



FAIRNESS COMMISSIONER

COMMISSAIRE À L'ÉQUITÉ

THE OFC NEWSLETTER

JANUARY 2023

UPDATES TO OFC PUBLICATIONS FOR REGULATORS



NEW!! On January 26, 2023, the Office of the Fairness Commissioner (OFC) published the [Guidelines Respecting Applications for Exemptions from Time Limits Contained in FARPACTA](#). The purpose of these guidelines is to provide information and advice to non-health regulated professions on the process for seeking an exemption from the time limits obligations to register internationally trained Individuals (ITIs) and domestic labour mobility applicants (DLMAs).

In **November 2022**, the OFC published the [Legal Obligations and Fair Registration Best Practices Guide for Health Regulatory Colleges](#). This guide provides health regulatory colleges with information and advice to understand how to comply with their obligations under Schedule 2 of the *Regulated Health Professions Act, 1991* (RHPA). It also gives OFC staff with a tool to help them assess the degree to which a health regulatory college is achieving compliance.

In **October 2022**, the OFC updated its [Legal Obligations and Fair Registration Best Practices Guide for Regulated Professions and Compulsory Trades](#) to reflect the recent amendments to the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA) relating to the English and French Language Testing Proficiency Requirements.

OFC WEBINAR FEEDBACK



The OFC hosted a webinar in October 2022 directed to health and non-health professional regulators entitled “**Diversity, Equity and Inclusion Principles in Fair Registration Practices**”. It featured three separate presentations from Professional Engineers Ontario, the College of Audiologists and Speech-Language Pathologists of Ontario, and the Ontario College of Social Workers and Social Services Workers. The purpose of the webinar was for these three professional regulators and health regulatory colleges to share how they have incorporated diversity, equity and inclusion principles into their registration processes.

The webinar was a success with 72 attendees. 26 of which (36%) also took the time afterwards to complete the survey. All 26 respondents indicated they would like to see more webinars from the OFC.

The OFC also received positive feedback. Here are some of the comments:

“It was very interesting to hear about the progress and work of other regulators. Hearing the more practical information was very helpful. I can envision our organization implementing some of the same tools and approaches”.

“It was insightful learning how different regulators approached EDI within their organizations and with registrants”.

Keep watching for more webinars in 2023! Let us know at ofc@ontario.ca if you have a topic involving the registration process with regulators that could be the subject of a webinar in the future.

MEET THE STAFF AT THE OFC



Please tell us about yourself. Who are you? What do you do at the Office of the Fairness Commissioner (OFC)?

My name is Mercy Barzallo. I was born in Ecuador and I am an immigrant to Canada. Since arriving, immigration has been my passion and, as a result, my first jobs were at various Immigration law firms in the private sector. Eventually, I found employment with the Government of Ontario with the Ontario Immigrant Nominee Program where I assisted legal counsel in putting together the regulations to the Ontario Immigration Act, 2015. I feel grateful that in my role as Compliance Analyst in the OFC, I can continue assisting immigrants in Ontario who want to utilize their acquired knowledge and experience in Ontario's workforce.

What gets you excited about coming to work?

I enjoy my role as a Compliance Analyst as it gives me the opportunity to connect with the regulatory bodies and support them in their path to be modern regulators. I achieve this by reviewing with them the changes in the registration process that benefit local and Internationally Trained Professionals (ITP) applicants for licensures. Each step forward to facilitate the recognition of ITP's working experience and knowledge produces such enthusiasm within me and makes my job rewarding. In addition, the OFC Team is a group of talented, generous, and commitment individuals who are always open to listen to your initiatives and contributions that make your workday a pleasant and productive day.

How do you focus on your own growth and development?

The OFC gives me the opportunity to apply my background in law to my role as a Compliance Analyst. I continue to utilize my skills in analysis, investigation, research and communication in the further development of my career. I participate regularly in the Anti-discrimination groups in Ontario Public Service (OPS) while contributing as a leader for our Diversity Committee at the OFC. Sitting on various committees and groups in the OPS provides me the opportunity to help others in their career or personal development. As a result, this allows me to take my own career or personal development to the next level.

What superpower will you bring to our company?

You may have heard about a Latin's joyful and friendly personality: "personalidad alegre y amistosa". These are my superpowers and I bring them to the OFC in my day-to-day work. I enjoy interacting regularly with staff: having conversations, speaking, listening, changing ideas, and, of course, making them to laugh with my funny comments.

Do you fully disconnect during holidays and vacations?

Of course! I do exactly that. I disconnect completely from my responsibilities during the deserved vacation time. I think that it is the best way to recharge your batteries, to refresh your mind, to enjoy your work-related accomplishments, and to return to your job filled with a positive energy so you can continue doing what you are passionate about.



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