

COBC ANNUAL REPORT

22
23



COLLEGE *of* OPTICIANS
OF BRITISH COLUMBIA
a B.C. Health Regulator

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WHO WE ARE



COLLEGE *of* OPTICIANS
OF BRITISH COLUMBIA
a B.C. Health Regulator

ABOUT COBC

The College of Opticians of British Columbia (COBC) is the regulatory body established to govern the practice of opticianry in the province of British Columbia. COBC's core function is to protect the public by ensuring that opticians are registered and qualified to practice, and that they are consistently providing safe and ethical care to their clients. COBC also sets and enforces standards of practice and addresses complaints about opticians not following the standards and regulations.

ABOUT THIS REPORT

The 2022/2023 Annual Report covers highlights of COBC's initiatives for the fiscal year of April 1, 2022 to March 31, 2023. This report contains the accomplishments of the COBC Board and its statutory committees. In addition, key initiatives of COBC are included. These accomplishments are the product of collaborative work among Board members, committee members, staff and volunteers who dedicated their time and expertise to fulfill the mandate of COBC to protect the public.

TERRITORY ACKNOWLEDGEMENT

COBC is privileged to operate from the ancestral, unceded and overlapping territories of the Skwxwú7mesh (Squamish), Stó:lō and Səlílwətaʔ/Selilwitulh (Tsleil-Waututh), and xʷməθkʷəy̓ əm (Musqueam) Nations. These peoples and communities have had special reciprocal relationships with these territories since time immemorial and these relationships continue today.

These territories are situated within the larger Coast Salish region. Territory guarded and stewarded by Coast Salish peoples spans from the northern limit of the Salish Sea on the inside of what is now commonly called Vancouver Island and covers most of southern Vancouver Island, and all of the Lower Mainland. The Coast Salish region includes lands and waters which are unceded, and some which have an historical and/or modern treaty. The landscape and geography of the Coast Salish region is diverse, containing mountains, valleys, islands, fjords, lakes, rivers, and inlets. It is connected to the Pacific Ocean and all of the gifts and majesty that come from those waters.

COBC recognizes without qualification the inherent lands rights and titles of the Coast Salish peoples and Nations as articulated in various treaties, Section 35 of the Constitution Act of Canada 1982, and the United Nations Declaration on the Rights of Indigenous Peoples as enshrined in law in BC since 2019.

STRATEGIC PLAN 2021-2024

OUR MANDATE

Our mandate is to protect the public. We:

- Promote trust in opticianry as a regulated health profession.
- Establish, monitor, and enforce professional standards and ethics.
- Ensure professional rigour among opticians through continuing competency programs.
- Manage, investigate, and resolve complaints to improve quality of care and ensure public safety.

OUR VISION

Safe, quality, accessible vision care for all.

OUR MISSION

Serving the public through excellence in the regulation of opticians as health care professionals.

OUR VALUES

Integrity
Accountability
Ethics & Fairness
Collaboration
Transparency
Innovation









OUR GOALS

- 1 COLLABORATION**
Engage in constructive collaboration to meet the vision care needs of the public.
- 2 CULTURAL SAFETY**
Model cultural safety and patient-centred care.
- 3 REGISTRANT ENGAGEMENT**
Foster reciprocal engagement with registrants to strengthen professionalism and quality of care.
- 4 OPERATIONAL EFFICIENCY**
Develop and refine streamlined, consistent, and automated processes and systems.
- 5 PUBLIC ACCOUNTABILITY**
Increase public trust and recognition of the regulated profession.

BOARD MEMBERS

COBC is governed by a Board of Directors composed of elected and appointed members. The primary duty of the Board is to define the strategic goals and objectives of COBC to ensure that the vision needs of the public are met by BC opticians safely and ethically.

BOARD 2023

-  **Martin Semaniuk, Chair (Registrant)**
On the ancestral and unceded territories of the she shashishalhem speaking peoples, the Shíshálh Nation, and the hən̓q̓əmiṇəm (Hul'q'umi'num') and Skwxwú7mesh (Squamish) speaking peoples, the Skwxwú7mesh (Squamish) First Nation.
-  **Piotr Majkowski, Vice-Chair (Public Appointee)**
On the ancestral and unceded territories of the x̱m̱əθḵəy̱əm (Musqueam), Stó:lō and Səl̓íl̓wəṭəʔ/Selilwitulh (Tsleil-Waututh) and Skwxwú7mesh (Squamish) First Nations.
-  **Kim McEachern, Finance Officer (Registrant)**
On the ancestral and unceded territory of the Semiahmoo First Nation.
-  **Sue Randhawa (Registrant)**
On the ancestral and unceded territories of the Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqay First Nations, and the ancestral and treaty territory of the Tsawwassen First Nation.
-  **Karl Chua (Registrant)**
On the ancestral and unceded territory of the hən̓q̓əmiṇəm (Hul'q'umi'num') and Skwxwú7mesh (Squamish) speaking peoples.
-  **Crystal Pollard (Registrant)**
On the ancestral and treaty territory of the Lheidli T'enneh.
-  **Susan Birge (Public Appointee)**
On the ancestral and treaty territory of the ləḵʷəŋən (Lekwungen) speaking peoples, the Xwsepsum (Esquimalt) First Nation and the Songhees First Nation.
-  **Paul Choi (Public Appointee)**
On the ancestral and unceded territory of the ḵw̱iḵwəṭləm (Kwikwetlem) First Nation, including parts of lands that have been shared with the peoples of s̱ə́ciyaʔ ṯəməx̱ (Katzie) First Nation.
-  **Stephanie Weir (Registrant)**
On the ancestral and unceded territory of the Qualicum First Nation.

MESSAGE FROM THE BOARD CHAIR & REGISTRAR

2023

On behalf of the Board, we are pleased to share this past year's activities. It has been another busy and productive year for COBC, and it is important for us to highlight both the challenges and our progress in the 2022/2023 Annual Report. This work would not be possible without the support and involvement of the public, our volunteers, Board members, committee members, registrants, and staff.

INDIGENOUS CULTURAL SAFETY, CULTURAL HUMILITY, AND ANTI-RACISM

It has been two and a half years since the release of the [In Plain Sight report](#), which shone a light on the systemic mistreatment of Indigenous peoples in the healthcare system of what is now commonly called British Columbia. COBC is fully committed to creating safer healthcare spaces—and this year, we have made tangible strides.

We implemented our [Indigenous Cultural Safety, Cultural Humility, and Anti-Racism practice standard](#) on September 30, 2022—Orange Shirt Day and also the second annual National Day for Truth and Reconciliation. We gratefully and humbly acknowledge the contributions from Indigenous peoples and guidance from Indigenous leaders during the consultation process, as well as the foundational work done by the BC College of Nurses and Midwives (BCCNM) and the College of Physicians and Surgeons of BC (CPSBC), from which our standard was adapted.

This standard solidifies culturally safe and anti-racist care as a foundational requirement for every optician. The release of the practice standard was marked with a [blanket ceremony](#) led by Joe Gallagher (k'wunəmen) of Tla'amin Nation, Principal at Qoqoq Consulting Ltd., and Sulksun (Shane Pointe), proud member of the Coast Salish Nation and the Musqueam Indian Band, and Knowledge Keeper to all. It was our great honour to participate alongside ten other health regulators who adopted the standard on the same day.

