

# Enlighten

*News from the CNPBC*



September 26, 2023

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## **BC Health Regulatory College Amalgamation | Fall 2023 Update**

Over the summer, CNPBC worked closely with the 10 other amalgamating colleges, with the Ministry of Health, and consultants in planning efforts for amalgamation by June 2024. Whilst we've been busy, we are committed to sharing information as it becomes available and wanted to provide you with the following key updates:

### **Amalgamation Background**

The Ministry of Health has confirmed that amalgamations of the following existing colleges will happen by June 28, 2024:

The creation of a new college through the amalgamation of:

- College of Chiropractors of BC
- College of Massage Therapists of BC
- College of Naturopathic Physicians of BC

- College of Traditional Chinese Medicine Practitioners and Acupuncturists of BC

The creation of a new college through the amalgamation of:

- College of Dietitians of BC
- College of Occupational Therapists of BC
- College of Optometrists of BC
- College of Opticians of BC
- College of Physical Therapists of BC
- College of Psychologists of BC
- College of Speech and Hearing Health Professionals of BC

### **Amalgamation Updates**

- We have a plan in place to identify, decide and deliver on critical priorities for our new multi-professional regulatory college. In the interim, we are committed to 'business as usual' service delivery throughout this amalgamation process and beyond.
- In July, the Ministry of Health officially appointed Allan Seckel K.C., pursuant to S.25.05(04) of the [Health Professions Act \(HPA\)](#), to lead the upcoming regulatory college amalgamation. Allan has a diverse background spanning public service, private legal practice, and work in the not-for-profit sector in B.C. and brings expertise and guidance to amalgamation efforts. With his appointment, Allan assumes the powers of the college boards for matters directly relating to the amalgamation. His appointment allows us the benefit of a clear decision-maker with respect to amalgamation-related decisions, and he is working closely with current college boards to make these decisions with alignment and in a timely manner.
- The important services for registration, renewals, complaints, discipline, and quality assurance set out by the HPA remain our current College responsibility. The amalgamation appointment does not have any impact on the processes you rely on today. If there are changes, we will be swift to communicate them to you.

- In August, we undertook a recommendation process to propose names for [the two new multi-profession regulators](#) to the Ministry of Health. Using this input, we look forward to the Ministry of Health's final decision for our new college names.

The progress made so far has defined the amalgamation plan inclusive of specific activities we will complete to prepare for amalgamation. Allan's appointment is an important step in moving this process forward, providing a single escalation point to guide decisions.

### **Next Steps**

From September 2023, we will continue with our amalgamation activities as planned. The College will continue to provide timely information and updates on topics that are relevant to you as details become available.

CNPBC will continue to communicate amalgamation updates through the Enlighten Newsletter and through the CNPBC website.

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**Nine BC health profession regulatory colleges, including the College of Naturopathic Physicians of BC (CNPBC), release report that meets commitment to be accountable about progress on addressing Indigenous cultural safety, humility, and anti-racism**



Nine BC health profession regulatory colleges, including CNPBC, have jointly released a comprehensive progress report outlining Indigenous cultural safety, humility, and anti-racism activities in the two years since signing a Statement of Apology and Commitment to Action.

The release of this [Joint Apology and Commitment to Action 2021-2023 Report](#) (PDF) coincides with and recognizes [Orange Shirt Day](#) and [National Day for Truth and Reconciliation](#), both on September 30, 2023. This day also marks the one-year anniversary of the ceremony held with 11 BC health profession regulatory colleges to launch the Indigenous Cultural Safety, Humility, and Anti-Racism Standard of Practice.

## Background to the report

On July 27, 2021, registrars from 11 BC health profession regulatory colleges gathered with an Indigenous leader, Knowledge Carrier, and witnesses in a ceremony to sign the [Joint Statement of Apology and Commitment to Action](#) (PDF) in response to the [In Plain Sight report](#) (PDF) that provided evidence of stereotyping, discrimination, racism, and abuse experienced by Indigenous people accessing the BC health care system.

