



College of Dietitians of Ontario

Ordre des diététistes de l'Ontario

AUGUST 2023 EDI-B UPDATE

EQUITY IMPACT ASSESSMENT

The College has prioritized identifying and addressing potential unintended impacts of policies and programs the adverse effects/impacts to support decision-making. An Equity Impact Assessment tool helps identify the positive or negative effects of a policy, program, or initiative on specific population groups, including equity-deserving groups. The College is collaborating with Health Profession Regulators of Ontario (HPRO) Colleges on having a shared Equity Impact Assessment (EIA) Tool.

In the meantime, the College Professional Practice Program researched and identified an internal Equity Impact Assessment tool that has been applied to policy development and consultation. The EIA also informs policy design and implementation (i.e., the effect of the current/proposed action on equity) and has been applied to several new and updated College policies, including determining currency practice hours, insulin dose adjustments and more.

POLICY UPDATES

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 was considered through developing these policies and their content creation.

Policy Determining Currency Hours in Dietetic Practice for Registered Dietitians in Ontario

Respondents were asked if the Draft Policy on Determining Currency Hours could impact equity-deserving groups or populations. For example, respondents highlighted that the pandemic affected some dietitians who were caregivers within their families (i.e., due to school closures), and the Policy had positive impacts, such as:

- Making it more flexible for these groups (e.g., parents, especially women, with childcare responsibilities; racialized or internationally trained practitioners having difficulty obtaining paid employment) to meet the currency hours requirement.
- Making it less challenging for dietitians to continue redeployed work in the current environment and likely reduce economic burdens.

Social Media Standards and Practice Guidelines for Dietitians in Ontario (going to the Board in June 2023 for final approval):

Based on system partner consultation, information was added to provide more guidance on cultural ways of knowing and to include accessibility standards for EDI-B. During the consultative process, system partners were asked if they foresaw any positive or negative

potential impacts on equity-deserving groups or populations. Forty-nine participants responded to the survey question.

- 57% of respondents (n=28) indicated they foresee positive (n=14), no or neutral impacts (n=14), and 4% (n=2) indicated they anticipate negative effects.
- Positive impacts were related to acknowledging cultural safety and humility indicators and how principles of EDI-B apply and are integrated and embedded into the Standards. In addition, several respondents indicated they appreciated the clarification of professionalism in the question-and-answer section and how context matters when it comes to professionalism.
- Negative impacts: One respondent indicated foreseeing negative effects on enforcing the Standard for "*BIPOC dietitians who use social media to advocate for issues related to equity and diversity within the profession.*" Although this CDO Standard and Practice Guideline is not intended to reduce the ability of dietitians to advocate for diversity in the profession, the comments highlight the importance of educating dietitians to demystify the Complaints and Reports process how Standards and Guidelines are applied to complaints on a case-by-case basis. In addition, providing context and linking to the [Determining Members' Suitability to Practise Policy](#) should help clarify the College's focus to ensure it delivers its mandate to protect the public transparently and fairly.
- Another comment related to the negative impact is associated with a lack of accessibility standards guidance. The document was edited to address any perceived negative impact on any equity-deserving group to include accessibility suggestions in Practice Guidelines for dietitians. While beyond the scope of these Standards and Guidelines to provide in-depth guidance on accessibility standards, this content can be covered further during education sessions with dietitians.
- In addition, practice-based scenarios, and educational webinars on applying the Standard and Practice Guidelines, including strategies to mitigate risk in practice, will be provided to dietitians during policy implementation.

Virtual Care Standards and Practice Guidelines for Dietitians in Ontario

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 this document.

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.
- Some respondents stated that 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 deaf clients.
- A couple of 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 feedback excerpts:

"I think positive, as there's a lot about ongoing consent, respect, appropriateness for an individual at any given time and the idea that can change throughout care."

"No opinion. Professionals are aware of these issues in regular practice. These guides are too far-reaching and do not need to be so comprehensive when we practice with this info already. You don't have to think of every little thing we do; otherwise, you re-write our standards of regular practice."

"Negatively as with all the limitations set on dietitians, the nonregulated nutrition professionals will have easier access and ability to work with these populations."

The Professional Practice program will assist registrants in the uptake of this new Virtual Care Standards and Practice Guidelines through educational sessions and resources. The educational sessions and resources will also offer practice-based scenarios explaining the Standard and Practice Guidelines, including strategies to mitigate risk in practice, and will be provided to dietitians during policy implementation. During policy implementation, the Professional Practice Program will continue to monitor and evaluate for any negative policy impacts.

WORKSHOPS AND EDUCATION FOR REGISTRANTS

2022 Annual Workshops

- The *Consent is not a Checklist: Exploring the Complexities of Consent* workshops were focused on introducing concepts of Equity, Diversity and Inclusion in the Consent process. The workshop design was virtual and interactive, using practice scenarios. Participants critically examined consent approaches in enabling informed decision-making in dietetic practice and identifying opportunities to advance equity, diversity, inclusion, and belonging. 151 individuals participated (19 %) and responded to the survey with the following feedback:
 - 93% reported having a better understanding of Consent to treatment.
 - 91% reported that the session was a valuable learning experience, and 95% gained helpful ideas.
 - Participants identified changes to future practice, such as taking more time for consent conversations with clients, leading policy development in their organizations, improving Consent documentation, and being more mindful of empathy and cultural sensitivity during consent conversations.
 - Opportunities for improvement included more time for discussion and questions, in-person learning, and shorter sessions tailored to specific practice areas (e.g. public health).
- The College collaborated with the College of Physiotherapists of Ontario and other Ontario health regulatory colleges in presenting a [two-part Anti-Racism and Equity workshop series](#) to registrants and staff addressing worldview, intersectionality, identity, microaggressions, bias and critical self-reflection. Future Ancestors facilitated the workshops with support from the Professional Practice Program.

WORKSHOPS AND TRAINING FOR COLLEGE ASSESSORS AND PARTICIPANTS OF FOCUS GROUPS

- EDI-B training sessions were developed and delivered with College assessors, CDO staff and in collaboration with [Dr. Javeed Sukhera](#). The interactive sessions included case studies to enable reflexivity, discussions, and awareness about EDI-B in work for the College.
- EDI-B sessions were included in orientation development with College focus Group participants and Professional Practice Program staff. These interactive sessions included scenarios and examples to enable reflexivity, discussions, and awareness about bias when supporting College work.

Additional Resources

[Women and the Workplace: How Employers can Advance Equality and Diversity](#)
[Policy Statement on Francophones, language, and discrimination](#)