

## Briefing Note

**TO:** Board of Directors

**FROM:** Registration Committee

**DATE:** October 5, 2020

**SUBJECT:** 6.2 By-Law Amendment with respect to Gender Information on the Public Register: Stakeholder Consultation Results

☒ For Decision

☐ For Discussion

☐ Monitoring Report

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### Purpose:

To review the stakeholder feedback received on the proposed by-law amendment that would remove the requirement to post gender identification collected from the Registrants on the public register.

### Background:

At its meeting on January 27, 2020, the Registration Committee reviewed section 15.6(i) of the College's by-laws concerning Registrant gender information.

The Committee subsequently recommended to amend the by-laws to remove the requirement to post gender identification collected from the Registrants on the public register. The proposed by-law amendment with tracked changes is attached as **APPENDIX A**.

The Committee further agreed to bring the attached by-law amendment to the Board of Directors with a recommendation that it be approved for public circulation. On February 26, 2020, the Board approved the draft by-law amendment for circulation.

The draft by-law amendment was circulated via e-blast to Registrants on March 10, 2020. Individuals were invited to answer survey questions and provide comments. Background information, as well as the link to the survey were posted on the College's website. Additionally, reminders to complete the survey were posted to the College's social media pages.

Between March 10, 2020 and May 11, 2020, a total of 54 survey responses to the draft by-law amendment were received. A full summary of the survey results, together with comments, is attached as **APPENDIX B** for the Committee's review and consideration.

A summary of the stakeholder feedback received on the proposed by-law amendment is as follows:

Question:	Answers:	Applicable section of proposed amendments to the by-laws:
Do you agree with the College's proposal to remove gender information about Opticians from the public register?	<ul style="list-style-type: none"> <li>• <b>Strongly agree – 14.81%</b></li> <li>• <b>Agree – 22.22%</b></li> <li>• Neither agree nor disagree - 33.33%</li> <li>• Disagree – 16.67%</li> <li>• Strongly disagree – 9.26%</li> <li>• Unsure – 3.7%</li> </ul>	Section 15.6(i)
Please indicate if you are:	<ul style="list-style-type: none"> <li>• Registered Optician – 98.15%</li> <li>• Member of the public – 1.85%</li> <li>• Representative of an Opticianry Association – 0%</li> <li>• Representative of another regulatory body – 0%</li> <li>• Other stakeholders – 0%</li> </ul>	Section 15.6(i)

#### Current Information:

At its meeting on July 20, 2020, the Registration Committee reviewed the stakeholder feedback. The Committee noted that the number of responses received was relatively low, and that while responses ranged considerably, there did not appear to be significant opposition to the amendment from a public interest perspective. The Committee agreed to recommend that the Board approve the by-law amendment to remove gender from being displayed on its public register. It was further agreed to recommend that the College direct inquiries about a registrant's gender to the optician's place of employment listed on the public register.

#### Recommendation:

That the Board approve the proposed amendment to by-law article 15(6)(i) to no longer post gender identification collected from the registrants on the public register, as recommended by the Registration Committee.

## APPENDIX A

### PROPOSED BY-LAW AMENDMENT

FEBRUARY 2020

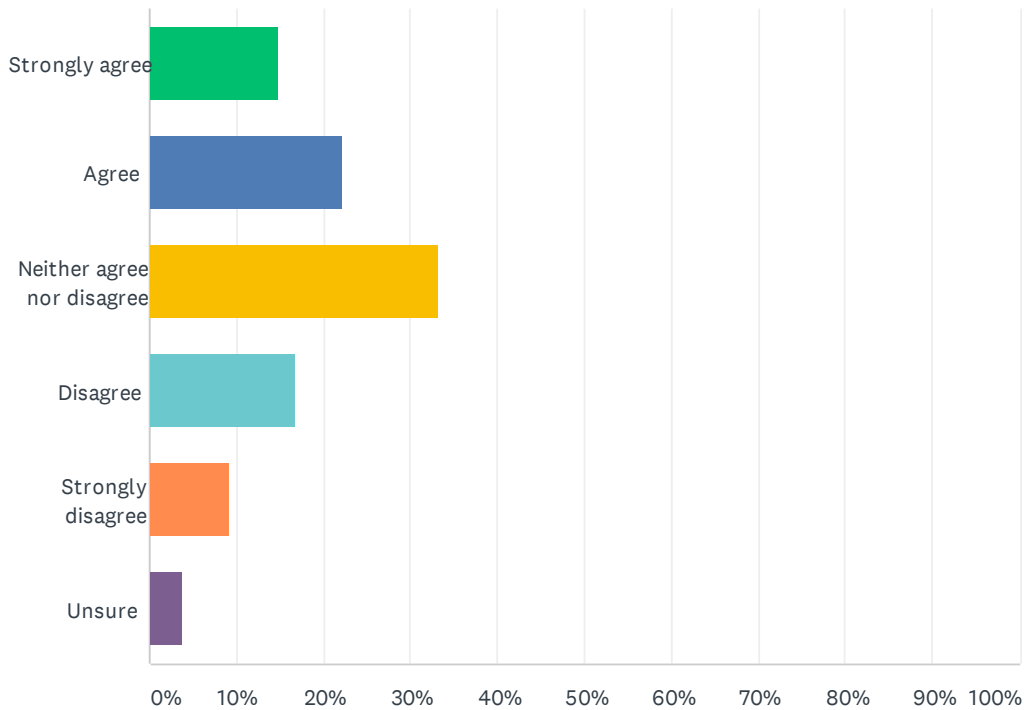
Current Language	Proposed Language	Explanation/Rationale
<b>ARTICLE 15: THE REGISTER</b>		
<b>15.6 Other Information in the Register</b>		
In these by-laws,  In addition to the information set out in subsection 23(2) of the Code, the register shall contain the following information with respect to each Member: (i) The Member's gender and registration number;	In these by-laws,  In addition to the information set out in subsection 23(2) of the Code, the register shall contain the following information with respect to each Member: (i) The Member's <del>gender and</del> registration number;	Amended to reflect Committee's recommendation

