

# FOOTPRINT



The College of Chiropractors of Ontario regulates the practice of chiropractors and podiatrists in the province. Follow us on social media for updates, news and discussions on various healthcare topics!

[www.cocoo.on.ca](http://www.cocoo.on.ca)



College of  
Chiropractors  
of Ontario



## IN THIS ISSUE

- 2 [President's Message](#)
- 4 [A Word from the Registrar and CEO](#)
- 6 [Practice Advisory Service Update](#)
- 8 [Registration Exam Update](#)
- 9 [Quality Assurance \(QA\) Update](#)
- 9 [Call for Applications: Practice Assessors!](#)
- 10 [Fraud Prevention Month](#)
- 11 [ICRC and Discipline Updates](#)
- 12 [Discipline Decision Summaries](#)
- 13 [Meaningful Engagement](#)
- 13 [Spring Town Hall](#)
- 14 [EDI Spotlight](#)
- 15 [Stay Connected!](#)

# PRESIDENT'S MESSAGE

A Time for Reflection:  
Acknowledging How Far We Have Come  
and How Far We Need to Go



As I reflect on the regulation of chiropractors and podiatrists historically and up to present day, I am struck both by how far footcare regulation in Ontario has come and yet how far it has to go to best serve Ontarians. I'm also struck by the value our registrants add to the quality of healthcare in the province and, in recognition of the importance of the healthcare our registrants provide, the real need for much greater numbers of qualified footcare specialists.

I think all registrants should be proud to know that today we have a regulatory body that stands among the 26 health profession regulators in the province as an equal and, may I say, even as a leader in some respects, a particularly notable achievement for a small regulator. We have become a health regulator with a robust Quality Assurance program, and appropriate, annual practice assessments of 5% of our registrants. Our Registration Examinations are delivered entirely in person following a brief online delivery during COVID-19, and they run efficiently and effectively twice a year, balancing a cost-neutral impact on the College and reasonable costs to applicants. We continue to evolve and expand our Standards and Guidelines to ensure the public is protected, including the more recent development of a surgical standard to assist registrants in maintaining the requisite skills, knowledge and judgement necessary to properly perform surgical procedures. We have developed relevant, engaging continuing education (CE) modules to assist registrants in keeping abreast of critical areas in professional regulation and provided the first of such CE modules – our module on Governability – free of charge to registrants. We have engaged in a pilot project in 2025, joining a number of other health profession regulators in the administration of the College's discipline matters by the Health Professions Discipline Tribunal, thereby modernizing the College's disciplinary process while maintaining our commitment to procedural fairness.

With all that we have achieved so far, we must yet recognize where we need to go and the work to be done in realizing the path forward. When I say this, I am referring specifically to the need to expand the scope of practice of registrants to align with other Canadian jurisdictions, ensuring Ontario is a destination of choice for other footcare specialists and ensuring that Ontarians have the best foot care available. With our aging population, the expectation is that the demands for high-level footcare services and treatments will only increase, and the College must be poised to properly regulate larger numbers of registrants with expanded scopes of practice. To this end, the College has been meeting and working collaboratively with the Ontario Society of Chiropractors and the Ontario Podiatric Medical Association to make a request to the government for the scope expansion for registrants, moving the province closer to the Full Scope Podiatry Model. In this respect, we continue to honour the College's Strategic Plan, unanimously approved by Council, supporting the adoption of the Full Scope Podiatry Model in the province. We will share updates with registrants as we have news to share and look forward to working with government representatives following the provincial election.

Turning to the high-value quality care that our registrants provide, we hear daily of the ongoing need for highly trained footcare specialists and the important work that our registrants do in making people's lives better as a result of the foot care they receive. We also field calls and inquiries from members of the public and organizations representing the interests of those Ontarians most in need of the services

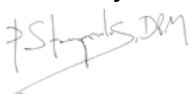
and treatments provided by our registrants expressing frustration with the failure to be able to expeditiously access the higher level of specialized lower extremity care they require that would be attainable through the Full Scope Podiatry Model. We understand and appreciate that all across Ontario we have registrants providing care to ensure Ontarians remain mobile, enjoy better quality lives, and in some cases, avoid losing a lower limb, but again, so much more is possible. Accordingly, we cannot become complacent, and to the contrary, must actively seek opportunities for continuing education and for continuous growth and improvements to build upon the already existing skills, knowledge and judgement of our registrants. Ensuring education pathways exist for registrants to develop their skills for the benefit of the patients they serve is a critical component of public protection.

