



College of Medical
Laboratory Technologists
of Ontario

FOCUS

A CMLTO Newsletter for Registrants



A Message from the Chair of the Board of Directors, Karen Persad

Dear CMLTO Registrants,
I hope you are enjoying the summer months and taking advantage of the warmer weather and opportunities to spend time with family and friends.

As we move through the year, I am pleased to share several important updates that highlight the College's ongoing commitment to effective regulation and accountability.

Summer is a busy time for the College, with many conferences and events taking place. CMLTO staff attend these events to build connections, share information, and stay informed about current issues affecting the medical laboratory profession. Read further in this issue to learn about the conferences CMLTO has attended so far this spring and summer.

I am also pleased to share that the CMLTO's 2025 Fair Registration Practices Report is now available. The report reflects the College's continued commitment to maintaining registration processes that are fair, transparent, objective, and evidence based. It outlines the work undertaken to support accessible pathways to registration while ensuring that patient safety and public protection remain at the forefront of our regulatory responsibilities. Highlights from the report are included later in this issue.

In addition, I encourage you to review the updated Governance Scorecard, available on the CMLTO website and linked later in this issue. The Governance Scorecard provides an important measure of the Board's performance and accountability by tracking key governance and outcome indicators that demonstrate progress toward our commitment to governance excellence. By monitoring and reporting on these measures, the Board continues to strengthen transparency and accountability in its oversight of the College.

Thank you for your ongoing dedication to the profession and for the important role you play in supporting safe, high-quality laboratory services across Ontario. I hope you enjoy this edition of the newsletter and find the information shared throughout informative and useful.

Sincerely,

Karen Persad, BSc, MLT, C.Dir

Chair, CMLTO Board of Directors



A Message from the Registrar & CEO, John Tzountzouris

Dear CMLTO Registrants,

As we move into the summer months, we hope you are finding opportunities to enjoy the warmer weather. Summer also provides a valuable opportunity to reflect on the important work accomplished so far this year and to look ahead to the initiatives that will continue to support effective regulation and public protection.

The Board of Directors met in both April and May to advance several important priorities. Board meetings play a critical role in guiding the College's strategic direction and ensuring we continue to meet our mandate in the public interest. Highlights from these meetings included updates on the Governance Modernization Plan Refresh, the Careholder Linkage Plan Refresh, ongoing Equity, Diversity, Inclusion and Justice initiatives, and the College's approach to the implementation of Artificial Intelligence. These discussions help ensure that CMLTO remains forward-looking and well-informed.

I would also like to thank everyone who engaged with and followed along on our blog and social media channels during National Medical Laboratory Week. The week provided an excellent opportunity to celebrate the essential contributions of medical laboratory professionals and to raise awareness of the important role they play in Ontario's healthcare system. Your support and participation helped make this year's activities a success.

This issue of FOCUS also includes several important reports that demonstrate the College's ongoing commitment to transparency and accountability. I encourage you to review the Health Human Resources Report and the Fair Registration Practices Report, both of which provide valuable insights into the work being done to support the profession and share information.

Thank you for your continued commitment to professional excellence and for the important role you play in protecting the health and safety of Ontarians. I encourage you to read further in this issue to learn more about the College's recent activities and initiatives.

I hope you enjoy this edition of FOCUS and wish you a safe and pleasant summer.

Sincerely,

John Tzountzouris, MA, BSc, BHA, MLT, GSP

Registrar & CEO

College Governance Updates



April Board Meeting Highlights

The CMLTO Board of Directors met on April 13, 2026 in person and virtually for its annual Board Generative / Strategic Thinking Meeting.

Highlights from the 2026 CMLTO Board of Directors Generative / Strategic Thinking Meeting include:

CMLTO Governance Modernization Plan Refresh

CMLTO Governance Specialist, Maggie Cakar, addressed the Board with a presentation regarding CMLTO Governance Modernization Refresh. [Governance Modernization](#) is an important longitudinal focus of CMLTO Governance, based upon [principles determined by the Board of Directors](#). There are a number of Governance Modernization initiatives which have been recently completed, are currently underway, and which are planned for future integration. These initiatives have been identified by the Board of Directors, CMLTO Staff, and as outcomes of contemporary Policy Governance®* research and the 2025 external assessment of CMLTO Board effectiveness.

