



# CDHM NEWS

## Mark your Calendars!

### CDHM Reminders & Updates

- ✓ 2021 Registration Renewal deadline is December 31st, 2020
- ✓ Continuing Competency CCR and PAR forms are available online anytime to submit your 2021 CCP
- ✓ For a chance to win a \$100.00 Indigo gift card, sign up to pay your registration renewal with debit before December 10<sup>th</sup>! If you have any questions, call the College office
- ✓ Jurisprudence module opens January 15<sup>th</sup>, 2021. Completion deadline is April 1<sup>st</sup>, 2021

### Winter 2020

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*Happy New Year!*

### CDHM Holiday Office Hours

December 24: 8:30am–12:30pm

December 25: Closed

December 28: 8:30am–4:30pm

December 30: 8:30am–4:30pm

December 31: 8:30am–12:30pm

January 1: Closed

January 4: 8:30am–4:30pm

**Happy Holidays from all of us at  
CDHM!**

# CDHM Council Chair's Report

Who would have thought that we would still be managing our lives through the turbulence of Covid restrictions 8 months after we first learned about the virus... and what a journey for CDHM as well as on a personal level this has been for all of us!

As we look to the coming year, it is important to recognize we are a regulatory College with a single purpose: working to increase Manitobans' access to comprehensive oral health services provided by dental hygienists working in rural and urban areas and in primary health care. On the one hand, Covid has changed our ability to relate to each other and the public. On the other hand, Covid has required us to stay in much better contact to be able to act appropriately and safely.

As of the recently held, well attended and seemingly successful virtual AGM, the Council is made up of 6 representatives from those registered as dental hygienists: Lezah Evan, Saima Klippenstein, Corinne Latozke (Vice Chair), Jennifer Miller, Christine Ronceray, and Aaron Szucsik, and 4 public representatives: Lucie Boutet, Carol Hiscock (Chair), Ernest Janzen (Director-HR), and Kathleen Reid. Each member brings a unique combination of leadership, commitment, and experience, with a solid dose of good humour!

Last year I stated that, in my role as Chair, it was my hope that together Council members can focus on the following 4 areas during this upcoming year:

- Foster an environment of open and transparent communication among Council members and advance their knowledge as a team;
- Maintain a positive and productive partnership between Council and staff through the Registrar/Executive Director;
- Further adapt an environment of enthusiastic involvement by all members of the College, and other partners with whom we can work in joint efforts;
- Reach out to members throughout the province seeking input and engagement.

These remain our goals, and we have advanced in each of the above significantly over the past year.

As importantly, as we look ahead, it is time to address the future of the profession, in terms of other provincial, national, and international trends. We need to take steps forward as we work in collaboration with other health care professionals. We need to broaden our approaches in the areas of public, preventative and population health. We need to consider the opportunities for leadership and mentorship within the profession.

We urge all members to seriously consider their role within the College, and Council's need for your involvement.

***Distance doesn't matter; it's only the first step that is difficult.*** (Marie de Vichy-Chamrond, 1697-1780)

Stay safe, friends and colleagues-

Carol Hiscock, Chair  
Corinne Latozke, Vice Chair- CDHM Council



**Carol Hiscock**  
**CDHM Council Chair**



**Corinne Latozke**  
**CDHM Vice Chair**





## From the Desk of the Registrar...

*Hope smiles from the threshold of the year to come, whispering 'it will be happier'..." -Alfred Lord Tennyson*

Season's Greetings!

This time of year, has always been a time of hope, looking forward to the New Year with anticipation, creating plans and visioning for our future. As 2020 comes to an end and 2021 beckons, we are experiencing a different kind of hope, one that stems from the end of a year of stress, hardship and uncertainty that has impacted many of you and your families. Our hope for the coming months is safety, peace and a return to the lives we cherished.

At CDHM we have the same hope and will work with you in the coming months to provide guidance as dental hygiene practice adjusts to the ebb and flow of the pandemic.

Throughout the pandemic, in support of its vision, CDHM has continued its efforts towards advancing the dental hygiene profession in the province. All of the Regulated Health Professions Act (RHPA) committees have continued working, fueled by the understanding that as oral health practitioners, dental hygienists make a difference in the overall health of Manitobans and have a responsibility to serve Manitoba's most vulnerable in all corners of the province.

I look forward to working for you and the College in 2021, we have grown as a profession during the past nine months and we are now ready to embrace the New Year!

Wishing you and your families a safe and happy holiday!

