

FOOTPRINT

COLLEGE OF CHIROPODISTS OF ONTARIO

OCTOBER 2023 | VOLUME 4, NO. 3



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PRESIDENT'S MESSAGE



The Win/Win of Continuing Education: A Support for Registrants and Quality Assurance for the Public

As practitioners we engage with our patients, concern ourselves with their best care and focus on the busy demands of practice. We update our workspaces, purchase, or use new equipment as modernizations develop and complete our annual renewal with our regulator to ensure we can maintain our privilege to practice. But what we may not think of as central to patient care is, in fact, one of the most important aspects of safe practice that we can all readily engage in, namely, continuing education (CE). As healthcare professionals, our education must be lifelong and an integral part of practice. There's no such thing as "one and done" when it comes to the education of healthcare professionals because we work in dynamic and complex environments where new research, new drugs, new techniques, and other new modalities are continuously developing and/or emerging that directly impact patient care. Our standards of practice require all Registrants to ensure they have the necessary skills, knowledge, and judgment to perform all authorized controlled acts and a central piece to ensuring we have all three is a commitment to CE. Simply put, when our Registrants don't regularly update their education, patient care is at risk.

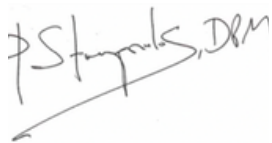
As College President I know that the College's focus is on assisting Registrants to obtain and maintain the necessary skills, knowledge, and judgment needed to practice safely. The College's overwhelming preference is to structure a fulsome CE program with a focus on quality assurance to support Registrants in safe practice. The only alternative to this approach is much less palatable as any reduction to the CE requirements and quality assurance programs is directly correlated to an increase in complaints to the College about Registrants. Our Registrants find it very stressful and upsetting to receive notice from the College of a complaint. We understand that it's upsetting to learn that a patient has raised concerns to the regulator and, while the College makes sincere efforts to make the process as efficient, fair, and transparent as possible, it is understood that no Registrant wants to be engaged in the complaints process about the care they have provided if it is possible to avoid it.

The College's Quality Assurance Committee, with the full support of Council, has moved from a 2-year CE cycle to an annual cycle starting in 2024, without increasing the amount of CE. This aligns the College with other health profession regulators and allows the College to better identify at an earlier point in time any potential issues with a Registrant's skills, knowledge, and judgment. More than that, it allows Registrants and the College to work together to address opportunities for improvements to practice, potentially avoiding any future complaints. When the College's Standing Drug Committee was successful in working with the Ministry of Health to update and expand the Drug Regulation, the Ministry of Health was naturally very focused on the education requirements to ensure competence. When putting the well-being of the public first and foremost, this is the expectation by government, overseen by regulators, for the privilege of registrants performing any Authorized act.

As the College, under the governance of Council and with the operational leadership of the Registrar and staff, continues to facilitate the College's ability to meet its mandate of public protection, we will continue to look for ways to best support Registrants. We understand that supporting Registrants is one of the best ways in which the College can protect the public.

Finally, we understand that CE is an excellent mechanism to do just that. It is truly a "win/win" for Registrants and the public alike. Registrants can optimize their practices with CE while improving patient care, and the public can have confidence that Registrants have the necessary skills, knowledge and judgment to provide best care for patients.

Sincerely,



Peter Stavropoulos, DPM

A WORD FROM THE REGISTRAR AND CEO



In my role, leading a provincial professional regulator, I'm not often called upon to travel any great distances. However, sometimes the importance of an in-person meeting with stakeholders warrants a little bit of travel. Our recent in-person Council meeting serves as a reminder of the benefits of in-person meetings and conversations, albeit with the requirement of some travel. Such was the case when I was invited to present to the Chiefs of Ontario's Health Committee at their Annual General Meeting on June 13, 2023 in Thunder Bay to speak about the podiatry model. Readers will recall that College Council voted unanimously to adopt the College's inaugural strategic plan in February 2022 that includes the adoption of the podiatry model in Ontario as part of the natural evolution in footcare as seen in other Canadian jurisdictions.

