

CANADIAN
PSYCHOLOGICAL
ASSOCIATION

SOCIÉTÉ
CANADIENNE
DE PSYCHOLOGIE

ANNUAL REPORT

2020-2021

CANADIAN
PSYCHOLOGICAL
ASSOCIATION



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CANADIENNE
DE PSYCHOLOGIE

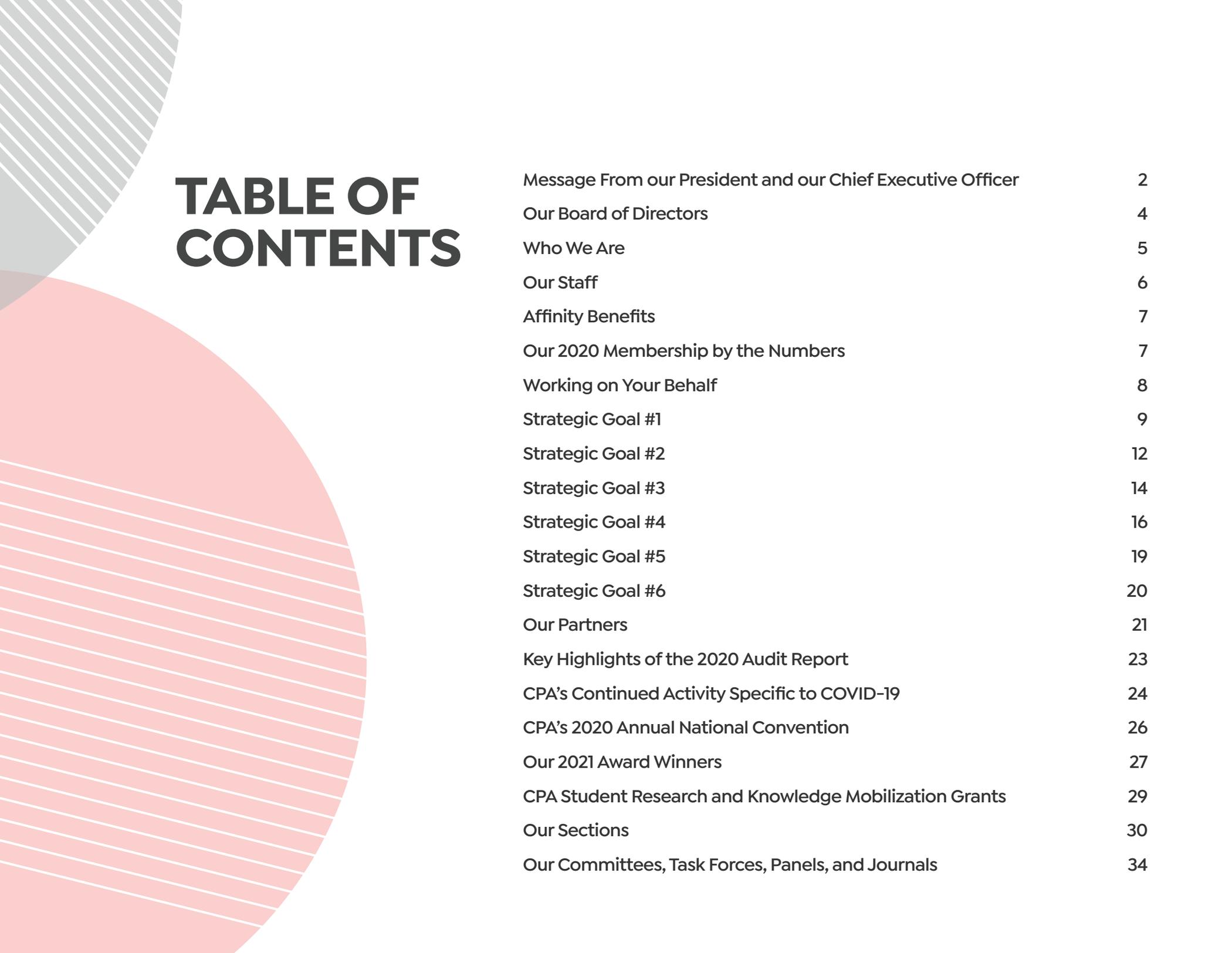


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MESSAGE FROM OUR PRESIDENT AND OUR CHIEF EXECUTIVE OFFICER



DR. KIMBERLY CORACE
Ph.D., C.Psych.
CPA President (2020-2021)



DR. KAREN R. COHEN
Ph.D., C. Psych.
Chief Executive Officer, CPA

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The CPA's first mandate is "to improve the health and welfare of all Canadians". This mandate is made possible because the research, practice and education of psychology has such broad and deep relevance to how well individuals, communities, workplaces and societies thrive.

As we write this year's message to the membership, it is tough to realize that we continue to live with the COVID-19 pandemic conditions that prevailed when we wrote to you this time last year. 2020, and now 2021, have proven to be the most demanding of years for people, families, workplaces, and communities throughout the world. As we now (hopefully) are nearing vaccinations for all people living in Canada with immunity to follow, so many of us are stressed, tired, and beyond longing for the interpersonal contacts, connectedness, and activities that were so meaningful to us pre-pandemic.

While treatments and vaccinations are critical to successfully quelling the COVID-19 virus, enhancing and supporting how we all cope and behave during the pandemic, as well as in its wake, is equally critical to our recovery. As CPA's COVID resource page can attest,¹ so many educators, researchers and practitioners among you have shared your wisdom with the public, the membership, your students and clients about how we can all best cope in these unprecedented times. For that, psychology can be proud. For that we thank you. In addition to the pandemic, 2021 has laid bare some uncomfortable truths about

discrimination and racism within our systems and societies. Psychology, and organized psychology, needs to engage in some overdue self-reflection and change, to help ensure that we do a better job of walking the talk of respect and inclusiveness.

These events and more have encouraged the CPA's Board to launch its renewed corporate Mission, Vision and Strategic Plan; complete with Guiding and Operating Principles.² For decades, the first of the CPA's corporate mandates was the health and welfare of all Canadians. After all, that is the hallmark application of the study of how people think, feel and behave. This mandate is retained in our new 2020 Mission: Advancing research, knowledge, and the application of psychology in the service of society through advocacy, support and collaboration.

Our Strategic Goals, and their operational objectives, address some of the most important policy issues of our time; inclusive of promoting equity, diversity, and inclusion in all we do (Goal 5) and implementing the recommendations of the CPA's response to Canada's Truth and Reconciliation Commission (TRC) of Canada's report (Goal 6). Our other goals include supporting and promoting psychological science (Goal 1), supporting the growth and impact of psychology (Goal 2), advocacy for psychological services and research (Goal 3), and addressing the education, training and career development needs of students, educators, scientists and practitioners of psychology (Goal 4).

Our Guiding Principles commit us to

- evidence-based policy and decision-making,
- collaboration,
- the exercise of respect and integrity, and
- the incorporation of equity, diversity and inclusion in all we do.

Our Operating Principles commit us to

- best practice in the governance of the association,
- organizational effectiveness,
- providing psychology with a professional home,
- having an opinion, lending a voice and making change for the good, and
- seeing and hearing the diversity of perspectives on the issues we address.

The pages that follow share some highlights of what the CPA and its members, students and affiliates have been able to accomplish over the course of this challenging year, organized by our new strategic goals. Key among these activities have been the

- development of several policy papers – issues impacting contract psychology instructors, psychological science and climate change³
- launch of a new Section Associate category
- introduction of student representative profiles
- a virtual career fair and hub
- collaboration with Sunlife on a statement supporting meaningful coverage of psychological services⁴
- survey of the Canadian public on access to psychological services, particularly during the pandemic

- launch of a pro-bono, pan-Canadian psychological service initiative for health providers on the front line of COVID-19 care⁵
- leadership of the Psychotherapy Policy Implementation Network for the Mental Health Commission of Canada with the goal of promoting the federal role in making mental health services more accessible to the public
- lobbying the granting councils about research continuity during the pandemic and expanding support for psychosocial health research within CIHR
- expansion of our CPD offerings, particularly in the area of cultural competence and Indigenous health
- launch of our Human Rights and Social Justice in Psychology Committee
- participation of CPA Head Office staff and key leaders in a workshop on enhancing diversity and inclusion within the organization
- ongoing review and revision of the CPA's accreditation standards with consultations on a number of topics, inclusive of attention to equity, diversity and inclusion gaps in training
- continued support of the Knowledge Sharing Group which oversees the recommendations of the CPA's response to Canada's Truth and Reconciliation Report.
- senior staffs' participation in a continuing medical education course on the role of practitioners in Indigenous wellness.
- co-chair of the Disability Advisory Committee (DAC) for the Minister of National Revenue. Federal budget 2021 announced its acceptance of the DAC's recommendations for needed redefinitions of the eligibility criteria for people with mental disorders

2020/21 is a year the likes of which few of us have lived through before and, hopefully, which few of us will experience again. Psychologists have contributed much and all of us have more yet to contribute. As individuals, families, workplaces and communities chart their ways forward, many will turn to the discipline and profession of psychology for information, guidance and care. The CPA commits its support for the discipline and profession and a way forward that tries harder, and does better, in walking the talk of respect, inclusiveness and goodwill. We wish the CPA's members, students and affiliates patience, support and peace – and a year ahead that brings more joy than the one we left behind.

