

# CAOT

Canadian Association of Occupational Therapists

## Annual Report 2021-2022





# TABLE OF CONTENTS

- 02** LEADERSHIP MESSAGE
- 03** WHO WE ARE AND WHAT WE DO
- 04** CAOT STRATEGIC PRIORITIES 2019-2022
- 05** ADVOCACY: INFLUENCING CHANGE
- 06** ADVOCACY: PROMOTING OCCUPATIONAL THERAPY IN CANADA
- 07** ADVOCACY: COLLECTIVE VOICES
- 09** TRUTH & RECONCILIATION: ADVANCING EXCELLENCE
- 10** PROFESSIONAL DEVELOPMENT: CUTTING-EDGE CAREER TRAINING
- 11** COMMUNICATIONS AND MARKETING: INCREASING PUBLIC AWARENESS
- 13** PRACTICE RESOURCES: SUPPORT FOR YOUR PRACTICE
- 14** PRACTICE RESOURCES: KEEPING YOU INFORMED
- 15** KNOWLEDGE TRANSLATION: RESEARCH INTO ACTION
- 16** QUALITY EDUCATION & ACCREDITATION: SAFEGUARDING THE PROFESSION
- 17** BUILDING COMMUNITY: CELEBRATING OTS AND OTAS
- 18** BUILDING COMMUNITY: CAOT CONFERENCE
- 20** BUILDING COMMUNITY: 2022 AWARDS
- 21** BUILDING COMMUNITY: SPECIAL EVENTS
- 22** FINANCIAL HIGHLIGHTS 2021-2022
- 23** CAOT ACKNOWLEDGEMENTS: BOARD & COMMITTEE CHAIRS
- 23** CAOT ACKNOWLEDGEMENTS: STAFF
- 24** BACK COVER

## LEADERSHIP MESSAGE

We began last year with cautious optimism that the worst of the pandemic had passed, hoping that we could look forward to a period of recovery and rebuilding. Unfortunately, the COVID waves kept coming. While this may have been unexpected, we are incredibly proud of how you have risen to the challenge and navigated these uncertainties. Occupational therapists (OTs) and occupational therapist assistants (OTAs) across the country continue to make an invaluable contribution to our health care system and together, we are forging ahead to achieve greater impact than ever before.

At the Canadian Association of Occupational Therapists (CAOT), we are dedicated to supporting and inspiring you to continue advancing excellence in occupational therapy. We have worked hard to embrace the new opportunities that have arisen during these difficult times and the result has been a remarkable year of advancement. We created new resources to help support your practice and we have seen incredible advocacy wins with increased access to extended health benefits and promoting universal access to occupational therapy at the national level.

We have embraced new opportunities to raise awareness about the value of occupational therapy across Canada at a time when people are dealing with new challenges to their mental health, exploring different ways to age in place, and searching for solutions to cope with long COVID.

It's also been a time to celebrate with Canadian OTs presenting on the world stage in Paris at the World Federation of Occupational Therapists (WFOT) Congress and we were thrilled to be able to come together in-person at our annual conference for the first time in three years. The event, which took place in Whistler, BC, featured many highlights, including the kick-off of CAOT's strategic planning process to guide our direction and actions over the next four years and the launch of a new book that not only embraces equity and justice but is considered an evolutionary advancement in the thinking of occupational therapy.

We have been proud to support, learn from, and bring the profession together to champion our shared values of innovation, transparency, diversity, and collaboration. We're honoured to have held space for our members to have difficult conversations on topics that matter, and we created sustainable solutions to share practice information, such as the new Practice Resource Hub, our new podcast, and the Economic Evidence Clearinghouse.

At CAOT, we are committed to a journey of healing in solidarity with Indigenous communities and organizations. The OT Truth and Reconciliation Commission (TRC) Task Force, which began in 2019 and brings together all national occupational therapy organizations in Canada, provided many opportunities for consultation. This included the Occupational Therapy Canada (OTC) Reflection Day in June 2022 when OTs gathered to consider how we can be socially accountable to all the people we encounter, interact with, and serve during collaborative relationship-focused practices.

We also continued to collaborate with several other Canadian occupational therapy organizations on the development of a new Joint Position Statement on Equity and Justice. This important statement will serve as a social accountability/intersectionality framework to foster conditions that shift normative and dominant cultures, dismantle systemic barriers, repair harm, support healing, eradicate discrimination, and aspire to co-create spaces that allow us to promote occupational justice more equitably within the scope of occupational therapy practice.

In the following pages, you'll find more information about all these accomplishments and events, which wouldn't have been possible without the Board Directors, staff, and volunteers who have shown incredible dedication, agility, and compassion during these extraordinary times. And of course, we're incredibly grateful for your continuing support. Your devotion to the profession and your resolve to provide the best possible care for Canadians inspires us each and every day.



Giovanna Boniface, CAOT President



Hélène Sabourin, Chief Executive Officer

## 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 OTs, OTAs and students who study or work in Canada.

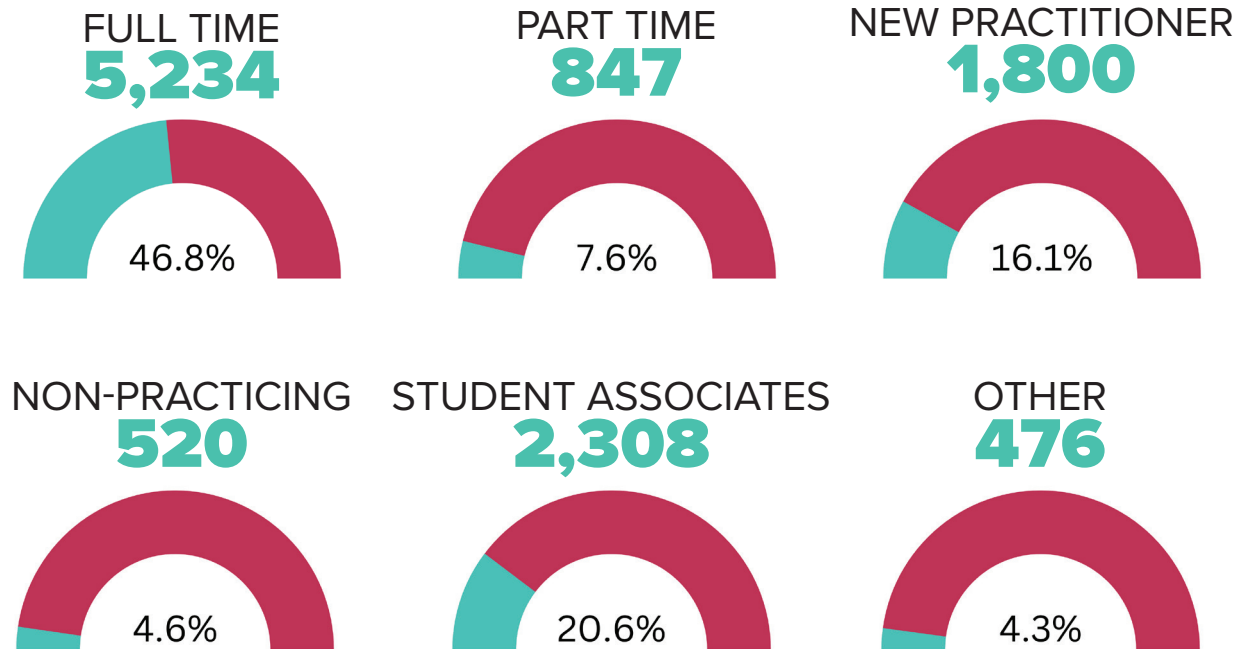
As member-based organization, CAOT invites input from all corners of the profession to guide our direction and set our priorities. We are pleased to celebrate the support of more than 11,000 members, as together we make our profession stronger.