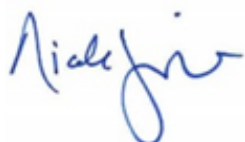
Beyond that, the College is obligated by the Ministry of Health to express meaningful expressions of equity, diversity and inclusivity (EDI) in addition to the College's commitment to meaningful Truth and Reconciliation.

I received a warm welcome from the Chiefs and members of the Health Committee who shared with me their experiences and first-hand knowledge of the devastating impact of diabetes and Peripheral Artery Disease (PAD) among First Nations communities. I was told that it was a common refrain that some communities appeared as though soldiers had returned home from war because of the high rate of lower limb amputations among members of the community. There was agreement among Health Committee members that First Nations communities need greater access to podiatric footcare in their communities and that such access will have a meaningful impact on the quality of life for those who, with access to full scope podiatry, will avoid the tragic consequences of the amputation of lower limbs. I acknowledged that we, including myself, College staff and Council, were aware of the Ontario-based data showing triple the rate of lower limb amputations among Ontarians living in the former Northwestern and Northeastern LHINs. Further, we were aware that the data showed that Ontarians with access to footcare provided by registrants of the College did not suffer lower limb amputations at all or in numbers even approaching those found in the former northern LHINs. It stands to reason that if we had registrants attending to these very same communities competently practicing to the full scope of podiatric proposed by the College and in larger numbers to adequately serve the needs of these communities, the benefits to quality of life realized through better foot health are boundless.

The members of the Health Committee, understanding as they do the causes of lower limb amputations and the fact that many in the communities they represent will only learn they are diabetic when being treated for a foot-related issue, welcome new opportunities to address these concerning issues. The Health Committee members spoke favourably of expanded scope of regulated health professionals as a means of addressing a post-COVID health human resource shortage. A Health Committee member made a motion to ask the Chiefs of Ontario at their general meeting the following day to pass a resolution supporting the expanded scope of podiatrists in the province and a move to the podiatry model in the province, in addition to the motion to write the Premier of Ontario and Minister of Health a letter of support of the podiatry model. Both motions represent a significant step that reflects the commitment of the College to understand how it can better protect Ontarians. I'm pleased to report that the Chiefs of Ontario did pass a resolution to support the podiatry model on June 14, 2023 and have written to the government indicating their support of the podiatry model.

The College, as a professional regulatory body, is tasked with an important obligation to protect the public and it does so in numerous ways. In addition, the College is accountable to many stakeholders, including the Ministry of Health, members of the public and registrants, to name but a few. The College is required to complete an annual reporting tool, the College Performance Measurement Framework (CPMF), wherein the College must provide detailed information and data related to its operations and governance. A link to each annual CPMF is posted on the College's website and the link is shared with the Ministry in fulfillment of the College's requirement to do so. Part of the CPMF reporting includes disclosure of the College's efforts relating to its work in respect of EDI and it is in this vein that the College Council has recognized the importance of taking further opportunities for protecting the public, particularly those with inequitable access to the healthcare provided by College registrants. The College Council is ever mindful of the role the College can play, and must play, as a provincial health regulator, to help realize on the Calls to Action of part of Truth and Reconciliation, particularly as they relate to health.

To be clear, the fact that the College has recognized and been responsive to the devastating impact of lack of access to footcare in First Nations communities is not a reflection of the fact that other Ontarians wouldn't also benefit from the podiatry model. Indeed, the College's strategic plan to have the podiatry model adopted in Ontario and expand the scope of podiatry is the embodiment of the College's recognition of how important the evolution of footcare is to the health of all Ontarians. The College Council remains committed to protecting Ontarians by meeting the footcare needs of Ontarians with a recognition of its responsibilities in EDI and Truth and Reconciliation. In short, the adoption of the podiatry model in Ontario would serve the public good generally and is the future of footcare. I look forward to other opportunities to meet with stakeholders in-person where possible and virtually when in-person isn't feasible. I also look forward to exploring any and all avenues to continuously improve the College's governance and operations in a manner befitting one of Ontario's 26 health regulatory bodies.



