



CANADIAN ASSOCIATION OF OCCUPATIONAL THERAPISTS

# ANNUAL REPORT

2019 | 2020



**CAOT · ACE**  
Canadian Association of Occupational Therapists  
Association canadienne des ergothérapeutes

[www.caot.ca](http://www.caot.ca)  
[www.OTeveryday.ca](http://www.OTeveryday.ca)



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Catherine Backman,  
CAOT President



H  l  ne Sabourin,  
Chief Executive Officer

## EXECUTIVE MESSAGE

CAOT turned down the thermostat, emptied the fridge and closed the blinds on March 13, sending staff to work from home. Like so many other businesses, this moment drew a line in the sand that will forever delineate 'pre COVID-19' and 'during COVID-19' eras. The seven months of our fiscal year during the pandemic were unlike anything experienced before and, at this writing, with so much global hardship and uncertainty still prevailing, we can only hope that 2021 will bring a brighter and better future for our members, clients, families and society.

And change was not limited to confronting this global health crisis. Escalating racist events targeting people of colour spurred anti-racism protests and calls for action. The May murder of George Floyd, and his words "I can't breathe" on a video shared round the world, precipitated an organizational response and professional reflection. His brutal death unleashed a widespread reckoning of how much is yet to be done here at home to address and overcome systemic inequities. The Black Lives Matter movement mobilized us to take stock of how history, practices, and attitudes are deeply embedded in CAOT structures and to commit to doing more to contribute to a society free of racism, oppression and hatred. Work is underway to better embody our core value of diversity and our code of ethics, which articulates the expectation that occupational therapists in Canada will uphold clients' rights to be treated with respect and dignity within a safe and non-judgmental environment. It is imperative to strengthen CAOT's focus on equity and justice, building on our early progress along the path toward Truth and Reconciliation.

As an organization, the way forward remained, as always, to respond to the needs of our members. Our COVID-19 actions included facilitating virtual Exchange Forums to support telehealth, advocating for needed pandemic pay for OTs and students, sharing an acclaimed webinar series on resilience, adapting our annual conference to a virtual format, opening our coveted Muriel Driver Memorial Lecture to the whole community, adjusting certification exam dates, providing a care package at renewal and innumerable other adjustments - some of which will become permanent. In reviewing our assets, investments and operational goals, the Board made the strategic decision to sell the CAOT office building. We will seek a smaller rental space designed to better match the ways we now work.

Decisions and changes made this year were often swift, but never without rigorous review. To our dedicated volunteers on the CAOT Board of Directors, we extend sincere thanks on behalf of the profession: you expertly stewarded the association through multiple challenges and a LOT of specially-convened Board meetings. To CAOT staff, thank you for delivering over and above every day, to ensure our members received the best programs and services to suit uncertain times. To our valued members, we are grateful and appreciative of your loyalty to the Canadian occupational therapy community and the organization with the mission to serve it. And to those providing care on the front lines of the pandemic - we applaud and admire your tremendous contributions and the resilience you demonstrate in ensuring Canadians have continued access to the occupational therapy care they need.

# WHO WE ARE AND WHAT WE DO

*Serving the profession since 1926, CAOT is the national professional organization that gives voice to the more than 20,000 occupational therapists (OTs), occupational therapist assistants (OTAs) and students who work or study in Canada. CAOT members improve the health and well-being of Canadians by working in partnership with people and communities that help them participate more fully in activities that are important to their everyday lives. With our national office located in Ottawa and regional chapters in British Columbia, Quebec, and the North, CAOT works on behalf of its members to:*

- Foster a sense of community that encourages pride in, and strengthening of the occupational therapy profession through networking, innovation, knowledge exchange, and volunteer engagement;
- Improve access to, and utilization of, occupational therapy by advocating to government and health care decision-makers for better recognition of the contribution occupational therapy brings to the health of Canadians;
- Advance and enhance best practices with professional development and practice resources that are current, relevant and affordable; and
- Steward and safeguard the profession through roles in the accreditation of Canadian occupational therapy education programs and administration of the National Occupational Therapy Certification Exam (NOTCE).

## MISSION:

Advance excellence in occupational therapy.

## VISION:

Occupational therapy is valued and accessible across Canada.

## VALUES:

Innovation, transparency, diversity, collaboration

## STRATEGIC PRIORITIES 2019-2022:

- Awareness of occupational therapy
- Access to occupational therapy
- Organizational strength & excellence



# Canadian Association of Occupational Therapists 2019 - 2022 STRATEGIC PRIORITIES

## VISION

Occupational therapy is valued and accessible across Canada.

## MISSION

Advance excellence in occupational therapy.

## VALUES

- ▶ innovation
- ▶ transparency
- ▶ diversity
- ▶ collaboration



## AWARENESS OF OCCUPATIONAL THERAPY

More Canadians know what occupational therapy can do for them.



## ACCESS TO OCCUPATIONAL THERAPY

More Canadians have access to occupational therapy services.



## ORGANIZATIONAL STRENGTH & EXCELLENCE

CAOT is built for the next 100 years by advancing excellence in occupational therapy.

