The Practice Visits policy and procedures will be updated based on the input received from Council at a prior meeting and brought to Council in October.

The Competence Committee will reconvene in autumn 2021 to start preparing for the next round of review and evaluations in spring of 2022.

MOTION: to receive the Competence Committee report for information - Tom (MOVED) Carrie (SECONDED). CARRIED.

7. RL 3: Asset Protection

Council reviewed the RL3 Monitoring Report, ACOT Business Continuity & Pandemic Preparedness Plan, Disaster Recovery Plan, ACOT Work from Home Policy, and the Infection Prevention and Control (IPC) Policy & Procedure.

Marianne noted due to the worldwide increase of hacking and ransomware, ACOT is in the process of evaluating whether additional insurance is needed specifically for hacking and ransomware events.

MOTION: to approve RL 3: Asset Protection as presented - Whitney (MOVED) Arwen (SECONDED). CARRIED.

8. RL 5: Compensation & Benefits

Council viewed the RL 5 Monitoring Report on Compensation & Benefits. Marianne noted there have been no changes to the staff benefit plan since last year's report, and budgeted revenue is sufficient to cover our human resource and other expenses.

MOTION: to approve RL 5: Compensation & Benefits as presented - Jennifer (MOVED) Carrie (SECONDED). CARRIED.

9. Complaints Activity

Council viewed the Complaint Related Inquiries Tracking Report and the Complaints Activity Report.

One adjusted was suggested, to change the wording from a Section 56 to a Section 65 action in the Complaints Activity Report as the Investigated Person's license was suspended.

ACTION: *To change the wording from Section 56 to Section 65 under Investigation 109-21-003 in the Complaints Activity Report.*

MOTION: to approve the Complaints Activity Report with the adjustment discussed - Tom (MOVED) Whitney (SECONDED). CARRIED.

10. Reflection on Governance/Reflection on the AARI Report.

Council shared their reflections in relation to its Ends Policy.

- Council discussed how much of the AARI report's recommendations are within the College's public protection mandate and how much are more within the Society of Alberta Occupational Therapists' advocacy mandate. We need to explore this further.
- The AARI Final Report met our Ends Policy because it dealt with systemic racism and OTs are part of the system, their experiences reflect a part of the system.

ACTION: *to further discuss ACOT and SAOT's roles with the AARI's Final Report recommendations during the October Council meeting's Generative Thinking section.*



Council then completed the September 14, 2021, Council meeting survey.

MOTION: for an in-camera session - Carrie (MOVED) Jennifer (SECONDED). CARRIED.

MOTION: to adjourn the September 14, 2021, Council meeting - Carrie (MOVED) Tom (SECONDED). CARRIED.

The meeting was adjourned at 9:29 p.m.