

College of Psychologists and OFC

Date: April 12, 2024

Start: 1400

End: 1450

Duration: 50 minutes

Attendees:

Irwin Glasberg (OFC)

Ming-Young Tam (OFC)

Tanya Molina-Chute (OFC)

Sola Joseph (OFC)

Tony DeBono (Registrar/Executive Director, CPO)

Lesia (Director, Registration, CPO)

Irwin: Started the meeting, made quick introductions. Explained that we are interested in building a collaborative relationship with CPO, clarifying issues raised in CPO's correspondence to the OFC and 23 / 2024 RICF letter.

Described the objective of the risk compliance framework (RICF) is to identify risk factors towards remediation efforts and improve registration practices. Stated that we intend to address the risk factors that will impact regulators for better outcomes for applicants. Mentioned that the OFC identified three risk factors in our risk letter to CPO.

Irwin: Referred to Tony's question around how the OFC determines a regulator's risk rating. Stated that we pay particular attention to those risk factors pertaining to labor market shortages and major revisions to registration processes.

Emphasized the RICF is not meant to be punitive in nature and it's designed to identify risks to collectively focus. Stated that what's changed this year is that the OFC issued provisional risk letters with the idea that regulators are given the opportunity to raise concerns before risk letters are finalized. Mentioned the option to suggest wording that adequately reflects the work of the college. Stated the meeting is not window dressing and requested that the CPO provide some examples.

Stated that the 5th general duty - duty of a regulator is to consult with their responsible minister to ensure there is an adequate supply of competent professionals. Stated that its not colingual with the other general duties. Redirected to the OFC team to address the CPO team.

Tanya: Stated that there are connections with priorities identified in this risk letter and general duty principles. Mentioned that the OFC team is looking to the college to identify priorities for the meeting.

Tony: Stated his appreciation for the OFC setting context for the meeting. Started with priorities and stated that there is room for further precision in data collection and understanding of market dynamics. Mentioned that there is a significant difference in the private sector compared to public sector. Stated that he tried to illustrate this to the OFC using the data that is publicly available.

Tony: Described that there is a public labor shortage right now in part because public payers must pay from their operational budget salaries unlike physicians and surgeons who can bill directly. Reiterated that because of this the first to go is labor. Mentioned the pay is not commensurate with what's happening out in the private sector. Therefore, there is a significant migration to the private sector.

Tony: Stated that is the question of increasing supply the solution to the labor market shortage or is there evidence to suggest that? Stated that the answer is no, not in, the province of Ontario. Mentioned that there are 12,000 Registered Psychotherapists, 2700 Registered Social Workers and 5000 members at the CPO.

Tony: Explained that what's happening in the labor market is that Psychologists typically charge 225/hr. Psychologists have created a new market of supervision. Instead of the education system spending time supervising and training new candidates. What's happening is that psychologists are making a lucrative career supervising CRPO and OCSWSSW members.

Tony: Stated what's that means to the public is the following:

Autonomous members of other professions (e.g., social work) are receiving supervision from CPO members. Instead of members of the public being billed at a social worker rate, they are being billed at a psychologist rate. That is what the public is experiencing in terms of the downstream effect: The labor market and human resources. This is about a voluntary exchange of services for income. The market decides and not the regulator. Tony stated that he finds it rather presumptuous that the regulator would have a major impact on the labor market when the college is the one that receives the feed of inputs from the educators but in terms of output Tony stated he doesn't have any evidence to suggest that if the CPO saturated the market with Psychologists that somehow they would improve access to care to the vulnerable people in the population. Mentioned that context matters and there is a lack of appreciation of the role of multiple aspects of sectors including government in terms of adequate pay commensurate with people's educational background.

Tony: Agreed that the EDI metric is important. Explained that the CPO has been on their own journey, and they continue to be on the journey – Dr. Ferguson, a black psychologist wrote their sophomore zeitgeist paper on the experience of black psychologists. And stated this is one identity of intersectionality.

Tony: Explained that their EDI work group in the past year has completed the HPRO equity impact assessment. And it takes time and it's a target on the College Performance Measurement Framework

(CPMF). Reiterated that based on data collected from assessment it will dictate the EDI plan that will be created. Stated that the CPO needs time to execute these sorts of plans and they need support. Mentioned that what they do not need is the staff of the CPO to be dehumanized or referred to as animals referencing the "Lions at the gate paper". Reiterated the need for collaboration.

Tony: Explained he is working with one of the institutions in the province. Mentioned he recently received a proposal for a bridging program to upscale newcomers to the country to best serve Ontarians within the regulatory framework. Stated he needs time and support to move these things forward. Stated that what he finds not helpful is individual data points. College staff especially Tony, Council president, Head of the registration Committee felt they were in detention or shamed on a particular data point of a case that was not reflective of all the hard work they have been doing and that's not how the CPO wants to operate. Mentioned the CPO wants to operate professionally and collaboratively.

