

CANADIAN ASSOCIATION OF OCCUPATIONAL THERAPISTS

# ANNUAL REPORT

2020 | 2021



**CAOT · ACE**

Canadian Association of Occupational Therapists  
Association canadienne des ergothérapeutes

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



# TABLE OF CONTENTS

02	Leadership Message
03	Who We Are and What We Do
04	CAOT Strategic Priorities 2019-2022
05	Foster a Community of Members
05	COVID-19 Response
07	Engagement and Outreach
09	CAOT's Reach
10	Advocating for Change
10	Support in Action
12	Awareness of Occupational Therapy
14	Practice Resources
15	Partner and Coalition Initiatives
18	Truth and Reconciliation
20	CAOT Virtual Conference 2021
21	Advancing Excellence
21	Professional Development
24	Safeguarding the Profession
24	Quality Education
25	CAOT Awards
26	Financial Highlights 2020-2021
27	CAOT Acknowledgements
28	CAOT Staff

# LEADERSHIP MESSAGE



Giovanna Boniface,  
CAOT President



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

It's been said that adversity doesn't build character, it reveals it. On behalf of the CAOT team, we applaud everyone in the occupational therapy community for how you have risen to the challenge over the past year and responded to the pandemic's shifting demands. We know it hasn't been easy to deal with such uncertainty as we changed how we work, live, and interact, but your resourcefulness and commitment in this time of crisis have been remarkable.

Occupational therapists (OTs) have always been known as experts in adaptation, so it's been inspiring to see many OTs embracing new work roles and redeployments in support of vaccination efforts and shifting practice delivery in the face of the pandemic. Your flexibility during these rapidly changing conditions has further anchored the role of occupational therapists as vital health care professionals.

The global health crisis has also continued to expose the oppressive, unjust systems and existing health and social inequities that are present in Canada and around the world. At CAOT, we are committed to a journey of healing in solidarity with Indigenous communities and organizations as we tackle the challenges ahead of us.

The organization first answered the call for action three years ago with the creation of its Truth and Reconciliation Commission (TRC) Task Force, which has worked tirelessly to develop an action plan for the profession that fosters reconciliation and decolonization of occupational therapy. In addition, the TRC Task Force developed a list of resources to support OTs and occupational therapist assistants (OTAs) as they set aside time to reflect and honour Canada's first national Day for Truth and Reconciliation on Sept. 30, 2021.

CAOT also joined several other Canadian occupational therapy organizations to begin collaboratively co-creating a Joint Position Statement on Equity and Justice to take action against racism and oppression. Along with a group of dedicated volunteers, we are looking forward to sharing this work later in 2022.

Through all these changes and prolonged uncertainties, CAOT has remained the voice of the occupational therapy profession in Canada. We have been focused on stability, collaboration, and meeting the immediate needs of our members. As we look towards celebrating our 100th anniversary in 2026, we are committed to making the profession stronger by fostering a community of members and advocating for change, all while advancing excellence and ensuring that Canadians have access to occupational therapy.

As the feedback to our membership satisfaction survey demonstrated in January 2021, CAOT is effectively delivering on these priorities by successfully creating connections within the OT community, offering a wide range of professional development opportunities, and representing the profession to advocate and reduce obstacles to occupational therapy across the country. You'll find many examples of these achievements, partnerships, and celebrations of excellence from the past year in the pages of this annual report.

Looking forward, CAOT will continue to keep the health and safety of the OT community a main priority with updated COVID-19 information and resources, while addressing the serious impacts created by the pandemic to the mental health of Canadians and the rehabilitation needs faced by those dealing with long COVID.

As your association, we are committed to amplifying your voice, providing steadfast leadership, and collaborating with stakeholders. As always, we couldn't do this without your guidance and support. CAOT thrives thanks to your loyalty and the generosity of our many volunteers, whose knowledge and expertise are invaluable. Now, more than ever, we must continue to stand shoulder to shoulder, while remaining adaptable and taking positive action together.



# WHO WE ARE

## AND WHAT WE DO

*Serving the profession since 1926, CAOT is the national professional organization that gives voice to the more than 20,000 occupational therapists (OTs), occupational therapist assistants (OTAs) and students who study or work in Canada.*

*CAOT is a member-based organization that 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 10,000 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 that help them participate more fully in activities that are important to their everyday lives. With our national office located in Ottawa and regional chapters in British Columbia, Quebec, and the North, CAOT works on behalf of its members by:*

- Fostering a sense of community among 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).

# Canadian Association of Occupational Therapists 2019 - 2022 STRATEGIC PRIORITIES



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

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

## VISION

Occupational therapy is valued and accessible across Canada.

## MISSION

Advance excellence in occupational therapy.

## VALUES

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



## AWARENESS OF OCCUPATIONAL THERAPY

More Canadians know what occupational therapy can do for them.



## ACCESS TO OCCUPATIONAL THERAPY

More Canadians have access to occupational therapy services.



## ORGANIZATIONAL STRENGTH & EXCELLENCE

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

**CAOT  
MEMBERS**

**PRIORITIES**

## AWARENESS

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

## ACCESS

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

## ORGANIZATIONAL STRENGTH & EXCELLENCE

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

# FOSTER

A COMMUNITY OF MEMBERS

**COVID-19 RESPONSE**



## **COVID-19 RESOURCES**

CAOT's top priority since the pandemic began in 2020 has been the health and safety of OT practitioners, students, and the clients they serve. [COVID-19 resource pages](#) on CAOT's website have been regularly updated with current information to help members and the public make informed decisions.

## **PANDEMIC RECOVERY**

CAOT submitted recommendations to the federal government with a focus on jumpstarting the country's post-pandemic economic recovery. CAOT also attended regular meetings with the Public Health Agency of Canada and representatives from the allied health sectors for updates on the latest federal/provincial/territorial public health response plan for the ongoing management of COVID-19.

