

Annual Report

2022-2023

YPA
PSYCHOLOGISTS'
ASSOCIATION *of* ALBERTA

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Welcome!

As a PAA member, you build on the strength of our profession in Alberta. Together, we share and realize core values of access, inclusion, collaboration, leadership, and psychological health. Our goals are advocacy, education, and collaboration to maximize benefit for us all.

This report is one of reflection on our April 2022 to April 2023 year, celebrating successes in our targets to advocate for psychology's unique value, to promote the psychological health of all Albertans, to enhance the development of psychologists across the career lifespan, to focus on PAA's membership value, and to ensure financial sustainability.



Dr. Judi Malone
PAA CEO
R. Psychologist (AB/AUS)

Land Acknowledgement

Oki, as a Kainaikii and psychologist from the Blood Tribe, I want to take this opportunity to acknowledge the nations that comprise Treaties 6, 7, and 8: the Cree, Dene, Saulteaux and Stoney-Nakota-Sioux nations; the Blackfoot Confederacy comprised of the Kainai, Piikani and Siksika First Nations; the Tsuu T'ina Nation and the Métis Nation of Alberta. These treaties still exist today and are reminders of what was surrendered in the process of colonization.

I want to acknowledge our ancestors who have cared for this land since time immemorial. It is through their generosity, hardships, and losses from sharing this beautiful land, now called Alberta, that we are here acknowledging the benefits we all continue to receive living on these ancestral territories.

In our profession as psychologists, we need to learn more about the cultural and historical experiences of the Indigenous people we serve in our ongoing efforts towards reconciliation. Working towards empowering and assisting Indigenous people to thrive will ensure present and future generations continue to mutually benefit.

Wilma Spear Chief, R. Psychologist (AB)
PAA Life Member

Who We Are And What We Do

The Psychologists' Association of Alberta is the voluntary body that:

- ⇒ Advocates for psychology in Alberta.
- ⇒ Informs the public & the media.
- ⇒ Advocates for consumers of psychotherapy, psychological, & mental health services.

We support many initiatives that seek to enhance psychological health & wellness in our province by:

- ⇒ Having an active communications strategy.
- ⇒ Operating a province-wide referral service.
- ⇒ Providing professional development, and networking opportunities for our members.

Our Mission & Vision

The mission of the PAA is to advance the science-based profession of psychology and to promote the well being and potential of all Albertans.

Our vision is that the PAA and its members are recognized leaders in enhancing the psychological health of all Albertans.

Our Strategic Plan

2020-2025



Advocate for psychology's unique value



Promote the psychological health of all



Enhance the development of psychologists



Focus on PAA's membership value



Ensure financial sustainability

Meet Our Staff



CEO
Dr. Judi Malone



Director of Professional Guidance
Dr. Harpreet Gill



Director of Professional Affairs
Carmen Bellows



Office Manager
Joanna Leung



Communications Officer
Kim Bernard



CPD Officer
Ada Nieminen



Professional Guidance Officer
Jiya Juneja



Membership Officer
Annika Rorem



Governance Officer
Angela Sargent



Office Assistant
Carolina Mendes

Focus on PAA's membership value



Annika Rorem
Membership Officer

Members support advocacy, learn, enjoy benefits, contribute, seek practice advice, and market their practices and research. Membership in your professional association means you have a role in shaping issues that matter, accessing quality CPD learning, getting group discounts, making your mark, joining your peers, seeking practice advice, and promoting private practice. This year saw the re-launch of PAA's Communities of Practice, our PAA Mentorship Program, and a new volunteer management program.

Member Benefits

Professional Identity

We connect, understand, & support psychologists, students, and affiliates.

Voice

We advocate for psychology & its consumers, defend the scope of practice, enhance psychologists' opportunities, and inform the public & media.

Support

All members have discounted professional liability, home/auto, & office insurance rates, and discounted rates for goods and services. Full and provisional members can access the Professional Guidance program and our referral service.

Professional Development

We offer discounted, accredited, & responsive CPD opportunities, annual awards & recognition.

Communication

We publish Psymposium, regular email news, & offer discounted advertising to members. Our public education includes active social media. We support opportunities for you to network, get involved, & shape the profession.