CAOT members improve the health and well-being of Canadians by working in partnership with people and communities to 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, Québec, and the North, CAOT works on behalf of its members by:

- Fostering a sense of community of members that encourages pride in and strengthens the profession through networking, innovation, knowledge exchange, and volunteer engagement;
- Advocating for change with government and health care decision-makers for better recognition of occupational therapy and the contributions OTs and OTAs bring to the health of Canadians;
- Advancing excellence through professional development and practice resources that are current, relevant, and affordable; and
- Stewarding and safeguarding the profession through the accreditation of Canadian occupational therapy education programs and administration of the National Occupational Therapy Certification Exam (NOTCE).

Total Members 2021-2022:

**11,185** – a 3.3 % increase over last year



**10%** of renewing members opted into the new monthly payment option



# 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

## ADVOCACY: INFLUENCING CHANGE

We use the power of our collective voice to support the growth of the profession and the health of Canadians by advocating for occupational therapy. Over the past year, our national advocacy team has been busy amplifying your voice and pushing forward issues that matter to OTs and OTAs.

### ADVOCATING FOR OTS ON PARLIAMENT HILL

The impact of COVID-19 on Canadians and the need for occupational therapy professionals were front and centre at a session of the House of Commons Standing Committee on Health (HESA) in March 2022. CAOT President Giovanna Boniface and CAOT CEO H el ene Sabourin appeared before HESA during the committee’s study of Canada’s health workforce, along with witnesses representing nurses and physicians.

Our President made a strong case for the need for occupational therapy services in rural, remote, and Indigenous communities, and she spoke about the challenges created by the increasing demand for OTs and OTAs. She described the disruption caused by COVID-19 as an opportunity for Canada to transform its current, expensive, hospital-centric, medical sickness model of care.

She stated that primary care teams should include an OT to create a more cost-effective and person-centred health and wellness model. She also made the case for the inclusion of occupational therapy as part of the publicly administered, universally provided health care services. [Watch the recording of the session.](#)

### By the Numbers



**2** hour meeting  
(in-person and Zoom)

**7** presenters

**12** HESA members  
(Members of Parliament)

**163** HESA associate members

*OTs are function- and occupation-focused regulated professionals – this is in our DNA – and ensuring that Canadians have access to this necessary service is critical to their health. The time is now: occupational therapy should no longer be considered a “nice to have” option in health care. Occupational therapy is a “must have” profession that can help transform that health care system to better meet the needs of Canadians.*

– Giovanna Boniface, CAOT President

### BIG WIN FOR OTS IN EXTENDED HEALTH CARE BENEFITS

We were pleased to see the Public Service Alliance of Canada (PSAC) announce occupational therapy services to their Public Service Health Care Plan (PSHCP) in 2022. The extended health insurance benefits for its members now include occupational therapy coverage at an eligible maximum of \$300 per year.

We were encouraged to see this win for PSAC as we have been and will continue to advocate for greater eligible maximums for occupational therapy services, as well as the inclusion of occupational therapy within health benefits plans across the country. This improvement means hundreds of thousands of people will see increased access to occupational therapy services.

The PSHCP is one of the largest private health care plans in Canada, providing benefits to more than 750,000 plan members and their dependents. PSHCP members include public servants and other employees of the federal public administration, parliamentarians, federal judges, and pensioners receiving an ongoing pension benefit.

The change to the PSHCP’s extended health benefits, in response to demand by their members, demonstrates the value and strength of the voice of employees when advocating for needed health coverage, including occupational therapy services, in their organization.

### OCCUPATIONAL THERAPY LEADERSHIP IN ACTION

CAOT advocacy efforts have resulted in OTs holding seats on a variety of important committees and programs: Lesya Dyk was named Chair of the Advisory Council of the National Research Council’s Aging in Place Program; Dr. Ben Mortenson was invited to serve as Member of the Technical Committee on Long-Term Care (LTC) Services Standard; and Marnie Courage joined Accessibility Canada’s Technical Committee on Outdoor Spaces.



## ADVOCACY: PROMOTING OCCUPATIONAL THERAPY IN CANADA

We are proud to represent and promote the occupational therapy profession to key stakeholders, including government officials, community partners, and other influencers. We participated in various events, including many provincial and federal meetings, with the purpose of highlighting the value of occupational therapy in a wide range of areas. Here are some examples:

.....

**A more robust approach to home and community care holds the promise of a better quality of life and health as they age.**

.....

Learn more at [healthaction.ca](https://healthaction.ca)



### ENSURING A STRONG CANADIAN HEALTH CARE SYSTEM

We continue to be actively engaged with a number of coalitions, such as the Extended Health Professionals Coalition (EHPC); the Canadian Coalition for Public Health in the 21st Century (CCPH21); and the Quality End of Life Care Coalition (QELCCC). We are also a member of HEAL (Organizations for Health Action) and CAOT CEO H el ene Sabourin is serving as its Co-Chair. HEAL successfully defined its priorities in 2022 to include human resources in the health care industry; mental health; seniors; and team-based approaches to home, primary, community and long-term care. HEAL ended off the year on a great note with a meeting with the federal Minister of Health, the Honourable Jean-Yves Duclos. H el ene facilitated the meeting and advocated for team-based approaches to improving primary care and the health human resources (HHR) crisis, as well as the need for equitable access to mental health services for all Canadians. We continue to represent occupational therapy professionals at HEAL meetings and in all the coalitions we participate in to ensure Canadians are receiving the care they need.

### PRIORITIZING GOVERNMENT ADVOCACY

CAOT participated in more than 20 meetings with Ministers, Parliamentary Secretaries, members of the Standing Committee on Health, staffers from the Prime Minister's and Ministers' offices, and federal departments to discuss the value proposition of occupational therapy and to compellingly advocate for OT coverage in health plans. Additionally, we submitted briefs advocating for the role of occupational therapy in multiple policy areas.

CAOT submitted a 2022 Pre-Budget Submission with recommendations on long-term care (LTC) standards that include OTs, implementing an aging in place strategy that scales up investments in home and communities, recognizing OTs as mental health service providers in urban, rural, remote, and Indigenous communities, and including occupational therapy in extended health care plans.

CAOT was invited to participate in a Canada Student Loan Consultation and submitted a brief in response to the consultation questions. We are advocating for the current Canada Student Loan Forgiveness benefit to be expanded beyond doctors and nurses to include extended health care professionals, such as occupational therapists, and to provide a more holistic approach and analysis of recruitment and retention strategies across health care professions.

In response to the federal government's Standing Committee on Health's Study on Children's Health, CAOT submitted a brief with the following recommendations:

1. Provide funding for the development of interdisciplinary guidelines that include occupational therapy for long COVID rehabilitation with a dedicated section on pediatrics.
2. The Government of Canada, in concert with provinces and territories, develops and implements a national primary care strategy that includes OTs in all interprofessional primary care teams.
3. Recognize occupational therapists as mental health care providers.
4. Address occupational therapy workforce shortages across Canada, particularly in rural, remote, and Indigenous communities.
5. Ensure occupational therapists are included in a National Autism Strategy from consultation to implementation.

### FOCUSING ON INDIGENOUS HEALTH

CAOT and the OT Truth and Reconciliation Commission (TRC) Task Force Co-Chairs, Kaarina Valavaara and Angie Phenix, met with Indigenous Services Canada (ISC) to focus on the development of partnerships to support the expansion of occupational therapy services within their programs. Discussions also addressed the challenges OTs face in accessing Jordan's Principle funding for services and supports for Indigenous children. Kaarina and Angie led an important conversation highlighting the pressing need for timely, culturally safer, and trauma-informed health services for First Nation, M etis, and Inuit people across Canada, which OTs are well positioned to serve.