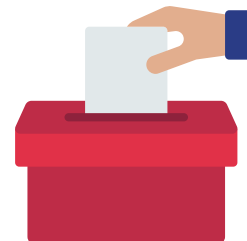
Nicole Zwiers, Registrar/CEO
College of Chiropodists of Ontario

COLLEGE UPDATES

ELECTIONS UPDATE

Following two calls for nominations, **Murtuza Najmudin, D.Ch.** was acclaimed to **District 3** for Chiropractors in July. He was welcomed by Council at their September 22, 2023 meeting.

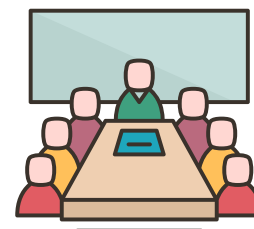
Following two calls for nominations and a subsequent general call for nominations, **Andrew Klayman, DPM** came forward for **Districts 3 & 4 (Combined District 2)** for Podiatrists in August. He was appointed by Council at their September 22, 2023 meeting.



COUNCIL UPDATE

At their September 2023 Council Meeting, College Council elected a new Executive Committee. The 2023-2024 Executive Committee members are:

President: Peter Stavropoulos, Podiatrist
Vice-President: Melanie Atkinson, Chiropractor
Professional Member: Chad Bezaire, Chiropractor
Public Appointee: Jim Daley
Public Appointee: Allan Katz
Ex-Officio: Nicole Zwiers



Professional Council Member **Matthew Doyle, D.Ch.** completed his term on Council on October 1, 2023. Matthew had been a member of Council since 2017. The College extends its thanks to Matthew for his contributions to many committees and dedication to the College over many years.

The College also thanks **Winnie Linker** for her two years of service as a public appointee on Council and various committees, and for serving on the Executive Committee

NITROUS OXIDE COURSE 2024

The College is polling interest in a Nitrous Oxide Inhalation course for registrants in 2024.

If you are interested in registering for this course, please click [here](#) to complete a very brief survey.



TOWN HALL



The next Town Hall is scheduled on **Saturday, December 9, 2023**, with opportunities to attend in-person or virtually.

Please RSVP to mclarke@cocoo.on.ca by no later than December 1, 2023 and indicate whether you will attend in person or virtually. Space is limited for in person attendees so please RSVP as soon as possible. We look forward to seeing you!

COLLEGE UPDATES

REVISED PATIENT RELATIONS PLAN: SEXUAL ABUSE PREVENTION

The College is committed to zero-tolerance of sexual abuse of patients by registrants of the College. We recognize the importance of having a robust sexual abuse prevention plan for our registrants and responsive strategies regarding the sexual abuse of patients. The College's updated and revised Patient Relations Plan - Sexual Abuse Prevention outlines the strategies we have in place to protect the public.

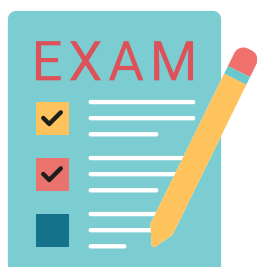
Please review the updated and revised [Patient Relations Plan - Sexual Abuse Prevention](#) on the College's website.

SHIFTING TO THE USE OF THE TERM "REGISTRANT"



The College is in the process of shifting from the use of the term "member" to the term "registrant", to better align with nomenclature used by other health regulatory colleges. Registrants may see both terms used in communications or documentation from the College.

REGISTRATION EXAMINATION UPDATE



The College conducted its registration examinations on June 3rd and June 6th, 2023. A total of 31 candidates sat one or more of the 3 exam components. Of these, **19 candidates were successful**, and the College has welcomed many of them as new registrants this summer.

The fall sitting of the exams took place on **October 21, 2023** (OSCE – in-person at the Michener Institute) and **November 2, 2023** (Written Jurisprudence and Core Competencies - remote/proctored).

The College will be returning to in-person Written examinations in 2024. The tentatively scheduled dates for the exams are as follows:

Spring 2024: May 31, 2024 (Written) & June 1, 2024 (OSCE)

Fall 2024: October 25, 2024 (Written) & October 26, 2024 (OSCE)

Please contact Michael Aubé, Manager, Registration, Examinations & Quality Programs at maube@cocoo.on.ca for questions about registration or exams.