BMS

The Council of Professional Associations of Psychology (CPAP) and the Canadian Psychological Association (CPA) manage the member-funded BMS Liability Insurance Plan ensuring that our members get the best possible rates on the most comprehensive psychology liability insurance. As co-owners (PAA is a member of CPAP), we administer this program to benefit our members.



Year	PAA Members who are not CPA Members	PAA and CPA Members
2016	1750	276
2017	1836	293
2018	1647	303
2019	1929	290
2020	2154	413
2021	2316	455
2022	1979	486

Our 2022 Award Winners



Dr. Anusha Kassan
Clinical Supervision
Award



Dr. Gina Ko
Excellence in
Teaching Award



Dr. Jonathan N. Stea
John G. Paterson
Media



Dr. Gina Wong
2022 Psychologist
of the Year



Monica Mankowski
Community Service
Award



Kristen Brown
Master's Thesis
Award



Dr. Lloyd Flaro
Pettifor Lifetime
Achievement Award

PAA Taskforce Reports

Racism in Alberta Psychology Task Force

Special thanks to the dedicated psychologists who served on the PAA's Racism in Alberta Psychology Taskforce from 2020-2023. The members of the task force included Mateo Huezo (Co-Chair), Caryn Tang (Co-Chair), Chelsea Hobbs, Noreen Sibanda, Asma Al-Sakaf, Nathan Foerger, and Dr. Judi Malone (Board Liaison). In February, the task force presented its recommendations to the PAA Board. These recommendations included developing a best practice guideline for anti-racism in Alberta psychology and supporting the development and implementation of accessible training and supervision for current and future BIPOC therapists to practice within-community and minority-focused work as minoritized therapists. Furthermore, they recommended that the PAA facilitate sustainable, visible, and relevant opportunities for future and current therapists of colour to network and exchange knowledge. The PAA is grateful to the task force members for their inspiring work.

Awards Committee

Dr. Judi Malone (chair), Dr. Emma Climie, Dr. Kerry Mothersill, Dr. Erik Wikman, Dr. Jessica Van Vliet, Board Liaison – Dr. Sally MacLean

After hosting the PAA Awards & Welcome to the Profession Event online for the past two years, in 2022, we returned to an in-person gathering. Over 100 guests, award recipients, newly registered psychologists, and PAA volunteers joined us for an unforgettable night of celebration. The PAA Awards Adjudication Committee received 15 nominations for the PAA Awards, and 7 PAA members received awards. This committee meets twice yearly to review existing award nomination criteria, review award nominations, select the recipients of the awards, and review and address other issues related to awards.

Technology in Practice Task Force

The Task Force continues to focus on its mandate by the PAA, meeting approximately every 6 weeks to discuss and make recommendations on how to use technology in effective, efficient, and ethical ways within the practice of psychology. Highlights from the past year include two key activities: 1) restructuring and implementing the telepsychology survey to the membership as a follow-up to the 2019 survey, and 2) continuing to engage with Dr. Jonathan Perle on training and collaboration opportunities for psychologists in Alberta. Dr. Perle is an American expert in telepsychology and after writing a profile of a recent book for *Psymposium: "A Mental Health Provider's Guide to Telehealth: Providing Outpatient Videoconferencing Services"*, we were pleased to discover he will be a key speaker at the CAP sponsored training in October 2023, fulfilling one of our mandated tasks to support training activities for Alberta psychologists. Survey results have also been compiled and analyzed and are expected to be ready for distribution in the fall. Numerous articles were also written and published in *Psymposium*, reflecting on the intersection of technology and psychological practice. As a change from this past year, leadership of the group has adopted a co-chair model, to distribute tasks and share responsibilities, with Dr. Trevor Josephson, an original member of the Task Force taking on this additional role.