In this session, the CMLTO Board of Directors was briefed with a fulsome update regarding the recent, current, and potential Governance Modernization initiatives identified to date. For initiatives requiring Board assessment, the Board provided input to contribute to a refreshed CMLTO Governance Modernization Plan. Members of the Board were polled to gain insight into their perceptions of potential risks to the public interest associated with upcoming Governance Modernization initiatives. Preliminary results were shared during the meeting.

The CMLTO Governance Specialist also presented reflection and discussion questions prompting the Board to provide further feedback regarding the proposed initiatives and their relative priority. The results will be further analyzed and the Board-informed view will contribute to the development of a refreshed CMLTO Governance Modernization plan.

CMLTO Board / Careholdership Linkage Plan Refresh

The Board received an update regarding the outcomes and learnings from 2024 and 2025 linkage engagements for a variety of Careholder sub-groups including the public, MLT Employers, and MLT Registrants. Using structured discussions, Michelle Price, Specialist, Corporate Communications, obtained generative input from the Board regarding governance-level considerations which will contribute to the strategic direction of the next iteration of CMLTO Careholder Linkage. The Board's Careholder Linkage initiatives are key

to ensuring the Board is consistently sharing out and receiving updates about topics that are central to accountability, values articulation, and public protection.

Please click [here](#) to locate the full summary of actions taken by the Board of Directors at its April meeting, or to review the meeting package.

*Policy Governance® is the invention of Dr. John Carver and an internationally registered trademark of The Governance Coach Inc. Used with permission. The authoritative website for Policy Governance is: www.policygovernance.com.

May Board Meeting Highlights

The CMLTO Board of Directors met for its May 2026 Board meeting on May 25 and 26, 2026 in person and virtually. A few highlights from the meeting include:

Board of Directors approval of:

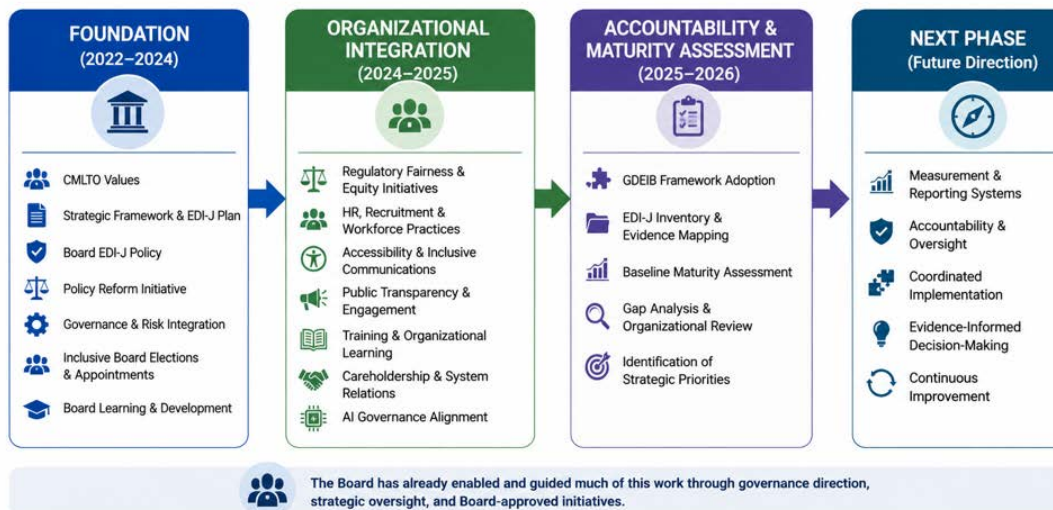
- Appointment of Public Board Member J. Dorfman to the Patient Relations Committee
- CMLTO 2025 Annual Report
- Draft 2025 Audited Financial Statements
- Amendments to 2 Governance Process Policies and 1 Executive Limitations Policy
- R/CEO Executive Limitations Monitoring Reports for 1 Ends Policy and 3 Executive Limitations Policies

CMLTO EDI-J Initiative: Global Diversity, Equity & Inclusion Benchmark (GDEIB) Analysis

The CMLTO Board of Directors and the College continue to progress with their focus of meaningful impact and principles of Equity, Diversity, Inclusion, and Justice (EDI-J).

