

**Readout<sup>i</sup>**  
**Canadian Psychological Association (CPA)**  
**Board of Directors Meeting**  
**November 5 & 6, 2021**

**The CPA Board of Directors met virtually via Zoom video conference on November 5<sup>th</sup> and 6<sup>th</sup>, 2021 at which time the following topics were discussed, and decisions made:**

- The CFO presented the Board with:
  - A 2022 Budget & 2021 Forecast Update. The 2022 Budget passed.
  - The Interim Financial Statements to September 31
  - An Indigenous Bursary Fund proposal. Implementation 2022.
  - The Management Fiduciary Statement
  - An update on the CPA/CPAP professional liability insurance program
  
- CPA's partner associations – Council of Canadian Departments of Psychology (CCDP), Canadian Council of Professional Psychology Programs (CCPPP), Council of Professional Associations of Psychologists (CPAP) and the Canadian Society for Brain, Behaviour and Cognitive Science (CSBBCS) reported on their activity since the June 2021 CPA Board meeting. For information on the activities of these organizations, please visit their respective websites.
  
- The Board had a strategic discussion on *Intra and Inter Disciplinary Inclusion Along Multiple Dimensions Within CPA*; addressed via 3 break out groups:
  - Who are we as an association? What are the intra and inter disciplinary inclusion and representation challenges within the association? How can we begin to strategize to meet these challenges?
    - Themes identified:
      - There are multiple national voices for different tranches of organized psychology (e.g. training programmes, scientists and practitioners, academic departments)
      - CPA is the most resourced among psychology organizations in Canada and is who government and other stakeholders call upon when they want the input of the profession and discipline.
      - To practitioners, CPA may seem an academic home and to academics and scientists CPA may seem a practice home.
      - Can CPA do a better job integrating silos within the discipline – for example, at convention, does programming need to be siloed in terms of how it is reviewed and presented?
      - Sections are important to many members but a national convention such as CPA's gives members an opportunity to hear what colleagues in different specialty areas, may think or be doing in practice or research areas like ones own. This may be a key advantage of a more generalist association like CPA.

- Human Rights, Social Justice and EDI have been identified as integral to the on-going development of many professions both nationally and globally. Given the importance of representation in the discipline, how can CPA and its partners address the growing need for representation within discipline across areas of specialization?
  - Themes identified:
    - Need to look more critically at CPA's and psychology's environments to grow representation in the discipline and make it a more welcoming and accessible space
    - Need to review and consider different ways of mentoring, engaging and supporting leaders
    - Consider reaching out to high school students to support their career engagement in psychology
  
- CPA cannot be all things to all areas of psychology. How can CPA work with its partners to increase intra and inter disciplinary inclusion and representation? Where do we need stronger alliances? Who are we as a discipline and a profession in light of the emergence of other areas of research, education or practice that, at one time, might have been psychology (e.g., psychotherapists, cognitive or neuroscientists, organizational psychology/consultants)?
  - Themes identified:
    - Bringing in different voices and perspectives – especially those who haven't always been heard. This brings strength.
    - Create intentional spaces so as to hear and include voices
    - Increase activity and support for mentorship
    - Engage undergraduates – currently we focus on graduate students but there are many more undergraduates whom we can engage.
    - CPA plays a different role with its different partners and alliances.
    - Strategically align to assist partners – present solutions not just identify problems.
  
- The CPA Board passed a motion to engage a governance coach to help the Board optimize its policy role and oversight of the association with a forward focus.
  
- The Board discussed membership and affiliateship categories and their definitions and how the practice, research and educative landscape has changed since these were first adopted.
  
- Bylaws and operating regulations governing the Board election of a President were discussed. CPA bylaws, as required by the Canada Not-for-Profit Associations Act, allow for a maximum of a 4-year term on a Board. CPA's Board terms have historically been 3 years. This means that Board members can be elected by the Board into the Presidential role if they are in their first or second year of their term. Anyone in the third year of the term would have to run for re-election by the membership if they wanted to pursue the presidential role. The Board passed a motion to support the current by-laws and operating regulations as concerns the Board election of a president.

