



Setting the Standard: How CDO is Leading Change in Regulatory Innovation

Annual Report 2023-24

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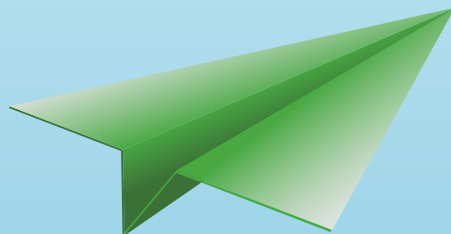
OUR MISSION, VISION & VALUES

MISSION

The College of Dietitians of Ontario regulates dietitians for public protection.

VISION

The College of Dietitians of Ontario delivers regulatory excellence to contribute to the health of Ontarians.



VALUES

Integrity · Collaboration · Accountability ·
Transparency · Innovation · Equity, Diversity,
Inclusion and Belonging



BOARD OF THE COLLEGE OF DIETITIANS OF ONTARIO PRESIDENT'S MESSAGE

As Chair of the Board of Directors of the College of Dietitians of Ontario, I am delighted to present our 2023-24 Annual Report. The past year has marked a milestone in the evolution of the College. Under the direction of the Board, and following years of strategic planning and consultation, we implemented substantial changes to our governance model, and transformed the way in which we govern.

The changes we made reflect a larger transformation occurring in professional self-regulation and, indeed, through the non-profit sector in general. Under the general watchword known as *governance modernization*, many organizations are making exciting changes with a renewed focus on regulatory excellence, through governance frameworks that serve the public interest. The Board took an early and active interest in this transition, which positioned our initial education and planning, and set us on the road to success.

A leader in governance modernization

The feedback we have received on our governance initiatives has been truly gratifying, as it demonstrates that CDO is a recognized leader in governance modernization. Yet, without the steadfast and exemplary commitment of my colleagues to our governance goals, the College would have floundered in its navigation of a quickly changing regulatory landscape. It has been wonderful to work with such a collegial and dedicated group on such an important strategic initiative.

We began the fiscal year with public interest and good governance training that set the tone for the changes to come. Among the many changes that we made were the amalgamation of board election districts, a competency and attribute framework for prospective Board directors, and parity between the number of elected and appointed members of the Board.



As we head into a year of strategic planning, these changes and more will position the Board to respond to today's challenges nimbly and effectively, and ensure that we can pivot to the inevitable challenges that await us tomorrow.

Responding proactively to social and regulatory changes

As we emerged from the pandemic, many regulators recognized that the health-care landscape was changing, and would require new policies to meet the expectations of system partners. In this spirit, CDO approved revisions to our registration regulations to establish an Emergency Class of Registration, in order to remove undue systemic barriers and expedite access to the profession in the event of an emergency situation.

The Board approved new social media standards and practice guidelines for registrants, revisions to the College's position statement on interjurisdictional registration requirements to enable continuity of care for Ontarians who receive initial care out of province, and a new code of ethics for dietitians across Ontario. In keeping with our commitment to innovation and forward-thinking, the new Code of Ethics includes new guidelines for social media influencers and artificial intelligence that will help to future-proof the integrity of the dietetics profession.

Throughout all of our governance and policy work, the principles of equity, diversity, inclusion and belonging (EDI-B) have informed our learning and discussion, and were embedded in the decisions that we made. Perhaps no other policy has been more important to CDO and has had more impact than EDI-B, as we began to plant and cultivate the seeds of its principles. It has been an honour to serve on the Board and witness the growth of equity and anti-racism initiatives at the College.

Now that an EDI-B approach has taken root, I look forward to watching how its principles grow and flourish.



Ann Watt, RD
Chair, Board of Directors
College of Dietitians of Ontario





MESSAGE FROM THE REGISTRAR & EXECUTIVE DIRECTOR

A commitment to innovation in a constantly changing world

Thirty years ago, on December 31, 1993, the College of Dietitians of Ontario officially opened its doors, ushering dietitians into a world of title protection and professional regulation. This year, as we celebrated our 30th anniversary, I was struck by how the world of professional self-regulation has changed in just the past five years – let alone three decades.

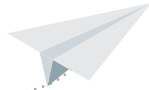
While the emphasis on public protection has remained the same, the ways in which professional regulators carry out their legislated mandates and protect the public interest has changed significantly. The first major change occurred when a new and progressive movement of modernization challenged established self-regulatory models around the world.

This transition, which was largely driven by regulatory thought leaders, has driven transformational changes in governance, transparency and accountability in the past five years. CDO has been at the forefront of these changes and is recognized as an agent of change among professional regulators.

Leading change in transparency and accountability
In the past year, we have modernized our governance model, reducing the size of the Board and implementing a new competency and attribute framework for directors. We have driven innovation to support new regulatory performance measures required by the provincial government to provide transparency and align goals. And we launched an innovative public awareness campaign, which raised awareness of the College’s public protection mandate, and encouraged the public to access our Public Register of Dietitians.

In late 2023, when media outlets in both the United States and Canada raised questions about the use of social media by dietitians, we were proactive in responding to questions from the media and public alike. We provided information, resources and the assurance that dietitians who adhere to the Code of Ethics and applicable standards and guidelines deliver safe, ethical and competent dietetic services.

As part of our steadfast commitment to public safety, we recognize the important role that the media plays



You can be assured the CDO will continue our commitment to innovation in a constantly changing world.

in society and in shaping public opinion, and its record as a driver of change in the regulatory world. At the same time, technology is constantly evolving, and the digital world — including everything from social media to artificial intelligence to cybersecurity — is creating new challenges (and opportunities) for regulators and regulated healthcare professionals.

Operationalizing change in an evolving world

The second change occurred during the pandemic, when operational models shifted to remote and hybrid work, and placed a greater emphasis on digital service delivery. We kicked off the 2023-24 fiscal year by moving to a new, shared working space called HUB 601. In addition to the savings realized through relocation, HUB 601 provides us with an opportunity to collaborate with other regulatory professionals in the same location, while continuing our hybrid work model.

One of the largest shifts to occur in the past few years

is the recognition of inequality within the healthcare system and the implementation of equity and anti-racism initiatives. In the past year, we have operationalized the strategy and policies approved in recent years by the Board, and become an organization that learns, listens and reflects as a matter of course.

We published our first EDI-B Status Report, revised registration policies, and included EDI-B principles within our vision statement and corporate values. Notably, our commitment to EDI-B principles was demonstrated in updates to core frameworks and resources for dietitians, such as the Code of Ethics, standards and guidelines, and more.