## APPENDIX B - STAKEHOLDER FEEDBACK RESULTS

Proposed By-Law Amendment to Displaying Gender Information on the Public Register

### Q1 Do you agree with the College's proposal to remove gender information about Opticians from the public register?

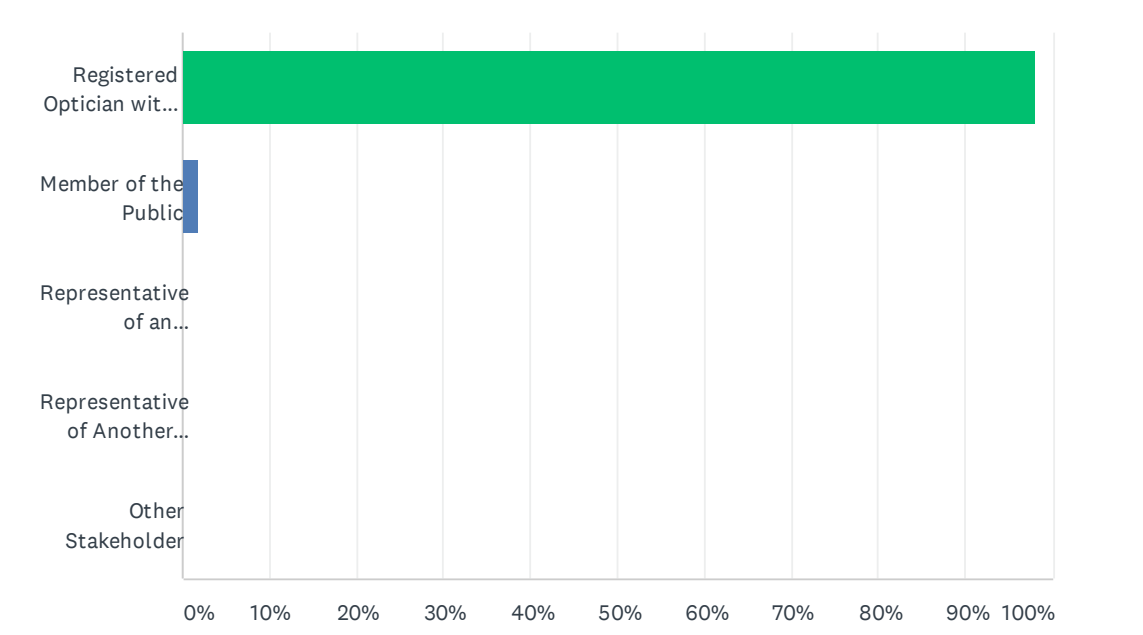
Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	14.81%	8
Agree	22.22%	12
Neither agree nor disagree	33.33%	18
Disagree	16.67%	9
Strongly disagree	9.26%	5
Unsure	3.70%	2
TOTAL		54

Q2 Please indicate if you are a:

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES	
Registered Optician with the College	98.15%	53
Member of the Public	1.85%	1
Representative of an Opticianry Association	0.00%	0
Representative of Another Regulatory Body	0.00%	0
Other Stakeholder	0.00%	0
TOTAL		54

I think for some of the patients it is important to know who they speaking to i.e if it's a women or men or x because some people really feel offended if you call them sir and they are madam or otherwise. For some people they prefer not to be considered as sir or mam. I think it's a complicated matter. I prefer, to have my gender revealed.

It doesn't need to be in the public register but I do believe that knowing the gender is still necessary for statistical purposes

In some cultures, it is important to know you will be seen by what gender and prepare accordingly for the appointment.

Patients may be looking for a gender specific optician.

If there is a way to make the gender optional for registrants to choose if they want their gender on their profile it may solve any issues.

It is important to know the gender for medical reasons.

How is a member of the public going to describe the person Optician, receptionist , lab technician etc when filling a complain to the College. By the grace of God for the past 67 Years of my life I have been a He , I personal find it calling me any thin else offensive.

I am a male...like to be recognized as such...who comes up with these ideas???

I feel the public would prefer to know a persons gender when doing an optician search in some instances however I feel removing gender identification is in keeping with our societies changing values and at some point I think we will be mandated by legislation to remove gender identification. We might as well do it in advance. Regards!