



Annual Renewal Update: Sharing Self-Identification Information

Why we are asking you to participate

College of Medical Laboratory Technologists of Ontario (CMLTO) is committed to fair, transparent, and inclusive regulation. Learning more about who our Registrants are helps us see whether our programs or processes have unintended impacts on particular groups.

Across Ontario, organizations including health regulators, government bodies, and the [Ontario Human Rights Commission](#) use demographic information to identify and remove systemic barriers such as unequal access to registration, differences in exam outcomes, or gaps in representation. Collecting this information allows CMLTO to base improvements on evidence rather than assumptions.



During the 2026 Annual Renewal, you will see a few questions about your identity. You can choose “Prefer not to answer,” and you can update your responses in future through your CMLTO profile. Selecting “Prefer not to answer” will not affect your registration or standing with the College.

This initiative is about **learning about the profession and medical laboratory sector in Ontario, not evaluating individuals.** The information will never be used to make decisions about individual Medical Laboratory Technologists (MLTs). By sharing your information, you help CMLTO strengthen fairness and accessibility for everyone.

What you can choose to share

During Annual Renewal and through your CMLTO profile, you will be presented with questions about:

- **Sex** (e.g., Male, Female, Prefer not to answer)
- **Racial, ethnic or cultural identity** (e.g., the racial or ethnic group(s) with which you identify)
- **Gender identity** (e.g., Woman, Man, Transgender, Non-binary, Two-Spirit, Prefer not to answer)



How the information will be used

Your responses will be combined with those of other Registrants—this is called aggregate data. That means CMLTO will only report totals or percentages, not individual answers.

The information will help CMLTO:

- Assess fairness and transparency in registration and regulatory programs;
- Identify patterns that may point to systemic barriers;
- Inform actions that advance accessibility, equity, and inclusion;
- Advance Equity, Diversity, Inclusion and Justice principles across all regulatory programs; and
- Align with Ontario's [anti-racism standards](#) for public organizations.

Protecting your privacy

Safeguarding your data is a top priority. Your responses can only be accessed by authorized CMLTO staff for the purpose of analyzing overall patterns. **Additionally, only summarized results are shared—no individual Registrant will ever be identifiable.** This includes when the number of people in a group is very small, those results will be combined with others or omitted to protect anonymity.

Transparency and reporting

CMLTO will publish an annual overview of what we have learned and how this information informs improvements. **As we learn, we will continue to review and refine our approach as best practices evolve across Ontario's health-regulatory sector.**



Questions or support

Visit www.cmlto.com for our [Privacy Statement](#) and FAQs, or contact mail@cmlto.com. If you have any questions, please do not hesitate to contact us.