As we near the end of our five year, 2020-25 Strategic Plan, we have made tremendous progress in realizing our strategic goals and objectives. Yet we cannot rest on our laurels. Regulators are facing new challenges, including access to the profession, the constant acceleration and

evolution of technology, and the stresses of the post-pandemic world upon registrants.

As we enter a year of planning for the next five-year strategic plan, all these things and more will be at the forefront of our vision for the future. You can be assured the CDO will continue our commitment to innovation in a constantly changing world. CDO will continue to set the standard by leading change in regulatory innovation — for the next five years and beyond.



Melanie Woodbeck, MPA
Registrar & Executive Director
College of Dietitians of Ontario

SETTING THE STANDARD: HOW CDO IS LEADING CHANGE IN REGULATORY INNOVATION

*In 2023-24, CDO set new standards of excellence in **four key areas**, enhancing our reputation for leadership in regulatory innovation, by taking bold strides in governance modernization, professional practice, and EDI-B.*



Governance Modernization and Development

The modernization of our governance rules and policies is a compelling narrative, as the College's Board of Directors has embraced transformative change, and taken a leadership role in adapting the College's governance to align with innovation in self-regulation. Through extensive consultations with governance experts and system partners, the Board approved a roadmap, which the Governance Committee in turn developed into an action plan.

aspects of our work. Our commitment was woven through our communication strategies, resource development, and quality assurance improvements. We made a conscious and deliberate effort to apply an equity lens to our core work as a regulator, which was demonstrated in revised policies, training initiatives, and commitment to an inclusive professional environment.



Equity, Diversity, Inclusion, and Belonging

Throughout 2023-24, we remained focused on extending Equity, Diversity, Inclusion, and Belonging (EDI-B) principles in all



Operational Excellence and Response to Regulatory Changes

Our ongoing pursuit of innovation is also evident in our collaboration with system partners, the enhancement of French language services, and the expansion of digital resources to support registrants in their professional development. By maintaining a forward-thinking approach to governance and regulation, CDO continues to set the standard for

dietetic regulation in Ontario, ensuring the highest level of public protection while fostering an inclusive, equitable profession.



Professional Practice Policy Development

We introduced forward-thinking changes in professional practice, including the revision of standards on social media, virtual care, and a reimagined Quality Assurance Program. These updates ensure dietitians are equipped with the tools to practice safely, ethically and inclusively. Key projects like the new Emergency Class of Registration and the expanded Prior Learning Assessment and Recognition (PLAR) pathways will improve access to the profession, particularly for international applicants.



GOVERNANCE MODERNIZATION AND DEVELOPMENT



As a recognized leader in governance modernization, CDO built upon the solid foundation of a new competency and attribute framework, and implemented new election initiatives that reflect best practices in self-regulation.

During the year, the Governance Committee designed and operationalized a new election application and screening process, one which implemented a new Board Competency and Attribute Framework. The new framework, which was approved in 2022-23, is designed to bring a variety of backgrounds, insights, perspectives and life experiences to the composition of the Board.

Building upon the framework, CDO implemented a new election process that incorporates the principles of transparency, consistency, proportionality, accountability and fairness. The process is designed to gather meaningful information without creating unnecessary administrative burdens for registrants, the Governance Committee or staff.

Building upon diverse backgrounds

Equity, diversity and inclusion is a core competency, which

requires applicants for Board elections to understand the roots of inequality, value diversity and prioritize inclusion, and contribute to an atmosphere where all belong. The framework also seeks to identify the attributes that will contribute to diversity on the Board.

A new year, a new process for elections

In January, the first Ontario-wide election and first election to incorporate the framework was launched. This election cycle also marked the first round of reductions in the number of elected director seats. Over the next two annual elections, the Board will reduce the number of seats available to elected directors by two.

This will reduce the number of elected directors down from eight to six by 2025, with a goal of achieving parity between elected and publicly appointed board members, a key goal of governance modernization best practices.

EQUITY, DIVERSITY, INCLUSION, AND BELONGING

The College continues to demonstrate leadership through Equity, Diversity, Inclusion and Belonging (EDI-B) actions that lead to sustainable and meaningful change.

In 2023-24, CDO applied an equity lens to our core work as a regulator by cultivating a diverse and inclusive environment exemplified through ongoing education and training, internal operational changes, policy development and revision, collaboration with system partners, and the ongoing work of the EDI-B working group.

Process, Policy Design and Revision

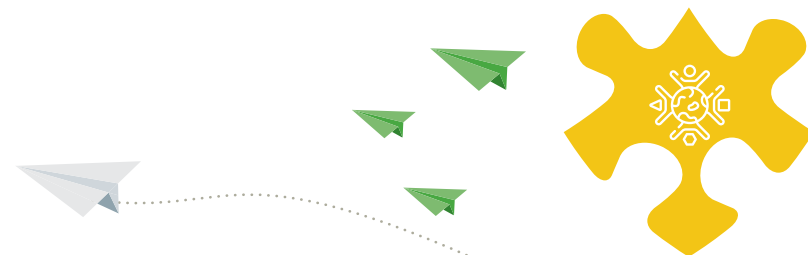
In 2023-24, as part of our commitment to EDI-B, CDO published a significant update to the College's Code of Ethics, emphasizing the importance of equity and anti-racism principles in shaping how dietitians interact with clients and colleagues. The Code is fundamental to the dietetics profession, as it articulates the ethical standards for practitioners — including dietitians, dietetic practicum students, and applicants to the college — and is used to help clients, colleagues, and the public understand ethical commitments.

In addition to specific guidance on core ethical principles,

the new Code addresses the evolving landscape of technology — particularly artificial intelligence (AI) and social media — to ensure ethical standards remain strong in the digital age. The College engaged a language bias reviewer to review the Code and registrant resources within the Quality Assurance and Professional Practice Programs.

The College has embarked on a multi-year project to update the Quality Assurance Program with a focus on risk-based approaches, EDI-B principles, and critical reflection for practice improvement. These efforts represent a commitment to growth and improvement to ensure the highest standards of dietetic practice and regulation.

The College implemented a new Emergency Class of Registration requirement to improve the timeliness of application processing and committee decisions in the event of an emergency situation. The new registration class ensures that the College's registration practices



In 2023, the College published our first-ever Status Report on EDI-B initiatives, which followed our journey to implement equity and anti-racism principles, and included all of the College's EDI-B related activities and initiatives.

are transparent, objective, impartial and fair, and that there are no undue barriers for applicants from seeking registration with the College.

