



ACOTRO
ASSOCIATION OF CANADIAN OCCUPATIONAL
THERAPY REGULATORY ORGANIZATIONS



ACORE
ASSOCIATION CANADIENNE DES ORGANISMES
DE RÉGLEMENTATION EN ERGOTHÉRAPIE

2025 ANNUAL REPORT

**Association of Canadian Occupational
Therapy Regulatory Organizations**

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TERRITORIAL ACKNOWLEDGEMENT

The Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO) respectfully acknowledges that the organization's staff, provincial members, and Board of Directors live, work, and play across the ancestral lands of many Indigenous Peoples.

ACOTRO's office, located in what is now known as Toronto, is situated on the Traditional Territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat Peoples. It is now home to many diverse First Nations, Inuit, and Métis Peoples. Toronto is covered by Treaty 13, which was signed with the Mississaugas of the Credit, and the Williams Treaties, signed with multiple Mississaugas and Chippewa First Nations.

We honour and acknowledge the First Nations, Inuit, and Métis, as the original stewards of the land, and we remind ourselves of our responsibility to be accountable for our actions toward connecting with and creating more equitable, inclusive, and respectful relationships with everyone who lives here. We are humbled as we reflect on and appreciate the land on which we are able to continue to gather and meet.





PRESIDENT'S MESSAGE

As we reflect on the past year, I am proud of the meaningful progress ACOTRO has made in advancing regulatory excellence, strengthening collaboration, and supporting public protection across Canada. Our collective efforts continue to demonstrate the value of national cooperation in ensuring safe, competent, and ethical occupational therapy practice.

Throughout the year, ACOTRO remained focused on strengthening regulatory alignment across jurisdictions, particularly in areas where evolving practice environments demand thoughtful and coordinated responses. Our ongoing work to support cross-jurisdictional practice and remote service delivery reflects our commitment to reducing unnecessary barriers while maintaining robust public safeguards. These efforts help ensure that Canadians can access occupational therapy services when and where they need them without compromising accountability or professional standards.

We also continued to advance our work related to oversight of the Substantial Equivalency Assessment System (SEAS) program. Ongoing demand from internationally educated occupational therapists (IEOTs) for assessment has highlighted both the importance and the complexity of this work. Over the past year, we have begun projects to enhance efficiency and explore advancements that continue to support fairness, transparency, and timely decision-making while maintaining rigorous competency standards.

Health human resources challenges persist nationwide, and ACOTRO continues to contribute a regulatory perspective to national discussions. Our partnership with the Canadian Institute for Health Information (CIHI)

and our collective data-sharing efforts support informed workforce planning and help identify trends, gaps, and opportunities to better serve Canadians.

Equity, diversity, inclusion, and justice remain integral to our work. This year, we continued to embed these principles into our activities and policy discussions, as part of our 2025–2027 Strategic Plan commitments. By doing so, we focus our responsiveness on the evolving needs of the communities we serve.

None of this work would be possible without the dedication, expertise, and collaborative spirit of leaders across Canada's occupational therapy regulatory organizations. Our collective commitment to working together ensures consistency, quality, and integrity in regulation nationwide.

As we look ahead, I am confident that ACOTRO's continued focus on collaboration, innovation, and public protection will further strengthen occupational therapy regulation in Canada. Thank you to all those who contribute their time, insight, and leadership to this important work.

Sincerely,

Marianne Baird

PRESIDENT, ACOTRO

CEO and Registrar, Alberta College of Occupational Therapists

WHO WE ARE

ACOTRO is the national organization representing provincial regulators of occupational therapy across Canada. We work together to ensure consistent, high-quality regulation of the profession from coast to coast.

ACOTRO's 10 provincial members are responsible for regulating the practice of occupational therapy within their respective jurisdictions. Collectively, we protect the public interest and provide direction to occupational therapists seeking information about registration in Canada.

Through ACOTRO, regulators collaborate to advance effective regulatory practices, enhance public accountability, and align approaches across provinces. This collective effort strengthens our ability to respond to evolving practices and regulatory requirements in the field of occupational therapy.

Our focus includes

- Advancing excellence in occupational therapy regulation
- Developing and advancing a national strategy for regulatory consistency

- Supporting interprovincial and international labour mobility for occupational therapists
- Fostering national and international networks and knowledge-sharing initiatives