## **BUILDING RESILIENCE**

Initiated by CAOT-Qc, Rachel Thibeault's acclaimed five-part webinar series, "Pathways to Resilience: Strategies for a World in Upheaval," continues to be a popular and well-received resource with both the Canadian OT community and an international audience. The five-module webinar provides a valuable resource for both those struggling to cope during tough times and those who offer support. The series has garnered more than 74,000 views in English and French since March 2020.

## **COALITION ADDRESSES COVID IMPACTS**

In September 2020, CAOT joined other members of the Extended Healthcare Professionals Coalition (EHPC), a coalition of 11 national professional health and social organizations, to send a letter to Prime Minister Justin Trudeau that described the impact of COVID-19 on the EHPC professions. The letter requested that regulated health care providers be deemed essential and called upon to provide care during lockdowns.

# FOSTER

A COMMUNITY OF MEMBERS

COVID-19 RESPONSE



## MOVING BEYOND THE PANDEMIC

In November 2020, a special COVID-19 Response Task Force created by the Organizations for Health Action (HEAL), released "[Beyond COVID-19: HEAL's Recommendations for a Healthier Nation](#)", which reflected the issues their members have experienced on the frontlines during the pandemic. HEAL is a non-partisan coalition that includes CAOT and more than 40 member organizations representing over 650,000 providers and consumers of health care services. The task force was created to ensure that the health providers it collectively represents are well informed and equipped to effectively respond to the pandemic, and that communications between government and providers flows quickly and accurately as the crisis unfolds. The report includes recommendations for the federal government with a focus on pandemic readiness, seniors' care in Canada, and mental health services.

## COVID CAPACITY STUDY OF THE MENTAL HEALTH AND SUBSTANCE USE WORKFORCE

CAOT is a partner organization of a study funded by the Canadian Institute of Health Research (CIHR) called "Assessing the Capacity of the Mental Health and Substance Use Workforce to Respond to COVID-19." Completed in August 2021, the study addressed information gaps about how COVID-19 has changed the kinds of mental health and substance use services that people need and can be offered. It also sought to provide mental health and substance use service decision-makers with the information they need to improve these services.

# FOSTER

A COMMUNITY OF MEMBERS

## ENGAGEMENT AND OUTREACH



Giovanna Boniface



Catherine Backman

### CAOT PRESIDENTIAL HAND-OFF

On Oct. 16, 2020, CAOT members joined together to say goodbye and thank you to CAOT President Catherine Backman and welcome incoming President Giovanna Boniface for her two-year term. Giovanna shared her vision for how she intended to guide CAOT forward in the coming years.

### CELEBRATING OCCUPATIONAL THERAPY

OTs, students, OTAs, clients, and other health professionals had a lot to celebrate during OT Month in October 2020 and on World OT Day. Activities included a showcase of CAOT's volunteers with recognition of their dedicated service across the organization with 2020 Certificates of Appreciation. The World Federation of Occupational Therapists (WFOT) and promOTingOT invited OTs, OTAs, and students to participate once again in a community-based "OT Global Day of Service" on Oct. 27.

CAOT board member Andrew Freeman, who has served as the association's representative to the World Federation of Occupational Therapists (WFOT) for five years, recorded a special OT Month talk about the work done by WFOT. Designed for Canada's OT student community, Andrew addressed WFOT's aims, strategic priorities, and the valuable practice resources that have been developed to advance the practice of occupational therapy around the world.

### GIVING BACK

CAOT Member Appreciation Day featured draws for a wide range of prizes and a social media outreach campaign featuring a question-and-answer format about the occupational therapy profession. The response was incredible with many OTs across the country sharing what they wished people knew about occupational therapy, their thoughts on emerging areas and practices over the next five years, and their love for what they do.



# FOSTER

## A COMMUNITY OF MEMBERS ENGAGEMENT AND OUTREACH



**MURIEL DRIVER MEMORIAL LECTURE :**  
Expanding occupational therapy perspectives with family caregivers

---

**LOUISE DEMERS**  
October 21, 2021  
12-1:30 pm (ET) Zoom

### **MURIEL DRIVER MEMORIAL LECTURE: RECOGNIZING OT LEADERSHIP AND EXPERTISE**

We were grateful to Louise Demers for sharing her work during OT Month after being awarded the Muriel Driver Memorial Lectureship Award at the virtual CAOT Conference in May 2020. This year's Muriel Driver Memorial Lecture took place during a hybrid in-person and online event at l'Université de Montréal on Oct. 21, 2021.

Louise was recognized with this prestigious award as someone who has made an outstanding contribution to the profession through research, education, and the practice of occupational therapy. During the lecture, she shared 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](#).

### **POSITIVE FEEDBACK**

A membership satisfaction survey was sent out in January 2021 and the feedback about what is working and areas for improvement was extremely helpful. Overall member satisfaction was reported as high with positive input regarding connections to the OT community, the range of professional development opportunities, and CAOT's ability to amplify the voice of OTs across Canada. The themes that resounded with the largest percentage of members included COVID-19 supports, advocacy efforts, professional development, Francophone content, and supports regarding community, telehealth, and mental health.

### **NEW LEADERSHIP FOR CAOT-NORTH**

CAOT-North welcomed a new regional director, Melissa Croskery, to provide regional representation and support to OTs in the Yukon, Northwest Territories and Nunavut.

