



2022 Annual General Meeting Minutes Vancouver, British Columbia November 17, 2022

CALL TO ORDER

College Chair Hopp called the 131st Annual General Meeting of the College of Pharmacists of British Columbia to order at 6:05pm. Chair Hopp welcomed attendees to the meeting and introduced himself as the Board Chair.

Chair Hopp acknowledged and thanked the Syilx Okanagan people on whose unceded traditional territories the meeting is chaired from. As we are meeting virtually with Board members in different locations across BC, he also acknowledged that the Indigenous Peoples are the traditional stewards of the lands and waters from where each of us is attending the meeting this evening.

He encouraged everyone to learn about the First Peoples on whose unceded territory you live and work. Acknowledging territory allows us each to recognize the important relationship between land and people. Take a moment to reflect and appreciate the meaning behind the land acknowledgement and its importance to you individually.

BOARD INTRODUCTIONS

Chair Hopp introduced Board members in attendance, College Registrar and CEO Suzanne Solven, and other College staff in attendance.

Chair Hopp noted that notice of the AGM was sent out on October 28, 2022 thus meeting the three week bylaw requirement. He also confirmed that the required quorum of 25 registrants had been met, and the meeting was duly convened.

MINUTES OF PREVIOUS MEETING – NOVEMBER 18, 2021

Seeing that there were no comments, Chair Hopp announced that the November 18, 2021 Annual General Meeting minutes are approved, as circulated.

FINANCIAL STATEMENTS AND AUDITOR'S REPORT

Chair Hopp reminded registrants that the audited and Board approved financial statements were available for review on the College website. Chair Hopp noted the financial statements will be placed on file.



CHAIR'S REPORT

Chair Hopp provided the following report:

Introduction

I'd like to start by thanking my fellow Board members, as well as all the College staff for their hard work that enables us to continue to fulfill our mandate in protecting the public through the regulation of pharmacy practice.

I'm proud of everything the College has accomplished this past fiscal year, which ran from March of 2021 through February of 2022.

From continued progress in our response to the COVID-19 pandemic, to continuing to help combat the toxic drug crisis and working toward dismantling Indigenous-specific racism in BC's healthcare system, the College has been hard at work striving for better health and pharmacy care in British Columbia.

While our role as a regulator is to ensure that all pharmacy professionals are practicing safely and to protect the public through quality assurance and the establishment of standards of practice, I'd like to thank all the registrants joining us here today for their tireless work in continuing to ensure British Columbian's can safely access the pharmacy care they need.

COVID-19 Pandemic

With COVID-19 continuing to present numerous challenges across our healthcare system, our key priority was ensuring that all British Columbians were able to access COVID-19 vaccines at community pharmacies, and that they were aware of BC pharmacists' injection authority.

I am grateful for the availability of COVID-19 vaccines for health care workers, and all British Columbians this past year.

The vaccines were instrumental in allowing those in our health system to protect our patients from harm and preserve our ability to safely deliver health services.

Thank you to everyone who has contributed to British Columbia's COVID-19 immunization efforts, from safely providing immunizations, to sharing evidence-based information about the new vaccines with your patients.

I am proud of the integral role the College played in BC's COVID-19 Immunization plan and will allow Registrar Solven to speak more specifically to the ways in which we supported these efforts later on in tonight's program.

Toxic Drug Crisis

While our province focused significant resources on its response to the COVID-19 pandemic, the number of illicit-drug toxicity deaths escalated to unprecedented levels.



In 2021, we lost over 2,200 people to suspected illicit-drug toxicity deaths, making it the worst year ever recorded.

On behalf of the College Board and its staff, I'd like to offer our sincerest condolences to the families and loved ones of these victims.

With BC's community pharmacies serving as one of the most accessible places for patients to access Opioid Agonist Treatment (OAT), it is vitally important now more than ever, that as a regulator we ensure that the appropriate standards and expectations are in place to support affected communities.

In 2021 we collaborated with a number of health system partners on various initiatives to help reduce barriers to access for those seeking Opioid Agonist Treatment Therapy.

Some of these measures included:

- Working with the BC Pharmacy Association to introduce a new Opioid Agonist Treatment training program for community pharmacy
- Working with the BC Centre on Substance Use, the Minister of Mental Health and Addictions and the Ministry of Health on new procedures for harm reduction prescriptions,
- Working as part of the Controlled Prescription Program Advisory Committee to help develop and release a new harmonized CPP form.

Once again, I will let Registrar Solven speak more specifically to these individual efforts later on in tonight's program.

Anti-Racism

Throughout 2021, there were a number of events that served to remind us of how much work we still need to do in order to dismantle systemic racism and discrimination from our society and our health system.

