



Speech and Hearing BC

**Provincial Council Meeting**

**Date:** December 7, 2021  
**Time:** 7:00 pm – 9:00 pm  
**Location:** Virtual

**Zoom Link:** [Click Link](#)

**PC Members**

Becca Yu, President Rep P Staci Cooper, Past-President Rep P Megan MacKay, Treasurer Rep P Pat Blundon, Secretary P Janet Campbell, Opns Mgr P Sarah Dhooge, Dir. Public Ed Gina McCarty, Dir. Prof Ed Rep P	Amanda Locke, Director PP SLP Rep Chelsey Chichak, Dir. Early Int'n P Sara Jane Garland, Dir. SLP Adult Rep P Sarah Dowling, Dir. Schools Rep P Candice Boden, Dir. Social Media Rep P Heather Ritchie, Dir., AUD Private Rep P Janine Sigurdson Dir., AUD Public Rep P	Elysia Saundry, GVRD Rep Rep P Sheena Kirkland, FValley Rep Rep P Kristal Bodali, Kootenays Rep Rep P Kimberley Seabrook, North Rep Rep P Nadine Fort, Thompson/Ok Rep P Sharon Goodman, Islands Rep Rep P Student Reps: Ellie Fedec P ; Mackenzie Lee P
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**Preparation for Meeting**

**Please Read:** Speech and Hearing BC Minutes  
PC Reports  
Shareables for Social Media

October 24, 2021

**Project Action Items from Previous Meeting**

Topic	Action	Lead
Vibrations Readership Survey	Develop survey for members	Becca and Janet

I	Open Meeting
<b>1. Call to Order</b>	Becca Yu called meeting to order at: 7:05
<b>2. Welcome/Intro from the Chair &amp; Land Acknowledgement</b>	PC acknowledges the land and people on whose territories we are meeting from today.
<b>3. Approval of Agenda: Additions to Agenda?</b>	Motion to approve: Chelsea; Seconded: Nadine; Carried
<b>4. Approval of Minutes</b>	Minutes of October 24, 2021 – Motion to approve: Gina; Seconded: Sarah D; Carried

<b>5. Approval of Consent Agenda?</b>	Motion to approve: Megan; Seconded: Nadine; Carried
	<b>PC Reports Submitted:</b> Read reports on PC Member Section

II	Agenda Item/Topic	Lead	Goal <small>Decision, Info, Discussion</small>	Discussion	Action
<b>6. Project/Action Items Review</b>	Review outstanding project items	Becca	Info	<u>Vibrations Readership Survey</u> : Developed to get an idea of how members are using Vibrations. SHBC received feedback from Susan Edwards. It's ready to send out.	Janet will send it to PC for final feedback, and then circulate to members.
<b>7. Operational</b>	a) Review eligible PC expenses	Megan	Info	<ul style="list-style-type: none"> <li>In-person meeting in February: Friday night accommodation covered; if a PC member can't return home on Saturday, SHBC will cover an extra hotel night. If a member stays at a different hotel, then <i>clear it with Janet</i>. If the hotel is more expensive, then you will likely be reimbursed at the Granville Island Hotel's rate. Mileage and parking are covered if member lives less than 32 km away from Granville Island Hotel, even though the policy states that expenses aren't covered. This written policy needs to be clarified. Meals are provided. Meals are covered beyond meeting time if PC member must stay overnight. About \$50 per day; about \$10-15 for breakfast; about \$25 for dinner. <i>Itemized receipts required.</i></li> <li>For SHBC conference: you need to attend 4 PC meetings and submit reports.</li> <li>Be mindful that we are a nonprofit. Try to cut costs, e.g., book early bird rates, etc. SHBC will compensate missed wages, but <i>this request must be preapproved.</i></li> </ul>	Janet to look at policy, clarify and about reimbursement for travel expenses if member resides within 32 km, and get a draft of revised policy to PC before next PC meeting
	b) Strategic Planning Meeting Feb 4 (6-9) & 5th (8-3) reminder	Janet	Info	Discussion about roads, flights, and difficulty some members might have getting to Vancouver given aftermath of flooding. Discussion of having a hybrid meeting. Final decisions about how to manage the PC in-person meeting will be made in New Year	<ul style="list-style-type: none"> <li>Janet will send an email asking for nights needed for accommodation, flights, etc.</li> <li>Janet will check cost of flights after Christmas</li> <li>EC will discuss how to handle the in-person February meeting at their meeting in January 2022.</li> </ul>

