



College of Dental Technologists of Ontario
Ordre des Technologues Dentaires de l'Ontario

BRIEFING NOTE

Date Report Authored: April 28, 2023

SUBJECT: Registrar's Update
PREPARED BY: Judith Rigby, Registrar & CEO

GOVERNANCE

- With the departure of Robert Shawyer late December 2022, the Board became unconstituted. The College became constituted on February 9, 2023 when it received the Order in Council appointing Abena Buahene for a one-year term. On March 24th the election of officers took place at a Special Meeting of the Board and the appointment of the new Executive Committee.
- Board educational sessions will be a staple throughout the year. Themes will be governance training to include foundational knowledge (eg. perception of bias, public interest), topics related to our strategy (eg. Equity Diversity and Inclusion and Regulatory Disruption) and understanding the CDTO's regulatory programs (eg. ICRC, Quality Assurance).
- One of our strategic projects is Equity, Diversity, and Inclusion. The Board participated in a wonderful workshop in September 2022 facilitated by consultants Patricia Baxter, First Nations, and Iren Kolterman. The workshop focused on Indigenous knowledge, truth and reconciliation, developing the CDTO Land Acknowledgement and the importance of EDI in governance. I am pleased to have worked with my colleague Registrars at the other oral health Colleges to offer a joint Council/Board training day on May 26. The day will focus on building knowledge about Indigenous peoples, reconciliation and what we can do, and anti-bias. For what might be the first of its kind, Council and Board members from all four regulators will come together to participate in this learning.

REGULATORY ENVIRONMENT AND PROGRAMS

- I am pleased to continue our work with the Canadian Alliance of Dental Technology Regulators to advance national projects that align with our public protection mandate, advance the national and provincial priorities for access to oral health care and our legal obligations under the Canadian Free Trade Agreement. On January 30, 2023, the CADTR submitted a funding proposal for just over \$591,000 to the Foreign Credential Recognition Program

(FCRP). The project, Access to Dental Technology (ADT) Part 2, builds on the success of the ADT project. The deliverables are to:

- Develop a pan-Canadian prior learning assessment tools and scoring rubric which recognizes a combination of formal learning, informal learning, and relevant experience as an evidence-based alternative to “formal” only education. The PLAR will be tied to professional competencies which demonstrate knowledge and competence to practice dental technology.
 - Conduct research on establishing upgrading tools and resources to bridge non-approved program applicants educational and/or work experience gaps.
 - Conduct a study to determine the feasibility of establishing articulation agreements with select overseas jurisdictions, a pathway offered by the dental technology regulator in Quebec.
- The Government of Ontario is advancing several initiatives to improve access to care:
 - The Board will review at its April meeting draft language for proposed amendments to regulation for an emergency class of certificate of registration. The Government passed legislation requiring all 26 health profession Colleges to develop this regulation with fairly narrow parameters for the content. The Board will also review other amendments and feedback for the introduction of a PLAR and a Limited class of registration that support the government’s focus on increasing human health resource capacity and reducing barriers to registration.
 - The Minister of Health is moving forward with Bill 60, An Act to amend and enact various Acts with respect to the health system (Your Health Act). Bill 60 is an omnibus Bill that will enable the establishment of integrated community health service centers (the media has referred to these mostly as surgical and diagnostic facilities). The Bill will also amend the profession-specific acts of medicine, nursing, medical laboratory technologists and respiratory therapists to exempt certain individuals from the restricted title provisions and the holding out provisions of those Acts. The amendments will enable out-of-province practitioners from the four professions to practice in Ontario without first registering with their respective College. This is known as the ‘As of Right’ legislation first reported by the Premier in February 2023. While these provisions do not apply to any of the oral health professions or others except those noted, there are concerns. The Health Profession Regulators of Ontario (HPRO) recently made a presentation to the Standing Committee on Social Policy to express concerns with having health care practitioners practicing in Ontario with no affiliation to their respective College.
- The CDTO completed our third College Performance Measurement Framework (CPMF) report and submitted it to the Ministry of Health on March 31, 2023, following Board approval on March 24, 2023. A summary of our work can be found in the March Board materials and the full report can be found on our website.