COLLEGE UPDATES

EQUITY, DIVERSITY & INCLUSION (EDI)

As part of a registrant's Category B Continuing Education (CE) requirements, each registrant shall complete 5 hours of CE relating to Equity, Diversity & Inclusion ("EDI"), to be completed by December 31, 2023. For a list of EDI education resources, click [here](#).

At their September 22, 2023 Meeting, Council approved the implementation of EDI-based survey questions within the annual renewal process. The collection of this information is in line with the practices of other regulatory colleges.

Registrant EDI information will be collected **anonymously** and separately from the renewal completed through the Member Portal, and will **not** be linked to a registrant's profile. The information collected will be used by the College to gain a better understanding of our registrant base.



ANNUAL FEE UPDATE



In 2021, Council amended By-law 2: Fees to include a yearly increase to the annual fee to reflect inflation. The increase is based on the Canadian Consumer Price Index for the previous July. The CPI in July 2023 was 3.3%. As a result, registrants can expect the annual fee to increase to \$2,000.

Notice will be sent out when the portal is open for renewal in December 2023.

GUIDELINE UPDATES



In October 2022, Council adopted the Fees, Billing and Accounts Guideline to address recurring fee-related questions the Practice Advisory service was receiving.

In May 2023, the Standards and Guidelines Committee was asked to consider registrants' obligations to notify patients if they have been delisted by an insurance company. The Standards and Guidelines Committee added the following paragraph to the Fees, Billing and Accounts Guideline to provide guidance to registrants on this issue:

If a Member is aware that they, or the clinic or facility where they practise, have been delisted by an insurance provider, the Member has a professional responsibility to inform the patient or ensure that patients are informed prior to booking an appointment and/or providing any treatment.

Council approved the above amendment to the Fees, Billing and Accounts Guideline at their September 2023 Meeting.

To view the full Fees, Billing and Accounts Guideline, click [here](#).

REGULATION UPDATES

NEW EMERGENCY CLASS CERTIFICATE OF REGISTRATION

In April 2022, the Ontario Government enacted Bill 106, the *Pandemic and Emergency Preparedness Act, 2022* to improve health resource planning in emergency situations. Among other changes, the Act requires all of Ontario's health regulatory Colleges to develop an emergency class certificate of registration, with the aim of reducing barriers for new applicants in emergency situations (e.g., in response to a new pandemic).



On August 31, 2023, amendments to the [Registration Regulation, O. Reg. 830/93](#) made under the *Chiropractic Act, 1991*, came into effect.

(1) The following are specific requirements for an Emergency certificate of registration:

1. The Minister has requested the College to initiate registrations under this class based on the Minister's opinion that emergency circumstances call for it, or Council has determined, after taking into account all of the relevant circumstances that impact the ability of applicants to meet the ordinary registration requirements, that there are emergency circumstances, and that it is in the public interest that the College issue emergency certificates.
2. The applicant meets the requirement of paragraph 1 of subsection 4 (1).
3. The applicant meets the requirement of paragraph 2.1 of subsection 4 (1). O. Reg. 276/23, s. 3.

(2) Subject to subsection (3), the requirements of subsection (1) are non-exemptible. O. Reg. 276/23, s. 3.

(3) Where the applicant is registered or licensed as a podiatrist in a jurisdiction approved by the Council, the applicant is deemed to have met the requirement of paragraph 2 of subsection (1). O. Reg. 276/23, s. 3.

BY-LAW UPDATES

At their September 2023 Meeting, Council voted to amend the following By-Laws:

[By-Law No. 4 \(Code of Conduct of Councillors and Committee Members\)](#) was amended to address conflicts of interest and bias as they pertain to College business, and Councillors' and Committee Members' obligations to self-identify conflicts of interest or bias.



All College Councilors and Committee members have a fiduciary duty to make all decisions in the best interests of the College. At the core of the proper functioning of Council and, by extension, the College, is the requirement that all Councilors and Committee members declare any conflict of interest or reasonable appearance of bias that could either cloud their judgement in making a decision or that may undermine the integrity of the Council or Committee's decision-making due to a real or perceived conflict or bias.

