

# College of DIETITIANS of Ontario

## 2025 Fair Registration Practices Report

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Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER  
COMMISSAIRE À L'ÉQUITÉ

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# 1. Background

Under section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA), which is substantially similar to section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA).

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2025.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

## 2. Organization information

<b>Organization name</b>	College of DIETITIANS of Ontario
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## 3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of DIETITIANS of Ontario

Licensing requirements (brief description for each requirement listed):

<b>Profession/ Trade Name</b>	Dietitian
<b>Academic requirement</b>	Completion of an accredited program of academic and practical training or completion of the Prior Learning Assessment and Recognition (PLAR) Process.
<b>Experience requirement</b>	Not required.

<b>Language requirement</b>	Language proficiency in English or French.
<b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b>	Additional requirements include: 1) Pass the Canadian Dietetic Registration Exam (CDRE) 2) Eligibility to work in Canada 3) Good character requirement 4) Current Dietetic Knowledge and Competence

#### 4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

<b>Organization name</b>	<b>Function</b>
Equal Canada	Other
WES	Academic credential evaluation

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

College of DIETITIANS of Ontario takes the following measure(s) to ensure fair and timely assessments:

Equal is an accreditation provider that provides accreditation services to academic and practical training dietetic programs in Canada. Equal has a Forum which is made up of representatives of all its sponsoring organizations/regulators, including the Alliance. The forum provides a venue for information sharing and feedback on Equal policies and processes. WES provides academic credential evaluation of international credentials and provides the Canadian equivalency. WES is used widely by regulators and other institutions. Timelines and assessments are considered to be fair and timely.

## 5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

### A. Accomplishments

1	Approval of a potential dietetics bridging program. Toronto Metropolitan University has proposed a revised dietetics bridging program for candidates whom receive a KCAT level 2 result. Toronto Metropolitan University is currently working on obtaining resources to start the admissions process in 2026.
2	Multiple policies have been revised and approved as a result of the amendments to the Registration Regulations which came into force on May 16, 2025. The following policies have been revised to reflect the changes to the Registration Regulation amendments: 1) Policy 2-10: Assessing Academic & Practical Training 2) Policy 2-30: Competency Standards and Accrediting Bodies 3) Policy 4-20: Applications from Accreditation Council for Education in Nutrition and Dietetics (ACEND) Program 4) Policy 4-25: Applicants Currently Registered with full Accredited Practising Dietitians status with Dietitians Australia (this policy was also updated to reflect the changes in Australia) 5) Policy 6-10: Eligibility for PLAR
3	Developed processes and forms in compliance with the \"As of Right\" legislations passed in December of 2025.

### B. Risks and Mitigations

Risk	Mitigation Measure
Variability of pass rates by first-time writers of CDRE across Canada compared to historical exam pass rates.	The Alliance of Canadian Dietetic Regulatory Bodies (Alliance) has undertaken a review of the exam process and outcomes. A third-party psychometric expert reviewed the CDRE in 2025. As a result of the review, the CDRE administration now incorporates several enhancements to establish the pass mark, including

	additional statistical analyses and contextual information about candidate and new registrant preparedness. The Alliance is monitoring the CDRE results after the incorporation of the enhancements.
Proposed bridging program not yet operational.	While the proposed bridging program has been approved by the College's Board, the program is not yet operational. TMU is still obtaining resources and funding for the program and therefore a start date for the program has not yet been finalized.
Aging technological infrastructure.	The College will be undergoing a technological transformation of the applicant and registrant database. The technological transformation will allow for online applications and the collection of demographic data.

## 6. Changes to registration practices

During the January 1 to December 31, 2025 reporting period, College of DIETITIANS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

### A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Timelines for registration, decisions and/or responses	Yes	"As of Right" Legislation came into effect January 1, 2026, timelines have been adjusted to meet the legislated requirements.