- I continue to act as Chair of the HPRO Anti-Racism Steering Committee. I am pleased to report that through our work we have:
 - Provided an EDI Common language document with standardized wording that Colleges used to complete their CPMF report.
 - Developed a Regulatory College EDI Self-Assessment Guide for Year-end 2022 to self-rate status in 11 EDI elements that are aligned to CPMF domains and hosted Q&A sessions to support its use for CPMF reporting. The tools are being piloted.
 - Outlined a comprehensive set of resources under development to support the College's future work on equity, diversity and inclusion.
 - Invited Board members and staff, at no cost to the College, to attend a virtual education session on Unconscious Bias focused on systematic change in healthcare regulation.
 - See the HPRO project status update attached.
- The College continues to work closely with RCDSO to support consistent and collaborative professional conduct processes for complaints and unauthorized practice.
- Our work to develop the Quality Assurance program as an online tool for registrants is the focus of bi-weekly meetings with the database service provider. We are hopeful that this will be rolled out by year-end.

CORPORATE ACTIVITIES

- Staff are working on a document digitization and an IT data migration project to the cloud to support the transition from a physical office to a remote workplace model, without business interruption for registrants and stakeholders.
- CDTO has a cybersecurity program in place and monitors reports from the Coalition Security Incident Response Team (SIRT) and the actions taken by the webhost and 3rd party IT service provider. The College reviews its cyber coverage annually and has switched to a new plan better suited to our College's needs, with real time monitoring and risk mitigation.

COMMUNICATIONS & STAKEHOLDER RELATIONS

- I met with the President and Vice President of the ADTO twice, once to receive an update on the Boards efforts to gauge interest amongst dental technology professionals across Canada to establish a national association for dental technologists / technicians. Meetings have taken place with the Ontario oral health associations to support this endeavor. Dental technology is the only oral health profession that does not have a national association or a voice in national oral health matters. The second meeting was to provide information on the proposed amendments to the CDTO's registration regulation and invite questions and feedback to the consultation.
- I met with the Registrar of RCDSO, the Executive Director of the Canadian Dental Regulatory Authorities Federation (CDRAF) and the Director of Government Affairs at the Ontario Dental Association (ODA) in April. These meetings were held to create awareness about the dental technology profession, share concerns about the regulatory landscape and challenges with respect to public protection in oral health, and to provide background and information on the College's proposed amendments to the registration regulations. There was positive

feedback on the direction the Board is taking in developing proactive solutions that are in the public interest. The ODA circulated the consultation survey to dentists in its April newsletter (copy attached).

- The spring edition of the Bridge was sent out in April to our registrants and stakeholders providing up to date information on the activities of the College and a reminder to respond to the open consultation.
- Phase 2 of the CDTO's public awareness campaign directed at allied oral health professionals and the importance of using a registered dental technologist will be published in May 2023. The ODA will be asked to circulate the article in their newsletter.

HUMAN RESOURCES

- Since January 2023 Staff attended several education and training events hosted by CNAR, HPRO, Fieldlaw, SML, Canadian Club Toronto, Canadian Academy of Health Sciences, Center for Creative Leadership, the Ministry of Health, and bi-weekly Cyber Security Division within the Ministry of Public division, and the QAWG Spring meetings. Many of these events focused on building awareness of Indigenous truths and Equity, Diversity and Inclusion which enable staff to apply new knowledge and new skills to portfolios and communication with the public, registrants, and stakeholders.
- In May 2023 I will be attending CLEAR's International Congress on Professional and Occupational Regulation (IPCOR) in Dublin. This conference will examine how global trends in professional and occupational regulation may impact our organization. The interactive education sessions and round table discussions will cover various topics such as:
 - Global challenges in professional regulation and best practices.
 - Data, strategy, innovation, and advanced technology.
 - Governance and accountability in regulation: EDI, Boards, and Principles based governance.
 - Research - Supporting life-long learning for practitioners; Informing regulatory reform, Academia and regulation working in partnership.
- Through the Canada Summer Jobs Initiatives 2023 (CSJ) and our work with Shaun Chen, M.P for Scarborough North, we are ensuring that youths of today find a place to learn and grow. We have been approved for funding to hire five (5) CSJ youths who will assist us to move forward operational and strategic project work related to EDI, governance modernization and policy, professional and practice standards and communications.

