

FORMED A WORKING GROUP

Confirmed by the Management Committee in June 2020 with volunteers from 11 HPRO Colleges

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)	Dr. Saroo Sharda, CPSO
Danielle Lawrence, CKO	Melisse Willems, College of Dietitians of Ontario (Registrar)
Tim Mbugua, COTO	Beth Ann Kenny, HPRO Support

DRAFTED A PURPOSE FOR THE WG THAT ALIGNS WITH HPRO PURPOSE

To support active commitment of all 26 member organizations to identify systemic racism and implement tangible and coordinated actions, in the immediate, medium, and long- term, to eradicate BIPOC racism and build a culture, systems and practices that allow diversity, equity and inclusion to thrive.

DRAFTED A PUBLIC INTEREST RATIONALE THAT FULFILLS A PORTION OF CPMF REPORTING REQUIREMENTS

In Ontario, every person should have the ability to reach their full health potential regardless of their colour, culture, or ethnic origin. HPRO and its member organizations acknowledge the historical and ongoing harm caused by racism, both systemic and overt, against Black, Indigenous and People of Colour in Canada. Change is necessary to eliminate existing racial inequities and best serve and protect the public. Health profession regulators play a critical role in driving that change. As individual organizations, regulatory bodies, and key stakeholders in the health system, we advocate for, and are committed, to actioning essential change to eliminate racism and strive for diversity, equity and inclusivity that is embodied in Ontario’s Human Rights Code.

KEY WORK TO-DATE

Since August 2020, the WG has met five times. Key work to-date is highlighted below:

- **Toolkit:** currently, identified resources are being catalogued and made accessible to the WG and College leadership; will be added to throughout the project
- **Education:** received presentations from CASLPO on their DEI initiatives, including environmental scan, literature review, and open dialogue webinar for College registrants; more being planned
- **Legislative Mandate:** identified legislative alignment – [Ontario Anti-Racism Act](#)
- **Partnerships Identified:** Fairness Commissioner, other regulatory bodies, Ontario Human Rights Commission, national health profession regulatory body collaboratives, HPRO Communications Committee, HPRO Commitment to Cultural Safety and Humility WG
- **Project Funding:**
 - HPRO = \$40,000
 - Individual Colleges = \$0 (in kind contributions only)
 - Federal Government funding =\$88,000 (to be confirmed – see *Anti-BIPOC Racism Funding Document*)
- **Project Charter/Workplan:** outlined overall plan and potential resources required, including financial needs for expertise as laid out in a federal grant application; modules to include:
 - Overall action plan (including overarching principles and goals)
 - EDI Self-Assessment Checklist and Reporting Tool (to support CPMF work)
 - Staff Training and EDI Toolkit

It is recognized that there will be no “one size fits all” solution and that guidance/resource documents and education and training opportunities will be beneficial for all HPRO members. The WG sees this project as an opportunity to engage all colleges and to work together to advance this important issue. Future work will be modular, both to focus the work and in recognition of the resources available to individual colleges.