

THE ONTABA ANALYST

Newsletter of the Ontario Association for Behaviour Analysis



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FROM THE PRESIDENT'S DESK

Cheers to 2022! With the challenges that we've faced as a province over the past year, our behaviour analytic optimism paired with our problem solving skills is needed, now more than ever, across the communities that we serve. Further, I'm inspired by so many of you, our ONTABA members, that serve as a source of support, knowledge, mentorship, and friendship for each other during these challenging times. There is light at the end of this pandemic tunnel. As I look toward 2022, I'm excited about the road that lies ahead for our profession and the clients that we hold near and dear to us.

First, we continue to work toward professional regulation. In this newsletter you will find important updates from the College of Psychologists of Ontario (CPO) that outlines the path to regulation for behavior analysts. Importantly, CPO continues to work collaboratively with ONTABA and behavior analysts across Ontario to help inform this process. CPO has also invited ONTABA members to receive notices of College activities, events, and other general information. Check out details in this newsletter for how you can sign up to receive notices from CPO.

The upcoming June 2022 provincial election presents an opportunity for all of us to advocate for our clients and their families who deserve accessible and meaningful behavior

FROM THE PRESIDENT'S DESK - CONTINUED

analytic services. We urge our members to get involved by reaching out to all of the local candidates in your riding. Access to ABA services is an issue that cuts across all political party lines. We believe that every candidate, across all parties, can be engaged to support accessible ABA services. Log into your ONTABA member account and check out the "About" tab for the section dedicated to the 2022 Elections. Under the 2022 Elections section, you will find a tipsheet of how you can get involved (for member use only, not for distribution) and a candidate briefing note (that we suggest you share with all of the candidates in your riding). Plus, we welcome all members to join us for our exclusive evening for Elections 2022 Advocacy on February 24, 2022 where we will review tipsheets and strategies on how to best advocate for our community. Interested in joining us? Sign up [here](#).

In late 2021, we were thrilled to launch our new website. In early 2022, we were also happy to announce that our MyONTABA members account portal was fully up and running. All members should now have access to their login and their account. If you're having trouble logging into your account, please check out our help page [here](#).

I would also like to sincerely thank our outgoing 2021 board members, Angeline Savard, Chelsea Cayer, Evangelo Boutsis, Jessica Bethel, and Kendra Thomson, for their tremendous work in 2021. From the bottom of my heart, I have the deepest gratitude for your voluntary service to our members. Kendra, special thanks to you, as you acted as President during an incredibly challenging time that not only impacted our members but also the world.

FROM THE PRESIDENT'S DESK - CONTINUED

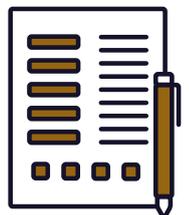
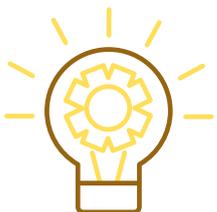
Your leadership helped pull us through professionally. I've got big shoes to fill as I step into the President's role. I'm optimistic that together with our 2022 board members, we will continue the wonderful work that our outgoing board contributed to.

Last, to our ONTABA members, I know that we all experience many celebratory moments and the occasional rough patches as we go about our life's work. Your dedication and the beautiful work you do is incredibly inspiring. I look forward to getting to know you all over the next two years while I serve you as ONTABA President. If you have ideas on how we can best support you professionally, I invite you to reach out to me, let's chat over coffee - in person or virtually.

Looking forward to a bright and beautiful 2022,



Nancy Marchese, Ph.D., C.Psych., BCBA-D



AN UPDATE ON PROFESSIONAL REGULATION FROM THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Preparing for Applied Behaviour Analysis (ABA) Regulation

The Road to Regulation: The College of Psychologists of Ontario is actively working towards welcoming Behaviour Analysts to what will be the new College of Psychologists and Behaviour Analysts of Ontario established under the yet to be proclaimed Psychology and Applied Behaviour Analysis Act, 2021. This Act creates the new health profession of Applied Behaviour Analysis with its own distinct scope of practice.