PROJECT GOVERNANCE AND STRUCTURE: Active Steering Committee and Consulting Team

Building on the successful work of the BIPOC project group, an Anti-Racism Steering Committee was formed and includes volunteers from 9 HPRO Colleges.

Name	SC Position	Title	College
Judith Rigby	Chair	Registrar	CDTO
Deborah Adams	Member	Registrar	CRPO
Brian Fehst	Member	Manager, Professional Practice	COKO
Delia Sinclair Frigault	Member	Equity, Diversity & Inclusion Manager	OCP
Naakai Garnett	Member	Director, Professional Conduct	CMTO
Zahra Grant	Member	Council & Quality Assurance Coordinator	CMO
Tim Mbugua	Member	Policy Analyst	COTO
Kevin McCarthy	Member	Director, Strategy	CNO
Brian O’Riordan	Member	Registrar	CASLPO
Beth Ann Kenny	Admin	Executive Director	HPRO

- A Project Charter outlines mandate, governance, and operating methods.
- Meetings are held biweekly, for 90 minutes; eleven have been completed to date.
- An external consulting team from Graybridge Malkam provides EDI expertise, develops materials, facilitates discussion, and documents the Committee reviews and decisions.
- Project funding is in place: \$40K from HPRO; \$88K from CSMARI federal government funding; in-kind contributions from individual colleges. The deliverables for the CSMARI grant have been developed for the March 31 official deadline; revisions and implementation training/support will be completed by June 30.

WORK COMPLETED TO DATE

- A **research review** was conducted of available literature and documented best practices, including the previous research completed by Dr. Javeed Sukhera with HPRO funding and support.
- **Three online consultations** were undertaken, engaging 23 of the 26 Colleges and several representatives of stakeholders and/or comparator organizations.
- **EDI Self-assessment Guide for Year-end 2022 CPMF Reporting** was distributed to Colleges March 14 to guide them in identifying their strengths and current gaps, and set priorities for attention, in their EDI practices.
 - A grid that provides a College with 4 levels for self-rating in 11 EDI elements that are aligned to **CPMF domains**
 - A brief explanation of what it is, how it fits with the CPMF reporting requirement, and how it can be used
 - Some standardized wording that all Colleges can use in their CPMF report – to capture their self-assessment (if any) and to reference the HPRO project.

Two Q&A sessions were held; 21 participants; positive sessions and informative discussions.

- **Two Unconscious Bias learning sessions** are being provided at no cost to Colleges. Participants can be Registrars, Council members, or staff (e.g., EDI Officer). March 30 session had low participation; next one has been moved to April 26 to allow for more registration. The session is intentionally designed to build upon other training that Colleges may have undertaken, as *“an interactive session about how we go beyond being cordial to one another in the workplace to supporting the type of systemic change in health sector regulation that is needed to provide equal and equitable opportunities for College registrants and staff.”*
 - **HPRO EDI Self-Assessment and Action Guide (Incl. Equity Impact Assessment tools)** has been distributed for review and piloting by Colleges. Previous Steering Committee feedback has been mostly integrated (accessibility remains outstanding to be addressed; terminology will be reviewed for consistency). To ensure full coverage, the Steering Committee members have each committed to review / pilot prior to April 21. Materials will be re-distributed to Colleges for volunteering to review / pilot one or more sections. Final draft to be presented for approval by Steering Committee on May 15, with distribution of final accessible document to HPRO Registrars by May 19.
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NEXT ACTIVITIES: Finalization and Implementation Support