## APPLAUDING FEDERAL GOVERNMENT'S FOCUS ON HEALTH AND WELLNESS IN BUDGET 2022

CAOT CEO H el ene Sabourin (seen here with Minister Mona Fortier, President of the Treasury Board) attended the Ottawa Board of Trade Budget Breakfast for an in-depth analysis following the federal government's release of "Budget 2022: A Plan to Grow Our Economy and Make Life More Affordable." We were pleased to see commitments to provide better care for Canadian people and communities, including investments in primary, mental health, Indigenous, long-term, and community care.



## SHOWCASING VETERAN SERVICES

CAOT was present at the Canadian Institute for Military and Veterans Research's (CIMVHR) annual conference to showcase the contributions of OTs via services provided to the Canadian Armed Forces and Veteran's Affairs Canada. CAOT continues to support the Occupational Therapy for Armed Forces Members, Veterans and their Families (OTAFMVF) Practice Network.

## CONFRONTING THE OPIOID CRISIS

CAOT's Policy Analyst attended bi-monthly meetings of the Opioid Harm Response Community to present the merits of evidence-based, clinically effective occupational therapy non-pharmacological pain management interventions as one way to tackle the opioid crisis.

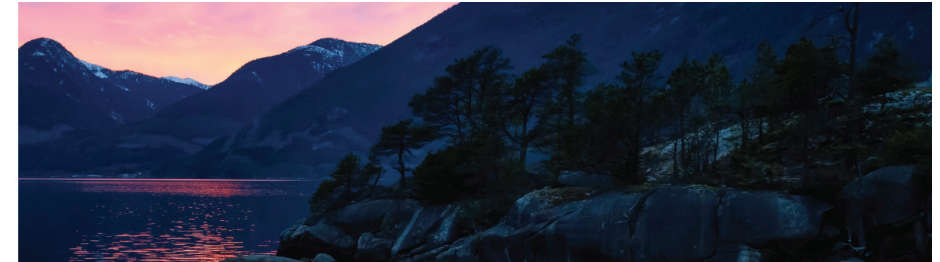
## ADDRESSING HHR IN CANADA

CAOT attended various stakeholder engagement sessions hosted by the Canadian Academy of Health Sciences (CAHS) to provide input on their assessment of the current state of HHR. The sessions provided the opportunity to highlight and voice the needs of the occupational therapy workforce across Canada. CAOT was pleased to see the federal government provide investments to update the 2017 Canadian Guideline for Opioids for Chronic Non-Cancer Pain, recommending occupational therapy as part of multidisciplinary treatment programs.

# ADVOCACY: COLLECTIVE VOICES

## REGIONAL ADVOCACY IN ACTION

CAOT's Chapters are the regional collective voices of occupational therapists in their respective province or territory. The Chapters are guided by CAOT's strategic plan, mission, and vision, in their endeavour to strengthen and build excellence for the profession, while ensuring that Chapter activities are reflective of the regional community and responsive to local needs and issues. Here is an overview of their advocacy and stakeholder engagement activities over the past year.



## ADDRESSING PRIMARY CARE

Tanya Fawkes, CAOT-BC's Regional Director, focused the Chapter's advocacy efforts on the value of occupational therapy in pediatric care in BC and the need for OTs on Primary Care Teams as they were being implemented throughout BC. A membership survey of pediatric OT perspectives was completed to inform advocacy messaging to take to the BC Ministry of Children and Family Development (MCFD). Since then, CAOT-BC has built collaborative relationships with other family and disability representative groups, including the Health Sciences Association of British Columbia and Speech and Hearing BC. Focus groups with BC members were consulted regarding the new model (Family Connection Centres) and they met with key staff from MCFD.

## NEW OCCUPATIONAL THERAPY SEATS IN BC

CAOT-BC successfully advocated for seats to be added to the occupational therapy program at the University of British Columbia. We were pleased to hear about the announcement of 16 additional seats in July 2022.

## INSURANCE CONSULTATIONS

CAOT-BC requested an increase in fees for occupational therapy services in a letter to WorkSafe BC and continued to attend quarterly meetings with other health association leaders and the Insurance Corporation of British Columbia (ICBC) to advocate for the continued role of OT in ICBC's new insurance model. Meetings were also held with the CAOT national advocacy team and Vancouver Kingsway MP Don Davies.





## ADDRESSING THE HHR CRISIS IN THE NORTH

CAOT-North attended several advocacy sessions related to the HHR crisis to represent the impacts to occupational therapy professionals in the Territories and discuss what can be done to improve the situation.

## SHARING LONG COVID INFORMATION

Melissa Croskery, CAOT-North’s Regional Director, began participating in a working group formed by the Yukon government in May 2022 to learn more about long COVID and those who are experiencing its effects. Group members include Yukoners living with long COVID and health professionals, including those with experience in First Nations health care, an epidemiologist, and representatives from the Department of Health and Social Services’ chronic conditions support programs, mental wellness and substance use services, and policy and planning. The working group is monitoring and gathering emerging research and lived experiences with the goal of developing new resources and sharing this information.

*I think it’s a really positive move forward that the government, here and in other places, are starting to value and really engage people with lived experience in the process.*

– Melissa Croskery in a CBC article about the working group



## ADVOCATING FOR INTERDISCIPLINARY HEALTH CARE

France Verville, CAOT-Qc’s Regional Director, worked jointly with the Association québécoise de la physiothérapie (AQP), the Fédération médicale étudiante du Québec (FMEQ), the Fédération des médecins omnipraticiens du Québec (FMOQ), and the Association des nutritionnistes cliniciens du Québec to draft a “call to action” letter to the provincial government that addressed the implementation of interdisciplinary health care and finding innovative strategies to meet the growing needs in Québec.

## CREATING LONG COVID RESOURCES

CAOT-Qc’s OT & Long COVID Community of Practice created four long-COVID videos featuring Québec-based occupational therapists in collaboration with l’Ordre des ergothérapeutes du Québec. The video messages are intended for a variety of audiences, including health workers, insurers, employers, and those living with long COVID.



## BRINGING THE CHAPTER MODEL TO SASKATCHEWAN

CAOT met with senior staff of the Saskatchewan Health Authority (SHA) in July 2022 to discuss the role and value proposition of occupational therapy in mental health and the importance of recognizing OTs for their full scope of practice. Following the divestment of the Saskatchewan Society of Occupational Therapists’s (SSOT) professional mandate, CAOT’s Board of Directors voted to create a new Chapter in Saskatchewan with a Regional Director and Advisory Committee starting in the fall of 2022.

# ADVANCING EXCELLENCE: TRUTH AND RECONCILIATION



**Truth and  
Reconciliation**  
Commission of Canada

## TRUTH AND RECONCILIATION ACTION PLAN

CAOT’s Truth and Reconciliation Commission (TRC) Task Force, which was created in 2019, began finalizing a collective action plan to complete their initial three-year mandate in October 2022.

## PRESENTING AT INTERNATIONAL CONFERENCE

Angie Phenix and Kaarina Valavaara, Métis occupational therapists and co-chairs of the OT TRC Task Force, presented at the World Federation of Occupational Therapists (WFOT) Congress in Paris, France. Their presentation, entitled “Leading a path toward reconciliation between occupational therapy and Indigenous Peoples in Canada: A national occupational therapy truth and reconciliation taskforce,” highlighted the creation of the TRC Task Force. It also focused on the importance of building relationships within and outside the profession and ensuring sustainable funding and commitment to do our part on the TRC Calls to Action and Missing and Murdered Indigenous Women and Girls Calls to Justice. The presentation was well received by Canadian and international delegates and highlighted the importance of the commitment to action that is needed to advance equity and reconciliation.