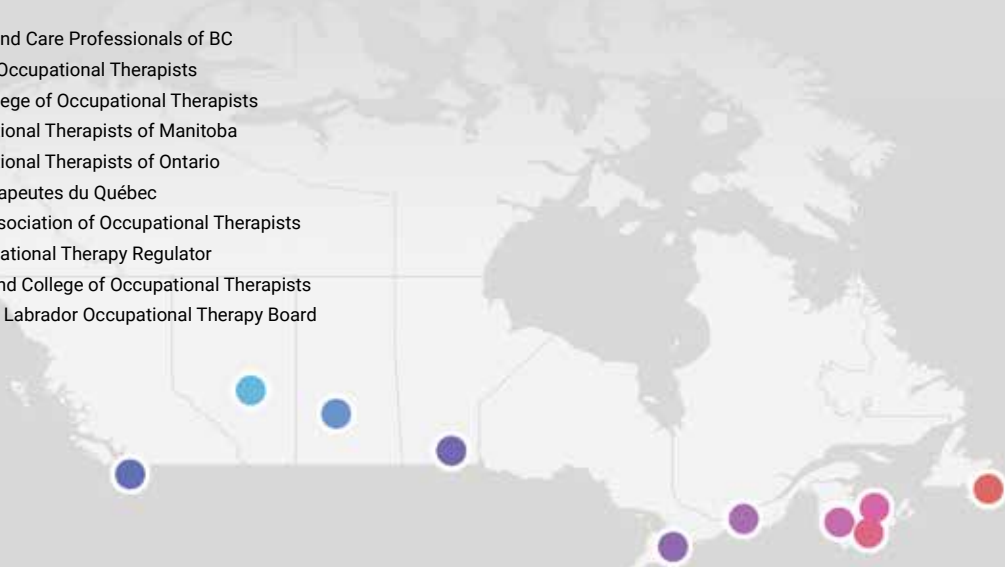
These efforts help streamline regulatory processes and drive positive changes within the regulatory landscape.

ACOTRO also oversees and administers the assessment of IEOTs, evaluating whether their education and competencies are substantially equivalent to those of occupational therapists educated in Canada.

Each provincial regulatory organization designates one representative to serve on ACOTRO's Board, ensuring that every province contributes to national regulatory discussions and decisions (see Figure 1).

FIGURE 1: ACOTRO Member Organizations

- College of Health and Care Professionals of BC
- Alberta College of Occupational Therapists
- Saskatchewan College of Occupational Therapists
- College of Occupational Therapists of Manitoba
- College of Occupational Therapists of Ontario
- Ordre des ergothérapeutes du Québec
- New Brunswick Association of Occupational Therapists
- Nova Scotia Occupational Therapy Regulator
- Prince Edward Island College of Occupational Therapists
- Newfoundland and Labrador Occupational Therapy Board



HISTORY

ACOTRO was established in 1989 and incorporated in 2011.

VISION

Excellence in Collaborative Regulatory Leadership

MISSION

We support Canadian occupational therapy regulators to advance public protection and to enhance competent and ethical occupational therapy practice while recognizing provincial accountabilities.

VALUES

ACOTRO embraces the following values:

ACCOUNTABILITY:

- **Social Accountability:** We take responsibility for the social and environmental impact of our actions, striving to contribute positively to society and build stronger communities.
- **Reconciliation:** We are committed to acknowledging the history of harm caused to Indigenous Peoples, and we actively work toward healing, understanding, and meaningful partnerships. We support reconciliation efforts through actions that respect Indigenous sovereignty, cultures, and traditions.
- **Humility:** We approach our work with respect and humility. We are committed to learning from diverse perspectives and fostering a culture of respect for people's lived experiences.

COLLABORATION:

We believe that by working together, sharing knowledge, and supporting each other, we can achieve far more than we can individually. Collaboration is the key to unlocking innovation and solving complex challenges.

MUTUAL RESPECT:

We value the inherent dignity and worth of every individual. By fostering an environment where differing opinions, backgrounds, and perspectives are valued, we build stronger relationships and a more cohesive team.

TRUST:

We prioritize building and maintaining trust through transparency, honesty, and consistency in our actions. Trust is the foundation of our relationships, both internally and externally, and we recognize its role in creating a positive professional culture and achieving long-term success.

INCLUSIVITY:

We are committed to creating an environment where all individuals feel valued, included, and empowered. We embrace diversity in all its forms, knowing that diversity leads to richer ideas, better solutions, and a more equitable environment.

OPENNESS TO LEARNING/GROWING/PROGRESS

We are dedicated to continuous learning and development, encouraging a culture where curiosity is nurtured and growth is supported. We embrace change and adapt to evolving circumstances, always seeking to improve and move forward in innovative ways.

GOVERNANCE

All occupational therapy regulators in Canada are members of ACOTRO and take part in its initiatives. A Board of Directors provides governance. The Board is made up of registrars or designated representatives from each of the 10 provincial regulatory bodies.

ACOTRO MEMBERS 2025

PRESIDENT (until May 6): Elinor Larney

(Board Member until July 11)

Registrar and CEO, College of Occupational Therapists of Ontario

PRESIDENT (after May 6): Marianne Baird

CEO and Registrar, Alberta College of Occupational Therapists

VICE-PRESIDENT: Kim Doyle

Executive Director, Newfoundland and Labrador Occupational Therapy Board

TREASURER: Kevin Wong

Executive Director and Registrar, Nova Scotia Occupational Therapy Regulator

Yannick Chartrand

Deputy General Director and General Secretary, Ordre des ergothérapeutes du Québec

Sherry Just

Executive Director and Registrar, Saskatchewan College of Occupational Therapists

Natalie MacKenzie

Registrar, New Brunswick Association of Occupational Therapists

Colleen MacPherson

Registrar, Prince Edward Island College of Occupational Therapists

Michelle Martin-Strong

Executive Director, College of Occupational Therapists of Manitoba

Dianne Millette (until September 17)

Registrar and CEO, College of Health and Care Professionals of BC

Susan Paul (after September 17)

Regulatory Transformation Advisor, Quality Practice, College of Health and Care Professionals of BC

Gillian Slaughter (after September 17)

Registrar and CEO, College of Occupational Therapists of Ontario

Neither Yukon, Nunavut, nor the Northwest Territories have an occupational therapy regulatory organization. Occupational therapists in these regions may be registered by regulatory organizations in other provinces.