### **LISTENING TO CAOT-NORTH MEMBERS**

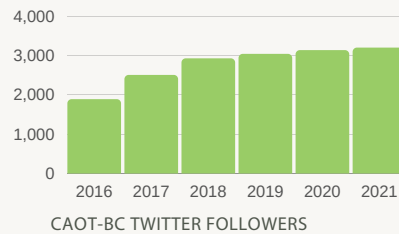
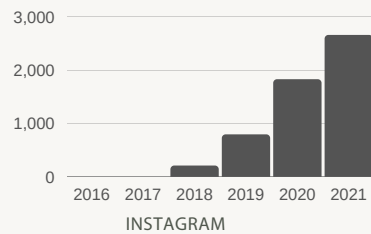
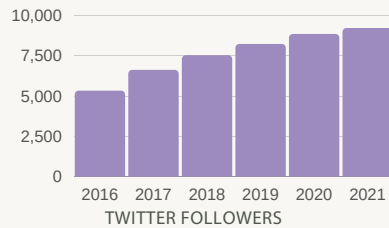
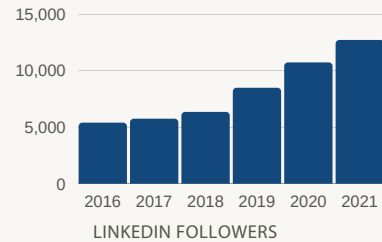
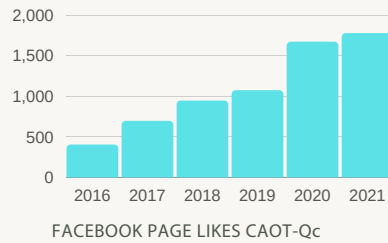
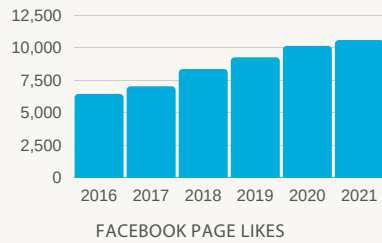
A member survey by CAOT-North was completed in February 2021 with a completion rate of 68 per cent. Members indicated a preference for monthly email updates from the regional director. In addition, a Facebook page was created for the chapter, as well as a private CAOT-North members group to facilitate communication.

# FOSTER

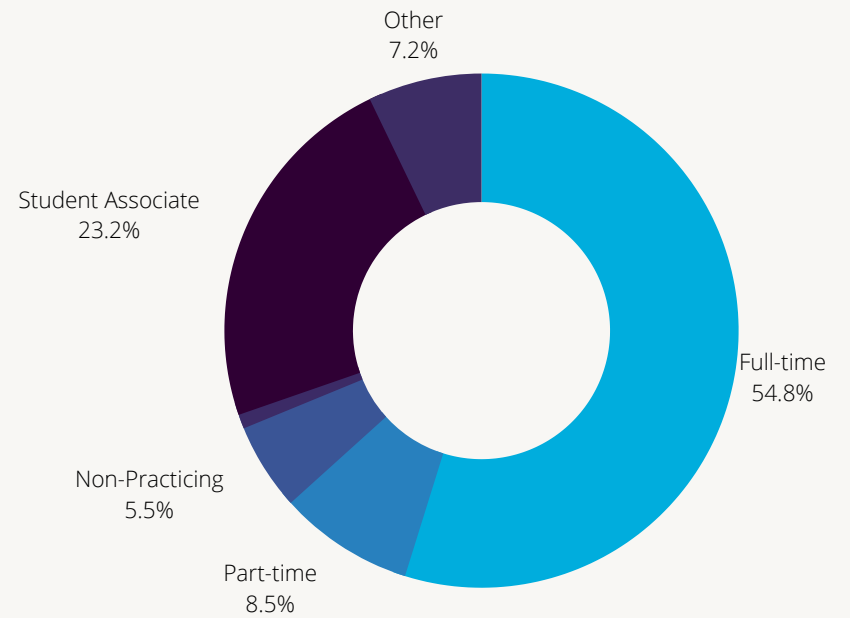
## A COMMUNITY OF MEMBERS

### CAOT'S REACH

#### SOCIAL MEDIA



#### MEMBERSHIP 2020 - 2021



# ADVOCATING

## FOR CHANGE SUPPORT IN ACTION

### 2021 FEDERAL ELECTION PLAYBOOK



### SHARING OT FEDERAL BUDGET PRIORITIES

In advance of the federal government's Budget 2021, CAOT submitted a Pre-Budget Consultation Brief in the fall of 2020 to the House of Commons Standing Committee on Finance and the Department of Finance with recommendations about the importance of occupational therapy solutions to long-term care (LTC), aging in place, mental health, and return to work.

### ADVOCATING FOR OT SOLUTIONS AT THE BALLOT BOX

CAOT members were well supported in their advocacy efforts with the distribution of pre- and post-election kits focused on the October 2020 provincial election in British Columbia and the federal election in September 2021. A post-election tool kit was also developed for the October 2020 provincial election in Saskatchewan.

### ENSURING A STRONG CANADIAN HEALTH CARE SYSTEM

CAOT attended four HEAL meetings to ensure that the invaluable contribution of occupational therapists was understood and recognized. The meetings, which were co-chaired by CAOT CEO H  l  ne Sabourin, focused on how OTs continue to be well represented in the Canadian health care system. Topics included funding challenges, the backlog of surgeries, the impact of long-COVID, systemic barriers regarding access, coverage of extended health benefits, such as occupational therapy, and the importance of enhancing the health care workforce data infrastructure to improve data collection and analysis.

### MENTAL HEALTH CULTURE SHIFT IN QUEBEC

CAOT-Qc met with a policy advisor to Minister Christian Dub  , Quebec's Minister of Health and Social Services. A culture shift is underway within the province's mental health services, which is advocating for the role of psychosocial workers, including OTs. CAOT-Qc highlighted the clinical benefits and cost-effective contributions of occupational therapy and promoted the profession as an essential component of a robust health care system. CAOT-Qc will continue to collaborate to ensure OTs are included in the cultural change process.

# ADVOCATING

## FOR CHANGE SUPPORT IN ACTION

### **CHANGES TO B.C.'S REGULATORY FRAMEWORK**

CAOT-BC continues to collaborate with the Coalition of Health Associations of BC, a group of the leaders of regulated health professions, to maintain consultations regarding the Steering Committee on the Modernization of Health Professional Regulation. Work on the proposals for wide-ranging changes to the regulatory framework for health professions in B.C. continues and have been identified as a priority to bring to the legislative assembly in 2022.