Early in 2023, we unveiled [illumination](#) by Margaret August, a Two-Spirit visual artist from shíshálh Nation. This meaningful piece of Coast Salish art, taking the form of an owl, represents many teachings from ancestors and the shíshálh Nation, while also telling a story about making meaningful room for decolonization in the COBC complaints system. Indeed, the unveiling coincided with a monumental announcement from COBC: that we have begun an overhaul of our complaints and inquiry processes to make them more accessible, relevant, and safe for Indigenous peoples. This ongoing work is a direct response to the *In Plain Sight* finding that “complaints processes in the health care system do not work for Indigenous peoples.”



Peter Luongo (Past Board Chair), Lisa Bannerman (Registrar/ Executive Director), and Kim McEachern (Board Member/ Finance Officer) after the blanketing ceremony

Acknowledging that Cultural Safety is a pillar of our strategic plan, we are adapting all of our statutory regulatory functions to foster Indigenous Anti-Racism in every aspect of the regulation and delivery of opticianry services. We are proud to share the details about our various projects throughout this Annual Report.

SUPPORTS FOR REGISTRANTS

Our Cultural Safety, Cultural Humility, and Anti-Racism practice standard is part of a larger [Standards of Practice](#) re-write completed in 2022. The project culminated in the release of sixteen robust standards—some extensively revised since COBC’s 2011 Standards of Practice release, others brand new—which collectively came into effect on June 1, 2022*. To support our registrants in interpreting and implementing the updated standards, our team worked with practicing opticians to develop case studies. The case studies, which focused on those standards that were most frequently asked about by registrants, appeared in COBC’s monthly newsletters and remain available [on our website](#).

The COBC team completed a substantive revision of its [Automated Refracting Toolkit](#) in the fall. The project was initiated to address an uptick in complaints about refracting services; while many opticians are certified to perform independent automated refractions on clients, it was determined that some doing so were not adhering to the limits and conditions defined by the *Opticians Regulation* (a subsection of the *BC Health Professions Act*). The updated Toolkit offers resources for opticians, support staff, and clients to ensure thorough understanding and appropriate application of the regulations moving forward.

A shortage of opticians has been identified across Canada. Providing pathways to licensure for internationally educated healthcare professionals continues to be a priority for all levels of government. COBC has been very fortunate to receive a few grants in the past from the Government of British Columbia to improve our processes, and we received another in March of 2022—specifically, to improve our pre-arrival tools and website. This grant is due to be completed in December of 2023.

LOOKING FORWARD

The 2023/2024 year will be an eventful one for COBC, as we prepare to implement the *Health Professions Designation and Amalgamation Regulation*. This legislation will see our operations combined with that of six other health regulators to form a single multi-profession regulatory college. With our amalgamation date now set for June 28, 2024, we are collaborating with our fellow regulators to ensure a smooth and efficient transition.

Also underway is the implementation of the *Health Professions and Occupations Act*, which will replace the *Health Professions Act* in the interests of stronger and more modernized public protection, including alignment with the [Declaration on the Rights of Indigenous Peoples Act](#). Guidance and support from government and, again, our fellow regulators will be integral to this process.

As we enter a season of significant change, we remain excited about our new projects and eager to continue those already in progress. Most importantly, we remain committed to our mandate and to our guiding principles of collaboration, Cultural Safety, registrant engagement, operational efficiency, and public accountability.

Sincerely,



Martin Semaniuk
Board Chair
College of Opticians of B.C.



Lisa Bannerman
Registrar/Executive Director
College of Opticians of B.C.

* The Standards of Practice were initially released with a placeholder version of Standard 4: Cultural Safety, Cultural Humility, and Anti-Racism, acknowledging that work on this standard was not yet complete. Standard 4 was implemented on September 30, 2022.

INDIGENOUS CULTURAL SAFETY, CULTURAL HUMILITY, & ANTI-RACISM

OUR COMMITMENT AND PROGRESS

On March 1, 2017, COBC—along with 22 other BC health regulators —committed to making the BC health care system culturally safer for Indigenous peoples and communities when we signed the [*Declaration of Commitment to Cultural Safety and Humility in the Regulation of Health Professionals Serving First Nations and Aboriginal People in British Columbia*](#). Our signature on the *Declaration of Commitment* reflects the priority we've placed on advancing Indigenous Cultural Safety, Cultural Humility, and Anti-Racism in the opticianry profession and its regulation. We deepened our commitment and dedication to Indigenous Anti-Racism in July 2021, when we joined ten other health profession regulators in BC in signing an [*Apology and Commitment to Action statement*](#) as part of a [*Coast Salish ceremony*](#).

We at COBC have been working determinedly to fulfill these commitments. Part of this involves identifying where Indigenous-specific racism and colonialism live in our opticianry regulation systems so that we can dismantle and prevent those barriers that Indigenous peoples and communities frequently experience in trying to access safe opticianry services. Safe, accessible, and culturally humble opticianry services and their regulation must be free from Indigenous-specific prejudice, stereotyping, racism, and discrimination. Cultural humility as a consistent, daily observance supports opticianry places, spaces, services, and systems in enhancing access and cultural safety. Cultural safety happens as a result of services grounded in cultural humility, where Indigenous peoples feel welcome, seen, heard, respected, and acknowledged as unique individuals deserving of quality service, communication, and attention that recognizes their distinct personal, and eye and sight health needs.

In working to fulfill our commitments, we at COBC have been engaged in several Indigenous Anti-Racism projects which aim to make opticianry services and their regulation more accessible, culturally relevant, and safer for Indigenous peoples and communities. This section of the 2022/23 annual report provides progress updates on various Indigenous Anti-Racism projects supported by a professional Cultural Safety Consultant, as well as different members of the staff team, the Board, and various Committees. For defined terms related to Indigenous Cultural Safety, Cultural Humility, and Anti-Racism used within this section, please see *Indigenous Anti-Racism Terms* on page 34.

ADOPTION OF COBC STANDARD 4

On September 30, 2022, COBC joined ten other health profession regulators and introduced a new practice standard for all Licensed Opticians in BC that sets expectations for opticianry services which are grounded in Indigenous Cultural Safety, Cultural Humility, and Anti-Racism. In addition to adoption by the COBC Board, this practice standard was adopted by way of Coast Salish ceremony which observes the first methods of governance administration in the territory where COBC stands. This standard was developed and adopted in collaboration with ten other BC health profession regulators and builds upon the practice standards released earlier in 2022 by the BC College of Nurses and Midwives and the College of Physicians and Surgeons of BC. [*Standard 4: Indigenous Cultural Safety, Cultural Humility, and Anti-Racism*](#) is now in effect.