Tony: Mentioned that the CPO is welcoming 2000 Applied Behavioral Analysts (ABAS) on July 1st and are working around the clock. Stated that movements in the EDI space have not been adequately reflected. Mentioned that some stakeholders are impacting the CPO's reputation and risk assessment.

Ming Young: Stated that the risk letter highlights that actions to be taken to address risks are seen as longer term. Mentioned change not expected over night. Explained that what's included in risk letter, are not new observations. Stated that the OFC had in the past, raised concerns about supervised practice requirements and the impact on the international applicants. Mentioned that the OFC team would be happy to hear about bridge training program and see how that develops, timelines around that as well. Stated that the bridge training program is an example of some thing that links to a good response to the risk letter.

Irwin: Emphasized that the OFC team is interested in the CPO providing a write up as to how they have implemented the HPRO process to the extent and efforts to establish bridge training program for IEPs. Stated that these are good examples indicative of initial steps. Appreciated that Tony raised concerns in correspondence regarding reference of certain statistical information. Explained why the OFC referred to the "Lions at the Gate article. Reiterated that the CPO is welcome to provide written comments towards the risk letter, provide data to the OFC and that the OFC would remove the reference to the Lions at the Gate paper since it seems to be a point of contention.

Tony: Stated that he appreciated the commissioner's comments. Emphasized that he has an issue with the Black Chapter of the CPA and believes its hard for the OFC to be impartial because of data from the Lions at the Gate Paper. Stated it's a conflicting set of data and on one hand the paper referenced an Ottawa public health study which has some accurate data. Highlighted that the CPA is about to release a response to the "Lions at the Gate paper" correcting a bunch of inaccuracies. Stated that the CPO feel that they got their backs against the wall.

Irwin: Stated that the OFC does not have preconceived notions of the CPO. And reiterated that we can remove the source of data and make a point and refer to some other study. Mentioned he is going to connect with the Ministry of Health to make it clear we do not have preconceived notions of the CPO and highlight their proactive efforts.

Tanya: Stated that the OFC is an overseer and supporter of regulators. And described the OFC as an encourager on the fair access journey. Explained that we have a responsibility to listen to not only to the regulators' viewpoint but to other voices and we do recognize that the antiracism and inclusion conversation is a difficult one. Reiterated that anytime the status quo is being questioned, it is a challenging proposition. Stated that it's been a journey for the OPS as well to listen to the experience of racialized employees and to take that into consideration and to determine the short, mid term actions that are needed to make change.

Tanya: Mentioned that the OFC wants to invite the CPO team to respond to the call to action to be open to listen to other voices. Stated that she is not sure the defensive reaction from CPO moves us forward. Mentioned that to move ourselves forward on fair access, equity, and inclusion, we need to be able to take into consideration those voices whether it be the writer of a paper or applicant expressing their frustration. Reassured Tony that the OFC in discussions with the Ministry of Health have not focused on one experience but have expressed our appreciation for Tony's engagement with Irwin and with the office to explore these issues.

Irwin: Explained that the OFC meets with a variety of stakeholders and provided examples. Explained that organizations tend to provide unique perspectives on fair access. Stated that the OFC is open to any stakeholder who chooses to engage in dialogue.

Irwin: Stated the OFC didn't initiate the conversation with the Black Chapter of the CPA or the CPA executives. Explained that both parties approached the OFC on EDI and other matters. Assured the CPO that we haven't isolated the psychology profession to make a case. Reiterated that the OFC does meet with folks. Stated that he wanted to provide that context.

Irwin: Stated that the applicant correspondence was shared with no intent to undermine the decision of the college. Explained that the OFC confirms with applicants if they give their consent to share a copy to the college and sometimes, they agree or not. Explained that the OFC can try to get an application to be processed if it's stuck in a rut as an example. Stated that the OFC intended the correspondence to be an example of a frustration experienced during application process and nothing more. Expressed that the OFC could not in fact verify if the applicant's claim was valid or not. Mentioned that in retrospect the OFC should not have shared the letter with Ministry of Health. Emphasized that the OFC hopes to have a relationship with the CPO based on trust. Stated that if we had to do that again, that would not be the approach we would take. Stated that he would be able to happy to write to the Ministry of Health to clarify the matter.

Tony: Responded that it goes a long way and appreciates the acknowledgment that the OFC should not have shared the applicant's correspondence with Ministry of Health (MOH). Emphasized feeling that their back is up against the wall and certainly brings their shoulders down a little bit from a defensive stance.

Tony: Mentioned that he disagrees with Tanya's point on the approach taken by the Black Chapter of the CPA. Stated he won't accept name calling or type of rhetoric around accusations. Mentioned a saying to make a point "Nothing about me without me". Explained that the approach taken by the Black

Chapter-CPA ironically shows weaponization of psychological principles. Stated he is not okay with the staff being called animals of any kind. Stated that he wished the OFC would agree with him in terms of that type of rhetoric.