- Finalization of draft materials, including integration of additional feedback from reviews and pilots
- Implementation and knowledge transfer materials for Colleges, with two workshops to support them
- GM presentation to HPRO Board by June 30 on CSMARI project and outcomes
- Report for HPRO Boards
- Media roll-out: Announcement with key HPRO and government officials; Letter to MOH; Public posting on OHR website and HPRO website.



Dear funding recipient,

Thank you for all the important work you do to benefit communities under one of the programs that support Canada's Anti-Racism Strategy.

There is no place in Canada for racism, discrimination or hate. Together, we must continue to work towards the vision of an inclusive, equitable, and anti-racist society.

[Building a Foundation for Change: Canada's Anti-Racism Strategy](#) is guided by a vision of Canada where all Canadians benefit from equitable access to, and participation in, the economic, cultural, social, and political spheres.

To achieve this vision, the Government of Canada is supporting communities with lived experience of, and expertise in, addressing various forms of racism and discrimination. The Community Support, Multiculturalism, and Anti-Racism Initiatives (CSMARI) Program, and the Anti-Racism Action Program (ARAP) were both designed to support communities in confronting racism and discrimination, promoting intercultural and interfaith understanding, and fostering equitable opportunities to participate fully in Canadian society.

In December of 2022, the Department of Canadian Heritage updated its CSMARI and ARAP program eligibility criteria. Please read the revised CSMARI Events Application Guidelines at the following link <https://www.canada.ca/en/canadian-heritage/services/funding/community-multiculturalism-anti-racism/events/application-guidelines.html> as an example of the update.

In the execution of your funded project or its related activities, your organization and any individual or entity (including any consultant) associated with the project must not:

- discriminate, contrary to applicable laws, on the basis of prohibited grounds, including race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered;
- advocate intolerance, discrimination, prejudice, racism and/or hate
- discriminate on the basis of language;
- provide support to organizations or individuals that share or promote offensive content or discourse;
- undermine Canada's Anti-Racism Strategy as described at <https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html>, or undermine the values set out in the *Canadian Charter of Rights and Freedoms* and the *Canadian Human Rights Act*.

You should also ensure a workplace free from harassment, abuse, and discrimination.



Infringements could lead to default of the funding agreement. We expect you, as well as all other funding recipients, to adhere to the above goals and values, not just in the delivery of your proposed initiative but in all aspects of your work.

Please acknowledge receipt of this letter to Jodi-Ann Francis by March 14, 2023, and do not hesitate to contact us for any questions or concerns.

Sincerely,

Jillian Lum

Regional Director General, Ontario Region
Canadian Heritage

[View this email in your browser](#)



How to discuss the Canadian Dental Care Plan with Patients – www.oda.ca/cdcp

Latest News

April 12, 2023

Member Impressions Survey Coming Soon

Later this week you will be invited to participate in a short survey to let us know your impressions of the benefits you have access to as an ODA member. Please watch your inbox for an email from ODA Survey (survey@oda.ca) and take a few minutes of your time to let us know how we are doing.

Virtual Town Hall Coming Soon

We are planning a Virtual Town Hall on April 26, 2023, to share updates on our advocacy activities. Following the presentation will be a live Q&A segment. Members can submit their questions ahead of time to advocacy@oda.ca. Registration will soon open – keep your eyes on your email inbox for an invite in the coming days.

Changes Are Coming to the *Ontario Dentist* Classifieds

In May, we will be changing the way that you can [place ads](#) in *Ontario Dentist*. The new online tool will let you:

- Submit and manage your ads
- Choose from the new ad styles and add-ons
- Pay for your ad online

We will have more details as we get closer to launching this new tool which will make the advertising process easier and more convenient.