STANDARD 4 IMPLEMENTATION SURVEY

In February 2023, COBC collaborated with ten other health profession regulators, Pivotal Research Inc., and Indigenous consultants to create and circulate a survey to registrants regarding their attitudes, perceptions, and perspectives related to Indigenous-specific racism in general and particularly in healthcare settings. We also sought to gather information from Indigenous and non-Indigenous registrants about barriers to the implementation of Standard 4 in their practices, and their learning needs related to the Core Concepts. The survey will be re-administered to measure change over time. With input obtained from both Indigenous and non-Indigenous respondents we were better able to interpret and understand the areas upon which clear focus is required. More information about the survey results can be viewed in the [July 2023 COBC newsletter](#).

MAKING A MORE ACCESSIBLE, CULTURALLY RELEVANT, AND SAFER COMPLAINTS SYSTEM

Since 2022, we at COBC have been collaborating with a professional Cultural Safety Consultant to examine Indigenous-specific racism and colonialism as it lives within the policies, processes, communications, and administration methodologies of the COBC complaints system, maintaining barriers to safe access and relevance for Indigenous opticians, members of the public, and Inquiry Committee members. From the results of this examination, we have proposed and are working towards many changes to the complaints system which will make meaningful room for decolonization. This supports safe access and cultural relevance through Indigenous ways of complaints intake, investigation, and resolution that honour and uphold the first methods of truth and justice in this jurisdiction which are current and valid today. Where Standard 4 now sets expectations for safer opticianry services for Indigenous opticians and clients, a more accessible, safer, and culturally relevant complaints system ensures that COBC can regulate Standard 4 effectively by safely concluding complaints about racist and unsafe opticianry services that fall below the expectations outlined in Standard 4. This essential work is informed by Indigenous legal and subject matter experts, and guided by meaningful, customized Coast Salish visual art created by Margaret August (below). Learn more about this meaningful Coast Salish visual art guiding our work, [on our website](#).



Illumination created by Margaret August in 2022 for COBC

TERRITORY ACKNOWLEDGEMENT POLICY AND TRAINING

In October 2022, the COBC Board adopted a comprehensive policy regarding the appropriate research, drafting, development, and delivery of meaningful and accurate territory acknowledgements. This policy has been complemented by a 3-hour online workshop for the COBC staff team and Board members to further support their understanding of the importance of recognizing inherent Indigenous lands rights and title as an essential piece of fulfilling Indigenous human and health rights. Territory acknowledgements alone will not resolve Indigenous-specific racism; however when done appropriately they form one small part of a larger framework of Indigenous Anti-Racism actions at the COBC.

OPTIONAL INDIGENOUS SELF-IDENTIFICATION

In February 2023, COBC added new fields to our annual registration renewal application, giving registrants the option to self-identify as Indigenous (First Nations, Métis, and/or Inuit) and also to indicate whether they would be interested in being contacted by COBC about opportunities to provide their perspectives on regulatory issues relating to Indigenous Cultural Safety, Cultural Humility, and Anti-Racism. These questions are optional and the resulting data is stored confidentially and securely. Knowing how many Licensed Opticians self-identify as Indigenous helps COBC create more meaningful, effective and relevant Indigenous Anti-Racism work. These questions were created in consultation with a Cultural Safety Consultant.

INDIGENOUS ANTI-RACISM EDUCATION SUPPORT FOR LICENSED OPTICIANS

In February 2023, a Cultural Safety Consultant presented a proposed plan to the COBC Quality Assurance Committee which outlines a project to create an Indigenous Anti-Racism learning resource and guide for Licensed Opticians in BC. This resource guide will support Licensed Opticians in understanding how Indigenous-specific racism can show up in opticianry services, engaging in self-reflection, reviewing available learning opportunities, creating a learning plan, and more.

BC COLLEGE OF NURSING & MIDWIVES-SPONSORED "SAFE SPACES ON BOARDS AND COMMITTEES" RESEARCH PROJECT

COBC is participating in a research project with other regulators to collect information on creating safe spaces for Indigenous, Métis and Inuit folks on health profession regulator boards and committees. COBC leadership and a designated Board member have been attending listening sessions to learn about barriers to participate in governance spaces for Indigenous peoples.

ONGOING EDUCATION, TRAINING, AND DEVELOPMENT

COBC is dedicated to supporting the staff team, Board, and Committee members in their ongoing learning, development, and knowledge sharing in Indigenous Anti-Racism. In the fall of 2022, shortly following the adoption of Standard 4, the COBC staff team engaged in a customized knowledge-sharing and learning session with a Cultural Safety Consultant to develop their skills in discussing and answering questions related to the implementation of Standard 4, and Indigenous Anti-Racism topics in general. COBC has also continued to support new members of the Board and committees in completing the San'yas Indigenous Cultural Safety online training certificate. New members of the Board and committees also meet with a Cultural Safety Consultant for an individualized assessment of their Indigenous Anti-Racism knowledge and receive a customized learning and development plan.

BC PUBLIC ADVISORY NETWORK

COBC is one of 12 health regulatory colleges that has partnered on a program called the BC Public Advisory Network (BC-PAN). The goal of the BC-PAN is to gather feedback from members of the public to encourage more comprehensive and meaningful engagement on important issues related to health care regulation in the province.

BC-PAN was formed in 2019, and brings a necessary voice and perspective to the multiple health regulators in the province. The public advisors of BC-PAN are patients and caregivers with different experiences in the health care system, selected to reflect the diversity of the province's population. Currently, there are 16 public advisors involved with the BC-PAN, who represent a broad range of backgrounds, abilities, identities, and geographic locations.

The input from meetings is shared with the participating colleges to reflect and consider how best to incorporate the viewpoints given. College partners use the BC-PAN's input to update standards, policies, and processes, and the feedback also helps to inform strategic decisions made by the colleges, influencing further research and related projects.

In 2022, a focus was communication and virtual care, and in 2023, the modernization of health regulation. COBC used BC-PAN's input and feedback to assist with the complaints process, and further develop and streamline our website functionality and resources.

COBC is committed to integrating public feedback into our work, and we're excited to continue our relationship with this important network and to learn more from our public advisors.

For more information about BC-PAN and how other colleges have used their input, please visit their website, at <https://bcpan.ca/>



OUR REGISTRANTS

DEMOGRAPHICS

As of March 31, 2023.

REGISTRANTS BY LOCATION:

VANCOUVER COASTAL HEALTH
271

ISLAND HEALTH
132

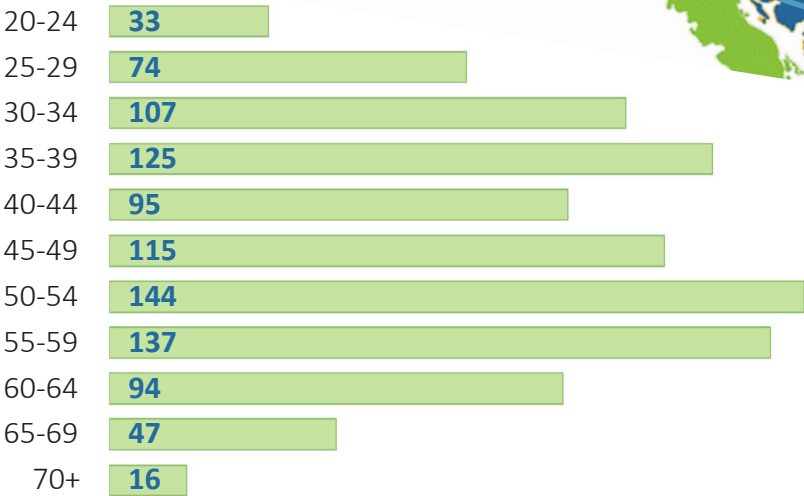
FRASER HEALTH
400

OUTSIDE BC or
ADDRESS UNLISTED
60

NORTHERN HEALTH
27

INTERIOR HEALTH
97

REGISTRANTS BY AGE RANGE:



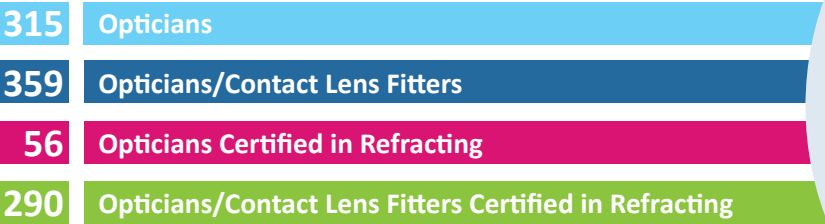
REGISTRANTS WHO OPTED TO SELF-IDENTIFY AS INDIGENOUS:

17	Yes
921	No
49	Prefer not to answer or Abstain

REGISTRATION STATISTICS

NUMBER OF REGISTRANTS:

As of May 1, 2023, subsequent to annual renewal and suspensions.



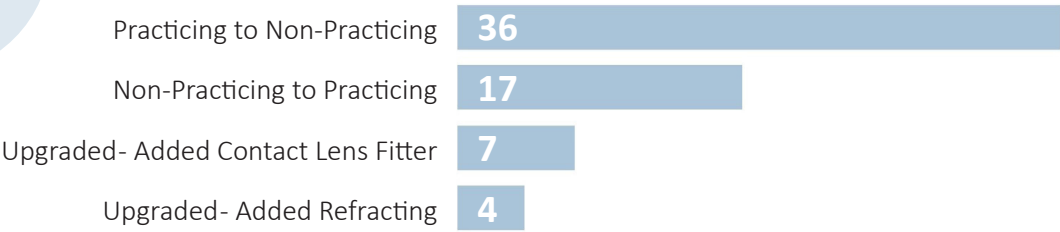
Of the total:



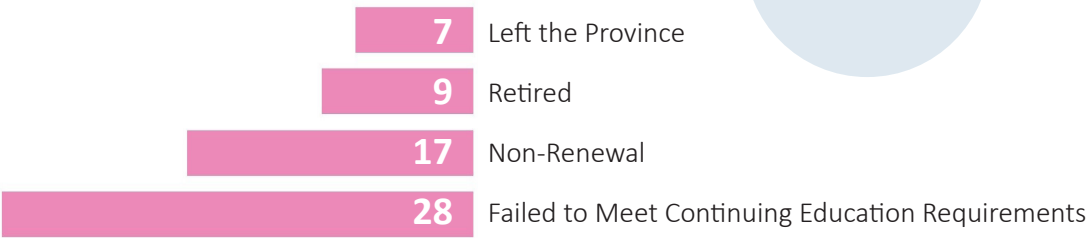
1,020

64

NUMBER OF STATUS CHANGES:



NUMBER OF SUSPENSIONS:



61

Suspensions occur after March 31, annually. The suspension statistics reported reflect those who did not renew their licences to practice during the 2023/2024 renewal period between February 16, 2023 and April 30, 2023. Most suspensions are issued beginning of May, annually.

102

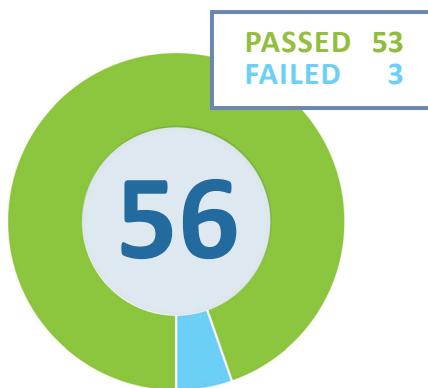
EXAMINATION ATTEMPTS:

All opticians must meet the same entry-to-practice standards to be licensed in British Columbia, regardless of their background.

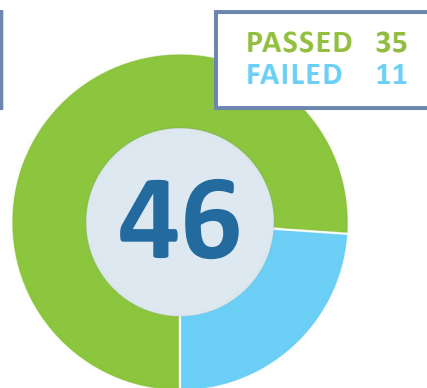
The National Alliance of Canadian Optician Regulators (NACOR) examinations are used as the national licensing examination for nine provincial opticianry regulatory bodies in Canada. By using the same entry-to-practice assessment, the colleges maintain a shared standard across most Canadian jurisdictions. Candidates can complete the NACOR examinations in any province where they are administered and be considered for registration in participating provinces. This enhances both the accessibility of the examinations and the labour mobility opportunities for Canadian opticians.

The statistics for exam administrations in the province of BC during 2022/2023 are as follows:

EYEGASSES EXAM



CONTACT LENS EXAM



NUMBER OF NEW REGISTRATIONS:

37	Opticians
14	Opticians/Contact Lens Fitters
8	Opticians Certified in Refracting
14	Opticians/Contact Lens Fitters Certified in Refracting

Of the total:

1	Non-Practicing Registrant
---	---------------------------

73

NUMBER OF NEW APPLICATIONS:

95

FIRST TIME APPLICANTS

65

Includes graduates from accredited programs and applicants who completed PLAR.

PLAR

The Registration Committee reviews applications for registration from graduates of accredited institutions as well as applicants with industry experience and/or international training. Applicants who have not graduated from an accredited institution must complete the Prior Learning Assessment and Recognition (PLAR) process. PLAR enables the committee to assess whether an applicant's knowledge and skills satisfy the entry-to-practice standards outlined in the [National Competencies for Canadian Opticians](#), which all opticians must meet.

COBC welcomed **11** new registrants that completed the full Prior Learning Assessment and Recognition process.

LABOUR MOBILITY

8

Opticians and contact lens fitters from other Canadian jurisdictions may also apply to be registered in British Columbia. The Mutual Recognition Agreement enables labour mobility for licensed, practicing registrants of participating Canadian provinces so that they can register in British Columbia without additional examination or training.

8 registrants joined COBC after moving to BC from another province.

PROVINCE OF ORIGIN & NUMBER OF APPLICANTS

ALBERTA	3
SASKATCHEWAN	1
MANITOBA	2
NOVA SCOTIA	2

REINSTATEMENT

22

COBC welcomed a total of **22** registrants back to the profession through our reinstatement process.

- 19 Suspended less than 3 years
- 3 Suspended more than 3 years

RESPONDING TO COMPLAINTS

For fiscal year 2022/2023, the Inquiry Committee resolved **11** complaints. No committee decisions were reviewed by the Health Professions Review Board.