Amendments to [By-Law No. 2 \(Fees\)](#) were approved, in principle, to:

1. Increase the fee for equivalency assessments of non-approved programs from \$500.00 to \$750.00; and
2. Implement a penalty fee of \$250.00 for failure to submit a Continuing Education Log and supporting documentation on or before February 14th.

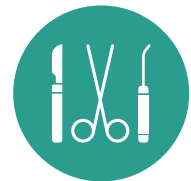
The above proposed amendments to By-Law No. 2 (Fees) have been circulated to registrants and other stakeholders for 60 days. Current consultations open for feedback can be found on the College's website [here](#). The deadline for feedback is **November 24, 2023**.

NEW STANDARDS OF PRACTICE

At their September 2023 Meeting, Council approved two new standards of practice for the profession:

SURGICAL COMPETENCIES STANDARD

The College considers it prudent to provide a surgical standard to registrants establishing the expected competencies for surgical procedures within the current legislated scope of practice of registrants of the College. All registrants must only perform surgical procedures they have the skill, knowledge and judgement to competently perform.



The Surgical Competencies Standard serves as a tool for registrants and stakeholders to ensure the public is properly protected against the harm and risk of incompetent surgical procedures. The standard includes an appendix as a further tool for registrants to follow as a guide to help them achieve competency in surgical procedures within their scope of practice.

To view the full Surgical Competencies Standard, click [here](#).

ACUPUNCTURE STANDARD



Prior to the approval of this standard in September 2023, the College did not have a standard, guideline or policy for registrants outlining the use and application of acupuncture. Registrants are authorized under Regulation 107/96 of the *Regulated Health Professions Act, 1991* (RHPA) to perform acupuncture.

Regulation 107/96 creates an exemption for specific regulated health professionals, including chiropractors, to perform the controlled act of a procedure performed on tissue below the dermis, in accordance with standards of practice and within the scope of practice of the profession. There are two important components to the exemption in the regulation:

- (a) acupuncture must be performed within the scope of practice of the profession; and
- (b) in accordance with the standards of practice of the College.

The Acupuncture Standard addresses the second criteria by setting out the standard of practice for registrants performing acupuncture.

To view the full Acupuncture Standard, click [here](#).

PRACTICE ADVISORY SERVICE UPDATE

The Practice Advisor's (PA) role is to assist registrants with challenges in their clinical practice who require guidance, particularly with respect to the COCOO standards, guidelines, and policies. Additionally, the PA responds to queries from stakeholders, including, but not limited to, members of the public or their caregivers, other regulated healthcare professionals, other regulated health colleges, clinic managers and third-party health insurance providers.



In responding to the wide range of inquiries, the PA relies primarily on the standards and guidelines developed by the College. As required, the PA may consult with staff or others to ensure that any advice is as complete as possible and consistent with the College's governing legislation. When a registrant contacts the PA for guidance, if the PA consults with other staff or externally, the registrant's name and information are kept confidential.

The PA is not permitted to provide legal advice on any matters including employer-employee disputes or other obligations on a registrant as an employer. Registrants will be advised to obtain independent legal counsel when seeking legal advice as distinct from practice advice.

The PA service can be reached at practice@cocoo.on.ca or by calling (416) 542-1333 ext. 230 (Toll-Free 1 (877) 232-7653).



CURRENT ADVISORIES



The following advisories are provided in response to registrant and stakeholder inquiries, requests for clarification and/or guidance received by the Practice Advisor:

The College's Website

The College website serves all stakeholders wanting to learn more about the role of the College in fulfilling its mandate to serve the public. Toward that end, the College is continually updating the information available on its website to stay current, relevant, and helpful to the reader. Registrants are encouraged to familiarize themselves with the website as a resource for important information and notices.

Surgical Competency Standard - FAQ

With the Council approval of this document at its most recent meeting, look for a FAQs document to soon be added to the College website to respond to some of the more commonly asked questions around this standard. It will be a growing document that will include questions and answers as they are received from registrants or other stakeholders.

