



**College of Respiratory
Therapists of Ontario**

**Ordre des thérapeutes
respiratoires de l'Ontario**

**DIVERSITY, EQUITY
& INCLUSION
SUMMARY REPORT**

2022

In partnership with
Canadian Equality Consulting



**CANADIAN
EQUALITY
CONSULTING**

BACKGROUND

In August 2022, the College of Respiratory Therapists of Ontario (CRTO) contracted Canadian Equality Consulting (CEC) to support its diversity, equity, and inclusion (DEI) efforts at the staff, Council/Committees, and membership levels. CEC was retained to conduct a DEI assessment and develop a DEI framework and strategic plan, with measurable goals and objectives.

This work will support CRTO to ensure the organization is inclusive, safe, and supportive for all staff and Council and Committee members, provides DEI leadership to members, and upholds the values of CRTO. CRTO is committed to developing short-term and long-term solutions that will address issues of DEI, creating spaces for learning and difficult conversations, and holding themselves accountable.

In December 2022, CEC presented and shared a detailed staff and Council/Committees DEI report. This document summarizes the findings and next steps outlined in this report.

METHODOLOGY

This past fall, quantitative and qualitative surveys were conducted with staff and Council/Committees. The purpose of these surveys was to understand organizational diversity and identify potential areas of bias, inequity, and exclusion at CRTO. Following the surveys, a series of interviews were conducted with staff and members of Council and Committees to further understand DEI needs, barriers, and opportunities for CRTO. CEC also examined CRTO's Employee Handbook and Accessibility Standards Policy to identify any areas of inequity embedded within key organizational policies and processes.

KEY TAKEAWAYS

Staff

1. The diversity of CRTO's staff team is a strength for the organization and provides opportunity to intentionally advance this work over the long term.
2. Respect and belonging are embedded into the organizational culture and there is a readiness to explore emotional and psychological safety as concepts.
3. There is a strong desire at the staff level to collaborate on defining what DEI means to the organization and to tackle some difficult conversations with each other.
4. Staff highlighted the importance of getting to know one another's personal stories and backgrounds through team-building opportunities.
5. CRTO's employee policies are comprehensive and only require subtle adjustments to be aligned with equitable and inclusive policy practices.

Council/Committees

1. Council/Committees understand that diversity is key to the College's future success, but there is room to improve from a representation perspective.
2. There is a keenness to understand how to advance diversity despite the constraints of elections for and government appointments to Council/Committees.
3. Members of Council/Committees are being supported by one another on an individual level and by CRTO through its systems and processes.
4. Belonging, respect, and safety define the Council/Committees culture, which results in effective communication and decision-making at this table.
5. Members of Council/Committees are looking for DEI learning opportunities on various critical topics (e.g., use and importance of pronouns, racism in healthcare, and bias awareness, as examples).

NEXT STEPS

The detailed report includes initial recommendations across three key focus areas: (1) Talent Processes, (2) Organizational Culture, and (3) Council/Committees DEI Capacity Building. The next step for staff and Council/Committees is to develop a DEI Committee that will collaborate on the design of CRTO's DEI strategic plan. CEC will lead the recruitment and onboarding of the Committee and the facilitation of the strategy design sessions. The findings and recommendations from this report will inform the strategic planning process.

CEC is currently collecting feedback from members directly to understand how CRTO can better support members through a DEI lens. CEC is also examining various member-specific policies and procedures through an equity-lens. The findings from this phase of work will be shared with CRTO in January 2023.

In the spirit of respect, reciprocity, and truth, we acknowledge the land where the College of Respiratory Therapists of Ontario is located on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishinaabe, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit.

We honour and acknowledge the territory known as Moh-kins-tsis to the Blackfoot, as Otos-kwunee by the Métis, as Wicispa Oyade by the Stoney Nakoda Nation, and Guts-ists-I by the Tsuut'ina Nation; long before it was called Calgary, which is where Canadian Equality Consulting was founded. We acknowledge that this territory, where the Bow and Elbow rivers meet, is a place of confluence where the sharing of ideas and opportunities come together. We acknowledge the territories of the Blackfoot confederacy: the Siksika, Kainai, Piikani, as well as the Îethka Nakoda Wîcastabi Nations: the Chiniki, Bearspaw, and Wesley First Nations; and the Tsuut'ina First Nation. This territory marks the Treaty 7 region in Southern Alberta. And we acknowledge that this territory is home to the historic Northwest Métis and to the Métis Nation of Alberta, Region 3.