This leads me to my final point – that of the need to increase the number of registrants of the College who can provide high-level foot care to satisfy the demands of Ontario’s growing population. In the College’s history, growth has been slow, albeit steady. At only a new registration rate of 4 % to 4.5%, not including the loss of registrants due to retirement and other factors, the net growth in new registrants has not been sufficient to grow the number of footcare specialists to adequately serve over 15,000,000 Ontarians. Comparative jurisdictions with chiropody or podiatry providers have much greater numbers, and based on those numbers, Ontario’s current population warrants over 3000 registrants compared to our current registration number of approximately 850. The devastating implications of low registration rates cannot be overstated: Ontarians lose lower limbs unnecessarily and experience more serious foot and health complications from diabetes and PAD when they do not have access to highly trained footcare specialists.

While the College is not in the business of education, it is within the College’s mandate to weigh in on the need for increased footcare post-secondary programs specializing in podiatry. It seems apparent that if we are to experience the kind of growth needed to take us to the registrant numbers and scopes of practice that are not only compatible with footcare specialists elsewhere in Canada, but that capitalize on the existing skills, knowledge and judgment of our current registrants, we must have footcare education available across the province. In particular, we must see a footcare program that is accessible in the North and that can encourage registrants to set up practices that serve currently underserved populations. I have previously written about the inequitable access to footcare that Ontario’s First Nations communities experience, particularly in the North. This is merely one reason, although a very significant one, that warrants an expansion of the delivery of education for chiropodists and podiatrists in the province. As I have noted, our registration numbers are deficient when compared to other Western jurisdictions, and it seems plain – that one of the ways to address that deficiency is to increase the number of education programs to train chiropodists and podiatrists while ensuring the distribution of such programs across the province, beyond Toronto. I would be remiss if I did not mention another necessary step in this vein which is the removal of the current ban on registering an entire group of highly-trained footcare specialists, namely, DPM podiatrists.

In closing, my reflections on the College as a regulatory body as well as the professions of chiropody and podiatry are positive. The fact that we have further improvements to make does not detract from the progress we have made or the tremendous value to the quality of the lives of Ontarians that our registrants make every day. It simply means that we have exciting times ahead to look forward to and remaining work to be done to truly fulfill the College’s mandate: to protect the public.

Sincerely,



Peter Stavropoulos, DPM  
President





## A WORD FROM THE REGISTRAR & CEO


### Town Halls, Footprint and Other Opportunities to Engage with Your Regulator

From time to time, whether while hosting a Town Hall Meeting or attending a conference, I am surprised to hear from a registrant that they aren't aware of information that the College has shared widely and repeatedly. For example, I am often asked questions about the Full Scope Podiatry Model that I have spoken to at length on multiple occasions. While I appreciate that registrants are busy and may not have the time to attend a Town Hall Meeting or a conference, I thought it may be helpful to provide an overview of the different methods of communication the College engages in that give registrants some options to hear directly from the Registrar.

Twice a year, the College staff and I plan a Town Hall Meeting with the intention of connecting directly with registrants, delivering relevant information and inviting attendees to ask questions directly to me to answer. Those who have attended can attest that the format is relatively informal, and all questions asked are unscripted and are answered. Previously, we held the Town Halls on a Saturday but when asked if we could offer a time during the week to ensure registrants who may not have been able to attend on a Saturday could attend on a weeknight, we took the suggestion to heart and considered the suggestion. To that end, we conducted a survey and asked for registrant input, finding that approximately even numbers of respondents showed a preference for a Saturday Town Hall or a weeknight Town Hall. The result is that we now alternate the scheduling of our Town Halls with one Town Hall being on a Saturday and the other being on a weeknight. I'm pleased to share that the next Town Hall will be on **Tuesday, May 13th at 6:00 pm**. Keep an eye out for an invitation in the near future.