## HONOURING SECOND NATIONAL DAY FOR TRUTH AND RECONCILIATION

September 30, 2022, marked Canada’s second National Day for Truth and Reconciliation, which provides an opportunity to learn about and reflect on the ongoing legacy of residential schools and those who lost their lives while institutionalized and separated from their families and communities. It was a time for Canadians to commemorate them, the survivors, their families, and the communities.

The TRC Task Force created resources for OTs and OTAs who were encouraged to set aside time to educate themselves and others about historical and contemporary legacies of residential schools and colonization in Canada and its direct and indirect impacts on disparate health care and social service delivery.

## ADDRESSING EQUITY AND JUSTICE

CAOT, several other Canadian occupational therapy organizations, and volunteers continued their work to develop a Joint Position Statement on Equity and Justice to name and redress the systemic and intertwined oppressions that lead to inequities across health, social, and economic systems, as they relate to, and can be actioned by, the occupational therapy community.

The Joint Position Statement on Equity and Justice will complement the new Competencies for occupational therapy in Canada and replace the 2014 Joint Position Statement on Diversity. The statement will also aim to serve as a social accountability/intersectionality framework to foster conditions that shift normative and dominant cultures, dismantle systemic barriers, repair harm, support healing, eradicate discrimination, and aspire to co-create spaces that allow us to promote occupational justice more equitably within the scope of occupational therapy practice.

CAOT members who identify as part of historically under-represented groups, such as Indigenous Peoples, people of colour, gender and sexually diverse people, and people with disabilities, were invited to provide their perspectives on the first draft of the document. It is expected to be finalized in 2023.

## TACKLING EQUITY AND ACCOUNTABILITY

The 2022 Occupational Therapy Canada (OTC) Reflection Day, titled “Focusing OTC towards Equity and Accountability,” was held virtually over two half days in June. The reflection days provided occupational therapy representatives with an opportunity to consider how social accountability can be enacted within our national occupational therapy organizations. The group also began to develop commitment statements that will accompany the Joint Position Statement when it is launched in 2023.





# COMMUNICATIONS AND MARKETING: INCREASING PUBLIC AWARENESS

## CELEBRATING 'OT EVERYDAY'

As part of CAOT's ongoing public awareness campaign in collaboration with the Association of Canadian Occupational Therapy Professional Associations (ACOTPA), we launched a series of digital ads to drive traffic to our "OT Everyday" general awareness website ([www.OTEveryday.ca](http://www.OTEveryday.ca)) to increase awareness about what occupational therapy is and what OTs do.

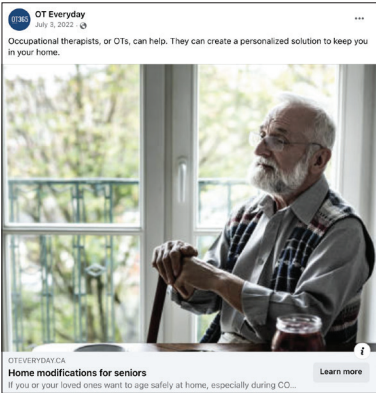
In the first three months, the six digital ads, which focused on aging in place and mental health, exceeded our expectations. The six-month campaign ran until December 2022.

## By the Numbers

 More than **300,000** people across Canada viewed the ads

 Over **29,000** people clicked through to the OT Everyday website

 More than **1,000,000** impressions overall



## SPOTLIGHT ON MENTAL HEALTH

To raise awareness about the role of OTs in mental health, our "OT Everyday" public awareness campaign featured nine mental health care case studies and supporting images at [www.OTEveryday.ca](http://www.OTEveryday.ca). They were developed for OTs to use in their email signatures during OT Month in October 2021 to help position OTs as essential to mental health.

**OT365** | [Get to know OTs](#) | [Aging in place](#) | [Mental health](#) | [FIND AN OT](#)

If you are dealing with mental health issues, an occupational therapist can help.

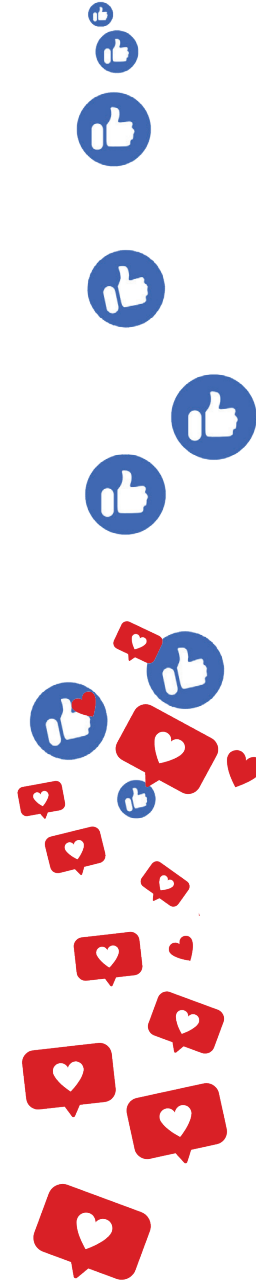
- Jennifer needs support for her anxious child**  
"I am stretched to capacity in my ability to support my son with his mental health challenges as he develops. I need experts who know what to do." [Find out how an OT helped Jennifer and her child find solutions.](#)
- Barbara feels isolated.**  
"Since Dad's death last year, my mother, Barbara, has managed to stay in their home. She seems overwhelmed and almost always sad." [Find out how an OT helped Barbara feel happier and more connected.](#)
- Tommy's family is disrupted.**  
"My husband and I are really missing Tommy's regular in-class sessions with his occupational therapist Tonya. Tommy is disrupting everyone's schedule, leaving us all in a state of upset and sleeplessness." [Find out how an OT helped Tommy and his family adjust.](#)
- Song is frightened.**  
"I experienced my first episode of psychosis when I was in my first year of university. I became very quiet, confused and withdrawn." [Find out how an OT helped Song feel more in control.](#)
- Randy is anxious.**  
"I have been working from home for more than a year due to COVID-19, but it looks like the office will reopen soon. I am filled with dread at the thought." [Find out how an OT helped Randy feel better about returning to work.](#)
- Amir is stressed.**  
"My bartender job at Stu's Pub ended at the outset of the pandemic, and they've decided to stay closed. Now I'm struggling with what comes next." [Find out how an OT helped Amir cope with his situation.](#)
- Trevor is hopeful.**  
"I was done things in the past that I'm not proud of. Even in the halfway house where I live now, I have problems following rules." [Find out how an OT helped Trevor adjust to his other person.](#)
- Jean is traumatized.**  
"Soon after my husband Jean returned from Afghanistan, he started to have nightmares. I didn't know what to do - he was no longer the loving, caring man I married." [Find out how an OT helped Jean reorganize his family life.](#)
- Maria feels suicidal.**  
"I was excited to start university downtown. It's just... things aren't going the way I thought they would. The stress keeps building and building and I'm so tired and alone." [Find out how an OT helped Maria towards a more positive outlook.](#)

**OT365** | [Get to know OTs](#) | [Aging in place](#) | [Mental health](#) | [Blog](#) | [Contact](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) | [FIND AN OT](#)