STAFF AND CONTRACTORS

Susan Domanski, MANAGER, SEAS PROGRAM

Vanilda Ferreira, COORDINATOR, SEAS PROGRAM

Arianne De Guzman, SEAS ASSOCIATE

Rio Fe Umali, SEAS ASSOCIATE

Farshad, Bagheri, PROJECT MANAGER AND IT SUPPORT

Jill Kovacs, PROJECT MANAGER

ACTIVITIES IN 2025

ACOTRO members worked collaboratively to address and navigate a variety of challenges affecting occupational therapy regulation across Canada. The organization also strengthened and engaged with various external partners to advance shared goals and successfully bring joint initiatives to fruition.

ACTIVITIES IN 2025

Strategic Plan Initiatives

In 2025, ACOTRO members completed the first year of the 2025–2027 Strategic Plan. Members actively participated in discussions and initiatives aimed at strengthening the consistency of occupational therapy regulatory practices across Canada. Key areas of focus included advancing

the development of a national code of ethics framework, progressing work on a re-entry framework, supporting agreement on a national practice standards framework, enhancing the SEAS program, and continuing engagement in Truth and Reconciliation efforts.

Governance

In 2025, ACOTRO updated its vision, mission, and values to respond to the evolving regulatory landscape and to clearly articulate the organization's purpose, guiding principles, and collective aspirations.

ACOTRO members extended their appreciation to outgoing President Elinor Larney (College of Occupational Therapists of Ontario) for her leadership and contributions to ACOTRO and wished her well in her retirement. Marianne Baird (Alberta College of Occupational Therapists) was appointed as the new ACOTRO President effective May 6. Members also

expressed their thanks to Kim Doyle (Vice-President) and Kevin Wong (Treasurer) for their continued service and leadership and welcomed their ongoing commitment to their executive roles.

Over the past year, the Governance Committee reviewed and refreshed several policies related to SEAS, ACOTRO's communications and knowledge management, as well as committee terms of reference. The committee also updated ACOTRO's risk register and implemented improvements to support increased organizational efficiency and effectiveness.

Consistent Re-Entry Framework

"Re-entry" refers to the process used to assess an individual's competence to return to practice following a period away from the profession. Recognizing the need for greater consistency across jurisdictions, ACOTRO members reviewed existing re-entry programs and committed to the development of a harmonized framework. The re-entry framework is intended to align core requirements across regulators and integrate

well with other ACOTRO regulatory initiatives. It provides applicants with a clear, transparent process and includes an assessment component to evaluate readiness to resume practice. Some provincial occupational therapy regulators are currently piloting the framework and associated resources, and the framework is available for implementation by all ACOTRO members.

National Exam Oversight

A core responsibility of occupational therapy regulation is the establishment and maintenance of entry-to-practice standards, including the approval of an examination to assess entry-level competence. The National Occupational Therapy Certification Examination (NOTCE), administered by the Canadian Association of Occupational Therapists (CAOT), serves

as the approved examination and is a registration requirement in 9 of Canada's 10 jurisdictions.

To support oversight of the examination process, the provincial occupational therapy regulators and CAOT established the Exam Oversight Committee in 2017. The committee is responsible for reviewing and

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ACTIVITIES IN 2025 CONTINUED

recommending policies related to the administration of the NOTCE and for providing regulatory guidance to the Certification Exam Committee, which manages the development, delivery, and validation of and related study materials for the examination.

The Exam Oversight Committee includes the registrar (executive director or CEO) from each provincial occupational therapy regulatory body, as well as the chair or designate of the Certification Exam Committee. Non-voting members comprise a CAOT Board appointee, the CEO of CAOT or a designate (for example, the director of standards), and the CAOT Exam and Accreditation Officer. A representative from one of the provincial regulators, an ACOTRO member, chairs the Exam Oversight Committee. In addition, an ACOTRO representative attends Certification Exam Committee business meetings to ensure that key administrative decisions reflect regulatory perspectives.

In 2025, the Exam Oversight Committee met four times

by teleconference to fulfill its mandate. The NOTCE continued to be delivered using a hybrid model, allowing candidates to choose between in-person testing centres or live remote proctoring. CAOT administered the examination three times during the year.

The Exam Blueprint Working Group developed a new examination blueprint to align content with the *Competencies for Occupational Therapists in Canada* (2021, 2024). Work also continued on the development of new exam questions and exam resources reflecting the updated competencies. Implementation of the new blueprint is scheduled to begin with the September 2026 administration of the NOTCE.

To support regulatory oversight responsibilities, ACOTRO member organizations receive comprehensive examination reports. These reports enable regulators to effectively oversee third-party service providers, including CAOT, in relation to examination administration and quality assurance.