Enhance the Development of Psychologists Across the Career Lifespan



Ada Nieminen
CPD Officer

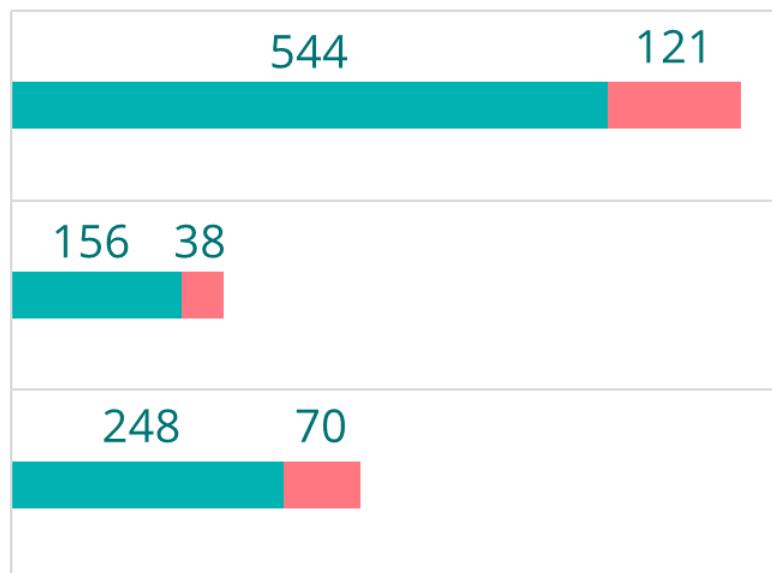
We nurture our profession through collaborations including the College of Alberta Psychologists. And our members benefit from a wide range of continuing professional development offerings, volunteer leadership opportunities on taskforces, engaged communities of practice, professional ethics round tables, and career-stage targeted programming. Special thanks to your PAA Board of Directors (with student, provisionally registered, early career, and full member representatives) and the PAA Technology in Professional Practice Taskforce.

**23 ASYNCHRONOUS COURSES
(665 PARTICIPANTS)**

**6 CO-SPONSORED CPD
(194 PARTICIPANTS)**

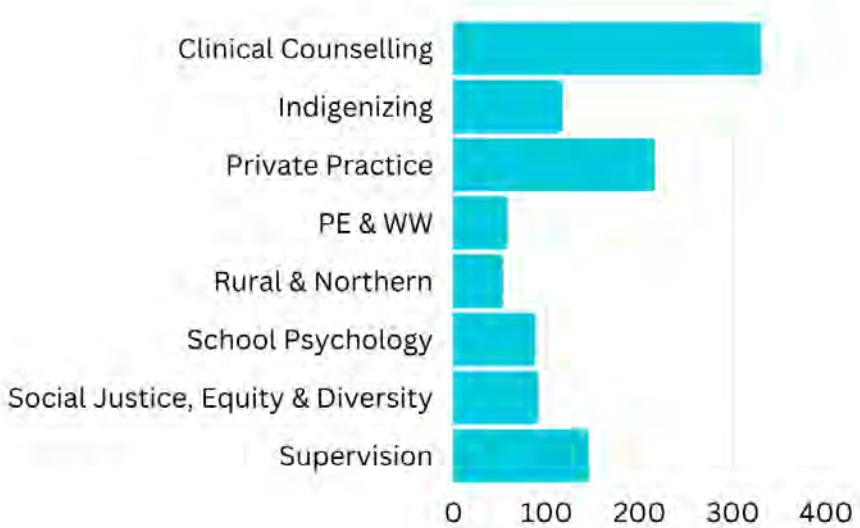
**14 LIVE WORKSHOPS
(318 PARTICIPANTS)**

■ Members ■ Non-members



PAA Communities of Practice

PAA's Communities of Practice on Collaborate are a place for members to connect, ask questions, and share in a secure online platform. Each Community of Practice is geared toward a specific area of practice and includes Clinical/Counselling, Indigenizing Psychology, Private Practice, Public Education & Workplace Wellness, Rural & Northern Psychology, School Psychology, Social Justice, Equity & Diversity, and Supervision.



Advocate for Psychology's Unique Value

Advocacy targeted the value of psychology in many areas including chronic pain, addiction, primary health care systems, family violence, healthy workplaces, federal mental health transfers, medically assisted dying, referrals to physicians, and access. Advocacy highlights include meetings with the Alberta Minister of Mental Health & Addiction and federal Shadow Critic for Mental Health, Addictions, and Suicide Prevention, and hosting our first Psychology Month Open House with extensive community and political engagement.

Communications



Kim Bernard
Communications
Officer

Psymposium

Psymposium is the official newsletter of the Psychologists' Association of Alberta. It is published five times a year with the purpose of fostering communication between psychologists and supporting the goals of the Association and the profession of psychology.