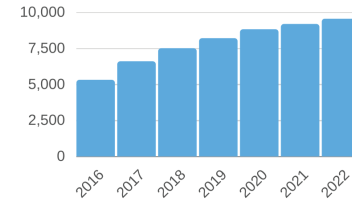
# INCREASING PUBLIC AWARENESS

## TOP 3 SOCIAL MEDIA POSTS

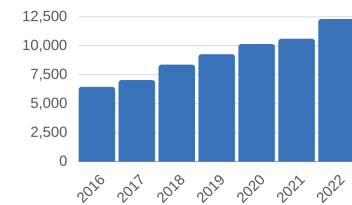


## SOCIAL MEDIA STATS

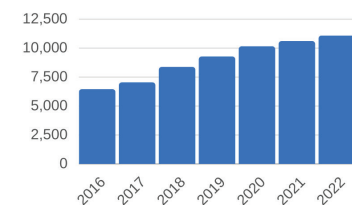
**TWITTER**  
**9,557** (4% increase over 2021 results)



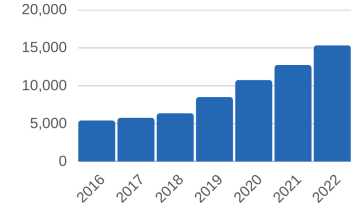
**FACEBOOK FOLLOWERS**  
**12,279** (4.5% increase)



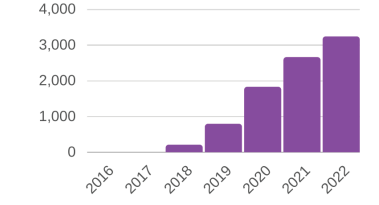
**FACEBOOK LIKES**  
**11,050** (5.2% increase)



**LINKEDIN**  
**15,286** (20.4% increase)



**INSTAGRAM**  
**3,235** (21.7% increase)



## PRACTICE RESOURCES: SUPPORT FOR YOUR PRACTICE

In addition to our established library of publications, references, and tools available at [www.caot.ca](http://www.caot.ca) to support you and your practice, we introduced several new resources in 2021-2022.

### LAUNCHING ONE-STOP TOOL



Our [Practice Resource Hub](#) was created to help you find resources that support your clinical or non-clinical role. It offers relevant, reliable, and diverse resources developed by CAOT and several external sources that are related to dozens of different areas of practice. The Resource Hub supports you in strengthening your practice and assist with filling knowledge gaps. It includes a search function that allows the filtering of results by area of practice and by format, such as websites, evidence, mega resources, etc.

### PRACTICE NETWORKS IN ACTION

The Addressing Suicide in Occupational Therapy Practice Network created three new resources about suicide prevention, intervention, and postvention. These documents include case scenarios that demonstrate how to put the resources into practice with your clients.

There are now 30 practice networks, including local communities of practice. If you are looking to join a community of OTs, OTAs, and students working and studying in specific areas of practice, consider joining one of our [Practice Networks](#) or Communities of Practice.

### CARFIT: FIND COMFORT BEHIND THE WHEEL



[CarFit](#) is a free educational program for drivers offered in partnership by CAOT and the Canadian Automobile Association (CAA), which was initially developed by the American Automobile Association (AAA), the American Association of Retired Persons (AARP), and the American Occupational Therapy Association (AOTA). It's designed to help drivers “fit” in their cars. During the last year, CarFit offered many virtual sessions, including during the CAOT Conference in Whistler. A return to in-person sessions was also piloted in the fall and the program received funding from New Horizons for Seniors Program (NHSP), a federal grants and contributions program, to support more training and outfit new instructors with kits for these in-person events.

### WORDS MATTER

The [CAOT Lexicon](#), a list of occupational therapy terminology, was updated to incorporate gender-inclusive communication and new terminology found in the Competencies for Occupational Therapists in Canada, Promoting Occupational Participation: Collaborative Relationship-Focused Occupational Therapy, and other recent CAOT publications.



## PRACTICE RESOURCES: KEEPING YOU INFORMED



### CAOT'S PODCAST CELEBRATES FIRST YEAR

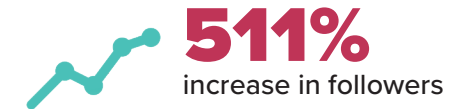
CAOT's [Conversations that Matter – The Podcast](#) observed its first anniversary in June 2022 with our team creating a successful line-up of 14 socially accountable discussions with everyday working OTs across Canada. The monthly podcast is available on Spotify and CAOT's website. The episodes have focused on a wide range of topics, including advocacy, professional identity, mentorship, social accountability, outdoor accessibility and adventure, and culturally appropriate interprofessional health care services for First Nations and Indigenous populations.

To highlight Vision Health Month, the podcast discussed interprofessional relationship-building between occupational therapists and vision care specialists in episode #12.

*If we can make those connections with occupational therapists and work hand-in-hand, our patient's recovery will not only be better, but probably faster. It's about making them feel independent and self-confident by working together.*

– Pamela Chincilla, vision therapist

## By the Numbers



### SHOWCASING OT NOW

Six times a year, CAOT's practice magazine, [OT Now](#), provides OTs and OTAs with information to meet the challenges of their day-to-day practice. The practice theme of the March 2022 issue was released as open-access and focused on socially accountable occupational therapy, while the July 2022 open-access issue featured the theme of aging in place.

### CJOT WELCOMES NEW EDITOR-IN-CHIEF

Dr. Brenda Vrkljan started her three-year term as the Editor-in-Chief of the [Canadian Journal of Occupational Therapy \(CJOT\)](#) in May 2022 following a smooth transition, thanks to the hard work of our two interim Co-Editors-in-Chief, Dr. Catherine Backman and Dr. Rose Martini. CJOT, an official peer-reviewed bilingual journal which publishes four times a year, fosters advancement and growth in occupational therapy scholarship. In 2021, CJOT's impact factor increased again after receiving a total of 131 manuscript submissions, which represents a 1.5% increase compared to 2020.

## KNOWLEDGE TRANSLATION: RESEARCH INTO ACTION

Knowledge translation is an important part of our mandate to help strengthen the profession through the advancement of occupational therapy research. Each year, we collaborate with researchers, clinicians, and partners to share the latest developments to move knowledge into action and bring research into practice.

### NEW BOOK LOOKS TO FUTURE OF OCCUPATIONAL THERAPY

Following a three-year process, the next evolution of the Enabling Occupation series was launched in both English and French at CAOT's Conference: Hybrid 2022 in Whistler. Published by CAOT, the book was developed by co-editors Drs. Mary Egan and Gayle Restall, along with 40 authors and an advisory panel consisting of Canadian and international occupational therapists, and members of the public.

Entitled *Promoting Occupational Participation: Collaborative Relationship-Focused Occupational Therapy / L'ergothérapie axée sur les relations collaboratives pour promouvoir la participation occupationnelle*, this innovative book is considered an evolutionary advancement in the thinking of Canadian occupational therapy. It introduces the new Canadian Model of Occupational Participation (CanMOP) and framework, the Canadian Occupational Therapy Inter-Relational Practice Process (COTIPP), which build on past concepts and processes to celebrate the strengths, knowledge, talents, and capacities of individuals and collectives, along with a wealth of resources from multiple worldviews. This is the first time in CAOT's history that both the English and French versions have been published at the same time.

*Congratulations to Mary Egan and Gayle Restall for defining a future, taking occupational therapy forward from what we do in the present. I'm thrilled to see the authors illustrate boldly how to declare in the present and future our Indigenous, settler, racial and additional standpoints, to think carefully about, and to practice, research, or administer occupational therapy.*

– Dr. Elizabeth A. Townsend

The front cover was created by Calgary-based occupational therapist Patti Plett who not only painted the beautiful image, but also shares her personal story in the book in a section called "Finding my way: a perspective from a disabled occupational therapist." The cover artwork depicts Patti and her husband as they navigate the world together. Inside the book are two digital paintings created by Lisa Boivin, a member of the Deninu K'ue First Nation in the Northwest Territories who is an interdisciplinary artist and a health care educator who brings together bioethics and land-based practices through her art.



