



2015 Annual Report

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MEET THE IAP2 CANADA BOARD OF DIRECTORS 2015 – 2016



BRUCE GILBERT
President



DEJANA KNIGH
Vice-President (2015)



AMANDA MITCHELL
Vice-President (2016)



JAN BLOOMFIELD
Secretary
Federation Representative



ASHLEIGH WEEDEN
Treasurer



ANNE HARDING
Past-President



HUGO MIMEE



**BRENDA
PICHETTE**



NOREEN RUDE
*Federation
Representative*



**TRACY
VAUGHAN**

DEPUTY BOARD MEMBERS



EMILY BUCK



JULIE REID FORGET



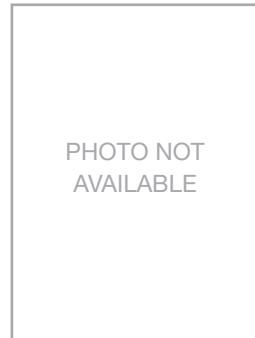
CHRIS GURSKI



VIOLETTA ILKIEW



SARAH RIVEST



DAVID TURNER

STAFF

Amelia Shaw Executive Manager

Drew Snider Communications

Farzana Ebrahim Website

Leana Modonese Bookkeeping

All staff are contracted under Amelia Shaw Consulting.

MISSION STATEMENT

IAP2 Canada champions the practice of people-focused approaches to support sustainable relationships and outcomes.

VISION

IAP2 principles are used to build, sustain and advance democratic and participatory communities.

PRINCIPLES

In addition to the IAP2 Core Values, the following principles guide the work of IAP2 Canada. **We are:**

Inclusive – We embrace diversity in demographics, geography, language and all cultures and abilities.

Proactive – We are leaders in P2 research and promoting best practices.

Passionate – We focus on excellence and sustainability.

Collaborative – We achieve results in partnership with our members, peer organizations and educational institutions.

Transparent – We are open and welcome feedback on our organizational approaches.

Accountable – We strive to meet the interests of IAP2 Canada members and report on our results.



HISTORY OF THE IAP2 CANADA AFFILIATE

Founded in 1990, the International Association for Public Participation (IAP2) is an international association of members dedicated to promoting and improving the practice of public participation in relation to individuals, governments, institutions and other entities that affect the public interest throughout the world.

IAP2 Canada was approved as an affiliate of the IAP2 Federation in December 2010 and incorporated in January 2011. The first IAP2 Canada Board of Directors was formed in June 2011.

IAP2 Canada draws on the experience and knowledge of an established global association of public participation professionals and researchers. More importantly, however, it is driven by the desires, energy and aspirations of its membership across Canada in their quest to advance the practice of public participation. IAP2 Canada provides leadership and a credible voice at a national level to both support and complement the work of established and emerging IAP2 Chapters in Canada.

REPORT FROM THE PRESIDENTS



ANNE HARDING
IAP2 Canada President,
until May 2015



BRUCE GILBERT
IAP2 Canada President,
from May 2015

Note: In 2015, terms of office for IAP2 Directors ran from May to May. Therefore, IAP2 Canada had two Presidents in 2015: **Anne Harding** and **Bruce Gilbert**. They have collaborated on this year's President's Report.

2015 has been another 'good news' year for IAP2 Canada. Existing programs and services have been improved and consolidated. New in-demand ones have been launched. We capably dealt with occasional curve balls launched our way, and seized new opportunities as they presented themselves to us. We remain a fiscally sound organization that is firmly 'in the black'.

It was also in some ways a challenging year with its share of organizational ups and downs. Regardless, as 2015 Co-Presidents we are deeply grateful for your support, trust and friendship. We thank you for having confidence in us to lead your Board, but it's important for us to highlight here that the successes realized in 2015 are not because of us. They are because of the many committed people – members, Chapter leaders, Board representatives, volunteers, partners and support staff – who chose to work together in 2015 for the good of P2 in this country.

So what exactly has been accomplished in 2015?

IAP2 Canada continued to support chapters and members with services such as monthly learning webinars, newsletters, the Core Values Awards, our Mentorship Program, various Communities of Practice, several research initiatives via our Research Committee, and the development of a Certification process. An Atlantic Chapter was established, and the St. Lawrence Chapter/Section Saint-Laurent became an officially bilingual chapter. The Board sought input from IAP2 Canada members in 2015 relative to the IAP2 Federation Model Review process, and we took the lead in coordinating a Federation-wide review of the IAP2 Spectrum. Our website redesign process is well underway as are our efforts to translate various IAP2 print and online materials into French.

Also, this past year, we developed a new financial model for supporting Chapters that re-distributes your membership dollars in a way that is transparent, equitable, and tied to our common goals of advancing the practice through member engagement in a variety of ways.

In 2015, we instituted the Indigenous Inclusion sub-committee to support IAP2 Canada in beginning our journey to greater inclusion of Indigenous Canadians in our practice and our organization.

This sub-committee presented recommendations to the Board at the end of 2015 that were unanimously approved and are now being advanced by the newly formed Indigenous Engagement Community of Practice.

This year also saw the emergence of Canada House - a fun and frolicking all-things-Canadian social networking space established at the North American conference in Portland.



Indigenous Inclusion at work: members of the Pikangikum First Nation took part in consultation sessions in developing a strategy to deal with mental illness.

REPORT FROM THE PRESIDENTS

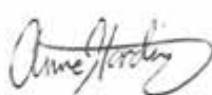
Looking ahead:

IAP2 Canada is and always has been an evolving ‘learning organization’. For instance, as with some past years, 2015 saw significant turnover in our board members. Working together, we did our best to harness the energy of new members early on to ensure each such member was able to put their skills and experiences to good IAP2 use. We did not always succeed, although we learned quite a bit about what information and supports a volunteer needs to become an active and engaged member. This experience has in turn nudged us to think more critically about our own volunteer engagement assumptions, processes and efforts at IAP2 Canada and how they can be improved upon in the future.

We also learned first-hand this year about how economic downturns can affect our organization. As tough economic circumstances take their tolls on families and workers, so too are IAP2 Canada members impacted. Some people have been forced to step back from their volunteer commitments. Some will likely let their memberships lapse. Still others are now very cautious about asking their employers for time off to work on IAP2 efforts including meetings and teleconferences. Some are being forced to relocate for work making long term volunteer commitment difficult to sustain. The main learning from this year in this regard is that we need to be an understanding, compassionate and flexible organization when it comes to our volunteers. This is and should always be true and is especially important to remember in such times.

In closing, and in keeping with the theme of the importance of volunteers to our organization, we’d like to encourage you to consider how IAP2 Canada might fit into your own personal and professional development this coming year. Volunteering is a good way to build your skills, knowledge and networks; and we tend to have a fair bit of fun along the way too. Think IAP2 Canada or one of our Chapters might be a good fit for you? Please drop us a line at info@iap2canada.ca and let us know what your interests, passion, and availability lie. We’d love to help you find a match so you can help us advance the practice of meaningful public engagement in Canada.

All the best,



ANNE HARDING

Past-President



BRUCE GILBERT

President

SECRETARY'S MESSAGE



JAN BLOOMFIELD
IAP2 Canada Secretary

The Executive Committee and Board continued to meet on a monthly basis throughout 2015, with the Executive Committee meeting about 2 weeks prior to each Board meeting. Board meetings were 1.5 hours in length, with quarterly meetings extended to 2 hours to review budget and priorities. Directors were asked to post updates on activities and background information on decision items on Basecamp prior to each Board meeting. The time during meetings generally focused on addressing policy and decision items, discussing specific issues requiring board input, and responding to questions or providing direction regarding posted items. Minutes of all Board meetings, including the updates posted on Basecamp, have been posted on the IAP2 Canada website for access by all members.