The Registration Committee, guided by a risk of harm reduction framework and an equity lens, approved policies that reflect our commitment to EDI-B. The College continued to offer both in-person and virtual access to the PLAR process — remote access to the process has increased access, especially for international applicants, who do not have to travel to Canada to take the exams. In addition, we revised the language proficiency policy to align with immigration language requirements to avoid duplication for internationally trained applicants.

Education and Training

Throughout 2023-24, the College provided targeted education, resources and training opportunities focused on EDI-B to all Board directors, Committee members and staff. Feedback was positive, with participants responding that they were applying this knowledge to their daily responsibilities. Specific education and training opportunities included:

- » A joint training workshop on gender diversity in the workplace with the College of Dental Hygienists of Ontario and the College of Denturists of Ontario.
- » Comprehensive training on Unlearning and Learning: Truth and Reconciliation.
- » In-depth training on Bias and Noise.
- » Equity, Diversity, Inclusion and Belonging workshop covering various EDI-B topics.

The EDI-B Staff Working Group met regularly to assist departments with policy revisions and created an internal staff guide on pronouns. To honor the history and contributions of historically underrepresented groups, the College has shared numerous articles, books, resources and webinars via email, social media, and webpage, to coincide with holidays and important observances.

These initiatives provided opportunities to explore the traditions, history, and experiences of those who have overcome oppression, and foster a deeper understanding.

Governance Modernization and Development

The Board formally recognized EDI-B as a core organizational value demonstrating its importance in fulfilling its public protection mandate. The Board also updated its Code of Conduct to align more closely with the new organizational values.

Communications

Given the integral role of French language services mandated by the provincial government for regulatory organizations, the College conducted an audit of all content and communication materials. The goal was to identify gaps in translated materials and facilitate the creation of a translation action plan. This initiative aligns with our commitment to fostering an inclusive environment that values equity and diversity, especially in the delivery of French language services.





OPERATIONAL EXCELLENCE AND RESPONSE TO REGULATORY CHANGES



In the 2023-24, CDO achieved significant milestones in accessibility, transparency, and engagement through its strategic communications initiatives. College staff maintained their focus and commitment to quality service standards during the ongoing evolution of workplace and regulatory culture.

Communications

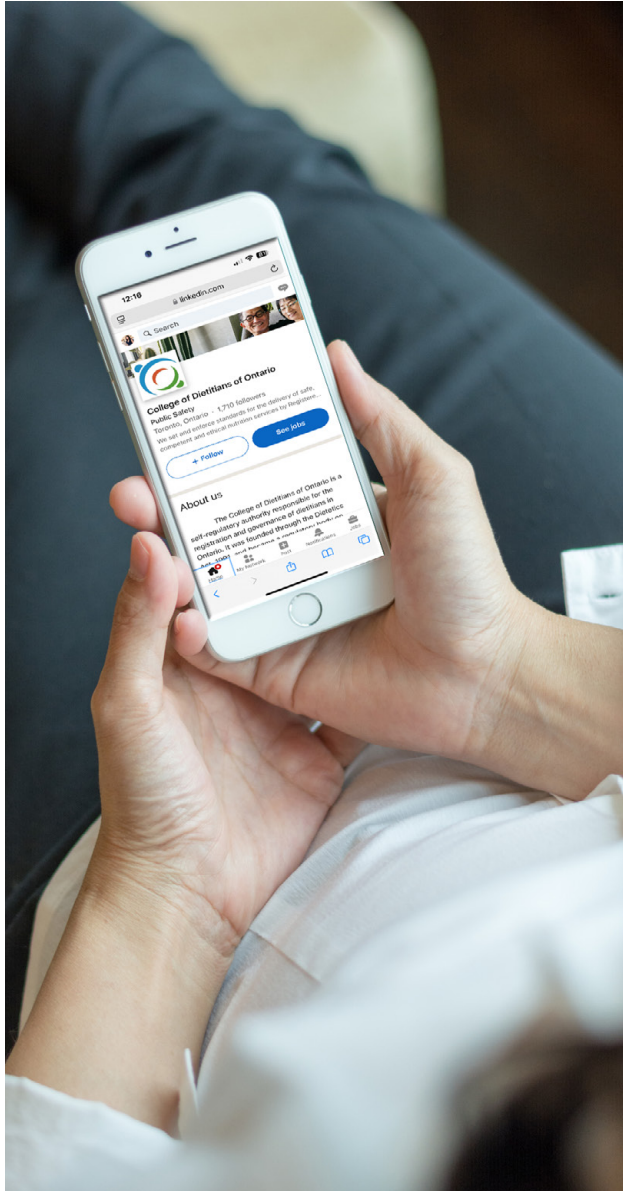
CDO celebrated its 30-year anniversary in December 2023, marking a remarkable journey of accomplishments and steadfast commitment to public protection and professional excellence, since the official inauguration of the College on December 31, 1993. Through presentations and online content, we expressed gratitude to the committed individuals who have shaped CDO's journey, and looked forward to a new era in the College's history.

A multi-year, strategic public education campaign was completed in 2024, leveraging digital advertising and the innovative use of public education videos on digital screens in medical offices across Ontario. The campaign drove heightened awareness of the College's public protection mandate and brand, as well as record traffic to our digital platforms, including collegeofdietitians.org and the Public Register.

CDO also continues to build upon its commitment to relational communications that emphasize clarity, consistence and plain language for the benefit of all our system partners. In 2023-24, we introduced a foundational stylebook to ensure a consistent approach to our written communications, and introduced new communications templates for visual appeal and engagement.

Accessibility and Equity

CDO is committed to providing services in both English and French. We conducted a comprehensive French Language Gap Audit, a critical step in meeting provincial mandates for French language services, in which we translated essential documents such as the Registration Guide and the Governance Manual, ensuring comprehensive accessibility for Francophones.



CDO celebrated its 30-year anniversary in December 2023, marking a remarkable journey of accomplishments and steadfast commitment to public protection and professional excellence ...

To enhance transparency and accessibility, CDO live-streamed Board meetings on social media, enabling public access and facilitating greater insight into our decision-making processes. This initiative has promoted transparency and accountability, reinforcing our dedication to openness and public engagement.