An evaluation of the current complaint system began in 2022 and further work and actions to create a culturally safe and culturally relevant complaints system for Indigenous peoples will continue into 2024.

COMPLAINT STATISTICS

TYPES OF ALLEGATIONS

This chart reflects the closing issues from the complaints investigation process between April 1, 2022 and March 31, 2023. Many complaint files deal with multiple issues.

CLINICAL

7

Record Keeping

3

Independent Automated Refractions

2

Dispensing Eyeglasses

2

Dispensing Contact Lenses

1

CONDUCT

6

Non-completion of Criminal Record Check

4

Ethics

2

Billing

1

COVID-19 Mandates

1

RIGHT TO TITLE RECTIFIED BY COBC

6

When a non-registrant uses the title “optician”, “dispensing optician”, “contact lens fitter” or any variation of those titles COBC takes action to protect the use of title. Title use is reserved for registrants of COBC (*Opticians Regulation*).

TYPES OF RESOLUTIONS

All complaint resolutions are made pursuant to section 33 of the *Health Professions Act* (HPA). There can be multiple resolutions for one complaint.

RESOLVED BY SIGNED UNDERTAKING

3

An undertaking is an agreement made between the Inquiry Committee and the registrant to resolve a complaint (section 36 of the HPA).

Terms included an apology to the complainant

2

Terms included a letter to remind of the Standards of Practice

2

Terms included issuing a refund to the complainant

2

Terms included a suspension

1

RESOLVED BY DIRECTION FROM THE COMMITTEE

The committee may take any action it considers appropriate to resolve a complaint (section 33(6)(b) of the HPA).

Issued a warning letter and practice advice

3

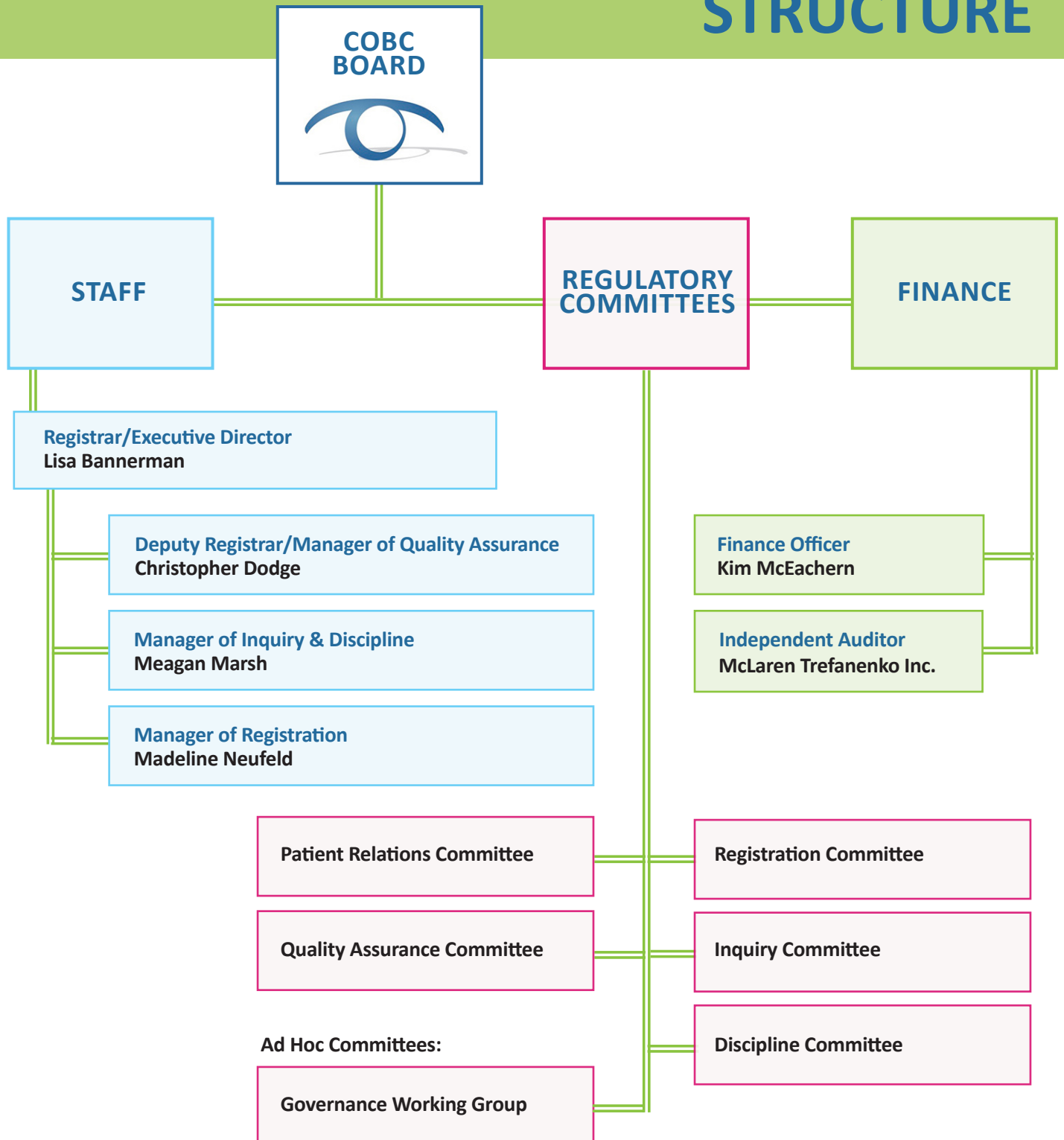
NO ACTION TAKEN

The committee may take no action if the investigation finds the conduct or competence of the registrant was satisfactory or if the complaint was frivolous (section 33(6) of the HPA).

No action taken after committee investigation

5

ORGANIZATIONAL STRUCTURE



COMMITTEE MEMBERS

Committees are integral to the work of the COBC, as they provide guidance and direction in the different areas that COBC is mandated to focus on.







Committee members are Licensed Opticians or members of the public who are passionate about the profession and want to ensure safe and effective vision care to the public. Members of the public make up one-third of each committee, with all committee members appointed by application to the Board.

Members listed are as of June 29, 2023.

PATIENT RELATIONS COMMITTEE

The Patient Relations Committee works to improve interactions between registrants and health care consumers. COBC serves the public interest through this committee by providing additional resources to registrants, including tools, guidelines, and support on vital topics, such as professional boundaries, effective communication and cultural sensitivity.







MEMBERS

- | | |
|---|--|
|  Sue Randhawa, Chair
(Registrant) |  Susan Birge
(Public Appointee) |
|  Crystal Pollard
(Registrant) |  Karl Chua
(Registrant) |
|  Paul Choi
(Public Appointee) |  Pam Saiedi
(Registrant) |

QUALITY ASSURANCE COMMITTEE

The Quality Assurance Committee develops and evaluates the quality assurance program for the COBC, which is the Continuing Competency Program (CCP), launched in 2018. The committee also develops and recommends policies and programs to the Board to maintain the safe and competent practice of registrants.

