



Canadian Association of Occupational Therapists

Your career partners for life

Annual Report

2014- 2015

Our Mission

To advance excellence in occupational therapy.

Our Vision

All people in Canada will value and have access to occupational therapy.

Our Values

- Integrity
- Accountability
- Respect
- Equity



President's Message



In my role as CAOT President, I have been continually reminded of the positive nature and core values of those who work in the occupational therapy profession in Canada. Travelling across

the country over the past year, attending events and meetings, and through my many and varied interactions with CAOT members, I feel lucky to be part of a community of such dedicated professionals.

We are truly an open-minded group with a commitment to driving continuous improvement and an ongoing thirst for learning. This was well demonstrated through our exploration of the link between social justice and occupational therapy at the 2015 CAOT conference in Winnipeg. To me, nothing personified our Association values – integrity, accountability, respect and equity – more than the chosen theme of “Occupational Justice: Rising to the Challenge”. As occupational therapists, we strive to ensure that Canadians have access to the supports they need to fully participate in the occupations of life. Understanding and removing barriers – whether they are physical obstacles or other types – is what we do best. I believe that our conference workshops, speakers and networking events inspired all who attended to take new learnings back to their practice, to further enhance justice in our communities through our work.

Like the members we represent, CAOT is forward thinking, committed and willing to explore new ideas to produce better outcomes. The expanded scope and relevance of our professional development programs – our webinars, workshops and forums – are testament to this commitment, and enjoyed significant attendance increases throughout the year. As well, our scientific journal, the *Canadian Journal of Occupational Therapy*, was cited at a

record frequency level in 2014-2015, signalling the impact it has on leading-edge practice. And the Fall issue of *OT Now* was an open access issue looking at *Occupational Therapists as Agents of Change: Improving the Lives of Canadians*. It contained thought-provoking snapshots of occupational therapists as change agents – all contributing to the increased public visibility and recognition that our profession has so richly earned.

Our Association must think “outside the box”, as our current and complex health care environment requires us to adopt new ways of thinking and continually evolve. I want to commend our Board of Directors for the energy and insight they put into our 2015 strategic planning exercise, lending their expertise in shaping our Association direction for continued vibrancy and long-term sustainability. I’d also like to thank Executive Director Janet Craik and the talented national office staff for the quality programs and resources that they steward through development and delivery as champions of ‘all things’ related to occupational therapy.

On behalf of the CAOT Board of Directors, I wish to re-affirm our promise to you, our valued members. Over the past year we have been mindful of our role as Canada’s occupational therapists’ career partners for life. We continue to strive to achieve our objectives; to advance occupational therapy in Canada, to provide leadership to actively develop and promote the profession; to ensure that occupational therapy services are valued and respected; and to ensure that Canadians will have access to occupational therapy to meet their occupational needs.

Lori Cyr, President

Executive Director Message



CAOT moved forward with confidence and strength in 2014-15; confident that our Association is operating effectively and increasingly strategically, and strongly positioned in our leadership roles

as advocate for the profession, convenor of the occupational therapy community and knowledge hub for resources that support excellence in client-centred practice.

Our environment is a challenging one. As occupational therapy professionals know first-hand, the health care environment has changed, as we find ourselves operating within a complex system that is not always as supportive as we wish. Our goal at CAOT is to improve this situation. Canadians deserve the best that occupational therapy can provide and we must do all we can to advocate for its benefits. For 90 years, CAOT has had a critical role to play in the advancement of occupational therapy in Canada. We are an essential part of the solution to ensure occupational therapy is a valued component of health service delivery. We do this in many different ways and at the individual and population levels, and by our efforts to influence public policy to effect better occupational outcomes. This happens when we personally interact with Canadians, through our educational efforts, our outreach, our advocacy work and through the partnerships and alliances we form and nurture.

Over the past year especially, it has been increasingly evident that collaboration and working together is the best way forward in realizing our collective vision. By aligning with our partners, and coalition building across the health care spectrum, we leverage our partners' best efforts and share resources and ideas.

I am particularly proud of the leadership role CAOT is playing in the "G8" coalition. As the current Chair of the Coalition, I can state that

we are working particularly hard to seek the funding we need for the innovative projects that will create better service delivery, improve public health and build new and sustainable health practices. I look forward to continuing this focus in the future.