Our social media presence continues to grow, with consistent updates across all platforms highlighting our initiatives, dietetics updates, and public protection mandate. Through consistent posting and engagement strategies, we have bolstered awareness and interaction, underscoring our role as a leader in dietetic regulation.

Registration

The College implemented a new Emergency Class of Registration requirement to improve the timeliness of application processing and committee decisions. In addition, we revised the language proficiency policy to align with changes in the registration process.

The Board approved revisions to the position statement

on Registration Requirements for Interjurisdictional Practice, which improves access to continuity of care for the public and allows for externally registered dietitians to provide virtual follow-up services to Ontario clients in specific continuity of care situations.

The Registration Committee approved revisions to Policy 6-10, expanding eligibility for Prior Learning Assessment and Recognition (PLAR), by incorporating additional pathways for non-accredited applicants into the College's process, thereby improving access to registration in Ontario.

2023-24 also marked a significant milestone in dietetic accreditation in Canada, as post-secondary dietetic programs transitioned to accreditation through an independent, third-party organization, EQual/Accreditation Canada. In partnership with the Alliance of Canadian Dietetic Regulatory Bodies, the College undertook a collaborative role to select a new accreditation provider, and worked with dietetic programs across Ontario to support the transition, which was fully completed in 2024.

PROFESSIONAL PRACTICE POLICY DEVELOPMENT



The Professional Practice Program at the College of Dietitians of Ontario is dedicated to public protection through innovation and continuous improvement. We lead change and implement regulatory innovations in practice advisory, quality assurance, risk mitigation, and coaching initiatives, emphasizing supportive measures to foster a culture of learning and development among dietitians.

Professional Practice

Practice standards and guidelines articulate key principles for dietetic practice and the minimum level of performance expectations for the professional conduct of dietitians. In recognition that social media is a valuable but sometimes risky tool for health professionals, new Social Media Standard and Guidelines were approved in September 2023, which support dietitians in following a principled approach to risk reduction and public protection.

In April 2023, the College published new Virtual Care Standards and Guidelines, which addressed the evolving use of social media and other remote technologies to provide dietetic services virtually, in telepractice, web-based counselling, or remote practice or care. To support the launch of these new policies, we devoted our Annual Workshop Series to the topic of “Building an Inclusive and Equitable Practice Using Virtual Care and Social


Media,” which included practice scenarios, recordings and resources.

Educational Presentations & Service Standards

By collaborating with other regulatory bodies and professional associations, the College strengthens our risk mitigation strategies, enabling the sharing of best practices and fostering a unified approach to managing risks. These included CDO participation in a national panel presentation on the “Use of Responsible AI and Technology” at the Canadian Network of Agencies for Regulation in May 2023, discussing principles for ethical AI use in dietetics.

Recognizing the importance of supportive regulatory practices, the College has embraced coaching as a resource for registrants, offering personalized support to dietitians and dietitian groups, through sessions designed





to help dietitians address specific challenges and enhance their practice through guided reflection and action planning.

Quality Assurance

A cornerstone of our regulatory efforts, the College achieved several key quality assurance objectives in 2023-24. These included a risk-based approach to our audit processes, focusing resources on areas with the highest potential impact on public safety. The College also introduced enhanced templates and guidelines for the Self-Directed Learning (SDL) Tool, enabling dietitians to critically evaluate their practice and identify areas for improvement through learning goals.

The peer review process was refined to include its peer review process to include a greater focus on collaborative learning. Peer reviewers are now trained to provide constructive feedback that supports professional growth and development with a focus on EDI-B, including case studies, discussions, and reflections.

QA Program Redevelopment

The College has embarked on a multi-year project to upgrade the Quality Assurance Tools, including the Peer and Practice Assessment (PPA), with a focus on risk-based approaches and critical reflection for practice improvement.

The project, which aims to facilitate a virtual administration of the PPA, aligns with the College's strategic priorities for 2020-2025, and will incorporate the 2020 ICDEP and updated jurisprudence and professional practice resources. It will ensure the assessment process uses evidence-informed strategies to support the PPA's design, development, delivery, and evaluation, and enable the registrants' critical reflection for improving the quality of practice.

STRATEGIC PLAN

2020-25

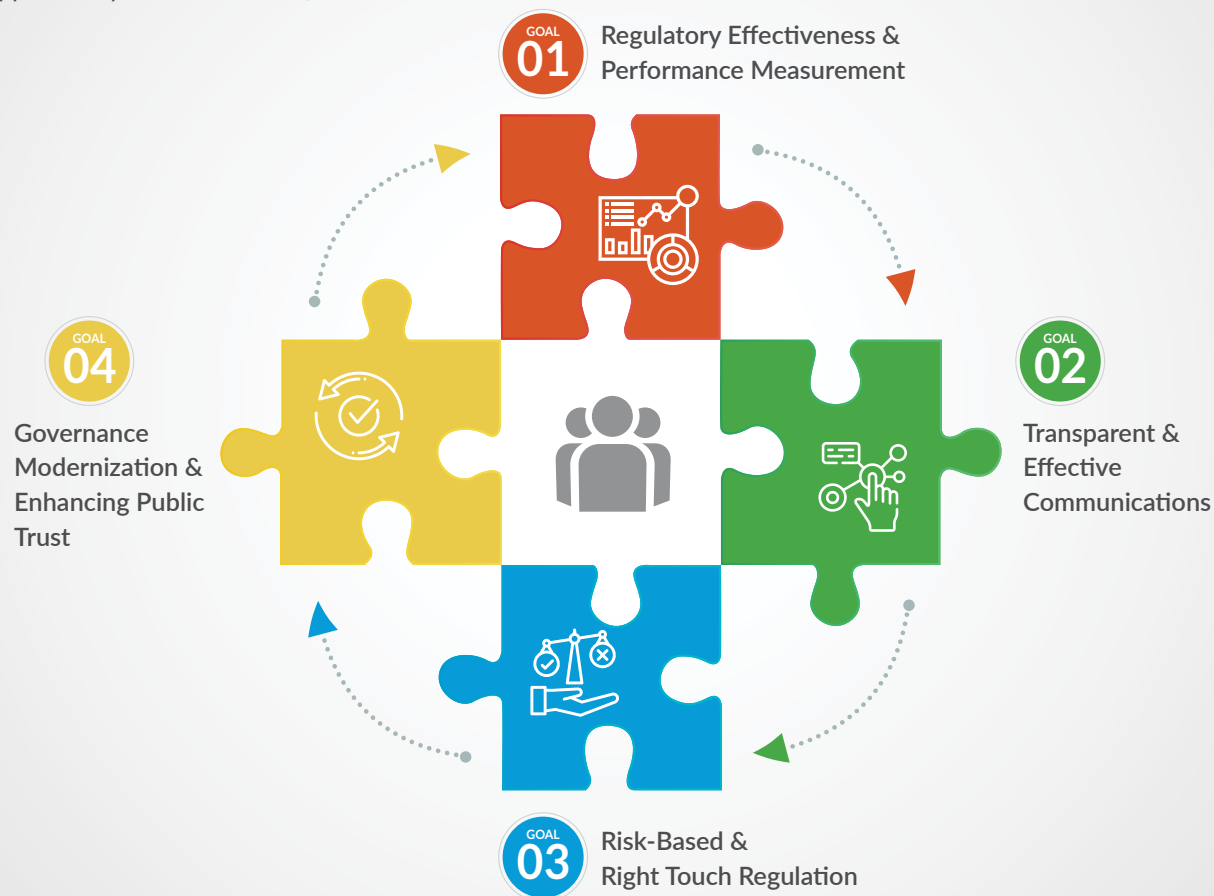
In 2022, the Board agreed to extend the current Strategic Plan by one fiscal year until March 2025. As part of its ongoing work in Equity, Diversity, Inclusion and Belonging (EDI-B), CDO adopted an additional core value to formally recognize the significance of EDI-B in fulfilling its public protection mandate.