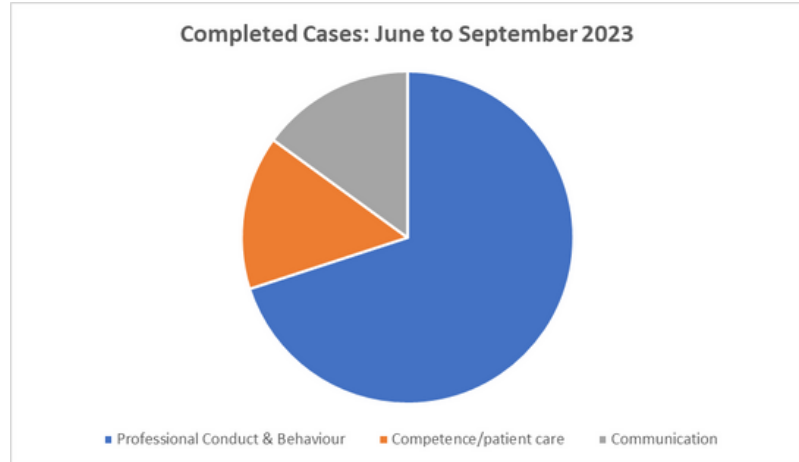
ICRC & DISCIPLINE COMMITTEE UPDATE

COMPLAINTS & REPORTS

Between June and September 2023, the College received 13 complaints and opened two Registrar investigations, which is slightly higher than last year. In the same period in 2022, the College received eight complaints and opened one Registrar investigation.

Between June and September 2023, ICRC panels disposed of 14 matters as follows:

- 7 cases – no further action was taken
- 5 – referrals to the Discipline Committee
- 2 cases – withdrawn



There are currently 18 matters that will be considered by ICRC.

DISCIPLINE COMMITTEE

Disciplinary matters are resolved by way of uncontested or contested hearings. Matters are resolved or disposed of when:

- All allegations are withdrawn or dismissed;
- No findings of professional misconduct and/or incompetence are made by a panel;
- Findings of professional misconduct and/or incompetence are made and a penalty is ordered;
- Reinstatement requests are granted, not granted or abandoned; and
- Removal of information requests are granted, not granted or abandoned.

There are currently 9 matters referred to the Discipline Committee.

Between June and September 2023, the Discipline Committee disposed of one matter.

[Click here to view Discipline Referrals](#)

SUMMARIZED DISCIPLINE COMMITTEE DECISIONS

COCOO V. THE REGISTRANT

After a contested hearing, the Registrant was found not to have engaged in professional misconduct as alleged.

[Historical Discipline Committee decisions](#) are available on the College's website or [searchable on CanLII](#)



REGISTRAR'S INVESTIGATIONS



Separate from the complaints process, the Registrar can appoint an investigator if there are reasonable and probable grounds to believe that a registrant (chiropractor or podiatrist) has committed an act(s) of professional misconduct or is incompetent. This power comes from [section 75\(1\)\(a\) of the Health Professions Procedural Code](#), under the *Regulated Health Professions Act, 1991*.

What initiates a Registrar's Investigation?

1. Concerns about a chiropractor or podiatrist's conduct or competence can trigger a Registrar's Investigation and Report. Information can come from:

- Other chiropractors, podiatrists or regulated health professionals, by way of [mandatory reporting](#);
- Quality Assurance (QA) Committee, where risks to the public are identified because of a chiropractor or podiatrist not participating in the QA process or where the QA assessment reveals significant concerns;
- Members of the public or profession who do not wish to make a formal complaint;
- Insurance companies;
- Criminal investigations; or
- Public Health Unit investigations

The Registrar will determine if an investigation is warranted.

2. Emergencies

The Registrar also has the power to order an immediate investigation in an emergency situation where a chiropractor or podiatrist's conduct:

- Exposes or is likely to expose patients to harm or injury;
- There is insufficient time to seek approval of the Inquiries, Complaints and Reports Committee (ICRC).

For more information regarding Registrar's Investigations, click [here](#).