As I have mentioned, the Town Halls are not something the College is required to do and attendance by registrants is not mandatory. I, along with College staff, give up our personal time either on a Saturday or on an evening to ensure that the Town Hall meetings can be offered at times that our registrants are available. Our aim is to ensure the meetings are meaningful and informative. At our Town Hall, we invite registrants to attend virtually or in person, as they see fit and in keeping with what is most convenient for them. I have been pleased to see different names and faces at various Town Halls and the level of engagement is very good with lots of relevant questions from participants. Typically, the Town Halls last about an hour, with a presentation from me on a given topic and the remainder of the time available for Q & A.





In addition to the introduction of Town Hall meetings, we have been committed to providing three issues of the Footprint annually as a means of communicating important updates and messaging with our registrants. The Footprint newsletter is an electronic publication that is sent directly to registrants' email addresses that registrants have provided to the College, and is intended to capture relevant, timely information for the benefit of registrants. We aim to distribute each issue within one month following a Council meeting to ensure we capture important information from the Council meeting for registrants.

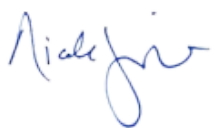
I also regularly attend conferences and speak about a number of regulatory issues that I hope will be of interest to registrants. I enjoy the questions I receive from attendees and the opportunity to connect directly with registrants. As an extension of this, I meet with representatives from the Ontario Society of Chiropractors and the Ontario Podiatric Medical Association with a focus on positive collaboration to improve foot care in the province. Our main focus and point of discussion is moving toward the implementation of the Full Scope Podiatry Model in the province.

Finally, I remain available by email if a registrant wishes to contact me directly. I make my best efforts to be responsive to any email inquiries in a timely manner and, whenever possible, I am pleased to provide a helpful response.

In short, the College continues to offer meaningful ways in which registrants can engage directly with their regulatory body and the Registrar and CEO. It goes without saying that the expectation is that all exchanges must be professional and in good faith. I hope that registrants will continue to engage with their regulator and to realize upon the opportunities offered for further engagement.

I look forward to seeing you soon.

Sincerely,



Nicole Zwiers, LLB, LLM  
Registrar and CEO



## PRACTICE ADVISORY SERVICE UPDATE

The Practice Advisor (PA) helps registrants with guidance on their professional services in Ontario and supports the public and health system partners with questions about the practice of chiropodists and podiatrists. [www.cocoo.on.ca/practice](http://www.cocoo.on.ca/practice)

Concerns about website content and/or advertising come to the attention of the College by way of system partner inquiries (insurance companies, members of the public), College investigations (ICRC, Registrar Investigations, Mentoring) and complaints or concerns raised by registrants. The College will include a review of registrants' websites as part of the confidential QA Practice Assessments.

### 1. Multiple Practice Locations:

Registrants are responsible for ensuring that **all** of their practice locations are reported to the College as part of the annual registration renewal. Also, any changes or additions to practice sites that happen outside the renewal period must be added to their profile on the Registrant Portal by the registrant **within 30 days**. Failing to maintain a current list of practice sites constitutes a breach of the Standards of Practice and may result in disciplinary action.

Registrants must also ensure that all forms of advertising related to their credentials, [title](#), education and scope of practice are accurate, truthful and professional. All advertising must be consistent with the requirements set out in [Ontario Regulation 203/94](#) under [The Chiropody Act, 1991](#), the [Advertising Guidelines](#), and the [Social Media Standard](#). Furthermore, registrants working in multi-disciplinary healthcare practices or who are not the clinic owners are reminded that it is their responsibility to ensure that any clinic advertising complies with the above-referenced legislation and guidelines.

Here is a listing of several categories of advertising concerns that constitute breaches of the governing legislation that have come to the College's attention:

### 2. Scope of Practice – Braces/Splints/Supports:

It is beyond the legislated anatomic scope of practice to recommend, prescribe, fit, or supply items to treat conditions other than for the foot. It does not matter whether the items are off-the-shelf, or that a given patient presents to the registrant with a recommendation/prescription from a MD or other health care professional.

### 3. Website/Online Selling of Footcare Products:

Registrants are not permitted to sell or supply footcare products to individuals, including patients, through their practice website. This includes non-prescription, name-brand items such as creams, nail tinctures, toe splints, toe pads, foot/ankle sleeves and so on, either through in-person sales or through the registrant's website.