CMLTO EDI-J MATURITY JOURNEY

A phased approach to embedding equity, diversity, inclusion, and justice across the organization



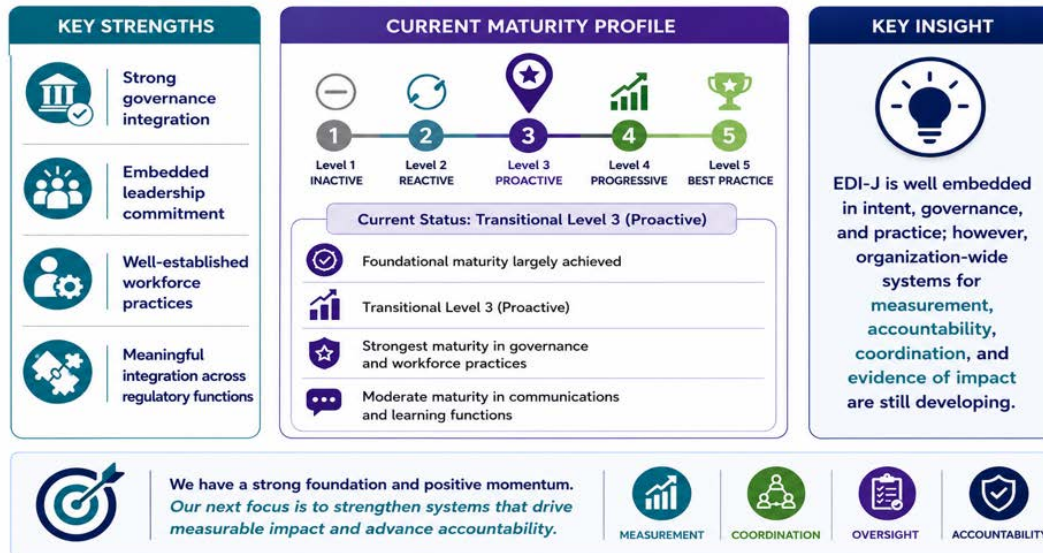
At its May 2025 meeting, the CMLTO committed to employing the Global Diversity, Equity & Inclusion Benchmark (GDEIB) Framework to measure and assess the impact of its EDI-J focus and increase effectiveness in this area. At its recent May 2026 meeting, one year later, Maggie Cakar, CMLTO Governance Specialist, and Darcy Belisle, Lawyer and Certified Diversity and Inclusion Professional of Decibel DEI Consulting, presented the findings of CMLTO's GDEIB Analysis to the CMLTO Board of Directors.

The GDEIB provides a comprehensive, internationally recognized maturity framework for assessing diversity and inclusion initiatives within organizations. Featuring four groups, 15 categories, and 275 benchmarks, the GDEIB offers guidance across various dimensions of diversity and inclusion, including leadership, recruitment, retention, culture, and accountability. The evaluation scale for the GDEIB model includes five progressive maturity levels from Inactive to Best Practice.

In summary, it was determined through the GDEIB analysis that EDI-J is well embedded in intent, governance, and practice at the CMLTO, and organization-wide systems for measurement, accountability, coordination, and evidence of impact are still developing. The CMLTO's current maturity profile identified in the comprehensive analysis was determined to be a transitional Level 3: Proactive.



What did the GDEIB analysis tell us about our maturity?



CMLTO Artificial Intelligence (AI) Implementation Plan Update & Board Learning

Michael Power, Lawyer and Consultant specializing in Privacy, Information Governance & Ethical Use of Technology, addressed the Board with a presentation and discussion period regarding responsible use of Artificial Intelligence. The session emphases included information about how to think about AI, the state of Artificial Intelligence regulation, legislation, and technology as of May 2026, the Board user role, the Board Oversight role, and a summary of AI Tools which could potentially be used by a Board of Directors.