The newsletter is available to all PAA members on our website or by subscription, as well as to public subscribers and selected individuals and organizations interested in psychology. This year, Psymposium was read 5,340 times online. Thanks to our Editor-In-Chief, Dr. Michelle Vandegriend, and our columnists: Dr. Jon Amundson, Dr. Shelagh Dunn, Dr. Naheed Jawed, Dr. Jeff Chang, Dr. Gina Ko, Gwen Randall-Young, Dr. Marc Ross, Chris Shorrock, Dr. Michael Stolte, and Dr. Michael Zwiers.

PAA-CAP Town Halls

In 2022-23 PAA and CAP hosted five town halls in Grande Prairie, Lethbridge, Medicine Hat, Lloydminster, and virtually province-wide with 56 individuals attending in-person and over 200 online.

91

*Appearances of
PAA members on
various media
platforms*

46

Columns

20

News
Interviews

12
Radio
Interviews

5

Podcasts

February is Psychology Month!

On February 8, we hosted our first Psychology Month Open House to build awareness of the unique value of psychology in Alberta. During our 4-hour event, over 65 people stopped in to learn more about psychology and PAA.

1 Province-Wide Town Hall

81

Social
Media
Posts

4 PAA

Infographics,
Posters, and
Videos

2 Media

Appearances

Contributors: Dr. Judi Malone, Dr. Ganz Ferrance, Dr. Linda Hancock, Aimee Reimer, Dr. Brent Macdonald, Dr. Harpreet Gill, Dr. Megan McElheran, Dr. Gregor W. Jason, Dr. Joan Neehall, and many others who continue to speak about psychological topics in the media.