Since then, the colleges have initiated and completed a number of activities that demonstrate their accountability to Indigenous peoples and contribute to the important work of dismantling systemic Indigenous racism in healthcare. The *Joint Apology and Commitment to Action 2021-2023 Report* states: “In 2021 we committed to report on the work and progress we are making. In this report, we describe the actions we have taken to uphold this commitment, to be accountable to and transparent with Indigenous peoples who have shown courage and vulnerability in coming forward with their stories. Our intention is to demonstrate relational accountability in this way to create and maintain authentic and reciprocal relationships with Indigenous communities and to ensure that this work continues.”

## The report

Nine colleges – regulating the practice of chiropractors, dietitians, naturopathic physicians, occupational therapists, opticians, optometrists, physical therapists, speech and hearing health professionals, and traditional Chinese medicine practitioners and acupuncturists – provided information about their activities to include in the report. Indigenous partners provided feedback on the report in three rounds of reviews.

In the July 2021 Commitment to Action, colleges committed to working together on cultural safety, humility, and anti-racism initiatives. The *Joint Apology and Commitment to Action 2021-2023 Report* outlines steps taken collaboratively, including the following examples:

- **Cultural safety, humility, and anti-racism training:** Colleges have participated in a range of joint learning opportunities for staff, Board, and committee members.
- **Cultural Safety, Humility, and Anti-Racism Standard of Practice:** On September 30, 2022, 11 BC health profession regulatory colleges, including

CNPBC, launched the [Indigenous Cultural Safety, Humility, and Anti-Racism Standard of Practice](#). The colleges adapted the standard of practice from the standard that the BC College of Nurses and Midwives (BCCNM) and the College of Physicians and Surgeons of BC (CPSBC) collaboratively developed and launched in February 2022. The standard launched in September 2022 sets clear expectations for how registrants of the colleges are to provide culturally safe and anti-racist care for Indigenous patients. In February 2023, colleges circulated a survey on the standard to registrants. The survey [results](#) will inform future training needs and delivery methods.

- **Safe Spaces:** Six colleges are participating in the Safe Spaces project, led by BCCNM and consulting firm Qoqoq, which is developing a set of standards for addressing Indigenous-specific racism, eliminating white supremacy, and upholding cultural safety in Board and committee work.

Colleges have also taken steps as individual organizations, including the following examples outlined in the *Joint Apology and Commitment to Action 2021-2023 Report*:

- **Fostering a speak-up culture:** The *In Plain Sight* report recommended strengthening speak-up culture so health care system employees can identify and disclose information relating to Indigenous-specific racism. Two colleges have included content related to Indigenous cultural safety, humility, and anti-racism, and speak-up culture in their Board manuals and codes of conduct for Board and committee members.
- **Improving data collection:** Seven colleges provide registrants the opportunity to self-identify as Indigenous at registration or renewal.
- **Indigenous representation:** Three colleges have Indigenous representation on their Boards and committees.
- **Cultural safety, humility, and anti-racism training:** In addition to joint learning with other colleges, individual colleges have offered training and workshop opportunities for staff, Board, and committee members with Indigenous Knowledge Carriers and consultants.

For more information about collaborative and individual actions taken by colleges, see the [Joint Apology and Commitment to Action 2021-2023 Report](#) (PDF), which includes a

summary of 2021-2023 actions in the appendices.

In the report's summary, the colleges recognize "that we are at the beginning of a lifelong journey that is personal and professional, individual and collective ... We remain committed to this work, recognizing that we must be persistent in acknowledging and dismantling historic and ongoing Indigenous-specific racism everywhere that it exists."

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***We acknowledge with respect that the land on which we gather is the unceded and traditional territories of the Coast Salish peoples - s̓k̓w̓x̓w̓ú7mesh (Squamish), sel̓íl̓w̓it̓ulh (Tsleil-Waututh), and x̓w̓m̓əθk̓w̓əy̓əm (Musqueam) nations whose historical relationships with the land continue to this day.***

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