

To: Board of Directors
College of Psychologists and Behaviour Analysts of Ontario

Re: Formal Expression of Non-Confidence in the Registrar, Request for Registrar Leadership Transition, and Stabilization Pause on Major Reforms

Dear Board Members,

We, the undersigned registrants and clinical psychology graduate students of the psychology community of Ontario, write in a spirit of professionalism and public service to formally express non-confidence in the Registrar, Dr. Tony DeBono, and to request a transition to new Registrar leadership as a necessary step to restore trust in the College's governance and operations.

This letter is an expression of concern that, in our view, the Registrar's continued tenure has become a significant impediment to restoring confidence among the Ontario public, registrants, and other key stakeholders. We believe this impairs the College's ability to carry out its mandate effectively: protecting the public while regulating the profession fairly, transparently, and proportionately.

We share the Registrar's stated priority of increasing timely access to psychological services for Ontarians and improving the efficiency of the registration process for psychologists and psychological associates. However, we do not believe that the reforms currently proposed represent a safe or appropriately implemented solution. In our view, aspects of both the substance of the reforms and the manner in which they have been introduced pose credible risks to public protection and have seriously eroded trust in the Registrar's leadership and in the College's processes.

Basis for Non-Confidence

These concerns relate not to isolated decisions but to recurring governance and leadership patterns affecting transparency, accountability, and stakeholder confidence. While individual experiences vary, the undersigned share concerns regarding a leadership pattern that has included:

- Insufficient transparency regarding how public consultation feedback was analyzed, weighed, and incorporated into decision-making;
- Reduced clarity and openness in the development and implementation of significant election decisions, policy directions, operational changes, and official communications;
- Insufficient, inconsistent, or delayed engagement with key stakeholders (patients/clients, registrants, supervisors, training programs, employers, and professional associations)

regarding changes with substantial downstream impact;

- Perceived erosion of psychologist and psychological associate self-governance, given the expanded governance role of behaviour analysts within the College and insufficient safeguards ensuring psychology standards remain grounded in psychology expertise and transparent consultation;
- Communication practices that have strained working relationships with the profession and healthcare institutions, contributing to polarization and mistrust rather than constructive collaboration, and that have at times been perceived as dismissive or disrespectful in tone when disseminated through College platforms;
- A chilling effect on open dialogue within the profession, including reluctance among registrants to express professional opinions, raise concerns, or engage in advocacy due to fear of potential regulatory repercussions; and
- Disruption and uncertainty affecting training and supervision pathways, including confusion among trainees, supervisors, and training programs regarding expectations, standards, and future registration requirements, with avoidable impacts on workforce stability and public access to care.

Effective regulation depends not only on statutory authority, but on legitimacy, accountability, transparency, and trust. In our view, trust and stakeholder confidence have been sufficiently compromised that continuation of the current Registrar leadership risks further impairing the College's effectiveness and legitimacy in fulfilling its public protection mandate.

Requested Board Actions

We recognize that responsibility for oversight of the Registrar and stewardship of the College's mandate ultimately rests with the Board of Directors. To begin the process of re-establishing stability and confidence, we respectfully request that the Board:

1. **Acknowledge receipt of this letter within seven (7) days** and confirm how it will be addressed (e.g., placement on a Board agenda), including a timeline for the Board's formal response.
2. **Initiate a process leading to an orderly transition to new Registrar leadership**, including the appointment of an interim Registrar who is independent of current CPBAO governance (i.e., not a current Board member or officer, not a member of the Executive Committee, and not part of the current senior leadership team).

The interim Registrar should:

- Be a psychologist registered in good standing;
- Be selected using published criteria and conflict-of-interest screening;

- Demonstrate deep knowledge of the training and role of clinical psychologists and of public protection within a regulatory context; and
 - Serve under a clearly defined, time-limited stabilization mandate.
3. **Implement a time-limited stabilization pause on major reforms** pending:
- (a) the installation of interim or new leadership; and
 - (b) completion of the independent review described below.

Exceptions should be limited to urgent public protection matters or legal/statutory compliance. Any reform proposed to proceed during this period should be accompanied by a brief public rationale explaining its necessity and the consultation steps undertaken.

4. **Initiate an external review of the public consultation data** (including qualitative submissions) to ensure that Board members are provided with accurate, balanced, and comprehensive analysis to inform major decisions.
5. **Commission an independent, arms-length review** of organizational governance, stakeholder engagement practices, communications, and major change-management processes during the relevant period. This review should have:
- A clearly defined scope and timeline;
 - Appropriate confidentiality protections for registrants participating in the process, to reduce fear of Registrar-initiated investigations; and
 - A public summary of findings and recommendations, subject to necessary privacy protections.

We emphasize that our intention is not to disrupt the essential regulatory work of the College or delay necessary public protection activities. Rather, we believe that a structured leadership transition and temporary stabilization period represent the most responsible means of restoring institutional trust while allowing the College's core mandate to continue uninterrupted.

Our most fundamental priority is supporting people in Ontario who seek and rely upon psychological care. We are committed to ensuring that individuals, families, and communities receive services that are safe, ethical, and delivered by appropriately trained and regulated professionals. Public protection is not an abstract principle to us; it is reflected daily in our clinical work with vulnerable individuals across diverse settings.

We remain deeply committed to ethical practice, public protection, and constructive collaboration with the College. Our intent is to support a regulatory environment that is rigorous, fair, transparent, and worthy of the confidence of both the public it protects and the professionals it regulates.

We believe that a change in leadership, combined with the actions outlined above, represents the most responsible path toward restoring confidence in the College and its critical mandate.

We remain hopeful that trust can be rebuilt and that the College can emerge from this period stronger and more unified in its public protection role.

Respectfully,

Signatories (Confidential)

All signatories to this letter will remain confidential for publication purposes. The total number of signatories will be reported. The full list of signatories (and verification information where provided) is held in confidence by independent legal counsel for the purpose of verification and will not be publicly disclosed.

This letter is being administered by independent legal counsel to ensure the integrity of the sign-on process while protecting signatories' confidentiality.

cc:

The Honourable Doug Ford, Premier of Ontario

The Honourable Sylvia Jones, Minister of Health