### **PAEDIATRIC OT ACCESS IN B.C.**

CAOT-BC completed a targeted member survey about paediatric access and OT value in February 2021 with the results addressing advocacy needs primarily with the B.C. Ministry of Child and Family Development (MCFD). CAOT-BC met with MCFD Minister Mitzi Dean in June 2021 and additional meetings took place with various stakeholders. A joint advocacy strategy is being planned with the Physiotherapy Association of BC (PABC), and future consultation strategies are being coordinated with PABC and Speech and Hearing BC.

### **B.C. PRIMARY CARE COMMUNICATIONS**

CAOT-BC focused on the value of OTs on primary care teams with the development of website pages that focus on targeted communications about key Primary Care Network implementation tables that are involved in funding requests and specific health discipline recommendations. In addition, a student helped create specific messaging for the BC First Nations Health Authority (FNHA). Planning also took place for a general communications strategy with the Divisions of Family Practice and FNHA, thanks to the help of volunteers and the advisory committee.

### **OT HOME ADAPTATIONS ASSESSMENT IN B.C.**

BC Housing made changes in 2021 to improve access to home modifications for seniors and people living with disabilities. The BC Rebate for Accessible Home Adaptations (BC RAHA) program now requires assessment by an OT (or other qualified professional) for many adaptations. This is a first in Canada and will lead the way in advocacy for the recognition of the value of and need for OTs in home modifications.

# ADVOCATING

## FOR CHANGE AWARENESS OF OCCUPATIONAL THERAPY



### CELEBRATING 'OT EVERYDAY'

As part of CAOT's public awareness campaign, we launched a new website: [www.OTEveryday.ca](http://www.OTEveryday.ca). We're grateful to our colleagues at the Ontario Society of Occupational Therapists for sharing creative access to the tagline that they have used for some years: Occupational therapy: Making the Everyday Possible. Our French language campaign used L'ergothérapie: rendre mon quotidien possible. This tagline shaped the campaign significantly and we are paving the way for a more pan-Canadian approach to our collective outreach, thanks to this collaboration.

Over the long term, the project intends to increase awareness about what occupational therapy is and what OTs do. #OT365 will continue to be our hashtag, promoting and supporting occupational therapists every day of the year. Our blog, "[Everyday Tips from an Occupational Therapist](#)," shares tips from occupational therapy professionals about a range of topics, including eating disorder recovery, home office ergonomics, help with hoarding and much more.



### 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. They were developed for OTs to use in their email signatures and help position occupational therapists as essential to mental health: <https://www.oteveryday.ca/mental-health>

# ADVOCATING

## FOR CHANGE AWARENESS OF OCCUPATIONAL THERAPY



### COVID AND MENTAL HEALTH

Four of the mental health stories that focused on COVID-related issues were sent out to key decision-makers regarding the breadth, depth and scope of OT practice to help raise greater awareness about the importance of occupational therapy services during the health crisis. Special focus was placed on the essential role that OTs can play during the echo-pandemic in mental health, as well as the importance of having both access to and coverage of much-needed, cost-effective occupational therapy solutions.

To read these compelling case studies, please click on the following links:

[Barbara feels isolated](#)

[Tommy's family is disrupted](#)

[Randy is anxious](#)

[Amir is stressed](#)

### MAKING HOME MODIFICATIONS

In October 2021, CAOT representatives promoted the value of occupational therapy at the virtual LivABLE Environment Conference, an annual trade event that focuses on the residential sector with education on ageless living, accessibility, and wellness for those interested in solutions that meet the needs of all building users. Several OTs were nominated to join Accessibility Standards Canada's Technical Committee for Outdoor Spaces (working on the Access to Outdoor Activities Standard), the Canadian Standards Association Accessible Housing Technical Committee, and the Advisory Committee of the National Research Council's Aging in Place Challenge Program.

# ADVOCATING

## FOR CHANGE PRACTICE RESOURCES

### PROFESSIONAL ISSUE FORUM: ADDRESSING SEXUALITY

During CAOT Virtual conference in May 2021, a Professional Issue Forum (PIF) called “[Sexuality from an Occupational Perspective: Then, Now and Tomorrow](#)” took place that explored barriers faced by Canadian OTs in addressing sexuality through education, research, and clinical practice perspectives.

### PROFESSIONAL ISSUE FORUM: PALLIATIVE AND END-OF-LIFE CARE

Another successful PIF was held during the conference in May 2021, entitled “[Palliative End of Life Care: Holding Space for Dying in the Face of Living](#).” It addressed a key message that all OTs need to — and have the potential to — bring forward by using the palliative approach to care (Quality End of Life Care Coalition of Canada, 2013) in their practice that includes the elements of dying, suffering, loss, and bereavement.

### PRACTICE NETWORKS IN ACTION

All 30 practice networks, which included local communities of practice, received onboarding support to Microsoft Teams between January and September 2021. The newest communities of practice include Approche Populationnelle (ACE-QC), and the Northern Practice Network (CAOT-North). Seventeen practice networks participated in the “Conversations that Matter” podcast at CAOT’s virtual 2021 Conference.

### NEW COMMUNITY OF PRACTICE FOR CAOT-NORTH

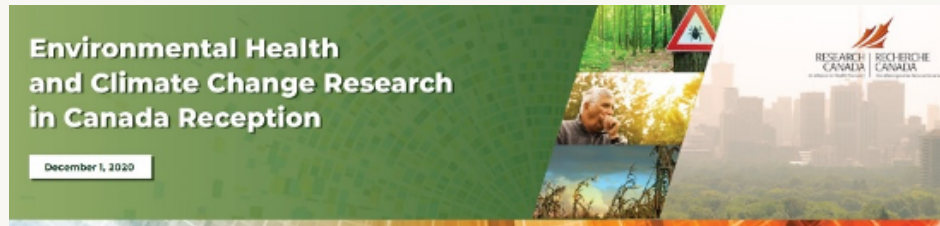
CAOT-North initiated the development of the Northern Territories Community of Practice, with an open house held in October 2021. Given the unique nature of practicing in Canada’s northern territories and the broad scope of practice OTs are expected to deliver, this network is dedicated to discussing northern practice issues.