1) <https://cpa.ca/corona-virus/>

2) <https://cpa.ca/aboutcpa/>

3) https://cpa.ca/docs/File/Position/ClimateChange_TASKFORCE_POSITIONPAPER_FINAL%20FEB42021.pdf

4) <https://www.sunlife.ca/content/dam/sunlife/regional/canada/documents/gb/shaping-group-benefits-mc9085.pdf>

5) <https://cpa.ca/corona-virus/psychservices/>

OUR BOARD OF DIRECTORS

PRESIDENTIAL OFFICERS



PRESIDENT
Dr. Kimberly Corace
Ottawa, ON



PRESIDENT-ELECT & DIRECTOR-AT-LARGE
Dr. Ada Sinacore
Montreal, QC



PAST PRESIDENT
Dr. Ian Nicholson
London, ON



HONORARY PRESIDENT
Dr. Benoit-Antoine Bacon
Ottawa, ON

DIRECTORS



SCIENCE
Dr. Jean Saint-Aubin
Moncton, NB



PRACTICE
Dr. Shelley Goodwin
Yarmouth, NS



EDUCATION
Dr. Kerri Ritchie
Ottawa, ON



DIRECTOR-AT-LARGE
Dr. Elizabeth Church
Halifax, NS



DIRECTOR-AT-LARGE
Dr. David Danto
Guelph, ON



CHAIR OF COUNCIL OF SECTIONS
Dr. Laurie Ford
Vancouver, BC



STUDENT SECTION REPRESENTATIVE
Ms. Alejandra Botia
Vancouver, BC

PARTNERS



COUNCIL OF CANADIAN DEPARTMENTS OF PSYCHOLOGY
Dr. Sandra Byers
Fredericton, NB



CANADIAN COUNCIL OF PROFESSIONAL PSYCHOLOGY PROGRAMS
Dr. Kerrie Ritchie
Ottawa, ON



CANADIAN SOCIETY FOR BRAIN, BEHAVIOUR AND COGNITIVE SCIENCE
Dr. Randall Jamieson
Winnipeg, MB



COUNCIL OF PROFESSIONAL ASSOCIATIONS OF PSYCHOLOGISTS
Dr. Judi Malone
St. Paul, AB

WHO WE ARE



ABOUT US

The Canadian Psychological Association (CPA) was founded in 1939 as the national association for the science, education, and practice of psychology in Canada. We were incorporated under the Canada Corporations Act, Part II, in May 1950 and received our Certificate of Continuance under the Canada Not-for-Profit Corporations Act (NFP Act) in August 2013. With nearly 7,000 members and affiliates, we are Canada's largest association for psychology.

VISION

A society where understanding of diverse human needs, behaviours and aspirations drive legislation, policies and programs for individuals, organizations and communities.

MISSION

Advancing research, knowledge and the application of psychology in the service of society through advocacy, support and collaboration.

OUR STRATEGIC GOALS

As an association, we are guided by the vision that the science, practice and education of psychology has broad and deep relevance to public policy and the public good. We aim to realize this vision by being an association that:

1. supports and promotes psychological science to advance knowledge and to

address the concerns of people and the society in which we live and work.

2. meets the needs, supports the growth and enhances the impact of the discipline and profession.
3. advocates for access, resources and funding for psychological services and research, in parity with physical health, for the people in Canada.
4. addresses the education, training and career development needs of students, educators, scientists and/or practitioners of psychology across their lifespan.
5. promotes and models equity, diversity and inclusion in all we do.
6. is accountable to Indigenous people through the recommendations of the CPA's response to the Truth and Reconciliation Commission (TRC) of Canada's report.

CPA GUIDING PRINCIPLES

- Evidence-based practice, policy and decision-making.
- Respect our organizational mission in all things: support and promote the development of the discipline and profession and its contributions to the people and society in which we live and work.
- Deliver value to members and affiliates.
- Respect, integrity, diversity and inclusion guides all our activity.
- Model the principles of the CPA Canadian Code of Ethics in all we do.
- Collaborate meaningfully and constructively with the CPA's and psychology's partners and stakeholders.

WHO WE ARE

CPA OPERATING PRINCIPLES

- A commitment to best practice in the governance and management of the association.
- Organizational effectiveness. Our strategic goals reflect and respond to the needs and views of our membership and stakeholders. We align operations to strategic goals. We balance the need for continuity of policy and programming with the need to respond to changes in the organization's climate and context. We walk the talk of respect and collaboration among Board, management, staff, members, affiliates, partners and stakeholders.
- Provide psychology across Canada a professional home. We can do this by being a convenor and by supporting networks and communication among scientists, practitioners and educators in psychology.
- Have an opinion, lend a voice, make change for the good. We engage members and their expertise in making contributions to public policy.
- See, hear, and consider a diversity of perspectives from among members, affiliates, partners and stakeholders when addressing issues, problems, policies and initiatives facing psychology or the organization.

OUR STAFF

DR. KAREN COHEN
Chief Executive Officer

DR. LISA VOTTA-BLEEKER
Deputy Chief
Executive Officer

PHIL BOLGER
Chief Financial Officer

GLENN BRIMACOMBE
Director, Policy
and Public Affairs

LEANNA VERRUCCI
Director, Marketing
and Membership

DAVID MERCER
Advisor, Education and
Professional Development

CARA BERNARD
Manager, Governance and
Sections Administration

**KATHY LACHAPPELLE-
PETRIN**
Manager, Convention
Program

DR. STEWART MADON
Registrar, Accreditation
and Ethics Officer

KIMBERLEY BLACK
Executive Assistant

KATHRYN MCLAREN
Lead, Membership and
Association Development

YUSSRA SOULTAN
Coordinator, Membership
Data and Services

VIJAYA RAMESH
Coordinator, Finance

BEV GLUBE
Administrator, Finance

ERIC BOLLMAN
Communications Specialist

**MADELEINE
SHEPPARD-PERKINS**
Research and Knowledge
Mobilization Officer

EVA SHEPPARD-PERKINS
Assistant, Operations
and Administration

SAMANTHA STRANC
Assistant, Accreditation

TIM BLEEKER
Webmaster and IT
Governance

CARLY BROCKINGTON
Editor, *Psynopsis* Magazine

ADAM ASHBY GIBBARD
Multi-Media Graphic
Designer

JANET CLARKE
Human Resources
Consultant

OUR 2020 MEMBERSHIP BY THE NUMBERS

MEMBERSHIP TYPE BREAKDOWN

CPA Fellow	140
CPA Member	4435
CPA Member Early Career Year 1	143
CPA Member Parental Leave	32
CPA Honorary Life Fellow	37
CPA Honorary Life Member	53
CPA International Affiliate	36
CPA International Student Affiliate	5
CPA Retired Fellow	19
CPA Retired Member	97
CPA Special Affiliate	78
CPA Student Affiliate	1343
CPA Student Affiliate - Campus/Student Rep	36
CPA/APA Joint Fellow	2
CPA/APA Joint Member	28
CPA Complimentary Membership	8
TOTAL	6492

AGE BREAKDOWN

18 – 30 years	934 (14%)
31 – 45 years	2,191 (34%)
46 – 60 years	1,826 (28%)
61 – 100 years	1,541 (24%)

AFFINITY BENEFITS



WORKING ON YOUR BEHALF

Members and Affiliates
6492

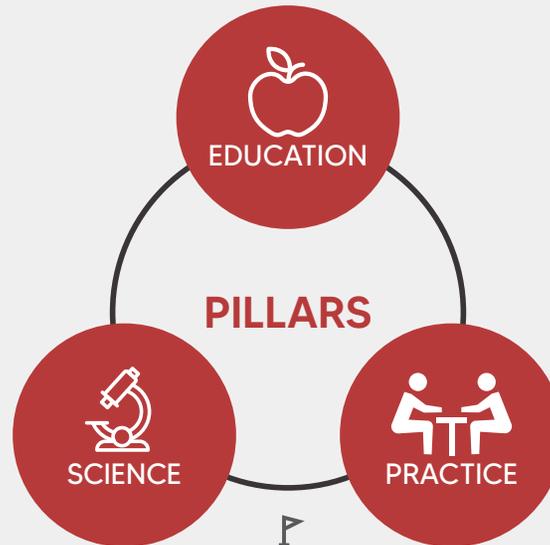
Member of **12** alliances/coalitions

12
Awards



1
Active Working Groups

32
Sections



84
Accredited Programs

25
Online CPD Courses

20
Current Staff



36,108
Social Media Followers



3
Journals



Research Grants
14



2
Government Submissions

Fact Sheets
71

Media Mentions
2473



What follows is a survey of 2020/21 CPA activity organized by our new Strategic Goals. Note that below we focus on new achievements and activity over the past year.

STRATEGIC GOAL #1

SUPPORTS AND PROMOTES PSYCHOLOGICAL SCIENCE TO ADVANCE KNOWLEDGE AND TO ADDRESS THE CONCERNS OF PEOPLE AND THE SOCIETY IN WHICH WE LIVE AND WORK



PROMOTED THE BREADTH AND CONTRIBUTION OF PSYCHOLOGICAL SCIENCE

Renewed our publishing agreement with the APA to serve as publisher of the CPA's three peer-reviewed journals for another five years. Many thanks to the Editors and Associate Editors of our journals for their ongoing commitment and excellence to our journals:

- *Canadian Journal of Experimental Psychology (CJEP)*: Editor - Dr. Randall Jamieson; Associate Editors - Dr. Glen Bodner, Dr. Jean Saint-Aubin, and Dr. Debra Titone.
- *Canadian Psychology (CP)*: Editor - Dr. Vina Goghari; Associate Editors - Dr. Donald Sharpe, Dr. Paul Samuel Greenman (AE until March 2020), Dr. Natacha Godbout (AE effective March 2020)
- *Canadian Journal of Behavioural Science (CJBS)*: Editor - Dr. Allison J. Ouimet; Associate Editors - Dr. Pierre Cormier, Dr. Kimberly Noels (AE until October 2020), Dr. Annie Roy-Charland (AE effective October 2020)

We posted three (3) new Psychology Works Fact Sheets and updated 10 of our existing fact sheets since last June; posted our fact sheets in HTML format; and initiated the process of digitizing some of

our most popular fact sheets. Many thanks to the authors of our fact sheets for sharing their expertise and to our sections for their assistance in developing and updating these resources.

