

## Accepting New Patients and Professionalism (Preliminary Consultation)

### Accepting New Patients and Professionalism: Preliminary Consultation

**Many Ontarians face barriers in accessing oral health care. A lack of access to oral health care can have negative impacts, including pain and discomfort, difficulty eating, and loss of opportunity because of poor oral health.**

**As the regulatory body for Ontario dentists working in the public's interest, we believe that equitable access to oral health care must be improved for Ontarians. Access to Care is a key priority for the College and is one of the Strategic Projects in the RCDSO's 2023-2025 Strategic Plan.**

**One of the key areas of focus in the Access to Care Strategic Project is setting out professional expectations for dentists. We are planning to develop two new College documents:**

- 1) A Standard of Practice on Accepting New Patients, to set out dentists' legal, professional, and ethical obligations when accepting new patients into their practices; and**
- 2) A Professionalism Guide, to set out the values, principles, and duties dentists have as professionals.**

**To help inform the development of these two new College documents, the RCDSO is currently seeking feedback on your expectations of dentists when they are accepting new patients, and on your perceptions of dental professionalism (e.g., what makes a good dentist). The following survey will take approximately 20-30 minutes to complete.**

**If you would like to review the survey in advance, you can download a copy [here](#).**

**All survey responses will be reviewed. Individual respondents will remain anonymous and organizational respondents will be identified as having responded in the Council meeting materials that are available publicly. A summary of the feedback received will be shared with RCDSO Committees and Council.**

**If you have any questions, please email [consultations@rcdso.org](mailto:consultations@rcdso.org).**

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Respondent type

**First, we would like to better understand who you are so that we can direct you to the appropriate survey questions.**

\* 1. Are you a:

- Dentist (including retired)
- Dental student
- Member of the public
- Other health care professional (including retired)
- Representative from an organization (please specify the organization)

- I prefer not to answer

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Questions for dentists

**First, tell us about yourself and your practice.**

\* 2. What kind of dentist are you?

- General
- Specialist

3. If you are a Specialist, please indicate your specialty:

\* 4. Where did you complete your General Dentist degree?

- Australia
- Canada
- Ireland
- New Zealand
- United States of America
- Another country (please specify)

\* 5. If applicable, where did you complete your specialty education and training?

- Australia
- Canada
- Ireland
- New Zealand
- United States of America
- Another country (please specify)

\* 6. How many years have you been in practice?

- 0-10 years
- 11-25 years
- 26+ years
- I prefer not to answer

\* 7. Which of these describes the general area(s) where you practice? Please select all that apply:

- Large Urban Area (population of 100,000 or more)
- Medium Urban Area (population between 30,000 and 99,000)
- Small Urban Area (population between 1,000 and 29,999 and a population density of 400 persons or more per square kilometer)
- Rural (population less than 1,000; may contain agricultural, undeveloped, and non-developed lands)
- Remote (population greater than 0; are only accessible by seasonal ferries, boat/water taxis, air, or a combination of these)
- Other (please specify)

\* 8. Dental practice models refer to the types of operational/business arrangements in which dentistry is practised. There are various types of dental practice models. Some of the factors that play a role in determining the model of a dental practice include: whether the practice is set in an office or other environment, how the practice is funded (e.g., privately versus publicly), and whether the practice has third-party management and/or support.

Which option best describes the **practice model** of your primary practice?

- Solo Private Dental Clinic - 1 location with one dentist
- Group Private Dental Clinic - 1 location with >1 dentist
- Group Private Dental Clinic - >1 location with >1 dentist
- Corporate Dental Clinic or Dental Service Organization (practice with third-party ownership and business support)
- Corporate Dental Clinic or Dental Service Organization (practice with third-party business support but no ownership)
- Government (e.g., public health unit, correctional facility)
- Community Health Centre (non-profit organization with a dental clinic, publicly funded by the Province of Ontario)
- Community-based Dental Clinic (not-for profit dental clinic run by a charitable organization, clinic is funded at least in part by donations)
- Mobile Dental Clinic (travelling practitioners)
- Hospital-based Practice
- School-based Practice (e.g., college, university)
- Direct-to-Consumer Dentistry (e.g., self-administered whitening kits, aligners to straighten teeth, mouth guards made using a home impression kit)
- Non-clinical setting (e.g., education, research, legal)
- Unsure
- Other (please specify)