The Board also accepted a Briefing Report regarding the CMLTO Artificial Intelligence (AI) Implementation Plan Update from Maggie Cakar, Governance Specialist, allowing the Board to stay fully informed with the actions taken to date within this strategic focus. Overall, implementation of Phase 1 AI governance activities continues to progress in alignment with the Board-approved AI Strategy, Governance Framework, and Executive Limitations.

Further information on the additional actions taken by the Board of Directors at its May meeting are [available on the CMLTO website](#). We encourage you to reference what has taken place at each Board Meeting, as actions taken by the CMLTO Board directly impact Registrants of the College.

Please click [here](#) to access the May Board meeting material.

The CMLTO Board of Directors Welcomes New Public Board Member

The CMLTO is pleased to present its new Public Board Member: Jeffrey Dorfman!

The CMLTO extends congratulations to its new Board Member. We encourage you to [visit our website](#) to learn more about who serves on the CMLTO Board of Directors.



Governance Scorecard Available

CMLTO has published an updated and interactive Governance Scorecard, a tool developed by the Board of Directors to measure key governance indicators throughout the year.

The Governance Scorecard supports the Board in monitoring performance and evaluating governance effectiveness. It also provides a transparent way for key partners to see how the Board is measuring its own performance and accountability.

Together, the Governance Scorecard and external Board evaluation demonstrate CMLTO's commitment to strong governance practices, performance measurement, and continuous improvement in service of the public interest. You can access the scorecard [here](#).

Readers are encouraged to explore both resources to learn more about how CMLTO's Board of Directors evaluates performance, strengthens governance practices, and supports effective regulation in Ontario.

Independent External Evaluation of the CMLTO Board of Directors Available

CMLTO completed an independent third-party evaluation of its Board of Directors to assess overall Board effectiveness. This evaluation reflects the Board's commitment to continuous improvement and public accountability, and supports ongoing efforts to strengthen governance practices in the public interest.

The evaluation process included:

- Interviews with Board members and key participants
- Observation of Board and committee meetings
- Surveys
- Reviews of Board policies, governance documents, and materials

The completion of an independent third-party evaluation of Board effectiveness aligns with the Ontario Ministry of Health's College Performance Measurement Framework (CPMF) requirements and demonstrates how effectively CMLTO is fulfilling its mandate to regulate in the public interest.

The results highlight strengths in governance oversight, strategic leadership, accountability practices, and the Board's continued focus on effective regulation and decision-making. You can access the resource [here](#).

CMLTO Celebrates National Medical Laboratory Week 2026

Medical Laboratory Week is an opportunity to recognize and celebrate the important contributions of medical laboratory professionals to patient care across Ontario. Working behind the scenes, medical laboratory technologists (MLTs) perform complex testing and analysis that support accurate diagnoses, treatment decisions, and ongoing patient monitoring.

Throughout Medical Laboratory Week, we shared resources and information highlighting the role of laboratory professionals and the importance of professional regulation. Followers were encouraged to engage with the College through its website and social media channels to learn more about the profession and its impact on healthcare.

You are encouraged to reference our blog and social media channels in case you missed our lab week campaign this year. Stay tuned as we will be sharing results from these engagements along with results from a broad public survey that we distributed throughout the week.



CMLTO at LABCON

The College of Medical Laboratory Technologists of Ontario (CMLTO) was pleased to take part in another inspiring LABCON gathering this May in beautiful Vancouver, British Columbia.

This year's theme was "Diverse Voices, Shared Vision", and it truly came to life throughout the conference.

Hosted by the Canadian Society for Medical Laboratory Science (CSMLS), LABCON 2026 brought together medical laboratory professionals, leaders, educators, and industry partners from across Canada.

The event offered a dynamic mix of keynote presentations, hands-on workshops, and vendor showcases, creating meaningful opportunities to **exchange knowledge, explore emerging technologies, and strengthen connections within our national community.**

CMLTO values the unique impact of bringing experts together in one place. The conversations, collaboration, and shared learning that happen at LABCON are unmatched. We are grateful for the opportunity to participate each year and extend our sincere thanks to CSMLS for hosting another exceptional event.

CMLTO at MLPAO

The College of Medical Laboratory Technologists of Ontario (CMLTO) attended the Annual Lab Summit hosted by the Medical Laboratory Professionals' Association of Ontario in Toronto.