#### **4. Testimonials or Reviews as part of Clinic Website or Advertising:**

Registrants are not permitted to include patient reviews or testimonials on their website or in any advertising. Additionally, registrants and/or their staff must not encourage patients to provide or participate in testimonials or reviews relating to the professional services provided by the registrant.

#### **5. Referring to Specific Name Brands of Equipment:**

Registrants should not advertise the equipment used in their clinic by brand name. The example below uses fictitious brand names in red to demonstrate what is not acceptable:

*"In offering foot care treatment to our patients, this office utilizes the **ACME** Radial Shockwave Unit, **MVP** Laser Therapy Unit, **CLEAN** Fungal Nail Laser and the **BLASTER** Microwave Machine. For more information on this equipment, please click the links below."*

The [O. Reg. 203/94: GENERAL](#) states, "7(1). An advertisement with respect to a member's practice must not contain: (e) a reference to a drug or to a particular brand of equipment used to provide health services."

#### **6. Registrant Academic Qualifications and Education:**

If registrants elect to discuss the education and training that qualified them to be eligible to sit the examination to register in Ontario to stay in compliance with the College Standards registrants must do so accurately and honestly. It is both inaccurate and purposefully disingenuous, for example, to suggest on a website or in one's advertising that the only difference between the two classes of registrants is a geographical one: one class is trained in Canada or the UK, and the other is trained in the United States. The purpose of any information provided on a registrant's website or in their advertising must be to accurately assist patients, potential patients or any other interested parties in understanding the services and treatments offered by the registrant.

For the benefit of their website visitors, registrants may wish to share the College's information [\*\*about Chiropodists and Podiatrists\*\*](#) for clarification on these questions and more.



## 7. Residency Training:

Consistent with the generally recognized standards and norms relating to academic education and training within healthcare professions, the College defines, “residency training” as the training that is acquired post graduation from a given discipline of healthcare as part of an established, accredited residency program. Registrants cannot claim in their advertising to have attained or engaged in “residency training” unless they have valid documentation evidencing that they received a certificate of completion from such an accredited, post graduate residency program, and can provide evidence of it, if called upon to do so. Academic or clinical training that occurs at outreach/externship placements during the regular course of an academic chiropody or podiatry educational program cannot be termed “residency training”.

Further, the College does not recognize “specialist” designations within the scope of practice of registrants. Accordingly, it is not permitted for any registrant to claim in any advertising as having a specialization in or expertise in professional services such as biomechanics, orthotics, or surgery.

“Specialty areas within Chiropody and Podiatry are not recognized and references to a “specialty” or being a “specialist” or an “expert” are not permitted. Members are permitted to use the term ‘foot specialist’ if alongside the title of Chiropodist or Podiatrist.”

Registrants are encouraged to reflect on the information provided in the guidelines and to review their website as well as any advertising to ensure full compliance. As always, any questions can be directed to the Practice Advisory service for appropriate guidance via email at [practice@cocoo.on.ca](mailto:practice@cocoo.on.ca).

## REGISTRATION EXAM UPDATE

The 2025 Spring registration exam dates have been confirmed:

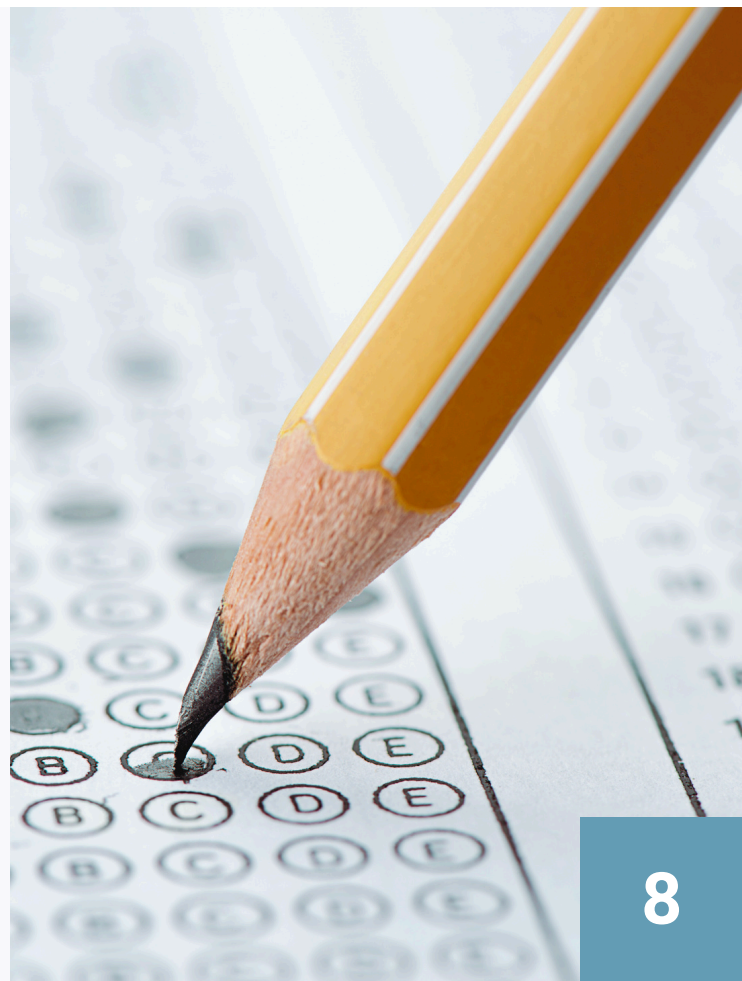
### Spring 2025

- **May 30, 2025** – The Jurisprudence and Core Competency exams will be written in person at the College of Chiropodists of Ontario office.
- **May 31, 2025** – The OSCE will be held at The Michener Institute.

### Fall 2025

- The Fall 2025 supplemental registration exam dates are currently TBD.

If you have any questions about the exam, please contact [info@cocoo.on.ca](mailto:info@cocoo.on.ca).





## QUALITY ASSURANCE UPDATE

### Practice Assessments

In 2023, the Quality Assurance Committee approved the development of a Surgical Suite Assessment Tool to enhance the existing Practice Assessment process. This tool was officially integrated into practice assessments in 2024.

The Quality Assurance Committee will review the results of the Surgical Suite Assessment Tool over the next few months to evaluate its effectiveness and impact.



## Call for Applications – Looking for Practice Assessors!

The College of Chiropractors of Ontario is seeking registrants to serve as Practice Assessors in support of the Quality Assurance Program.

Practice Assessors are professional registrants responsible for conducting in-person practice assessments assigned by the College. Their duties include:

- Visiting registrants' practice sites
- Reviewing practices for compliance with the College's Standards of Practice
- Conducting chart reviews

### Position Details:

- **Term Length:** One-year appointment by the Quality Assurance Committee, with the possibility of reappointment
- **Time Commitment:** 2-4 assessments per year, each lasting approximately 3-4 hours
- **Remuneration:** \$475 per assessment (+ expenses) in accordance with the College's per diem policy
- **CE Credits:** Up to 5 hours of Category B continuing education credits
- **Training:** Mandatory training provided by the College before assessments

### How to Apply:

If you are interested in becoming a Practice Assessor, please submit your resume and cover letter to:

✉ Manager, Examinations, Registration & Quality Assurance

✉ [npirani@cocoo.on.ca](mailto:npirani@cocoo.on.ca)

📅 Deadline: April 30, 2025

Join us in supporting the profession and ensuring excellence in practice!

# FRAUD PREVENTION MONTH

**Fraud Prevention Month** in March is an annual campaign that seeks to help consumers, businesses, professionals and the public recognize, reject and report fraud.

Orthotics fraud is one of the biggest issues that affects our profession. It is one of the main causes of complaints to the College, which often leads to referrals to discipline.

Orthotics fraud involves schemes or unethical business practices where orthotics that are not medically necessary are prescribed and dispensed to patients. Some examples include prescribing orthotics that are not medically necessary to maximize the use of the patient's insurance coverage, prescribing orthotics without a proper assessment, offering incentives such as free footwear along with the purchase of orthotics, selling or endorsing footwear or footcare brands, and so on.