Professional Guidance



Dr. Harpreet Gill
Director of
Professional Guidance

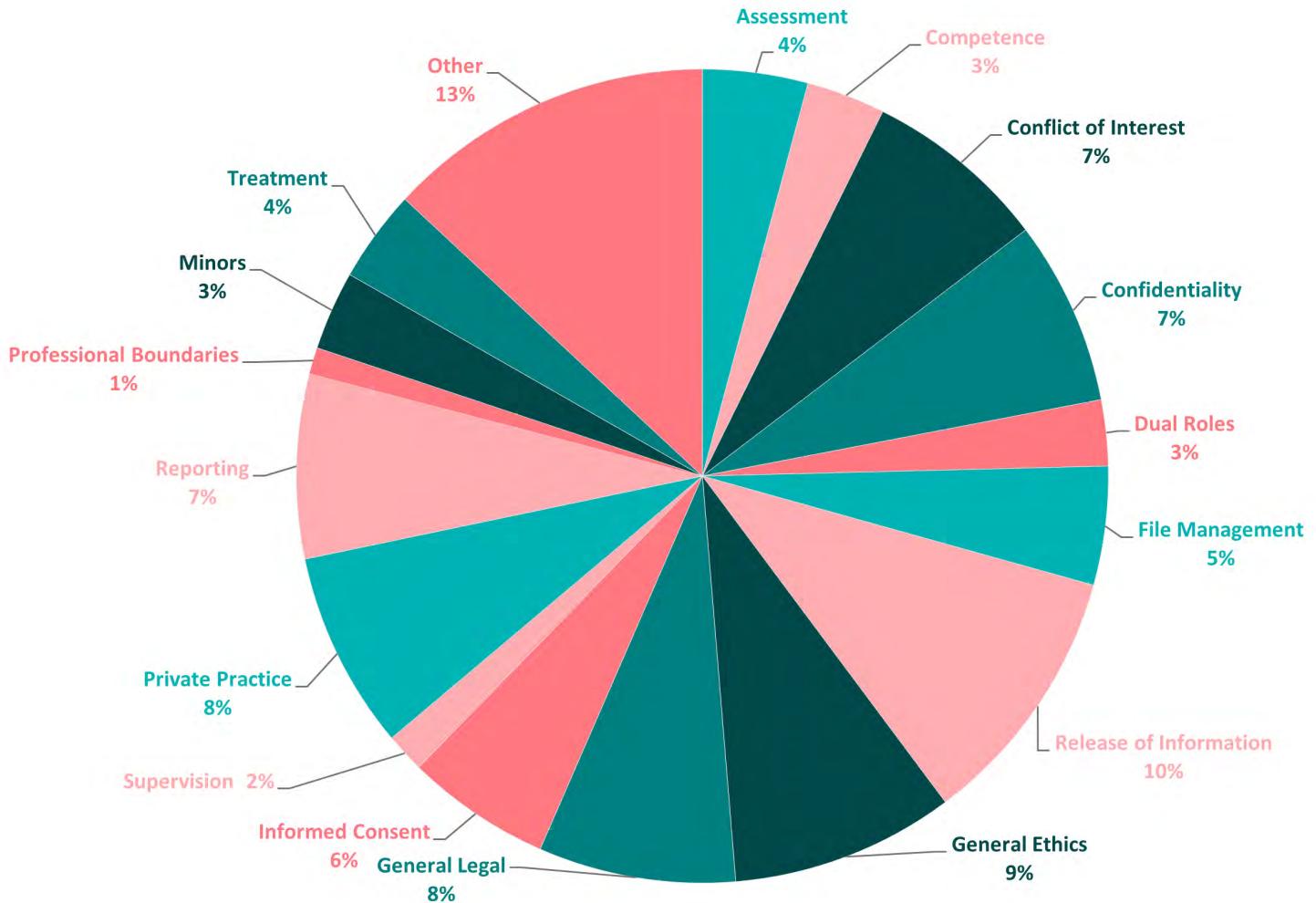
An Overview

In January 2023, PAA launched the Professional Guidance Program to provide guidance to registered psychologists facing ethical dilemmas and encourage ethical decision-making and practices. Psychologists facing an ethical dilemma or clinical concern have access to a library of resources and have the opportunity to discuss their concerns with the Professional Guidance Director or a Practice Advisor. The mission of this program is to enhance professional practice, circumvent problems, and educate psychologists on ethical standards and practices and how to apply them.

PAA responded to over 190 requests in 2022-23. This includes the guidance provided by our experienced Practice Advisors and our Professional Guidance Director, Dr. Harpreet Gill.

Our top three request topics for 2022-23 were, in order, Other (including complex family issues, jurisdiction, and supervision), Release of Information, and General Ethics.

Thank you to our volunteer Practice Advisors for their significant contribution to the PAA!



Professional Ethics Round Tables



Jiya Juneja
Professional Guidance Officer

An Overview

The PAA Professional Ethics Round Tables are a peer-support program intended to enhance ethical professional practice and decision-making. We held six sessions in 2022-2023; topics included Duty to Report, Billing Practices/Issues, Request to Release File Information- Minors, and Termination of Services. Some popular topics were reported.



Referral Service

The PAA has always strived to connect individuals seeking psychological assistance with the most qualified professionals. We understand the challenges faced by both clients and psychologists when it comes to finding the perfect match. With this in mind, we are thrilled to announce the 2023 launch of our new and improved referral service that promises to optimize the way psychologists and clients connect. We thank all referral service members for their ongoing participation with this valuable resource.



Psychological Services Fund

In 2022- 23, CMHA disbursed funds to Alberta psychologists for services provided to [fourteen](#) Albertans. The PAA Psychological Services Fund and the Amina Beecroft Endowment Fund were established in 2005 with the primary purpose of subsidizing psychological services to Albertans who could not otherwise afford such services.

PAA Position Statements

**Mental and behavioral health
publicly funded services
must reach parity with funding
for physical health
publicly funded services
based on the burden of disease.**

A Position Statement
of the Psychologists' Association of Alberta
www.paa-ab.ca



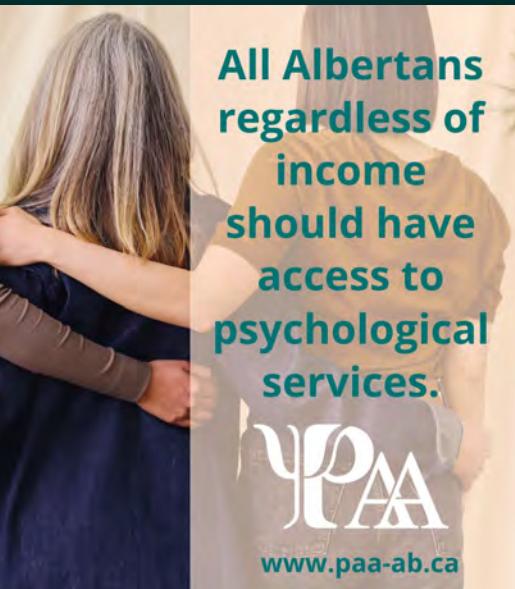
**Mental health counselling
and psychotherapy should
only be provided by
regulated health
professionals with at least a
master's degree in
psychology, counselling,
psychotherapy, social work
(in clinical practice), or by a
psychiatrist.**