Our advocacy efforts are gaining traction as well. The March 31st reception we held on Parliament Hill helped to establish dialogue with 17 Members of Parliament and their staff. Following our Hill event, I had a fruitful meeting with officials at the Prime Ministers' Office. Later, I was fortunate to have a one-on-one meeting with Dr. Gregory Taylor, Canada's Chief Public Health Officer.

CAOT has made strides in developing a stronger public presence. For example, our CarFit program, a community-based partnership with CAA, had a very successful first year 'carfitting' more than 750 older drivers by providing them with a comprehensive review of how well they 'fit' with their vehicle. All this while addressing the sensitive societal issue of older driver safety.

During this era of rapid change, CAOT will continue to ensure that decision-makers, health care professionals and all of our stakeholders understand the importance of occupational therapy in all practice settings, and will remain both responsive and proactive in our approach to the future. CAOT will continue to support its members with the tools and information they need to succeed. As I reflect on 2014-15, I want to thank our members for making our work so rewarding. Thank you for your tremendous support and advice as we move forward together and continue to make CAOT a vibrant and sustainable association.

Janet Craik, Executive Director

CAOT Has a New Home

In June 2015, we officially re-located to our new office on Colonnade Road in Ottawa. At approximately 8000 square feet, our new offices are bigger, brighter and designed just for CAOT. CAOT has invested in our own building, which we have thoughtfully renovated and updated. Our headquarters now feature universal design, ergonomic workspaces and the best in advanced technology. The offices also feature employee-friendly standing desks and open spaces that foster collaboration.

To celebrate and show off our new digs, CAOT hosted our first-ever Open House. Attended by members, Board, staff and external stakeholders, it



was such a success that we've decided to make it an annual event. Be sure to join us in October 2016!

We're Growing: CAOT Membership

The professional interests and needs of Canadian occupational therapists inform every aspect of CAOT operations, from advocacy efforts to professional practice activities. Our single-minded focus on member needs is bearing fruit – CAOT membership is on the rise! As of September 30, 2015, we had 9036 members and associates.

We continue to explore membership outreach ideas to build our membership. In 2014-15, we made a special effort to reach out to the post-secondary institutions that offer occupational therapy entry programs. Our student outreach featured 25 pizza lunches at 14 schools across six provinces, engaging our next generation of occupational therapists and outlining for them the products and services that CAOT makes available as part of their membership benefits. Other types of membership outreach met with success, including our Knowledge Exchanges and Member Forums, where we have the opportunity to reach out to our Members in their workplaces across the country. A new initiative this year involved the placement of welcome orientation calls to new members,

I feel that CAOT has always been there to answer questions and support occupational therapy practice.

~ CAOT Member

from the national office membership team. This proved to be a most appreciated interaction, letting members know about the full line-up of CAOT benefits, answering any questions, and generally building the foundation for an ongoing relationship.

Corporate Associate memberships are growing, too; with 23 in place after just one year, drawn from large and small businesses – from medical equipment suppliers to professional services firms to insurance providers. This new category of CAOT membership is comprised of organizations that share CAOT's professional interests, values and goals. In return, Corporate Associates receive a range of CAOT benefits including significant profile in CAOT publications, access to the Product Recognition Program and exclusive advertising opportunities.

Outreach

Member outreach, along with business development initiatives and special events were as geographically diverse as they were interesting in 2014-15. Some of the highlights:

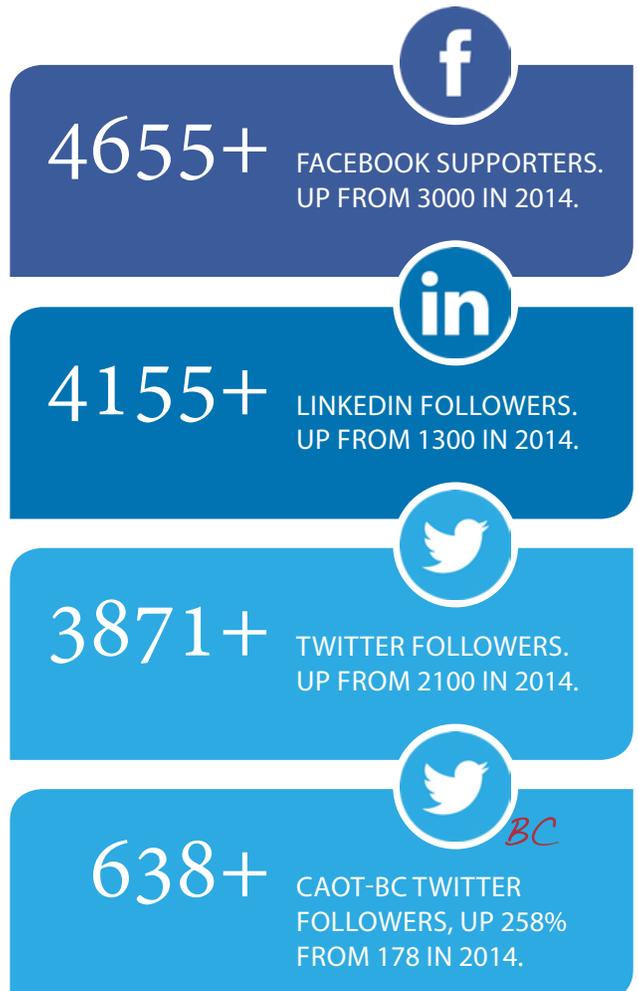
- Toronto: Shoppers Home Health Care Innovations Conference, November, 2014
- Ottawa: CAOT Inspirational Talks: Enabling and serving the community of occupational therapy, October 6th, 2014
- Vancouver: Vancouver General Hospital, January 19th, 2015
- Vancouver: Burnaby Hospital, January 20th, 2015
- Vancouver: Royal Columbian Hospital, January 21st, 2015
- Paris, France: 3^e Assises Nationale Française d'Ergothérapie, April 2nd and 3rd, 2015
- Nashville: American Occupational Therapy Association's Conference, April 16th -19th, 2015
- Toronto: Meeting with SunLife Financial (Affinity Partner), April 22nd, 2015
- Oakville: Medichair Conference, April 22nd - 23rd, 2015
- Winnipeg: CAOT National Conference, May, 2015
- Brighton, UK: British Association of Occupational Therapist's Conference, June 30th - July 2nd, 2015
- Richmond, BC: Rehab Expo, September 9th, 2015
- Halifax: Dalhousie University, September 14th, 2015
- Moncton: Occupational Concepts, September 15th, 2015
- Charlottetown: Knowledge Exchange, September 16th, 2015
- Kingston: OSOT Conference, September 24th - 26th, 2015
- Whitehorse: Home Care, September 29th, 2015

Digital CAOT

Great communication from CAOT to inform members of CAOT activities.

~ CAOT Member

CAOT's digital imprint grew in 2014-2015. Social media continues to be an effective and interactive tool that fosters connectivity amongst our members. CAOT is focused on three main social media platforms – LinkedIn, Facebook and Twitter. We measure our activity and are excited about our exponential growth over the past year!



CAOT Product Recognition

CAOT has a special program to formally recognize occupational therapy-related products through the CAOT Product Recognition Program. CAOT uses a peer-review process to award our Seal of Recognition, helping potential users to make informed decisions on which products to choose that will allow them to engage in everyday occupations.

A successful applicant may use the Seal of Recognition, "Recognized by the Canadian Association of Occupational Therapists", to describe the recognized product in product advertising pre-approved by the Association.

As of the end of September, CAOT has six products which are recognized under the product recognition program. These are the four different Stanna Stairlifts and the two Stander Handybars. Each of these has its own product recognition report which features:



The CAOT Seal of Recognition

Leaders in Occupational Therapy Support

CAOT has accomplished a great deal in furthering the profession's knowledge and learning, in support of our organizational mission to advance excellence in occupational therapy. In the past year we:

I LOVE the lunch and learns. The topics are very relevant!