*Arlynn*

Registrar, Executive Director



*Arlynn Brodie*  
CDHM Registrar/ED



### Upcoming Surveys

There are two important surveys coming your way soon. The first is a quick Survey Monkey item; 'Online Format- CDHM Continuing Competency'. Deputy Registrar, Valerie Olivier is interested in hearing from you so the College can continue to develop the CCP online instrument as a meaningful experience.

The second survey is a national survey developed by a collaboration of 5 Canadian universities titled: **COVID 19 Infection Rates Among Dental Hygienists**. The study consists of completing an online questionnaire every 4 weeks for a period of 12 months. More information will be forwarded to you in the coming weeks.



**Valerie Olivier**  
**Deputy Registrar**

## Ethics and Jurisprudence and a New Year

*“Start where you are, use what you have, do what you can” -Arthur Ashe-*

What a year it has been. I hope you can take a moment every now and then, and just breathe (mask free, ideally), reset, and know that this pandemic is temporary and that it will pass.

This year has seen many changes and there are more to come, including a new requirement for the profession of dental hygiene. The Ethics and Jurisprudence module will be available in January and will mean reviewing information you may already know and perhaps learning something you were not aware of. It is an important piece of our accountability to Manitobans.

The incorporation of a CDHM Ethics and Jurisprudence module for CDHM registrants facilitates and ensures understanding of the legal, professional, and ethical responsibilities for dental hygiene practice in Manitoba.

In registering as a dental hygienist, we are making a clear statement that we understand and will adhere to these responsibilities:

*CDHM Practice Standards*

*Dental Hygienists are responsible for their dental hygiene practice and conduct. Dental hygienists:*

*1.1 Adhere to current jurisdictional legislation, regulations, codes of ethics, practice standards, guidelines, and policies relevant to the profession and practice setting*

Together, The Dental Hygienists Act, The Dental Hygiene Regulations, the CDHM By-laws, The CDHM Practice Standards, The CDHM Competencies, the Dental Hygiene Code of Ethics, and the guidelines and policies, provide clear boundaries for the profession.

The module, like with most other regulatory colleges, provides the opportunity to test our own understanding, and it provides a documented record of our comprehension.

The guiding documents listed above include information about the role of the College and Council, entry to practice standards, renewal requirements, duty to report unethical practice, responding to and investigating complaints, scope of practice, and ethical dilemmas, to name a few.

Four broad categories for the module will be:

- The Roles and Responsibilities of the College and Council
- Registrant Responsibilities, including the CCP, duty to report, and the complaints and inquiry processes
- Ethics, including social media usage
- Practice Standards, Competencies, and Interpretation Guidelines

The module is not a test; consider it a mandatory refresher, or guided learning. It will be open-book and you will be able to go back as many times as needed to complete it successfully.

*“Nothing’s different, but everything has changed” -Charles De Lint-*

Wishing you and yours a happy and healthy holiday season.

Valerie Olivier  
Deputy Registrar



# Council Meeting Highlights

## Saturday October 17<sup>th</sup> (post AGM)-Summary

### 2020 AGM Debrief

Council members conducted an AGM round table de-brief; members agreed the virtual format seemed well received and Ela Partyka's presentation on mental healthfulness was well done and particularly helpful during the current pandemic. Council decided to have future discussion on the AGM format going forward which may include a hybrid approach of in-person and virtual options.

### Mentorship Program

Registrar, Arlynn Brodie presented the 'New Registrant' mentorship program to Council which will provide support for new student registrants as they transition into dental hygiene practice during the COVID pandemic. It is a pilot project that, if successful, may be continued in following years.

### Election of Officers

Election of Council officers was conducted by Nominations Committee Chair, Saima Klippenstein and Carol Hiscock was elected as Chair of Council for a second term and Corinne Latozke was elected as Vice-Chair for a second term.