We released four (4) new issues of *Psynopsis* since last June:

- COVID-19 – Guest Edited by Dr. Karen Cohen (Vol. 42.3 - August 2020)
- Human Rights and Social Justice – Guest Edited by Dr. Ada Sinacore and Dr. Kerri Ritchie (Vol. 42.4 - November 2020)
- Healthcare Innovation – Guest Edited by Dr. Kim Corace (Vol. 43.1 - February 2021). The Healthcare Innovation issue also marked the launch of a refreshed version of *Psynopsis*.
- Climate Change – Guest Edited by Dr. Lindsay McCunn (Vol. 43.2 - April 2021)

Influenced public discourse through social media and videos, inclusive of our World Mental Health Day video, which not only highlighted mental health issues around the world but also all the CPA had been doing to address and advocate for needs and gaps when it comes to mental health. Our 2021 Psychology Month Campaign profiled 28 Canadian psychologists who were tackling the pandemic in a wide variety of ways.

Provided letters of support to members in support of tri-council funding or award nominations and joined grant applications as knowledge users/collaborators/mobilizers.

CPA's Recruit Research Participants Portal (R2P2). This service allows our members and affiliates who are seeking participants to post notices of their studies on our website. The notices are shared in CPA News and via the CPA's social media outlets.

Support for international psychological science. DCEO, Lisa Votta-Bleeker, serves as the National Research Council's point person at Head Office regarding the International Union of Psychological Science (IUPsyS), communicating and collaborating with the CPA membership and with Dr. Jennifer Veitch (Chair of the CPA's International Relations Committee) and Dr. Saba Safdar (Head of the Canadian National Panel for IUPsyS). Several of the CPA's leaders have joined the Global Psychology Alliance – an alliance of psychology associations around the world dedicated to applying psychological science to public policy. Topics addressed by the GPA in 2020/21 focused on climate change and the pandemic.

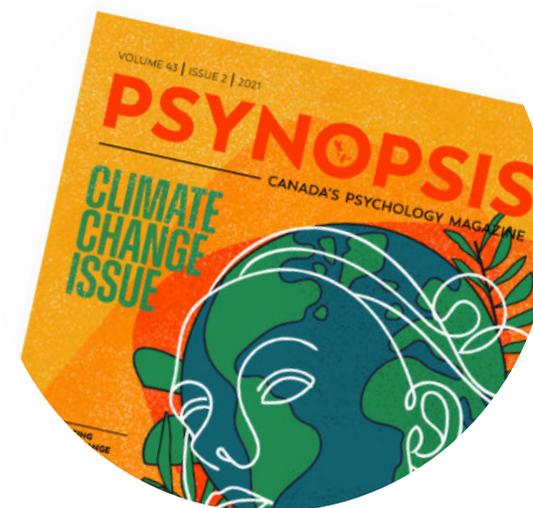
LEVERAGED CPA DATA TO INFORM AND IMPACT ISSUES OF PUBLIC CONCERN AND POLICY

The CPA's fact sheets, policy positions and issues of *Psynopsis* are shared with relevant partners, funders, government and other decision-makers to contribute to the development of evidence-informed public policy. Key documents shared this year were focused on the application of psychology to climate change and the pandemic.

ADVOCATED FOR AND FUNDED PSYCHOLOGICAL SCIENCE

In our pre-budget submission, we advocated for the completion of the unfulfilled recommendations in the Fundamental Science Review Report as well as a 1.0% annual increase to each of the tri-councils councils.

Through its DCEO, the CPA maintains regular communication with the Social Sciences and Humanities Research Council (SSHRC), Canadian Institutes of Health Research (CIHR), and Natural Sciences and Engineering Research Council of Canada (NSERC) regarding funding for psychological research, the proportion of operating grants awarded that have a mental health or psychology component, need for cross-agency funding opportunities, and funding issues impacting Canada's psychology researchers and students; most recently, conversations have focussed on funding to explore the biopsychosocial impacts of COVID-19 and long-term funding for mental health



research that is proportionate to its burden of disease and impacts on specific communities.

As part of the CPA's Annual Student Research Funding Program, the CPA awarded 10 research grants valued at \$1,500.00. We also co-funded one additional research project valued at \$1,500.00 with the Canadian Society for Brain, Behaviour and Cognitive Science (CSBBCS).

In 2020/21, the CPA launched a funding envelope sponsored by BMS Canada to support student research and leadership development. Three grants were awarded in 2020/21 valued at \$2,500.00 each for student affiliates of the CPA and/or a provincial/territorial association.

We continued to provide annual funding for psychology-related conferences that specifically target engagement and participation of undergraduate psychology students with four annual awards valued at \$500.00 each.

The CPA was represented on numerous research-focused alliances/committees, including but not limited to the Canadian Consortium for Research (CCR) for which the CPA's DCEO continues to serve as Chair; the Public Health Agency of Canada's National Research Advisory Committee on Suicide and Its Prevention; and the Mental Health Commission of Canada's National Collaborative for Suicide Prevention.

DEVELOPED PSYCHOLOGY-INFORMED POSITIONS ON TOPICS OF RELEVANCE TO SCIENCE AND PRACTICE

In fulfillment of a recommendation from the Science Summit, the CPA's Scientific Affairs Committee (SAC) circulated a survey and commissioned a paper on issues impacting psychology contract instructors in universities.

The CPA's Board also endorsed and posted a position paper and fact sheet on the application of psychological science to climate change, authored by members of the CPA's Environmental Psychology Section with the support of CPA's senior staff.



STRATEGIC GOAL #2

MEETS THE NEEDS, SUPPORTS THE GROWTH AND ENHANCES THE IMPACT OF THE DISCIPLINE AND PROFESSION



ENGAGED STUDENTS, SCIENTISTS, PRACTITIONERS AND EDUCATORS IN AND WITH THE CPA

- Piloted a new category, Section Associate, as part of the CPA's 2021 renewal year.
- Pivoted from an in-person to our second virtual convention, held from May 31st through June 25th.
- Introduced a Monthly Poll question in CPA News to find out members' views about key initiatives and topics.
- Developed new marketing materials, resources and initiatives (e.g., Student Representative Profiles) for our Undergraduate and Graduate Student Representatives to use to inform and recruit new student affiliates.
- Added four new affinity partners – Broadway Across Canada, Johnson Insurance, Lenovo and Therapy Live – to our Member Benefit offerings.
- Convened several surveys of and to inform members in 2020/21 (e.g., education and training in the area of pain within psychology programs, psychologists salaried and contracted by public health institutions).
- The CPA's committees are renewed each fall, bringing in new members wishing to be engaged. As further reported in Goal 5, committees and working groups were created in human rights and social justice. The CPA's Pillar Committees also developed working groups to address

specific topics (e.g., Professional Affairs developed a working group addressing unique and collaborative psychological practice in cognitive function and dysfunction).

- Broadened and deepened the resources posted on the CPA's COVID-19 pages to support the discipline and profession in addressing research and practice disruption and continuity, addressing issues and opportunities for practice, research and education in the digital space, and information that can be of assistance to members, clients and students.
- The Section on Criminal Justice continued to meet to discuss how to re-engage the federal government (and where appropriate, p/t governments) to amend Section 672 of the Criminal Code of Canada to explicitly designate psychologists to be able to perform assessments of fitness to stand trial and criminal responsibility. This advocacy work is ongoing.

MEMBER AND AFFILIATE PROMOTION

- Promoted our Members and Affiliates, and the CPA, through our monthly newsletters, weekly news roundups, podcasts, webinars, media stories and Spotlights on our website and social media platforms.
- Created CPA-brand specific graphics to be used across all social media

platforms and creatives. Created a 30 *Reasons to Be a Member of the CPA* video series that ran as part of our 2021 renewal campaign. Launched a refreshed version of *Psynopsis* with our Healthcare Innovation Issue (Volume 43, Issue 1).

EDUCATED THE PUBLIC ABOUT THE IMPACT OF PSYCHOLOGY'S CONTRIBUTION TO SOCIETY

Throughout 2020, we developed a series of resources for the public (fact sheets, webinars, podcasts) on the psychosocial impacts of the pandemic and for members on the impacts on science, education and practice.

The CPA participated in, as well as supported and promoted, the participation of members in numerous media and public outreach events, particularly on topics related to COVID-19. We connected 135 members and/or CPA staff with media outlets to fulfill interview requests and we shared more than 1,800 media stories involving our members through our weekly news roundups, monthly newsletter and social media platform. For Psychology Month 2021, we highlighted Canadian psychologists who were tackling the pandemic in a wide variety of ways (#PsychologyMonth #PsychologyAndCovid). All profiles were presented on social media and our website, and some were made into podcasts.

CPA's senior staff developed a workplace survey to better understand the needs and concerns of people managing work during the pandemic. The

survey informed the CPA's own policy and support for its staff as well as led to the development of educational webinars we delivered to interested not-for-profit association partners to respond to the needs of their own staff.

