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CASLPO 2024–2025 DEI Report Released

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College of Audiologists and Speech-Language Pathologists of Ontario

Editor's Note: *"Continuing the Momentum" is a report from the College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO) that highlights their efforts to improve diversity, equity, and inclusion in the services offered by audiologists and speech-language pathologists in Ontario. This report is shared for information only, with permission from CASLPO. For any questions or requests regarding the report, such as distribution, adaptations, or republishing, please contact CASLPO directly. Unauthorized use of the report is prohibited. While this is an Ontario initiative, similar initiatives either are in place, or in the process of development in other Canadian provinces and territories.*



2024–2025 DEI Report Released

CASLPO is pleased to share its **2024–2025 Diversity, Equity and Inclusion (DEI) Report**, *Continuing the Momentum: CASLPO's Path to Inclusive Care*. The report highlights progress made toward embedding inclusion across all aspects of our work and advancing equitable care in Ontario.

"Over the past year, change and disruption have continued to shape our world. At a time when some question whether organizations should continue to prioritize Diversity, Equity, and Inclusion (DEI), CASLPO's commitment remains strong," says Margaret Drent, Registrar & CEO. "We are committed to learning, growing, and deepening our understanding of DEI so we can better serve the public and support our registrants."

Over the past five years, DEI has been a core pillar of CASLPO's 2021–2025 Strategic Plan and a defining feature of how we regulate in the public interest. As we transition into the 2025–2029 Strategic Plan, we continue to build on this foundation, guided by the same strong commitment.

"This year, our work included bringing more training sessions to broaden our understanding of

privilege, oppression, and challenges faced by patients," says Preeya Singh, Director of Professional Conduct, General Counsel & DEI Officer. "We have continued to gather demographic data from CASLPO registrants to gain insight into the diversity of Ontario's audiologists and speech-language pathologists. As a part of our work towards reconciliation, we are also actively seeking to build new relationships with Indigenous communities and peoples."

Highlights from the 2024-2025 Report:

- **Education & Awareness:** Held the E-Forum "*Towards Accountable Action on Equity, Allyship, and Peacemaking in Healthcare,*" revised staff competencies to prioritize inclusion and belonging, and implemented a DEI Communication Guide to support the use of inclusive language across departments.
- **Data & Transparency:** Strengthened our understanding of registrant diversity by publishing a three-year comparison of demographic data and completing the fourth annual data collection.
- **Leadership & Collaboration:** Demonstrated leadership in DEI through co-chairing the HPRO EDI Network, hosting Ontario's first DEI conference for health regulators, and presenting at the INFONEX Inc. conference.
- **Policy & Governance:** Enhanced equitable practices by revising the Accommodation Policy and introducing customized Territory Acknowledgements for Board Committees rooted in the Seven Grandfather/Sacred Teachings.
- **Registrant & Public Engagement:** Expanded outreach through engagement with Indigenous communities and launching a multilingual public awareness search campaign.

These initiatives reflect CASLPO's continued leadership in fostering **equity, accountability, and belonging,** reinforcing that inclusive regulation supports safer, more effective care for all Ontarians.

Read the full 2024–2025 DEI Report and explore related resources on the **DEI section of our website**.

Comments and questions can be sent to **Preeya Singh**, DEI Officer, **dei@caslpo.com**.

Read the 2024-2025 DEI Report