ACTIVITIES IN 2025 CONTINUED



Presentations and Consultations

FEBRUARY 7

ACOTRO members participated in a focus group hosted by CIHI on health workforce information and occupational therapy scopes of practice.

FEBRUARY 20

During an ACOTRO Board meeting, Kim Woodland, Program Director for the College of Occupational Therapists of Ontario, gave a presentation on the 2023 CIHI statistics related to occupational therapists in Canada.

FEBRUARY 20

Sandra Carter, Manager, Practice, and Diane Tse, Practice Advisor, from the College of Occupational Therapists of Ontario, provided a presentation to the ACOTRO Board on Artificial Intelligence (AI) and Occupational Therapy. They shared information about COTO's research and development of an AI practice guidance document.

MAY 8

ACOTRO members delivered a presentation at the CAOT conference titled Drawing the Line: Navigating Professional Boundaries in Occupational Therapy.

SEPTEMBER 17

As part of an ACOTRO Board meeting, Kim Woodland, Program Director for the College of Occupational

Therapists of Ontario, presented on the application of a risk- and competency-based approach to occupational therapy practice re-entry.

SEPTEMBER 18

ACOTRO members participated in a CIHI Health Workforce Information Virtual Interactive Data Provider Session alongside representatives from other health professions. The session provided an opportunity to learn how health workforce data are used and the impact of this information on health care systems, as well as to connect with fellow data providers to share insights, ask questions, and provide feedback.

SEPTEMBER 25

Marianne Baird, ACOTRO President, provided a virtual presentation about SEAS and corresponding statistics to other ACOTRO members and to representatives from the following organizations: the Association of Canadian Occupational Therapy University Programs, CAOT, and the Alliance of Occupational Therapy Professional Associations.

DECEMBER 4

ACOTRO President Marianne Baird provided a virtual presentation to the chairs and presidents of the provincial regulatory boards, giving an overview of ACOTRO's key initiatives and activities.

Labour Mobility

ACOTRO's members maintain a Labour Mobility Support Agreement to meet the requirements of the Canadian Free Trade Agreement. The agreement outlines the conditions under which an occupational therapist licensed in one jurisdiction can obtain licensure

in another province. In 2025, ACOTRO reviewed and revised the form templates used by provincial occupational therapy regulators to operationalize labour mobility under the agreement.

ACTIVITIES IN 2025 CONTINUED

Cross-Jurisdictional Remote Practice Memorandum of Understanding

In 2025, ACOTRO continued to advance work related to cross-jurisdictional remote practice through ongoing dialogue and collaboration among members. The *Memorandum of Understanding for Cross-Jurisdictional Remote Practice in Occupational Therapy*, which was finalized in 2024, received its final member signature in 2025, following signatures from all other members in the previous year.

The memorandum outlines key regulatory considerations and responsibilities when clients located in one province receive remote occupational therapy services from occupational therapists registered in another jurisdiction. Recognizing variation in registration requirements across provinces, the agreement identifies important differences and clarifies regulatory obligations to support compliance and promote consistency in cross-provincial remote practice.

Accreditation Governance Review

In 2025, ACOTRO continued its participation on a steering committee dedicated to the governance of occupational therapy accreditation. The committee, comprising representatives from ACOTRO, CAOT, and the Association of Canadian Occupational Therapy

University Programs, worked collaboratively to examine and advance options for a future governance model for the accreditation of entry-to-practice occupational therapy programs in Canada.

Code of Ethics

In 2025, ACOTRO members worked collaboratively to develop and finalize a code of ethics template. ACOTRO undertook this initiative to provide a foundational document that provincial occupational therapy regulators can tailor to their specific regulatory contexts and adopt as needed. The template aims to

promote greater consistency in ethical standards across jurisdictions while allowing for flexibility to address regional considerations. ACOTRO shared the code of ethics with provincial regulators for further refinement and implementation.

Competency, Quality, and Practice

In 2025, ACOTRO members continued to collaborate through the Competency, Quality, and Practice Working Group, which serves as a forum for sharing resources, insights, and strategies to strengthen continuing competence and quality assurance programs across jurisdictions. This collaborative work reflects a shared commitment to collective learning and to modernizing

regulatory practices, ensuring alignment with the *Competencies for Occupational Therapists in Canada* and emerging best practices. This past year, this group explored opportunities to collaborate on the development of practice standards that could be adapted and adopted by provincial occupational therapy regulators.

ACTIVITIES IN 2025 CONTINUED

SEAS: Substantial Equivalency Assessment System

SEAS is the first step in the assessment process for all IEOTs applying to register anywhere in Canada outside of Quebec.¹ SEAS is a program operated by ACOTRO and used by 9 of the 10 occupational therapy regulators to confirm that an applicant in a specific province meets substantial equivalence and, as such, is eligible to apply for registration or licensure in that jurisdiction. SEAS assesses the extent to which an IEOT's education and competencies are substantially equivalent to those of Canadian-educated occupational therapists. Its components address both qualification recognition and competence verification:

- Academic Credential Assessment
- Language Readiness Assessment
- Profession-Specific Credential Assessment
- Jurisprudence Knowledge Assessment Test
- Competency Assessment (CA)

SEAS is funded through applicant fees. Reporting to the ACOTRO Board, the SEAS Oversight Committee is responsible for managing the program.