Book launch at CAOT's Conference: Hybrid 2022 in Whistler. Left to right: Josée Séguin, OT Reg. (Ont.), Director Knowledge Translation Programs, Hélène Sabourin, CAOT Chief Executive Officer, Mary Egan, PhD, OT Reg. (Ont.), FCAOT, Gayle Restall, PhD, O.T. Reg. (MB), CAOT President Giovanna Boniface, OT, MRSc., CCLCP.



## FORWARD-THINKING VISION FOR OTS IN PRIMARY CARE

As an international leader in the field of primary care, Canada has occupational therapists working in team-based primary care models and researchers building evidence in the field. We partnered with the Primary Care Working Group to create a document called “[Primary Care - Occupational Therapy and Primary Care: A Vision for the Path Forward](#)” to describe the future of the role of occupational therapy in primary care. Their vision is that all Canadians will have direct and first access to occupational therapists through primary care teams. OTs would serve as generalists and provide comprehensive services across all ages and diagnoses, with the potential to support individual, family, and community participation over their lifespan.

## MAKING THE FINANCIAL CASE FOR OT

Our [Economic Evidence Clearinghouse \(EEC\)](#) was launched at CAOT’s Conference in Whistler to provide practical facts and information for members to draw upon regarding the costs and benefits of occupational therapy for use in advocacy, research and practice to build professional capacity. It gives stakeholders practical resources that demonstrate how investing in occupational therapy solutions can be cost-effective. More than 100 articles have been analyzed for EEC, along with the development of bilingual capacity and infographics that are in the works. Discussions also took place with the executive committee of the Alliance of Canadian Occupational Therapy University Programs (ACOTUP) to discuss EEC’s overall vision and objectives going forward.

## PRIORITIZING MUSCULOSKELETAL HEALTH

We are collaborating with the Canadian Institutes of Health Research’s Institute of Musculoskeletal Health and Arthritis (CIHR IMHA), Alliance of Canadian Occupational Therapy University Programs (ACOTUP) and Canadian Occupational Therapy Foundation (COTF) in a new research priorities initiative. The James Lind Alliance in a [Priority Setting Partnership \(PSP\)](#) brings patients, caregivers and clinicians together to identify the [top 10 priorities](#), or unanswered questions for [occupational therapy research priorities](#) for patients living with musculoskeletal health and arthritis conditions. It aims to make sure that health research funders are aware of the issues that matter most to patients and clinicians. This work will be completed in 2023.

## ADDRESSING LONG-TERM EFFECTS OF COVID-19

In June 2022, we held a bilingual forum on long COVID to share information about symptoms, evidence, and resources with occupational therapists across Canada. The discussions centred around what the different provinces/territories are doing to address long COVID, along with the current needs of OTs and OTAs and the challenges they’re facing. CAOT also developed [long-COVID](#) resources for occupational therapists to support their practice as we adjust to living with ongoing COVID-19 infections and the associated long-term effects that affect clients in all settings.

## QUALITY EDUCATION & ACCREDITATION: SAFEGUARDING THE PROFESSION:

As part of our commitment to steward and safeguard the profession, we oversee accreditation of Canadian occupational therapy education and administer the National Occupational Therapy Certification Examination (NOTCE), which assesses the written application of academic knowledge and professional behaviour of individuals entering the occupational therapy profession in Canada.

### NOTCE EXAM TRANSITIONS TO HYBRID OPTIONS

NOTCE exams were held in January (delayed from November 2021) and July 2022. They were held in a hybrid format, due to ongoing pandemic uncertainties, with candidates being able to choose from online or in-person options.

### EXAM ADDITIONS

The CAOT Board of Directors, the Certification Examination Committee (CEC), and the Examination Oversight Committee (EOC) agreed to offer NOTCE three times starting in 2023 (April, September, and December) with both in-person and online options.

### ENACTING THE NEW OT COMPETENCIES

With the publication of the new [Competencies for Occupational Therapists in Canada](#) in the fall of 2021, the OT Accreditation program revised the Standards to require teaching of the new competencies and a timeline for implementation was agreed upon by the committees and board after consultation with the university programs. The Certification Exam Committee formed a working group to review and update the national exam Blueprint to reflect the changes. A project proposal to update the Practice Profile for OTAs has begun and it is expected to move forward in 2022-2023.

### ACCREDITATION UPDATES

An accreditation Steering Committee was struck with members from CAOT, the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO), and the Association of Canadian Occupational Therapy University Programs (ACOTUP). The Steering Committee is working with a project consultant with the mandate to examine university accreditation models. After two years, a standards review project about OTA/PTA accreditation is nearing completion following a delay due to staffing changes.

# BUILDING COMMUNITY: CELEBRATING OTS AND OTAS

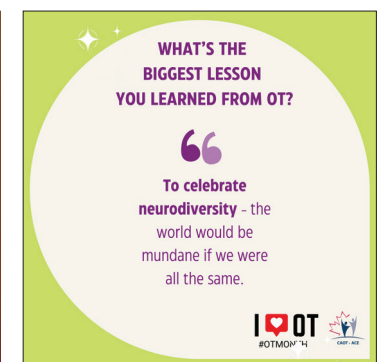
## OT MONTH CELEBRATIONS

OTs, students, OTAs, clients and other health professionals had a lot to celebrate during OT Month in October 2021 and on World OT Day on Oct. 27. The 2021 gOT Spirit challenge to create a video that shows the world what occupational therapy is all about was won by the University of Alberta. Other OT Month activities included:

- Four Practice Networks held **virtual open houses** during the month of October to help CAOT members find like-minded practitioners in specific areas of interest. They included occupational therapy and global health, poverty and occupational therapy, home modifications and inclusive design, and the Private Practice Clinical Network.
- Our Advocacy team presented a **free webinar** entitled “Advocating for Occupational Therapy” to provide an overview of advocacy, discuss its importance, and outline why it is a professional imperative. The webinar also included information about CAOT tools and resources available to occupational therapists to support them in their engagement efforts.
- We celebrated **OTA Appreciation Day** on October 12, 2021, with a special video message from Debra Cooper, the Chair of our OTA/PTA Practice Network, about the important roles OTAs play with OTs, clients, and the occupational therapy profession.
- **Louise Demers, the 2021 recipient of the Muriel Driver Memorial Leadership Award**, shared her work during a hybrid in-person and online event at l’Université de Montréal. She discussed her views on the changing role of family caregivers in occupational therapy and the exciting possibilities that emerge from this change. To watch the bilingual recording, click [here](#).



