

COO Demographic Data Collection Project - Request for Feedback

We would like to hear from you

The College is seeking your input on the proposed survey questions that may be used as part of a future demographic data collection project.

Before finalising the survey, we'd like your feedback to ensure that the questions are respectful, inclusive, and relevant.

What is the demographic data collection project?

The College is developing a voluntary demographic survey to better understand the diversity of the profession and the experiences of those who work within it.

The proposed survey would include questions about:

- Race and ethnicity
- Ethnic and cultural origins
- Religion and/or spiritual affiliation
- Languages spoken
- Disability
- Gender identity
- Sexual orientation

Participation in the survey would be completely voluntary.

Why does the College want to collect this information?

Collecting demographic information can help the College better understand who makes up the profession and whether there are barriers that affect participation and representation.

The information collected would help the College:

- Understand the demographic make up of its registrants.
- Monitor trends and changes in representation over time.
- Identify potential barriers to entering and remaining in the profession.
- Support targeted, voluntary engagement opportunities with registrants.
- Inform equity, diversity and inclusion initiatives that support the College's public interest mandate.

Why is it important for the College to collect this data?

Understanding who makes up the profession is an important part of ensuring that the College's policies, programs, and decisions are informed by the experiences and diversity of its registrants.

Collecting demographic information can help establish a baseline understanding of the profession and identify areas where representation may differ from the broader Ontario population. This information can help the College identify gaps, better understand potential systematic barriers, and support future equity-focused initiatives that strengthen public protection and service to the public.

How will my information be stored and protected?

The College is committed to protecting the confidentiality and security of all data collected.

Any information collected through the demographic survey would be stored securely and separately from individual registration records. Access to the data would be

restricted, and College staff would not be able to link survey responses to individual registrants.

Survey results would be analyzed and reported only in aggregate form. This means that information would be combined across groups so that no individual registrant could be identified.

How will my information *not* be used?

The College is committed to using demographic information responsibly.

The information collected:

- **Will not** be used to identify individual registrants.
- **Will not** be linked to registration records.
- **Will not** be used to assess registration or practice requirements.
- **Will not** be used in complaints, investigations, or discipline processes.
- **Will not** be used in any way that could negatively affect, harm or discriminate against a registrant.
- **Will not** be used or reported in a manner that perpetuates bias and stereotypes.

Do I have to participate?

No. Participation would be entirely voluntary.

The survey is proposed to be included as part of the annual renewal process for convenience; however, choosing not to participate would not affect a registrant's ability to renew their registration.

Registrants would be free to answer all, some or none of the questions. Every question would include a "Prefer not to answer" option.

What happens if I change my mind?

Registrants would be able to withdraw their consent at any time and request that their demographic information be removed or no longer used.

How were the questions developed?

The proposed questions are based on those used by other regulated professions, including the Ontario College of Social Workers and Social Service Workers, as part of their equity and inclusion initiatives.

The questions have also been informed by established sources such as the Canadian Census and Ontario's Anti-Racism Data Standards.

Registrants will also have the option to provide a written response to any question if the available options do not fully reflect their identity or experience.

How can I provide feedback on the proposed survey questions?

We invite you to complete this **short survey** to share your thoughts on the proposed questions.

The survey will remain open until **11:59 pm on July 22, 2026**.

Thank you for taking the time to share your views.