REVIEWED, PRIORITIZED AND ACTED ON THE RECOMMENDATIONS FROM BOTH THE PROFESSIONAL TRAINING AND SCIENCE SUMMITS

The Professional Training Summit report yielded 78 recommendations for the CPA as well as the broader community of psychologists and the institutions in which they work. In 2020/21, the Professional Affairs Committee reviewed the report and outlined the following next steps:

- A survey of other national psychology organizations on topics related to the Summit's recommendations.
- In concert with the CPA's Committee on Human Rights and Social Justice in Psychology, plan an equity, diversity and inclusion summit for psychology.

In follow up to the Science Summit, in addition to advocating for the unfulfilled recommendations of the Fundamental Science Review report, the Scientific Affairs Committee has acted on the following:

- Hosted a Virtual Career Fair in November 2020 in collaboration with the CSBBCS featuring 8 psychology graduates who had pursued careers outside of academia and the health services delivery setting.

- Launched a new go-to Career Hub on the CPA's website.
- Hosted three webinars led by members of the CPA's Industrial/Organizational Section on creating a CV, preparing for an interview, and negotiating a contract.
- Launched a survey and commissioned a report on issues facing psychology contract instructors within universities.



STRATEGIC GOAL #3

ADVOCATES FOR ACCESS, RESOURCES AND FUNDING FOR PSYCHOLOGICAL SERVICES AND RESEARCH, IN PARITY WITH PHYSICAL HEALTH, FOR THE PEOPLE IN CANADA



ENGAGED HEALTH FUNDERS AND DECISION-MAKERS TO SUPPORT THE INTEGRATION OF PSYCHOLOGICAL SERVICES INTO PRIMARY HEALTH CARE SERVICES

Through the work of the CEO and Director of Policy and Public Affairs, the CPA play a leadership role on several collaborations which are developing models and initiatives to bring about better access to care for mental health and substance use problems, integrated into primary care. These include the parity policy work being undertaken by the Canadian Alliance of Mental Illness and Mental Health (CAMIMH) and the funding and delivery models developed by the Psychotherapy Policy Implementation Network (PPIN) hosted by the Mental Health Commission of Canada. This work builds on the work done by CPA in 2017 and advanced to federal and provincial/territorial governments at the time of the bilateral mental health transfers.

In early February 2021, the CPA sent a letter to the Prime Minister and Premiers reminding them of the need to continue to invest in mental health services as they discuss increasing federal health transfers to the provinces and territories.

In late 2020, the CPA, in collaboration with the College of Family Physicians of Canada (CFPC) and the Canadian Psychiatric Association released the report

Innovations in Primary Care – Integrating Mental Health Services in Primary Care which featured two case studies on psychology and primary care.

ADVOCATED FOR INSURANCE PARITY IN THE PRIVATE AND PUBLIC SECTORS FOR MENTAL AND PHYSICAL HEALTH SERVICES

The CPA's Director of Policy and Public Affairs, Mr. Glenn Brimacombe, chairs CAMIMH's Public Affairs Committee; in this capacity he was chiefly responsible for the development of CAMIMH's 2020 Mental Health Action Plan, as well as CAMIMH's 2021 federal pre-budget submission; key foundations of which are a call for parity on how Canada funds mental and physical health services. This call means that coverage for mental and physical health problems need to be provided in equal measure through public and private insurance plans.

Dr. Cohen, CPA's CEO, co-chairs the PPIN of the MHCC which, in 2021, developed its recommendations for the federal role in the delivery of mental health services and the importance of benchmarks and indicators that reflect the outcomes of mental health service investments. Also in 2021, Dr. Cohen became the vice-chair of the EHPC (Extended Health Providers Coalition). One of the key concerns of the EHPC is the coverage of non-publicly funded health care services through

extended health insurance plans; coverage which delivers evidence-based doses of intervention. The EHPC has been working with the Canadian Life and Health Insurance Association (CLHIA) on initiatives to educate and support health providers whose services are covered by extended health insurance plans.

Dr. Cohen continues to co-chair the Disability Advisory Committee (DAC) for the Minister of National Revenue. In April of 2021, the DAC released its second annual report. The Federal Budget for 2021 announced that it will accept the DAC recommendations around re-definition of the eligibility criteria for mental disorders for the Disability Tax Credit. This announcement marks an important step forward in tax measures' equivalent treatment of mental and physical disorders.

CONTINUED TO WORK WITH INSURERS AND PLAN SPONSORS TO BRING ABOUT MEANINGFUL COVERAGE FOR PSYCHOLOGICAL SERVICES

The CPA collaborated with the Mental Health Commission of Canada and the Conference Board of Canada on a survey of employers, designed to collect information about their support and use of psychological services through extended health care plans to better understand employees' awareness of the availability of psychological services, and in the latter, to better understand the strategic issues that impact employers'/plan sponsors' decisions about what and how plans offer coverage. Survey results are forthcoming.

Under the leadership of Mr. Brimacombe, we worked with Nanos Research and the Council of Professional Associations of Psychologists (CPAP), the CPA undertook two surveys (December 2020 and January 2021) of over 3,000 Canadians on their need and use of psychological services generally and during the pandemic. Questions addressed how they are managing their mental health and accessing care provided by psychologists, their perceived role of psychologists, the barriers and solutions to accessing care, and the quality of care they receive. We issued several press releases, shared with partners and stakeholders, and did several media interviews, underscoring the need for meaningful coverage of psychological services.

Over the course of 2020/21, we have met with Canada's large insurers and, have worked with Sunlife on a collaborative statement underscoring the breadth and depth of mental health coverage needed in extended health insurance plans (i.e., no requirement for a physician referral, number of psychotherapy sessions and financial caps, and reimbursement for virtual care). This statement has been released at <https://www.sunlife.ca/content/dam/sunlife/regional/canada/documents/gb/shaping-group-benefits-mc9085.pdf> (see page 20). In the fall of 2020, CPA leaders presented at several virtual meetings of insurance providers (Northwind Conference, Benefits Canada Conference, Canadian Society of Association Executives) on mental health and accessibility of mental health services.

ASSESSED CURRENT FUNDING FOR PSYCHOSOCIAL HEALTH RESEARCH ACROSS GRANTING COUNCILS

The CPA completed an assessment of current funding for psychological health research across granting councils. Initial analyses indicate that 9% of CIHR funded projects have a psychosocial health focus/component. We have met with the tri-councils to discuss the need for long-term funding for mental health research that is proportionate to its burden of disease and impacts on specific communities. Ongoing work includes continued advocacy at a variety of partner and stakeholder tables on funding for mental health research in Canada as well as the development of a mental health research action plan to propose to government and the tri-councils.

DEVELOPING MEMBERS' ADVOCACY SKILLS

The CPA continues to develop its Very Involved Psychologists / Very Involved Psychology Researchers (VIP/VIPR) advocacy program. In addition to meeting with members both individually and as a group, the CPA will be releasing its updated Advocacy and Government Relations Guide for members in the near future.

STRATEGIC GOAL #4

ADDRESSES THE EDUCATION, TRAINING AND CAREER DEVELOPMENT NEEDS OF STUDENTS, EDUCATORS, SCIENTISTS AND/OR PRACTITIONERS OF PSYCHOLOGY ACROSS THEIR LIFESPAN



EXPLORED WAYS IN WHICH TO INCREASE OUR PROFESSIONAL DEVELOPMENT OFFERINGS AND RESOURCES FOR OUR SCIENTIST MEMBERS, AS WELL AS INCREASE OUR EVIDENCE-BASED PROFESSIONAL DEVELOPMENT OFFERINGS AND RESOURCES FOR PRACTITIONER MEMBERS:

Over the course of 2020/21, we identified topics and resources of interest, as well as augmented the breadth and depth of our live and archived offerings. Sales of CPD more than doubled in 2020 compared to 2019. Webinars recorded during the CPA's 2020 Virtual Convention were launched:

- Two courses in Quantitative Methodology hosted by Dr. Mark Adkins of York University, the first such courses developed and launched by the CPA.
- Two courses by Dr. Mari Swingle: *Exploring Screen Addiction, Excessive or Otherwise Non-integrated Use of Screen-based Technologies*, and *What is Neurotherapy? An Exploration of the State of Current Practice and Treatment*.
- A course in Mindfulness-Based Cognitive Behavioural Therapy (MiCBT)
- A course in Intercultural Resiliency and Healing Narratives.

By the end of 2020, the CPA had a total of 33 Continuing Professional Education Sponsor organizations, up from 28 organizations at the end of 2019. Seven additional Sponsors have been approved in 2021, with two more under review. To date, there have also been seven Provider status applications in 2021.

A new electronic system was implemented to receive applications, annual reports, and electronic payments for the CE Approval Program. 31 Annual Reports were received from CPA Continuing Education Sponsor organizations, with two organizations choosing not to renew.

In conjunction with the Education & School Psychology Section, the CPA presented a live webinar on remote psychoeducational assessments, launched in late April as an on-demand CPD course.

Work continues towards acquiring on-demand CPD video content from the American Psychological Association (APA) through a non-exclusive licensing agreement. Contract discussions are completed and next steps, including course selection and planning for rollout, marketing and promotion, and website design are underway.

Work has been initiated on the development of an Addictions course, with an initial proposal of 12 two-hour lectures on related topics. A small working group

derived from the Education and Training Committee is currently discussing topics and appropriate instructors.

The CPA completed the Quality Assurance phase of Therapy Live (practice management software). Results from the evaluation were presented to the CPA's Chief and Deputy Chief Executive Officers, Director of Marketing and Membership, and Therapy Live's CEO. The offering is currently being modified based on the feedback received; the software is accessible to CPA members.