2025 PROGRAM HIGHLIGHTS

The number of IEOT applicants in 2025 increased to 181, compared with 177 in 2024, with applicant numbers still exceeding the quarterly forecast of 40 and the yearly forecast of 160 for the program.

Remote Delivery of CAs

The pandemic significantly impacted SEAS. Following the decision in mid-March 2020 to cancel all scheduled CAs, the program's only in-person assessment component, ACOTRO put COVID-19 contingency planning in place. As the pandemic progressed, it became clear that returning to in-person administration would not be feasible. The CA transitioned to remote delivery, which launched on November 16, 2020. This

approach is now permanent and has facilitated an applicant's ability to complete their CA—and the entire SEAS program—anywhere in the world. This has reduced barriers for IEOTs, such as travel costs and the need to obtain a visa to come to Canada for the purpose of completing the CA. Last year, 27% of IEOTs were living outside of Canada while completing their SEAS program.

Course on Critical Thinking, Clinical Reasoning and Application in Canadian Occupational Therapy

In June 2022, McMaster University discontinued its OT Practice Preparation Program, which had been providing courses to IEOTs who require gap-filling to achieve substantial equivalency. ACOTRO worked with the University of Alberta Department of Occupational Therapy to develop an updated alternative program for these IEOTs. ACOTRO and the University of Alberta have enacted a course administration agreement for the university to provide the course, now retitled Critical Thinking, Clinical Reasoning and Application in Canadian Occupational Therapy, two to three times annually. In 2025, there were two cohorts: March to June and September to December, with a total of 26 IEOT participants and a pass rate of 73%.

Annual SEAS Update for Canadian Occupational Therapy Regulators

The ACOTRO President delivered the Annual SEAS Update webinar, on September 25, 2025, to provide provincial occupational therapy regulators and their registration committees and staff with the latest information about the program.

This update focused on an overview of the SEAS program and its components, the overall increase in the number of SEAS applicants over time, and the plan for enhancing SEAS in the coming years.

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¹ As a full member of ACOTRO, Quebec's regulatory organization, Ordre des ergothérapeutes du Québec, has fully endorsed SEAS and participated in its development. However, Quebec employs its own assessment system for the evaluation of IEOTs registering to practise in that province, according to the specific regulations and competencies set out by the Ordre des ergothérapeutes du Québec. Occupational therapists are not regulated in the territories.

ACTIVITIES IN 2025 CONTINUED

APPLICANT STATISTICS FOR JANUARY 1 TO DECEMBER 31, 2025

With the launch of the remote delivery of the CA on November 16, 2020, the timelines for completion of SEAS improved. The number of IEOTs completing SEAS in 2025 was 112, up from 106 in 2024. Figure 2 shows which provinces the 112 applicants intended to register in upon completing SEAS compared with the number of IEOTs each regulator registered as initial applicants in 2025.² Figure 3 lists the countries where these IEOTs

completed their occupational therapy education. In 2025, the program continued to receive the majority of applicants from countries where Canadians typically complete their international occupational therapy education (Australia, the United Kingdom, and the United States) and from India.

The number of new applicants decreased slightly in 2023, and went up again in 2024 and 2025 (Figure 4). Figure 5 shows the final determinations for IEOTs who completed the SEAS process in 2025.

“With the launch of the remote delivery of the CA on November 16, 2020, the timelines for completion of SEAS were improved. The number of IEOTs completing SEAS in 2025 was 112.”



² IEOTs initially registered in each province in 2025 may have completed SEAS prior to 2025. They may also have initially registered in more than one province. IEOTs transferring from one province to another under the Labour Mobility Support Agreement are not included in these numbers.

ACTIVITIES IN 2025 CONTINUED

FIGURE 2: Intended Province of Practice of Applicants Completing SEAS in 2025 vs. Initial Registrations per Province