A Working Group, made up of College Council members, Behaviour Analysts and ABA educators, has begun to consider the appropriate registration requirements for new Behaviour Analyst graduates entering practice for the first time, and for experienced Behaviour Analysts currently practicing in the province. The goal is to ensure that all registered Behaviour Analysts have the qualifications and competencies necessary to deliver safe, effective, and quality care to the Ontario public. Out of these considerations, a draft Registration

AN UPDATE ON PROFESSIONAL REGULATION FROM THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO - CONTINUED

Regulation will emerge. The Working Group will also review, and recommend amendments as needed, to other existing College regulations, including Quality Assurance, Professional Misconduct and Advertising. Consultation is an important part of the regulation-making process. The College has begun to consult with major stakeholders, most notably, the Ontario Association of Behaviour Analysts (ONTABA) and the Ministry of Health. As further details of the process are developed, the College will consult more broadly with the public, its members, and other stakeholders, including the ABA community.

Regulation development follows a formal process set out in the Regulated Health Professions Act, 1991. This Act requires the College to circulate proposed regulations to the public and stakeholders for a minimum of 60 days. At the conclusion of the circulation period, the College Council will consider the feedback received, make any changes deemed appropriate, and approve the final draft regulation for submission to the government for its review, approval, and ultimate proclamation on a date of its choosing.

Other College programs and policies, including quality assurance, client relations, and the professional standards of practice will be reviewed, and revised as needed, to incorporate the practice of ABA. Recognizing that ONTABA has already produced versions of some of these documents, the College will look to capitalize on this excellent work. In addition, the College by-laws, including election to Council and committee composition, will be reviewed, and amended to incorporate the addition of members from the ABA profession.

AN UPDATE ON PROFESSIONAL REGULATION FROM THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO - CONTINUED

When Can Behaviour Analysts Begin to Register with the College?

The College does not yet have a definite date when it can begin to accept applications. When the registration requirements are finalized and the regulation-making process nears completion, but before the new Psychology and Applied Behaviour Analysis Act, 2021 is proclaimed, pre-registration will begin. At that time, Behaviour Analysts currently in practice, and new graduates, who meet the registration requirements, will be able to apply to the College. The goal of the pre-registration period is to ensure that qualified Behaviour Analysts can continue to practice and provide services to their clients as of the date of proclamation and after, ensuring continuity of care.

On the day the new Act is proclaimed and going forward, only those who have registered with the College will have access to the restricted title "Behaviour Analyst".

As the development of this important initiative continues, the College will communicate regularly with the public, its members, the ABA profession and other stakeholders through targeted e-mails, its website, and social media channels about its progress on the road to regulation.

Paula Garshowitz, OD., Project Lead - ABA Regulation

R. Morris, Ph.D., C.Psych., Registrar & Executive Director

AN UPDATE ON PROFESSIONAL REGULATION FROM THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO - CONTINUED

Subscription to the College of Psychologists

To subscribe to the College of Psychologists for updates and information via email notification:

1. Visit the recent issue of the College quarterly Newsletter HeadLines (<https://cpo.on.ca/resources/headlines/>)
2. Scroll down and click the "Subscribe" button on the left side under "In This Issue"
3. Clicking that button will bring you to a sign-up page. Here you can enter your preferred email address
4. You will receive a confirmation email that your sign-up to the subscriber list was successful



AN UPDATE FROM THE ONTARIO BEHAVIOURISTS FOR SOCIAL RESPONSIBILITY SPECIAL INTEREST GROUP

Do you like breathing clean air, living in a just world, and behaviour science? Then keep reading, because this might be the Special Interest Group for you!



Officially formed in September 2021, the Ontario Behaviourists for Social Responsibility Special Interest Group (O-BFSR SIG) seeks to expand applications of behaviour science and cultural analysis addressing social issues, particularly those with social justice, human rights, and environmental implications. The O-BFSR SIG is led by a board of planners with 9 members: Katie Bremner, Lee Anne Campbell, Matt Derkach, Albert Malkin, Adrienne Perry, Meaghen Shaver, Pamela Shea, Don Togade, and Hanna Vance. As one of our first tasks, we presented both an ignite presentation and a poster at the annual ONTABA conference in November 2021, in order to inform ONTABA members of our existence and to stimulate membership application. Thanks to all of you who attended these events!

