



College of Dietitians of Ontario

Ordre des diététistes de l'Ontario

DECEMBER 2023 EDI-B UPDATE

REGISTRATION

The Registration Committee approved the following policy revisions to improve access to registration for international/non-accredited applicants:

- Policy 4-20: Applicants from Accreditation Council for Education in Nutrition and Dietetics (ACEND) Accredited Programs – Recognizes verification statements of equivalency from ACEND accredited academic programs as equivalent to Canadian academic standards so no additional assessment is required.
- Policy 6-10: Eligibility for Prior Learning Assessment and Recognition (PLAR) – Incorporates additional PLAR pathways for non-accredited applicants in the College's PLAR process to improve access to registration in Ontario.

PROFESSIONAL PRACTICE

- Social media: The fundamental goal of the Social Media Standard and Guidelines for Registered Dietitians is to set out expectations for the professional conduct of dietitians while using social media. Standard statements articulate the minimum level of performance expectations for the professional conduct of dietitians while using social media, followed by a list of how the Standard is demonstrated in practice. The practice guidelines articulate best practice suggestions for safe, competent, and ethical dietetic practice. The Social Media Standards and Practice Guidelines are meant to be used with relevant legislation, the Code of Ethics, and other College Standards and guidelines. This document is intended to serve dietitians, the College and its committees when considering dietitian practice or conduct. CDO acknowledges its commitment to EDI-B and the promotion of learning and inclusive experiences that fulfill its mandate of serving and protecting the public. Specifically, EDI-B was considered through this policy development, including issue analysis. Other examples include focus group recruitment and Standard content. Lastly, identification and mitigation of unintended impacts will be sought during policy implementation and evaluation.
- Code of Ethics: CDO acknowledges its commitment to Equity, Diversity, Inclusion and Belonging (EDI-B) and promotes learning and inclusive experiences that fulfill its mandate of serving and protecting the public. Specifically, EDI-B is the reason for the revisions to the Code of Ethics work to revise or develop new content creation.
- The Virtual Care Standards and Guidelines for Dietitians in Ontario: This is meant to be used with relevant legislation, the Code of Ethics, and other College Standards and Guidelines. This document is intended to serve dietitians, the College and its committees when considering dietitian practice or conduct. During the consultative process, survey respondents were asked if they foresee any positive or negative impacts on equity-deserving groups or client populations as a result of these standards and guidelines. Seventy participants responded to this survey question.

40% of respondents (n=28) indicated they foresee a positive impact,

30% said no impact/neutral impacts (n=21) and

14% of respondents (n=10) indicated they anticipate negative impacts.

16% did not respond to the question or indicated they did not understand the question (n=11).

Some respondents stated the practice guidelines did not fully consider communicating with patients with language barriers or hearing/visual impairments. For example, one respondent indicated that virtual care could have a negative impact on hearing-impaired clients. An additional standard statement (IV) and further clarifying language were added to Standard 1 to reflect this.

Some respondents asked for the document to be available in French, which is in keeping with our goal to make these resources available in both official languages.

Some individuals who indicated that there would be a negative impact misunderstood the question as asking about the impact on dietitians, rather than equity-deserving groups and felt this Standard would be restrictive to practice. For example, dietitians who practiced across provinces and misunderstood the Standard as restricting virtual care within each province.

During policy implementation, the Professional Practice Program will continue to monitor and evaluate for any negative policy impacts.

- Peer and Practice Assessment - QA: The re-development of the PPA includes an equity lens in alignment with right-to-work regulation and the QA Working Purpose Statement. Competencies that apply to all dietitians ensure practice inclusion and breadth of assessment reach. As noted in the draft Blueprint, EDI-B will also be embedded in the content development. Editorial review for bias, language and consistency of EDI-B principles will be applied during the design, development, and implementation.
- Emergency Policy -QA: The College's Pandemic Policy was developed in 2021 to guide the QAC about the QA requirements for registrants during the Covid-19 pandemic. The policy delineates changes to the QA Program and sets expectations for dietitians, emphasizing the welfare of individuals and healthcare collaborators. Given the College's focus on risk and recognizing the heightened challenges and demands on the healthcare system during times of public emergency, it is recommended that the QAC refresh the policy to ensure it 1) incorporates learnings from the Covid-19 pandemic and 2) is broad enough to the policy so that the College can respond quickly and appropriately should a public emergency arise. The policy will be applied to all affected dietitians. There will not be any costs to dietitians associated with this policy. Depending on the circumstances, there may be some costs to the College, but they are anticipated to be minor.
- College-specific Advertising and Marketing Standards for Dietitians ("Advertising Standards") are being proposed to support dietetic practice in Ontario. CDO acknowledges its commitment to EDI-B and promotes learning and inclusive experiences that fulfill its mandate of serving and protecting the public. The Advertising Standards are intended to be a well-rounded and thorough description of the expectations and guidelines for dietitians in their practice, incorporating EDI-B perspectives and considerations. These inclusions reflect a growing awareness of EDI considerations in healthcare.

COLLABORATIVE EDI-B TRAINING

In July 2023, the College of Dietitians team participated in collaborative education training session on Gender Diversity with the College of Dental Hygienists of Ontario and the College of Denturists. Participants were introduced to language and concepts related to gender diversity as well as insights into the unique and often invisible challenges and barriers faced by transgender people.

EQUITY IMPACT ASSESSMENT (EIA) TOOL

Progress is underway in adopting an EIA framework is in progress but delayed as the College considers how to adapt HPRO's tool within existing processes and frameworks. Equity impact assessments remain a consistent and key part of the College's existing policy development, with a formal EIA tool adoption pending.

PRONOUN GUIDE

The EDIB working group developed and internal pronoun guide to assist employees with terminology and definitions.

EDI-B STATUS REPORT

On November 23, 2023, the College distributed its inaugural [EDI-B Status Report](#) to system partners and published it on the College's website. The report highlights substantial advancements in equity and anti-racism initiatives, demonstrating achievements despite the challenges posed by a global pandemic and the complexities of the virtual working environment.