Changes to internal review or appeal process	No	
Assessment of qualifications, including competency-based assessments and examinations	Yes	<p>Registration regulations came into force on May 16, 2025, which no longer allows for academic credential and practicum assessments. Candidates whom do not hold accredited academic degrees or have not completed accredited practical training programs, must complete the PLAR process. The PLAR process is considered a fair and valid assessment of dietetic knowledge and skills because it evaluates a candidate’s current competencies through direct, performance-based assessment methods. As a result, it accurately reflects the individual’s prior education, training, and practical experience.</p>
Registration requirements either through regulation, by-law or policy	Yes	<p>Registration regulations were amended in May of 2025 and pathways to meet the registration requirements have been streamlined. Applicants may meet the registration requirements by 1) graduation from an accredited dietetics degree that is at least 4 years in length and completion of an accredited practical training program; or 2) completion of the PLAR process. The following policies have been revised to reflect the changes to the Registration Regulation amendments: 1) Policy 2-10: Assessing Academic &amp; Practical Training 2) Policy 2-30: Competency Standards and Accrediting Bodies 3) Policy 4-20: Applications from Accreditation Council for Education in Nutrition and Dietetics (ACEND) Program 4) Policy 4-25: Applicants Currently Registered with full Accredited Practising Dietitians status with Dietitians</p>

		Australia (this policy was also updated to reflect the changes in Australia) 5) Policy 6-10: Eligibility for PLAR The amended Registration Regulations formalized administrative requirements and the following policies were revised: 1) Policy 2-25: Suitability to Practise for Applicants (regulations formalized information that must be provided by applicants and registrants) 2) Policy 2-80: Authorization to work in Canada (regulations formalized the requirement for registrants to maintain authorization to work in Canada) "Exemption - Restricted Titles" regulations came into force on January 1, 2026 to formalize the "As of Right" application. Forms and processes have been implemented in compliance with the regulations.
Documentation requirements for registration	Yes	Official transcripts for non-related degrees or completed programs are no longer required during the application process. Upon review of the application process, it determined that by removing the requirement to provide official transcripts for all completed credentials would streamline the application process and remove undue barriers to registration.

**B. Training, policy and applicant supports**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Anti-racism and inclusion-based policies and practices	Yes	The following educational sessions were attended by the College's Registration Program staff to enhance interactions and communications with applicants to apply an equity, diversity, and inclusion lens to the College's processes: 1) HPRO EDI Network Conference 2) Beyond the Numbers: Enhancing

		Purposeful Demographic Data Collection and use by Regulators 3) AI, Equity and the Risk of Getting it Wrong 4) Truth and Reconciliation Special Event with CNAR 5) Truth and Reconciliation in Dietetic Practice (Part 1 & 2)
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**C. System partners**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to increase accountability of third parties	Yes	The Alliance continues to work closely with 3rd party psychometric company that administers the CDRE. A psychometric expert was engaged by the Alliance to review the CDRE process and outcomes in February 2025. The psychometric expert did not identify concerns with the May 2025 CDRE content or content development process and the exam was administered on May 22-23, 2025. The review was completed and recommendations to enhance the standard-setting process (modified Angoff method) was made to include additional methods.
Mutual recognition agreements	No	
Accreditation of educational programs	No	

**D. Responsiveness to changes in the regulatory environment**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to address labour issues (minister/stakeholders)	No	

consultations, check demand-supply gap, etc)		
Other	No	

## 7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year.

### A. Race-based data collected

	<b>Race-based data collected? (Yes or No)</b>
Members	No
Applicants	No

Additional description:

The College will be undergoing a technology transformation in 2026. In order to ensure the security of sensitive data collected, the College will only consider the collection of demographic data upon the full implementation of the upgraded database.

### B. Other identity-based or demographic data collected

	<b>Other identity-based or demographic data collected? (Yes or No)</b>
Members	Yes

Applicants	Yes
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Additional description:

Birth date, gender, language(s) of dietetic services, registration in other jurisdictions as a dietitian, registration in non-dietetic professions within and outside Ontario.