**CAOT  
MEMBERS**

## PRIORITIES

### AWARENESS

- ▶ Establish a CAOT economic evidence clearinghouse
- ▶ Develop the advocacy strategy
- ▶ Articulate the value of occupational therapy
- ▶ Create a public awareness campaign

### ACCESS

- ▶ Advance on the extended health benefits initiatives
- ▶ Develop a health human resource plan to meet the needs of Canadians
- ▶ Advance on home modifications initiatives
- ▶ Take steps along the path toward Truth and Reconciliation

### ORGANIZATIONAL STRENGTH & EXCELLENCE

- ▶ Develop a membership growth strategy
- ▶ Grow revenue diversification programs
- ▶ Optimize initiatives that support excellence in occupational therapy
- ▶ Ensure best practices in examination and accreditation programs
- ▶ Evolve the chapter and network models

# FOSTER

## A COMMUNITY OF MEMBERS

CAOT is a member-based organization that invites input from all corners of the profession to guide our direction and set our priorities. CAOT is pleased to celebrate the support of more than 10,000 members, as together we make our profession stronger.

### COVID-19 RESPONSE:



The COVID-19 resource page was set up in March, and updated daily, with the aim to supply occupational therapists and occupational therapy students with selected and vetted information relevant to their rapidly changing practices. Social media posts and frequent updates in OT Weekly boosted the reach of key messages. The content was widely accessed, particularly the listing of frequently asked questions (FAQ), the practical information addressing the sudden shift to telepractice, and an important compilation called '*Economic relief during COVID-19*' providing a concise description of government programs available to support practice and personal lives.



In support of CAOT members, insurance partners BMS Group and Gowling WLG produced a series of timely briefs about pandemic-related practice changes and risks and the insurance supports in place to enable safe practice in a time of uncertainty.



CAOT Exchange Forums ran throughout the first wave of the pandemic, with the aim to create a space for resource and information sharing among OTs, students, experts and CAOT. Forum topics ranged from "Practical considerations for OTs considering telehealth" to "Pandemic impacts on the student experience" to "Indigenous health in the time of COVID: Implications for occupational therapy." Altogether over 1300 attended the virtual forums live and another 3500 viewed the recordings at their own convenience.



Recognizing how difficult a year many OTs experienced, a special care package of 7 webinars – a \$350 value – was provided to renewing members, with CAOT's appreciation and thanks.

# FOSTER

## A COMMUNITY OF MEMBERS

### HIGHLIGHTS:



Member Appreciation Week was held February 3 – 7, giving CAOT members a chance to learn, save and win during week-long celebrations.



CAOT-Qc initiated a member recruitment campaign with quarterly ad placements in the new journal from OEQ, "Occupation: ergothérapeute."



CAOT Practice Networks grew in importance as a member benefit, and now number over 25 with the formation of two new networks; OT for Armed Forces Members, Veterans & Family Members (OTAFMVF) and Students and New Practitioners. An Exchange Forum regarding the role of CAOT Practice Networks during COVID-19 was presented in April. Ten individual network sessions were delivered at CAOT Virtual 2020. The September 2020 issue of *OT Now* was dedicated to the work of CAOT Practice Networks. Several former CAOT-BC Practice Networks are transitioning to national Practice Networks, while others will become CAOT-BC Communities of Practice (CoP).



Three membership enhancements were launched in 2019-20:

- Lower CAOT membership fees were launched for new practitioners in their first four years after graduation, to encourage more association involvement from younger OTs. Year 1: \$57, Year 2: \$114, Year 3: \$171, Year 4: \$228.
- OTs and OTAs wishing to join CAOT can now start their 12-month membership any month of the year, at their convenience.
- "FIND a CAOT member" launched. In addition to our public directory "FIND an OT," this new listing makes it easier to securely search for colleagues for networking and referral purposes.



CAOT-Qc has collaborated in creating an international group of francophone associations from France, Belgium, Luxembourg, Switzerland and Canada with the intention of organizing the first-ever symposium of francophone occupational therapists. The "Première conférence internationale des associations francophones des ergothérapeutes (CIAFE)," is being rescheduled for 2022.



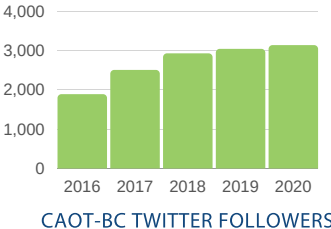
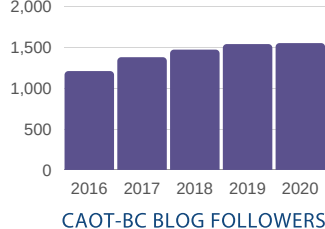
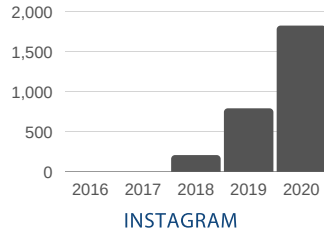
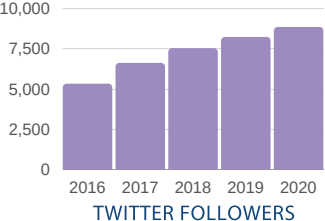
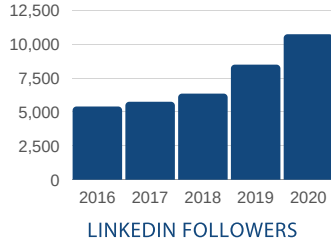
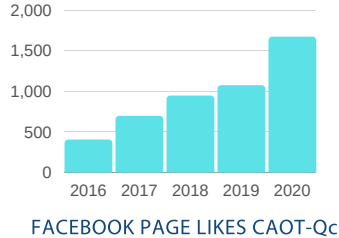
Our newest membership chapter, CAOT-North, hosted its first chapter-wide forum in June to connect with members, gather feedback and to plan for what's next.