\* 9. Which of the following best describes **your role** in your primary practice? Please select all that apply:

- Owner/Principal
- Associate Dentist/Independent Contractor
- Employee
- Clinic/Practice Manager (either formally or informally)
- Unsure
- Other (please specify)

\* 10. Do you provide clinical care at your primary practice?

- Yes
- No
- I prefer not to answer

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\* 11. Do you offer services in French?

- Yes
- No
- I prefer not to answer

\* 12. Are you currently accepting new patients into your practice who rely on publicly funded government programs to access oral health care (e.g., Healthy Smiles, Ontario Works, Ontario Disability Support Program, Ontario Seniors Dental Care Program, Veterans Affairs Canada, Interim Canada Dental Benefit, Non-Insured Health Benefits Program)?

- Yes
- No
- Unsure

\* 13. Approximately what percentage of your patients are covered by publicly funded government programs (e.g., Healthy Smiles, Ontario Works, Ontario Disability Support Program, Ontario Seniors Dental Care Program, Veterans Affairs Canada, Interim Canada Dental Benefit, Non-Insured Health Benefits Program)?

- 0%-5%
- 6%-10%
- 11%-25%
- 26%-50%
- >51%
- Unsure

\* 14. Do you intend to sign up for the new Canadian Dental Care Plan (CDCP)?

- Yes
- No
- Unsure

If you selected no, please explain why not:

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Experiences accessing oral health care in Ontario

**First, we'd like to understand what your experience has been accessing oral health care in Ontario.**

\* 15. Please indicate the extent to which you agree or disagree with the following statements regarding your experience accessing oral health care in Ontario:

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Not applicable
I am able to see a dentist in a timely manner for preventative care (e.g., cleanings and check-ups)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to see a dentist in a timely manner for restorative care (e.g., cleaning and check-ups)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to see a dentist in a timely manner for prosthodontic care (e.g., replacing missing teeth with dentures, bridges, or implants)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to see a dentist in a timely manner for emergency care (e.g., constant or severe pain in your mouth)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

\* 16. Do you currently rely on any publicly funded government programs to access oral health care (e.g., Healthy Smiles, Ontario Works, Ontario Disability Support Program, Ontario Seniors Dental Care Program, Veterans Affairs Canada, Interim Canada Dental Benefit, Non-Insured Health Benefits Program)?

- Yes
- No
- Unsure
- I prefer not to say

\* 17. Have you experienced any barriers accessing oral health care in Ontario?

- Yes, I have experienced barriers accessing oral health care
- No, I haven't experienced any barriers in accessing oral health care
- Unsure
- Not applicable (e.g., I haven't accessed oral health care in Ontario)



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\* 18. Which barriers have you experienced accessing oral health care in Ontario? Please select all that apply:

- Cost (e.g., I can't afford to pay for oral health care)
- Discrimination (e.g., I am treated badly because of my age, ethnic origin, disability, gender identity, etc.)
- Lack of accommodation (e.g., the dental office or clinic hours are not convenient for me, the dentist cannot meet my specific needs)
- Lack of availability of a dentist to see me (e.g., I cannot find a dentist who will accept me as a patient)
- Lack of accessibility (e.g., it's too difficult to get to or travel to a dental office or clinic)
- Not being able to find a dentist who I feel comfortable with
- Other (please specify)

- None of the above

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Expectations of dentists

**The following questions will ask you about your expectations of dentists.**

\* 19. Background: *There are provincial and federal publicly funded dental programs to help eligible people in need access dental care. They include the following: Healthy Smiles, Ontario Works, Ontario Disability Support Program, Ontario Seniors Dental Care Program, Veterans Affairs Canada, Interim Canada Dental Benefit, and Non-Insured Health Benefits Program. One of the ways in which people can access dental services under these programs is via private dental providers' offices.*

Do you think that dentists have an obligation to treat patients who rely on provincial or federal publicly funded dental programs in private practice?