MEMBERS

- | | |
|--|---|
|  Marty Semaniuk, Chair
(Registrant) |  Janine Santiago
(Registrant) |
|  Piotr Majkowski
(Public Appointee) |  Avin Kishore
(Registrant) |
|  Susan Birge
(Public Appointee) |  Clara Tam
(Registrant) |

REGISTRATION COMMITTEE

The Registration Committee is committed to serving the public through upholding registration standards that support quality care, competence, and professionalism. The committee sets policy to ensure each applicant is qualified to practice opticianry in the province according to provincially and nationally recognized standards. Based on this policy, the committee assesses applications for registration, reinstatement, and changes of status.

MEMBERS

- | | |
|--|--|
|  Barbara Larkin, Chair
(Public Appointee) |  Laila Noorie
(Registrant) |
|  Crystal Pollard
(Registrant) |  Clara Tam
(Registrant) |
|  Paul Choi
(Public Appointee) | |

INQUIRY COMMITTEE

The Inquiry Committee accepts, investigates and resolves or otherwise disposes of complaints against registrants in accordance with the Health Professions Act. COBC receives complaints from members of the public, health professionals, and others. The committee evaluates all complaints and may direct a citation (formal notice of a hearing that lists the allegations) when the investigation of a complaint identifies a serious problem, or when the complaint cannot be resolved through alternative dispute mechanisms or remediation.


MEMBERS

- | | |
|---|--|
|  Piotr Majkowski, Chair
(Public Appointee) | |
|  Kim McEachern
(Registrant) |  Courtnay Poole
(Registrant) |
|  Peter Luongo
(Public Appointee) |  Kim Kerwin
(Registrant) |
|  Maria Surdu
(Registrant) |  Gary Corner
(Registrant) |

DISCIPLINE COMMITTEE

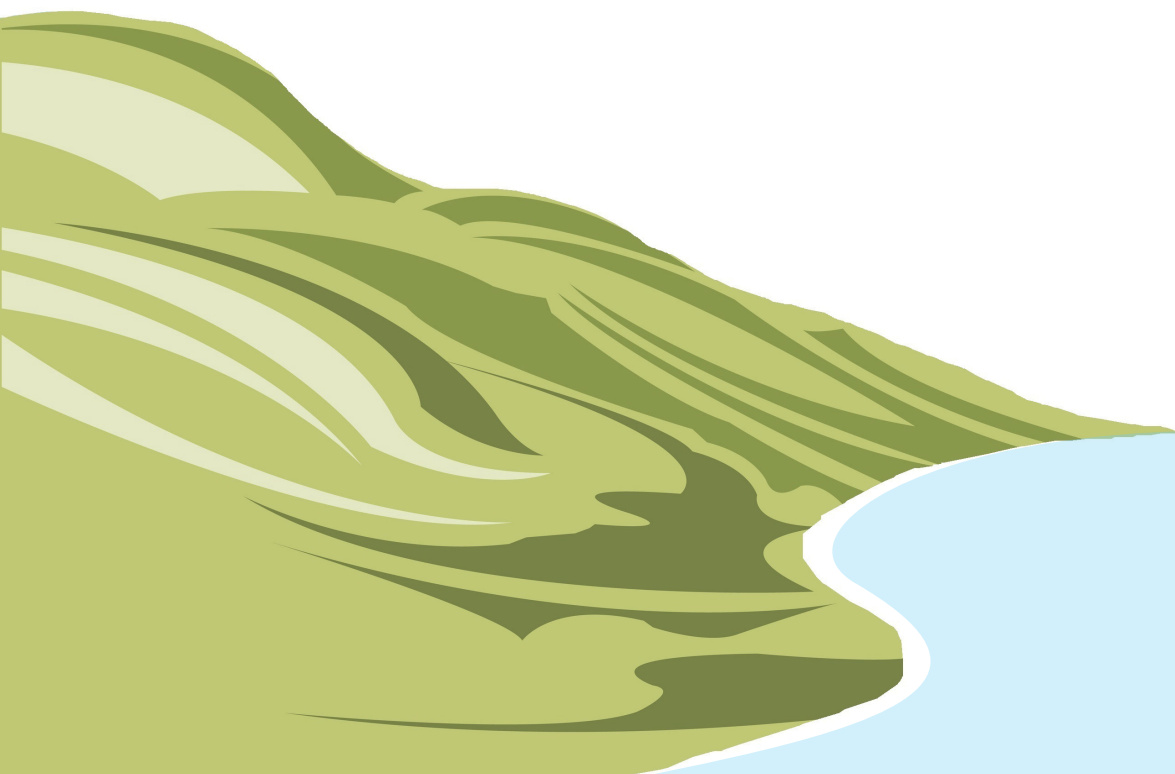
The Discipline Committee's role is to hold hearings regarding the conduct or competence of a registrant, when a complaint to COBC cannot be resolved through alternative dispute mechanisms or remediation. Panels of the Discipline Committee conduct hearings, make findings, determine appropriate penalties if the findings are adverse, and issue written reasons for decisions.

MEMBERS

- | | |
|--|--|
|  Stephanie Weir, Chair
(Registrant) | |
|  Roland Mitchell
(Public Appointee) |  Erik Bucaneg
(Registrant) |
|  Marty Semaniuk
(Registrant) |  Alan Cheng
(Registrant) |
|  Dorothy Barkley
(Public Appointee) |  Lorenzo Martinelli
(Registrant) |

FINANCIAL REPORT

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INDEPENDENT AUDITOR'S REPORT

To the Members of College of Opticians of British Columbia

Opinion

We have audited the financial statements of College of Opticians of British Columbia (the College), which comprise the balance sheet as at March 31, 2023, and the statements of operations and changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at March 31, 2023, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information, other than the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

(continues)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

New Westminster, BC
July 27, 2023


Chartered Professional Accountants

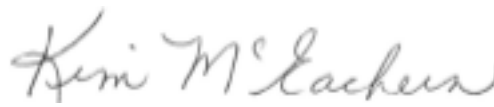
COLLEGE OF OPTICIANS OF BRITISH COLUMBIA
Balance Sheet
March 31, 2023

	2023	2022
ASSETS		
CURRENT		
Cash	\$ 741,770	\$ 577,385
Accounts receivable	9,740	6,410
Grants receivable	-	59,000
Prepaid expenses	2,626	12,581
	754,136	655,376
CAPITAL ASSETS (Note 3)	-	786
INVESTMENTS (Note 4)	399,694	435,083
	\$ 1,153,830	\$ 1,091,245
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities (Note 5)	\$ 68,838	\$ 68,744
Deferred registration fees	669,963	597,265
	738,801	666,009
NET ASSETS		
Invested in capital assets	-	786
Unrestricted	415,029	424,450
	415,029	425,236
	\$ 1,153,830	\$ 1,091,245
COMMITMENTS (Note 9)		

APPROVED ON BEHALF OF THE BOARD



Director



Director

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA
Statement of Operations and Changes in Net Assets
Year Ended March 31, 2023