### ADDRESSING PRIMARY CARE

As part of a new series of practice resources for members, a document called Primary Care – Occupational Therapy and Primary Care: A Vision for the Path Forward was created in collaboration with the Primary Care Working Group. Developed to describe the unique roles and areas of competency that occupational therapists occupy within the Canadian health care system, it will be disseminated in 2022.

# ADVOCATING

## FOR CHANGE PARTNER AND COALITION INITIATIVES



### VIRTUAL ENVIRONMENTAL HEALTH AND CLIMATE CHANGE

As a member of Research Canada, CAOT attended the virtual Environmental Health and Climate Change event in December 2020 to explore the impacts of environmental health and climate change on human well-being. OTs are at the forefront of supporting populations of all ages, but particularly seniors, and play a significant role in helping them adapt to the adverse effects of climate change in a variety of settings.

### NATIONAL AUTISM STRATEGY CONSULTATIONS

CAOT attended a consultation in January 2021 held by the Canadian Autism Spectrum Disorder Alliance (CASDA) to help guide the forthcoming National Autism Strategy. Titled "Reflect, Reimagine, Reform Autism Research," the discussion focused on the challenges and possibilities in autism research with the aims of informing a policy brief on autism research. CAOT advocated for research that considers the structural barriers of access to service providers, including OTs. These services are critical for Canadians given the limited window for early intervention in and the long wait lists for services related to autism spectrum disorders.

### OT REPRESENTATION ON NATIONAL LONG-TERM CARE SERVICES STANDARD

Following CAOT's nomination, Dr. Ben Mortenson was invited to serve as a member of the Health Standards Organization's (HSO) Long-Term Care Services Standard Technical Committee to share his wealth of knowledge, expertise, and experience, and promote the invaluable contribution of occupational therapy interventions in long-term, home, and community care. Chaired by Dr. Samir Sinha, the committee will provide long-term care (LTC) homes across Canada with evidence-based best practices to guide policy and ensure safe, reliable, and high-quality care for residents.

### HSO FORUM HIGHLIGHTS OT CONTRIBUTIONS

A townhall hosted by HSO took place in March 2021 with frontline clinicians and participants representing Canadian health care organizations to discuss the HSO Inaugural National Survey findings. Occupational therapy was highlighted as making important contributions to improve the provision of care delivery in the LTC sector.



# ADVOCATING

## FOR CHANGE PARTNER AND COALITION INITIATIVES

### OT INSIGHTS ON LTC DELIVERY

CAOT hosted a consultation session for OTs and OTAs to provide input for the development of a National Long Term Care Services Standard to the HSO LTC Standards Technical Committee in order to provide safe, reliable, and high-quality care for residents. Participants offered important insights into the changes they feel are required to improve the delivery of LTC in Canada, including reliable, compassionate, and high-quality care; an environment that is respectful of the rights and quality of life of residents, while keeping them safe; and an environment that is positive, supportive, and caring of the health care workforce.

### CARING FOR CLIENTS WITH SCI

CAOT-BC participated with HSO's Spinal Cord Injury (SCI) Technical Committee to represent the OT perspective on standards of care for those living with SCI. Given the regional director's previous experience, she was able to blend her understanding of the process with her previous clinical expertise as she represented the value of occupational therapy.

### ADDRESSING OPIOID RESPONSE

CAOT participated in quarterly meetings of the Opioid Response Partners, led by the federal government and the Canadian Centre for Substance Use and Addictions (CCSA). The sessions focused on information about the latest evidence-based approaches to treat opioid use and provided opportunities to give input about OT solutions for opioid use and relapse prevention.

CAOT is also a member of a Coalition on Safe and Effective Pain Management and provided invaluable evidence on non-pharmacological pain management interventions as alternatives to opioid usage for common types of pain.

### NEW STUDENT PARTNERSHIP TO SERVE VULNERABLE PEOPLE IN QUEBEC

CAOT-Qc began collaborating in the spring of 2021 with the director at Accueil Bonneau, a non-profit organization in Montreal that supports vulnerable people experiencing or at risk of homelessness, about the creation of OT placements to help their clients. Starting in the summer of 2021, OT trainees from l'Université de Montréal began their initial placements.

# ADVOCATING

## FOR CHANGE PARTNER AND COALITION INITIATIVES

### **INSURANCE CONSULTATIONS IN B.C.**

CAOT-BC participated in ongoing consultation to represent the voice of OTs with the Insurance Corporation of BC's (ICBC) management team through the Private Practice Business Network Liaison Committee. The meetings involved efficient, front-line consultations on ICBC's key operation plans that may affect OT practice. The chapter also attended meetings of ICBC's Health Care Providers Association Group and its Design Panel Advisory Committee.

### **ACCESSING DISABILITY BENEFITS**

CAOT-BC met with the Registered Disability Savings Plan's Advisory Group to bring forward the OT perspective on improving accessibility for clients in accessing benefits.

### **ADVANCING THE SCHOLARLY REHAB ROLE**

A project led by Drs. Alik Thomas and Annie Rochette seeks to bring together key stakeholders from the education and research, clinical practice, and policy sectors to better understand specific and common needs with respect to the promotion and sustainability of the scholarly practitioner role in future rehabilitation professionals. CAOT is collaborating with Occupational Therapy Canada (OTC) member organizations and other rehabilitation partners. CAOT also sits on the Knowledge Mobilization Committee and this research is funded by the Social Sciences and Humanities Research Council of Canada Partnerships Development Grant.

### **ESTABLISHING PRIORITIES FOR MUSCULOSKELETAL HEALTH CONDITIONS**

CAOT, CIHR, the Canadian Occupational Therapy Foundation (COTF), and the Association of Canadian Occupational Therapy University Programs (ACOTUP) created a new joint partnership agreement to identify the occupational therapy research priorities in Canada for those impacted by musculoskeletal health conditions. As part of the James Lind Alliance, it will develop a priority setting partnership (PSP) focused on the top 10 most important unanswered questions or evidence uncertainties.