We were appalled to learn of the discovery of the remains of 215 children on the site of the former Kamloops Indian Residential School, as well as the targeted, hate motivated attack on a Muslim family in London, Ontario, and multiple reports of anti-Asian attacks against communities both in BC and the US.

We stand in solidarity with the Tk'emlúps te Secwépemc First Nation, Indigenous People in BC, and Canada's Muslim and Asian Communities.

We share your grief and remain committed to speaking up against racism and discrimination and ensuring that we continue to address their harms and resulting patterns of trauma in every decision we make.

These events prompted us to recognize and acknowledge the internal biases we may not realize we hold, and to ask ourselves how we may be contributing to the systemic racism and discrimination present throughout North America, and here in British Columbia.



As a regulator, the College governs over 9,000 registered pharmacists and pharmacy technicians in British Columbia, and it is our duty to ensure that the health professionals we regulate provide safe and ethical care to all British Columbians.

As part of this duty, the College acknowledges that we, as an organization and regulator, need to step up and lead the charge for systemic change with the goal of eliminating the everyday impacts of discrimination and racism within BC's health system.

As health professionals, the most important thing we can do is to show our country's Black, Indigenous and other People of Colour our unending support, and to remind patients in these communities that we are in this together.

While we are encouraged by the progress made by leaders and organizations over the past year, we must continue to combat the racism faced by BIPOC and other marginalized communities in BC.

Cultural Humility and Safety, and Indigenous Specific Racism

The College recognizes that cultural safety and humility for Indigenous Peoples in BC, is vital for the provision of fair and equal health services, as well as the creation of a healthcare environment free of racism and discrimination, where individuals feel safe and respected.

For those that may not be familiar with the terms:

- Cultural Safety is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system.
- Cultural Humility is a process of self-reflection to understand personal and systemic conditioned biases, and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a life-long learner when it comes to understanding another's experience.

Indigenous-specific racism and the enduring legacy of colonialism continue to present persistent barriers for Indigenous peoples when accessing health care services in BC.

This runs in direct opposition to our mandate which is to ensure that all British Columbians are provided with safe and ethical pharmacy care.

In May 2021, working alongside the College of Physicians and Surgeons of BC, (what was then known as) the College of Dental Surgeons of BC, and the British Columbia College of Nurses and Midwives, we issued an apology to the Indigenous peoples and communities who have experienced racism while engaging with us and the health professionals we regulate.

Indigenous people (First Nations, Métis and Inuit) have waited far too long for health-system leaders to properly address the racism that exists within our colonial health-care system.

As part of this apology, we also joined our fellow regulators in pledging to take specific, concrete actions in order to create meaningful and lasting change.



I encourage you to take a moment to review these actions at bcpharmacists.org/APOLOGY.

To that end, in 2021, we also worked with with k'wunəmen (Joe Gallagher) and Knowledge Keeper and Elder, Sulksun (Shane Pointe) – who we were privileged to hear from at the start of tonight's proceedings – to establish specific strategies and actions that the College can implement to address the recommendations outlined in the "In Plain Sight" Report.

Development of a comprehensive strategic framework for the achievement of these action items in the coming years is currently underway.

I'd also like to remind our registrants that any racist behaviour among regulated health professionals is unprofessional, harmful to patients and unacceptable. It contravenes the professional conduct standards to which health professionals are held and constitutes a danger to the public.

Introduction of the Registrar and CEO

I would now like to introduce the College's Registrar and CEO, Suzanne Solven, who will speak in greater detail about some of the key projects and initiatives undertaken by the College over the past year.

Suzanne joined us almost 10 months ago, replacing Bob Nakagawa as Registrar and CEO of the College. With over 25 years of strategic leadership experience across a broad range of organizations within BC's health system, Suzanne is uniquely qualified to lead the College.

Prior to her current role, Suzanne has held several health leadership positions at Pacific Blue Cross and BC PharmaCare.

She also previously served as the College's Deputy Registrar for over 9 years, during which time she led initiatives including: the development of the award-winning DrugSafeBC Initiative; changes to the ownership provisions in BC's pharmacy legislation; successful undercover pharmacy investigations; and a successful collaboration with the US Food and Drug Administration.

I have had the honour of working closely with her for most of the past year and I am pleased to welcome her to address you all this evening.

REGISTRAR'S REPORT

Registrar Solven acknowledged that she is joining today from the unceded Aboriginal territories of the Kwikwetlem First Nation, which lies within the shared territories of the Tsleil-Waututh, Katzie, Musqueam, Qayqayt, Squamish, and Sto':lo Nations. Kwikwetlem means "red fish up the river" in recognition of the abundant sockeye salmon that used to run in the Coquitlam River. It is a privilege to live, work and play in the Kwikwetlem First Nation.

