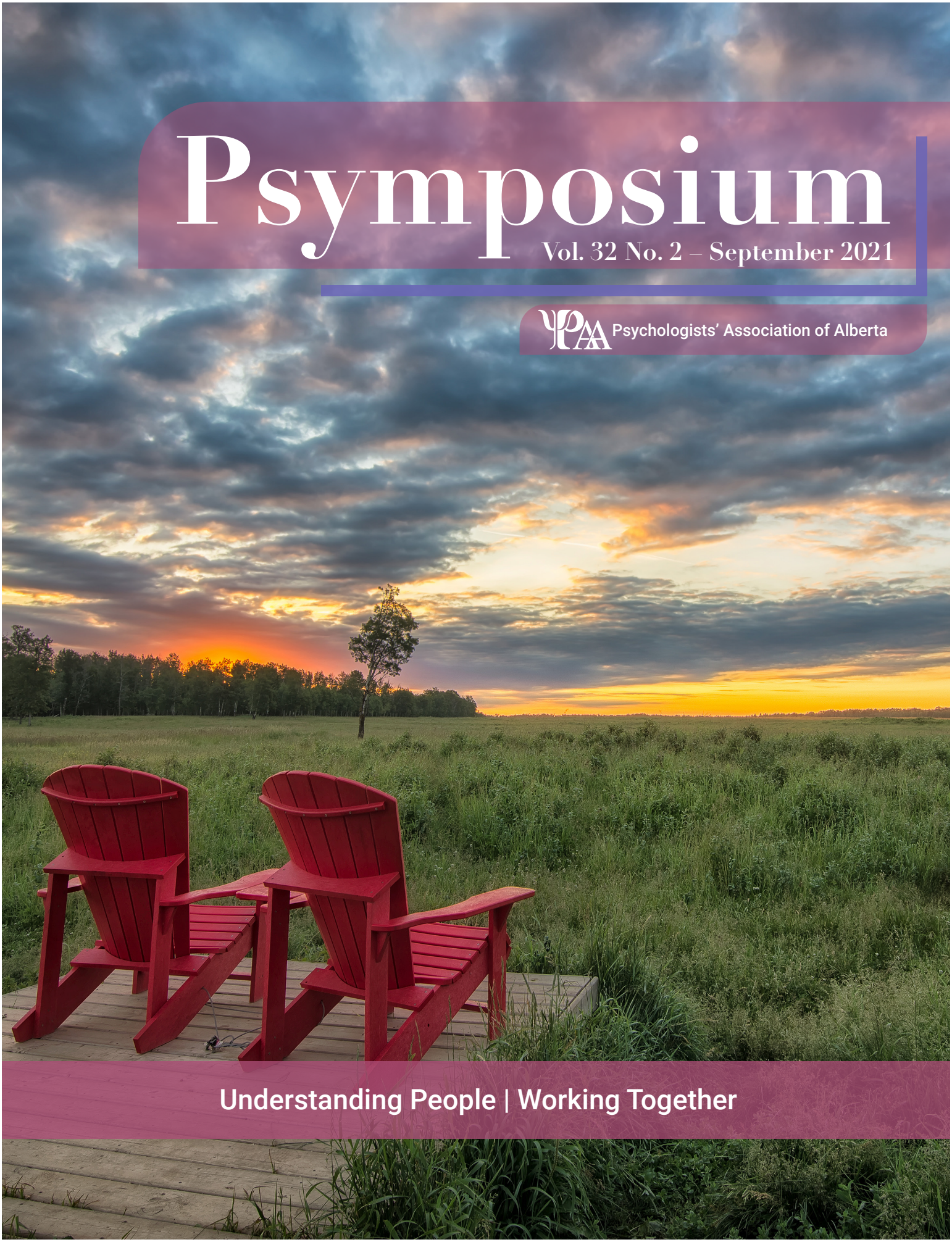
Psymposium

Vol. 32 No. 2 – September 2021

Psychologists' Association of Alberta



Understanding People | Working Together

Do you know where this? Hint: refuge for bison, elk & over 250 bird species. Submit your answers to Simon@paa-ab.ca

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Psychologists' Association of Alberta
Suite 101, 1259–91 Street SW
Edmonton, AB T6X 1E9
1-888-424-0297
paa@paa-ab.ca
www.paa-ab.ca

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

Vision
PAA & its members are recognized leaders in enhancing the psychological health of all Albertans.