Also in 2020/21, the CPA's leadership developed and delivered multiple webinars to psychology students and programmes across the country on leadership and advocacy for psychology.

SUPPORTED EDUCATORS IN BECOMING EFFECTIVE TEACHERS, MENTORS AND LEADERS

An objective of the CPA's inaugural Career Fair organized by SAC was to inform faculty of the potential career paths available to students should academia be neither a choice nor an option. Many faculty registered to attend the Career Fair to obtain this information. Videos from the Career Fair are being posted to the CPA's members only area.

SAC completed an assessment of the career services information offered by universities, particularly for psychology graduates, and are

determining a way to supplement and/or fill information gaps.

PROVIDED FINANCIAL, ACADEMIC AND CAREER-DEVELOPMENT SUPPORT FOR STUDENTS

The CPA

- launched a go-to Career Hub on the CPA's website devoted specifically to career development support for students and members at various career stages
- compiled and posted resources related to academic advancement and success to the website (e.g. guide to careers in the psychological science)
- developed a survey to assess the number of doctoral graduates within each sub-area of psychology
- initiated development of a survey of the skills that employers seek in hiring employees, specifically hiring psychology graduates, to determine where there are training gaps and/or opportunities.

Dr. Jim Cresswell, Chair of the CPA's History and Philosophy of Psychology Section, in conjunction with the University of Calgary, has developed a graduate level History of Psychology course, open to students from across Canada. The CPA is providing budget support for the Instructor. The course is anticipated to launch as a one-week intensive 'block' in January 2022; registration and a fee will be required to take the course.





ACCREDITATION

As of May 2021, we accredit a total of 42 internship programs and 42 doctoral programs.

The CPA Panel and the Registrar have been liaising with national and international training partners to address the issues caused by the COVID-19 pandemic on psychology training. Following the approval of the Panel's virtual site visit procedures, the Accreditation Office began rescheduling site visits postponed by the pandemic. As of May 1st, 2021, a total of 10 site visits have been completed, with a further 12 scheduled through the Spring and Summer of 2021, and seven anticipated for the Fall of 2021. The Panel has also received applications for initial accreditation from two new programmes, whose site visits are being postponed until health-related travel advisories are lifted.

The review of our accreditation standards is ongoing. Despite delays due to the COVID-19 pandemic, the Standards Review Committee, the Accreditation Panel, and the Registrar began formal, focused consultation with stakeholders in the psychology training community at the end of 2020. This consultation began with the CPA's Indigenous Peoples' Psychology Section and will continue with other members of the psychology training community during the Spring and Summer of 2021, with the goal of

beginning the public consultation in the Fall of 2021.

Our Registrar of Accreditation, Dr. Madon continues to liaise with the American Psychological Association, the Canadian Council of Professional Psychology Programs (CCPPP), and other stakeholders on matters related to professional training in Canada and the US. The Accreditation Panel recently completed a review of the First Street Accord, a bilateral understanding on accreditation between the CPA and APA, which will be forwarded to the CPA's Board of Directors for review this Spring.

The Panel wishes to welcome Dr. Jose Domene from the University of Calgary, and Lauren Matheson (student member) from the University of Victoria as new members of the Panel.

STRATEGIC GOAL #5

PROMOTES AND MODELS EQUITY, DIVERSITY AND INCLUSION IN ALL WE DO



As part of the CPA's 2020 Virtual Convention, we engaged delegates in an EDI engagement initiative: during the week that included the human rights and social justice thematic area, we featured a daily question to which delegates could respond. Dr. Josephine Tan also delivered an invited address on her experiences addressing human rights and social justice in psychology.

On recommendation of the CPA's Task Force on Equity, Diversity and Inclusion, the CPA's Board approved the creation of a Standing Committee on Human Rights and Social Justice in Psychology. Terms of reference for the committee were approved by the CPA's Board and the Committee has been populated.

CPA Head Office staff are also working on an operational plan that shows the association's accountability to human rights and social justice. To this end:

- Staff continue to meet with our membership database developer to discuss ways in which we can obtain demographic information about our membership that will respect people's rights to choose to provide this information and enable CPA to identify gaps and needed initiatives in the service of a diverse and inclusive membership.
- The Board issued a statement against systemic racism and later met with segments of the CPA's membership who queried the association's statement.
- Senior staff worked with the executive of the CPA's International and Cross-Cultural Psychology Section to develop a fact sheet on racism.
- All CPA staff, along with the Co-Chairs of the CPA's HRSJ Committee, participated in a workshop led by consultants on enhancing diversity and inclusion within organizations and on how the CPA, and organized psychology, can identify and redress any racism, prejudice and discrimination within the association and for psychology writ large. Next steps in continuing this commitment and work are ongoing.
- The CPA's 2021 Virtual Convention has a thematic stream devoted to Human Rights and Social Justice and featured a plenary address from Ms. Michelle Douglas on her experiences as a human rights and social justice advocate.
- We have continued to keep members abreast of topical Human Rights and Social Justice news/issues, and psychologists' work in this area, through our weekly news roundup (HRSJ section of the roundup) as well as through our podcasts (e.g., Racism and the Pandemic, Racial Trauma and Racial Justice).
- The CPA's Education Directorate has partnered with the University of Ottawa's Vulnerability, Trauma, Resilience & Culture Research Laboratory (V-TRaC) to offer testing and certification services for their course, *How to Provide Antiracist Mental Health Care* In both English and French.

STRATEGIC GOAL #6

IS ACCOUNTABLE TO INDIGENOUS PEOPLE THROUGH THE RECOMMENDATIONS OF THE CPA'S RESPONSE TO THE TRUTH AND RECONCILIATION COMMISSION (TRC) OF CANADA'S REPORT



The CPA's leadership continues to act on the recommendations from the CPA's response to the Truth and Reconciliation Commission (TRC) report to identify CPA-specific objectives and prioritize elements. We have consulted with various Indigenous staff-led companies that work with corporations to assist them in working effectively with Indigenous Peoples to see if they can be of assistance in helping the CPA's Head Office staff operationalize some of the report's recommendations.

The CPA's 2021 Virtual Event will feature a plenary address delivered by Dr. Suzanne Stewart, CPA's 2019-2020 Honorary President, opening and closing remarks from Elder Beverly Keeshig-Soonias, and numerous sessions organized by the Indigenous Peoples' Psychology Section, some of which include other Sections as co-organizers. The CPA is pleased to provide a registration fee waiver for convention 2021 to CPA members and affiliates who identify as Indigenous.

Some of the CPA's senior staff, along with Board member Dr. David Danto, with the assistance of Dr. Stryker Calvez, Chair of the CPA's Indigenous Peoples' Psychology Section, completed the University of Saskatchewan Continuing Medical Education course, *The Role of Practitioners in Indigenous Wellness* that is currently focused on Canada's health practitioners. The 25-hour course was synchronous and cohort-based to facilitate awareness and change within participants' common field of activities. Discussions are underway regarding how and when the course might be adapted to meet the needs of CPA members and affiliates.

OUR PARTNERS

Canadian Alliance of Mental Illness and Mental Health (CAMIMH)

We continue to support CAMIMH's work. In 2020, our activities included bookkeeping services, participating in CAMIMH's public affairs and management committees, and participating in their Champions of Mental Health Awards selection committee. Mr. Brimacombe has led the development of a policy paper being developed by CAMIMH on mental health parity.

Canadian Coalition for Public Health in the 21st Century (CCPH21)

We continue to be a member of the CCPH21, ensuring that mental health is given a voice on the public health agenda. Dr. Votta-Bleeker attends these meetings as our representative. Areas of focus for advocacy in 2020-2021 for CCPH21 included: 1) COVID-19; 2) climate change and human health; and 3) reconciliation and anti-racism, oppression, stigma and discrimination. The Canadian Public Health Association (CPHA), which supports the CCPH21, released a review of Canada's initial response to the COVID-19 pandemic, which included a section on mental health and wellness.

Canadian Concussion Collaborative (CCC)

We continue to support the work of the CCC. The CPA extends its thanks to Dr. Cathy Gow who represents the CPA at meetings of the CCC. Our function on the CCC is to highlight the roles psychologists can play in standardized, functional assessments of cognitive function; treatment of brain injury; and care for consequential mental health issues.

Canadian Consortium for Research (CCR)

Dr. Votta-Bleeker continues to chair the CCR. This past year, the CCR's efforts have focussed on highlighting both the contribution of science to addressing and understanding the impacts of COVID-19 as well as the impact of COVID-19 on Canada's scientific community across all disciplines.

Canadian Council of Professional Psychology Programs (CCPPP)

The ongoing pandemic has resulted in some fundamental shifts in the daily operations of the CCPPP. We have increased executive consultations to monthly (from two larger meetings) and streamlined communication to our membership through frequent executive updates. With consideration for equitable access to important training topics, the CCPPP continues to host their inaugural National Training Seminar Series that is open to all psychology graduate students, residents, and faculty in both internships and academic programs.

The CCPPP participated in the 2020 CCTC North American Conference for Social Responsiveness through membership on the steering committee for the 3 years prior, facilitation of the module on Socially Responsive Ethics and Professionalism and ensuring representation of both students and professionals on each of the nine modules. A 9-module tool kit has been produced and moving forward, the CCPPP is committed to working with the CPA to introduce, and support programs across Canada to introduce and increase familiarization with suggestions for socially responsive psychology

training. We continue to have representation on the Advisory Board for broad implementation of this kit.