# FOSTER

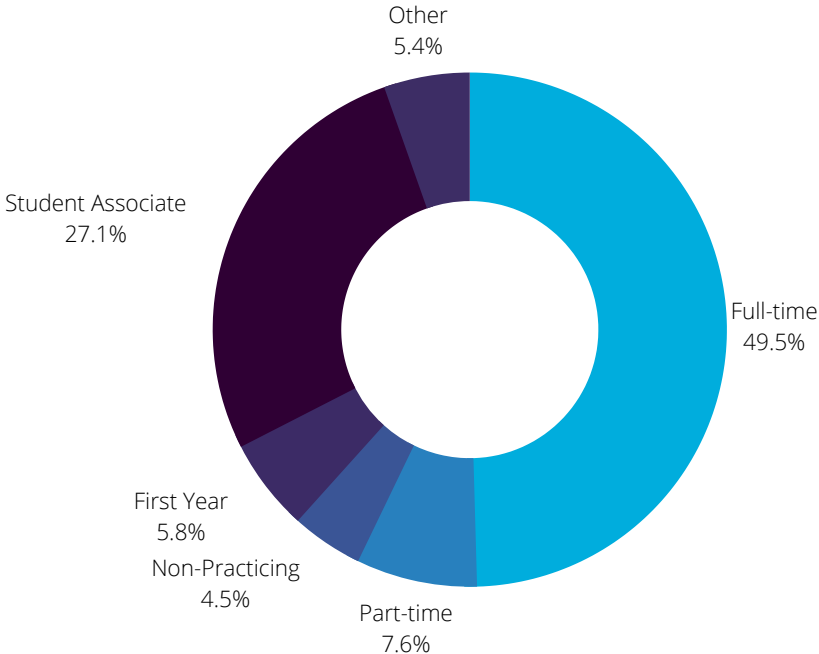
## A COMMUNITY OF MEMBERS

### KEY OUTCOMES:

#### SOCIAL MEDIA



#### MEMBERSHIP 2019-2020





# ADVOCATE FOR CHANGE

*CAOT participates in advocacy initiatives with the aim to advance inclusion of occupational therapy as an essential, supported service in Canada's health care system. To position our profession for success, we align our efforts with stated government priorities and promote the value of occupational therapy to federal and provincial decision-makers and influencers. We amplify the reach of our key messages through building purposeful relationships, entering into relevant partnerships, participating in strategic forums and roundtables and contributing to coalition work.*

## COVID-19 RESPONSE:

In response to the latest pandemic news, CAOT developed and disseminated COVID-19 communications to key decision-makers regarding OT scope of practice and available OT supports during and post-COVID, pressing for greater awareness and inclusion of occupational therapy services during this health crisis. Special focus was placed on the essential role OTs can play during the echo-pandemic in mental health.

## ADVOCACY OUTREACH:



Letters were sent regarding long-term care and support for seniors (Schulte), student grants (Qualtrough); supports for non-profit organizations (Joly); changes to the Canadian Emergency Response Benefit (CERB) to support private practice OTs (Trudeau); and a letter template in support of student advocacy for financial support during the pandemic was created.

- A significant outcome was the announced expansion of the CERB's eligibility criteria and supports for students.