**Member Appreciation Day 2022** was celebrated on February 23, 2022, with a video message from CAOT’s CEO H el ene Sabourin and a social media outreach campaign to thank CAOT members, along with several opportunities for members to win prizes during the day of celebration. Here are a few of the hundreds of responses sent in by our members:





# BUILDING COMMUNITY: CAOT CONFERENCE

## ‘WE’RE BACK AGAIN!’

Thanks to everyone who joined us for the CAOT Conference 2022: Hybrid, which was the first time that members of the Canadian occupational therapy community were able to get together in person since the beginning of the pandemic. Held from May 4-7, 2022 in Whistler, BC, the 86th conference featured more than 200 presentations, fun networking events – including a “dinner in the clouds” at the top of Whistler Mountain that started with rain, fog, and a blizzard – and the kick-off of CAOT’s strategic planning process for next year. Here are some of the conference highlights:

## By the Numbers



# 424

in-person participants



# 166

virtual participants



# 153

in-person presentations



# 49

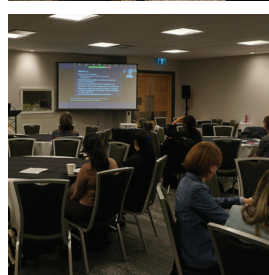
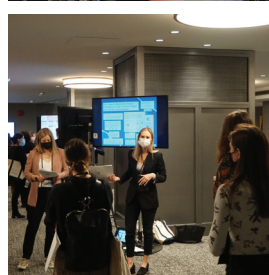
virtual presentations

## EQUITY AND JUSTICE KEYNOTE

Giovanna Boniface opted to rewrite the script for the usual CAOT President’s keynote address at Conference 2022: Hybrid by creating a showcase of seven voices who wouldn’t usually have had an opportunity to speak during the opening ceremony. Appearing on video and in person, the guest speakers challenged Canadian occupational therapists to address issues of oppression, reconciliation, inclusion, equity, and justice. They included Hiba Zafran, Tal Jarus, Susan Mahipaul, Stephanie LeBlanc-Omstead, Kaarina Valavaara, Angie Phenix, and Marie-Lyne Grenier, who shared stories from three students.

*I was angry when I started seeing injustice in our profession as I got into more leadership positions, and I thought about how our profession is so white and middle class, with not much diversity, and our values are so Eurocentric and so ableist. . . You need to challenge your assumptions and your biases constantly. Don’t be a bystander – be an upstander – say something and bring marginalized groups to the table so there is good representation.*

– Tal Jarus, Co-Chair of CAOT’s Justice, Equity, Diversity and Inclusion (JEDI) occupational therapy practice network.



## PROFESSIONAL ISSUE FORUM: EMBRACING THE NEW COMPETENCIES

During the conference, a Professional Issue Forum (PIF) called “Competencies for Occupational Therapists in Canada” took place to explore the common challenges and solutions created across Canada since the new competencies were unveiled in the fall of 2021. The topics addressed included discussions about available resources, the requirement for new learnings, and an overview of the next steps in the implementation process.

## LAUNCH OF THE NEXT EVOLUTION OF THE *ENABLING OCCUPATION* SERIES

We celebrated the official launch of *Promoting Occupational Participation: Collaborative Relationship-Focused Occupational Therapy*, and heard from the co-editors, Mary Egan and Gayle Restall, about their vision for this innovative book. They described the Canadian Model of Occupational Participation (CanMOP) and the current evolution of the Canadian practice framework, now called the Canadian Occupational Therapy Inter-Relational Practice Process (COTIPP) framework. The launch ended with a champagne toast, cake, and photos as some of the 90 collaborators gathered together on the stage.

## MURIEL DRIVER LECTURE MAKES HISTORY

Dr. Barry Trentham was selected to deliver the prestigious 2022 Muriel Driver Memorial Lecture, making him the first man in the award’s history to receive the honour. His talk was entitled “Occupational (therapy’s) possibilities: A queer reflection on the tangled threads of oppression and our collective liberation.”

*In critically reflecting on my personal, professional, and ongoing journey towards liberation as a gay, white, able-bodied man, I draw parallels between the systemic and intersecting oppressive forces that limit the occupational possibilities of historically marginalized groups and the need for our profession to consider its own liberation. Drawing on lessons from ongoing and historical liberation movements, I argue for the necessity of a representative and compassionate professional community to support collective action and position the celebration of communal achievements as a form of resistance and an act of gratitude.*

– Dr. Barry Trentham





# BUILDING COMMUNITY: 2022 AWARDS

CAOT recognizes the accomplishments and contributions of occupational therapy researchers, practitioners, trainees, educators, and advocates from across Canada each year. In 2022, winners for the awards were announced at the CAOT Annual General Meeting and celebrated at CAOT Conference 2022: Hybrid.

### AWARD FOR INNOVATIVE PRACTICE:

Lisa Reis-Tymchuk



### AWARD FOR LEADERSHIP IN OCCUPATIONAL THERAPY:

Pamela Wener



### AWARD FOR MERIT:

Don Fenn



### FELLOWSHIP AWARD:

Marcia Finlayson, Leanne Leclair,  
Rose Martini, Ben Mortenson



### LIFE MEMBERSHIP:

Christie Brenchley



### CAOT-BC OUTSTANDING

OT OF THE YEAR: Jill Zwicker



### CAOT-QC OUTSTANDING OT OF THE YEAR:

Dominique Giroux



### CAOT-NORTH OUTSTANDING OT OF THE YEAR:

Chelsey Weleschuk



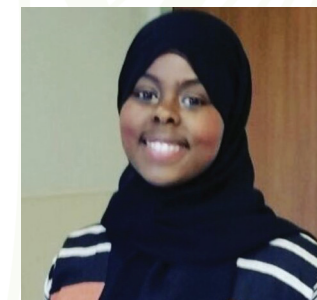
### THE GOLDEN QUILL AWARD:

Tara White and Brenda L. Beagan



### HONORARY MEMBERSHIP:

Samir Omar





## BUILDING COMMUNITY: SPECIAL EVENTS

### OTS ON THE WORLD STAGE



The World Federation of Occupational Therapists (WFOT) hosts the WFOT Congress every four years to bring together OTs, OTAs, and students from across the globe to develop professional fellowship, exchange technical and scientific information, and promote high standards of occupational therapy practice, research, and education worldwide.

The 2022 Congress was held in Paris, France from August 28-31 with a small group of CAOT staff and volunteers in attendance to represent Canadian occupational therapy on the international stage. Featuring the theme of “Occupational R-Evolution,” this year’s Congress was hybrid and included unique social events, local tours, and an extensive exhibition. The program of expert presentations included a talk by Drs. Mary Egan and Gayle Restall about the new Canadian textbook, Promoting Occupational Participation, and the co-chairs of the OT TRC Task Force, Angie Phenix and Kaarina Valavaara, about reconciliation and occupational therapy in Canada.

### HOME IS WHERE THE HEART IS

CAOT held a virtual multi-track, interdisciplinary Aging in Place Conference from November 24-25, 2021 that was co-constructed with older adults to create a unique and inclusive forum for generating ideas, information, and exchange. Called “Home is where the heart is: Creating opportunities for aging in place,” the event’s keynote speaker was Dr. Samir Sinha, who spoke about “ACEing Age Old Issues in the Care of Older Canadians.”

The two-day virtual program included sessions not only for professionals helping older adults age in place, but for older adults and care partners as well. In addition to sessions by professionals and stakeholders, there were keynote addresses, the sharing of lived experiences, mini-workshops, and exhibitor-sponsored sessions to provide resources to help older adults maintain independence, safety, and quality of life as they age in their homes.