The CCPPP continues to support the regular work and meetings of the CCPPP Anti-racism working group, the taxonomy initiatives, and through regular meetings with the CPA's Accreditation Department and ACPRO.

Canadian Health Workforce Network

The CPA has participated in the work of researchers at the Mental Health Commission of Canada and the University of Ottawa who are conducting a study on the impact of COVID-19 on Canada's mental health and substance use workforce. CPA invited practicing psychologists to consider participating in the study. The results obtained will be important to understanding and responding to the needs of psychologists and our other mental health and substance use colleagues. CPA also signed on to the Network's Call to Action for Betting Better Planning, Better Care and Better Work through Better Data <https://www.hhr-rhs.ca/en/petition.html>

Canadian Life and Health Association (CLHIA)

The CPA continues its collaboration with CLHIA largely through its membership in the EHPC (see section on the EHPC).

OUR PARTNERS

Canadian Society for Brain, Behaviour and Cognitive Science (CSBBCS)

The CSBBCS has spoken alongside the CPA regarding the contributions of psychological science to the pandemic as well as the pandemic's impacts on psychological scientists and students, particularly those whose research labs were or remain closed. It also continues to play a key role in the production of the *Canadian Journal of Experimental Psychology*. As a member of our Scientific Affairs Committee, Dr. Randall Jamieson assisted in adjudicating our fourth funding envelope for student research and knowledge mobilization. This past year, the CSBBCS co-sponsored a student research grant focused on the brain and cognitive sciences with the CPA. The CSBBCS also collaborated with the CPA on the delivery of a career fair targeted at psychology students pursuing careers outside of the academic and clinical settings.

Council of Canadian Departments of Psychology (CCDP)

Dr. Sandra Byers, Executive Director of the CCDP, continues to keep us abreast of the education/training needs of psychology departments. We continue to offer Certificates of Academic Excellence to psychology students and to develop the Psychology Graduate Guide with the assistance of Canada's psychology department chairs. The CCDP provides two awards to undergraduate or graduate students as nominated by their departments: 1) The TA Award is for doing outstanding work as a teaching assistant; and 2) The Professional Development award is to contribute to students' professional development. The CCDP has been meeting informally on a regular basis over the past year to

discuss common concerns arising from the pandemic which Chairs have found very useful.

Council of Professional Associations of Psychologists (CPAP) and Association of Canadian Psychology Regulatory Organizations (ACPRO)

CPA's Chair of Professional Affairs, Dr. Shelley Goodwin, represents CPA on CPAP. CPAP's key activities include networking among psychology organizations, collaborations on advocacy and, in partnership with ACPRO, attention to the development of self-care resources for psychologists.

Extended Health Care Providers Coalition (EHPC)

Dr. Cohen and Mr. Brimacombe sit on this coalition of health providers whose members work within and outside of the public sector. An important focus of our current work is liaising with the Canadian Life and Health Insurance Association (CLHIA) in addressing shared issues and concerns about health practice in the private sector.

MHCC Advisory Committee on E-Mental Health

Dr. Cohen continues to sit on the MHCC's advisory committee on e-mental health which last met in spring 2021. Attention to e-mental health and service provision has been augmented by the pandemic.

MHCC National Collaborative for Suicide Prevention (NCSP)

Dr. Votta-Bleeker represent us on the MHCC's National Collaborative for Suicide Prevention. The Collaborative recently re-organized itself into three working groups: national strategy for

suicide prevention, common messaging, and data and research. Dr. Votta-Bleeker sits on the Data and Research Working Group.

MHCC Psychotherapy Policy Implementation Network

Dr. Cohen co-chairs this network of leaders and stakeholders who have come together on enhancing access to psychotherapy. The work of this network is reported under Strategic Goal 2 of this report.

National Research Advisory Committee on Suicide and Its Prevention

Dr. Votta-Bleeker sits on this committee. Its work is being supported by the Public Health Agency of Canada.

Organizations for Health Action (HEAL)

Dr. Cohen continues to represent the CPA on HEAL, presently sitting on its Management Committee. Mr. Glenn Brimacombe, CPA's Director of Policy and Public Affairs, joins Dr. Cohen in HEAL activity. HEAL's advocacy priorities continue to be seniors and mental health in general and in the context of the pandemic.

Public Health Agency of Canada (PHAC)

Mr. Brimacombe represents the CPA on a PHAC initiative bringing together health care leaders in Canada in the service of population health. Activities in 2020/21 focus on managing the pandemic.

KEY HIGHLIGHTS OF THE 2020 AUDIT REPORT

The auditor's report is included as an appendix to the 2020/21 annual report. Highlights are as follows:

- 2020 realized a surplus of \$467,148 which is a significant improvement over the budgeted deficit of \$574k. Planned spending was limited by COVID-19.
- Key variances from the budget include:
 - The CPA's 2020 in-person convention was cancelled resulting in a reduction of revenue and of costs.
 - The CPA was eligible for many COVID-related government support programs, which amounted to \$301,628.
 - Meetings and travel expenses were lower by \$224,000 due to restrictions on travelling.
 - Due to the impact of the pandemic, many planned projects were deferred or cancelled, amounting to more than \$383,000.
- Key projects completed during 2020 include the translation of the *Companion Manual to the Code of Ethics* and a significant public opinion survey.
- Our unexpected surplus helps us maintain our strong reserve position – our unrestricted reserve balance of \$2,331,446 exceeds our reserve target of \$1,060,000. In addition to our unrestricted reserves, we are holding restricted reserves of \$231,161 for the accreditation fund, \$63,322 for the Wesley Coons Memorial Fund, and other smaller funds.
- The CPA's target unrestricted reserve policy will be reviewed and updated in 2021.

REVENUE

Membership Fees	\$1,669,465
Convention	\$29,357
Royalties	\$331,413
Accreditation Panel	\$250,742
Sponsorship and Affinity	\$147,536
Advertising	\$96,596
Grants & Contributions	\$38,152
Government Grants	\$301,628
Course Fees	\$76,004
Investment	\$98,629
Other	(\$6,184)
Total Revenue	\$3,033,338

EXPENSES

Administration	\$1,868,782
Convention	\$98,123
Public Affairs	\$56,137
Accreditation Panel	\$177,536
Membership	\$3,877
Journals, Publications & Psynopsis	\$199,871
Science Directorate	\$35,818
Professional Affairs	\$55,051
Education Directorate	\$42,175
Other	\$28,820
Total Expenses	\$2,566,190

RESERVES BY TYPE

Externally Restricted	Wesley Coons Memorial Fund	\$63,322
Internally Restricted	Accreditation Panel	\$231,161
	IUPsyS	\$7,268
	Publications	\$71,679
	Section Support	\$3,727
Unrestricted		\$2,331,446
Total Reserves		\$2,708,603

CPA'S CONTINUED ACTIVITY SPECIFIC TO COVID-19

COVID-19's impact on individuals, families, workplaces and communities continues to be profound. Below is a summary of how the CPA continued its efforts to support its members and affiliates, as well as the public, during the pandemic. All of these are described in more detail on a COVID-specific area of the CPA's public website and some further discussed elsewhere in this report.

- Additional fact sheets with information for the profession, students, and the public on coping with COVID-19.
- Developed and/or circulated articles, resources and webinars on the impact of COVID-19 on psychological practice.
- Hosted podcasts with members on the impact of COVID-19.



- Webinars for the staff of our partner organizations on coping with the psychological impacts of COVID-19.
- A repository of information and links for members and affiliates on a number of COVID-19 related initiatives, supports and information.
- Continued support for an emergency pro bono psychological response for health providers working on the front lines of COVID-19.
- Liaisons with Canada's tri-agencies on the impacts of COVID-19 on Canada's researchers and the role of psychological research in understanding the biopsychosocial impacts of COVID-19.
- Circulated notices to the membership from the tri-agencies on COVID-specific funding envelopes.
- Supported member applications for tri-council funding.
- Developed resources on managing research projects during the pandemic.
- Collaborative statements with ACPRO and CCPPP on the impact of COVID-19 on training.
- Webinar on telepsychology practice and on the wellbeing of health care providers
- Transitioning the CPA's 82nd Annual National Convention to a virtual event to be held in June 2021.
- Holding the CPA's 2021 Annual General Meeting virtually.
- Working with the CPA's Sections to transition their annual meetings and the Section Chairs Annual meeting from in-person to virtual meetings.
- Shared news stories connecting COVID and psychology through our weekly In the News emails.
- Media interviews by CPA Executives and members on the psychological impacts of COVID-19.
- Participated in meetings with national and international alliances focused on sharing resources, information and advocacy in helping our respective communities manage the pandemic.
- Advocacy, alone and with our partner organizations, with
 - Canada's larger insurers calling for coverage of telepsychology, removal of requirements for physician referral where these exist, and coverage caps that allow for an evidence-based dose of treatment.
 - Canada's ministers of health calling for support for psychological services.
 - Canada's Minister of Finance, calling attention to the shortfall in federal financial relief measures as applied to psychological practice.

In February 2021, the CPA was recognized for its work in curating and creating COVID-related resources – including the Psychology Works for COVID pro bono service program, webinars, fact sheets, videos, surveys, podcasts, newsletters and alliances – by Scotiabank as part of its **Scotiabank Transfer Some Good Campaign**. Scotiabank made a \$5,000.00 donation in the CPA's name to [Strong Kids Strong Minds](#), Psychology Canada.



