

WORKING GROUP (WG) MEMBERSHIP

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| Deborah Adams, CRPO (Registrar) | Kevin McCarthy, CNO |
| Kelly Dobbin, CMO (Registrar) | Brian O’Riordan, CASLPO (Registrar) |
| Naakai Garnett, CMTO | Judy Rigby, CDTO (Registrar) – WG Chair |
| Linda Gough, CMRITO (Registrar) | Melisse Willems, College of Dietitians (Registrar) (to Apr 30 th) |
| Danielle Lawrence, CKO | Beth Ann Kenny, HPRO Support |
| Tim Mbugua, COTO | Dr. Javeed Sukhera, Project Consultant |

EQUITY, DIVERSITY, AND INCLUSION, AND BELONGING (EDI-B) – TRAINING FOR HPRO BOARD & WG

HPRO’s Board of Directors and the Project WG members have been offered a training session, led by Dr. Javeed Sukhera, on July 5, 2021, entitled, “Bias in the Mirror: Breaking Bias without Breaking Ourselves”. Dr. Sukhera will cover foundational topics in the areas of equity and anti-racism while fostering critical reflection and building skills to co-create structural change.

Objectives:

1. Explore the concepts of equity and anti-racism as they relate to the health professions regulatory context.
2. Describe how a model for bias recognition and management may be applied to address racism
3. Provide examples of how bias recognition and management can contribute to structural change within organizations and society at large

SURVEY AND FOCUS GROUPS – PROJECT ENGAGEMENT PLAN

As part of engagement efforts, information will be sought from organizational stakeholders to understand how racism and bias manifest through health professions regulation, how racism and bias are enabled or mitigated through regulatory processes and to identify mechanisms to address racism and bias to improve equity and justice.

A survey, open to healthcare professionals and the public, will be launched soon. Additionally, focus groups will be held to directly involve internal stakeholders, e.g., Registrars and staff, and select Council/Committee members.

ADDITIONAL UPDATES

With work also underway on an environmental scan and the development of recommendations for HPRO’s continued focus on EDI-B, a report from Project Consultant is due at the end of August 2021.

RESOURCES

A [list of EDI-B and anti-BIPOC racism resources](#) is available to all Colleges. These resources, many external to HPRO are maintained in a web-based document, updated when new information is discovered. Those resources are listed in these categories:

- Getting Started
- HPRO College Resources
- Inspiration
- Legislation/Government Information
- Ontario Human Rights Commission
- Presentations/Education/Articles/Miscellaneous