	2023	2022
REVENUES		
Registration fees	\$ 679,650	\$ 666,023
Grant revenue (Note 6)	87,900	59,000
Administrative and other fees	30,487	26,355
Interest income	14,611	2,776
Examination fees (Note 7)	-	50,750
	812,648	804,904
EXPENSES		
Accounting and audit	17,159	13,767
Amortization	786	1,167
Bank and credit card charges	21,349	22,584
Board and committee meetings	9,635	3,206
Contractors (Note 6)	106,203	63,742
Dues, licenses, and insurance	32,716	33,630
Examinations (Note 7)	500	30,719
Legal fees (Note 8)	82,680	100,478
Office expenses	39,443	36,264
Per diems (Note 6)	52,358	18,150
Professional development - Directors	1,337	4,960
Professional development - Staff	6,586	602
Public awareness and promotion	10,731	2,729
Rental	35,518	45,764
Salaries and wages	378,191	338,141
Travel	27,663	894
	822,855	716,797
INCOME (LOSS) FROM OPERATIONS	(10,207)	88,107
OTHER INCOME (EXPENSES)		
Loss on disposal of capital assets	-	(8)
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	(10,207)	88,099
NET ASSETS - BEGINNING OF YEAR	425,236	337,137
NET ASSETS - END OF YEAR	\$ 415,029	\$ 425,236

The accompanying notes are an integral part of these financial statements

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA
Statement of Cash Flows
Year Ended March 31, 2023

	2023	2022
OPERATING ACTIVITIES		
Net income (loss)	\$ (10,207)	\$ 88,099
Items not affecting cash:		
Amortization of capital assets	786	1,167
Loss on disposal of capital assets	-	8
Grant revenue recognized (Note 6)	(87,900)	(59,000)
	(97,321)	30,274
Changes in non-cash working capital:		
Accounts receivable	(3,330)	(2,910)
Accounts for accrued interest	(7,485)	2,844
Grants receivable	59,000	(54,000)
Accounts payable and accrued liabilities	94	8,176
Deferred registration fees	72,698	1,745
Prepaid expenses	9,955	(10,464)
	130,932	(54,609)
Cash flow from (used by) operating activities	33,611	(24,335)
FINANCING ACTIVITY		
Grant contributions (Note 6)	87,900	59,000
INVESTING ACTIVITIES		
Proceeds from investments	778,620	690,936
Purchase of investments	(735,746)	(717,960)
Cash flow from (used by) investing activities	42,874	(27,024)
INCREASE IN CASH FLOW	164,385	7,641
Cash - beginning of year	577,385	569,744
CASH - END OF YEAR	\$ 741,770	\$ 577,385
CASH CONSISTS OF:		
Cash	\$ 741,770	\$ 577,385

The accompanying notes are an integral part of these financial statements

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA

Notes to Financial Statements

Year Ended March 31, 2023

1. GENERAL

The College of Opticians of British Columbia (the "College") was established under the Health Professions Act of B.C. in December 1994. The mandate of the College is to serve and protect the public by regulating the practice of opticianry in British Columbia in Accordance with the Health Professions Act, Opticians Regulation and By-Laws.

The BC Ministry of Health is moving ahead to amalgamate 11 health profession regulatory colleges to create two new regulators. The College will be amalgamated into a regulator for dietitians, occupational therapists, opticians, optometrists, physical therapists, psychologists, and speech and hearing health professionals. The amalgamation is to be completed by the end of June 2024. The College is working closely with the other regulatory colleges and the Ministry of Health to develop a plan and process for the amalgamation.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Revenue recognition

College of Opticians of British Columbia follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred or when the deliverables required by the grant providers are achieved. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

Revenue from registration fees, administration fees and all other fees are recognized as revenue over the period of licensure, accreditation, or service provided when collection is reasonably assured. Investment income is recorded as revenue when the investment income is earned and reasonable assurance exists regarding measurement and collectability. Amounts received or receivable that relate to the period following the College's year-end are recorded as deferred revenue.

(continues)

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA

Notes to Financial Statements

Year Ended March 31, 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (*continued*)

Financial instruments

The College initially measures its financial assets and liabilities at fair value, except for certain non-arm's length transactions. The College subsequently measures all its financial assets and liabilities at amortized cost. Financial assets measured at amortized cost include cash and cash equivalents, accounts receivable, and guaranteed investment certificate. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the statement of operations. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of operations.

The College recognizes its transaction costs in the statement of operations in the period incurred. However, financial instruments that will not be subsequently measured at fair value are adjusted by the transaction costs that are directly attributable to their origination, issuance or assumption.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives on a straight-line basis at the following rates and methods:

Computer equipment	36 months from the month of purchase
--------------------	--------------------------------------

The College regularly reviews its capital assets to eliminate obsolete items.

Capital assets acquired during the year but not placed into use are not amortized until they are placed into use.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

Use of Estimate

The preparation of financial statements in conformance with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the periods. Actual results could differ from these estimates. Significant estimates include accounts receivable, useful lives of capital assets, accrued interest and accrued liabilities. These estimates are reviewed periodically, and as adjustments become necessary, they are reported in the statement of operations in the period which they become known.

Income taxes

Income taxes are not reflected in these financial statements as the College is a regulatory body established for the health profession of opticianry.

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA
Notes to Financial Statements
Year Ended March 31, 2023

3. CAPITAL ASSETS

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Computer equipment	\$ 5,313	\$ 5,313	\$ -	\$ 786

4. INVESTMENTS

	2023	2022
Guaranteed Investment Certificates	\$ 390,488	\$ 433,362
Accrued interest	9,205	1,721
	\$ 399,693	\$ 435,083

The above guaranteed investment certificates have terms of one year.

5. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2023	2022
Accounts payable and accrued liabilities	\$ 62,391	\$ 63,332
Vacation accrual	4,213	5,412
Wages payable	2,234	-
	\$ 68,838	\$ 68,744

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA

Notes to Financial Statements

Year Ended March 31, 2023

6. GRANT REVENUE

The BC Ministry of Municipal Affairs provided a grant for updating pre-arrival readiness tools that aid internationally trained applicants who intend on gaining certification through the Prior Learning Assessment and Recognition (PLAR) process. This grant project has two phases. The grant for Phase One was fully received. Phase Two is funded by the Ministry of Post Secondary Education and Future Skills and commenced on May 2, 2023 and will end on December 29, 2023; a grant of \$8,300 is anticipated. Grant contributions are recognized into revenue when the College completes the milestone deliverables and activities per the agreements.

			Opening Balance	Contributions	Recognized as Revenue	Ending Balance
PLAR Improvements	Readiness Tool		\$ -	\$ 87,900	\$ (87,900)	\$ -

Expenses related to grant projects are included in the "Contractors" and "Per diems" expenses. These expenses will vary based on the progress of the grant projects.

Besides grant project expenses, "Contractors" expense also includes ongoing service for the member database and amounts paid to consultants.

7. EXAMINATION FEES

As of June 2022, examinations are being administered through the National Alliance of Canadian Optician Regulators (NACOR). The College no longer collects examination revenue. No further examination expenses are anticipated.

8. LEGAL FEES

Legal costs vary from year-to-year depending on the College's administrative needs and services related to investigation and discipline for complaints from the public about the conduct of registrants.