**C. Languages of service provision**

College of DIETITIANS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	

**D. Membership Profile**

Profession Name	Total Number of Members
Dietitian	4629

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	4576	299
Limited License/Temporary Certificate	53	10
Emergency Class	0	0

Gender	Number of Members
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Male	160
Female	4468
Other / not collected	1

Jurisdiction of Initial Training	Number of Members
Ontario	3316
Other provinces and territories	881
United States	123
Other International	309

Country of Initial Training	Number of Members
Canada	4197
United States of America	123
India	96
Iran	57
Lebanon	16
United Kingdom	16
Pakistan	15
Australia	11
Philippines	8
Brazil	7
Colombia	7
Hong Kong	7
South Africa	7
China	7
Mexico	5
Israel	4
Jordan	4
South Korea	4
United Arab Emirates	3
Sudan	2
Qatar	2
Argentina	2

Nigeria	2
Netherlands	2
Sri Lanka	2
Germany	2
Egypt	2
Trinidad and Tobago	2
Congo	1
Turkiye	1
Chile	1
Ukraine	1
Bangladesh	1
Tanzania	1
Belgium	1
Ethiopia	1
Kazakhstan	1
Greece	1
Poland	1
Taiwan	1
Syria	1
Jamaica	1
Venezuela	1
Somalia	1
Ghana	1

Official language of preference	Number of Members
English	4516
French	113

Racial identity (optional)	Number of Members
Not collected	4629

## E. Data Notes

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## F. Applicant Profile

Profession Name	Total Number of Applicants
Dietitian	453

Gender	Number of Applicants
Male	30
Female	423

Jurisdiction of Initial Training	Number of Applicants
Ontario	204
Other provinces and territories	8
United States	20
Other/not collected	64
Other International	157

Country of Initial Training	Number of Applicants
Canada	271
United States of America	20
India	62
Nigeria	10
Pakistan	10
Iran	9

Brazil	8
Lebanon	7
United Kingdom	7
Philippines	6
Mexico	4
Colombia	3
Qatar	3
Australia	2
Chile	2
Egypt	2
Ghana	2
Hong Kong	2
Jamaica	2
South Africa	2
Taiwan	2
Turkiye	2
Denmark	1
Japan	1
Jordan	1
Kenya	1
Libya	1
Nepal	1
New Zealand	1
Paraguay	1
Portugal	1
Romania	1
Sri Lanka	1
United Arab Emirates	1
Yemen	1
Zimbabwe	1
Other Countries	1

Official language of preference	Number of Applicants
English	435
French	18

Racial identity (optional)	Number of Applicants
Not collected	453

### G. Data Notes

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### H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	204	3	0
Other provinces and territories	7	1	0
United States	17	0	0
Other/not collected	59	0	0
Other International	146	12	0

### Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Ontario	2	207	209
Other provinces and territories	5	8	13
United States	3	17	20
Other/not collected	0	59	59
Other International	10	158	168

## I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice	285	18
Temporary Certificate	188	16

## J. Data Notes

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## K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	1	0
Other International	6	1
United States	1	0
Other/not collected	1	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other International	0	0
United States	0	0
Other/not collected	0	0

**Issues raised in reviews and appeals** can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
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1. Extraordinary, unforeseen, personal and not pre-existing circumstances that arise on the day of Exam 2. Eligibility requirements to complete an assessment	6 3
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**Internationally trained applicants** face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

<b>Reason for not registering</b>	<b>Number of internationally trained applicants</b>
1. Did not successfully complete the PLAR process (failed PBA). 2. Not authorized to work in Canada 3. Credential assessment did not demonstrate equivalency to entry-level standards.	9 3 1

## L. Data Notes

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## Glossary of terms

**Applicant:** An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

**Domestic labour mobility:** Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

**Internationally educated / trained:** An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

**Jurisdiction of initial training:** For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

**Member:** An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

**Racial identity:** Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

**Registration requirements:** the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

**Third party service provider:** An external organization that assesses applicant qualifications on behalf of the regulator.