- Yes
- No
- Unsure

20. Please feel free to elaborate on your answer above.

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\* 21. Background: *Publicly funded government programs generally reimburse dentists at a lower rate than private insurance, and some dentists have cited this as a reason why they decline to see patients who are covered by publicly funded government programs.*

Please indicate the extent to which you agree or disagree with the following statements:

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
It is appropriate for a dentist to decline to accept a person as a patient because they cannot pay the dentist more than the amount a publicly funded government program would pay for the service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is appropriate for a dentist to charge a patient more than the amount the publicly funded government programs would pay for the services. <i>Note: this is often referred to as "balance billing".</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I expect that dentists would follow the fee schedules set out by publicly funded government programs, even if the fees for the services are less than they would normally charge in private practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I expect that dentists would not charge patients more than the amount the publicly funded government programs would pay for the services (i.e., dentists would not "balance bill").	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Please feel free to elaborate on your answers above.

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\* 23. Do you think dentists should explore and implement innovative ways to structure their practices and/or deliver services to make their fees more affordable for patients?

- Yes
- No
- Unsure

24. Please feel free to elaborate on your answer above.

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\* 25. Which factors do you think are appropriate for dentists to consider when deciding whether or not to accept a new patient into their dental practice or clinic? Please select all that apply:

- The person's ability to pay
- The type of coverage the person has (private insurance vs publicly funded government program)
- How profitable it would be to accept the person as a patient
- Whether the care the person requires is within the dentist's clinical competence, scope of practice, and/or area of focus
- Whether the dentist has space or time in their practice to accept a new patient
- Whether the person is in most need of care (e.g., experiencing pain)
- Whether the person is from an underserved patient population
- Whether the person is a family member or friend of a current patient
- Other (please specify)
- None of the above

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Dental professionalism

**The following questions will ask about your thoughts on dental professionalism (e.g., what makes a good dentist).**

26. The definition of dental professionalism is influenced by cultural norms and changes over time. The Association of Canadian Faculties of Dentistry (ACFD) defines “professionalism” as: the commitment to the oral health and well-being of individuals and society through ethical practice, reflective learning, self-regulation, and high personal standards of behaviour.

Please indicate how strongly this definition of “professionalism” resonates with you.

- Very strongly
- Strongly
- Neutral
- Not strongly
- Not strongly at all

27. Please feel free to elaborate on what you like and/or don't like about this definition.

28. What does dental professionalism mean to you? Please describe in your own words.

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\* 29. Review the following principles or values and select which ones you think are **important** in the practice of dentistry. Please select all that apply:

- Accountability to patients:** To be accountable for your thoughts, words, and actions when interacting with patients (e.g., accepting full responsibility when you make a mistake and taking steps to rectify the situation)
- Accountability to the profession:** To be accountable for your thoughts, words, and actions as a dental professional (e.g., knowing and adhering to professional, legal, and ethical codes of practice; demonstrating appropriate self-monitoring and self-reflection; recognizing and responding to others' unprofessional behaviours in practice; participating in peer review; supporting and mentoring colleagues; participating in profession-led regulation)
- Advocacy:** To advocate for individual patients' health care needs and the well-being of communities and populations (e.g., improving access to care and health outcomes; reducing health inequities and disparities in care; promoting social accountability)
- Altruism:** To have a genuine concern for the well-being of others; to put patients' needs before the dentists' own needs (e.g., treating underserved patient populations; prioritizing patients' health concerns over business concerns)
- Beneficence (to do good):** To minimize harms and maximize benefits for patients (e.g., being dedicated to doing the best they can for patients; being committed to the welfare of patients; improving or maintaining the patient's oral health)
- Compassion:** To have a deep awareness of the suffering of another person coupled with the wish to relieve it (e.g., showing sincere concern for patients; relieving patients' pain and suffering)
- Competence:** The ability to diagnose and treat the patient's oral health needs; maintaining competency requires continuous self-assessment and a commitment to lifelong learning (e.g., integrating the available best evidence and best practices; maintaining one's own health and well-being in order to foster optimal patient care; referring patients to qualified health care providers, when appropriate)
- Empathy:** To understand and share how others feel (e.g., putting yourself in the patient's shoes; making an effort to put patients at ease; trying to understand the patient's financial situation)
- Ethics:** To have moral principles or virtues that govern one's character and conduct (e.g., identifying moral or ethical situations and proactively addressing conflict, dilemmas, and/or distress of patients; maintaining appropriate relationships with patients; appropriately managing conflicts of interest; using social media responsibly)
- Honesty:** To be truthful, sincere, and fair (e.g., never lying to anyone for any reason; providing clear and accurate information regarding the benefits and risks associated with treatment options)
- Humanity:** To recognize the inherent value and dignity of all people (e.g., recognizing the unique experiences, opportunities, and barriers created by each person's intersecting social identities and how this may affect patient choices and treatment)
- Humility:** To acknowledge the inherent vulnerability of patients and recognize the power imbalance between dentists and patients (e.g., self-reflecting on and identifying how dentists' privileges, biases, values, belief structures, behaviours, and positions of power may impact the dentist-patient relationship)
- Justice:** To be fair; to give each person their own due (e.g., treating others in a just and equitable manner; providing equitable access to dental care; providing dental care to those who need it most; recognizing and, where possible, addressing community and population dental care needs)

- Non-maleficence (to do no harm):** To be diligent in efforts to assess risk of harm and, whenever possible, prevent harm from occurring (e.g., only proposing necessary treatments; only providing care that is within your knowledge, skill, and abilities; meeting the standard of care)
- Patient-centeredness:** To provide care that is respectful of and responsive to individual patient preferences, needs, and values and ensure that patient values guide all clinical decisions (e.g., asking about the patient's preferences, values, and goals and considering them when proposing treatment options)
- Respect for patient autonomy:** To respect the right of patients to make informed decisions about their own health care (e.g., asking about the patient's understanding of the treatment; explaining treatment options in ways patients can understand; respecting patients' decisions; protecting patients' privacy and confidentiality)
- Trustworthy:** To be honest, dependable, and reliable (e.g., admitting when they do not know something; following up on activities related to patient care; knowing when to refer patients to qualified health care providers; representing their professional qualifications accurately)
- Other (please specify)
- None of the above

30. Are there any principles or values on the above list that you think are the **most important** in the practice of dentistry?

31. Are there any principles or values on the above list that you think are **not important** in the practice of dentistry?



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\* 32. Background: *Cruess & Cruess (2008)* describe the “social contract” as a series of generally unwritten expectations between a profession and society. With respect to health care professions, the profession is given certain rewards, such as a monopoly, respect, status and higher than average income, in exchange for looking after the health needs of society and being bound by certain expectations, such as virtuous action (e.g., altruism, competence, trustworthiness).

How important do you think it is for dentists to uphold their end of the social contract?

- Very important
- Important
- Neither important nor unimportant
- Unimportant
- Very unimportant

33. Please feel free to elaborate.

\* 34. What do you think dentists should do to uphold their end of the social contract? Please review the list below and tell us how important each is in fulfilling the social contract.