For our next initiative, we are asking you to fill out the survey linked below. We would like to know “What keeps

O-BFSR SIG UPDATE - CONTINUED

you up at night?” We know what is on our minds, but we want to know what concerns all of you! We also have a few other questions related to your interests and the factors that may influence you in joining the SIG and carrying out social responsibility projects. The survey will take approximately 10 minutes of your time. Your responses will also help inform the topic of interest at our first ever O-BFSR CEU learning event, tentatively to occur in the first quarter of this year.

To access the survey, please click here:

<https://forms.gle/n1m6bF87qJ7QaJC37>

In other updates, to walk the walk of social responsibility, our board of planners has a standing agenda item in which we gather and report self-monitoring data related to a collectively chosen value. For example, we have monitored our own behaviour related to the values of ‘integrity’ and ‘learning’. Currently we are tracking behaviour related to ‘climate conscious eating’.

If you are feeling concern for the world and/or its inhabitants, and want to explore how to make the world a better place with us, please consider becoming a member of the O-BFSR SIG. Application for membership is quick and easy: <https://forms.gle/Q47729Ar7m1acLfu5>

O-BFSR SIG UPDATE - CONTINUED

Coming up... keep an eye out for the launch of our visual identity and website which are currently under development! We will also be sharing details about a special O-BFSR Poster Award for the next ONTABA conference for those doing research in the area of social responsibility!

We'd love to hear from you! Want to connect with us? Email us at: bfsr.sig@gmail.com

Sincerely,

The O-BFSR SIG Board of Planners

Written by: Meaghen Shaver & Albert Malkin



PP-SIG UPDATE

The Private Practice Special Interest Group is pleased to share what has been accomplished so far, and what is to come! The launch of ONTABA's first special interest group was formally announced by poster at the 2021 conference. Freshly launched social media sites on Facebook and Instagram are up and running and are where you can view the newly designed logo for this SIG. We hope to attract many members and for its initiation year, the PP-SIG will not be charging a membership fee and instead, will be accepting donations of any amount. Donations will be held in our newly established bank account and be used to further the objectives of this SIG.

On November 4, 2021, the PP-SIG hosted its first event, Government Relations Tips for Private Practitioners. The event provided practical advice about government workings, how to effectively develop a relationship with various Ministries, viewing the government as a client/vendor, and building a multi-year strategy as an organization to advance awareness and business with the government. On February 14, 2022, the PP-SIG will have a Strategic Planning session and schedule a Town Hall for dissemination of our new strategic plan thereafter. Members can look forward to more events and helpful documents such as one currently in the works which will provide guidance for GST/HST compliance for ABA services for private practitioners.

If you are in private practice in Ontario, this group is for YOU!

ONTABA AWARDS 2021

Lifetime Achievement Award

Dr. Andrew McNamara

President's Award for Excellence

- Angeline Savard
- Jaime Santana
- Chelsea Cayer

Clinical Excellence Award

Melissa Isaak

Diversity Equity and Inclusion Award

Aamir Khan

Research Award

Dr. Valdeep Saini

Behaviour Analytic Ally Award

Antonio Stravato

Student Award

Chelsea Cayer

Poster Award

Niruba Rasuratnam



2022 BOARD OF DIRECTORS

ONTABA's 2022 Board of Directors are...

- Nancy Marchese- President (returning, new role)
- Jaime Santana- President-Elect (returning, new role)
- Dawn Marciello, Treasurer
- Tyler (Jane) Button, Secretary (new)
- Arezu Alami, Director-at-Large (returning, new role)
- Stacie Dertinger, Director-at-Large (new)
- Tracie Lindblad, Director-at-Large
- Valdeep Saini, Director-at-Large
- Carolyn Mancuso, Director-at-Large
- Taylor Manuge, Graduate Representative (new)
- Erin Lang, Undergraduate Representative (new)

WHAT WOULD YOU DO?

