

WORKING GROUP (WG) MEMBERSHIP

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|---------------------------------|---|
| Deborah Adams, CRPO (Registrar) | Tim Mbugua, COTO |
| Kelly Dobbin, CMO (Registrar) | Kevin McCarthy, CNO |
| Naakai Garnett, CMTO | Brian O’Riordan, CASLPO (Registrar) |
| Linda Gough, CMRITO (Registrar) | Judy Rigby, CDTO (Registrar) – WG Chair |
| Danielle Lawrence, CKO | Beth Ann Kenny, HPRO Support |
| Todd Leach, OCP | Dr. Javeed Sukhera, Project Consultant |

The WG has met 10 times since its initiation.

HPRO’S PROJECT CONSULTANT – DR. JAVEED SUKHERA

Dr. Sukhera is an internationally-recognized expert in the field of equity, diversity, and inclusion – and belonging (EDI-B). HPRO engaged Dr. Sukhera early in 2021 to support its anti-BIPOC racism and EDI-B work. Dr. Sukhera is focusing on three areas of College activity: registration and licensure, complaints and investigations, and policy development and internal governance.

Dr. Sukhera will be using an environmental scan and literature search as well as results from two focus groups and a public survey to make recommendations for action to HPRO’s Board of Directors this Fall.

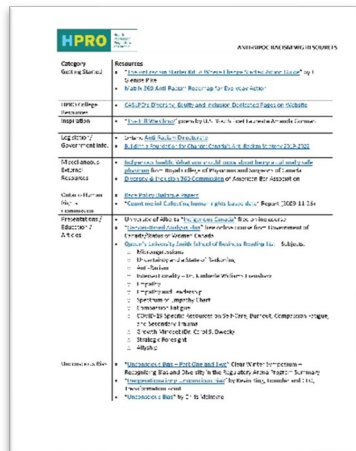


INTERNAL AND EXTERNAL STAKEHOLDER ENGAGEMENT ACTIVITIES

A public survey ran during the month of July to gather information to understand how racism and bias manifest in health profession regulation, how racism and bias are enabled or mitigated through regulatory processes, and to identify mechanisms to address racism and bias to improve equity.

In addition to the public survey, two focus groups were held (July 12th for College Registrars and their Board Chairs/Council Presidents and July 22nd for College Staff and Committee Members) to directly involve internal stakeholders.

Earlier in the month (July 5th), HPRO’s Board of Directors and Working Group members dedicated three hours to a training session facilitated by Dr. Sukhera. Additional education and training sessions are key components of this important project.



Category	Resources
Get it Right	<ul style="list-style-type: none"> “Let’s talk about racism in Ontario’s health professions” by 1000 Voices Health 2025: A Roadmap for the Future
Internal College Resources	<ul style="list-style-type: none"> College of Dental Surgeons, Health and Release, Ontario College of Health and Safety “Let’s Talk About” racism by Dr. J. V. and Dr. J. V. and Dr. J. V.
Get it Right	<ul style="list-style-type: none"> Dr. J. V. and Dr. J. V. Let’s Talk About: A Roadmap for the Future
Internal College Resources	<ul style="list-style-type: none"> Let’s Talk About: A Roadmap for the Future Let’s Talk About: A Roadmap for the Future Let’s Talk About: A Roadmap for the Future
Get it Right	<ul style="list-style-type: none"> Let’s Talk About: A Roadmap for the Future Let’s Talk About: A Roadmap for the Future
Internal College Resources	<ul style="list-style-type: none"> Let’s Talk About: A Roadmap for the Future Let’s Talk About: A Roadmap for the Future

COLLECTION OF EDI-B RESOURCES AVAILABLE THROUGH HPRO

A regularly updated [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