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
Put patients' best interests first	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide patient-centered care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Improve patients' oral health and overall wellbeing, recognizing the interconnectedness between both	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide high-quality dental care and maintain competence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Establish and maintain appropriate dentist-patient relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promote equitable access to care for all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognize and, where possible, address community and population dental care needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in profession-led regulation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

\* 35. In fulfilling the social contract, which actions do you think dentists should take to promote equitable access to care for all? Please review the list below and select all that apply:

- Accept some patients who are covered by publicly funded government dental programs into their practice
- Take steps to make their practice more accessible for people living with disabilities
- Practise dentistry, or volunteer to provide services, in rural or remote areas
- Explore and implement innovative ways to make their fees more affordable for patients
- Incorporate virtual care into their practice
- Accept the fee schedules set out by publicly funded government programs and not charge the patient more (i.e., "balance billing")
- Advocate for more underserved patient populations to be included in publicly funded government programs
- Work with other health care professionals to deliver dental care or oral health education
- Other (please specify)

- None of the above

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\* 36. The Canadian Dental Association (CDA) Principles of Ethics state that dentists have professional duties or responsibilities to patients, the profession, society, and themselves. Please tell us how important you think each duty is.

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
Duty to patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duty to the profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duty to society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Duty to themselves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. Please feel free to elaborate on how important the above duties or responsibilities are and/or tell us which duties or responsibilities you think are missing from this list.

\* 38. Which duties or responsibilities do you think dentists have in relation to equity, diversity, and inclusion? Please review the list below and tell us how important it is for dentists to have each. *Note: the bolded terms are defined below.*

	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
Address patients and colleagues by their preferred name, title, and pronoun	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learn about and respect patients' lived experiences, values, and beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide inclusive, culturally appropriate, and safe care (e.g., by asking patients about their preferences regarding the care they receive)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learn about and employ <b>trauma-informed</b> approaches to care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learn about and incorporate <b>anti-racism</b> and <b>anti-oppression</b> into their practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide care that is free from <b>discrimination</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide disability-informed care (e.g., by accommodating patients' needs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reflect on their own implicit and unconscious biases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not act on any stereotypes or assumptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bring an <b>intersectional lens</b> to their daily processes and practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Commit to <b>allyship</b> and strive to address <b>discrimination</b> and <b>oppression</b> in dental care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support equitable access to dental care for all	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Definitions

**Allyship:** an active, consistent, and arduous practice of unlearning and re-evaluating, in which an individual in a position of privilege and/or power seeks to operate in solidarity with a marginalized group. An ally supports people outside of their own group.

**Anti-oppression:** a process of actively challenging systems of oppression on an ongoing basis. Anti-oppression work seeks to recognize the oppression that exists in our society and attempts to mitigate its effects and eventually equalize the power imbalance in our communities.

**Anti-racism:** a process of actively identifying and eliminating racism by challenging and changing the systems, structures, policies, behaviours, and beliefs that perpetuate racist ideas and actions.

**Discrimination:** an act, communication, or decision that results in the unfair treatment of an individual or group, for example, by excluding them, imposing a burden on them, or denying them a right, privilege, benefit or opportunity enjoyed by others. Discrimination may be direct and intentional; it may also be indirect and unintentional, where rules, practices or procedures appear neutral, but have the impact of disadvantaging certain groups of people.

**Intersectional lens:** understanding the influences and unique experiences that come together to shape one's worldview.

**Oppression:** the systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social groups.

**Trauma-informed care:** practices that promote a culture of safety, empowerment, and healing. Trauma-informed care is an approach to health care that recognizes the widespread impact of trauma on patients, identifies the signs and symptoms of trauma, and treats patients by fully integrating knowledge about trauma into policies, procedures, and practices and seeking to avoid re-traumatization.