DR. ROSEMARY CONDILLAC, C. PSYCH, BCBA

ASSOCIATE PROFESSOR, APPLIED DISABILITY STUDIES, BROCK UNIVERSITY

Welcome to the “What Would You Do?” column on ethical and professional dilemmas in ABA. Please submit your questions, issues, dilemmas, or tricky situations to newsletter@ontaba.org. My responses are my own and are not intended to represent the Behavior Analysis Certification Board (BACB®), ONTABA, or any other organization with whom I am affiliated. Responses should not be taken as specific legal or professional advice as it is not possible to have or provide enough information in a column of this nature.

Happy New Year! I hope that you had a great holiday season. I know that there is much chaos around us these days and focusing on urgent matters is likely squeezing out time to deal with important stuff, that is less urgent. I thought I’d take the opportunity to review the Ethics Code for Behavior Analysts (2020), which came into effect on January 1, 2022. The Professional and Ethical Compliance Code for Behavior Analysts (2014) is officially retired. To differentiate between ethical codes in this article the new Ethics Code for Behavior Analysts will be referred to as “the new Code” and The Professional and Ethical Compliance Code for Behavior Analysts will be referred to as “the 2014 Code”.

Introduction

In my opinion, the new Ethics Code for Behavior Analysts is a welcome step forward for our field and is responsive to current issues in practice and extensive feedback from stakeholders. The new Code shifts the standards to enforceable responsibilities and practice requirements for Behavior Analysts. Other aspirational ideals that are fundamental to practice, but less enforceable are no longer included within the ethical standards. The new Code includes an introductory “MUST READ” section that explains the scope, core principles, and applications. Many of the aspirational ideals that were embedded in the 2014 Code are articulated in this Introductory section (e.g., parts of Sections 1 & 2 and much of Sections 6 & 7 of the 2014 Code). The introduction also includes a helpful ethical problem-solving framework, which is a thoughtful integration of the current literature on the topic. The introductory section of the new Code ends with a glossary. Yes, the glossary comes before the Ethics Standards to provide operational definitions of key terms found in the code. Hint: that is a within-stimulus prompt, read it!

WHAT WOULD YOU DO? - CONTINUED

The Ethical Standards

The Ethical Standards in the new Code are divided into 6 sections describing Behavior Analysts specific responsibilities. A feature of the new Code, in my opinion, is that certain requirements (e.g. items related to consent) are better integrated, which reduces the repetition that was inherent in the organization of the 2014 code. I expect that this will make the new Code both easier to teach and to learn. Sections 3, 4, 5, and 6 are helpfully annotated with reference to related items in previous sections of the code, eliminating what I describe to my students and trainees as the “scavenger hunt” aspect of finding the relevant sections of the 2014 Code. The 2014 Code ended with Section 10 Behavior Analysts’ Ethical Responsibility to the BACB, most of which has been integrated into the Introduction of the new Code or reworked into the Ethical Standards. The new Code does not have a corresponding section on rules and enforcement. Instead a link to the separate document Code-Enforcement Procedures is embedded in the Introduction. Hint: Remember to read that document as well.

Section 1 covers Responsibility as a Professional. In this section the new Code provides explicit requirements for responsible conduct. The items in this section are quite consistent with section 1 of the 2014 code, with much clearer language about specific responsibilities. For example, Section 1.07 describes responsibilities with respect to required training in cultural responsiveness and diversity, evaluating personal biases and those of their trainees/supervisees as well as both their own and their trainees’/supervisees’ abilities to address the needs of diverse groups. Section 1 also permits more culturally responsive behaviour by allowing the giving and receiving small gifts of the relative value of \$10 USD in a different currency. It is not meant to have us checking exchange rates, another way to think about this is how other fields describe gifts of token value to both parties.

Section 2 covers Responsibility in Practice. In this section the new Code pulls from many different sections of the 2014 Code (e.g., Section 3-Assessing Behavior, Section 4-Behavior Analysts and the Behavior Change Program). This more integrated approach covers the legal (consent, disclosure, record keeping) and clinical requirements (assessment, intervention, considerations, collaboration) in practice. A new code item, 2.02 speaks to the timeliness of carrying out clinical and administrative responsibilities.