The work team approach aligns with the Strategic Plan outcomes that was implemented by the Board in 2014 continued throughout 2015, and is being monitored to determine its effectiveness. Strategic outcomes include:

- 1. IAP2 Canada protects the interests and credibility of the practice.**
- 2. IAP2 Canada is a connector that builds partnerships and promotes collaboration.**
- 3. IAP2 Canada is a source and developer of knowledge and resources.**
- 4. IAP2 Canada is a strong, supportive and sustainable organization.**

The nomination and election process for new board members was held in March. The new Board of 9 members (4 individuals with a year remaining in their term, 5 new or returning members, and Anne Harding in her non-voting role as immediate past president) was acclaimed at the AGM that was held as a webinar on April 28, 2015. A total of 43 members participated in the AGM webinar.

In addition to the elected Board members, six Deputy Board members were also nominated and appointed, with dual goals of assisting in succession planning in a supportive way, and increasing the resources available to support the significant work being done by the Board.

The new Board held a Face-to-Face meeting in Calgary on May 13, 2015, providing an opportunity for Board members to get together as a team to review Board governance procedures, share information, and discuss strategic directions and priorities for the coming year. A second Face-to-Face meeting, held on September 12, 2015 in conjunction with the North American Conference in Portland, Oregon, focused on reviewing progress on strategic directions and identifying opportunities and challenges moving forward.

The Board continued to support chapters and member services such as webinars, newsletters, Core Values Awards, the Mentorship Program, Communities of Practice, research initiatives, and development of a Certification process. The Atlantic Chapter was established, and the St. Lawrence Chapter/Section Saint-Laurent became an officially bilingual chapter.

In addition, the Board sought input from IAP2 Canada members in 2015 relative to the IAP2 Federation Model Review process, as well as took the lead in coordinating a Federation-wide review of the IAP2 Spectrum.

SECRETARY'S MESSAGE

The Annual Report to Corporations Canada was filed on November 4, 2015, as per our requirements in the Certificate of Continuance with Industry Canada under the Not-For-Profit Corporations Act.

The contract with Amelia Shaw Consulting to provide administrative support services to IAP2 Canada continued throughout 2015.



JAN BLOOMFIELD
IAP2 Canada Secretary

TREASURER'S REPORT



ASHLEIGH WEEDEN
IAP2 Canada Treasurer

IAP2 CANADA FINANCIAL REPORT 2015

IAP2 Canada ended 2015 in a strong financial position for the fifth year in a row and began leveraging that financial health to extend more financial support to IAP2 Canada Chapters and to create stronger governance around our financial management in order to help ensure our strong financial position continues well into the future.

Here is a summary of IAP Canada's financial status as of December 31, 2015:

At year end, IAP2 Canada had received \$93,399 in revenue, and had \$109,162 in expenses. As previously, our largest revenue source in 2015 was memberships at 90,012.

2015 was a 'non-Conference year' for IAP2 Canada and, as such, our expenses this year were largely concentrated in administration and management of the IAP2 Canada and program management, for a total of \$46,353. This included funding for overall operations including accounting support, administrative support, and web support, among other costs associated with ensuring both the successful day-to-day operations of IAP2 Canada as well as supporting our strategic organizational goals. These expenditures for administration are in support of the programming that IAP2 Canada offers, including: communications, membership support, conference planning, providing services to Chapters, webinar content planning, etc.

ANNUAL END-OF-YEAR FINANCES: 2012-2015 – AUDITED STATEMENTS

	2015	2014	2013	2012
Balance Beginning of Year	\$156,925	\$90,547	\$82,822	\$30,878
Revenue	\$93,399	\$192,494	\$69,353	\$153,475
Expenses	\$109,162	\$126,116	\$61,628	\$101,531
Excess of Revenue Over Expenses	\$(15,763)	\$66,378	\$7,725	\$51,944
Balance End of Year	\$141,162	\$156,925	\$90,547	\$82,822

Note: 2012-2014 come from audited statements, the 2015 numbers are from a formal Financial Review

STATEMENT OF FINANCIAL POSITION

Assets

Current	2015	2014
Cash	\$206,998	\$163,065
Short-term investments (Note 1)	\$5,338	\$60,783
Prepaid expenses	\$2,146	\$1,859
Totals	\$214,482	\$225,707

TREASURER'S REPORT

Liabilities and Net Assets

Current	2015	2014
Accounts payable and accrued liabilities	\$10,051	\$6,220
HST payable	\$1,791	\$4,919
Deferred Revenue (<i>Note 2</i>)	\$42,523	\$1,859
Chapter Funds held in Trust	\$18,955	\$19,435
	\$73,320	\$68,782
Net Assets		
Unrestricted	\$141,162	\$156,925
Totals	\$214,482	\$225,707

Note 1 – The short-term investment consists of guaranteed investment certificates. IAP2 Canada's existing investments matured in 2015. Professional guidance is being sought to determine next steps for IAP2 Canada's investments.

Note 2 – Deferred revenue is membership fees received during the year which are recognized over the life of the membership.

A full statement of finance is available upon request by contacting info@iap2canada.ca.

OUR APPROACH TO FINANCIAL MANAGEMENT AND BUDGETING

IAP2 Canada continues to strive to budget appropriately and conservatively, as well as to work effectively as non-profit organization that actively uses its assets to invest strategically in supporting the practice - and, most essentially, the practitioners - of IAP2 work in Canada.

As of December 2015, IAP2 Canada had maintained a comfortable asset base, with net assets totalling \$214,482 (of which \$141,162 are unrestricted; restricted assets include investments and Chapter funds held in trust).

Given our healthy financial situation, IAP2 Canada has been working to fortify this strength by adopting financial management policies and exploring options for building a reserve fund and diversifying revenue sources.

In 2016, IAP2 Canada will continue strengthening the overall strategic focus of our financial management and investing in supporting IAP2 Canada Chapters and members through the following practices and actions:

- Hosting the 2016 North American Conference in Montreal;
- Developing and implementing formal policies for financial governance, and continuing to review the budget on a quarterly basis in order to adjust the budget based on new information;
- Implementing the new Chapter Funding Agreement process, which replaces the previous Chapter Grant program and makes it easier for Chapters to access and use financial support from the IAP2 Canada national Board;
- Investing in a Volunteer Engagement process, with \$10,000 allocated to support the development of a Volunteer Engagement strategy;

TREASURER'S REPORT

- Supporting the development of Communities of Practice, particularly Indigenous Engagement, with specific investments; and
- Reviewing options for diversifying our revenue and supporting our members through appropriate and effective financial management.

As I finish my first report as Treasurer for IAP2 Canada, and my first year on the Board of Directors, I would like to extend my deep and sincere gratitude to the Executive and our entire Board of Directors for their incredible work on behalf of our organization - and for their keen interest and engagement with our financial health. I would also like to extend special thanks to Amelia Shaw and her team at Amelia Shaw Consulting who have been absolutely essential to ensuring our finances are well managed and our organization is healthy, happy, and efficient.

ASHLEIGH WEEDEN
IAP2 Canada Treasurer



HIGHLIGHTS OF 2015

2015 IAP2 NORTH AMERICAN CONFERENCE

“What’s Brewing in P2?” – the theme of the **fourth annual IAP2 North American Conference** was both a tip-of-the-hat to the fabled “coffee (or beer) culture” of the host city, Portland, Oregon, and a reference to the ever-changing face of public participation.

The Conference was a sell-out, with 350 people coming to Portland from literally all over the world: Canada and the USA, as well as Australia, Indonesia and South Africa.

2015 IAP2 NORTH AMERICAN CONFERENCE



Jordi Jarrí (@jordijarrí) · Portland, OR, USA · 9 Sep 2015
Portland is kicking off the Equity in Public Participation Conference! #IAP2NAConf

Rachel (@racheljarrí) · Portland, OR, USA · 9 Sep 2015
Great conversation around what P2 is in "What Did You Express P2?" What is public participation? IAP2 NAConf

Notify + help people understand + create a 2-way bridge for participation + create informed citizenry to engage in the decision making process

2015 North American Conference

...
What's brewing in P2?

