

CFPC Board of Directors Highlights

October - November 2021

This document connects the Board's work to the [Strategic Plan](#)'s three focused goals, and where it relates to the College's ongoing work.

Goal 2 One Unified Voice

Focusing on CFPC members' needs

We hear our members. The pressures on family physicians have been extraordinary and we know many are trying to balance their well-being while providing the best patient care.

We are committed to supporting our members and their well-being as outlined in at least two core Strategic Plan actions:

- 4A: Develop and launch a marketing strategy that defines a single brand, focuses on member needs, promotes the importance of Certification in the College of Family Physicians of Canada, and guides National/Chapter communications and advocacy
- 7A: Conduct a review of how National and Chapters work together to identify areas of alignment that support our members and secure the future of Family Medicine

The Board discussed the CFPC's role and relevance to its members. This was further discussed with the leaders of each Chapter when the Board held the Chapter Symposium on November 9th. This is a priority and further information will follow.

Anti-racism and anti-oppression

As an employer, standard-setter, and membership-based organization, the CFPC has a responsibility to respond, act, and be informed by those who are affected by systemic racism and oppression and to influence its staff and members to take action.

In alignment with our Strategic Plan Action 5B—Develop a plan of action engaging racialized leadership to address systemic racism where the CFPC has responsibility and influence—the

Board approved, in principle, a CFPC organizational anti-oppression initiative. This initiative includes an anti-racism and anti-oppression charter, which will be open for consultation. It will be ratified and announced publicly by May 2022.

Consultation on the draft charter, co-developed with leaders, members, and CFPC staff representatives of racialized and oppressed groups/communities, will be sought.

Decriminalization of drug use and possession for personal use

The Board supported the Canadian Society of Addiction Medicine's position outlined in the policy brief [*CSAM in Support of the Decriminalization of Drug Use and Possession for Personal Use*](#). As quoted in the position: "Current Canadian drug policy, specifically the criminalization of drug use and possession for personal use, is not supported by the evidence. It has failed to mitigate the harms of drug use which continue to rise, and it perpetuates existing health inequities, particularly among already marginalized populations."

Goal 3

Transforming the CFPC

Human Resources (HR) capacity

To manage the higher than anticipated priorities and demands, additional supports for the Human Resources (HR) department were approved by the Board. The HR department is engaged in several projects aligned with Strategic Plan objective 6: Attract and retain an engaged, empowered, and inspired workforce across Canada, and objective 7: Adapt and evolve how the CFPC works based on opportunities brought by the COVID-19 pandemic.

The Board approved additional resources support for strategic project planning and implementation of identified priorities for the period of October 2021 to December 2022. Such resources will be obtained and funded through the HR Reserve for an amount not to exceed \$300,000 for the 15-month period.

Family Medicine Forum (FMF) 2022

The Board supported hosting FMF Toronto, November 9 to 12, 2022, and FMF Virtual from November 16 to 19, 2022.

Based on meeting members' needs, accessibility, financial, resource use, and risk management, we will host FMF Toronto in person and FMF Virtual on two consecutive weeks in November 2022. Events will be planned in collaboration with FMF staff, the FMF Working Group, and key stakeholders, and brought forward to the Family Medicine Forum Committee.

Everyday Ongoing CFPC Work

Discussing topics raised by members

Fossil fuels

We received a petition November 7th, signed by more than 100 individuals, requesting that the CFPC end its relationship with Scotiabank given the bank's support of the fossil fuel industry.

The CFPC continues to have a positive working relationship with Scotiabank, which has spanned over the past 20 years. Through this partnership, Scotiabank supports family medicine and family physicians.

The CFPC re-negotiated a five-year agreement with Scotiabank and MD Financial Management in 2019. There is no intention to revisit this current agreement.

CFPC staff, the Finance and Audit Committee (FAC), and the CFPC and FAFM Boards pay attention to the investment policy. These groups are placing renewed importance on environmental, social, and governance (ESG) principles.