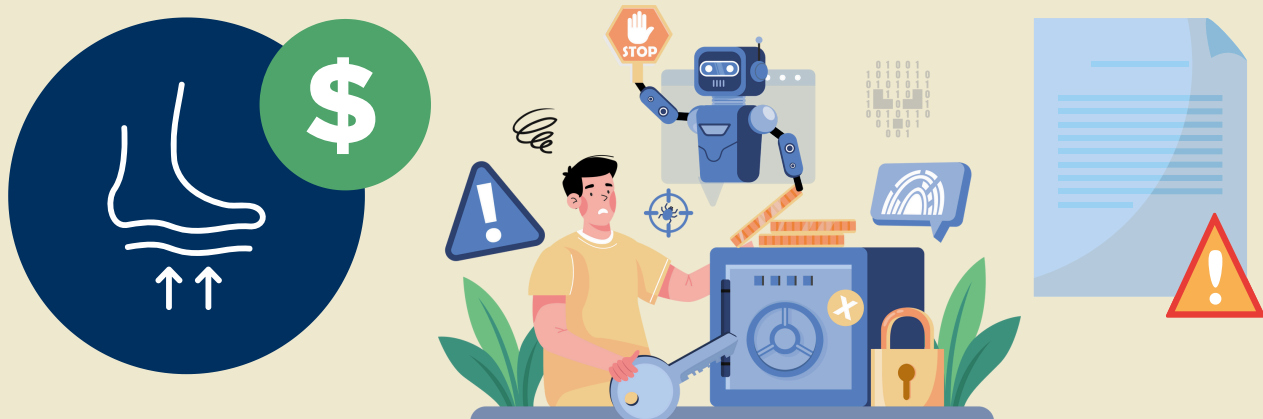
These practices not only lead to unnecessary claims made to third-party insurance companies, exploiting the entire health system but can also harm patients who may receive inappropriate or unnecessary treatment in the process. These practices may also prevent patients from receiving the proper attention and treatment they need, as clinic resources and registrants' time may be misused, but most importantly, these practices erode public trust, which is absolutely vital to our profession.

The College's **Prescription Custom Foot Orthoses (PCFO) Standard** provides guidance on what should be performed by registrants regarding the manufacturing and dispensing of orthotic devices.

The College is continuing to reflect on the importance of following appropriate business practices that reflect the expectations and confidence of the Ontario public. The College takes this matter extremely seriously and has therefore developed a **Zero Tolerance Policy** in 2019. Moreover, many **recent discipline decisions** demonstrate the consequences of fraudulent business practices.

In addition to fraud, scams can also be devastating for consumers and businesses. We encourage registrants to take some time every now and then to [learn about the various types of scams](#) (such as those using AI technology, social media ads, fraudulent phone calls, impersonation, sharing of people's personal information, etc.) so they can be aware and protect themselves, their colleagues, their businesses, and ultimately, their patients.

The best way to avoid becoming a victim is to be informed and alert.





# ICRC AND DISCIPLINE COMMITTEE UPDATES



## Complaints and Reports

Between October 2024 and January 2025, the College received 11 complaints and opened two Registrar investigations, which is very similar to the number of files last year. In the same period in 2023, the College received 11 complaints and opened five Registrar investigations.

Between October 2024 and January 2025, ICRC panels disposed of 10 matters as follows:

- **6 cases** – no further action was taken
- **3 cases** – referrals to the Discipline Committee
- **1 cases** – SCERP

There are currently 17 matters that will be considered by panels of the ICRC.

## Discipline Committee (known as the Ontario Chiropractors and Podiatrists Discipline Tribunal since January 1, 2025)

As of the end of January, 11 cases have been referred to the Ontario Chiropractors and Podiatrists Discipline Tribunal. [Referrals are posted on the College's website.](#)

Disciplinary matters are resolved by way of uncontested or contested hearings. Matters are resolved or disposed of when:

- All allegations are withdrawn or dismissed;
- No findings of professional misconduct and/or incompetence are made by a panel;
- Findings of professional misconduct and/or incompetence are made, and a penalty is ordered;
- Reinstatement requests are granted, not granted or abandoned; and
- Removal of information requests are granted, not granted or abandoned.

Between October 2024 and January 2025, the Discipline Committee disposed of **three** matters.