**All Alberta
students
should have
timely access
to meaningful
and effective
School
Psychology
services.**

Special Projects

PAA benefits from our ongoing relationships with students and new graduates. We frequently welcome interns and summer students and often bid farewell to exceptional staff who have gone on to graduate studies in psychology and business.





Mental health counsellors and psychotherapists should be recognized by their professional title.

Use of the generic title "Mental Health Therapist" is a disservice to Albertans.

John Smith

REGISTERED PSYCHOLOGIST (AB)

A Position Statement of the Psychologists' Association of Alberta
www.paa-ab.ca



The services of psychologists for the assessment & treatment of mental health problems & disorders of Albertans should be covered by the Alberta Health Care Insurance Plan.



Albertans have a right to work in psychologically healthy workplaces.

A Position Statement of the Psychologists' Association of Alberta
www.paa-ab.ca

Discrimination harms, diversity strengthens, diversity increases tolerance and psychological health and is the model for a caring society.



Psychology Shaping the Landscape

Psychology Groups

- The Canadian Psychological Association
- The Council of Professional Associations of Psychology of Canada
- The American Psychological Association
- AHS Psychology Professional Practice Council

Health Groups

- The Alberta Pain Network
- APS Working Group on Chronic Pain
- AHS Addiction & Mental Health Strategic Clinical Network
- AHS Addiction & Mental Health Research Hub
- Collaboration with the other Health Professions Act Associations
- Family Physicians collaborative network for pain & addiction

Provincial Advocacy Groups

- CMHA Alberta
- Alberta Workplace Wellness Network
- Alberta Women's Health Leadership Council
- Alberta Palliative Care Competencies & Education Project
- Health Coalition of Alberta and AMHAC/psychiatry

Target Response Groups

- Alberta Region Parole Board
- CMHA Rural Mental Health Project
- CMHA Depression Advisory Council
- Edmonton/Calgary Community Mental Health Action Committees
- Family Violence Community Initiatives Project
- Blue Quills University addiction and mental health program

Psychology As a Profession

PAA, & our members, are committed to maximizing our impact through strategic relationships with other psychology groups in addition to maintaining a strong relationship with the College of Alberta Psychologists. That includes:

American Psychological Association

- Dr. Lana Hawkins was elected to the APA Council of Representatives
- Dr. Judi Malone as the CESPPA representative for Alberta
- Dr. Judi Malone serves on the APA Board of Professional Affairs

Canadian Council of Professional Associations of Psychology

Dr. Judi Malone serves as the liaison to CPA & to ACPRO (the regulators)

Canadian Psychological Association

- Dr. Mitch Colp serves on the CPA board representing the practice
- Dr. Judi Malone serves on the Professional Affairs Committee for the CPA

Association of Canadian Psychology Regulatory Organizations

Dr. Judi Malone serves as the liaison of the provinces to ACPRO

Alberta Health Services

Dr. Judi Malone participates in the:

- AHS Professional Practice Council for Psychology
- AHS Opioid Use in Pain Management Working Group
- AHS Addiction and Mental Health SCN Core Committee Members
- AHS Addiction & Mental Health Strategic Clinical Network
- Alberta Mental Health Research Hub – Addictions & Mental Health

Promote the Psychological Health of all Albertans

PAA's ongoing media coverage, high social media engagement, and targeted public education presentations are all thanks to our team of dedicated volunteers and media psychologists. Highlights include the PAA/CAP Joint Taskforce on Truth and Reconciliation, PAA's Racism in Alberta Psychology Taskforce, and the PAA Disaster Response Network for the pandemic. We committed our annual September Psymposium to TRC in Alberta psychology and launched our PAA Human Rights Audit.