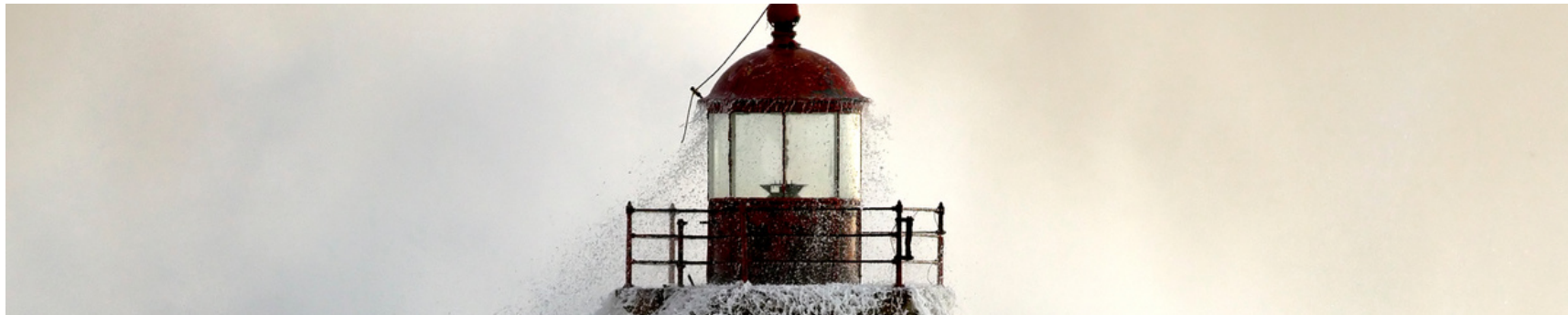


Collaboration with the BC Home Medical Equipment Providers Association ensured improved access to PPE for occupational therapists that do not work within the health authorities in BC. CAOT-BC supported development of a process to allow OTs to work with specific equipment providers that agreed to order enough personal protective equipment (PPE) to help protect OTs working in the community, enabling safer care for clients from across the lifespan including those living in long-term care facilities.

# ADVOCATE FOR CHANGE

## MENTAL HEALTH INITIATIVES:

An advocacy campaign titled “Occupational Therapists: Essential to Mental Health” shared five OT stories related to improving mental health outcomes, with members and targeted decision makers:



## COVID-19

### OCCUPATIONAL THERAPISTS: ESSENTIAL TO MENTAL HEALTH



**TOMMY'S**

FAMILY IS DISRUPTED



**BARBARA**

FEELS ISOLATED



**RANDY**

IS ANXIOUS



**AMIR**

IS STRESSED



**SARAH**

IS DEPRESSED

- Letters regarding the OT value proposition in mental health sent (Duclos, Hajdu, Miller and Qualtrough)
- Template letter for members to send to their employer, union or insurance company asking for occupational therapy to be included in their health plan.

# ADVOCATE FOR CHANGE

## PARTNER AND COALITION INITIATIVES:



With Public Health Agency of Canada, participated in regular meetings of allied health representatives to update the Government on COVID-19 modelling, and vaccine distribution, and to present an opportunity to ask questions and provide input.



With the Canadian Society of Association Executives, sent a letter requesting support for the not-for profit sector (Morneau).



Organizations for Health Action

With the Organizations for Health Action (HEAL), sent a letter (Tam, Hajdu) offering to assist with the federal COVID-19 response by conducting a COVID-19 impact survey of HEAL members (40 healthcare organizations) and forming a special COVID-19 Response Task Force. Also sent a letter with recommendations for new federal measures to support the financial hardships and risks posed to front-line health care workers (FLHCWs) during the COVID-19 pandemic (Morneau, Hajdu). As HEAL co-chair, CAOT CEO H el ene Sabourin attends regular meetings with the Minister of Health's office.

With the Extended Healthcare Professionals Coalition (EHPC), sent a letter stating the impact of COVID-19 on the EHPC professions and requesting that regulated health care providers be deemed essential and be called upon to provide care if further shut-downs are required (Trudeau).

## HIGHLIGHTS AND OUTCOMES:



OT hiring at Veterans Affairs Canada (VAC): By the end of September 2020, VAC had hired 19 occupational therapists, and is poised to post further opportunities as they move towards their stated goal of hiring over 35 occupational therapists to support improved health for Canada's Veterans.



Following a successful application process, CAOT representative Marnie Courage, a member of the Home Modification Task Force, is now participating on Accessibility Standards Canada's Outdoor Spaces Technical Committee. The group's objective is to identify where persons with disabilities may face barriers in the outdoor environment and to develop a national standard(s) that will try to remove or prevent these barriers.

# ADVOCATE FOR CHANGE

## HIGHLIGHTS AND OUTCOMES:



CAOT participated in quarterly meetings of the Opioid Response Partners, led by the Government of Canada and the Canadian Centre for Substance Use and Addictions (CCSA), to receive information on the latest evidence-based approaches to treat opioid use and to provide input on OT solutions for opioid use and relapse prevention.



Health sector leaders including CAOT were represented at the Mental Health Commission of Canada's (MHCC) Mental Health and Chronic Disease Network Think Tank, to provide OT input into the co-morbidities of mental health and chronic disease, and to position OTs as early leaders in holistic, patient-centred treatment.



As a member of the Quality End-of-Life Care Coalition of Canada (QELCCC), CAOT was pleased to share a key progress report "*Blueprint for Action 2020-2025*," which outlined QELCCC priorities regarding hospice palliative care and the importance of universal and culturally safe access to it.



In advance of Budget 2021, CAOT submitted a *Pre-Budget Consultation Brief* to the federal Standing Committee on Finance. Four recommendations were outlined:

1. Immediately address vulnerabilities in Long Term Care (LTC) by ensuring an adequate work force that includes full-time occupational therapists in every long-term care home.
2. Prioritize and invest in an "aging in place" strategy that includes occupational therapists as part of home and community care.
3. Recognize occupational therapists as mental health service providers in urban, rural, remote and Indigenous communities.
4. Include occupational therapy interventions as part of return-to-work strategies post COVID-19.

