

2025 Update: Equity, Diversity, Inclusion, and Belonging

Our Ongoing Commitment to EDI-B

At the College of Dietitians of Ontario, we continue to advance our commitment to equity, diversity, inclusion, and belonging (EDI-B) in every aspect of our work. Since our last update, we have made significant progress across governance, professional practice, registration, and workplace practices to ensure that fairness, accessibility, and inclusion remain at the heart of our regulatory mandate. Through ongoing learning, updated policies, and the integration of EDI-B principles into our [2025–2029 Strategic Plan](#), we are strengthening how we serve and protect the public while supporting registrants to provide culturally safe and equitable care.

Internally, we have also taken steps to ensure that our organizational culture reflects these same principles. The College reviewed and updated its Personnel Policy to better support an inclusive and respectful workplace where all employees feel valued and supported. In addition, the College now recognizes September 30 as the National Day for Truth and Reconciliation — a day dedicated to reflection, learning, and meaningful engagement with the history and culture of Indigenous Peoples in Canada. This observance reinforces our ongoing commitment to reconciliation and to fostering a deeper understanding of the experiences of Indigenous communities.

The updates below highlight the College's continued focus on embedding EDI-B in a sustainable and meaningful way across all areas of our work.

2025-29 Strategic Plan

In December 2024, the Board approved its [2025-2029 strategic plan](#), which maintains EDI-B as a corporate value and includes a descriptor to clarify our intended interpretation. This confirms our commitment to integrating EDI-B principles into our work in a sustainable way.

Governance

In March 2025, the Board approved the first Committee Competency and Attribute Framework, which provides guidance for making committee appointments. The Committee Competency and Attribute Framework is designed to bring a variety of backgrounds, insights, perspectives and life experiences to the composition of the committees. EDI-B is identified as a core competency, which requires committee members 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 committees, which will help guide the selection process of committee members. By incorporating these elements into the committee competency and attribute framework, CDO acknowledges its commitment to EDI-B and the promotion of learning and inclusive experiences that fulfill its mandate of serving and protecting the public.

Professional Practice and Quality Assurance

From January 2024 to October 2025, the Professional Practice and Quality Assurance team has worked to embed EDI-B deeply into everything we do.

Our team participated in learning sessions on anti-Indigenous and anti-Black racism, inclusive assessment, and fostering belonging, putting these lessons into practice across policy development, education, and quality assurance programs. EDI-B principles now guide the redevelopment of key tools such as the Peer and Practice Assessment, Jurisprudence Knowledge and Assessment Tool (JKAT), and Self-Directed Learning Tool, along with new resources, including the Practice Reflection Questionnaire and Practice Improvement Assessment.

We also formalized the Equity Policy Development Tool, which helps ensure that every piece of advice, resource, and policy we create is developed through an equity lens. This approach also supports fair and transparent processes for registrants requesting accommodation to meet their QA obligations.

A new proportional stratified sampling model now guides the Peer and Practice Assessment random selection, promoting fairness and equitable support for registrants.

Our workshops and presentations continue to explore ethical decision-making, unconscious bias, and responsible AI use, both locally and internationally. The 2024 Annual Workshop focused on ethics through an equity-informed lens, while the upcoming 2025 Workshop on Truth and Reconciliation and Dietetic Practice will deepen conversations around anti-oppressive practice, allyship, cultural safety, and Indigenous perspectives in care.

The following policies have been updated recently with equity, diversity, inclusion, and belonging lens:

1. **The Advertising and Marketing Standards** have been revised by the Professional Practice Program with EDI-B lens to ensure that our communications are inclusive and reflective of our diverse community.

2. **Code of Ethics:** The revised Code of Ethics has been updated to reflect evolving practices and to align with the principles of EDI-B. Key changes include increased clarity on client choice, rights, and cultural safety and evidence-based practices. Inclusive language has been added to reflect these principles along with ethical guidance for the use of artificial intelligence (AI). Updates also address record keeping, collaboration, legal requirements, and client confidentiality, with explicit reference to the Ontario Human Rights Code to ensure equitable care. The Code now emphasizes responsibilities to individual clients, the public, and the profession, while addressing public health, health promotion, advertising, conflicts of interest, transparency, and accountability.

Registration

The Registration Team remains actively engaged in learning about anti-racism and inclusive assessments. This commitment aims to improve our interactions and communications with applicants, ensuring that our registration policies and processes at the College reflect a strong focus on equity, diversity, inclusion and belonging.

The Board has approved a revision to the following policy to enhance registration access for international and non-accredited applicants:

- Policy 6-10: Prior Learning Assessment and Recognition (PLAR) — removes the requirement to complete the Jurisprudence Knowledge & Assessment Tool (JKAT) prior to registration. The JKAT will now be completed within the first year of registration, aligning with the professional obligation for those educated in Canada.

The Board has approved several revisions to policies to streamline policies and simplify language, and improve clarity:

- Policy 2-30: Competency Standards and Accrediting Bodies – revised to confirm the continued recognition of Education Quality Accreditation Canada as the accrediting body and the Integrated Competencies for Dietetic Education and Practice as the competency standards.
- Policy 4-20: Applicants from Accreditation Council for Education in Nutrition (ACEND) Accredited Programs — Due to the changes to the Registration Regulations, internationally educated individuals are required to complete the PLAR process to meet the registration requirements. The policy has been revised to continue to recognize combinations of specific education and training from the United States.

- Policy 4-25: Recognition of Dietitians Australia Accredited Practising Dietitians – Due to the changes to the Registration Regulations, internationally educated individuals are required to complete the PLAR process to meet the registration requirements. The policy has been revised to continue to recognize Accredited Practising Dietitians (APD) status from Australia.
- Policy 6-10: Prior Learning Assessment and Recognition (PLAR) – The policy has been revised to improve clarity and include additional pathways to allow the continued recognition of RDs educated and licensed in the United States and Accredited Practising Dietitians from Australia.

Communications

CDO continues to strengthen its commitment to EDI-B through clear, accessible, and inclusive communication.

In 2024, our website was updated to meet accessibility standards and follow the Accessibility for Ontarians with Disabilities Act (AODA). The updated design improves navigation and ensures that all visitors can easily access information about our programs, policies, and public resources. The website and all social media posts are available in both English and French, reflecting our dedication to serving Ontario's diverse communities.

Through these communication improvements, CDO supports the 2025–2029 Strategic Plan by promoting transparency, inclusion, and belonging in how we share information with the public, registrants, and system partners.