She noted that it's been an honor to serve as the College's Registrar and CEO for the past 10 months.



College staff continued to work hard to ensure we are fulfilling our important mandate in protecting the public, both through our ongoing operations as well as through progress on strategic initiatives.

She recognized Chair Hopp for his efforts as Board Chair over the past year and thanked him for his service.

Registrar Solven provided the following report:

Registration Numbers

To start, I'm pleased to report increases in all major registration categories this past year.

To provide you with a brief snapshot, in the 2021/2022 fiscal year, we had:

- 6,654 Full Pharmacists
- 890 Student Pharmacists
- 1,731 Pharmacy Technicians
- 4 Student Temporary Pharmacists
- 29 Limited Temporary Pharmacists
- 61 Temporary Pharmacists
- 5 Temporary Pharmacy Technicians
- 1,430 Licenced Community Pharmacies
- 73 Hospital Pharmacies

COVID-19 Pandemic

It's been an unforgettable few years. It's now been almost 3 years since the first cases of COVID-19 were identified, and all our lives were upended as we came together and did our part to help control its spread.

I'd like to start by recognizing all of BC's pharmacy professionals for your unwavering commitment to the people of British Columbia for providing immunizations to millions of British Columbians, for ensuring adequate continuity of care for your clients, for embracing additional safety measures within your pharmacies and for continuing to uphold the highest standards of safe and ethical pharmacy practice.

Throughout 2021, the College worked closely with our partners at the Ministry of Health and the Office of the Provincial Health Officer to ensure access to COVID-19 vaccines at community pharmacies and raise awareness among British Columbians of pharmacists injection authority.

To that end, here are some of the things the College did to support BC's COVID-19 Immunization Plan:

- We provided regular updates and guidance to patients and pharmacy professionals through our dedicated resource page at bcpharmacists.org/COVID-19. This included clarity on topics such as
 - Accessing COVID-19 vaccines,
 - Vaccine aftercare, and
 - Vaccine information for Indigenous Peoples in BC



We assisted the government of BC in its recruitment of health professionals to participate in the immunization campaign by sharing information about the COVID-19 Emergency Health Provider Registry.

We worked with the Ministry of Health and the Office of the Provincial Health Officer to improve public access to vaccines by developing an Order to enable pharmacy technicians to work in COVID-19 immunization clinics with appropriate training.

We also approved amendments to lower the age limit for drug administration by injection to 4 years of age in order to provide flexibility to those seeking school-entry vaccines.

The Toxic Drug Crisis

As Chair Hopp mentioned, we are facing dual health emergencies, with the COVID-19 pandemic compounding and escalating the existing toxic drug crisis, which was declared a public health emergency in April 2016.

Acknowledging the continued escalation in illicit drug toxicity deaths over the past 6 years and particularly since the onset of the COVID-19 pandemic, in 2021, the College continued to work closely with health system partners on a number of measures to address these issues and ensure adequate standards are in place to support effected clients and communities.

Opioid Agonist Treatment Compliance and Management Program for Pharmacy

As of October 1, 2021, all registrants employed in community pharmacies that provide Opioid Agonist Treatment were required to have completed any applicable components of the Opioid Agonist Treatment Compliance and Management Program, as outlined in Professional Practice Policy 66: Opioid Agonist Treatment.

OAT-CAMPP was developed to address gaps in the College's Methadone Maintenance Treatment training program by providing additional education for pharmacists involved in delivering care to patients with opioid use disorder.

OAT-CAMPP is aimed at expanding pharmacists' knowledge of methadone, buprenorphine/naloxone, and slow-release oral morphine.

In addition, OAT-CAMPP places additional focus on addressing and reducing the stigma associated with the toxic drug crisis.

Stigma is an everyday reality for many Canadians living with substance use disorder and can often result in substandard care and serious barriers to access. Which is why OAT-CAMPP focuses on strategies to incorporate a patient-centred approach, reduce stigma and increase patient engagement.

New Harmonized Controlled Prescription Program Form

We also worked as part of the Controlled Prescription Program (CPP) Advisory Committee to help develop and release a new harmonized CPP form.



The new form provides a consistent approach to writing prescriptions for Schedule 1A drugs in order to increase patient access to Opioid Agonist Treatment Therapy and reduce inconsistencies among prescriptions for OAT drugs.

The form also removes the requirement for physician authorization for delivery, enabling pharmacists to use their professional judgment when determining whether or not to deliver OAT to a patient.

New Procedures for harm reduction prescriptions

And finally, we worked with the BC Centre on Substance Use, the Ministry of Mental Health and Addictions and the Ministry of Health on new procedures for harm reduction prescriptions in order to improve data collection for safe supply programs to be able to monitor, evaluate and mitigate the toxic drug crisis.