### **ASSESSING CAPACITY**

CAOT-Qc created a position statement on functional evaluation with provincial partners to highlight the essential role of OTs in population health and reduce health inequities among population groups.



# ADVOCATING

FOR CHANGE 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, presented a final report to CAOT's Board of Directors at its meeting in November 2020. The budget and all 13 recommendations in its action plan were approved. As per one of the recommendations, the TRC Task Force membership was expanded to include representatives of OTC member organizations.

The TRC Task Force hopes that these initiatives, with collaboration across OTC member organizations, will help address some of the long-standing inequities in the health and wellness of Indigenous peoples, and that the occupational therapy profession's leadership would contribute to the dismantling of existing oppressive structures that result in systemic racism. The group is in the process of developing priorities and plans for the profession's reconciliation journey.

## HONOURING FIRST NATIONAL DAY FOR TRUTH AND RECONCILIATION

September 30, 2021 marked Canada's first National Day for Truth and Reconciliation, which provided an opportunity to learn about and reflect on the ongoing legacy of residential schools and those who lost their lives through neglect and indifference 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.

# ADVOCATING

## FOR CHANGE EQUITY AND JUSTICE

### ADDRESSING EQUITY AND JUSTICE

CAOT and several other Canadian occupational therapy organizations have formed a working group made up of a diverse group of occupational therapists and scientists with relevant as well as lived experience and expertise to develop a Joint Position Statement on Equity and Justice. Its purpose is 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.

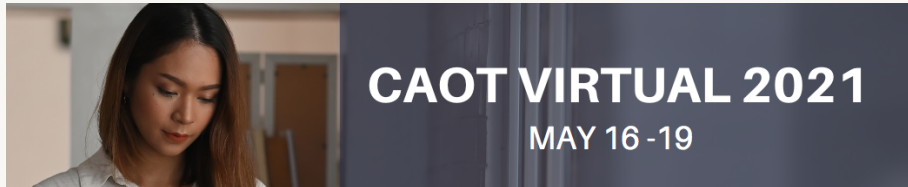
The Joint Position Statement on Equity and Justice will complement the proposed new competencies for occupational therapy in Canada and replace the 2014 Joint Position Statement on Diversity. The statement will also aim to serve as a social accountability/intersectionality framework to foster conditions 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.

### DISCUSSING KEY EDI LANGUAGE

CAOT offered a free webinar called “Unpacking Language: Equity-Informed Occupational Therapy” in June 2021. The live webinar focused on identifying key language in the field of equity, diversity, and inclusion (EDI), and drawing connections within the OT profession. There were 139 registrants and 88 views of the recording.

# ADVOCATING

FOR CHANGE CAOT VIRTUAL CONFERENCE 2021



## RECORD-BREAKING EVENT

Taking place virtually for the second year in a row, CAOT's 2021 conference was the largest online gathering in the history of Canadian occupational therapy professionals. Held May 16-19, there were 220 presentations as more than 500 OTs from across the country came together virtually to learn, share, connect, discover, and reflect.

Here's some feedback from your colleagues:

“

*Thanks CAOT for such a seamless virtual conference at #CAOT2021. Really excellent networking opportunities and knowledge sharing.*

“

*What a fantastic past three days at #CAOT2021! I am in awe of the huge variety of settings OTs across Canada are working in and fascinated by the research being done across the country! I am so excited to be a part of this incredible profession.*

“

*Closing keynote by Neal Kewistep = fabulous. Observations on what's changed, stayed the same, & where to from here, delivered with compassion. If you missed it live, be sure to checkout recording. Wonderful way to conclude Virtual #CAOT2021*

“

*I can't say enough about how virtual conferences allow for accessibility . . . waking up this morning I was extremely anxious, distracted and felt comforted knowing that I could take time for self care today and rewatch the CAOT talks I missed later on.*

# ADVANCING

EXCELLENCE PROFESSIONAL DEVELOPMENT



## PROVIDING LEARNING OPPORTUNITIES

Between October 2020 and September 2021, CAOT members were offered 34 Practice Evidence Webinars, 37 online workshops, and four online courses. More than 3,000 participants took advantage of these learning opportunities.

## NEW BOOK: PROMOTING OCCUPATIONAL PARTICIPATION

Development of the next version of the Enabling Occupation series progressed well over the past year. A title for the book, *Promoting Occupational Participation: Collaborative Relationship-Focused Occupational Therapy*, was selected in collaboration with the advisory panel.

CAOT conducted open consultations to highlight the new occupation model, practice process, and approach of collaborative relationship-focused practice in development of the book. We also engaged several clinician therapists and people with lived experience in a storytelling workshop to develop first-person accounts for some chapters. A national consultation group to provide expert advice on French translation took place as well. The book will be launched at the CAOT Conference in May 2022.

## NORTHERN ACCESS TO CONTINUED LEARNING FUND

Members of CAOT-North were encouraged to use the Legacy Fund to support their continued learning through online CAOT professional development offerings. The member survey in February 2021 found that 100 per cent of respondents from the Yukon, Northwest Territories and Nunavut had accessed the fund in the past.

## LIFESTYLE REDESIGN I NOW AVAILABLE IN FRENCH

The French version of the Lifestyle Redesign manual, called *Remodeler sa vie*, is available for purchase through the CAOT Store. Led by Dr. Mélanie Levasseur and a team from the Université de Sherbrooke, Lifestyle Redesign: The Intervention Tested in the USC Well Elderly Studies has been translated to bring this important step-by-step guide to an international French-language audience. Lifestyle Redesign® is a type of occupational therapy that guides you through the process of creating habits and routines that are personally meaningful and health promoting.