### Election of Committee Chairs

Council elected the following councilors:

Complaints Committee - Tracy Walther

Inquiry Committee–Corinne Latozke

Ownership Linkage Committee– Lucie Boutet and Kathleen Reid are Co-Chairs

RHPA Committee – Jennifer Miller

Interpretation Guidelines Committee– Lezah Evan will continue as Chair and a Co-Chair is required

Nominations Committee– Aaron Szucsik

Ad Hoc Orientation Committee – Saima Klippenstein

HR Committee– Ernest Janzen



COLLEGE OF  
DENTAL HYGIENISTS  
OF MANITOBA

### The College of Dental Hygienists of Manitoba Upcoming Council Meeting Dates

#### February

Friday 26th &  
Saturday 27th, 2021

#### May

Friday 14th & Saturday  
15th, 2021

#### September

Friday 10th &  
Saturday 11th, 2021



**2020/2021 CDHM Council (from L to R back row): Ernest Janzen, Carol Hiscock, Aaron Szucsik, Lucie Boutet, Corinne Latozke, and Christine Ronceray (from L to R front row): Jennifer Miller, Lezah Evan, Saima Klippenstein and Kathleen Reid**

## Friday November 20<sup>th</sup>, 2020-Summary

### **Council Education**

Susan Radwan, Governance Coach provided a virtual presentation on 'Essentials of Good Governance'

### **Update on Reserved Acts (RA) & Future Council Action**

Registrar, Arlynn Bodie, provided an update on the RHPA submission process. The Introduction Letter, which accompanies the RA submission, and outlines the profession of dental hygiene in Manitoba, is complete. The Reserved Acts (RA) submission is almost finished.

### **Registrar's Report**

Commission on Dental Accreditation of Canada - proposed accreditation site visits will be completed using AI; this will be complimentary to in-person site visits. Site visits are behind schedule due to the pandemic

Federation of Dental Hygiene Regulators – sent a letter to CDAC regarding concerns around transparency, and the accreditation status being available to regulators. CDAC agreed to meet with dentistry and dental hygiene

National Dental Hygiene Examining Board – the current DH specialist has left for a position with the CDHA as Director of Dental Hygiene Practice. They are currently recruiting for an examination specialist

Canadian Dental Hygienists Association – is lobbying for National Oral Health Long Term Care Standards. Arlynn was a member of the expert committee which identified and requested standard and systems changes. The work is complimentary to CDHM Ends.

Coalition of Dental Care – National advocacy group for Universal Dental Care and the need for insured health services for basic dental procedures. There is a call for public ownership of dental clinics.

Manitoba Association of Health Regulatory Colleges – newly proposed Bill 41 will result in a restructuring of the Office of Fairness Commission and a Director will be hired; there will be need for all self-regulating colleges to streamline all internationally trained applicants.

Public Representative Roster there has been no response from the Ministry.

Other Arlynn sent a letter to Manitoba Chief Nursing Officer, Lanette Siragusa, to clarify whether dental hygienists are considered 'healthcare workers' under the latest COVID-19 Guidelines. The affirmative response came from the clinical lead, Kathy Doerksen.

Legal counsel has advised that tooth whitening falls within the DH scope of practice; therefore, is subject to the 'settings' for included practices

### **ENDS Policy Review**

Council Chair, Carol Hiscock, led a discussion reviewing the Ends. Discussion focused on the Mega End and the phrase "so that every Manitoban will have safe, competent dental hygiene care".

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## Committee Reports

The following committees provided Council will an update of activities:

Interpretation Guidelines (IG)– Committee Chair, Lezah Evan

reviewed her report and the draft Interpretation Guidelines for Temporary Restorations and Interim Stabilization Therapy, as submitted. Lezah requested a committee co-chair.

Nominations – Committee Chair, Aaron Szucsik – Reviewed the report, as submitted.

Inquiry Committee Chair, Corinne Latozke - Nothing to report.

Complaints – Lucie Boutet, on behalf of Committee Chair, Tracey Walther– provided an update. There are 2 ongoing complaints.

RHPA – Committee Chair, Jennifer Miller - Reviewed her report, as submitted.

Ownership Linkage Committee Co-chair, Kathleen Reid –provided an update. Held a meeting with Arlynn to review the intent and focus of the committee, with a follow-up meeting Nov 24. Will be meeting with MDHA President for continued collaboration.

Ad Hoc Orientation – Committee Chair, Saima Klippenstein – presented the report; Saima and Kathleen attended a workshop, and the next meeting is Nov 25.

HR Committee – Committee Chair, Ernest Janzen – nothing to report.

CDHM Chair's Report Council Chair, Carol Hiscock, reviewed her report, as submitted, and provided a summary of a course attended.

Respectfully submitted

Arlynn Brodie

Registrar, Executive Director

## Regulatory Committee Update

Working towards CDHM's vision, of providing safe competent dental hygiene care to all Manitobans, the Regulated Health Professions Act (RHPA) Committee has been focused on creating the required documents for application to the RHPA. The first step has been the development the Reserved Act (RA) document. The RA sub-committee has worked tirelessly on this complex document and today, the drafting of the submissions are in the final stages and will be going to Council for approval in January 2021. Once approved, the RA document will be submitted to the Ministry of Health, Seniors & Active Living in early Spring.