Our Board



President
Claire Petersen



President-Elect
Heather Gower



Board Custodian
Mira Singh



Past President
Nicki Wilson



Treasurer
April Salciano



Early Career Representative
Dr. Sandra Dixon



Student Representative
Katherine Archibald



Member-at-Large
Tamara Austin



Member-at-Large
Dr. Jacqui Linder



Member-at-Large
Dr. Sally Maclean



Provisional Representative
Samantha Gruber

President's Note

I am both grateful and honoured to be serving PAA again this year as your president. I am eager to get to work on your behalf alongside the other members of the Board of Directors: Nicki Wilson (Past-President), Mira Singh (President-Elect), April Salciano (Member at Large), Tamara Austin (Member at Large), Dr. Sandra Dixon (Early Career Representative), Samantha Gruber (Provisional Representative), and Katherine Archibald (Student Representative). We are also excited to welcome Chris Pawluk (Treasurer) and Dr. Quintina Bearchief-Adolpho (Member at Large) to the board and look forward to the fresh perspective and unique experiences they bring with them.

I would also like to take the opportunity to extend heartfelt thanks to our outgoing board members. This year, we fondly say farewell to three board members that I have the utmost admiration and respect for: Dr. Sally MacLean, Heather Gower, and Dr. Jacqui Linder. We wish each of you all the best and continued success as you pursue other projects, roles, and opportunities. Thank you for your service, leadership, and commitment to the advancement of our profession.

Finally, it is with sincere gratitude that I wish to thank and recognize each of you, as our members, for your hard work, dedication, and contributions to psychology. This past year has not been without its challenges. However, I am continuously amazed by the resilience and grit that I witness when talking with psychologists across the province. May the upcoming year feel steadier as we continue to advocate for psychology in Alberta and promote the well-being and potential of all Albertans.

Together, we are all PAA.



Claire Petersen
PAA President

Ensure Financial Sustainability

We projected, and experienced, strong revenue that balanced pandemic-related cost increases. With strong fiduciary management and increasing membership, PAA realized a surplus. Your engaged strategic leaders, the PAA Board of Directors, wisely invested in projects targeting membership benefits which included the PAA Professional Guidance department, enhanced continuing professional development options, marketing, and a solid capital assets reserve.

Treasurer's Note

I am pleased to report to the PAA membership on the financial status of the association for the 2022-2023 fiscal year. PAA's audited financial statements for the fiscal year 01 April, 2022, to 31 March, 2023, ended with a small surplus. The association's net assets remained stable. Notably, PAA continued to show slightly increased revenue from membership growth, workshops, and website advertising. There were no major changes to the budget or financial status of the PAA.

PAA's strong financial status provides a solid foundation upon which we can improve services to members, including the addition of professional guidance services, improved referral services, and additional professional learning. As treasurer, ensuring funds are wisely spent to provide benefits to members in the short, medium, and long term remains a high financial priority. In accordance with our bylaws, Mahon + Associates Chartered Professional Accountants served as the auditor.

On the Board's behalf, I take this opportunity to thank them for their outstanding service. I'd also like to express my thanks to all PAA staff, board members, and key contributors for their prudent and responsible approach to managing our budget and financial resources. Financial statements can be accessed by request. For more information, contact the PAA office.



Chris Pawluk
PAA Treasurer

Statement of Financial Position March 31, 2023

ASSETS

CURRENT

Cash	\$1,593,965
Prepaid expenses	\$22,788
	\$1,616,753
Capital Assets	\$107,705
Security Deposits	\$7,214
	\$1,731,672

LIABILITIES AND NET ASSETS

CURRENT

Accounts payable & accrued liabilities	\$39,044
Goods and services tax payable	\$6,641
Wages payable	\$10,011
Deferred revenue	\$667,665
	\$723,361

NET ASSETS

Unrestricted	\$879,379
Internally restricted	\$21,227
Invested in capital assets	\$107,705
Total Net Assets	\$1,008,311