OUR 2021 AWARD WINNERS



CPA Gold Medal Award
for Distinguished Lifetime
Contributions to Canadian Psychology

**DR. KEITH
DOBSON**



CPA Donald O. Hebb Award for
Distinguished Contributions to
Psychology as a Science

**DR. RICHARD
KOESTNER**



CPA Award for Distinguished
Contributions to Psychology
as a Profession

**DR. SAMUEL
MIKAIL**



CPA Award for Distinguished
Contributions to Education and
Training in Psychology in Canada

**DR. VINA
GOGHARI**

CPA John C. Service Member
of the Year Award

**PSYCHOLOGY WORKS
FOR COVID-19 VOLUNTEER
MEMBERS**



CPA Humanitarian Award

**DR. CINDY
BLACKSTOCK**



CPA Fellow

**DR. LESLEY
GRAFF**



CPA Fellow

**DR. SANDY
JUNG**

OUR 2021 AWARD WINNERS



SECTION NEWSLETTER AWARD WINNER

Newsletter of the CPA Section for Students: Fall 2020, Issue 13

BEST JOURNAL ARTICLE AWARD WINNERS

Canadian Journal of Behavioural Science: Hall, V., Eastwood, J., & Clow, K. A. An exploration of laypeople's perceptions of confession evidence and interrogation tactics [2020, 52(4), 299–313].

Canadian Psychology: Shaw, M., Cloos, L. J. R., Luong, R., Elbaz, S., & Flake, J. K. Measurement practices in large-scale replications: Insights from Many Labs 2 [2020, 61(4), 289–298].

Canadian Journal of Experimental Psychology: Ensor, T. M., Guitard, D., Bireta, T. J., Hockley, W. E., & Surprenant, A. M. The list-length effect occurs in cued recall with the retroactive design but not the proactive design [2020, 74(1), 12–24]. Award co-sponsored with the Canadian Society for Brain, Behaviour and Cognitive Science.

CPA STUDENT RESEARCH AND KNOWLEDGE MOBILIZATION GRANTS

GRANT TYPE	RECIPIENT	RESEARCH TITLE	AFFILIATION
BMS	Christopher Lively	Youth Interrogation Rights: Can Comprehension be Enhanced through the Multimedia Effect?	Memorial University of Newfoundland
BMS	Claire Champigny	Determinants of Cognitive Outcome in Pediatric Ischemic and Hemorrhagic Stroke	York University
BMS	Vincent Santiago	Adapted Motivational Interviewing and Cognitive Behavioural Therapy for Food Addiction: A Randomized Controlled Trial	Ryerson University
CPA	Laura Kabbash	Moving Beyond Risk and Need: An Evaluation of Service Utilization and Responsivity Factors among Service Providers and Individuals Experiencing Homelessness	University of New Brunswick
CPA	Casey Oliver	Technology-Facilitated Sexual Harassment and Psychological Functioning: The Role of Self-Objectification	Lakehead University
CPA	Kayla Boileau	Examining the Effects of Racism, Discrimination, and Historical Trauma on Canadian Indigenous Peoples' Psychological and Physiological wellbeing	University of Ottawa
CPA	Jordan Ho	Stigmatization of Tattooed Black Men in Hiring Contexts: A Multiple Categorization Approach	University of Guelph
CPA	Eden-Raye Lukacik	Background Bias: Biasing Information in Asynchronous Video Interviews	University of Calgary
CPA	Tanja Samardzic	Unpacking Silencing: An Exploration into Young Women's Relationships with [Abusive] Men	University of Guelph
CPA	Christine Yu	The Help-Seeking Process for Parents of Children with Anxiety: A Grounded Theory	University of BC
CPA	Vincent Gosselin Boucher	Improving Physician Competency in Communication Skills for Behaviour Change Counselling: The Validation of a New Digital Assessment Tool	Université du Québec à Montréal
CPA	Emalie Hendel	Are Language Intrusion Errors in Cued Language Switching Paradigms due to Eye Movements or Level of Bilingualism?	Université de Moncton
CPA	Lauren Cormier	Understanding the Role of Shame in Sexual Risk-Taking and Sexual Self-Esteem in Outpatients with Borderline Personality Disorder	University of New Brunswick
CPA-CSBBCS	Jessica Rocheleau	Autistic Self-Advocacy and Safety Online	Carleton University

OUR SECTIONS

Our sections play an important role in meeting the needs of our members. They are integral to filling our convention programming, assist in organizing our pre-convention professional development workshops, send regular newsletters to their section members, and participate in the development of policies and positions in their areas of expertise. The following are highlights from some of our sections.



ADDICTION PSYCHOLOGY

(154 members)

Chair: Matthew Keough

ADULT DEVELOPMENT AND AGING

(86 members)

Chair: Colleen Millikin

- Zoom section meeting on August 18, 2020
- Change of executive with Dr. Colleen Millikin becoming Chair and Dr. Marnin Heisel moving to role of Past Chair and Member-at-Large
- Reviewed abstracts and planned section sessions for 2021 convention

BRAIN AND COGNITIVE SCIENCE

(145 members)

Chair: Jonathan Wilbiks

- Engaged in consultation with the Canadian Society for Brain, Behaviour, and Cognitive Science about potential collaborations
- Two students from our section were awarded CPA grants for student research and knowledge dissemination

CLINICAL NEUROPSYCHOLOGY

(343 members)

Chair: Kristina Gicas

- Awarded 4 student research grants
- Developed a survey of COVID-related assessment challenges (results published in *Canadian Psychology*)
- Currently developing a series of neuropsychology fact sheets

CLINICAL PSYCHOLOGY

(987 members)

Chair: Kristi Wright

- Offered two new award opportunities for student members related to COVID-19: 1) Educational Activity Student Grant (up to 2, valued at \$1,000 each) to support a virtual or online educational activity 2) Student COVID-19 Research Grant (up to 2, valued at \$3,000 each)
- Offered a one-time \$5,000 Grant to promote collaboration between members of different organizations/institutions in different provinces to advance the field of Clinical Psychology
- Offered 10 Student Registration Awards of \$100 each to support students' virtual attendance and participation in the CPA Annual Convention

COMMUNITY PSYCHOLOGY

(75 members)

Chair: Julie Beaulac

COUNSELLING PSYCHOLOGY

(382 members)

Chair: Marvin McDonald

- 2020 Convention: 3 panels on teaching, research, & professional practice in COVID contexts
- Ad hoc subcommittee work on anti-racism in CPA
- Follow up: Breakout Group on Needs of First Nations & Underrepresented Groups from National Summit on future of professional psychology training

OUR SECTIONS

CRIMINAL JUSTICE PSYCHOLOGY

(267 members)

Chair: Sandy Jung

- Launched a special funding opportunity to support undergrad and grad student research
- Initiated a social media presence and made plans to strengthen this presence
- Submitted an article addressing systemic racism and policing

DEVELOPMENTAL PSYCHOLOGY

(154 members)

Chair: Nicole Sugden

- Mentored peer-review of convention submissions
- Support for mentored reviewers to attend CPA's convention
- Strong research by members addressing the current pandemic

EDUCATIONAL AND SCHOOL PSYCHOLOGY

(401 members)

Chair: Maria Rogers

- Webinar on remote assessment
- Launched twitter account
- Developed 5 working group committees

ENVIRONMENTAL PSYCHOLOGY

(43 members)

Chair: Lindsay McCunn

- Section Chair and some section members formed a task force and published a position paper on the CPA's website:

"Recommendations for Using Psychology to Address Climate Change in Canada: A Position Paper for the Canadian Psychological Association"

- Section Chair guest edited the spring 2021 edition of CPA's magazine "Psynopsis" concerning psychology and climate change. Many section members contributed articles.
- Section published a Psychology Works Fact Sheet on the CPA's website titled: "Climate Anxiety"

EXTREMISM AND TERRORISM

(46 members)

Chair: David Nussbaum

- 2020 Convention Program
- Section Annual Meeting
- New Chair for 2021

FAMILY PSYCHOLOGY

(97 members)

Chair: Jennifer Theule

- Hosting Dr. Michael Ungar, Canada Research Chair in Child, Family and Community Resilience as 2021 Section Invited Speaker
- Planned a student symposium for this year's convention
- Completed a draft revision of our section's Terms of Reference

HEALTH PSYCHOLOGY AND BEHAVIOURAL MEDICINE

(282 members)

Chair: Justin Presseau

- Continued environmental scan of all health psych and behavioural medicine labs in Canada to enable greater collaboration and facilitate grad student opportunities
- Establishing an early career network within the section
- Senior investigator award being awarded to Dr. Joel Katz (York University)

HISTORY AND PHILOSOPHY

(50 members)

Chair: Jim Cresswell

- Developed history course for the CPA
- Awarded student prize
- Active in CPA Education & Training and Human Rights and Social Justice committees

INDIGENOUS PEOPLES' PSYCHOLOGY

(186 members)

Chair: Stryker Calvez

- Invited Elder Beverly Keeshig-Soonias to our executive
- Collaborated extensively with other CPA sections and committees
- Rebuilding the section as a community

OUR SECTIONS

INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

(208 members)

Chair: Winny Shen

- Special Issue on Emerging Research in Industrial Organizational Psychology in Canada forthcoming in *Canadian Journal of Behavioral Science*

INTERNATIONAL AND CROSS-CULTURAL PSYCHOLOGY

(134 members)

Chair: Maya A. Yampolsky

- Preparations for CPA 2021
- Continued conversations surrounding EDI
- Published the "Culture and COVID" and "Racism" Psychology Works Fact Sheets

PSYCHOLOGISTS AND RETIREMENT

(73 members)

Chair: Juanita Mureika

- Virtual Section Annual Meeting (August 2020)
- Set up SPAR Facebook Page
- Follow-up Section meeting (October 2020)