QUALITY ASSURANCE UPDATE

With the current Continuing Education (CE) cycle ending on December 31, 2023, all Registrants will be beginning a new cycle on January 1, 2024. As approved by the College's Council in June of 2022, the Continuing Education Program is moving from a two-year to an annual cycle, along with updated requirements. The following table is a comparison of the current requirements to those going into effect beginning on January 1, 2024.

Requirements	Current CE Program (2-yr cycle)	2024 CE Program (1-yr cycle)
Total Credit Hours	Minimum 50	Minimum 25
Category A Credit Hours	Minimum 20	Minimum 10
Category B Credit Hours	Maximum 30	Maximum 15

As currently required, these hours are to be documented by each Registrant on a CE Log with a description of the CE activity, the course provider, and a brief evaluation of the CE activity's value to the Registrant's practice. Registrants are required to retain the CE Log as well as proof of completion of the activities referred to in the Log. CE activities must relate directly to the practice of Chiropody or Podiatry.

As a reminder, Category A requirements are defined as lecture style programs provided by a recognized educational institution or other regulated health professional group or association. Recognized providers of Category A include:

- Accredited universities and hospitals,
 - The Michener Institute,
 - The American Podiatric Medical Association's approved providers,
 - The Ontario Society of Chiropodists,
 - The Ontario Podiatric Medical Association,
 - The Canadian Federation of Podiatric Medicine, and
 - The Ontario Hospital Association
- The Canadian Podiatric Medical Association, and its provincial member associations, (BC, AB, ON and PQ)



In keeping with the changes that were made to the 2022-2023 cycle due to COVID-19, the College will not be requiring that a certain number of credit hours in Category A be obtained through in-person lecture style conferences/workshops. The College encourages in-person style education, but acknowledges that there may be times when in-person offerings are limited.

Category B requirements include lectures, workshops, supplier/provider programs and self-directed independent learning activities such as journal reviews, recorded materials, mentorships, presentations, on-line courses, and professional readings.

Each year, 10% of Registrants will be randomly selected for evaluation of the continuing education component and Self-Assessment Tool (SAT). Each Registrant selected will be contacted by College staff and will be required to provide a completed Continuing Education Log.

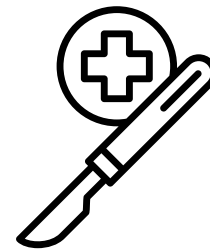
If you have any questions about the updated Continuing Education Program requirements beginning in 2024, please feel free to contact Mike Aubé at maube@cocoo.on.ca.

SURGICAL SUITE ASSESSMENTS

The College has begun work on improving the Practice Assessment process to integrate a more helpful and appropriate structure for those who conduct surgical procedures in their practice. The improvements aim to enable Assessors in providing additional feedback to Registrants that is specific and applicable to providing these types of procedures to their patients.

With a goal to roll out a pilot test of the enhanced Practice Assessment for surgical suites in 2024, staff at the College is working alongside the Quality Assurance Committee in the design of a surgical suite assessment tool.

As with the overall objective of the College's Practice Assessment Program, the surgical suite assessment tool is being designed to help enhance Registrants' knowledge and encourage excellence in the delivery of care to the public. We will be sharing more information in 2024, as work continues on the development of the new tool.



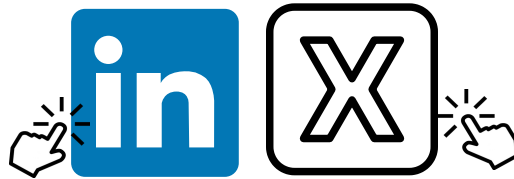
PUBLIC REGISTER INFORMATION

Please ensure your e-mail, mailing address(es) and practice address(es) on file with the College are **current** and **accurate**, and that you regularly check your spam folder for e-mail communications from the College.

Registrants may update their information anytime via the [Member Portal](#).

SOCIAL MEDIA

Follow the College on [LinkedIn](#) and [X](#) (formerly Twitter) for important updates about changes to standards and guidelines, renewal deadlines, important decisions arising from Council meetings, and other important updates.



A NEW AND IMPROVED FOOTPRINT

Footprint is looking to make a better *impression*!

Do you have feedback or ideas for future issues of Footprint?

Contact Nanci Harris:
nharris@cocoo.on.ca