~ CAOT Member

- hosted 38 "Lunch and Learn" webinars,
- held 13 Workshops, with an estimated 343 numbers of participants,
- featured an entirely open access issue of *OT Now*, our Association's practice magazine, in September/October with the theme: *Occupational Therapists as Agents of Change: Improving the Lives of Canadians*,
- had citations of articles published in the *Canadian Journal of Occupational Therapy*, our scientific journal, hit a record frequency level, which raised the journal impact factor (the ranking indicator) to 0.915,
- received a CIHR planning and dissemination grant of \$10,000 to hold a strategic meeting with selected experts and stakeholders to develop a national agenda for research, training, practice and policies to support drivers with musculoskeletal issues and arthritis, and
- launched a best-seller; our "OT Starter Kit" – a bundle of three renowned CAOT publications (*Enabling I*, *Enabling II* and the *COPM*) offered at only \$99 as a valuable introductory offer for occupational therapists just starting their career. Over 400 kits were sold!

CAOT Innovation

At CAOT, we're always striving to find new and better ways to serve our Members. We constantly look for new ideas, new partners and new channels to reach, inform and involve CAOT members across the country. In 2014-15 we:

- held our first ever virtual Annual General Meeting (AGM). It was a rousing success and was officially the best attended in our history,
- established a record 18 sites for the National Occupational Therapy Certification Examination (NOTCE). In the November session we registered 618 writers across those 18 sites, and in July there were 212 writers over 14 sites,
- launched our YouTube channel featuring CAOT's Inspirational Talks, conference presentations and speaker addresses and

Today as a retired OT I am proud of
the work CAOT is doing.

~ CAOT Member

more. Be sure to subscribe if you haven't already, and

- participated in the Advisory Panel on Health Care innovation ("The Naylor Report") which was tasked with identifying the five most promising areas of innovation to sustainably reduce health spending while leading to improvements in the quality and accessibility of care.

CarFit – Driving CAOT to Success

CarFit, a grass-roots educational program designed to promote older driver safety, greatly expanded over the past 12 months. CAOT, in partnership with the Canadian Automobile Association (CAA), created the program to address a sensitive societal topic – are our seniors fit to stay driving? Occupational therapists assess older driver needs and capabilities, providing advice and tools to improve drivers' 'fit' for their vehicles and for today's driving conditions. CAOT organized training and volunteer-led program events in seven provinces where five instructors, 81 coordinators and 152 technicians collectively "carfitted" more than 750 older drivers. We have also developed a 'first' in the world, a French version called "AutoAjuste," launched in Trois-Rivières in September, 2015, to wide acclaim.



CAOT Annual Conference

This year's annual conference, held May 27th-30th in Winnipeg, was an outstanding success! More than 516 delegates from across Canada and around the world attended. The theme, "*Occupational Justice: Rising to the Challenge*," was well suited to our Winnipeg location, close to the newly-opened Canadian Museum for Human Rights, allowing delegates to reflect on how to promote and support health using occupation in a socially-conscious way. The Museum also provided an enchanting backdrop for our gala dinner, titled "A Night at the Museum."

CAOT Conference 2015 contained a number of firsts, including our first year offering a mobile conference app for those wanting to access their conference itinerary and information on their phone. CAOT was also proud to source delegate bags made from reclaimed street

banner material that would otherwise go to the landfill, and sewn by people living with mental illness challenges who had been coached by members of a community service cooperative called Common Thread.

A great deal of gratitude and sincere thanks go to our 2015 Conference Host Committee, with co-convenors Natalie MacLeod Schroeder and Gina De Vos, backed by committee chairs Alana Hosegood (Volunteer), Cara Brown (Accessibility), Emily Ewert (Social) and Susan Hales (Marketing).



It's great to be surrounded by like-minded colleagues!

~ Conference 2015 Delegate

I love learning about current best practice and research.

~ Conference 2015 Delegate

The chance to network is priceless!

~ Conference 2015 Delegate





CAOT Awards

2014-2015 Recipients

Muriel Driver

Life Membership

Fellowship

Honorary Membership

Leadership in Occupational Therapy

Award of Merit

Isabelle Gélinas

Sandra Hobson

Pat McKee

Huguette Picard

Margo Paterson

Dr. Alex Mihailidis

Marlene Stern

Elin Schold-Davis

Christie Brenchley

Carol Morrison

Innovative Practice

CAOT-BC Outstanding Occupational Therapist of the Year

Golden Quill

Danielle Hogan

Crystal Dieleman

Chris Everdell

Dianna Mah-Jones

Rebecca M. Aldrich

Caroline Harkins

McCarty

Brian A. Boyd

Caitlin E. Bunch

Cathrine B. Balentine



Advocacy and Representation

2014-15 was a big year for CAOT's advocacy efforts. CAOT continued to build as the voice of occupational therapists, advocating for progressive policy and legislation that will result in better health outcomes. We focused our efforts at the federal level leading up to the 2015 election and worked in concert with other national groups for better health and social services. Some highlights of 2014-15 include:

- the **Federal Election Play Book** was developed for use by all members,
- our CAOT "**Day on the Hill**" was held March 31st, 2015 and featured a reception on Parliament Hill. We had a great turnout with 17 Members of Parliament and their staff attending,
- a **Prime Minister's Office (PMO) meeting** took place on April 1st, 2015. CAOT Executive Director, Janet Craik, attended a meeting with officials from then-Prime Minister Stephen Harper's office. The meeting's aim was to raise awareness about the role of occupational therapy in serving the needs of Canadians,
- OT Month featured our first ever "**CAOT Inspirational Talk**" held in Ottawa on October 14th, 2014. This "Ted-Talk-style" event featured three keynote speakers. A group of students from Montreal was invited to connect with the occupational therapy professionals on site. Given that 80 people attended this public event, CAOT Inspirational Talks look to be a popular OT Month addition,
- CAOT President, Lori Cyr and CAOT Executive Director, Janet Craik attended the **International Occupational Therapy Summit** held in Nashville, Tennessee, and
- CAOT joined other members of Canada's Health Action Lobby (HEAL) to sign on to the "**DemandaPlan**" campaign with other members of the Alliance for a National Seniors Strategy, to support an initiative endorsing a national strategy to provide proper health and social services for seniors.

Strategic Health Partners

CAOT represents the interests of occupational therapists and their clients in the larger community through our partnerships with other national professional organizations. We do this by contributing to national coalitions and task forces, and through formal and informal alliances with organizations in order to present a strong, collective, national voice and to influence healthcare at all levels of government. In 2014-15, we worked especially closely with:

- **The Health Action Lobby (HEAL)**. HEAL is a coalition of national health and consumer associations and organizations dedicated to protecting and strengthening Canada's healthcare system. It represents nearly 650, 000 health professionals across Canada,
- **The "G8,"** which includes eight Canadian associations with similar goals and values to CAOT. CAOT's Executive Director, Janet Craik, is the G8 Chair until December 2016. This group includes The Canadian Pharmacists Association, The Canadian Association of Social Workers, Speech-Language and Audiology Canada, The Canadian Physiotherapy Association, The Canadian Psychological Association, Dietitians of Canada and The Canadian Chiropractic Association,
- **Occupational Therapy Canada (OTC)**, which is a national coalition of regulators, educators, CAOT and the Canadian Occupational Therapy Foundation (COTF). OTC promotes information sharing and coordinated action and planning on strategic priorities to further the development of the occupational therapy profession. Given the considerable challenges that confront the profession, each of these organizations recognizes the importance of developing a collective voice to more effectively advance these goals.



CAOT – BC

CAOT-BC celebrated its fourth birthday in 2014-2015! The year was a busy one with focused efforts on public awareness, promotion and representation. Aside from a five per cent increase in our membership and regular representation at multiple BC consumer, inter-professional and intra-professional events, some of the 2014-2015 highlights included:

- a partnership with The Pace Group to launch the 2014-2015 Public Awareness Campaign in March, 2015 with financial contributions by BC individuals and occupational therapy companies,
- publishing the 2014-2015 Private Practice Directory (BC),
- partnering with UBC's Department of Occupational Science and Occupational Therapy on a research paper about the manpower needs of private sector occupational therapy in BC.
- year 2 of the CAOT-BC Research and Education Grant,
- CAOT-BC Occupational Therapist of the Year award—Congratulations to Dianna Mah-Jones,
- written submissions to the Government of BC Select Standing Committee on Health and to the Ministry of Health on the value of occupational therapy to the health and well-being of British Columbians, and
- representation on provincial government committees, task groups and other meetings including Health Sciences Association, Driver Fitness Advisory Group (BC), BC Workforce Collaborative, Pediatric Occupational Therapy Council, Professional Alliance of Canada, Occupational Therapy and Aboriginal Health Network, and Shared Services BC.

Great job on both the radio and TV to represent OT and educate the public around what we do, and the importance of health promotion and prevention!

