



**ONTARIO
PHYSIOTHERAPY
ASSOCIATION**

November 22, 2023

Nitin Madhvani, President

Craig Roxborough, Registrar & CEO

College of Physiotherapists of Ontario
375 University Avenue, Suite 800
Toronto, Ontario
M5G 2J5

Via email to: consultation@collegept.org

Subject: Consultation on Proposed By-law Changes – Collection of Additional Demographic and Practice-Related Information

Dear Mr. Madhvani and Dr. Roxborough,

The Ontario Physiotherapy Association (OPA) is writing to the College of Physiotherapists of Ontario (CPO) in response to the consultation on the proposed bylaw change for the collection of additional demographic and practice-related information (Section 8.2 of the By-laws: Information to be Provided by Members).

The OPA understands and supports the need to collect additional practice and demographic information when identified as necessary. We acknowledge that the explanation of the proposed changes includes a commitment to notify registrants in advance of any changes in mandatory information, and best practices for that collection including a clearly defined purpose, collection and disclosure of the information.

In reviewing the proposed College By-law changes, we have identified that what is collected as additional demographic information appears to be set without consultation of membership which would risk not meeting principles related to equity, diversity and inclusion.

For demographic information, a robust explanation is needed of the purpose of collection, policies related to storage, use and dissemination, procedures for members to request corrections, and who has ownership of the data. It is not sufficient to make sharing demographic information optional without these explanations, as registrants cannot make an informed decision. As the examples noted pertain to sensitive questions



about identity, the potential risk for harm is high, especially when asking about sex assigned at birth without additional context and consultation.

Best practices for the collection of demographic information have been identified by other organizations to promote data sovereignty. The Black Health Equity Working Group outlines a framework that includes engagement, governance, access, and protection (EGAP¹). The First Nations Information Governance Centre establishes ownership, control, access, and possession (OCAP²) as key elements of a tool to support strong information governance. Engagement with the communities whose information is being requested, governance and ownership over collective data by that community, access to and control of the information are foundational to responsible and equitable information gathering.

To achieve best practices on the collection of demographic information, the proposed changes to the bylaw in question need to reflect those practices specifically. In the proposed form, all authority lies with the Registrar and Executive Committee, and none with the communities affected by data collection.

OPA has identified that the addition of demographic information, noted to be specifically related to equity, diversity and inclusion (EDI) initiatives, should also reflect EDI principles. Therefore, OPA proposes that the change in bylaw include consultation on the type of demographic information requested to ensure it is needed, and will not harm any persons or communities, as well as a commitment to the EGAP and OCAP principles noted above.

Proposed change:

8.2. (1) A Member shall provide the following to the College when requested to do so by the Registrar:

(t) Practice information considered necessary by the Registrar, in consultation with the Executive Committee; and

(u) Demographic information considered necessary by the Registrar, in consultation with the Executive Committee **and members. The College will consult members on what information is collected and how, and will provide context to members about why the data is needed, how it will be stored and used, and how members can access data as needed.**

¹ Black Health Equity Working Group. (2021). *Engagement, governance, access, and protection (EGAP): A data governance framework for health data collected from Black communities*. blackhealthequity.ca

² First Nations Information Governance Centre. (2023). *The First Nations Principles of OCAP®*. <https://fnigc.ca/ocap-training/>



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Thank you for this opportunity to participate in this consultation. We would be pleased to meet with you to discuss this submission if you should have any questions or comments.

Sincerely,

A handwritten signature in black ink that reads "O. Cheifetz".

Dr. Oren Cheifetz, PhD, PT
President

A handwritten signature in black ink that reads "D. Sauvé".

Dorianne Sauvé
Chief Executive Officer