Andrew DeVigilat (@andrewdevigilat) · Portland, OR, USA · 9 Sep 2015
Excellent turnout for the Diversity, Equity and Inclusion workshop with @MayorPODX opening the #IAP2NAConf!

Welcome to the IAP2 North American Conference!
iap2 iap2

HOW MILLENNIAL ARE YOU?
THE QUIZ



2015 IAP2 NORTH AMERICAN CONFERENCE

IAP2 Canada members contributed engaging session presentations. Here are just a few:



Laurie Fenton of the Ottawa Police

Service described how P2 is helping to shape relations between police and the community they serve.

Metro Vancouver (the Greater

Vancouver Regional District) gave a presentation on how industries like craft brewing (speaking of “beer culture”) are being engaged to develop policies on

wastewater, while **Stephanie Kelly** of Canadian Blood Services presented on how to engage the very people who are tasked with making some very tough decisions.

The City of Toronto may be ranked as the World’s Most Youthful City, but when it comes to engagement, youth are still underrepresented. **Daniel Fusca** discussed how hiring ten Youth Researchers to develop a Youth Engagement Policy is helping to engage this highly important demographic.

Corporations engaging Indigenous groups is still a fairly new concept; **Anne Harding** of Suncor Energy and **Dr. David Lertzman** of the University of Calgary’s International Resource Industries and Sustainability Centre gave an early look at the research findings from Suncor’s collaboration with Canadian First Nations.

And in 2014, the Government of Newfoundland and Labrador made a commitment to open government. IAP2 Canada President **Bruce Gilbert**, NL’s Assistant Deputy Minister/Public Engagement, discussed the progress and demonstrated for attendees how they use interactive technology and deliberative dialogue to achieve that goal.

Now, we know that some of you couldn’t join us and some of you would like to relive what you heard and learned, so we have done our best to capture what went on including links to presentations to the [**2015 Conference Archive**](#).

2015 IAP2 NORTH AMERICAN CONFERENCE

KEYNOTE SPEAKERS



[Keynote Video](#) | [PowerPoint](#)

Anne Udall

Chair of the Udall Foundation

IF IT'S NOT OKAY, IT'S NOT THE END: LESSONS LEARNED ABOUT PUBLIC PARTICIPATION

Anne provided some basic truths about P2, especially when it comes to shaping education policy: people will only take part in things they care about; they need to know that their input will make a difference; they need to be told up-front why a P2 process is going ahead.



[Keynote Video](#)

Denis Hayes

Founder of Earth Day

TWEETS FROM A GEEZER: WHAT MILLENNIALS CAN LEARN FROM THE SUCCESSES AND FAILURES OF THE LAST HALF-CENTURY

The lifelong activist shared some inconvenient truths, gleaned from a 45-year career, which included organizing the first Earth Day and sit-ins at various university facilities. He added a warning about the current state of privacy in America, with the high-tech capabilities of domestic spying, and urged attendees to stand up for privacy rights because, as he puts it, true democracy can't exist without P2 and P2 can't exist if people are afraid to participate.

2015 IAP2 NORTH AMERICAN CONFERENCE



Nanci Luna Jiménez

NO RECIPES, JUST RELATIONSHIPS: LOOKING INWARD TO CHANGE OUTWARD EXPRESSIONS OF P2

The internationally-recognized speaker shared some uncomfortable truths about racism, guilt and P2, and spelled out what she calls the Four Stages of Cognitive and Ethical Development.

Stage One is “Dualism” – a fear-based, one-way-or-the-other worldview; Stage Four is “Committed Relativism” – being able to see and be moved by others’ points of view, which then cycles back to a new form of Dualism.



Andrew DeVigal

INNOVATION AND ENGAGEMENT IN THE EVOLVING MEDIA LANDSCAPE

The award-winning journalist and now inaugural chair of online journalism and civic engagement at the University of Oregon – brought some timely truths about the new demands of journalism in the era of social media and noted the similarity of the goals of journalism and P2: mainly, to provide the public with the information they need to make choices on matters that affect them.

[Keynote Video](#) | [Resources](#)

WHAT PEOPLE SAID ABOUT THE CONFERENCE

"Talented, prepared and energized (keynote) presenters."

"Interesting and inspiring. Challenged us!"

"Even after many years, attending the IAP2 conference is a great way to rejuvenate and reconnect with others who do this work. I always come home with new insights and fresh ideas about things I can't wait to try."

"Enjoyed the links to a variety of disciplines (e.g. mediation, urban development, infrastructure ...) and would like this to continue!"

"This many people together is an opportunity to build 'something'. Great IAP2 promotion to host city ..."

"This was my first Conference. Really inspiring! I look forward to next year!"



At the Conference, it was announced that Montréal will be the host city for the 2016 IAP2 North American Conference, September 28-30. <http://iap2canada.ca/na2016conf>

HIGHLIGHTS OF 2015

2015 IAP2 CANADA CORE VALUES AWARDS

Each year, IAP2 Affiliates around the world recognize leaders in the profession through the IAP2 Core Values Awards. The awards go to projects and organizations which best demonstrate IAP2's Core Values and help to raise the bar in the field of public engagement by sharing best practices and inspiring the P2 community to learn from one another. As a friendly competition, the Core Values Awards encourage new approaches and innovative uses of existing ones. The 2015 winners were honoured at the IAP2 North American Conference in Portland.



SIX CANADIAN PROJECTS WERE HONOURED

PROJECT OF THE YEAR

Jeff Cook of Beringia Public Involvement, the Pikangikum First Nation (Ontario) and Pikangikum Health Authority, for “Working it out Together”, a project to address mental health issues in that First Nation in northwestern Ontario. This project was also winner of the award for Indigenous Engagement.

[Read the Application](#) | [Watch the Video](#)



Assisted by Core Values Award-winner Jeff Cook, the Pikangikum First Nation began work on its own solutions to mental health issues in the community

ORGANIZATION OF THE YEAR

City of Victoria, for “Foundation for Success”, the culmination of ten years of shifting the corporate mentality from an internal focus to one that embraces public participation on an ongoing basis.

[Read the Application](#) | [Watch the Video](#)



Katie Hamilton (l) and Julie Potter of the City of Victoria

SIX CANADIAN PROJECTS WERE HONOURED

EXTENDING THE PRACTICE THROUGH CREATIVITY, COLLABORATION AND INNOVATION

City of Calgary for “Action Plan 2015 – 2018”, a strategy to reach out to citizens and engage civic employees, regardless of position, in as many aspects of civic affairs as possible.

[Read the Application](#) | [Watch the Video](#)



Noreen Rude, from the City of Calgary (also IAP2 Canada's Federation Rep) accepted the award from judges Maria DeBruijn and Joel Mills

P2 FOR THE GREATER GOOD

Hawkwood Community Association (Calgary) and Forum Stakeholder Relations (Anne Harding), for “Our Hawkwood”, a community-driven project to develop and execute a vision for a particular neighbourhood.

[Read the Application](#) | [Watch the Video](#)



In Calgary, residents of the Hawkwood neighbourhood used P2 techniques to design and define their neighbourhood

SIX CANADIAN PROJECTS WERE HONOURED

HONOURABLE MENTIONS WENT TO:

City of Vancouver (Organization of the Year), for “Engaged City Task Force”, a multi-pronged effort to reach out and engage the community at large, spurred by a 2014 survey that found Vancouverites feel disconnected both from civic government and their own neighbours.

[Read the Application](#) | [Watch the Video](#)

Centre for Public Involvement, City of Edmonton and University of Alberta

(Extending the Practice through Creativity, Collaboration and Innovation in the Field), for “What the B*ke! is going on?”, a political “reset” of the engagement process surrounding the establishment of a bicycle network throughout the Alberta capital.