39. Are there any other duties or responsibilities you think dentists have with respect to equity, diversity, and inclusion? Please describe:

40. Please feel free to share any additional information about what you think makes a good dentist.

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Location

\* 41. Do you live in:

- Ontario
- Another province or territory in Canada
- Outside of Canada (please specify)

- I prefer not to answer

\* 42. Describe the general area where you live. Please select all that apply:

- Large Urban Area (population of 100,000 or more)
- Medium Urban Area (population between 30,000 and 99,000)
- Small Urban Area (population between 1,000 and 29,999 and a population density of 400 persons or more per square kilometer)
- Rural (population less than 1,000; may contain agricultural, undeveloped, and non-developed lands)
- Remote (population greater than 0; only accessible by seasonal ferries, boat/water taxis, air, or a combination of these)
- Other (please specify)

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### Individual Demographics

***Note: If you are responding on behalf of an organization, please skip to the end of the survey as these questions are for those who are responding as individuals.***

**As part of RCDSO's commitment to equity, diversity, inclusion, and accessibility, we welcome you to share some demographic information about yourself for the following reasons:**

- **It helps us ensure that we are seeking out and hearing diverse voices from the public, the profession, and other interested parties**
- **We want to demonstrate meaningful equity, diversity, inclusion, and accessibility outcomes across all of our regulatory processes, programs, projects, and policies**
- **We want to measure demographic elements so that we can make progress in capturing diverse viewpoints and improving outcomes for patients, the profession, and other interested parties**

**More specifically, we are collecting demographic information about those engaging with our Standards review and development process to help us identify whether our consultation process is inclusive, and whether we are receiving a diversity of perspectives to help inform evidence-based decision-making. We want to help ensure that our Standards reflect the diversity of people we serve (i.e., the public).**

**Please note that any demographic information you provide us will be anonymous. It will be stored securely in Survey Monkey (see their [Data Security and Compliance](#) information) and on our internal data management system which requires multifactor identification to log in. Your demographic information will be used in aggregate form for internal/external reporting purposes and will not be linked to you.**

**We encourage you to answer some or all of the following demographic questions, however this is voluntary and anonymous.**

\* 43. Would you like to complete some or all of these demographic questions?

Yes

No (skip me to the end of the survey)

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44. How old are you?

- 19 years old or under
- 20-29 years old
- 30-39 years old
- 40-49 years old
- 50-59 years old
- 60-69 years old
- 70 + years old
- I prefer not to answer

45. What is the highest degree or level of education you have completed?

- Some High School
- High School
- College degree/diploma
- Bachelor's Degree
- Master's Degree
- Ph.D. or higher
- Trade School
- I prefer not to answer

46. Please indicate which of the following terms best describes your gender identity. Please select all that apply:

- Genderfluid
- Genderqueer
- Man
- Nonbinary
- Questioning
- Two-Spirit
- Woman
- I identify with a gender not listed (please specify)

- I prefer not to answer



47. Do you identify as trans/transgender or consider yourself to be a part of a trans/transgender community?

- Yes
- No
- Unsure
- I prefer not to answer

48. Please indicate which of the following terms best describe your sexual orientation. Please select all that apply:

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Queer
- Questioning
- Two-Spirit
- I identify with an identity not listed (please specify)

- I prefer not to answer

49. Ethnic origin refers to the ethnic or cultural origins of a person's ancestors.

Examples include: Anishinaabe, Canadian, Chinese, Colombian, Cree, Dutch, East Indian, English, Filipino, French, German, Guyanese, Haudenosaunee, Inuit, Iranian, Irish, Italian, Jamaican, Korean, Lebanese, Mi'kmaq, Métis, Ojibway, Pakistani, Polish, Portuguese, Scottish, Somali, Sri Lankan, Ukrainian, etc.

What is your ethnic or cultural origin(s)?

If you would like to answer this question, please specify:

50. Do you speak French?

- Yes
- No
- I prefer not to answer

51. Do you identify as a person with a (dis)ability?

- Yes
- No
- I prefer not to answer

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52. How would you describe the type of (dis)ability? Please select all that apply:

- Sight
- Auditory
- Mobility
- Flexibility
- Dexterity
- Pain-related
- Learning
- Developmental
- Mental health-related
- Memory
- Other (please specify)

- I prefer not to answer

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Thank you for your responses!

53. If you have any additional comments that you have not yet provided, please provide them below or by [email](#).