### By the Numbers



**37**  
presentations



**323**  
participants

*I loved the presentation by Dr. Sinha! Such an amazing case study and an example of how changing the way our health care is presented can make a huge difference, not only in decreased spending, but more importantly in our lives. We all will get old and if we are lucky we will have a doctor such as this one in our corner!”*

– “Home is Where the Heart is” conference participant

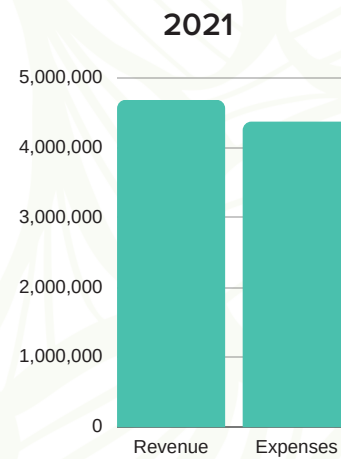
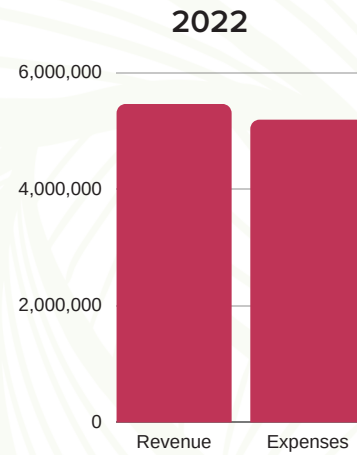




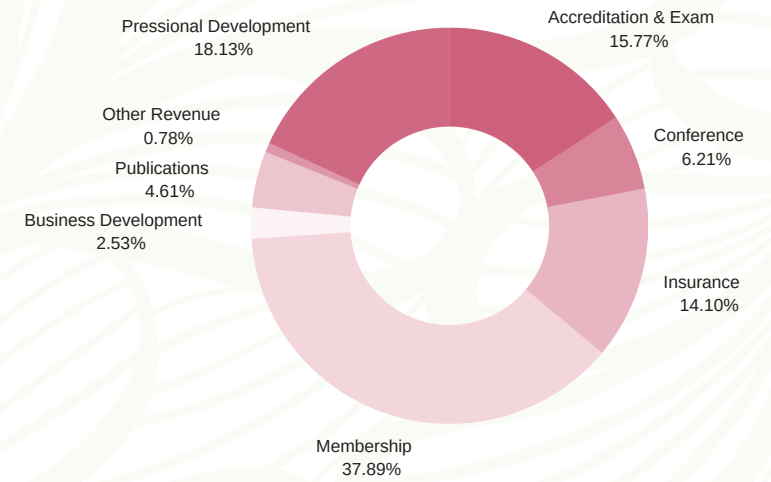
# FINANCIAL HIGHLIGHTS 2021-2022

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 1-800-434-2268 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 20, 2023, from 12-1:30 p.m. Eastern Standard Time. For information, please visit [www.caot.ca/agm](http://www.caot.ca/agm).

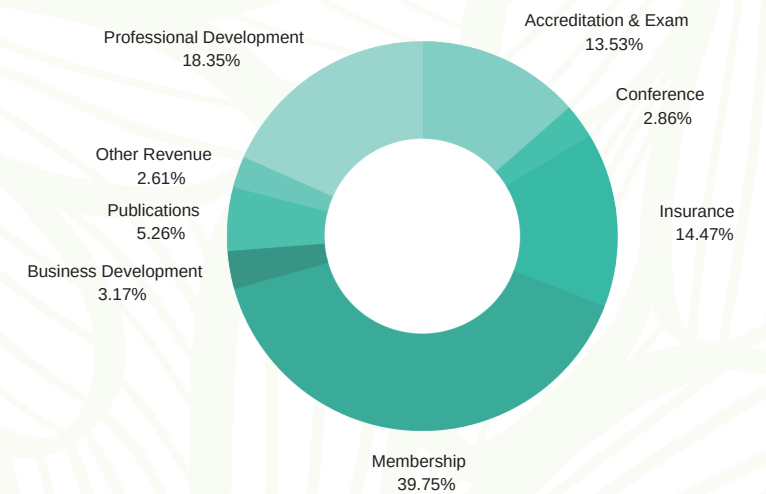
## CAOT REVENUE AND EXPENSES (\$MILLIONS)



## CAOT REVENUE ALLOCATION 2022



## CAOT REVENUE ALLOCATION 2021



## CAOT ACKNOWLEDGEMENTS: BOARD & COMMITTEE CHAIRS

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.

### CAOT BOARD OF DIRECTORS (TO SEPT. 30, 2022)

**Giovanna Boniface**  
President

**Phillip Wendt**  
Incoming President

**Christine Fleming**  
Vice-Chair

**Margaret Collingwood**  
Treasurer

**Lisa Diamond-Burchuk**  
Secretary

**Donna Drynan**  
British Columbia (BC)

**Shaniff Esmail**  
Alberta (AB)

**Suzanne Lendvoy**  
Saskatchewan (SK)

**Brenda Semenko**  
Manitoba (MB)

**Karen Rebeiro Gruhl**  
Ontario (ON)

**Nathalie Veillette**  
Québec (QC)

**Claudia Martin**  
New Brunswick (NB)

**Karen Joudrey**  
Nova Scotia (NS)

**Yvonne Thompson**  
Prince Edward Island (PEI)

**Sarah Burt**  
Newfoundland & Labrador (NL)

**Kaitlynn Dewhirst**  
Territories (NT, NU, YT)

**Debra Beach Ducharme**  
External Director

**Paulette Guitard**  
Interim Director World Federation of  
Occupational Therapists (WFOT)

### CAOT COMMITTEE CHAIRS (TO SEPT. 30, 2021)

**Executive Committee**  
Giovanna Boniface

**Governance**  
Lisa Diamond-Burchuk

**Finance, Audit & Risk**  
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 Backman & Rose Martini

**CAOT-BC Advisory Committee**  
Shelley Dornian

**CAOT-QC Advisory Committee**  
Marc Rouleau till June 2022 then  
Nathalie Veillette (interim chair)

**CAOT- North Advisory Committee**  
Katherine Williams 1st half of fiscal year and  
now Arielle Meynen-Boyd and Rachel Schooley  
as co-chairs

## CAOT ACKNOWLEDGEMENTS: STAFF

**Anand, Havelin**  
Director of Government Affairs and Policy

**Croskery, Melissa**  
Regional Director, CAOT-North

**Dettwiler, Christine**  
Membership Program Manager

**Douglas, Alison**  
Director of Standards

**Fawkes, Tanya**  
Regional Director, CAOT-BC

**Ficner, Caleb**  
Professional Practice Administrator

**Gosselin, Melissa**  
Member Outreach Administrator

**Harold, Kristin**  
Director of Communications and Marketing

**Houde, Chantal**  
Communications Officer

**Jecker, Justine**  
Director of Professional Practice

**Jadayel, Summar**  
Professional Development Administrator

**Jolliffe, Tracy**  
Business & Professional Development Coordinator

**Lafortune, Vicky**  
Finance Coordinator

**Lamontagne, Christina**  
Professional Development Manager

**Lizon, Monique**  
Temporary Policy Analyst

**McLean, Chantal**  
Member Outreach Administrator (Interim)

**McEwen, Candice**  
Policy Analyst

**Maurice, Suzanne**  
Director of Administration

**McGovern, Ryan**  
Exam Services and Accreditation Officer

**Montour, Émilie**  
Professional Practice Lead

**McMillan, Terry**  
Creative Lead

**Piltzmaker, Maegan**  
Executive Assistant

**Rochon, Stephane**  
Customer Serv. Representative – Membership & Bus.  
Development

**Rose, Jenna**  
Professional Development Coordinator

**Sabourin, Héléne**  
Chief Executive Officer

**Séguin, Josée**  
Director of Knowledge Translation Programs

**Sheehan, Lisa**  
Conference & Events Manager

**St. Louis, Randy**  
Senior Manager – Membership Services  
& Business Development

**Taylor, Sonja**  
Payroll & Finance Coordinator

**Tittonel, Karen**  
Director of Finance

**Verville, France**  
Regional Director, CAOT-QC



# CAOT

## **Why do you love OT?**

“

*I love OT for how it is continually evolving to meet emerging needs, and being all about creative, client-centred problem solving!*

”