This conference brings together laboratory professionals from across Ontario to share knowledge, strengthen networks, and to recognize the vital role that laboratory professionals play in the healthcare system.

CMLTO was pleased to attend and valued the opportunity for connection, collaboration, and community within the medical laboratory sector. Thank you, MLPAO, for hosting us again this year.



CMLTO attending HPRO's Governance Conference in May 2026

CMLTO attended the HPRO Governance Conference, which provided a valuable opportunity to connect with peers from other regulatory bodies, exchange knowledge and experience, and gain insights from experts in professional regulation. The conference brought together regulatory Board/Council and Committee members, as well as College staff involved in governance work, to support meaningful networking and shared learning in a collaborative setting. The event encouraged focused discussion and roundtable engagement, enhancing professional understanding across all levels of experience.

The program also featured a range of guest speakers who shared expertise on key areas relevant to regulatory governance, including: Amy Block (WeirFoulds LLP) on recent case law impacting professional regulation in Ontario; Jennifer Egsgard (Egsgard Mediation) on building consensus among regulatory decision-makers; Erica Richler (SML-Law) on conflicts of interest arising within Council and/or Committee work; and Ralph Palumbo (The Hillcrest Consulting Group) on government relations in health regulation.



HPRO Holds Annual Meeting and Board of Directors Meeting

The Health Professions Regulators of Ontario (HPRO) held its Annual Meeting and Board of Directors Meeting, bringing together leaders from Ontario's health regulatory Colleges to discuss shared priorities and opportunities for collaboration.

Key discussions focused on HPRO's strategic priorities, including government relations, excellence in member services, and current initiatives of the Equity, Diversity, and Inclusion (EDI) Network. These conversations support HPRO's ongoing commitment to advancing regulatory improvement in the public interest and strengthening Ontario's health regulatory system.

HPRO was also pleased to welcome Deputy Premier and Minister of Health Sylvia Jones, who joined regulatory leaders for the meeting. Through collaboration and shared leadership, HPRO continues to support modern, effective regulation that serves the needs of Ontarians.

2025 CMLTO Annual Report Available

The CMLTO is pleased to announce the release of the 2025 Annual Report. The Annual Report is a unique publication and provides a high-level snapshot of the College's achievements, Committee reports, and financial information.

The Annual Report also includes key governance-level updates and key accomplishments and updates that have taken place throughout the year.

We highly encourage you to review the 2025 report and join us in reflecting on all of the important work done throughout the past year. You can access the report [here](#).

CMLTO Publishes 2025 Fair Registration Practices Report:

The College of Medical Laboratory Technologists of Ontario (CMLTO) has published its 2025 Fair Registration Practices (FRP) Report, submitted to the Office of the Fairness Commissioner (OFC) as part of its annual reporting obligations.

The report demonstrates CMLTO's continued efforts to maintain registration processes that are equitable, consistent, transparent, and evidence-based. It also outlines initiatives undertaken to support accessible pathways to registration while ensuring that public interest and patient safety remain central to the profession's regulatory framework.

As required under the Regulated Health Professions Act, 1991, the FRP Report supports accountability and oversight of Ontario's health regulatory bodies by documenting ongoing improvements to registration and assessment practices.

Report highlights:

In 2025, CMLTO continued to enhance the accessibility and transparency of its registration processes through several initiatives, including key accomplishments:

- Began collecting gender and race-based demographic data through the new Registrant database platform to support equity, diversity, and inclusion initiatives.
- Enhanced the Registrant database with automated communications, improved quality assurance data management, specialty-specific approval letters, and CAMLPR integration.
- Reviewed and updated approved refresher courses and institutions, supported by a three-year trend analysis of Applicant and Registrant usage.
- Updated Interprofessional Collaboration (IPC) Case Studies to reflect current MLT practice standards and improved accessibility through a new French version.
- Developed a Privacy Campaign to educate Registrants on privacy obligations, data protection, and professional accountability.
- Expanded CMLTO participation in Accreditation Canada assessments by training a staff member as an assessor to support ongoing regulatory representation.

The report also includes registration statistics and performance measures that support ongoing evaluation and quality improvement, such as:

- Number of applications received and certificates issued.
- Registration processing and decision timelines.