These strategic end goals define the results we aim to achieve. The strategic plan is intended to:

- » **Guide** the efforts of Board, committees and staff.
- » **Focus** our energy and help us allocate resources into areas the Board believes are necessary to fulfill our mission over the next few years.
- » **Provide** the public, our members and system partners with insight into how the College intends to fulfil its mission and vision.

FOUR STRATEGIC GOALS

Approved by Board March 27, 2020



REGISTRATION STATISTICS

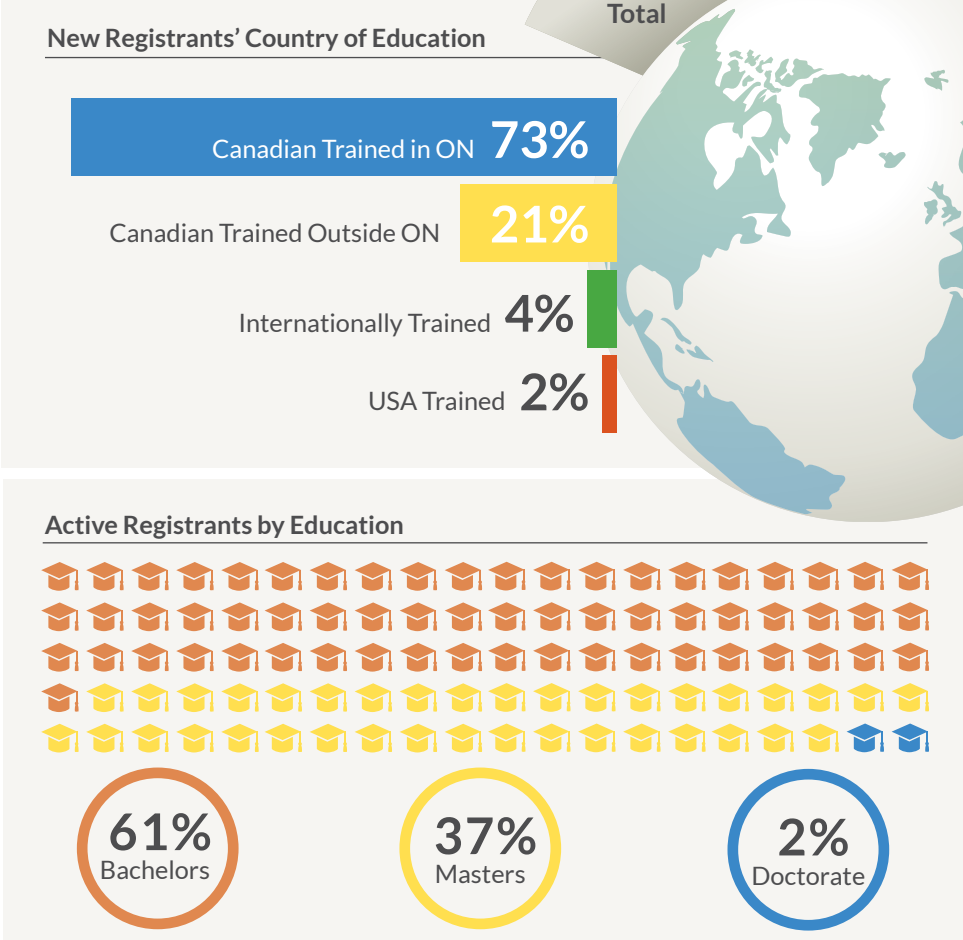
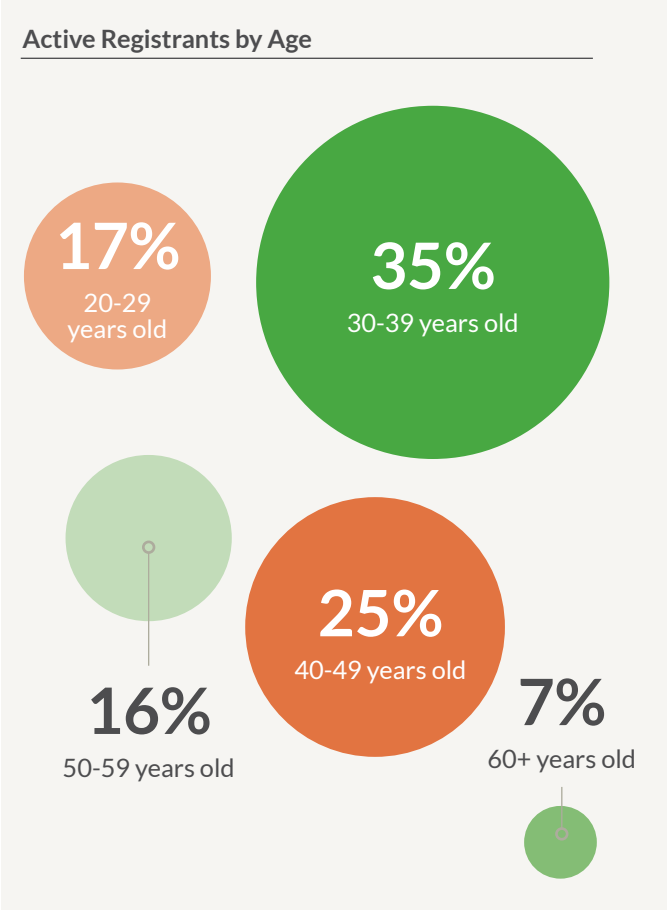
Total of **4545** Registrants