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8. Public Education	a) Advocacy initiatives update: 2022 Budget Consultation Report	Becca	Info	Staci and Becca presented, Staci in Kelowna, Becca in Richmond. Report came out mid-November. SLPs and Audiology mentioned numerous times. We don't know how that will affect funding, but it suggests the government is aware of our funding needs.	
	b) MCFD Funding/Hubs Update: <ul style="list-style-type: none"> <li>• Social Media Shareables</li> <li>• Autism BC Draft Letter</li> </ul>	Becca/ Amanda Absent	Info	<p><b>Social Media Shareables</b> will be used by SHBC and distributed to members and Candice so they can be used for meetings with MLAs, and on social media. Re. question about how the number of SLPs needed was determined. Lynne Patrick contacted Health Authorities and determined that there were currently 165 FTE SLP positions serving the 0-6 population. To determine the total number of SLP FTE required, she calculated 10% of the total number of children under age 6 in BC as an estimate of children who have communication needs, and then divided that total by a theoretical caseload of 40 to determine the number of SLP FTEs needed to serve the 0-6 population in BC. Candice suggested that “<i>remain manageable</i> in Shareable #1 Be changed to “<i>are manageable</i>”.</p> <p>Motion to approve Shareables given wording change to Shareable #1: Megan; Seconded: Candice; Carried.</p> <p><b><u>End of Year Survey of Members regarding MCFD funding changes:</u></b></p> <p>Recommendations:</p> <ul style="list-style-type: none"> <li>• Change question “What are your concerns about recent MCFD...” to “Do you have concerns? If so, what are your thoughts, comments?”</li> <li>• Change the age ranges so that none overlap with others</li> <li>• Rejig the retirement question to have an option, “Already retired”. Discussion about definition of retirement.</li> <li>• Make answering the age, ethnicity, and gender questions optional</li> <li>• Add checkboxes to the ethnicity question</li> </ul>	<p><b><u>Shareables:</u></b></p> <ul style="list-style-type: none"> <li>• Becca will ask Impact to change the words in Shareable 1.</li> <li>• Becca/Janet will distribute shareables to Candice and SHBC members.</li> </ul> <p><b><u>Survey:</u></b></p> <ul style="list-style-type: none"> <li>• Becca/Janet will let impact know about suggested changes to survey.</li> <li>• PC members asked to let Becca know of any additional questions they would add to the survey.</li> </ul> <p><b><u>Autism BC's letter:</u></b></p> <p>In the future, if an organization would like to us to partner with them in their advocacy, their messaging needs to align with SHBC's stance. If so, it can be brought to PC for discussion, either at a meeting or, when time-sensitive, through email.</p>

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				<ul style="list-style-type: none"> <li>• Expand the question about leaving the province to any kind of change such as changing work settings, careers.</li> <li>• Use multiple choice questions as much as possible to simplify the collation of the results</li> <li>• Change the title to reflect the purpose of the survey; MCFD needs to be mentioned in the title or the introduction.</li> <li>• Consider adding a question regarding whether a member could take a student; perhaps consider this question for the future, since it has relevance for recruitment and retention</li> </ul> <p><b><u>Autism BC Letter:</u></b></p> <ul style="list-style-type: none"> <li>• Discussion about recent response by parents and service providers to proposed changes to MCFD funding. Some groups are excited; others have concerns. Autism BC drafted a letter outlining concerns, which included changes in funding; freedom of families to choose who will work with their child; staffing shortages in BC. They asked SHBC to sign with a fast turn-around. Autism BC sent out the letter before SHBC could consult PC, which is SHBC's process. The organizations that signed the letter were predominately associated with autism intervention.</li> <li>• Quick review of letter and discussion about how private practitioners could possibly fit into the HUB model. HUBs will receive government funding. It may be that Private Practitioners could be contracted by HUBs. It is assumed that the CDCs will become HUBs. The model appears to be like Alberta's.</li> <li>• PC consensus was SHBC should take a neutral stance and stay away from speculation about the HUB models because what MCFD has not shared many details. Our stance is 1) there aren't enough SLPs; 2) if MCFD is planning to hire Assistants, then they need to be aware of their training and qualifications.</li> <li>• Discussion about MCFDs engagement with SHBC. We were invited to hear their plan before it was announced publicly. Since then, there has been no engagement with MCFD</li> </ul>	