[Read the Application](#)

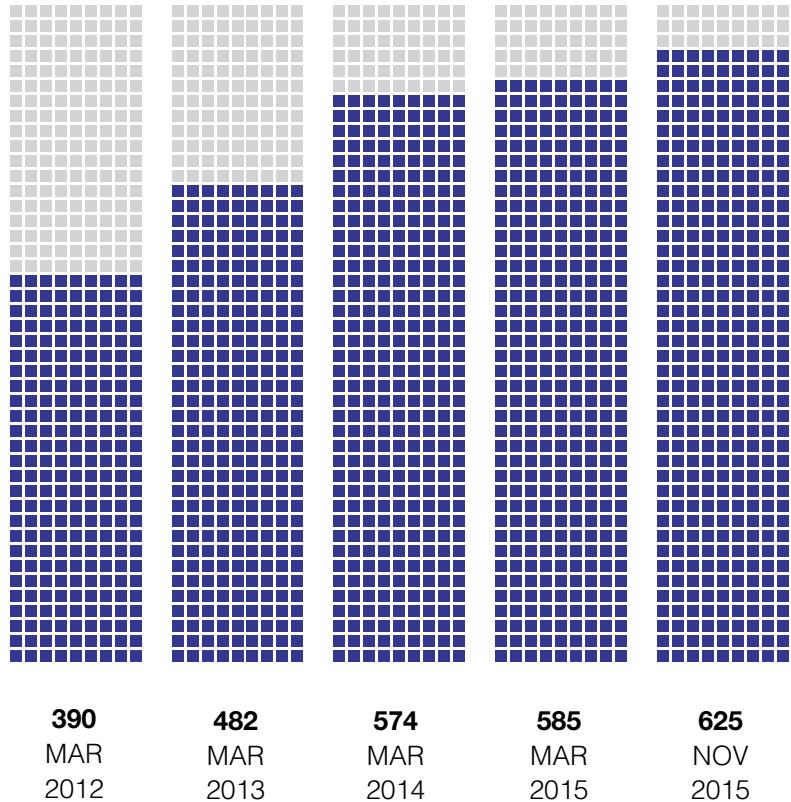
Learn more about the Core Values Award winners [here](#).

Find out about Core Values Award winners from around the world in the [IAP2 Federation Showcase](#).

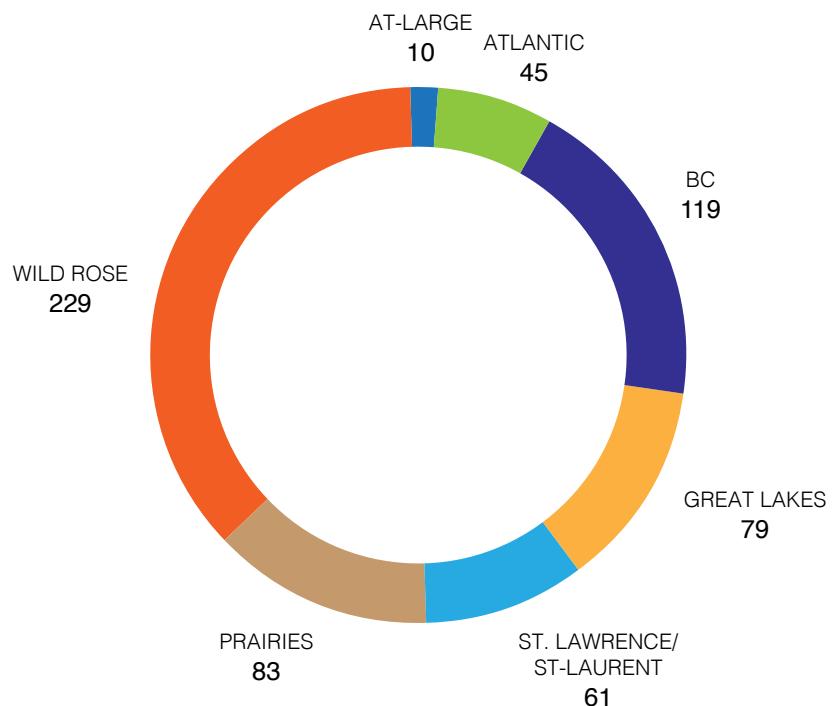
MEMBERSHIP

Membership in IAP2 Canada closed the year at 625, an increase of nearly 16% from the start of 2015. The newly-constituted Atlantic Chapter showed rapid growth, from 35 to 45, while the St Lawrence Chapter / Section Saint-Laurent went from 49 members to 62.

IAP2 MEMBERSHIP GROWTH 2012-2015

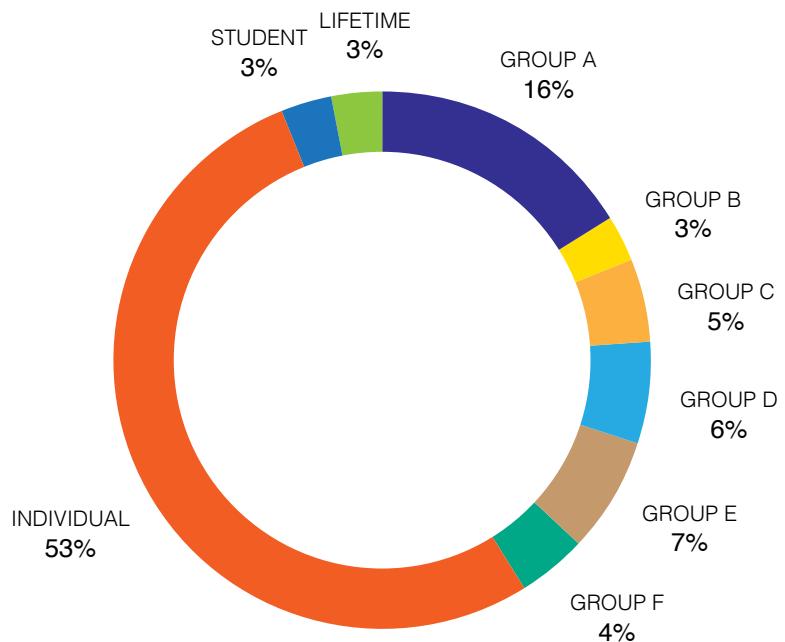


ACTIVE MEMBERSHIP BY CHAPTER AS OF DEC 31, 2015



ACTIVE MEMBERSHIP BY CATEGORY

While individuals still account for the vast majority of our memberships, the introduction of group categories in 2013 has helped increase the overall numbers – a sign of a more sustainable framework for increasing renewal rates.





MEMBER SERVICES

In 2015, IAP2 Canada worked on expanding its professional development and networking opportunities for members, both at the Affiliate (national) level and among the Chapters.

LEARNING WEBINARS

IAP2 Canada continued to take the lead in producing monthly webinars, in cooperation with IAP2 USA, with members in Australasia taking part, despite the fact that during North American summers, the webinars start at 4 AM in Melbourne and Sydney!

Some of the webinar topics included (* = 2014 Core Values Award winner):

- **Cultural Transformations*** – including the City of Calgary's adoption of a cross-enterprise consultation/engagement strategy, bringing employees from all departments together.
- **Audience Response Systems in an Emotional Setting** – in which Indigenous engagement specialist Michael Lickers of Suncor discussed ways of keeping a process on-track when emotions threatened to get out of hand.
- **Creating a framework for citizen engagement*** – with special presenters, Desley Renton and Kate Henderson from the City of Melbourne, Australia
- **Evaluating a P2 Process*** – featuring Dr Julia Abelson and Geoff Wilson, part of the cross-Canada team that developed the Patient and Public Engagement Evaluation Tool, which has been adapted for use by other P2 projects.
- **Citizen Jury** – in which Sherrill Johnson of Edmonton's Centre for Public Involvement joined with Andrew Rockway and Larry Pennings of The Jefferson Center in St Paul, Minnesota, to discuss how citizens' juries can be used to bring a cross-section of members of the public together to make an informed decision.

For 2016, evaluations from attendees at the 2015 IAP2 North American Conference are also being used to invite presenters of more popular sessions to take part in future webinars.