CAOT contributed to, and disseminated, partner budget submissions from the Health Action Partners (HEAL), the Extended Health Professionals Coalition (EHPC), Research Canada and the Quality End of Life Care Coalition of Canada (QELCCC).

# ADVOCATE FOR CHANGE

## HIGHLIGHTS AND OUTCOMES:



Development work began on a pilot public awareness campaign to make the benefits of occupational therapy more visible to Canadians. A dedicated web site, [www.oteveryday.ca](http://www.oteveryday.ca), along with three social media accounts and digital ads will be launched and tested throughout 2020-21, to determine receptivity to public messaging and to direct next steps.



CAOT-BC collaborated with occupational therapists and other stakeholders to submit an official response to the BC Government Steering Committee on the Modernization of Health Professional Regulation that proposed wide-ranging changes to the regulatory framework for health professions in BC. CAOT-BC outlined general support for the aims of the steering committee, while identifying potential risks to the public by introducing such sweeping change and has encouraged further consultations in the lead-up to proposed legislation coming forward to the BC Government in 2021.



Occupational therapists in British Columbia are contributing to the development of the next iteration of ICBC's benefit plan, the Enhanced Care Model, following Bill 11 legislation passed in July 2020. OT inclusion in the consultation phase is focussed on how injured individuals can achieve improved health and wellness outcomes through better access to occupational therapy benefits. CAOT-BC consultation with ICBC and the Government of BC will continue until a new model is implemented in May 2021.



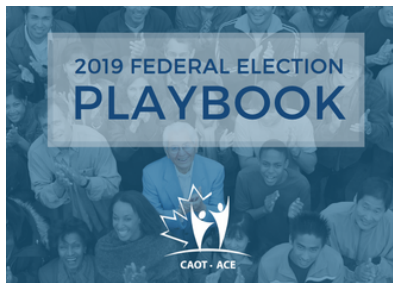
Building on past successes, CAOT continued representation and outreach at the Canadian Institute for Military and Veteran Health Research (CIMVHR) and the Family Medicine Forum (FMF), both in October 2019.

# ADVOCATE FOR CHANGE

## MEMBER RESOURCES:



CAOT produced French and English videos chronicling stroke survivor André Lagacé's journey to recovery and how working with his occupational therapist gave him the skills and confidence to return to his favourite activities. This public awareness initiative was a feature of occupational therapy month in October.



In advance of the October 21st federal election, the CAOT *2019 Federal Election Playbook* and webinar provided OT solutions to ballot box issues in support of member grassroots advocacy. In January, the *Post-Election Toolkit* provided OTs with resources to help them engage with newly or re-elected federal officials, with the aim of increased awareness of and access to occupational therapy for addressing important health and social issues.



CAOT's newest position statement, *Aging in Place*, outlines the distinct and valuable role of OTs in facilitating Canadian seniors to age in place, in a setting of their choice. The statement considers the full spectrum of client needs and capabilities and is underpinned by the tenets of occupational justice.



CAOT-BC published three briefing notes to inform occupational therapists, other health professionals and stakeholders about pressing issues related to occupational therapy in British Columbia:

- *Occupational Therapy and Primary Care* – Feb. 2020
- *Occupational Therapy and Concussion Management* – Dec. 2019
- *Consultation on a Framework for Accessibility Legislation* – Nov. 2019

# ADVANCE EXCELLENCE

*Supporting a satisfying and rewarding occupational therapy career is the core of the CAOT member value proposition. This work includes developing skills, understanding and excellence at both the individual and profession levels. CAOT assumes a leadership role in addressing pressing issues that affect practice today and in the future.*

## COVID-19 RESPONSE:



A quick, intense pivot allowed CAOT's annual conference to move from our planned face-to-face gathering in Saskatoon to a Zoom-based learning event that took place May 7-9. CAOT Virtual 2020 attracted over 535 delegates, with a record 283 students able to participate due to significantly reduced rates. The online format made the 124 sessions and 29 posters both accessible and affordable, and, as all live sessions were recorded and made available in a view-at-your-own pace package, delegates benefitted from a full slate of quality presentations without scheduling conflicts. The post-conference survey indicated a high degree of satisfaction.



The 2020 Muriel Driver Memorial Lecture, traditionally delivered to delegates at CAOT's annual conference, was recorded live and shared openly as a featured event during occupational therapy month in October 2020. Deborah Laliberte Rudman gave listeners an opportunity to reflect on the current and future state of the profession, in her address "Mobilizing occupation for social transformation: Radical resistance, disruption and re-configuration."



Initiated by CAOT-Qc, Rachel Thibeault's acclaimed webinar series, "Pathways to Resilience: Strategies for a world in upheaval," was presented as a special gift to occupational therapists - those going through rough times themselves, and those providing support to others going through rough times. By the end of September thousands of viewers around the world had learned of immediate strategies to regain a relative balance when adversity strikes and benefited from tools allowing us to better cope with the hardship inherent to life.



CAOT Workshops moved to a virtual Zoom format in March and prices were lowered by 15% to maintain good value. Only four workshop cancellations were required, a testament to the commitment and flexibility of presenters.