We have revised our Investment Policy to align with the ESG principles followed by Scotia Wealth. While some investments include fossil fuels, this is a limited portion of the overall portfolio and is an area that is revisited by staff, the FAC, and CFPC and FAFM Boards on a regular basis. The FAC will further review our investment principles in 2022 and make a recommendation to the Board.

The CFPC is committed to addressing **climate change** and ensuring our business processes are environmentally friendly. A few examples:

- Travel: A review of staff and volunteers' travel determined ways to reduce our carbon footprint. For example, we purchase carbon offsets and receive reports on how these offsets are used to counteract travel emissions.
- *Canadian Family Physician*: The journal discontinued the use of plastic polywrap mailers
- FMF: The forum is hosted at venues offering the highest environment standards; we have discontinued handouts; we have moved to electronic communications only; and we use recyclable materials
- Education: We strive to educate our members about the health impacts of climate change (e.g. the *Guide to Integrating Planetary Health in Family Medicine Training*)
- Partnerships: The CFPC will be considering climate change as an aspect of social responsibility in reviewing partnerships in the future. The CFPC is considering divesting itself from fossil fuels and we will review our Investment Policy Statement at an upcoming Finance and Audit Committee meeting.

Editorial independence

The CFPC Board held a retreat with the *Canadian Family Physician* Editorial Advisory Board and staff. The focus was on enhancing communication and collaboration.

Responding to consultation requests

The Royal College of Physicians and Surgeons of Canada (Royal College)'s proposal regarding emergency medicine

The Royal College provided an update and requested feedback from the CFPC about the development of a practice eligibility route to Royal College certification in Emergency Medicine for those with CFPC emergency medicine certification.

We have been asked whether the CFPC supports this proposal.

The proposal was carefully reviewed and feedback was sought from family medicine stakeholder groups including university-based department chairs, enhanced skills program and emergency medicine program directors, member interest group leadership, and CFPC senior staff leaders in the division of Academic Family Medicine. It generated considerable discussion that informed the CFPC Board.

Our response shared our significant concerns and recommended the Royal College not proceed with this proposal due to the impact on family medicine with potential for 'credential creep,' hierarchy between certifications, social accountability and potential impact on rural communities, and the need for a broader approach between the colleges, among other reasoning. The Royal College's CEO confirmed receipt of our concerns. The Royal College is convening its Committee on Specialty Education, which will review our response in late November and make recommendations to their Council for decision making, likely in the new year.

Updating policies

The Board approved updates recommended to the four policies below, effective November 9, 2021:

Board Director Code of Conduct

- Adding expectation of conduct consistent with the CFPC's values
- Adding detail of expectations related to social media

Board Directors and Officers – Roles and Responsibilities

- Splitting responsibilities into Preamble, General, During meetings, In-between meetings, and Social media
- Updating content of expectations related to communicating as a Board, asynchronous communication, Board Directors communicating with CFPC staff, and social media

Social Media for Board Directors, Committee Chairs, and Section Councils

- Updating to align with the Roles and Responsibilities and Code of Conduct policies

- Adding social media training for Board Directors

Definitions relating to levels of Board Decisions

- Updating to reflect the 2021 transition of responsibility for the CFPC's endorsement process to be led by the Programs and Practice Support Department through involvement of the Guidelines and Knowledge Transfer Expert Working Group
- Renaming 'Definitions relating to levels of Board Decisions' to 'Definitions relating to levels of CFPC Decisions'

Please contact us at bbouchard@cfpc.ca, cathycervin@cfpc.ca, flemire@cfpc.ca, or Sarah Scott, Director of Governance and Strategic Planning, at sscott@cfpc.ca, if you have questions.

Brady Bouchard, MBBS, CCFP

President and Chair of the Board, effective November 11, 2021

Catherine Cervin, MD, CCFP, FCFP, MAEd

Past President and Past Chair of the Board, effective November 11, 2021

Francine Lemire, MD CM, CCFP, FCFP, CAE, ICD.D

Executive Director and Chief Executive Officer