- Background on the proposed Quebec Bill 2 was shared with the Board of Directors. After discussion a motion was passed that the CPA release a policy position on Bill 2. A policy position will be drafted and returned to the Board for approval.
- A motion was passed that the CPA develop a policy position related to decriminalization of drug use. A policy position will be drafted and returned to the Board for approval.
- The CEO and senior staff submitted an Operations Report to the Board which details staff led activity, organized by the CPA's 2020 Strategic goals. Also presented to the Board was an updated risk management report, detailing the status of any risks facing the Association. Issues discussed in the context of the Operations Report included:
  - Updates on the association's lease and developing return to office plans. Management is currently working with an office planner on what the post pandemic office environment could look like.
  - Work on developing a series of member virtual townhalls continues.
  - Background was provided on the CPA's Strategic Plan as it relates to international relations and an update on international work currently underway by the CPA was shared.
  - Decolonizing work done, in progress, and needed within and outside CPA and by the discipline and profession was discussed.
  - Further discussion on a possible Lobby Day in 2022 in which members of the Board, management, and potentially other among the membership, would convene a series of meetings with the federally elected officials.
- CPA's Pillar Committees (Science, Education and Training, Practice) submitted their reports to the Board. The following was highlighted:
  - 2<sup>nd</sup> Career fair will be held virtually on November 12th – great collaboration of work between CPA & CSBBCS.
  - Call outs for nominations for Editors for CP and CJEP – deadline for nominations is December 3<sup>rd</sup>.
  - Fact sheet videos are progressing well. Six are complete, others ongoing. They will be available in both official languages and inclusive in topic and format.
  - ETC's Edutrak working group doing a survey of students' training and how it aligns with the skills that employers seek
- The role of the nomination sub-committee was discussed. It was agreed that once a governance coach is secured, the role of the nomination sub-committee and nomination process will be added to the list of their priority items.
- Following recommendations from the June Board meeting, an electronic form was created for the Board nominations for use in the CPA's 2022 elections to ensure consistency among how candidates present their background and statements of interest. The electronic form was shared with the Board members for review and discussion.

- The Fellows & Awards subcommittee provided an update on policy options regarding the rescinding of CPA fellowships and awards. This subcommittee was struck following a request from the past-Presidents committee that such a policy be considered. The policy options were discussed by the Board and a decision was taken that the options be shared with legal for review and recommendations. Legal feedback will then be brought back to the subcommittee to draft a policy recommendation for consideration by the Board.
- Orientation for new Section Chairs was scheduled for November 9th and the next touch base with all the Sections and Chair of the Council of Sections will take place in early December.
- Petitions to form two new CPA Sections were received and decisions are in process.
- A motion was passed to approve the 2022 Student Section budget.
- A motion was approved supporting the CPA's Health Psychology and Behavioural Medicine Section liaising with the International Society of Behavioural Medicine.
- CPA 2022 Convention: Planning is underway for as an in-person convention for Calgary in June. Further updates related to the pandemic and the CPA's ability to proceed with an in-person convention will be provided to the Board in the months ahead.
- A motion was passed to approve the proposal to ask, at the time of CPA membership renewal, the same character questions as those asked at the time of CPA membership application, and to make responses mandatory as is done at the time of membership application.
- The most recent draft of the Committee on Ethics (CoE) Complaint Policy Procedures were presented to the Board for further discussion and feedback. Comments to be sent to the committee and a final draft to come back to the Board for approval.
- Two motions proposed by the Committee on Reconciliation with Indigenous Peoples were discussed and approved:
  - It was proposed that a letter be drafted acknowledging/identifying that a genocide occurred within the residential schools. The letter will be drafted by the committee and come to the Board for discussion and approval.
  - That a letter be sent to the Government of Canada endorsing the work of Cindy Blackstock, the First Nations Child and Family Caring Society of Canada and the Spirit Bear Plan.
- The Telepsychology Working Group concluded its work which included 11 recommendations for next steps. The report of the working group, including the 11 recommendations, will be made public. Three motions were passed in relation to the recommendations:
  - That there only be a single set of CPA telepsychology guidelines.
  - That a single working group be formed to develop a single set of guidelines.
  - That the 11 recommendations made by the working group be approved.

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<sup>i</sup> Readout: a document that summarizes the content of a meeting; official statement