Webinars are recorded and the links, along with collateral materials provided by the presenters, are posted in the "Members Only" section of the IAP2 Canada website.

In 2015, the **US Certification Task Force** moved into a new phase in its work: assessment. The Task Force, led by IAP2 USA and including IAP2 Canada and IAP2 Southern Africa, spent over two years developing a set of standards for a P2 practitioner, which could be recognized the world over.

There will be two levels of Certification: **Certified Public Participation Professional** (CP3) and **Master Certified Public Participation Professional** (MCP3). Credentials will be awarded upon completion and evaluation of a 3-step assessment of candidates, based on five core competencies:

- P2 Process Planning and Application
- P2 Event Planning and Implementation
- Appropriate Use of Tools and Techniques
- P2 Communication Skills
- P2 People Skills

More information can be found on the [IAP2 Canada website](#).

IAP2 Canada will be working on creating a pilot project in 2016, and the first Assessment Centre is scheduled to take place in Canada in Fall, 2016.

IAP2 CANADA'S MENTORSHIP PROGRAM

IAP2 Canada continued to offer its popular **Mentorship Program**, connecting newcomers to the practice with established P2 professionals. This is in keeping with the IAP2 Code of Ethics: "Support of the Practice", with each pair developing their own Terms of Reference that includes frequency of contact and when and whether there should be face-to-face meetings.

Feedback from our previous cycles is undeniably positive from mentors and protégés alike:

- As a person who had 2 months of P2 experience prior to starting this mentorship. I have come away with more knowledge and confidence about what my role is. And I have a new connection and friendship!
- As a newer P2 practitioner, having access to a mentor was an invaluable experience. I am a consultant and as good as the Foundations program is, it does not get into the real depth required by a consultant dealing with a wide variety of applications. Working with my mentor, I was really able to trouble-shoot and get into the weeds of various projects. My mentor was also willing to share how she dealt with various scenarios and even shared some of her own materials which was very generous. One day I hope to pay-it-forward by being a mentor myself.
- As a mentor, I enjoy the opportunity to connect with my learning partner, to get to know them, and to discuss approaches/share experiences regarding questions and areas of interest and concern that they identify. Some questions they raise are challenging, which is great! Being a mentor is not about knowing all the answers. Rather it is more about sharing and discussing different perspectives and approaches, and learning from each other.
- The Mentorship Program was such a beneficial, exciting and fun experience! My mentor had answers and advice for everything question I threw at her and I am excited to have made a new connection moving forward. I would recommend this Program to anyone who is new to P2 and wants to gain valuable insight into learning and growth in P2.
- Mentorship is such a valuable learning experience for both the mentor and the protégé. The IAP2 program connected me with an amazing woman that I might not have met otherwise, expanding my network and exposing me to new ideas and professional opportunities that I might not have previously considered.

A new cycle began in February, 2016 and the next group will start up in 2017. Please email us at info@iap2canada.ca if you're interested in participating as a mentor or protégé.

RESEARCH INITIATIVE



MARIA DEBRUIJN
Research Lead

Practically since IAP2 Canada was formed, one recurring request was heard: for greater access to research into P2. IAP2 Canada's Research Committee grew out of that request, and in 2015, IAP2 Canada hired Mahtot Gebresselassie as a Research Analyst. She has been compiling a Research Library that will be accessible to all IAP2 Canada members in 2016 through the refreshed IAP2 Canada website.

In fall of 2015, contracts were let to produce the first-ever IAP2 Canada White Papers on two important topics: Conflict Management and Evaluation of P2 Processes.

Members of the Research Committee have also taken turns providing articles for the monthly newsletter, under the heading, "TLDR – Too Long, Didn't Read". These articles offer summaries of P2 research with the goal of facilitating member access to important evidence-based information in support of continuous improvement of the practice.

For 2016, the Research Committee looks to continue providing this vital service to IAP2 Canada members and is constantly entertaining ideas for new research topics.



COMMUNICATIONS

In 2015, IAP2 Canada increased its communications efforts, publishing a newsletter monthly, rather than semi-monthly, as had been the practice until 2014. The newsletter contains regular features, including “Meet a Member”, a message from the President (alternating months with a message from one of the Board members), “TLDR” (Too Long – Didn’t Read) – a précis of a paper or essay on P2 provided by the IAP2 Canada Research Committee, and “Webinar Rewind”, reviewing the previous month’s IAP2 Learning Webinar. Updates from the Chapters are also included.

EMAIL NEWSLETTERS



iap² international association
for public participation
CANADA

APRIL NEWSLETTER

Harnessing the Knowledge Mobilization Power of the IAP2 Network
(a discussion thread from Bruce Gilbert, President, IAP2 Canada)



Recently, a colleague approached me with an intriguing P2 'from-the-field' question that I had trouble answering. As I fumbled around trying to give her a sensible response it occurred to me that someone out there in 'P2-land' likely had more experience than me with such situations. So rather than use my semi-monthly *Message from the President* opportunity to talk about 'who knows what', for this month at least I would like to use it as an opportunity to generate some dialogue on a real P2 challenge, and also demonstrate the knowledge mobilization power of our IAP2 network. ([Please read more here](#) – and join the discussion through the blog comments section.)

Nominations open for the IAP2 Canada Board

IAP2 Canada needs you. Are you interested in advancing public participation in Canada? Do you want to help other passionate P2 professionals improve their work?

IAP2 Canada is about helping one another, and that starts with a diverse, strong Board of Directors. Nominations are now open. For more information, please visit the [IAP2 Canada website](#).

For more information, contact Ashleigh Weeden, Chair, Nominations and Elections Committee at info@iap2canada.ca.

Deadline for applications is Friday, May 20th at 4:00 PM (Pacific).

Apply now for the 2016 IAP2 Canada Core Values Awards!



As a P2 practitioner, you work hard to ensure that you are developing and delivering great public participation processes. The IAP2 Core Values Awards wants to celebrate your efforts and share your best practices with

IAP2 Canada's monthly newsletter

SOCIAL MEDIA: TWITTER

IAP2 Canada also put social media tools such as Twitter, Facebook and LinkedIn to use, reaching out to members and other interested parties the world over. Upcoming webinars, opportunities for professional development and updates on the many IAP2 Canada activities – including the Certification Task Force and Mentorship program – were communicated by these means.

My Tweets (49/2021)

IAP2CON
May 11, 8:23am via Hootsuite
Do you have an award-worthy public participation project? Don't be shy! Apply NOW for IAP2 Core Values Awards via [lylnmqa](#)

IAP2CON
May 12, 6:32am via Hootsuite
Are you passionate about P2 & want to make it even better? Join the IAP2 Canada Board! Norm's Open till 05/20 ([ow.ly/lnmqa](#))

IAP2CON
May 13, 4:32am via Hootsuite
You have a great public participation project? Time to take a bow! Apply for IAP2 Canada Core Values Award via [lylnmqa](#)

IAP2CON
May 13, 5:32am via Hootsuite
Do you have a great public participation project? No time to be bashful: apply NOW for our Core Values Awards via [lylnmqa](#)

IAP2CON
May 14, 4:32am via Hootsuite
We need you! diverse backgrounds & gifts for IAP2 Canada Board - we want YOU! Find out more via [lylnmqa](#)

IAP2CON
May 16, 4:32am via Hootsuite
Tools & traps of online public participation - our May webinar has a great discussion on the way - [ow.ly/lnmqa](#)

IAP2CON
May 18, 4:32am via Hootsuite
IAP2CDN is now taking applications for 2016 Core Values Award! Does your project deserve recognition? [ow.ly/lnmqa](#)

IAP2CON
May 18, 4:32am via Hootsuite
We need your thoughts on Public Participation training! Fill our survey by Monday ([ow.ly/lnmqa](#))

IAP2CON
May 18, 4:32am via Hootsuite
Are you passionate about P2? Want to make it even better? Stand for the IAP2 Canada Board! Norm's open till 05/20 ([ow.ly/lnmqa](#))

My Mentions (54/2021)

anatingor @IAP2CDN Thank you for sharing!

