



**FAIRNESS COMMISSIONER**

**COMMISSAIRE À L'ÉQUITÉ**

# THE OFC NEWSLETTER

## OCTOBER 2023

### 2022 FAIR REGISTRATION PRACTICES (FRP) REPORTS



Under Ontario's fair access legislation, regulated professions and regulated health colleges (hereinafter "regulators") are required to prepare Fair Registration Practices (FRP) reports annually or at such other times as the Fairness Commissioner may specify. These reports provide important statistical data and insights on each regulator's fair registration practices. The information is provided in a common format that the Office of the Fairness Commissioner (OFC) stipulates.

The legislation also prescribes that, to promote transparency, regulators must make their FRP reports available to the public. Links to the 2022 reports are now available on our website under the [Professions and Trades](#) section.

The OFC would like to thank the regulators for submitting their 2022 FRP Reports. After some delays with the FRPs, we are happy to again be on track with annual reporting. The OFC also continues to work towards building a data portal as more permanent solution for future FRP submissions. We hope to share more on the data portal later in the year.

## REGULATORS EMBRACE STRATEGIES TO PROMOTE TRUTH AND RECONCILIATION



On September 30, 2023, we commemorated the National Day for Truth and Reconciliation. In recent years, there has been a growing recognition of the importance of Truth and Reconciliation processes in addressing historical injustices involving Indigenous communities. As we all work towards understanding these issues and building a more respectful and equitable future, many regulators are taking steps to incorporate Indigenous perspectives in their registration processes.

With this broad context, the OFC has selected two Indigenous-themed programs offered by regulators to provide examples of innovative approaches that have been cultivated across the sector. We have summarized these programs in the words of the regulators.

### College of Early Childhood Educators



In 2022, the College of Early Childhood Educators initiated an outreach strategy focused on building and nurturing a collaborative relationship with the Indigenous Advanced Education Skills Council (IAESC), as well as the seven Indigenous post-secondary institutions (IPSIs) that deliver early childhood education programs in partnership with Ontario Colleges of Applied Arts and Technology (OCAATs).

Initial discussions have created lines of two-way communication that facilitate information sharing. For example, opportunities have been identified to better support future applicants by providing information and resources that will facilitate the application process and reinforce the standards of practice for the profession.

In the longer term, this collaboration will help to ensure that the necessary policies, processes and regulatory structures are in place so that program graduates can continue to meet the educational requirement for registration as IPSIs achieve full institutional and program accreditation status and begin to deliver standalone programs.

## College of Midwives of Ontario



The College of Midwives of Ontario (CMO) acknowledges that Canada's legacy of colonization has impacted the practice of midwifery in Indigenous communities, harming the health and wellbeing of Indigenous parents and their newborns for generations.

In 2022, CMO shared that they were waiving administrative costs for the name-change process for Indigenous midwives registered with the College reclaiming their Indigenous names. This is in response to the Truth and Reconciliation Commission of Canada's Call to Action #17, which directs all levels of government to enable residential school survivors and their families to reclaim and use their Indigenous names on all government documents.

CMO staff are reviewing all the Truth and Reconciliation Commission's Calls to Action to determine which of these can be implemented in their organization and which calls to action they should add their voices to in a supportive role.

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### MEET THE STAFF AT THE OFC



In August 2023, Johnny Shaw joined the OFC as a Policy Analyst Intern. We are proud to introduce Johnny to our readers.

#### **Please tell us about yourself: Who are you? What do you do at the OFC?**

I am an Indigenous professional/student currently attending Carleton University in Ottawa in the Transnational Law, and Human Rights Program. As a policy analyst intern at the OFC, I have the opportunity to analyze relevant legislation for Ontario regulators and to contribute to compliance meetings ensuring fair registration practices. I conduct comprehensive research on regulator websites, global legislative statutes, and professions to inform industry trends. Additionally, I assist in providing support to regulators in achieving fair registration standards for internationally trained applicants. My responsibilities also extend to proposing enhancements to regulator processes in alignment with legislative standards while working collaboratively with Compliance Analysts, Managers, and the Fairness Commissioner (Irwin Glasberg).

## **Why the OFC?**

The OFC correlates to my principles and provides me with an environment where I can tap into my strengths. I believe in helping people who are trying to better themselves. We are fortunate to be in a country that provides a multitude of opportunities, but sometimes people struggle to make it on their own. I understand and empathize that not everyone can make it on their own all the time and that almost everyone needs assistance at some point. At the OFC, we can provide that assistance by supporting legislative and policy changes while working with regulators to encourage internationally trained professionals to apply in their destined field.

## **What knowledge do you want to share with the staff at the OFC?**

I want to share my Indigenous expertise and legal knowledge from all my studies while utilizing my own personal and professional experiences. My studies and research have been primarily focused on Indigenous justice in Canada, racial stances in courtrooms, and incarceration rates in Canadian prisons while comparing the reoffending rates on different ethnicities, cultures, and races of repeating offenders and the cause for reoffending.

## **Where do you see yourself in a few years?**

I see myself taking a year or more off before further pursuing my studies of law in New York, to travel the world. I am the founder of “International Law Room” which I recently created. International Law Room will be talking on the latest international relations, International Court of Justice cases/decisions and what they mean, wars taking place globally, human rights issues, and more. I will be connecting with other prominent individuals in specific areas of international law and conduct interviews with them to gain more insight for those who follow international legal issues.



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