



Alberta College of Occupational Therapists

Council Meeting Minutes

February 22, 2022

Microsoft Teams

Attending:

Jennifer Lee – President, Regulated Member
Arwen Caines – Vice President, Regulated Member
Heidi Knupp – Regulated Member
Carrie Hait – Regulated Member
Whitney McKenzie – Regulated Member
Tiffany Poltz – Public Member
Dr. Tom Smith – Public Member
Christie Bergman – Public Member

Marianne Baird – CEO & Registrar
Mallory Foreman – Recording Secretary

1. Approval of the Agenda

Jennifer called the meeting to order at 5:33 p.m.

No adjustments were suggested for the agenda.

MOTION: To approve the February 22, 2022, Council Meeting Agenda – Tiffany (MOVED) Tom (SECONDED). CARRIED.

Council then decided to move to an in-camera session.

MOTION: To move to an in-camera meeting – Whitney (MOVED) Tiffany (SECONDED). CARRIED.

MOTION: To move out of camera – Tiffany (MOVED) Tom (SECONDED). CARRIED.

2. Acting Against Racism & Intolerance Committee

Council welcomed the Acting Against Racism and Intolerance Committee (AARI) members.

An ice-breaker activity was held for the purpose of introductions and relationship building.

The AARI Committee summarized how and why the committee was formed. They mentioned that they have been reviewing the recommendations in the AARI Final Report during the last two AARI meetings. They noted the increased focus on equity and justice issues among other organizations such as:

- The University of Alberta's advanced course on critical disability, intersectionality, racial issues and LGBTQ2S+ topics for the Occupational Therapy students.

- The Alberta College of Speech-Language Pathologists & Audiologists (ACSLPA) has developed anti-racism resources and are currently creating more. ACSLPA will be discussing partnering opportunities with ACOT to reach out to the University of Alberta (U of A) for course development.
- The Alberta Federation of Regulated Health Professions (The Federation) has an Equity and Diversity Interest Group who are creating a statement on diversity, equity and inclusion.

The conversation continued with the attendees suggesting and examining:

- In some cases, it is hard for OTs to keep anti-racism efforts on their workplace's priority list.
- How could ACOT provide data to employers and influence workplaces?
- How can OTs help keep the momentum going their practice?
- How can ACOT OTs feel confident in handling these issues through information and empowerment? This might include providing OTs, employers, and senior leadership with support and resources on how to approach racism in the workplace.
- Releasing columns regarding these topics on the eNews' such as "Did-you-know?" and "Have you seen this in your workplace?"
- New graduates are receiving anti-racism training, however OTs who have graduated in previous years may not have had this training.
- The national eLearning module on the new OT Competencies which include an equity and justice domain will be mandatory for registrants to review either this year or the following year.

Council mentioned that they are producing a new matrix of attributes for appointing new council members. This matrix will include adding in equity and diversity attributes into the document for achieving a more inclusive council.

3. Generative Thinking

Council discussed how often registrants should re-take The Federation's Bill 21: Protecting Patients from Sexual Abuse and Misconduct training modules.

Options for completion every 3-5 years were discussed. Council concluded that the Bill 21 modules should be completed every second year, and this can be alternated in intervening years with modules such as the national eLearning module on the new OT competencies or AARI-related topics.

MOTION: To require all registrants to complete Bill 21 Protecting Patients from Sexual Abuse and Misconduct related education every two years - Tom (MOVED) Arwen (SECONDED). CARRIED.



MOTION: To defer Registrar Limitation (RL) 8 and RL 8.1 to a future Council Meeting – Tiffany (MOVED) Tom (SECONDED). CARRIED.

4. Committee Reports

Governance Committee

The Governance Committee (GC) met with Angela Meneley, Director of Policy & Practice last week to review the changes required for Standards of Practice, Code of Ethics and of bylaws in Bill 46: the *Health Statutes Amendment Act*. The detailed changes will be brought forward to the June Governance Committee meeting.

GC also discussed whether there is a need or want to change ACOT's renewal period and fiscal year, so it does not overlap with other busy periods such as when the new graduates at the University of Alberta complete their MScOT degrees, with most of their applications to ACOT being received in early January.

***ACTION:** check with the Federation's Registration Interest Group to see what registration and fiscal year dates other Colleges have, with their respective pros and cons.*

AARI Committee

All AARI Committee report items were discussed in the portion of the Council meeting that Committee members attended.

MOTION: To approve the Acting Against Racism and Intolerance Committee Report and Governance Committee Report – Tiffany (MOVED) Tom (SECONDED). CARRIED.

5. Consent Items

Review of Last Meeting's Minutes

Council reviewed the January 22, 2022, Council Meeting Minutes and there were no adjustments suggested.

MOTION: To approve the January 22, 2022, ACOT Council Meeting Minutes as presented - Whitney (MOVED) Heidi (SECONDED). CARRIED.



Registrar Limitation 1: Treatment of Staff and Volunteers

Volunteers:

The AARI Committee is an example of our volunteers who have expressed thanks that they can continue with their Committee's work. They have also expressed satisfaction regarding how their meetings are run during meeting process checks.

All AARI and Competence Committee members elected to continue past their first term, except for one AARI Committee member who moved out of province.

Competence Committee members have expressed their satisfaction with the Committee's work, and they are in process of preparing for the next cycle of review and evaluations to start this summer.

Staff:

All ACOT staff have signed our Team Charter that outlines the conduct we expect from each other as well as methods for escalation of issues. Marianne will be developing a survey to gauge the satisfaction level of staff.

Registrar Limitation 4: Treatment of Public and Registrants

Council viewed the attached emails containing thank you notes from registrants.

Regarding keeping stakeholders informed, ACOT has recently provided two presentations to Alberta Health Services and Covenant Health. Over 200 Occupational Therapists watched each of these presentations regarding the registration process and completing the Continuing Competence Program requirements. Presentations were also provided to Capital Care and other smaller employers regarding consent, the complaints process, and the role of the College.

MOTION: To approve Registrar Limitation 1: Treatment of Staff and Volunteers and Registrar Limitation 4: Treatment of Public and Registrants - Tiffany (MOVED) Arwen (SECONDED). CARRIED.

6. Reflection on Governance

Council noted there was good sharing of ideas with an ease of coming to a consensus in a collaborative environment during the meeting so that the Ends Policy was well met. There was a willingness to engage in difficult discussions, with a focus on protection of the public.



7. Meeting Survey

Council then completed the February 22, 2022, Council Meeting Survey.

8. In Camera

MOTION: To move to an in-camera meeting - Heidi (MOVED) Tiffany (SECONDED). CARRIED.

The in-camera portion of the meeting concluded at 8:39 p.m.

MOTION: To adjourn the February 22, 2022, Council meeting - Arwen (MOVED) Tom (SECONDED). CARRIED.

The meeting was adjourned at 8:41 p.m.