IAP2CDN
May 08, 11:30am via Twitter Web Client
Great privilege to work done by @IAP2CDN. In Conversation with Guy Robinson via [@Panelspeak](#) [Blog.panespeak.ca/conversation-g... IAP2 Evaluation paper](#)

anatingor
May 08, 11:30am via Twitter Web Client

IAP2CDN
May 08, 8:32am via Hootsuite
RT @IAP2CDN: Great opportunity for IAP2 Engagements w/ @IAP2CDN Pres @nealebland & @kazachuk & @laura

IAP2CDN
May 08, 8:32am via Hootsuite
RT @IAP2CDN: I am truly @IAP2CDN shares their new app, publishing winning app's from Core Values Awards [Pengenvlabarata.ca/IAP2certification...](#)

kazachuk
May 13, 1:20pm via Twitter Web Client
Tipp for Evaluating Public Engagement now released! @IAP2CDN white paper: [bit.ly/1ADKtts](#) via @IAP2CDN #IAP2

A White Paper on Challenges and Advancements in Evaluating Public Participation

IAP2 Canada's Twitter feed - @iap2cdn – helps promote events and achievements

SOCIAL MEDIA: FACEBOOK

The screenshot shows the IAP2 Canada Facebook group page. At the top, the IAP2 logo is displayed with the text "international association for public participation CANADA". Below the logo, there are tabs for Discussion, Members, Events, Photos, and Files. A search bar is located at the top right. On the left, there's a post from "DeSmog Canada" dated May 11 at 8:26pm. The post contains a photo of Dawn Green speaking at a podium and text about a court ruling. On the right side, there are sections for "ADDED MEMBERS", "MEMBERS", "DESCRIPTION", "TAGS", "REQUESTS", "GROUP CHATS", "CREATE NEW GROUP", and "RECENT GROUP PHOTO".

IAP2 Canada on Facebook - /iap2canada – helps members keep in touch with one another and share articles about the profession.

SOCIAL MEDIA: LINKED IN

The screenshot shows a LinkedIn group page with two main posts. The first post, by Alan, discusses public engagement challenges in Calgary, mentioning stakeholder motives and learning from Jason. The second post, by Isobel Alice O'Connell, links to a resource titled 'Let's Get Digital! 50 Tools for Online Public Engagement'. Both posts include like and comment buttons, and a reply section.

Public engagement in #yyc gone sideways: some lessons and reflections

I've spent some time reflecting on some recent challenges in public engagement happening in Calgary - that could happen anywhere, at any time, and come up with some lessons learned. I'd love to hear your observations, thoughts and input too. <https://medium.com/@RedheadSteph/ready-to-engage-probably-not-c936a40687d7#.33sjfgh7c>

 Ready to Engage? Probably NOT.
Over the last week I have been watching a situation unfold and rapidly escalate in the City of Calgary. I think there ar...

Like Comment 13 6

View previous comments

 Tiffany Skomro Interesting perspective Alan. Do you think this is something that stakeholders with a specific motive, like Jason mentions, would be willing to learn from?
Like *** 2mo

 Reply to this conversation...

 Isobel Alice O'Connell Stakeholder Engagement and Social Responsibility Lead *** 2mo

50 Digital public participation tools

What a fantastic list. Thank you! I suspect most our UK customers wont find this website, but you might include Stickyworld.

 Let's Get Digital! 50 Tools for Online Public Engagement
Online public participation is an effective complement to face-to-face events such as community workshops and design charrettes.

Like Comment

 Reply to this conversation...

IAP2 Canada's LinkedIn Group provides quick news updates and a forum for discussion.

CHAPTER REVIEWS

THE CHAPTERS IN 2015

BC (Catherine Rockandel, President)

In 2015, the BC Chapter delivered membership value through an innovative networking and speaker series, developed and promoted in partnership with professional associations.

- Event Series, ***Thinking Beyond the Open House. Public Participation is More Than Coffee and Doughnuts***, a series of thought-provoking discussions on getting engagement right.
 - In April, IAP2 BC brought together Vancouver Island P2 professionals to discuss current projects, including conversations with Victoria Mayor Lisa Helps and her Public Consultation team including Katie Hamilton and Julie Potter. The event was held in conjunction with Dialogue Partners' Foundations Training Course.
 - In May, the series continued in Vancouver with **Tools For Planners Working With Emotion And Outrage** - a partnership with the Planning Institute of BC – looking at a variety of scenarios from resource management, growth management, transportation, and cultural diversity based on case studies from other provinces and countries.
 - In September, IAP2 BC co-presented “**Planning for Engagement**” in Vancouver. Three prominent architects and planners – James KM Cheng, Ray Wolfe and Paul Wilting -- shared their experiences in delivering projects with significant public impact.
 - In November, co-presented “**Beyond the Hype: Perspectives on Public Engagement**”, in partnership with Canadian Public Relations Society in Nanaimo, BC. This full day professional development conference focused on how public relations professionals can work with stakeholders, communities and citizens to achieve common goals



Victoria Mayor Lisa Helps (with microphone) joined IAP2 BC members at a networking session in April

THE CHAPTERS IN 2015



- **Fail Fest 2016** was held in conjunction with the Chapter's AGM in November – an opportunity for P2 colleagues to discuss “golden learning moments” in their careers. Despite the negative-sounding name, Fail Fest celebrates the role failure plays in moving organizations to change. Join IAP2 BC at their AGM and social for a conversation that is sure to inspire, inform and ultimately change the way P2 practitioners perceive failure in our sector.
- The BC Chapter also hosted training sessions in conjunction with the Canadian Trainers' Collective through 2015. **Foundations in Public Participation** was offered in March in Vancouver.



In late 2015, IAP2 BC created the **Donald Golob Memorial Award**. This award honours one of the founders of IAP2 BC, who passed away in October at the age of 60. Don was an outstanding practitioner, mentor and friend, and the award is to recognize an individual for his or her outstanding leadership in advancing IAP2 Core Values, and has made valuable contributions to the IAP2 organization as a “voice of the membership” by advocating for strong governance and values-based processes either through

their practice and/or through their service on the IAP2 BC Executive and/or in their own practice’s noteworthy actions to enhance the provincial, national and international profile of the IAP2 BC Chapter. The \$500 award is funded jointly by IAP2 BC and IAP2 Canada.

THE CHAPTERS IN 2015

WILD ROSE (Amanda Kaiser, President)

Student Sponsorship

In 2015, the Wild Rose Chapter launched a new Student Sponsorship program, in conjunction with the Canadian Trainers Collective. In this program, a deserving student gets free admission to the first module of the IAP2 Foundations Course – “Planning for Effective Public Participation”. This is an important stepping stone for a student to enter the workforce, and the CTC is very generous in supporting this arrangement.

Signature Event



Wild Rose put on its annual Signature Event in May, in which more than 50 stakeholder engagement professionals networked with one another, shifted their outlook with Kairos Creative Solutions, took on risk with the Alberta Energy Regulator, got creative with Urban Systems, and learned how to leverage mainstream media with Zerr Communications Inc. The Signature Event was held in conjunction with the Annual General Meeting.

Feedback was positive, to say the least:

“Awesome Day - I LOVED the value”

“Inspired my work in the field”

“Loved all of the activities”

“Excellent event, it was energizing, practical and uplifting”

“Innovative and collaborative”

“Great job! I really enjoyed the day! Good flow and energy”

“Best SE I’ve been to”

Professional Development

Coffee Klatsches were held every other month in Calgary and Edmonton as an opportunity for P2 practitioners to connect with other in public participation and share experiences, challenges and ideas.

THE CHAPTERS IN 2015



In Calgary in March and Edmonton in April, members participated in a speed networking event.