## HIGHLIGHTS AND OUTCOMES:

**We stand as a community of occupational therapy professionals against racism, oppression and hatred. We will continue to use our voices to speak out against injustice and inequity, for without justice there can be no peace (MLK).**



Historic and recent events, including the videotaped killing of George Floyd in Minneapolis in May, generated a watershed moment for the profession of occupational therapy in Canada, prompting CAOT and our partners to commit to an honest and inward look at the structures and attitudes we currently have in place and to ask ourselves what more we can do to bring about a fair society free of racism, oppression and hatred. Following our *'No silence in the face of inequality and injustice'* statement, representatives from CAOT staff and membership, the Association of Canadian Occupational Therapy University Programs (ACOTUP), the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO), and the Canadian Occupational Therapy Foundation (COTF) – collectively known as Occupational Therapy Canada (OTC) – came together to organize working groups and a plan to effect change from within. A first deliverable is collaborating with our OTC partners to retire and archive the outdated joint position statement on Diversity (2014), and to develop a new joint statement on Equity and Justice for the profession.



CAOT Truth and Reconciliation Task Force Co-Chairs, Angie Phenix and Kaarina Valavaara, worked through a series of stakeholder meetings and discussions to articulate the current and long-term initiatives for inclusion in the *"CAOT TRC Task Force Action Plan: Truth and reconciliation as a precursor to occupational justice,"* for presentation to the CAOT Board in November 2020. Additionally, a well-attended and compelling session was open to all during CAOT Virtual 2020, "Indigenous health in the time of COVID: Implications for occupational therapy."



The Economic Evidence Clearinghouse project plan was presented in February. The mandate is to develop a comprehensive and shareable database of information that contains synthesized literature regarding the economic evidence of occupational therapy interventions. Progress included focus group research with key stakeholder groups to determine needs. This initiative is progressing with a 2021 launch in mind.



## HIGHLIGHTS AND OUTCOMES:



CAOT's practice magazine, *OT Now*, transitioned to a new online platform that is mobile friendly, with additional features that make it more attractive and enjoyable, including an audio version. Access to six online issues of *OT Now* annually remains part of CAOT membership benefits.



Co-Chairs Gayle Restall and Mary Egan and a 17-person Advisory Panel are creating the next edition of occupational therapy's core text, *Enabling Occupation*, with a still-to-be-determined title. Two engagement sessions were hosted in June and student consultations, held in both languages, gathered concept feedback. Draft chapter reviews and further writing are in progress with the aim of a 2022 launch.



Karen Whalley Hammell's latest title, *Engagement in Living: Critical perspectives on occupation, rights, and wellbeing* was launched in April and is a timely and valuable resource for anyone interested in the relationship of occupational engagement to human wellbeing and human rights. New constructs are introduced, prompting critical thinking about what "client-centred" practice means and what it entails.

## HIGHLIGHTS AND OUTCOMES:



### The Podcast

In collaboration with OT podcasters at The Jeneralist, CAOT-BC is producing a knowledge translation series on trending OT topics. The first episode, on 'Primary Care,' aired May 15th, with speaker Edith Machattie providing a behind-the-scenes perspective on being a panelist and advocate during Connect Day – Primary Care.



CAOT offered 40 Practice Evidence Webinars and 29 Workshops (46 workshop days) throughout the year. 26 'Easy Choice' Webinar Bundles, grouped by practice area, were launched in January 2020 to offer additional cost-saving options for practitioners.



New online learning courses offered pre-recorded webinars available for viewing for one week, with an additional week to complete homework or discussion board activities to enhance learning. The first, launched in spring 2020, was a five-week asynchronous course on arts-based programs in occupational therapy practice.

# SAFEGUARD

## THE PROFESSION

CAOT ensures that occupational therapy students receive a quality education that positions them for career success. CAOT and its committees lead and participate in the accreditation of OT and OTA programs that audit national standards, administer the National Occupational Therapy Certification Examination (NOTCE), and contribute to pan-Canadian initiatives that advance professional excellence.

### COVID-19 RESPONSE:

- The July National Occupational Therapy Certification Exam (NOTCE), planned to be written in person, was delayed to September. Many final student placements had been missed due to the pandemic, leading to delays in most graduations. The September NOTCE proceeded in person, with infection prevention protocols in place.
- The CAOT Board, Certification Examination Committee (CEC) and the Examination Oversight Committee (EOC) determined that the November NOTCE would move to January 2021 to enable a computer-based format delivered with live remote proctoring. A new "NOTCE Online Examination Manual: Computer-based testing and live remote proctoring" was developed to help candidates prepare and contained these 'quick steps:'

#### 1 - Read



Please read this manual; it contains important, timely information

#### 2 - Check



Ensure you meet all technical requirements in advance of registering

#### 3 - Register



Register for the exam through CAOT

#### 4 - Book



Book your exam time

#### 5 - Recheck



Recheck all technical requirements and complete the "Test It Out" tool.

#### 6 - Complete



Complete the tutorial to experience the computer interface

#### 7 - Write



Complete the NOTCE on your exam day

The Academic Credentialing Council (ACC) met numerous times in 2020 to discuss COVID-19 implications for the accreditation of OT educational programs. Letters were sent by the ACC after meeting with ACOTUP and ACOTRO, outlining contingency measures including deferrals of progress reports and accreditation visits during the pandemic.