Section 3 covers Responsibility to Clients and Stakeholders. This section includes many of the items from Section 2 of the 2014 Code with its overlapping focus on Responsibility to Clients (e.g., accepting clients, identifying stakeholders, service agreements, billing). The responsibilities with respect to discontinuation of services and continuity of care from sections 2 and 4 of the 2014 Code are integrated into this section, removing any ambiguity. Sharing limitations to confidentiality is also explicitly covered in this section.

WHAT WOULD YOU DO? - CONTINUED

Section 4 covers Responsibility to Supervisees and Trainees. This section incorporates all but 1 standard from Section 5 of the 2104 Code. Section 5.05 Communicating Supervision Conditions is now assessed as a certification requirement and is omitted from Section 4 of the new Code. There are also a few new standards in this section including 4.05 relating to documentation of supervision and 4.07 relating to diversity. This section of the code is more clearly aligned with the current supervisory requirements which will help supervisors and supervisees to connect the experience and supervision requirements directly to the new Code.

Section 5 covers Responsibility in Public Statements. This section includes much of Section 8 from the 2014 Code, except for 8.06 In-Person Solicitation which is generally covered by other standards and the Introduction section. Section 5 of the new Code includes 2 new standards. Standard 5.01 relates to protecting the rights of clients, stakeholder, supervisees and trainees in public statements. Standard 5.10 makes the requirements for the use of Social Media Channels and Websites clear and differentiates requirements for personal and professional accounts.

Section 6 covers Responsibility in Research. This section incorporates the overarching standards from Section 9 (Behavior Analysts and Research) of the 2014 Code. The revision of this section is clear and succinctly articulates the requirements for the responsible conduct of behaviour analytic research, with clear guidance on research in clinical settings. Informed consent and assent are covered here with more detailed description of assent appearing in the Glossary.

Resources for Learning

The task of learning the new Code may seem daunting, but it is necessary and required. There are several resources available on the BACB website in the ethics section. I have included hyperlinks to each resource, but as these can change, you will find everything at <https://www.bacb.com/ethics-information/>.



WHAT WOULD YOU DO? - CONTINUED

To support your transition to the Ethics Code for Behavior Analysts (2020) the BACB® has provided a very helpful crosswalk document to help guide your study of the new Code if you have been practicing under the 2014 Code. It's also very helpful as a reference when you are trying to find something in the new Code. Hint: the crosswalk is not adequate coverage of the new Code, so it doesn't replace reading the code and spending time thinking about some of the nuanced changes.

Too tired to read at the end of a long day? No time to read because you have a long commute? Need the audio to help with retention? The BACB® created a series of podcasts relating to the new Code to help Behavior Analysts to prepare for this transition. They feature Dr. Jim Carr (CEO) and Dr. Tyra Sellers (Director of Ethics). These podcasts are part of the Inside the BACB Podcasts available on iTunes, Spotify, and closed-captioned on the BACB YouTube Channel. You can also access these podcasts from the Ethics Resources section of the BACB website.

Here is a list of the specific episodes covering the intro and the 6 sections of the new Code with hyperlinks to the more accessible closed-captioned versions on YouTube. Episodes vary in length from 16 minutes to 30 minutes.

Episode 15- Intro to the Ethics Code for Behavior Analysts

Episode 16-The Ethics Code for Behavior Analysts- Responsibility as a Professional

Episode 18-The Ethics Code for Behavior Analysts- Responsibility in Practice

Episode 19-The Ethics Code for Behavior Analysts- Responsibility to Clients and Stakeholders

Episode 21-The Ethics Code for Behavior Analysts- Responsibility to Supervisees and Trainees

Episode 23-The Ethics Code for Behavior Analysts- Responsibility in Public Statements

Episode 24-The Ethics Code for Behavior Analysts- Responsibility in Research

I hope that this review of the new Code and resources will help you to learn or brush up on the new Code. We'll start exploring the application of The Ethics Code for Behavior Analysts in my next column.

Have an interesting ethical dilemma you need help with? Please send it along to contact@ontaba.org, and let them know it is for the newsletter.

References

Behavior Analyst Certification Board. (2020). Ethics code for behavior analysts. Littleton, CO: Author.

Behavior Analyst Certification Board. (2016). The Professional and Ethical Compliance Code for Behavior Analysts. Littleton, CO: Author.