In Calgary in October and in Edmonton in December, members learned more about Socratic Circles, though a lunch and learn from Erin Pote of Dialogue Partners. In November, Calgary members learned more about The City of Calgary's Core Values Award-Winning "Action Plan 2015-2018" at a lunch and learn from Kirsty Neill.



In November, IAP2 Wild Rose partnered with Synergy Alberta to host a panel discussion on Raising the Bar for Public Engagement. Through story-telling and conversation, the panel of practitioners explored how indigenous engagement can be done in a more inclusive and meaningful way. The session included an opportunity for dialogue with all attendees on what IAP2 Canada and Synergy Groups can do to help raise the bar for indigenous engagement.

THE CHAPTERS IN 2015

Communications

Wild Rose members were kept informed of various events, opportunities to network, and got to know a little about their Board members through monthly newsletter distribution, and updates on social media including Twitter and Facebook.

In 2016, IAP2 WR will consider Indigenous inclusion as a priority. IAP2 WR will look into how to be more inclusive of Indigenous people in the P2 process based on the recommendations from the IAP2 Canada Aboriginal Sub-Committee.

PRAIRIES (David Marsh, President)

Membership in the Prairies Chapter continued to grow in 2015, particularly in Saskatchewan.

The Prairies Chapter hosted a 2-day training course at three different venues in 2015. Anne Carroll's "Designing as if Stakeholders Matter" course proved highly popular in Saskatoon, Regina and Winnipeg.



GREAT LAKES (Karla Kolli, President)

The Great Lakes Chapter put on four major events in 2015:

Winter Schmooze 2015 – at Blake House in Toronto, featuring Jason Diceman, the City of Toronto's Public Engagement Coordinator and Richard Delaney of Delaney & Associates. The event was well received and attracted some 30 practitioners

Public Engagement Summit – IAP2 Great Lakes was a partner in the event put on each year by the Strategy Institute. Chris Gurski attended on behalf of the Chapter and provided information on the local Chapter.

Connection to Richard Delaney's training sessions – Members of the Great Lakes Chapter visited the Toronto training sessions in February and November, introducing the participants to IAP2 Canada and the Great Lakes Chapter.

Networking session and AGM – in June 2015, the Great Lakes Chapter held its AGM, featuring a presentation on Open Government by Richard Pietro, who was

THE CHAPTERS IN 2015

fresh off his cross-Canada motorcycle tour to bring attention to the importance of Open Data and Open Government.

Credit is also due to IAP2 Great Lakes members for their advocacy and persistence in a major policy move by the Ontario government. In November, it was announced that the government had set up Local Advisory Committees (LACs) to improve engagement in the province's energy planning and development. In Northwest Ontario, the Independent Electricity System Operator (IESO) issued a call for public input on three proposed power projects. IESO set up an LAC to help plan energy projects east of the Greater Toronto Area (GTA).

Establishing LACs to engage sooner -- and better -- with people and groups affected by, or who would affect, these energy projects was a recommendation made by IAP2 Canada in a submission to the Ontario Power Authority in 2013.

One of the big challenges the Great Lakes Chapter faced in 2015 was not being able to put on as many activities as members wanted, largely because of a lack of time and a lack of a concrete plan. The executive was also concerned about low membership and a limited public profile.

Looking ahead to 2016, the Chapter is planning monthly progress meetings, a membership survey and regular communications to key projects and people involved in those projects, to get the word out that IAP2 Great Lakes is a resource for information on P2.

ST. LAWRENCE/ST-LAURENT (Hugo Mimee, President)

The St Lawrence Chapter / Section Saint-Laurent established itself as a truly bilingual Chapter, holding simultaneous AGMs in both languages in Montréal and Ottawa and developing French-language versions of important IAP2 documents. The Chapter also launched a newsletter and a Facebook page.



In March, the Chapter hosted an “Intergenerational Workshop”, in which P2 professionals of all ages and experiences got together for dinner at “Alexandre” in Montréal. The evening included group discussions and “musical chairs” to mix up the age groups.

THE CHAPTERS IN 2015

Other events included:

(April) Evolution of digital practices at OCPM (Montreal Office of Public Consultation), by Jimmy Paquet-Cormier

(May) Stakeholder Mapping – An Accessible and Oddly Efficient Tool!, by Julie Boudreau and Hugo Mimee



THE CHAPTERS IN 2015

ATLANTIC (Geoff Wilson, Leadership Committee Co-Chair)

In 2015, IAP2 Atlantic Canada – covering Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland and Labrador – moved from being an Emerging Chapter to full Chapter status. This was the culmination of more than two years of work, inspired in large part by the success of the first IAP2 North American Conference, which was held in Halifax in 2012.



In March, both St. John's and Halifax hosted meet'n'greets for members and friends of IAP2. In New Brunswick, Luc Richard and Paul Lang introduced IAP2 to a dozen or so curious New Brunswickers at an event on September 17.



St John's, NL: (l-r) Gay Robinson (Canadian Trainers Collective), Victoria Etchegary (IAP2 Atlantic), Jan Bloomfield (CTC), Bruce Gilbert

THE CHAPTERS IN 2015

In November, IAP2 Atlantic Canada hosted its first-ever French-language training course, taught by Mary Moreland to 18 participants in Dieppe, NB.



Mary Moreland (second from left) taught IAP2 Canada's first French-language training course



Danny Graham (c) with Pattie Lacroix (l) and Geoff Wilson (r)

In September, the Nova Scotians hosted a successful professional development event in Halifax, where EngageNS CEO Danny Graham spoke to 25 chapter members and guests at a breakfast about the state of engagement in Nova Scotia. Danny talked about the importance of engaging citizens on the big questions facing our society, and he thanked IAP2 for playing a leadership role in championing greater public participation.

Other events included Chapter promotion activities involving IPAC Moncton, IPAC Nova Scotia, the Association of Municipal Administrators of New Brunswick, and IABC Newfoundland.

The current challenges relate to the size and composition of the geography of the Chapter area, combined with the skewed distribution of IAP2 members across the region. The majority of IAP2 Members are in Nova Scotia, particularly

THE CHAPTERS IN 2015

the Halifax area, which makes the provision of members' services and value challenging for a new group of volunteers with limited funds at their disposal. While there are solid bases for membership in three of the four Atlantic Provinces, Prince Edward Island has no IAP2 members and the existing network of Chapter volunteers have few links to the P2 community on PEI.

This is an ongoing challenge that the Chapter will have to manage until it is better established. The committee structure that was created by the interim chapter committee is making strides in communication with Atlantic members and in developing networking and professional development opportunities in several locations. Ultimately, formalizing the chapter and holding elections for a Chapter Board (which is an objective for 2016) will help to solidify leadership and create greater momentum in addressing this challenge. The Chapter also plans to develop a regional event to raise the Chapter's profile.

YUKON/NORTH EMERGING CHAPTER (John Glynn-Morris, Lead)

For the growing segment of the IAP2 family in Canada's far north, 2015 proved to be a pivotal year, with training courses offered in May and September and an introductory workshop, "Public Engagement 101", led by Stephani Roy McCallum of Dialogue Partners. Regional lead John Glynn-Morris continued connecting with practitioners who either live or work in Yukon, NWT or Nunavut.

The training courses, provided by Dialogue Partners, attracted interest from the City of Whitehorse, YT, various Yukon Government departments, private consultants and First Nations governments. In September, a public workshop on P2 and what it is, also attracted interest from a number of sectors.

The step from "good idea" to "emerging chapter" is still a long stride, but as the North – particularly Yukon Territory -- works through various legal, social and economic challenges, one can expect more interest in the profession and the role it can play.

BECOME A MEMBER OF IAP2 CANADA!

IAP2 Canada Membership offers you the unique opportunity to network with national and international experts, to learn from the industry association dedicated to community engagement, and to be recognized as a specialist practitioner by government and industry.



BECOME A MEMBER OF IAP2 CANADA!