### HIGHLIGHTS:

The ACC formed a Strategic Plan Subcommittee to select a consultant and oversee a project reviewing the current accreditation governance model. Focus group interviews with stakeholders and an environmental scan were initiated, with the aim to submit a final report in 2021.



The CORECOM team advanced on project deliverables, adjusting timelines to reflect COVID-19 demands while remaining on track to finalize this work in Spring 2021. To ensure a collective understanding of key issues related to Indigenous health and occupational therapy competencies, the Steering Committee embarked on a learning experience which has influenced the development of the draft competencies. Feedback received from the Boards/Councils of the participating Tripartite Organizations (CAOT, ACOTRO, ACOTUP) and Indigenous thought leaders further advanced the draft competencies, as did consultation with the Co-Chairs of the next edition of *Enabling Occupation*, to help align with concepts and terminology that are in development. The CORECOM project is funded, in part, by Government of Canada's Foreign Credential Recognition Program.

# CAOT AWARDS

*Excellence in the profession of occupational therapy was recognized in the September/October issue of OT  
Now and in special profiles throughout the summer in OT Weekly and Facebook posts.*

## AWARD

Muriel Driver Memorial Lectureship  
Leadership in Occupational Therapy  
Merit  
Innovative Practice  
CAOT-BC Outstanding Occupational Therapist of the Year  
CAOT-Qc Outstanding Occupational Therapist of the Year

## RECIPIENT

Louise Demers  
Rosemary Lysaght  
Marlene Stern, Angie Phenix & Kaarina Valavaara  
Louise Nichol  
Katrina Tilley  
Suzanne Rouleau

*Congratulations to our recipients!*

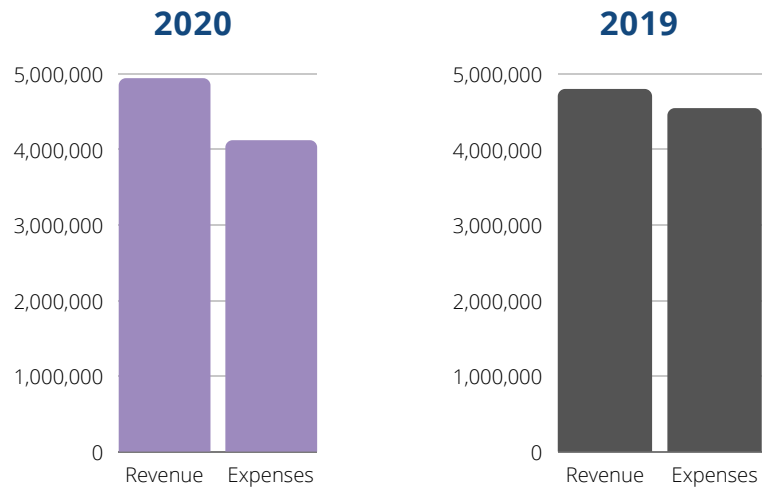
# FINANCIAL HIGHLIGHTS 2019-20

*This information is intended as a brief summary of CAOT finances. CAOT members may request a copy of the audited financial statements by contacting national office at (800) 434-2268 ext. 227 or by emailing [finance@caot.ca](mailto:finance@caot.ca). The report will be presented at CAOT's Annual General Meeting on March 22, 2021, 12:00pm to 1:00pm eastern time. For information, please visit [www.caot.ca/agm](http://www.caot.ca/agm)*

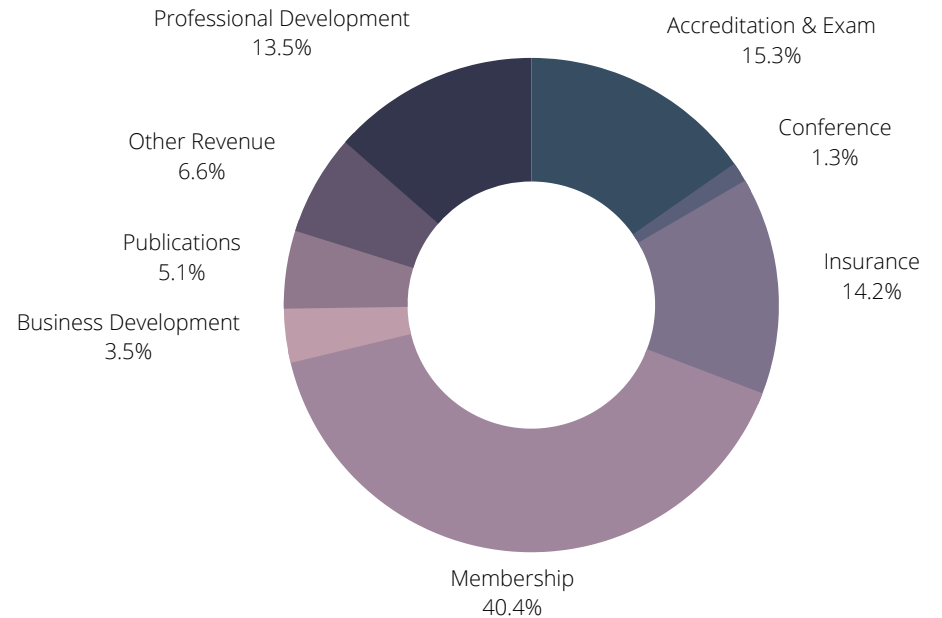
## COVID-19 RESPONSE:

As a Canadian not-for-profit employer who experienced a drop in monthly operating revenue in 2019-20 and, concerned about the uncertainty of the next fiscal year due to the COVID-19 pandemic, CAOT applied and qualified for a number of months of the Canada Emergency Wage Subsidy (CEWS). The subsidy covered a percentage of employee wages for the qualifying months, from March 15 to the end of September 2020, preventing job losses and easing CAOT into the 2020-21 operational year. The subsidy is included in the 2019-20 revenue total.

## CAOT REVENUE AND EXPENSES (\$MILLIONS)



## CAOT REVENUE ALLOCATION 2019-2020



# CAOT

## ACKNOWLEDGEMENTS

*Thank you to the many volunteers who contribute their hours and expertise in support of the aims of the Canadian Association of Occupational Therapists. Your tireless work, often behind the scenes, and your passion for the profession, are what make this association truly strong, purposeful, and human.*

**A special thanks:** *While all in our profession gave over and above in 2020, we would like to single out Catherine Backman, CAOT President, as the true embodiment of the 'tireless volunteer.' The year threw everything imaginable her way and yet she remained on topic, on point and definitely on duty. Well done Catherine, and on behalf of the Board and staff – thank you!*

### CAOT BOARD OF DIRECTORS (SEPT 30, 2020)

Catherine Backman	President
Giovanna Boniface	Incoming President
Christine Fleming	Vice-Chair
Margaret Collingwood	Treasurer
Melissa Greene	Secretary
Donna Drynan	British Columbia (BC)
Shaniff Esmail	Alberta (AB)
Suzanne Lendvoy	Saskatchewan (SK)
Lisa Diamond-Burchuk	Manitoba (MB)
Karen Rebeiro-Gruhl	Ontario (ON)
Nathalie Veillette	Quebec (QC)
Claudia Martin	New Brunswick (NB)
Terry McLaughlin	Nova Scotia (NS)
Marilee Miller	Prince Edward Island (PEI)
Sarah Burt	Newfoundland & Labrador (NL)
Kaitlynn Dewhirst	Territories (NT,NU,YT)
Dirk Silversides	External Director
Andrew Freeman	World Federation of Occupational Therapists (WFOT)

### CAOT COMMITTEE CHAIRS (SEPT 30, 2020)

Executive Committee	Catherine Backman
Governance	Melissa Greene
Finance and Review	Margaret Collingwood
Awards, Appeals, Complaints	Christine Fleming
Academic Credentialing Council	Catherine Vallée
Certification Examination Committee	Leanne Leclair
Conference Scientific Program Committee	Natalie MacLeod Schroeder
OT Now Editorial Board	Naomi Hazlett
CJOT Editorial Board	Catherine Vallée
CAOT-BC Advisory Committee	Laura Bulk
CAOT-Qc Advisory Committee	Marc Rouleau
CAOT-North Advisory Committee	Cathy McNeil

# CAOT

## ACKNOWLEDGEMENTS

### CAOT STAFF (SEPT 30, 2020)

**Anand, Havelin**

Director of Government Affairs and Policy

**Charles, Sarah**

Service Coordinator- CAOT-BC

**de la Salle, Michelle**

Customer Service Representative – Membership Services

**Dettwiler, Christine**

Membership Program Manager

**Douglas, Alison**

Director of Standards

**Fawkes-Kirby, Tanya**

CAOT-BC Managing Director

**Gosselin, Melissa**

Member Outreach Administrator

**Houde, Chantal**

Communications Officer

**Jecker, Justine**

Director of Professional Practice

**Jolliffe, Tracy**

Business & Professional Development Coordinator

Ketchum, Angel

Creative Lead

**Lafortune, Vicky**

Finance Coordinator

**Lamontagne, Christina**

Professional Development Manager

**Lin, Zoey**

Finance Coordinator

**Maurice, Suzanne**

Director of Administration

**McEwen, Candice**

Policy Analyst

**McGovern, Ryan**

Exam Services and Accreditation Officer

**Piltzmaker, Maegan**

Executive Assistant

**Rochon, Stephane**

Customer Service Representative – Membership & Business Development

**Rose, Jenna**

Professional Development Coordinator

**Sabourin, H el ene**

Chief Executive Officer

**Scoffin, Wade**

CAOT-North Managing Director

**S equin, Jos ee**

Director of Knowledge Translation Programs

**Sheehan, Lisa**

Conference & Events Manager

**St. Louis, Randy**

Senior Manager – Membership Services & Business Development

**Tittonel, Karen**

Director of Finance

**Underwood, Pat**

Director of Strategic Communications

**Verville, France**

CAOT-QC Managing Director