97% Female

3% Male

98% General Registrants

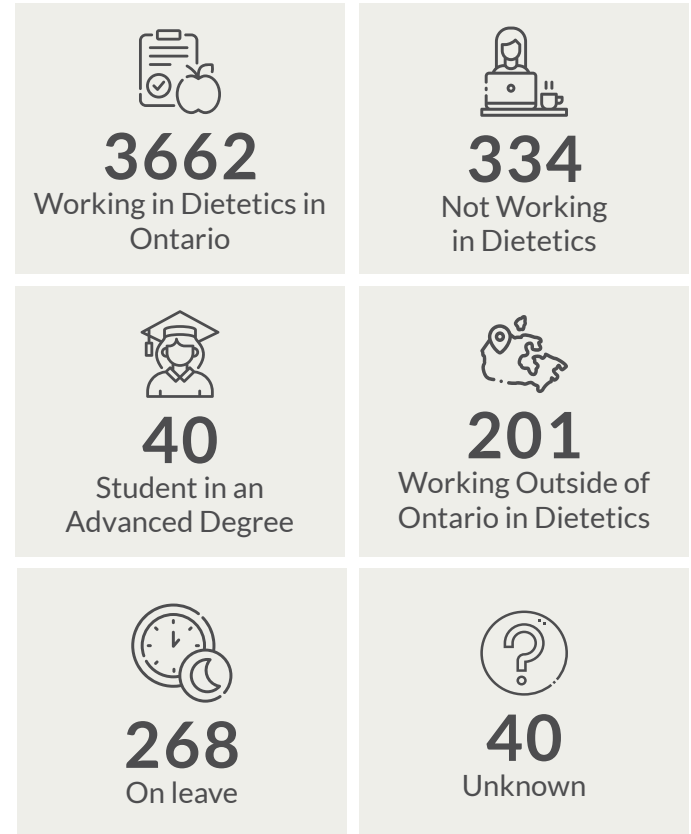
2% Temporary Registrants



Area of Practice Reported By Registrants 2019-24 *†	2019-20	2020-21	2021-22	2022-23	2023-24
Clinical One-to-One	2843	2856	2905	2967	3059
Community (Public/Population Health)	943	867	843	799	844
Academic Teaching and Education	308	285	252	292	281
Food and Nutrition Management	308	314	304	314	303
Research	256	237	258	246	238
Communication	267	277	248	261	245
Quality and Other Management	218	220	249	253	257
Policy and Program Development	263	236	249	277	284
Other	233	241	247	244	229
Clinical Nutritional Management	298	289	249	282	302
Sales and Marketing	187	180	170	173	161
No Response	256	266	244	274	267
Total Responses	6124	6002	5974	6108	6203
Total Ontario Registrants	4239	4309	4372	4487	4545

* Some registrants reported working in more than one area of practice.

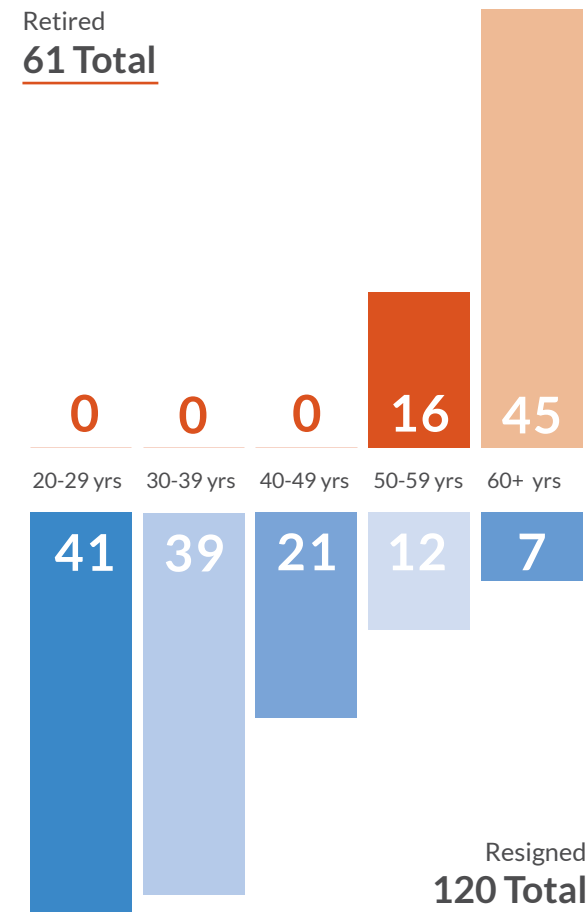
† Data reported only from RDs who reported working in dietetics, being on leave, or doing dietetics related volunteer work.



Work Setting Reported by Registrants 2019-24*†

Work Setting	2019-20	2020-21	2021-22	2022-23	2023-24
Hospital Including Chronic Care Institutions (Adult and Pediatric)	1356	1350	1389	1412	1479
Long-Term Care Organization	573	600	579	589	566
Diabetes Education Centre	553	516	511	510	512
Private Practice	532	553	600	600	663
Public Health Department	256	245	228	223	215
Community Health Centre / Health Service Organization	388	382	380	357	360
Business and Industry	360	336	339	331	314
Family Health Team or Family Health Network	381	364	369	365	373
University / Community College	264	243	260	267	256
Other	233	185	210	177	207
Home and Community Care Services	126	137	146	176	176
Government (Federal & Provincial)	142	138	150	158	163
Non-Governmental Organization and Association (e.g., Heart & Stroke, Dietitians of Canada)	140	128	129	119	116
Media, Public Relations & Communications Agencies	97	94	86	88	92
Rehabilitation Centre	118	116	127	115	120
Schools	49	25	23	39	30
Research Facility	65	70	67	74	61
Occupational Health / Corporate Wellness	57	54	42	49	60
Assisted Living	30	29	33	25	27
No Response	242	266	229	262	253
Total Responses	5720	5565	5668	5674	5790
Total Ontario General and Temporary Registrants	4239	4309	4372	4487	4545