A CONNECTED COMMUNITY

- Attend IAP2 Canada events and professional development sessions in many different regions of the country at reduced member rates
- Network with peers and industry experts
- Connect with the international IAP2 community
- Create and view online practitioner profiles
- Join the discussions through IAP2 Canada's social networks, webinars, and communities of practice

LIFELONG LEARNING AND CAREER ENHANCEMENT

- Build your resumé with the internationally-recognized Foundations in Public Participation training – public sessions every year throughout Canada
- Extend your skills with additional IAP2 courses written and road-tested to meet changing needs like Emotion, Outrage and Public Participation (EOP2)
- Discover where academic research meets P2 practice through our research initiative
- Attend monthly professional development webinars put on by IAP2 Canada and IAP2 USA for free
- Participate in the IAP2 Canada Mentorship Program in support of your career development and continued learning

INDUSTRY LEADERSHIP

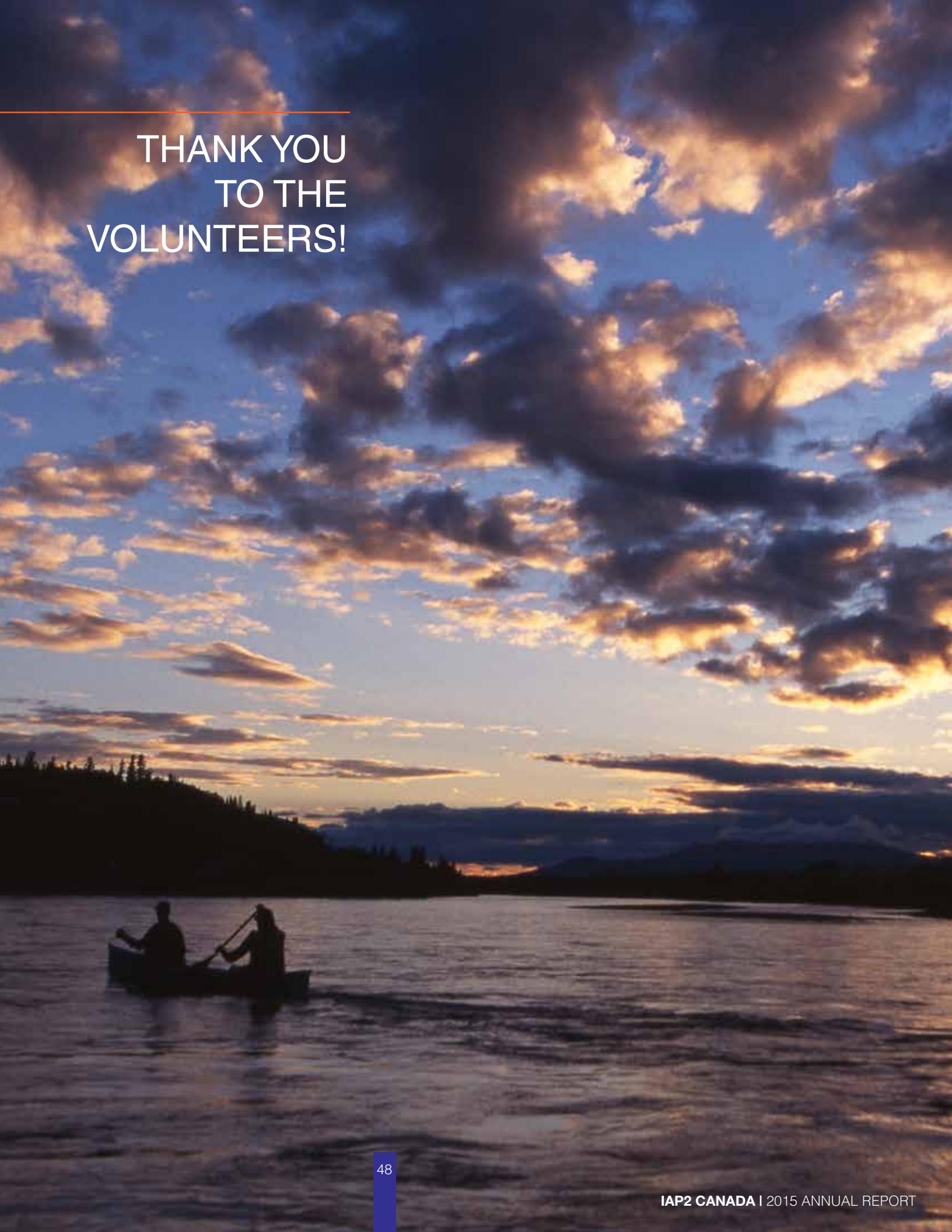
- Nominate for the respected IAP2 Core Value Awards
- Apply for the call for papers for the acclaimed Chapter and North American IAP2 Conferences

NEWS AND SPECIAL INTERESTS

- Keep in touch through IAP2 Canada Member News
- Access "Members Only" updates, publications, information and links online

To become a member, simply go to www.iap2canada.ca and click "Join IAP2 Canada" to access the Member Application.

THANK YOU
TO THE
VOLUNTEERS!



THANK YOU TO THE VOLUNTEERS!

Chapter Volunteers

BC

Michelle Aucoin
Anthea Brown
Daniella Ferguson
Drew Ferrari
Sarah McKinney
Lisa Moilanen
Catherine Rockandel
Emma Shea
Andrea Winkler

WILD ROSE

Liz Armitage
Christine Balash
Mike Coldwell
Paula Kupchak Hall
Mariel Higuerey
Amanda Kaiser
Rebecca McElhoes
Rob Parks
Gay Robinson
Kevin Thorvaldson
Lara Tierney
Jason Veness
Jennifer Wells

PRAIRIES

Lawrence Baschak
Myrna Broadfoot
Graham Dodds
Brock Feenstra
Denisa Gavan-Koop
Trevor Joyal
Heather Kasprick
Roslyn Kozak
Lara Ludwig
Samantha Mark
David Marsh
Sonia Busca Owczar

GREAT LAKES

Brent Bullough
Kyal Butler
Tracey Ehl
Donna Kell
Karla Kolli
Tracy Manolakakis
Carrie-Lynn Ognibene
Inayat Singh

ST. LAWRENCE/SAINTE-LAURENT

Myriam Arbour
Katherine Babiarz
Stephane Berube
Sarah-Maude Boyer
Hélène Perrault
Jimmy Paquet-Cormier
Janis Crawford
Julie Reid Forget
Guy Grenier
Anne Lussier
Hugo Mimee
Isabelle Paquette
Brenda Pichette
Isabelle Joly
Isabelle Lachance
Constance Ramaciere
Sebastien Trottier
Suzanne Waldman
Lindsay Wiginton
Stéphanie Wells

YUKON/NORTH

John Glynn-Morris

ATLANTIC

Susan Dunn
Jonathan Dyer
Victoria Etchegary
Lesley Mulcahy
Geoff Wilson
Linda Young
Pattie LaCroix
Paul Lang
Cathy Lesley
Brynn Nheily
Brad Osmond
Chantel Pelham-Edwards
Luc Richard
Peter Wilton

AFFILIATE

Dawn Green
Tracy McCabe
Michael Sullivan
Lindsay Thompson
Tannis Topolnisky
Vince Verlaan

THANK YOU TO THE VOLUNTEERS!

Webinar Presenters

Julia Abelson
Belinda Boyd
Bruce Gilbert
Anne Harding
Sherrill Johnson
Matt Leighninger
David Plouffe
Geoff Wilson
Saori Yamamoto
Karen Zypchyn

Core Values Awards Judges

Julia Balabanowicz
Maria DeBruijn
Susanna Haas-Lyons

Aboriginal Engagement Initiative

Anita Alexis
Christina Blouw
Caroline Burgess
Jeff Cook
Jessica Dyck
Colin Ellis
John Emery
Joy Flett
John Glynn-Morris
Teneya Gwin
Nyamiye Hermenegilde
Dale Hutchinson
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