~ CAOT-BC Member

CAOT Board of Directors 2014-2015

President

Lori Cyr

Treasurer

Jean-Pascal Beaudoin

British Columbia

Les Smith

Alberta

Judy Lee

Saskatchewan

Cheryl Johnston

Manitoba

Lisa Diamond-Burchuk

Ontario

Phillip Wendt

Quebec

Martine Brousseau

New Brunswick

(Vice-President)

Nicola MacNaughton

Nova Scotia

Carolyn Kelly

Prince Edward Island

Marilee Miller

Newfoundland and

Labrador

Melissa Greene

Northwest Territories/

Nunavut/Yukon

Alison Sisson

External Member

Elliot PausJenssen

World Federation of Occupational Therapists (WFOT) delegate

Sandra Bressler

CAOT National Office Staff 2014-2015

**Director of Government Affairs
and Policy**

Havelin Anand

CAOT-BC Managing Director

Giovanna Boniface

Chief Operating Officer

Mike Brennan

**Business Administrator/Finance
Coordinator**

Mursalin Chowdhury

Executive Director

Janet Craik

**Membership Services
Representative**

Christine Dettweiler

Director of Standards

Alison Douglas

**Membership Services
Representative**

Chantal Houde

Human Resources Manager

Suzanne Maurice Kay

**Membership Assistant
Manager**

Tracy Kelso

**Professional Development
Coordinator**

Christina Lamontagne

**Director of Professional
Practice**

Julie Lapointe

**Exam and Accreditation
Coordinator**

Ryan McGovern

Publications Administrator

Stéphane Rochon

Project Coordinator

Jeanne Salo

Executive Assistant

Andrea Santos

Conference and Advertising Manager

Lisa Sheehan

Graphic Design and Production Manager

Danielle Stevens

Membership Services Manager

Diane Wessman

Business Development Manager

Jessica Walsh

Director of Finance

Yu (Vicky) Wang

Business Administrator

Jiwen Zhang



Front row (from left to right) Havelin Anand, Janet Craik, Mike Brennan; Back row (left to right) Chantal Houde, Tracy Kelso, Mursalin Chowdhury, Julie Lapointe, Danielle Stevens, Jessica Walsh, Diane Wessman, Suzanne Kay, Lori Cyr (President), Giovanna Boniface, Christina Lamontagne.

Finance

CAOT ensures that all activities and resources of the Association are used effectively to address strategic initiatives and member services and supports.

2014-2015 Statement of Operations

Revenue

Membership/Exam Fees	\$2,212,546
Publications	\$647,219
Contribution Agreements	\$15,953
CAOT Conference	\$315,251
Membership Services	\$389,639
Realized investment income	\$50,913
Unrealized gain (loss) on investment	(\$66,985)
Insurance Premiums Earned	\$427,117
Rent	\$48,528
Product Recognition	\$15,678
Other	\$6,583

Actual Total Revenue	\$4,062,442
Budget	\$2,646,277
2013-2014 Actual	\$4,054,200

Net Assets,

Beginning of Year \$2,996,285

Expenses

National Office Expenses	\$1,281,437
Publications	\$580,269
Membership Services	\$1,069,491
Contribution Agreements	\$15,953
CAOT Conference	\$306,690
Governance	\$103,453
Canadian Occupational Therapy Foundation	\$100,000
Divisions/Committees	\$114,990
Representation/Communications	\$32,841
Property Expenses	\$86,985
Claim Expenses	\$55,425
Insurance Commission Paid	\$256,239
Insurance Administration	\$87,362
Product Recognition	\$34,339

Actual Total Expenses	\$4,125,474
Budget	\$2,980,366
Special Project Spending	\$68,788
2013-2014 Actual	\$3,902,422
2013-2014 Special Projects	\$28,020
Net Revenue 2014-2015	\$(131,820)

Net Assets, End of Year \$2,864,465

This information is intended as a brief summary statement of CAOT finances. CAOT's audited financial statements are available online at www.caot.ca. Members may also request a copy by contacting the national office at 1-800-434-2268 ext. 248 or by emailing finance@caot.ca. The reports will be presented at CAOT's Annual General Meeting on March 30, 2016, 12:00pm to 12:30 pm Eastern Daylight Time. For more information, please visit www.caot.ca/agm