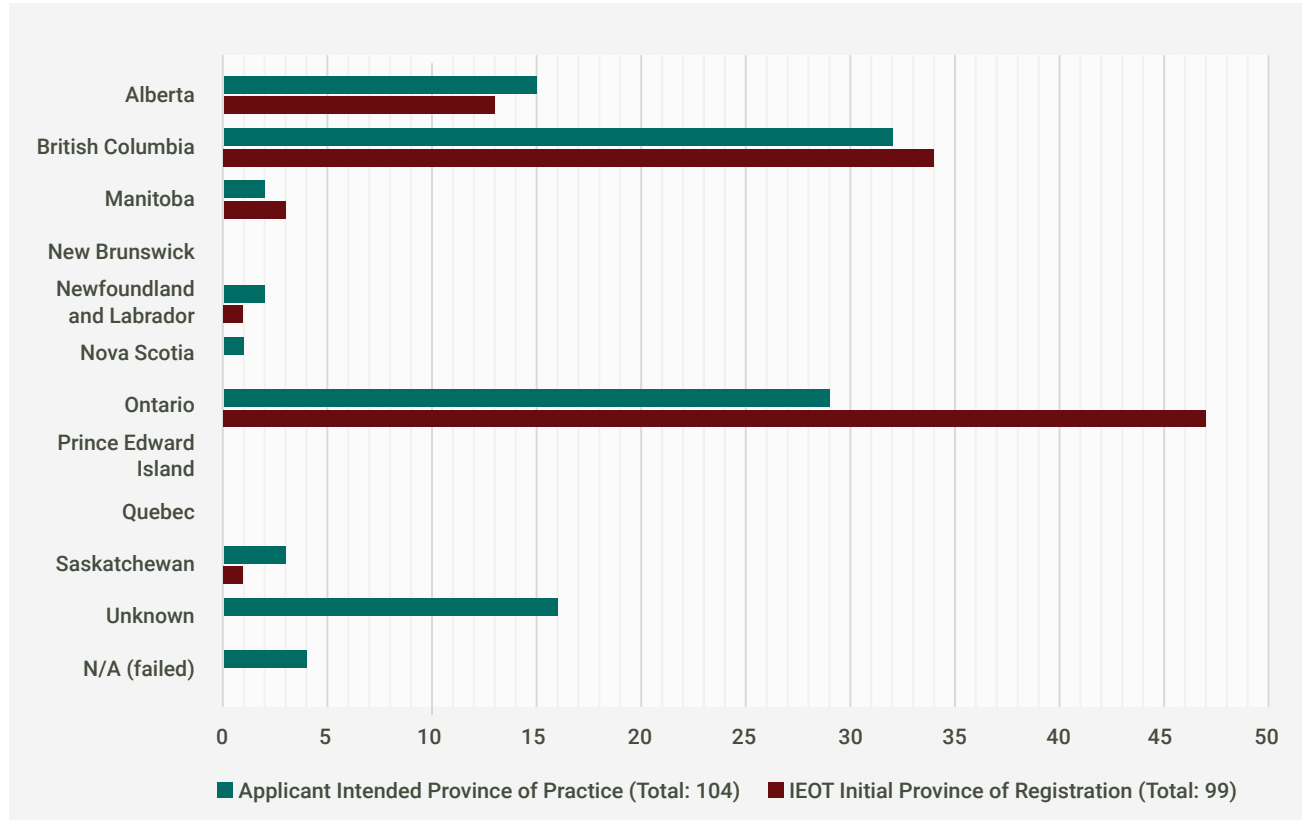
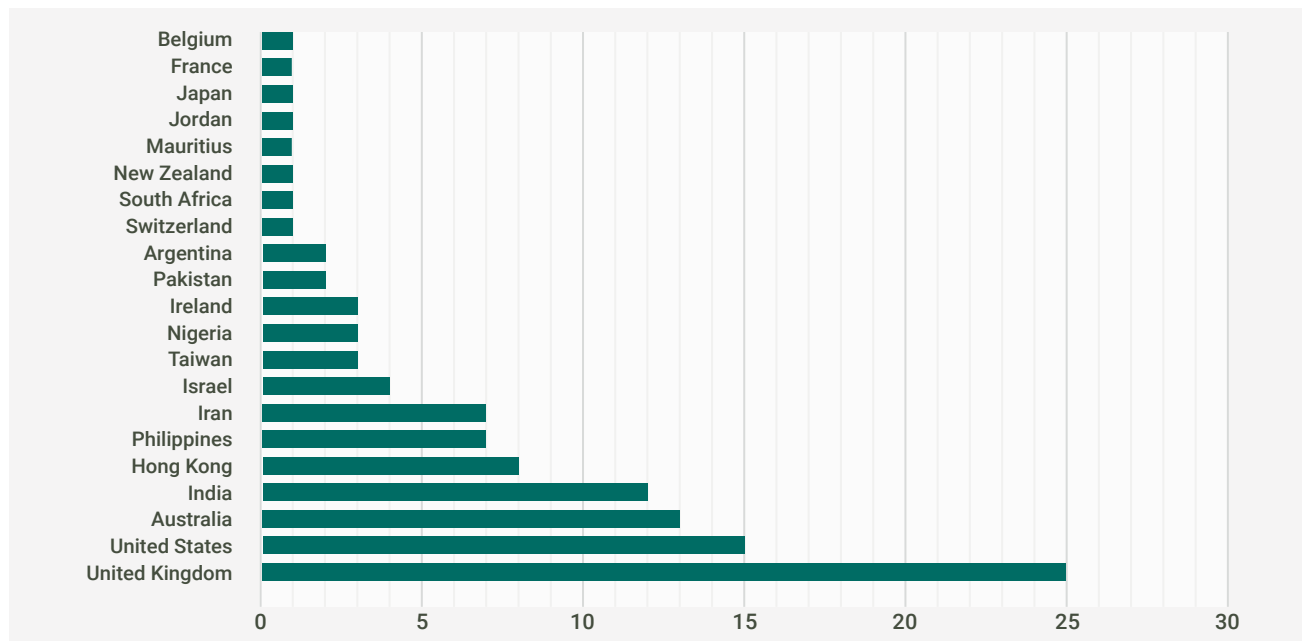