[Discipline decisions can be found on the College's website.](#)

## Health Professions Discipline Tribunal

Effective January 1, 2025, Council voted to join a one-year pilot project with the Health Professions Discipline Tribunal. All College discipline matters will be heard and decided by the HPDT. David Wright is the Chair of the Tribunal, and the College's professional and public members will sit on panels with experienced adjudicators/lawyers. The College's Discipline Committee is now called the Ontario Chiropractors and Podiatrists Discipline Tribunal.

[www.hpdt.ca](http://www.hpdt.ca)

## Summarized Discipline Committee Decisions

### *COCOO v. Alan Lustig*

The former registrant signed an agreed statement of facts, admitting that he engaged in professional misconduct, including that he: contravened the Act, the *Regulated Health Professions Act, 1991* or the regulations under either of those Acts; engaged in conduct or performing an act, in the course of practising the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable, or unprofessional; failed to comply with an order of the Complaints Committee, the Discipline Committee or the Fitness to Practise Committee; and failed to carry out a requirement of the Complaints Committee, the Discipline Committee or the Fitness to Practise Committee or breaching an undertaking given to one of those committees or to the Registrar.

The Panel accepted a joint submission on penalty and ordered the following:

- Oral reprimand
- Revocation of the former registrant's certificate of registration

The former Registrant was ordered to pay \$23,000 in costs to the College.

### *COCOO v. Jonathan Tomines*

The registrant signed an agreed statement of facts admitting that he engaged in professional misconduct, including that he: failed to meet or contravened a standard of practice of the profession; failed to advise the patient to consult with a physician or other regulated health professional when the registrant recognized, or ought to have recognized, a condition that was beyond his competence or experience; failed to keep records as required by the regulations; contravened the Act, the *Regulated Health Professions Act, 1991* or the regulations under either of those Acts; engaged in conduct or performed an act, in the course of practising the profession, that would reasonably be regarded as disgraceful, dishonourable and unprofessional.

After finding the Registrant guilty of professional misconduct, the Panel made an order that included the following:

- An oral reprimand
- 7-month suspension (2 remitted if coursework completed)
- Medical Record-Keeping Course
- Dermatology – Lower Extremity Course
- Distinctiveness of Pedal Melanoma Course
- Mentorship for a period of 12 months

The registrant was also ordered to pay costs to the College in the amount of \$20,000.

### *COCOO v. Uthayakumar*

After a contested hearing, the Discipline Committee found that the former Registrant engaged in professional misconduct in that he: signed or issued, in his professional capacity, a document that contained a false or misleading statement; contravened the Act, the *Regulated Health Professions Act, 1991* or the regulations under either of those Acts; engaged in conduct or performed an act, in the course of practising the profession, that would reasonably be regarded as unprofessional.

After finding the former Registrant guilty of professional misconduct, the panel heard submissions from the parties on the appropriate penalty. The Panel ordered the following:

- An oral reprimand;
- In the event that the former Registrant reapplies and is granted membership with the College, the Registrar is directed to suspend his certificate of registration for three months;
- In the event that the former Registrant reapplies and is granted membership with the College, he is to be subject to the terms, conditions and limitations imposed by the Registration Committee in January 2023, after his suspension is complete.

The registrant was ordered to pay \$50,000 in costs to the College. The registrant appealed the decision to Divisional Court but abandoned the appeal.



## MEANINGFUL ENGAGEMENT AND SYSTEM COLLABORATION

The College regularly participates in activities and events as part of its commitment to interprofessional collaboration and advancing footcare in Ontario. Engaging in important discussions with other footcare regulatory bodies, associations as well as other health regulatory bodies across the country allows the College to exchange ideas and adopt innovative processes and approaches to its work. Open dialogue with our fellow health system partners allows us to continuously improve and stay informed about the latest developments in the regulatory space.

The College is hosting the inaugural Canadian National Podiatry and Chiropractic Conference in April 2025, which will be an opportunity for various provincial footcare regulatory bodies to discuss important issues and potentially collaborate on key projects to enhance and improve the public's access to footcare services across the country. We look forward to meeting and engaging in productive discussions with other provincial footcare regulators on key issues that affect patients across the country.