Have Your Say About Emergency Registration for Dental Technologists

In April 2022, to bolster Ontario's health workforce and improve health resource planning in emergency situations, the provincial government enacted the *Pandemic and Emergency Preparedness Act, 2022*. This Act requires all of Ontario's health regulators to develop an emergency class of registration.

The College of Dental Technologists of Ontario (CDTO) is asking for feedback on its proposed drafted regulation amendments. These amendments include a "limited class" to register dental technologists competent to practice in a specific discipline of the profession (i.e., crown and bridge). This is a chance for dentists to have your say – please [provide your feedback](#) to the CDTO by April 18.

Learn more by visiting the ODA [Consultation Directory](#).

Spring COVID-19 Booster Recommended for High-Risk Individuals

Based on updated [COVID-19 guidance](#) from the National Advisory Committee on Immunization, Ontario's Chief Medical Officer of Health is recommending that individuals in the following high-risk groups book an appointment for a spring COVID-19 booster if it has been at least six months since their last dose or confirmed COVID-19 infection:

- Individuals aged 65 years and older;
- Residents of long-term care homes, retirement homes, Elder Care Lodges, and other congregate living settings for seniors;
- Individuals aged 18 years and older living in a congregate care setting for people with complex medical care needs;
- Pregnant individuals;
- Individuals aged 18 years and older who are moderately to severely immunocompromised; and
- Individuals aged 55 years and older who identify as First Nations, Inuit, or Métis and their non-Indigenous household members aged 55 years and older.

Appointments can be booked via the [COVID-19 vaccination portal](#) and [participating pharmacies](#).

Updated Resource on *Employee Absenteeism: Child/Elder Care Isolation Requirements During COVID-19*

Under the *Employment Standards Act*, there are several job-protected leaves that may apply to employees who are ill or require time off to care for elderly family members or children. We have updated our [resource on employee absenteeism](#) to remove government COVID-19 sick-leave programs that have expired.

Oral Health Month

April is Oral Health Month. Check with your component society (CS) to see if they have any events listed to recognize the month. Not sure what CS you're a part of? Check your [member profile](#) and visit the [CS page](#) on our website.

April is World Autism Month

Did you know that in Canada, approximately one in 66 children and youth are autistic? [World Autism Month](#) is an annual opportunity for a dedicated conversation of autism and how to build a more inclusive society.

The Canadian Dental Association and ODA have partnered to provide general guidance to assist dentists and the dental team in treating patients with special health-care needs, including those with autism. Find out more [on our website](#).



Member Discount Program

With the Member Discount Program you can find special offers on everything from automotive to travel and accommodation. Browse through our program and see how much you can save.

[Browse Now](#)



Category 3 In-Person Mental Health Training

Registration is now open for the manager version of *The Working Mind for Oral Healthcare Professionals*.

This evidence-based program, adapted for dental professionals by the Canadian Dental Association, offers leadership-specific content and focuses on helping leaders support their teams' mental health.

[Register Now](#)



New Issue of *Ontario Dentist*

The April edition of [Ontario Dentist](#) is now available. In this month's issue: Why you should attend the 2023 Annual Spring Meeting; learn more about dental sleep medicine; the connection between COVID-19 and silver diamine fluoride; and more.

[Read Now](#)

ODA Annual Spring Meeting 2023

Visit the [ASM23 Website](#) For Full Event Details

Become A Session Chair



Session Chairing

Being a session chair is a rewarding and enriching the experience that allows you to improve your professional and personal networks, hone your leadership skills by moderating panel and Q&A discussions and save money through free ASM registration and complimentary meals on the day you chair.

[Learn More](#)

ASM23 Resources



Bookmark This Page

ASM23 is in just four weeks! We've got a new page on the ASM website where you can find helpful resources that will boost your ASM23 experience, including a floor map, coupon book and more! Keep checking the page as more resources will be added in the coming weeks.

[Bookmark It](#)

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