# CDHM Council Spotlight

Lezah Evan was born and raised in Northern California. She graduated with an Associate of Dental Hygiene degree in 2008 from Shasta College in Redding, California. In 2012, Lezah and her family headed north to Winnipeg, where her husband was raised, to help care for aging parents.

After taking time off to care for her family, Lezah began her journey back to the profession she loved and started the registration process for licensure in Manitoba. Upon successful completion of the refresher and assessment course offered at University of Alberta in Edmonton, Lezah became licensed to practice hygiene and has been working at a general practice ever since.

In her spare time, Lezah enjoys being a volunteer, teaching oral health education to children in her community. Unfortunately, she has been unable to visit any classrooms this year due to COVID but looks forward to doing so when restrictions are lifted.

Lezah has been a CDHM councilor since 2019 and is honored to share her duties with like-minded people that care about the delivery of good, competent dental hygiene in our province. She currently chairs the Interpretation Guidelines committee and is a member of multiple committees within Council.

*"I wanted to be a part of the CDHM Council to learn more about how dental hygiene is regulated in Manitoba. Learning the ropes has been a wonderful journey thus far; however, what excites me the most is being able to work with visionaries that have the mindset to take our profession to a whole new level!...Lezah Evan, RDH*



*Lezah Evan RDH*

## Committee Members Needed!

The Interpretation Guidelines Committee is looking for a few volunteers to join their committee.

CDHM Interpretation Guidelines provide clear descriptions of relevant scope of practice to support clinicians and clients in making appropriate decisions about oral health care.

The committee is responsible for creating new guidelines and updating existing guidelines as new evidence and treatment modalities emerge. This committee is appointed by the CDHM Council and reports to the Committee Co-Chairs.

The Committee currently meets virtually for approximately an hour, 3-4 times per year.

Please consider joining our committee and contributing to this important work of the College.

**Please contact Lezah Evan, Co -Chair at: [lezahevan@icloud.com](mailto:lezahevan@icloud.com) for more information.**



# MDHA Executive Director's Message

When I wrote a message for this newsletter in the Fall, I was so hopeful that by the time the Holiday Season was upon us the outlook for our Province would be more positive. However, as I write this, we continue to struggle to get our case counts down and as a result are dealing with further restrictions on our lives.

Although we look forward to a day where we can once again meet in person and share together, we are continuing to look for ways to gather virtually. We are currently scheduling a number of opportunities for our members in the New Year – all stemming our overarching theme of 'For Goodness Change'.

On December 8<sup>th</sup>, Laura MacDonald will be kicking off our season of PD opportunities with a talk entitled "Health is created in settings where people work...". This webinar will engage members in a discussion about salutogenesis or health creation with respect to dental hygiene practices. [To register for the webinar, click here.](#)

Moving into 2021, and continuing on our theme of 'Change', we will be trying something different and offering a number of opportunities to get moving together. Brenda Macaulay will be offering 2 virtual workouts, modeled after her 'Fit to Sit' program. We are also pleased to be able to offer 2 virtual sessions with Certified Athletic Therapist, Brittany Bruinooge as she guides members through strength and flexibility exercises focused directly on the strain Dental Hygienists put on their bodies on a daily basis. Links to register for these sessions will be sent out soon – stay tuned!

Shifting gears, we will then focus on a different kind of change, with opportunities to learn from Jackie Gruber, Director of Equity Diversity and Inclusion at the University of Manitoba. Jackie will guide members through two sessions on implicit bias, how it impacts our decision making, and affect care in dental hygiene.

Again, although not in an ideal format, we are excited to be able to bring these important learning opportunities to our members. We hope that each and every one of you has an opportunity to pause and reflect on everything 2020 has brought; the good and the bad, and how we can all utilize the experiences of this past year to grow and develop as humans and citizens. A popular quote I have seen a lot of lately reads – "We're in the same storm, but not the same boat" which I think speaks so well to the how differently this pandemic has affected many of us. Here's to better beginnings and new triumphs in 2021.

Sending my best to you all!

Lee Hurton  
MDHA Executive Director



*Lee Hurton*  
*MDHA Executive*  
*Director*



*Happy New Year from the College of  
Dental Hygienists of Manitoba  
Council and Staff!*