# ADVANCING

EXCELLENCE    PROFESSIONAL DEVELOPMENT

## SHOWCASING OT NOW

Six times a year, CAOT's practice magazine, OT Now provides OTs with information to meet the challenges of their day-to-day practice. The practice theme of the March 2021 issue focused on occupational therapy and sexuality, while the July 2021 open-access issue featured the theme of virtual care and occupational therapy. The September 2021 open-access issue centred on CAOT's virtual Conference 2021.

## CJOT WELCOMES NEW TEAM MEMBERS

Two interim Co-Editors-in-Chief have been enlisted for the Canadian Journal of Occupational Therapy (CJOT) to ensure the transition to a new Editor-in-Chief. The Editorial Board also welcomed four new Associate Editors to the peer-reviewed journal and a new Editorial Board Member role was created. CJOT's impact factor increased in 2020 thanks to 133 manuscript submissions, which was a 20.9 per cent increase over 2019.

## PRACTICE RESOURCE HUB IN THE WORKS

Hundreds of resources were reviewed in preparation for launching the practice resource hub in 2022. A committee was formed in March 2021 to assist with reviewing, categorizing, and validating resources. This resource will be free to all of CAOT's paying members and will include practical resources that reflect best practice guidelines representing 60 areas of practice.

## CIHI DATA REVIEW

Data elements and identified OT areas of practice were reviewed with the Canadian Institute of Health Information (CIHI) to ensure consistency in this language across organizations.

## SUPPORTING SSOT

The Saskatchewan Society of Occupational Therapists (SSOT) received support and information regarding CAOT's chapter model over the past year as they continued to explore options for their members as they began divesting their professional mandate.



# ADVANCING

EXCELLENCE    PROFESSIONAL DEVELOPMENT

## **VOLUNTEER ASSISTANCE AND CELEBRATION**

Within CAOT's internal operations, a volunteer incentive model was created to support equity and inclusion for all volunteers. We are in the process of setting up a credit system for volunteers to be implemented by the end of 2022. Recognition processes have also been streamlined to ensure that all volunteers are recognized annually for their contributions to CAOT.

## **IMPACT YOUR CAREER WITH A MENTOR**

The former Mentorship on Demand program was retired in 2021 and a new mentorship program will be launched in 2022 to support all CAOT members. This new program will allow OTs to connect based on gender, language, areas of practice, professional interests, geographical location, and other descriptors.

## **LAUNCH OF CAOT'S FIRST PODCAST**

CAOT's Conversations that Matter – The Podcast launched in June 2021 with a focus on socially accountable discussions with everyday working OTs across Canada. The monthly podcast, which was launched on Spotify and CAOT's website, has been well received. To date, episodes have focused on a wide range of topics, including gender, accessibility, indigeneity, access to health care services, and socially accountable research methods.



# SAFEGUARDING

THE PROFESSION      QUALITY EDUCATION



NATIONAL OCCUPATIONAL THERAPY  
CERTIFICATION EXAMINATION

L'EXAMEN NATIONAL D'ATTESTATION  
EN ERGOTHÉRAPIE

## NOTCE EXAM TRANSITIONS TO HYBRID OPTIONS

We launched an online exam format with live remote proctoring for the January 2021 sitting of NOTCE. The CAOT Board of Directors, the Certification Examination Committee (CEC) and the Examination Oversight Committee (EOC) also agreed that the next two NOTCE sittings would be “hybrid” with both in-person and online options.

## ACCREDITATION REVIEW

A consultant report regarding the governance structure of OT accreditation was submitted to CAOT's Board and shared with the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO) and Association of Canadian Occupational Therapy University Programs (ACOTUP). For OTA/PTA accreditation, we are nearing completion of a year-long standards review project.

## CANADIAN OT COMPETENCIES LAUNCHES

The development and launch of a single set of competencies to clarify occupational therapy as a profession in Canada was completed with the goal of ultimately advancing safe, effective, and ethical patient care. We now have the [Competencies for Occupational Therapists in Canada](#), thanks to guidance from OTs and key stakeholders across Canada, as well as our collaborative work with ACOTUP and ACOTRO. This project was funded in part by the Government of Canada's Foreign Credential Recognition Program. The competencies will be implemented over the next few years in the national exam and accreditation standards, which will be coordinated at a national level.

# CAOT

## AWARDS

### AWARD

Muriel Driver Memorial Lectureship

Leadership in Occupational Therapy

Merit

Innovative Practice

CAOT-BC Outstanding Occupational Therapist of the Year

CAOT-Qc Outstanding Occupational Therapist of the Year

CAOT-North Outstanding Occupational Therapist of the Year

### RECIPIENT

Barry Trentham

Jenny Hardy

Sharon Eadie

Ben Mortenson

Carmen Gendron

Caroline Storr

Rachel Schooley

***Congratulations to our recipients!***

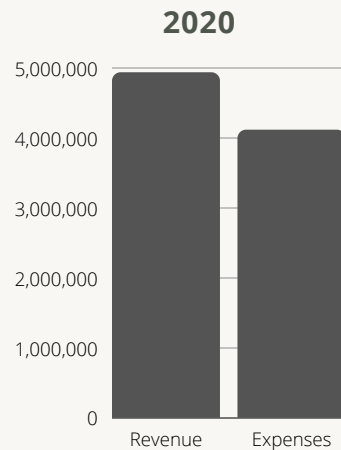
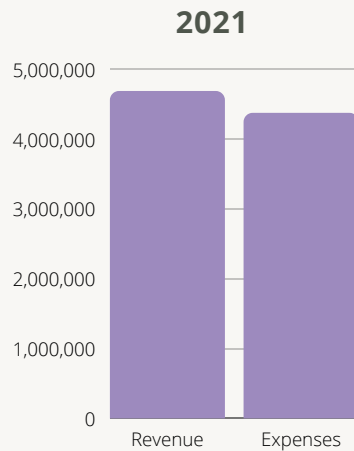
# FINANCIAL