- Registration outcomes across various application pathways, including internationally educated applicants.
- Ongoing monitoring initiatives to identify opportunities for process improvement and increased transparency.

These measures help CMLTO maintain fair, efficient, and accountable registration practices while continuing to protect the public interest.

You can access a copy of the report [here](#).

New Human Health Resources Report Available!

CMLTO is pleased to announce the release of the 2025 Human Health Resources Report (HHR Report). This report is developed by compiling data collected from CMLTO Registrants during the annual registration renewal process. It includes detailed practice information such as employment, specialties, general demographics and the provision of clinical education.

Read the 2025 HHR Report [here](#).

College Program Area Updates

Registration



Changing your Certificate of Registration through CMLTO Online Services

The Registration Program is pleased to announce a new online request feature that allows Registrants to submit requests to change your registration class through CMLTO Online Services.

Simply log in to your CMLTO Online Services account and select the applicable tab based on your specific situation from the left-hand menu to submit your request.

Transition to CAMLPR Qualifying Examination

In 2025, CMLTO began transitioning from CSMLS to the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) for qualifying examination and Prior Learning Assessment (PLA) requirements. While historic CSMLS examinations and PLA assessments continue to be accepted, Applicants may now also complete applicable field-of-practice examinations and PLA processes through CAMLPR. This transition supports consistent national standards for both internationally and Canadian educated MLTs.

Applicants who successfully complete the applicable field-of-practice examinations may now apply for registration in **a single specialty** or **multiple specialties** in which they have successfully met the examination requirements.

More information on Field-of-Practice exams is available on the the [CAMLPR website](#).

Maintaining your Contact / Employment Information

Please ensure that your contact and employment information is accurate and up-to-date, as required by [CMLTO By-Law](#).

Practising Registrants must update any employer information through [CMLTO Online Services](#).



Quality Assurance



Quality Assurance Program (QAP) Audit Updates

The CMLTO is proud to recognize the dedication of Registrants in maintaining their professional competence. In 2025, a total 1139 Practising MLTs successfully completed the Practice Review audit, and 1398 Practising MLTs submitted an approved Stage 2 Professional Portfolio audit.

Congratulations to everyone who completed their audits! These achievements reflect your continued commitment to self-reflection and adherence to best practice standards. Currently, QAP staff are busy reviewing the 2026 Stage 1 Portfolio submissions. Over 5800 submissions have already been approved. Registrants are notified by email when the review of their submission is completed.

Looking ahead of Summer 2026, Registrants will be selected for the 2026 audits in accordance with the approved QAP audit criteria. Registrants selected for audit will be notified by email and letter mail. We encourage all Registrants to log in and ensure their contact information in their CMLTO account is up-to-date.

If you have any questions about the QAP or need support with your Professional Portfolio, please contact QAP department by email at qualityassurance@cmlto.com.

Learning Goal Development Resource

As the year progresses, QAP understands that your goals and commitments may change. To support Registrants in updating or changing their goals, CMLTO has developed a new Learning Goal Development video [here](#).

This resource is designed to support MLTs by outlining the best practices for developing learning goals and highlighting the benefits of goal-setting. It also includes self-reflection questions and examples of effective learning goals. CMLTO's Learning Goals Guide is also available to help you create meaningful and focused goals [here](#).



Request a CMLTO Speaker

The CMLTO is committed to building relationships with Registrants, other health regulatory colleges, key partners, and the public.

The CMLTO can provide speakers on a wide variety of topics, including its regulatory role, ethics and professionalism, inter professional collaboration, and the Voluntary Roster of Registered Medical Laboratory Technicians.

To request a CMLTO speaker to deliver a virtual presentation, please email communications@cmlto.com.

Upcoming Office Hours

Please note that the CMLTO office will be closed on the upcoming dates below:

Wednesday, July 1st

Monday, August 3rd

Monday, September 7th

Please note that the CMLTO office will be open from 8:30 am - 12:00 pm on the following dates below:

Friday, July 31st

Friday, September 4th.



LEADERSHIP ACCOUNTABILITY EXCELLENCE

College of Medical Laboratory Technologists of Ontario

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