The College is continuing to actively participate in discussions with other provincial healthcare regulators as part of the [Health Profession Regulators of Ontario \(HPRO\)](#) and its sub-committees. HPRO is made of 26 regulatory colleges that regulate 30 distinct professions, i.e. almost 400,000 healthcare professionals in Ontario. Recent discussions that College staff have participated in include creating safer spaces in our organizations for staff, cultural safety in healthcare practice, IPAC and infection control guidance for registrants, risk-based assessments in QA, guidance around the use of AI in healthcare and professional practice and more.



### SPRING TOWN HALL

You're invited to the Spring Town Hall on **Tuesday, May 13, 2025 at 6:00 pm!**

At this session, Registrar and CEO Nicole Zwiers will discuss the College's latest initiatives and share news related to footcare regulation. A Q&A session will follow the presentation, where attendees will get an opportunity to ask questions and provide their feedback.

If you're interested in attending the session, [please complete this survey](#) to **indicate if you're attending virtually or in person by April 30, 2025**. This is to ensure we can make the necessary arrangements for the hybrid session.

**In-person:** At the College office at 180 Dundas Street West, Suite 1901, Toronto, M5G 1Z8. Light refreshments and treats will be provided.

**Virtual:** A meeting link will be shared with attendees before the meeting date.



## EQUITY, DIVERSITY AND INCLUSION (EDI) SPOTLIGHT



The College is committed to Equity, Diversity, and Inclusion (EDI) because these principles advance the profession and benefit Ontarians. To fulfill our mandate of public protection, we must address healthcare gaps that prevent many from seeking proper footcare. Systemic inequities, such as historical and ongoing racism, sexism, biases, and discrimination, create barriers to care for several underserved communities. While one regulatory body can't tackle all these complex issues alone, it's imperative to use this lens to understand why some patients and many Ontarians may not be getting the care they need and what we can do to help.



In February, the College joined its health system partners in celebrating **Black History Month**, recognizing the contributions of Black trailblazers to health care.

This year's theme "*Black Legacy and Leadership: Celebrating Canadian History and Uplifting Future Generations*" focused on the impact and leadership of Black Canadians and their lasting influence on future generations. The College shared news, articles and resources on its social media channels and highlighted key issues affecting the health and wellbeing of Black patients and communities.

The College celebrates **International Women's Day** on March 8, 2025. This commemorative day has been around for over a hundred years, since unfortunately, many of the issues are still impacting women's advancement.

The theme this year, "***Accelerate Action***", emphasizes the importance of taking swift and decisive steps to achieve gender equality. It calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in their personal and professional spheres.

Achieving greater gender diversity in healthcare and leadership roles can enhance patient outcomes, encourage more women to seek professional foot care and foster creativity in addressing complex healthcare challenges.



"I'm committed to challenging stereotypes, calling out gender bias, and celebrating women's achievements in my field. I hope to see greater gender equality and representation in healthcare, creating a more inclusive world for future generations. Together, let's **#AccelerateAction** for gender equality and equity."

— Peter Stavropoulos, DPM (President)  
**#IWD2025**

As always, we encourage you to reflect on the complex issues that may affect your own practice and patients and how you can address these issues one step at a time.

## STAY CONNECTED!

### The College is now on BlueSky Social!

After some discussions with the Health Profession Regulators of Ontario (HPRO) about the current landscape of social media networking and communications, the College decided to join [BlueSky Social](#) along with other healthcare regulators like the College of Midwives of Ontario, College of Massage Therapists of Ontario, Royal College of Dental Surgeons of Ontario and College of Physiotherapists of Ontario. It will give us an opportunity to create a positive network together, where individuals and organizations can share important news and updates from the healthcare regulatory space. Our hope is that this move from X to BlueSky Social will also allow us to connect with audiences that are truly interested in advancing health care and making it safely accessible and equitable to all patients.

Follow us on [BlueSky Social](#), [LinkedIn](#), and [Instagram](#) for the latest updates on footcare standards and guidelines, College events and deadlines, important decisions arising from Council meetings, and trending healthcare topics.



College of  
Chiropodists  
of Ontario

REGULATOR OF ONTARIO CHIROPODISTS AND PODIATRISTS

FOOTPRINT | MARCH 2025

[WWW.COCOO.ON.CA](http://WWW.COCOO.ON.CA)