FIGURE 3: Country of Occupational Therapy Education for Applicants Completing SEAS in 2025



ACTIVITIES IN 2025 CONTINUED

FIGURE 4: New SEAS Applicants per Quarter, 2022–2025

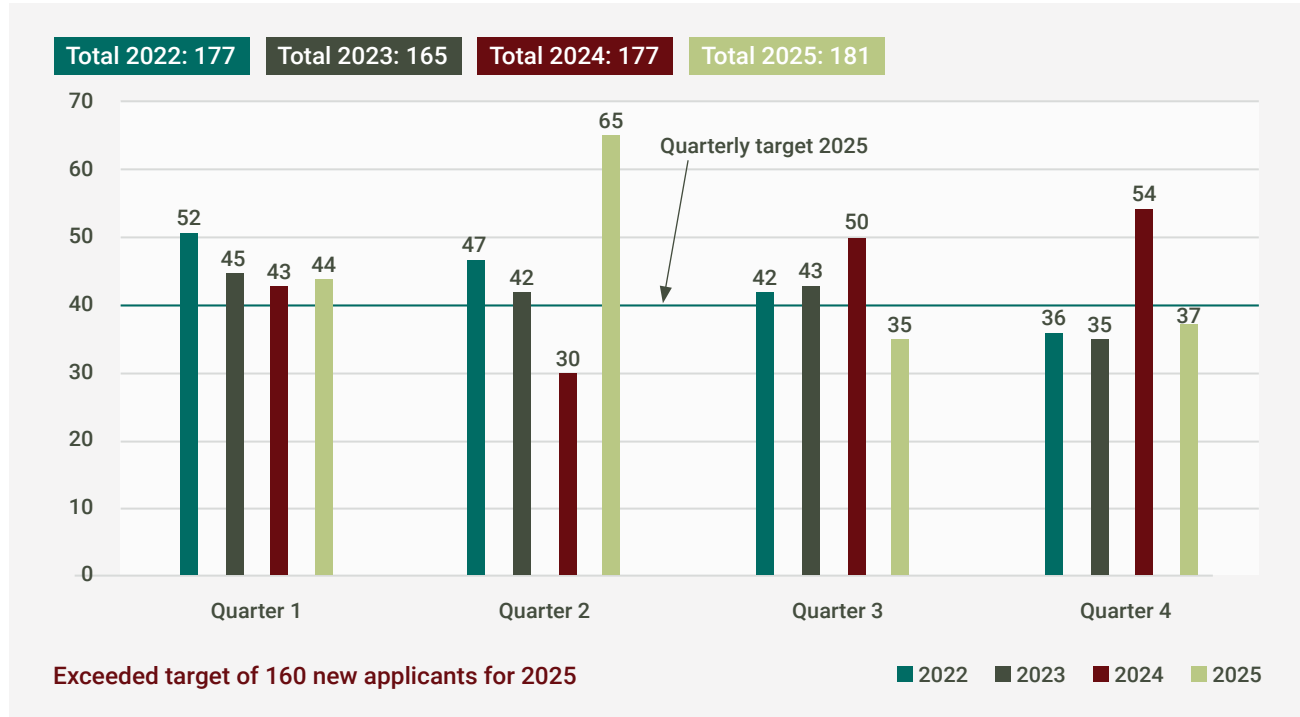
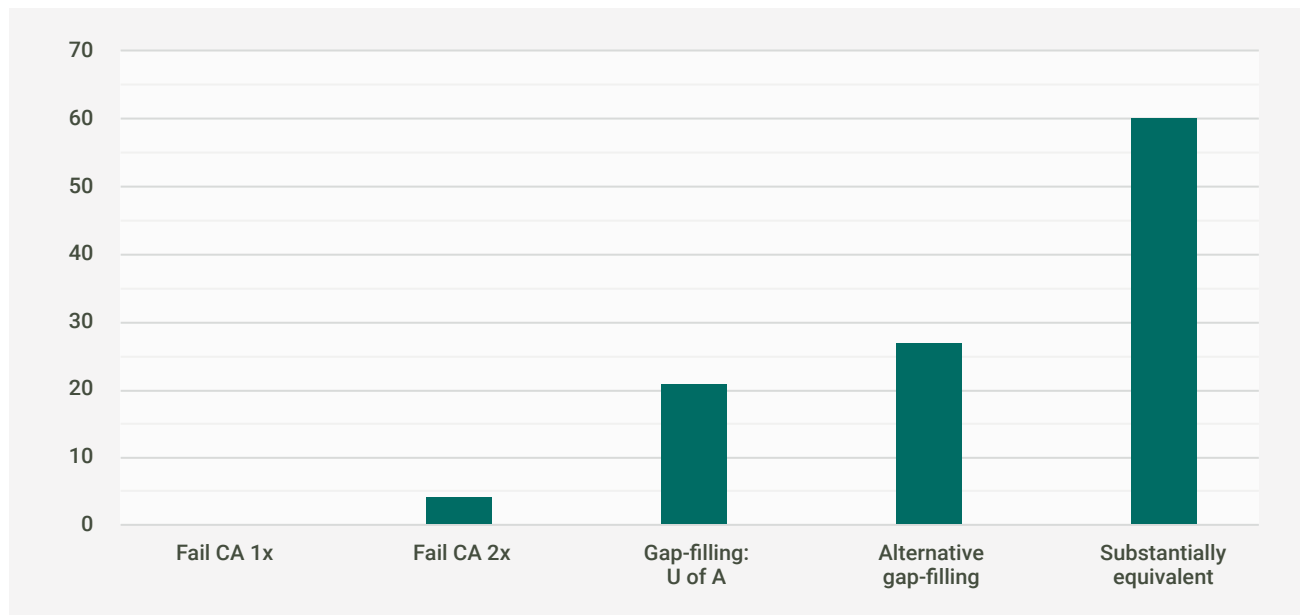