Tanya: Mentioned that she didn't perceive that rhetoric from the "Lions at the Gate" article.

Tony: Responded that the CPO staff are referred to as Lions at the Gate and Tanya responded that she perceives it to be a metaphor and an analogy.

Tony: Highlighted that its psychological tactics that the Black Chapter are using with this article. Explained that the language used in the article dehumanizes and what it does is that it discredits that individual afterwards. Stated that we should be very mindful of our language. Emphasized that it's not typical academic language and that the CPAs executive leadership is going to respond to the Lions at the Gate paper including a response to some its inaccuracies and tone in which it takes.

Tony: Described that the EDI working group is chaired by a Black psychologist, Queer psychologist, and other diverse stakeholders with different identities.

Tony: Stated that he will not work with the Black Chapter group or folks who take an approach like that. Mentioned that he will defend the CPO that has existed for the last 64 years in which they treat people with respect and dignity. Stated that even if the OFC sees the Lions at the Gate solely as a metaphor, he does not and finds it a problem.

Irwin: Reiterated he understands Tony's point of view. Stated that people in different organizations have gone through the EDI process and may have different tolerance levels. Stated they may bump elbows and there are various terms like racist, white privilege, etc. Explained that conversations like this is complex. Stated that the truth lies somewhere in between. Mentioned that all the OFC is interested in is to foster useful dialogue free of unconscious bias. Stated that the OFC hopes for members of the registration team who perform the assessments acquire a level of cultural competency. Stated that the sole objective of meetings is to promote the EDI dialogue.

Tony: Emphasized that when the CPO heard about the connection that the OFC had with the Black Chapter of the CPA. Stated that it felt like an indirect attack at the CPO. Stated it felt that the OFC was getting in between the regulator and the association when there are already inherent fiduciary tensions. Mentioned that the meeting held today is much more transparent and prefers this approach.

Irwin: Explained he was under the assumption that the Black Chapter was coming to the OFC with the consent of the association. Emphasized that the OFC does not have a pre-existing relationship with the association. Explained that the OFC is more sensitive to the organizational nuances here. Stated that he appreciates that Tony raised concerns and hopes to dispel that the OFC is not taking sides.

Tony: Stated that he feels much better with this line of conversation. Explained some of the initiatives the college is engaged in. College intends to create inventory and supply of professionals using an Intention MOU. Stated all the legalities are not fully realized for the pool portal. Intention is to creatively

pool across jurisdictions. Mentioned that the people in BC can work in Ontario and vice versa. College proposes to open a corridor for professionals in BC and Ontario to address the labor shortage risk.

Lesia: Mentioned that the interim autonomous practice group is different from other practice groups where an applicant can qualify for a certificate for a limited period. Emphasized that at this time its restrictive, besides the free trade agreement. Stated that several applicants from the US might not qualify for this route because of some technicalities within their home state. Mentioned that the college will determine whether it makes sense for those folks to apply for supervised practice or there might be some room in the regulation on who can do interim autonomous practice. Stated this will translate to how this may apply to internationally trained applicants. Stated the committee is planning to review its registration guidelines for Interim Autonomous Practice in terms of the requirements for those already licensed to practice the profession of psychology outside of Canada and may be permitted to register via this route.

Lesia: Stated that the registration committee are all on board to look at ways to be fairer in the registration process and it makes sense not to have someone repeat the process of where they may have already demonstrated previously. Explained that they are on board for making that work where its possible. Stated that some of these initiatives take a little bit of time for work out.

Irwin: Stated that these initiatives were a breakthrough. Described the CNO example of provisional registration. Explained that the CNO had taken the approach to remove certain requirements. Highlighted how some regulators including the CNO are being creative and take a deep dive into seeing how some requirements are necessary/unnecessary.

Tony: Extended thanks to the OFC team. Stated that there are occasional changes to the council members and stated there are certain timelines for these changes. Explained that on June 1, there will be new council members, new academic reps and the academic reps are very involved in registration. Stated there will also be a new council president. Stated that he is optimistic that the CPO can modernize and move forward.

Ming Young: Stated that the meeting was helpful and insightful. Mentioned that the CPO provided information and context that the OFC team did not know before. Stated that the next steps include that the CPO share data points and other references that would be helpful for the risk letter. Stated that they can also share initiatives that can be highlighted in the letter.

Tanya: Clarified liens of communication. Mentioned that once we finalize letter and the action plan template would be shared in the coming weeks. Confirmed if it was appropriate for Sola to connect with Lesia on the Action plan while Tony continues to connect with Irwin.

Tony: Stated the meeting made a world of difference and looks forward to working with the OFC.

OFC team: Extended appreciation to Tony and Lesia for attending the meeting.