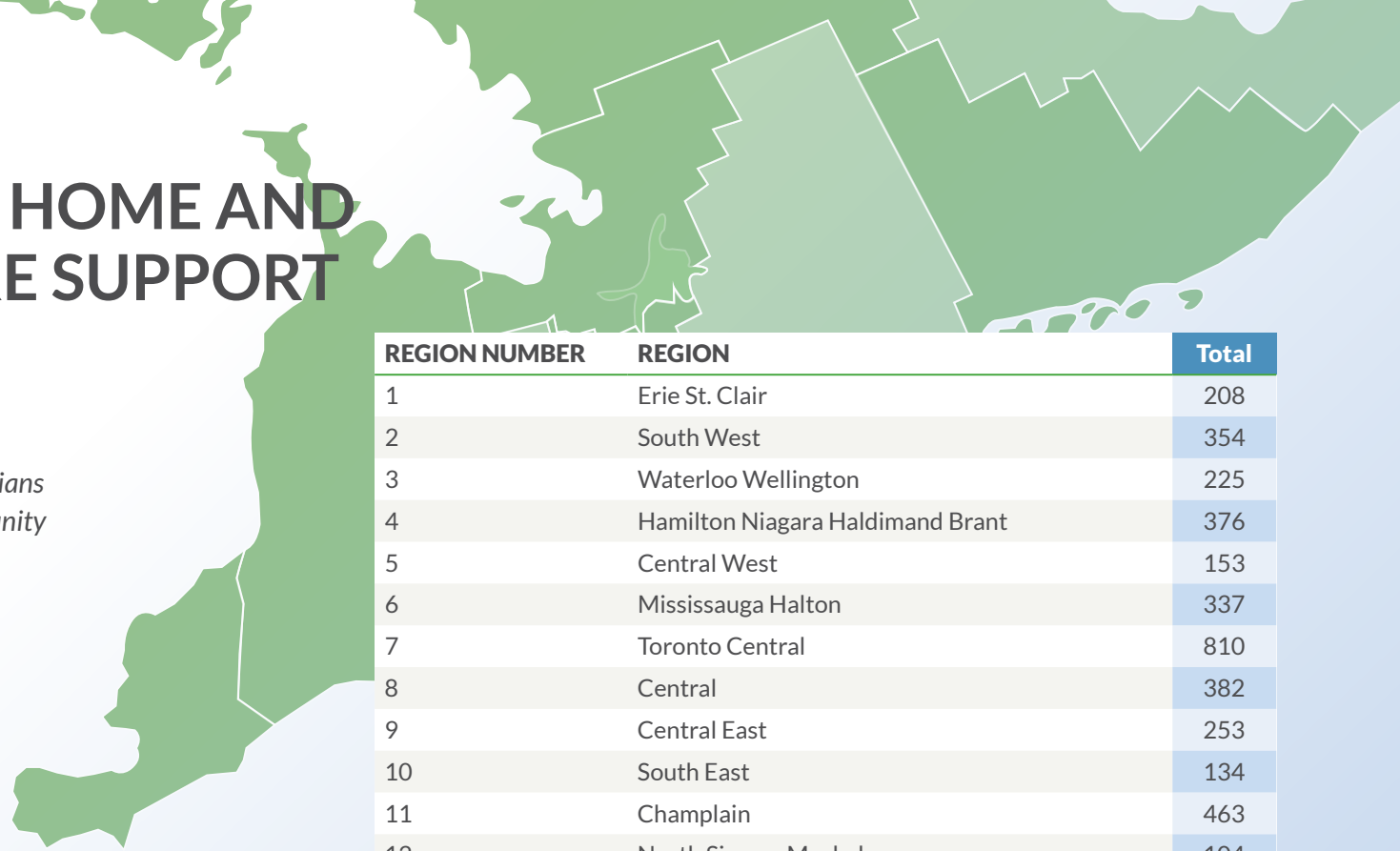
Registrants who Retired or Resigned in 2023-24



*Some registrants reported working in more than one setting.
 † Data reported only from RDs who reported working in dietetics, being on leave, or doing dietetics related volunteer work.

DISTRIBUTION BY HOME AND COMMUNITY CARE SUPPORT SERVICES REGION

This chart provides a distribution of where dietitians work in Ontario based on the Home and Community Care Support Services regions.



REGION NUMBER	REGION	Total
1	Erie St. Clair	208
2	South West	354
3	Waterloo Wellington	225
4	Hamilton Niagara Haldimand Brant	376
5	Central West	153
6	Mississauga Halton	337
7	Toronto Central	810
8	Central	382
9	Central East	253
10	South East	134
11	Champlain	463
12	North Simcoe Muskoka	104
13	North East	171
14	North West	102
Registrants with a Primary Employer in Ontario		4072
Registrants Not Working/No Postal Code Available		238
Registrants Not Ontario		235
Total		4545

FINANCIAL STATEMENTS

TINKHAM LLP | CHARTERED
PROFESSIONAL
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Summary Financial Statements

INDEPENDENT AUDITOR'S REPORT ON SUMMARY FINANCIAL STATEMENTS

To the Registrants of the College of Dietitians of Ontario

Opinion

The summary financial statements, which comprise the summary statement of operations and changes in net assets for the year ended March 31, 2024 and notes to the summary financial statements, are derived from the audited financial statements of the College of Dietitians of Ontario for the year ended March 31, 2024.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, on the basis described in the notes to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated September 13, 2024.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements on the basis described in the notes to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, Engagements to Report on Summary Financial Statements.