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				<p>despite our attempts to get a sit down with them. In Shareable #3, SHBC advocates for more engagement with MCFD.</p> <ul style="list-style-type: none"> <li>• Discussion about the assessment tools MCFD is proposing. It appears that “assessment” would be used to determine if a child qualifies for service from a HUB. The MCFD plan is that children will receive an initial assessment at a HUB and can begin to receive funding while they are waiting for their full assessment and diagnosis. Some concern expressed that the tools they are considering may allow some children to fall through the cracks.</li> <li>• Question about how this would affect school-aged children or children followed by the Ministry of Health: as far as EC knows, this change will not affect how the Ministries of Education or Health operate.</li> <li>• SHBC’s stance is that a) we need more SLPs. Ministry of Health has identified this as well as Immigration. And yet MCFD’s message is the opposite. We need to find out why their numbers don’t jive with ours; b) We need to find out more about what role they see Assistants playing? PC agreed this should be our stance.</li> </ul>	
	c) Info from BC-ABA regarding MCFD funding	Megan		Megan met with BC-ABA who would like to coordinate with SHBC. They are against the proposed changes. BC-ABA’s stance doesn’t align with ours. They sent their own letter to MCFD several weeks ago.	Megan will touch base with BC-ABA to share our stance. She will ask if they’d like to share resources and collaborate regarding advocacy for more staff.
9. Pan Cdn Alliance (PCA)	Update	Sarah Jane	Info	No updates this time as Sarah Jane was unable to attend their recent meeting. She asked if someone would be interested in taking over.	Heather will assume this role. Thank you, Sarah Jane and Heather, 😊
10. Professional Ed	a) 2022 Conference Update – Virtual	Gina/Janet	Info	They’ve had a meeting. Next conference will be virtual and future conferences will alternate between in-person and virtual. They are gathering speakers, making sure they don’t overlap with SAC speakers. Keynote could possibly be Temple	

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				Grandin. She's agreed but needs to be confirmed. Looking into making the virtual platform more interactive.	
<b>11. Area Reps Update</b>	Update	Elysia/ Area Reps		Reviewed and approved 1 funding application. Discussed process and deadlines; they will respond within 2 weeks	
<b>12. New Media Relations Communications Contract</b>	Update	Staci/ Megan		At EC's request, Janet reached out to SAC to see if SHBC could hire a percentage of SAC's Media Relations person; this was in lieu of hiring our own person. SAC's media relations person has just started her position, so it's probably not possible now. However, Dawn at SAC said she'd ask her. EC is trying to figure out the pay grade; SAC pays upwards of \$90,000. We need a person to do both government relations and design work, and a SAC person would not be doing both; PC agreed to post a position	Staci will work with Janet and post a position.
<b>13. Operations Manager Annual Review</b>		All		Discussion took place, including proposed salary, which was agreed upon by PC. Motion to approve proposed salary: Becca; Seconded: Staci; Carried. Motion to approve proposed Christmas bonus: Megan; Seconded: Becca; Carried	Becca will send out a request to PC to get feedback for Janet's performance review by the end of this week. Becca and Megan will carry it out 😊
<b>14. Adjourn</b>	<b>Time: 8:54 Next Meeting: Strategic Planning Feb 4 and 5<sup>th</sup> Granville Island</b>				

Submitted by Pat Hart Blundon, RSLP  
Secretary to Speech and Hearing BC