Indigenous-Specific Racism, Cultural Humility and Safety

Indigenous-specific racism and the enduring legacy of colonialism continue to present persistent barriers for Indigenous peoples when accessing appropriate health care services.

In Plain Sight Report

Released in December 2020, the In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in BC Health Care Report found significant evidence that the majority of Indigenous Peoples in BC have encountered racism and discrimination within our healthcare system, both as patients and as health care workers.

Indigenous Peoples described unacceptable personal interactions and poorer quality of care, as well as feeling unsafe when accessing health care services and interacting with health providers. The report places added urgency on BC's health professions regulator Colleges to continue to work toward fulfilling our commitment to Cultural Safety and Humility for Indigenous Peoples within our healthcare system.

This has been a top priority for the College since we signed the "Declaration of Cultural Safety and Humility in Health Services Delivery for First Nations and Aboriginal Peoples in BC" back in 2017, and it continues to be so today.

Our job is to protect patients and the public by ensuring the professionals we regulate provide safe, ethical and quality care.

Moving forward we will continue to address the recommendations made by the In Plain Sight Report and work to incorporate them into the way we regulate pharmacy professionals and serve Indigenous Peoples.

Apologizing for Our Actions

As an essential first step, in May 2021, the College, along with the Colleges of Nurses & Midwives, Dental Surgeons and Physicians & Surgeons, issued a formal apology to the Indigenous people and



communities in BC who have experienced racism while engaging with us and with the health professionals we regulate.

As part of this apology, we committed to a number of concrete actions to uphold Indigenous rights and eliminate racism within the health-care system.

These actions included but are not limited to:

- Becoming anti-racist leaders who will foster a speak-up culture, where stereotypes, discrimination and racism are called out and eliminated
- Establishing clear accountabilities for cultural safety and humility within our leadership teams Investing in supports and removing barriers to ensure that Indigenous people do not feel isolated or unsafe when filing a complaint
- Ensuring board, staff, and committee members are trained in cultural safety and humility, anti-racism, unconscious bias, and, as appropriate, trauma-informed care
- Broadening Indigenous participation on our boards and committees and staff teams

These are just a few of many actions outlined in the apology. We remain committed to dismantling Indigenous-specific racism and will continue this important work over the coming years.

For a full list of actions, please visit bcpharmacists.org/APOLOGY

Indigenous Cultural Safety, Humility & Anti-Racism Practice Standard

To that end, though this is a more recent development and not a part of the work we did in the 2021/2022 fiscal year, I'd like to briefly mention that this past September, the College adopted and implemented a new Indigenous Cultural Safety, Humility & Anti-Racism Practice Standard. This standard sets clear expectations for BC health professionals on the provision of culturally safe and anti-racist care for Indigenous patients and clients.

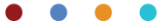
I encourage you all to take a moment to learn about the important work happening at the College to dismantle Indigenous-specific racism by visiting us at bcpharmacists.org/CulturalSafetyAndHumility

Addressing Racism and Discrimination in our Health System

In addition to the work continuing to improve Cultural Safety and Humility for Indigenous Peoples, we also recognize that much work still needs to be done to address other forms of racism and discrimination in both our healthcare environments and society as a whole.

Chair Hopp spoke about the numerous events that occurred over the past year that serve to remind us of how much work we still need to do toward dismantling systemic racism and discrimination from our society and health system

I'd like to remind our registrants that any racist behaviour among regulated health professionals is unprofessional, harmful to patients and unacceptable. It contravenes the professional conduct standards to which health professionals are held and constitutes a danger to the public.



Racism impacts the care people receive in our healthcare system and we all need to do our part to understand its extent and its effects to help create a healthcare environment free of racism and discrimination, where all individuals feel safe and respected.

Looking Forward

Exciting times are ahead! As we move toward 2023, the College has been hard at work on several initiatives that represent a major step forward in our ability to protect the public and to provide British Columbians with high quality pharmacy care.

These include strategies to address the toxic drug crisis within our health care system; the implementation of optimized pharmacist scope, including pharmacist prescribing for minor ailments; and the introduction of the new Health Professions and Occupations Act.

I am so pleased to begin to work on these pivotal changes alongside the passionate and dedicated team at the College and look forward to sharing our progress with you all in the very near future.

Finally, I'm also proud to introduce our new strategic plan, as well as a new commitment statement and organizational values, all of which are now available on the College's website. I encourage you all to take a moment to review them and to get a sense of how they will guide our work in the years to come.

ADJOURNMENT

Chair Hopp thanked the assembly for attending and participating in the College of Pharmacists of BC's 131st Annual General Meeting and adjourned the meeting at 6:45pm.