## HIGHLIGHTS 2020-2021

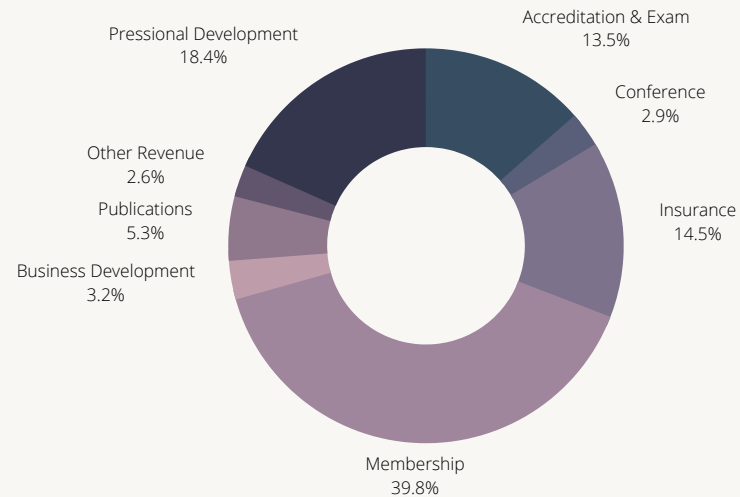
This information is intended as a brief summary of CAOT finances. CAOT members may request a copy of the audited financial statements by contacting national office at 1-800-434-2268 ext. 227 or by emailing [finance@caot.ca](mailto:finance@caot.ca). The report will be presented at CAOT's Annual General Meeting on March 21, 2022, from 12-1 p.m. Eastern Standard Time. For information, please visit [www.caot.ca/agm](http://www.caot.ca/agm).

As a Canadian not-for-profit employer who experienced a drop in monthly operating revenue in both 2019-2020 and 2020-2021, and concerned about the continued uncertainty due to the COVID-19 pandemic, CAOT applied and qualified for a number of months of the Canada Emergency Wage Subsidy (CEWS). The subsidy covered a percentage of employee wages for the qualifying months, from March 15, 2020 to the end of September 2021, preventing job losses and easing CAOT into the next operational year. The subsidy for both years is included in the revenue total.

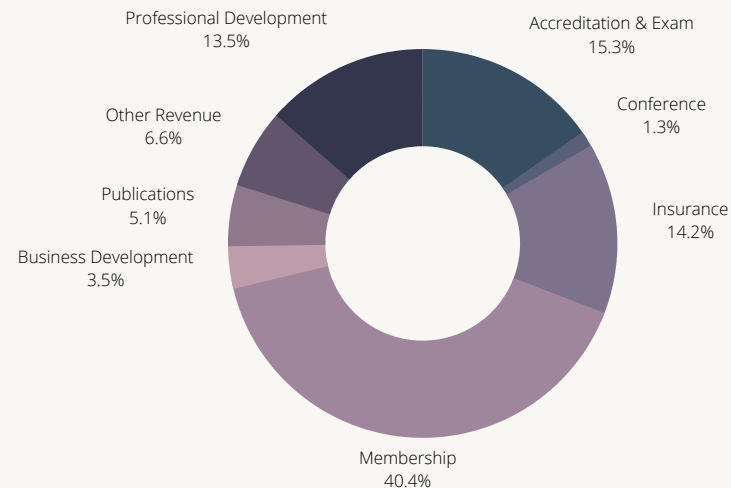
### CAOT REVENUE AND EXPENSES (\$MILLIONS)



### CAOT REVENUE ALLOCATION 2021



### CAOT REVENUE ALLOCATION 2020



# CAOT

## ACKNOWLEDGEMENTS

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

### CAOT BOARD OF DIRECTORS (SEPT 30, 2021)

Giovanna Boniface	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	Quebec (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)
Dirk Silversides	External Director
Paulette Guitard	Interim World Federation of Occupational Therapists (WFOT)

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

Executive Committee	Giovanna Boniface
Governance	Lisa Diamond-Burchuk
Finance and Review	Margaret Collingwood
Awards, Appeals, Complaints	Christine Fleming
Academic Credentialing Council	Catherine Vallée
Certification Examination Committee	Leanne LeClair
Conference Scientific Program Committee	Natalie MacLeod Schroeder
OT Now Editorial Board	Naomi Hazlett
CJOT Editorial Board	Catherine Backman & Rose Martini
CAOT-BC Advisory Committee	Shelley Dornian
CAOT-Qc Advisory Committee	Marc Rouleau
CAOT-North Advisory Committee	Katherine Williams

# CAOT

## ACKNOWLEDGEMENTS

### CAOT STAFF (SEPT 30, 2021)

**Anand, Havelin**

Director of Government Affairs and Policy

**Charles, Sarah**

Service Coordinator- CAOT-BC

**Croskery, Melissa**

Regional Director, CAOT-North

**Dettwiler, Christine**

Membership Program Manager

**Douglas, Alison**

Director of Standards

**Fawkes, Tanya**

Regional Director, CAOT-BC

**Gosselin, Melissa**

Member Outreach Administrator

**Houde, Chantal**

Communications Officer

**Jecker, Justine**

Director of Professional Practice

**Jolliffe, Tracy**

Business & Professional Development Coordinator

**Ketchum, Angel**

Creative Lead

**Lafortune, Vicky**

Finance Coordinator

**Lamontagne, Christina**

Professional Development Manager

**McLean, Chantal**

Member Outreach Administrator (Interim)

**Maurice, Suzanne**

Director of Administration

**McEwen, Candice**

Policy Analyst

**McGovern, Ryan**

Exam Services and Accreditation Officer

**Montour, Émilie**

Policy Analyst (Interim)

**Piltzmaker, Maegan**

Executive Assistant

**Reid, Holly**

Professional Practice Lead (Interim)

**Rochon, Stephane**

Customer Service Representative – Membership & Business Development

**Rose, Jenna**

Professional Development Coordinator

**Sabourin, H  l  ne**

Chief Executive Officer

**S  guin, Jos  e**

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**

CAOT-QC Managing Director