Licensed Public Accountants
Toronto, Ontario

September 13, 2024

College of Dietitians of Ontario

Summary Statement of Operations and Changes in Net Assets

For the Year Ended March 31	2024	2023
REVENUES		
Registrant fees	\$ 2,923,446	\$ 2,848,114
Other income	406,949	313,757
	3,330,395	3,161,871
EXPENSES		
Salaries and benefits	1,785,109	1,886,320
Administration	663,976	733,812
Board and committee	113,756	133,453
Professional services	98,248	72,844
Communication initiatives	55,530	94,643
Contracted services	35,222	35,865
	2,751,841	2,956,937
Excess of revenues over expenses for the year before undernoted	578,554	204,934
Amortization of capital and intangible assets	(12,891)	(66,705)
Realized and unrealized losses on investments	(33,643)	(526,269)
Realized losses on disposal of capital assets	-	(11,930)
Excess (Deficiency) of revenues over expenses for the year	532,020	(399,970)
Net assets, beginning of year	3,496,762	3,896,732
Net assets, end of year	\$ 4,028,782	\$ 3,496,762

College of Dietitians of Ontario

Allocation of Net Assets

As at March 31	2024	2023
Invested in capital and intangible assets	\$ 92,486	\$ 65,879
Internally restricted (note 2)	3,936,296	3,430,883
Unrestricted	-	-
Net assets, end of year	\$ 4,028,782	\$ 3,496,762

College of Dietitians of Ontario

Notes to the Summary Financial Statements

Note 1: Basis of presentation:

The preparation of these summary financial statements requires management to determine the information that needs to be included to ensure they are consistent in all material respects with, or represent a fair summary of, the audited financial statements.

Management prepared these summary financial statements using the following criteria:

(a) the summary financial statements include a statement for each statement in the audited financial statements, except that the information presented in respect of the statement of financial position and cash flows

has not been included and information disclosed in the notes to the financial statements have been reduced;

(b) information in the summary financial statements agrees with the related information in the audited financial statements;

(c) major subtotals, totals and comparative information from the audited financial statements are included; and

(d) the summary financial statements contain the information from the audited financial statements dealing with matters having pervasive or otherwise significant effect on the summary financial statements.

Note 2: Internally restricted net assets are reserved for:

- Capital and intangible asset purchases
- Hearings
- Sexual abuse therapy and counselling
- General reserve

These Funds are not available for other purposes without the approval of the Board of Directors.

A full set of the audited financial statements is available from the College upon request.



BOARD & COMMITTEE APPOINTEES

Board

Leadership, Direction, Oversight & Policy

The Board is composed of elected Registered Dietitians and government-appointed members of the public who work together to govern the College of Dietitians of Ontario and provide leadership for the provision of safe, ethical and competent dietetic services.

Public Members

- » Brenda Murphy
- » Galina Semikhnenko
- » John Regan
- » Raynold D'Sa
- » Santhikumar Chandrasekharan
- » Sharanjit Padda

Elected Members

- » Anahita Djalilvand, RD
- » Ann Watt, RD (Chair)
- » Dawn van Engelen, RD
- » Denis Tsang, RD (Vice-Chair)
- » Donna Hennyey, RD
- » Julie Slack, RD
- » Teresa Taillefer, RD

Committees

Committees support the work of the board by helping develop regulations, programs and policies for the delivery of safe, ethical and competent dietetic service. The Board appoints Registered Dietitians to participate in this important work. The College has seven statutory committees required under the Regulated Health Professions Act, 1991, Committees are composed of public and elected Board and appointed RDs.

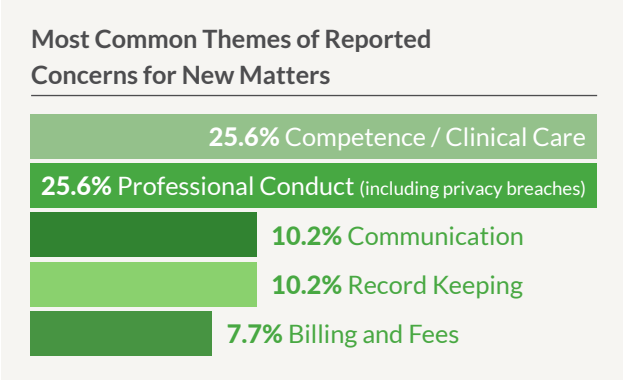
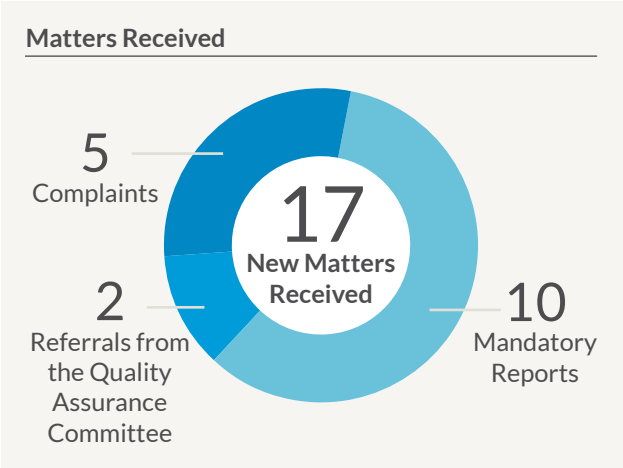
Committee Appointees

- » Arundhati Joshi, RD
- » Barbara Grohmann, RD
- » Cindy Tsai, RD
- » Hannah Chan, RD
- » Jane Lac, RD
- » Khashayar Amirhosseini, RD
- » Laura Bjorklund, RD
- » Riley Aldrich, RD
- » Ruchika Wadhwa, RD
- » Sasha Miles, RD

COMPLAINTS & DISCIPLINE

Inquiries, Complaints and Reports Committee (ICRC)

Activities for the period April 1, 2023–March 31, 2024



1 Matter Closed at Preliminary Stage

The Registrar did not refer one mandatory report to the ICRC after preliminary inquiries did not identify any concerns requiring formal investigation

8 Investigators Appointed by the ICRC

The ICRC appointed investigators for eight different matters to obtain further information before reaching a decision

18 Decisions Issued by the ICRC

- » 5 matters closed without formal investigation (minimal to no risk)
- » 5 matters closed with no action taken following formal investigation (minimal to no risk)

- » 2 dietitians received written reminders (low risk)
- » 1 dietitian directed to complete a specified continuing education or remediation program (SCERP) (moderate risk)
- » 1 dietitian received a written reminder and directed to complete a SCERP (moderate risk)
- » 1 dietitian directed to attend for an oral caution and to complete a SCERP (moderate risk)
- » 3 matters resolved through undertakings (high risk)

<p>Average time (in working days) for ICRC to issue a decision:</p> <h1>153.7</h1> <p>Days</p>	<p>Average time (in working days) for ICRC to issue a decision for complaints only:</p> <h1>130.7</h1> <p>Days</p>	<p>Average number of years in practice for dietitians who were the subject of an ICRC decision:</p> <h1>9.7</h1> <p>Years</p>	<p>The College did not have any Fitness to Practise or Discipline matters this year.</p>
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