FIGURE 5: Final Determinations for Applicants Completing SEAS in 2025



ACTIVITIES IN 2025 CONTINUED

SEAS is Being Enhanced

ACOTRO is embarking on a three-year project to ensure maximum efficiency and effectiveness in recognizing foreign credentials for IEOTs. For further information, please refer to the ACOTRO website.

From 2025 through 2028, ACOTRO will:

- Strengthen all SEAS components
- Reflect the new *Competencies for Occupational Therapists in Canada* in the program's education qualification recognition and competency verification components
- Automate processes for greater efficiency and effectiveness
- Develop and implement simplified program navigation and case study tools for IEOTs

This project is funded in part by the Government of Canada's Foreign Credential Recognition program, and in part by the Government of British Columbia's Ministry of Health. ACOTRO will post ongoing updates here: <https://acotro-acore.org/seas/seas-is-being-enhanced/>.



Funded in part by
the Government of Canada's
Foreign Credential Recognition Program



Truth and Reconciliation

In alignment with the Truth and Reconciliation Commission of Canada's Calls to Action, ACOTRO supports efforts to increase the number of Indigenous professionals in the health care system and to advance principles of equity, diversity, and inclusion in the delivery of care.

ACOTRO is committed to supporting occupational therapy regulators in responding to the Calls to Action, the Calls for Justice from the *Final Report of the National Inquiry Into Missing and Murdered Indigenous Women and Girls*, and the *United Nations Declaration on the Rights of Indigenous Peoples*. Advancing reconciliation is a shared responsibility across all areas of the occupational therapy profession, including education, research, clinical practice, and regulation. Together, these foundational documents offer important guidance for applying principles such as human rights, occupational rights, and socially transformative approaches in meaningful and practical ways.

As part of this commitment, ACOTRO works collaboratively with occupational therapy regulators to support regulatory practices that uphold Indigenous rights and promote equity and justice. This includes advancing consistent, ethical, and respectful approaches to data collection and use.

Collecting meaningful sociodemographic data is a key component of equity, diversity, and inclusion work, as it enables progress to be tracked over time and supports evidence-informed action. Measuring outcomes—particularly those related to increasing Indigenous participation in the health professions—reflects the understanding that progress must be measured to be fully understood, evaluated, and improved.

To further support this work, ACOTRO developed a Sociodemographic Data Collection Policy template for use by participating members. In addition, alignment with an updated, standardized data set has enhanced

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ACTIVITIES IN 2025 CONTINUED

the comparability of occupational therapy workforce data across provinces and health professions and introduced the collection of race-based data. These advancements strengthen equity-informed workforce analysis, planning, and decision-making.

ACOTRO remains committed to advancing reconciliation through intentional, sustained actions that reflect both individual and collective accountability within the occupational therapy regulatory community.

Occupational Therapy Canada

ACOTRO members contributed to both the planning and delivery of OT Reflection Day, held on May 7 during the CAOT conference. The session focused on the use of AI and explored how clinicians, academics, and regulators are engaging with this evolving area.



Canadian Institute for Health Information

Provincial occupational therapy regulators provide registrant data to CIHI, while CAOT supplies data for occupational therapists practising in the territories, where occupational therapy regulatory bodies are not yet established. These data contribute to CIHI's Occupational Therapy Database and Health Workforce Database.

In 2025, CIHI hosted virtual meetings with data providers, including ACOTRO members, to support ongoing collaboration and system modernization. This year, the majority of ACOTRO members updated their data collection practices and database systems to align with the 2025 standardized CIHI data set. CIHI secured funding for provincial regulators to support the implementation of these updates and associated activities.

Equity and Social Accountability

ACOTRO previously contributed to the development of a national joint position statement by occupational therapy organizations titled *Toward Equity and Justice: Enacting an Intersectional Approach to Social Accountability in Occupational Therapy*. The statement underscores the importance of centring equity in professional practice and affirms a shared commitment to social accountability as a foundation for advancing social justice within the occupational therapy profession.

In 2025, ACOTRO members completed and launched an eLearning module, *Advancing Culture, Equity, and Justice in Occupational Therapy*. The module focuses on promoting diversity and equity and supporting the development of culturally safer occupational therapy practices.



Through collaboration, we advance public protection by supporting and enhancing effective regulation of occupational therapists across Canada.



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