

Policy Title	Council Member Care for Newborn Children at Council Meetings Policy
Date Created	May 4, 2019
Date Revised	May 30, 2024
Date of next Review	2027

1. POLICY STATEMENT

CPSA Council supports an inclusive and welcoming environment at Council meetings for new or soon-to-be parents thinking about serving or currently serving on Council.

2. PURPOSE

The purpose is to create an inclusive, welcoming environment on CPSA Council and diverse participation on Council by supporting parents of newborn children to care for their baby/ies during Council meetings, in a manner preferred by the Council member.

3. SCOPE

The policy applies to Council members with babies who wish to bring them to Council meetings and care for them during Council meetings.

4. RESPONSIBILITIES

CPSA Council Chair and the Registrar and CEO will ensure the wishes of the Council member wishing to bring their baby to Council meetings are supported. This includes support for breastfeeding or feeding the baby/ies at the Council table, aside from the table in the same room, onsite at the Council meeting in a private room, or participating in the meeting online.

If attending a meeting in person, a dedicated fridge will be provided for milk (or other nourishment).

A stipend of \$250 will be offered per meeting to assist with the expense of having child care assistance during the meeting. A private room will be provided for the child care attendant and the baby during the Council meeting.

5. APPROVAL

This policy is approved by CPSA Council.

The Registrar and CEO approves financial disbursements permitted by this Policy.

6. AUTHORITY DOCUMENTS

HPA s. 6 (gives Council the broad power and duty to “manage and conduct the activities of the college”)

7. DOCUMENT HISTORY

VERSION NO.	Version Date	DESCRIPTION OF CHANGE
1	May 27, 2019	Initial Policy
2	July 25, 2019	Correction to formatting
3	September 9, 2021	Revision regarding approval by Council
4	September 9, 2021	Revisions to ensure inclusive language is being used throughout
5	April 24, 2024	Broadening of the policy to be inclusive of all parents Editing for clarity
APPROVAL	DATE	Signature
Council Motion C24-21	September 9, 2021	
Council Motion C20-24	May 30, 2024	