PSYCHOLOGISTS IN HOSPITALS AND HEALTH CENTRES

(195 members)

Chair: Stephanie Greenham

- Disseminated to PHHC section members a series of evidence-based reviews prepared by Alberta Health Services psychologists

- relevant to psychologists and practice leaders in hospital and health care centres
- Ongoing work to identify initiatives to support and engage section members virtually (e.g., CPA convention, town hall, webinars, etc.)
- Building capacity for hospital Psychology leadership to communicate and network through development of a Professional Practice Leader network

PSYCHOLOGY IN THE MILITARY

(134 members)

Chair: Damian O'Keefe

- Presented award to top graduating Psychology student at the Royal Military College of Canada

PSYCHOPHARMACOLOGY

(71 members)

Chair: Amir Ali Sepehry

- Submitted symposium for CPA conference: evaluation of clinical psychology programs across Canada on psychopharmacology didactic
- Several papers written by students and members for the section newsletter

QUANTITATIVE ELECTROPHYSIOLOGY

(29 members)

Chair: Elizabeth Hartney

- Welcomed Dr Mari Swingle as the section's new treasurer
- Provided workshops on neurotherapy and screen addiction

- Provided a presentation on the benefits of biofeedback as an alternative to medication for multiple conditions

QUANTITATIVE METHODS

(51 members)

Chair: Andrea Howard

- Website updates
- Planning initiated for an undergraduate recruitment event

RURAL AND NORTHERN PSYCHOLOGY

(108 members)

Chair: Amanda Lints-Martindale

- 2 newsletters sent to members
- Continued provision of 2 student awards and 1 career award

SEXUAL ORIENTATION AND GENDER IDENTITY

(127 members)

Chair: Karen Blair

- Held online Preaching to the Choir Conference in July 2020
- Re-scheduled 2020 in-person conference for Summer 2022
- Responded to requests for context/literature/support from CPA's Head Office and outside policy makers with respect to LGBTQ issues in the news and to the legislation concerning conversion therapy

OUR SECTIONS



SOCIAL AND PERSONALITY

(139 members)

Chair: Cheryl Harasymchuk

- Social & Personality Showcase preparation

SPORT AND EXERCISE PSYCHOLOGY

(80 members)

Chair: Pier-Eric Chamberland

- Built a new section website for enhanced visibility and community outreach
- Served a consulting role to a government agency regarding sport psychology

STUDENTS

(1201 members)

Chair: Joanna Collaton

- Introduced new Justice, Equity, Diversity, and Inclusion Executive position to promote leadership opportunities for historically excluded students and advance the section's work related to social justice, equity, diversity, and inclusion
- Another successful year of CPA Student Mentorship Program: 2020-2021 had 50 mentor-mentee dyads (i.e., graduate students supporting undergraduate students with academic-related matters)
- Released two newsletters, Fall 2020 and Spring 2021, both in English and French

TEACHING OF PSYCHOLOGY

(94 members)

Chair: Elizabeth Bowering

- Developed a rich section program for the 2021 Convention
- Discussed strategies to meet the needs of section members

TRAUMATIC STRESS

(448 members)

Chair: Katy Kamkar

- Strong section program as part of CPA's virtual convention
- Newsletter
- Awards

SECTION ON WOMEN AND PSYCHOLOGY

(170 members)

Chair: Lorraine Radtke

- Collaborated with the Indigenous Peoples' Psychology Section, Rural and Northern Section, and Student Section to organize a panel for the CPA's Convention on the recommendations in the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. Dr. Ada Sinacore, CPA President-Elect, will moderate
- SWAP supported the Open Letter addressing racism and police violence that was submitted to the CPA by the Student Section and advocated for additional student representation during discussions of the topic by the CPA Board
- Met in the Fall of 2020 to discuss the regular business of the section, including member communication, awards programs, and how to adapt to the virtual conference format

OUR COMMITTEES, TASK FORCES, PANELS, AND JOURNALS

Our governance relies on our pillar committees, panels, arm's length committees, and task forces for policy guidance. We are grateful to the members of our Board of Directors and our engaged members for their time and their leadership.



BOARD COMMITTEES

Administration, Finance, and Audit:

Kim Corace (Chair), Karen Cohen (ex-officio), Ian Nicholson, Ada Sinacore

Education and Training: Kerri Ritchie (Chair), Suzanne Bell, Sandra Byers (CCDP Representative), Jim Cresswell, Katherine Elliott, Myra Fernandes, Eleanor Gittens, Ben Kuo, Melissa McGonnell, David Mercer (ex-officio), Meghan Norris, Alisia Palermo (CPA Student Representative), Adam Sandford, Alessandra Schiavetto, Gabrielle Wilcox, Vincent Wong

Fellows and Awards: Ian Nicholson (Chair), Lynn Alden, Ester Cole, Martin Drapeau, Paul Hewitt, Colin MacLeod, Judi Malone, Jeff Mogil

Governance: Kim Corace (Chair), Karen Cohen (ex-officio), Ian Nicholson, Ada Sinacore

Human Rights and Social Justice in Psychology (Steering Committee): Kerri Ritchie (Co-Chair), Ada Sinacore (Co-Chair), Jessie Bossé, Alejandra Botia, Jim Cresswell, Eleanor Gittens, Kirby Huminuik, Victoria Kavanagh, Adam Sandford, Keira Stockdale, Nancy Tangon, Kara Turcotte, Lisa Votta-Bleeker (ex-officio), Kaori Wada, Vincent Wong

International Relations: Jennifer Veitch (Chair), John Berry, Gira Bhatt (Secretary), Cristina Busila, Janel Gauthier, Naomi Koerner, Gary Latham, David Nussbaum, Saba Safdar (Head of CNP/IUPsyS), Don Saklofske, Ada Sinacore (Board Liaison), Peter Suedfeld, Randal Tonks

Canadian National Panel for IUPsyS: Saba Safdar (Chair), John Berry, Stryker Calvez, Karen Cohen (Observer), Chris Hinbest, Lindsay McCunn, Thomas Teo, Jennifer Veitch, and Jean Saint-Aubin

Past Presidents: Ian Nicholson (Chair), all past CPA presidents

Professional Affairs: Shelley Goodwin (Chair), Graham Bean, Carmen Bellows, Karen Cohen (ex-officio), Ester Cole, Reno Gandhi, Zarina Giannone, Kristina Gicas, Janine Hubbard, Lewis Leikin, Judi Malone, Samuel Mikail, Amanda Pontefract, Kelly Dean Schwartz, Deanne Simms

Scientific Affairs: Jean Saint-Aubin (Chair), Ken Craig, Sean Kidd, JoAnne Lefevre, Randall Jamieson, Debra Pepler, Sophie Bergeron, Cheryl Harasymchuk, Lindie Liang, Andrea Howard, Elise Reiter, Michel Dugas, Sandra Byers, Audrey Brassard, Shahnaz Winer, Lisa Votta-Bleeker (ex-officio)

Council of Sections: Laurie Ford (Chair), all Section chairs

OUR COMMITTEES, TASK FORCES, PANELS, AND JOURNALS



MANAGEMENT COMMITTEES

Convention: Lisa Votta-Bleeker (Chair), Laurie Ford (ex-officio; Council of Sections), Kim Corace (Board Liaison), Rob Cribbie, Frederick Grouzet, Michelle Guzman-Ratko, Georden Jones, Alisa Palermo, Jérémie Richard, Kristin Reynolds, Nicole Sugden, Carly Marshall, Ada Sinacore, Kathy Lachapelle-Petrin

Membership: Leanna Verrucci (Chair), Karen Blair, David Bourgeois, Zarina Giannone, Peter Graf, Andrew Lumb, Chelsea Moran, Joanna Pozzulo, Adam Sandford, Lisa Votta-Bleeker (ex-officio)

Publications: Lisa Votta-Bleeker (Chair), Martin Drapeau, Vina Goghari, Randall Jamieson, Jo-Anne LeFevre, Natalie Mota, Allison J. Ouimet, Jean Saint-Aubin (Board Liaison), Aimée Surprenant

ARMS-LENGTH COMMITTEES

Ethics: Janel Gauthier (Chair), David Danto (Board Liaison), Paulette Hunter, Stewart Madon (ex-officio), Meaghan McMurty, Pat O'Neill, Hélène Richard, Robyn Shields (CPA Student Representative), Carole Sinclair, Cannie Stark, Donald Stewart (Vice-Chair), Ivan Zinger

Knowledge Sharing Group/Standing Committee on Reconciliation with Indigenous Peoples:

David Danto (Chair), Rozen Alex, Robin Alter, Stryker Calvez, Karen Cohen (ex-officio), Laurie Ford, Benjamin Gould, Roger John, Joshua Madsen, Gary Martin, Ed Sackaney, Allison Reeves

WORKING GROUPS

E-Psychology: Elizabeth Church (Co-Chair), Laurie Ford (Co-Chair) Karen Cohen (ex-officio), Todd Cunningham, Amanda Lints-Martingale, Simon Lisaingo, Ada Sinacore

ACCREDITATION PANEL

Deborah Dobson (Chair), Douglas Cane, Damien Cormier, Niki Fitzgerald, Anusha Kassan, Elaine De Guise, Vina Goghari, Jose Domene, Stewart Madon (Registrar), Lauren Matheson (Student member)

OUR JOURNAL EDITORS

Canadian Psychology: Vina Goghari

Canadian Journal of Behavioural Science: Allison J. Ouimet

Canadian Journal of Experimental Psychology: Randall Jamieson

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