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA

Notes to Financial Statements

Year Ended March 31, 2023

9. COMMITMENTS

Office Lease

The College has an agreement with the British Columbia College of Nurses and Midwives (BCCNM) for its lease premise, allowing them to share perspectives, networks, and resources. The College has an agreement for a term of three years ending August 31, 2024. The allocated space, including the share of the common area, is 282 sq. ft. The smaller space resulted in rent savings over the prior agreement.

Minimum net rent payments required are as follows:

2024	\$	9,447
2025		4,024
		<hr/>
Total minimum rent payments	\$	<u>13,471</u>

In addition to the minimum net rent, the College is required to pay a portion of operating costs, design costs and common services. These costs will vary year-to-year.

Information Technology Services

The College has a comprehensive IT service agreement with BCCNM. The initial term was extended to September 3, 2023. The agreement automatically renews for successive terms of one year unless either party decides otherwise. Pursuant to the terms of the agreement, estimated annual fees are \$3,100 per user. Fee increases will not exceed 15% per year.

Bookkeeping Services

The College has an bookkeeping service agreement with BCCNM effective July 1, 2022 through to June 30, 2025. Fees are \$2,000 per quarter, or a total of \$8,000 per calendar year plus applicable tax. Fees can be increased with written notice.

Wickett Measurement Systems Inc.

To meet the Ministry of Municipal Affairs grant's requirements, the College has entered into an agreement for Wickett Measurement Systems to develop Pre-Arrival Readiness Test tools. The agreement is effective from April 1, 2022, to May 30, 2023. The estimated fees for the 2024 yearend will be \$20,000 plus applicable taxes.

Pivotal Research

The College has entered into an agreement for Pivotal Research to assist with evaluating the College's complaint process. The agreement is effective from December 2022 to December 2024. The total estimated fees in the 2024 yearend will be \$6,500.

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA

Notes to Financial Statements

Year Ended March 31, 2023

10. RELATED PARTY TRANSACTIONS

The following is a summary of the College's related party transactions:

	2023
Kim McEachern (Board member) Salaries and wages	\$ 1,000
Brad Bannerman (Family member of Registrar) Salaries and wages	\$ 8,400
	\$ 9,400

To implement a strategic planning initiative of the College, Kim McEachern began a records archiving project under a temporary administration support role on a contract basis. Brad Bannerman assisted other Colleges with similar tasks, therefore, was engaged by the College to continue the project under a temporary administration support role on a contract basis. These transactions are measured at the exchange amount, the amount of consideration established and agreed to by the related parties.

11. CREDIT FACILITY

The College has a credit facility with CIBC consisting of an approved operating line that can be drawn upon to a maximum of \$35,000, which bears interest at prime plus 4%, and a Corporate credit card with a limit of \$25,000. Borrowings are secured by a charge over all present and future assets of the College. As at March 31, 2023, there was no amount outstanding on the operating line of credit.

12. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the College's risk exposure and concentration as of March 31, 2023.

(a) Credit risk

Credit risk arises from the potential that a counterparty will fail to perform its obligations. The College is exposed to credit risk on its cash, cash equivalents, accounts receivable, and investments in guaranteed investment certificates. The College does not have significant accounts receivable exposure to any individual organization and cash, cash equivalents, and investments are held with reputable Canadian financial institutions. There is no significant increase in risk exposure from the prior year.

(continues)

COLLEGE OF OPTICIANS OF BRITISH COLUMBIA
Notes to Financial Statements
Year Ended March 31, 2023

12. FINANCIAL INSTRUMENTS (*continued*)

(b) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The College is exposed to interest rate risk on its investment in guaranteed investment certificates. The College does not use derivative instruments to reduce its exposure to fluctuations in market interest rates. The College is not subject to significant variations in interest rates as it invests for terms of at least one year.

Unless otherwise noted, it is management's opinion that the College is not exposed to significant other price risks arising from these financial instruments.

INDIGENOUS ANTI-RACISM TERMS

The following terms are used in the section of the annual report entitled *Indigenous Cultural Safety, Cultural Humility, and Anti-Racism*.

ANTI-RACISM

“The practice of actively identifying, challenging, preventing, eliminating and changing the values, structures, policies, programs, practices and behaviours that perpetuate racism. It is more than just being “not racist” but involves taking action to create conditions of greater inclusion, equality and justice” (In Plain Sight, 2020, p. 212).

COLONIALISM

“Colonizers are groups of people or countries that come to a new place or country and steal the land and resources from Indigenous peoples, and develop a set of laws and public processes that are designed to violate the human rights of the Indigenous peoples, violently suppress the governance, legal, social, and cultural structures of Indigenous peoples, and force Indigenous peoples to conform with the structures of the colonial state” (In Plain Sight, 2020, p. 212).

CULTURAL HUMILITY

“A life-long process of self-reflection and self-critique. It is foundational to achieving a culturally safe environment. While western models of medicine typically begin with an examination of the patient, cultural humility begins with an in-depth examination of the provider’s assumptions, beliefs and privilege embedded in their own understanding and practice, as well as the goals of the patient-provider relationship. Undertaking cultural humility allows for Indigenous voices to be front and centre and promotes patient/provider relationships based on respect, open and effective dialogue and mutual decision-making. This practice ensures Indigenous peoples are partners in the choices that impact them, and ensures they are party and present in their course of care” (In Plain Sight, 2020, p. 212).

CULTURAL SAFETY

“A culturally safe environment is physically, socially, emotionally and spiritually safe. There is recognition of, and respect for, the cultural identities of others, without challenge or denial of an individual’s identity, who they are, or what they need. Culturally unsafe environments diminish, demean or disempower the cultural identity and well-being of an individual” (In Plain Sight, 2020, p. 212).

DECOLONIZATION

“In Canada, decolonization is usually discussed in terms of the relationship between Indigenous and non-Indigenous peoples, and particularly associated with the Truth and Reconciliation Commission of Canada’s final report and Calls to Action. It is related to Indigenous resurgence (Indigenous people reclaiming and restoring their culture, land, language, relationships, health, etc., both independent of and with the support of non-Indigenous people). Decolonization is also associated with other relationships between groups of people within Canada and in other countries and contexts around the world, and for some, is linked to broader principles of inclusion and equity” (Queen’s University, n.d).

INDIGENOUS SPECIFIC-RACISM

“The unique nature of stereotyping, bias and prejudice about Indigenous peoples in Canada that is rooted in the history of settler colonialism. It is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous peoples in Canada that perpetuates power imbalances, systemic discrimination and inequitable outcomes stemming from the colonial policies and practices” (In Plain Sight, 2020, p. 214).

REFERENCES FOR DEFINED TERMS:

- Government of British Columbia, Ministry of Health (2020) *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care*
Retrieved from: <https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Full-Report-2020.pdf>
- Queen’s University (n.d), Centre for Teaching and Learning, *What is Decolonization? What is Indigenization?*
Retrieved from: <https://www.queensu.ca/ctl/resources/decolonizing-and-indigenizing/what-decolonization-what-indigenization>



COLLEGE *of* OPTICIANS
OF BRITISH COLUMBIA
a B.C. Health Regulator

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