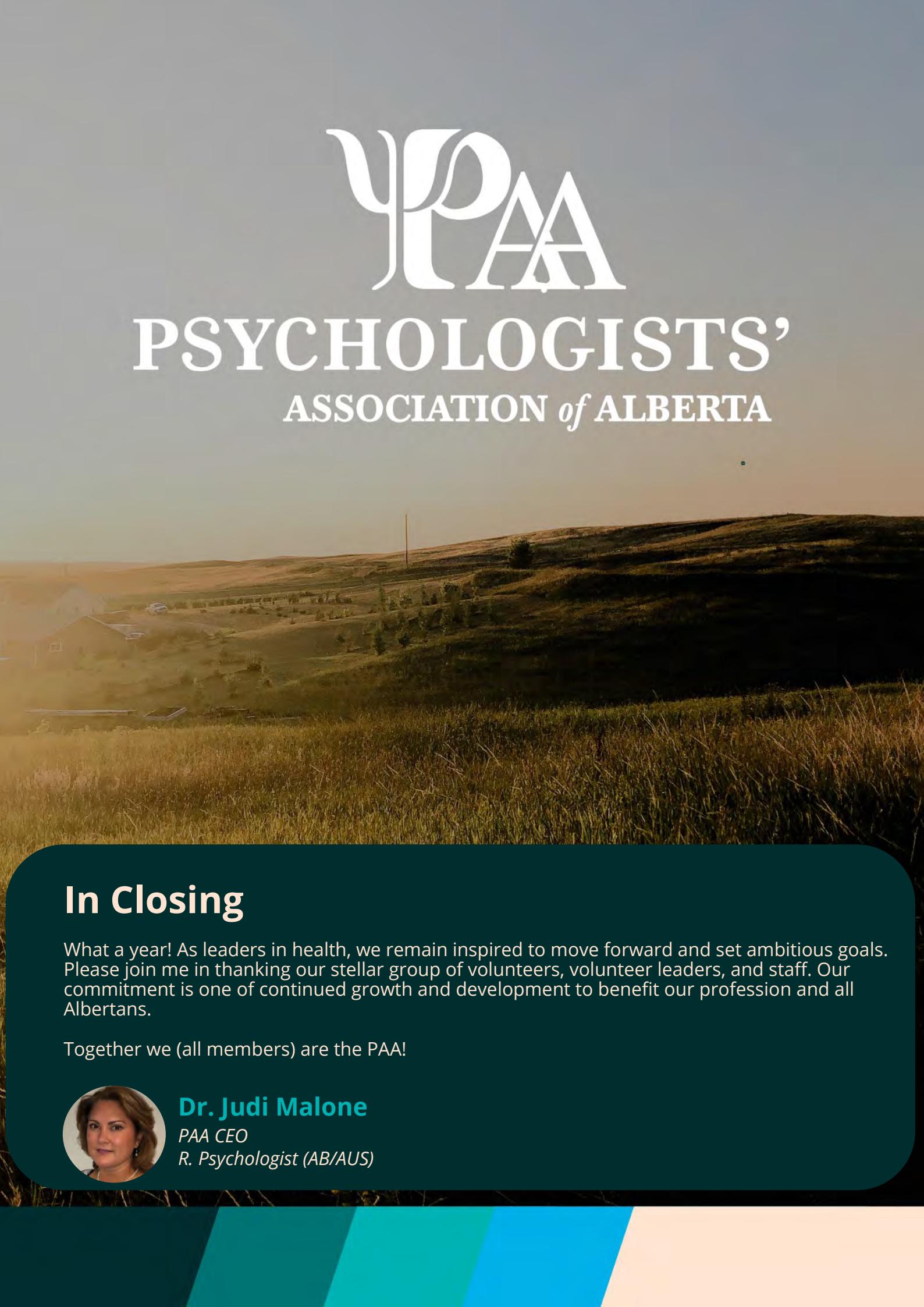
Total Liability & Net Assets **\$1,731,672**

Statement of Changes in Net Assets

Net Assets - Beginning of year	\$1,029,788
Excess of revenues over expenses	\$(21,477)
Net Assets - end of year	\$1,008,311

Statement of Operation

Revenues	\$974,720
Expenses	\$(955,389)
Other Expenses	\$(40,808)
Excess of Revenues over Expenses	\$(21,477)



PAA

PSYCHOLOGISTS' ASSOCIATION *of* ALBERTA

In Closing

What a year! As leaders in health, we remain inspired to move forward and set ambitious goals. Please join me in thanking our stellar group of volunteers, volunteer leaders, and staff. Our commitment is one of continued growth and development to benefit our profession and all Albertans.

Together we (all members) are the PAA!



Dr. Judi Malone

PAA CEO

R. Psychologist (AB/AUS)