Psymposium
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PAA Staff

Administration Officer	Cindy Kennedy Email: paa@paa-ab.ca
Governance Officer	Ada Nieminen Email: ada@paa-ab.ca
Communications Officer	Kim Bernard Email: kim@paa-ab.ca
Finance Officer	Joanna Leung Email: joanna@paa-ab.ca
Membership Officer	Simon Mak Email: simon@paa-ab.ca
Office Assistant	Jetta Paradis Email: student@paa-ab.ca

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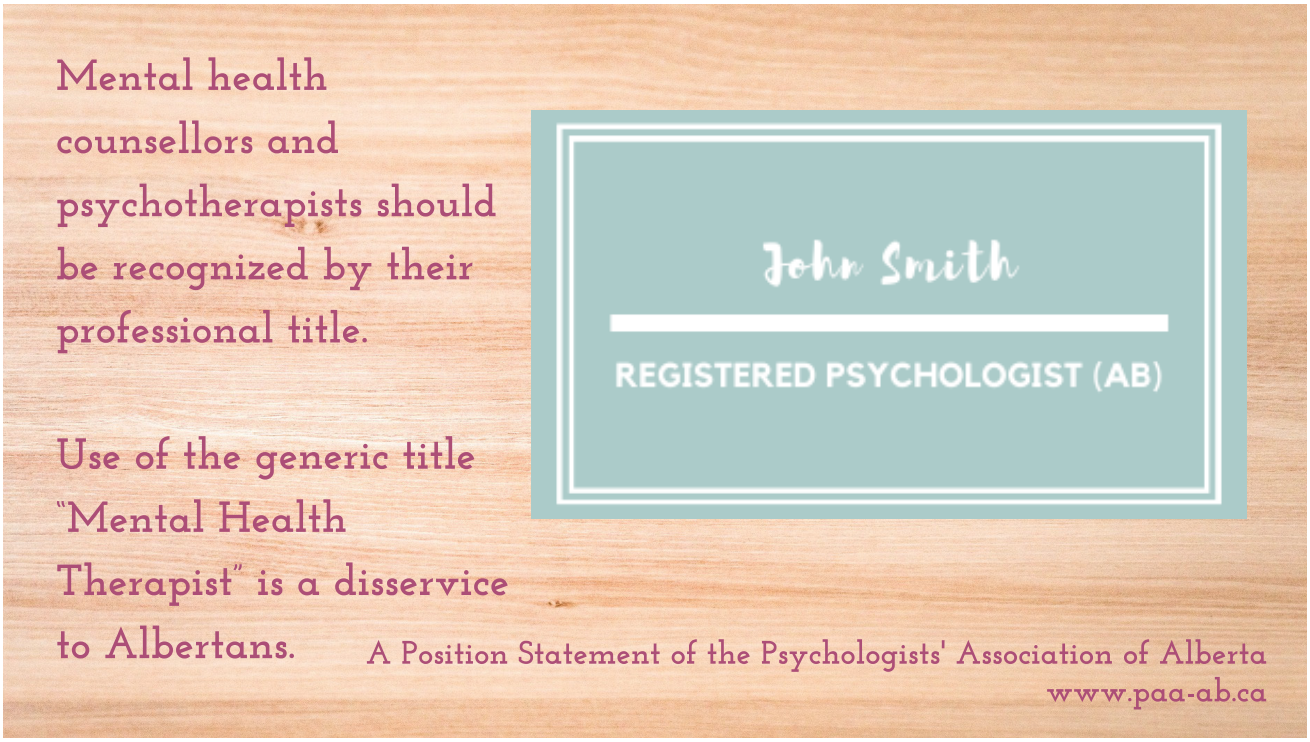
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Editor's Letter



"Coming together is a beginning, staying together is progress, and working together is success."

- Henry Ford

By Michelle Vandegriend, Ph.D., R. Psych

This year, the Psychologists' Association of Alberta marks a significant milestone of celebrating 25 years as a profession. From small beginnings, the profession has substantially grown to thousands of members across Alberta, and our publication *Psymposium* has grown along with it.

I became a member of the PAA in 2006 and began reading copies of *Psymposium* a few years before then, submitting book reviews at the time as well. *Psymposium* has been close to my heart as I feel I have grown professionally along with it through the years, and it has created a sense of connection with others in our profession as well as kept us informed.

A lot is involved in the publication of *Psymposium* from the development of current and interesting topics, ideas, and resources, to significant information pertinent to our profession; graphic design and printing; and marketing and distribution. Together, all of the contributing efforts, no matter how great or small, culminate in providing a quarterly publication throughout the year and certainly contributes to our profession.

Thank you to all the individuals involved and their efforts, the contributions of our columnists over the years and to our readers for making it possible.

I hope every time you open a copy of *Psymposium* you are learning, inspired, informed, and perhaps feel a sense of connection with peers.

Proud to be celebrating 25 years of our profession with you.

Michelle

PAA Member and *Psymposium* Editor-In-Chief
Michelle Vandegriend, Ph.D., R. Psych
Certified Gottman Therapist www.stalbertcounselling.com
Email: mvandegriend@stalbertcounselling.com

Community of Practice Highlights



Communities of Practice (CoPs) are live on PAA Collaborate, your secure online member portal. Need more members to join your discussion? Have you shared an article or other resource and want to spread the word? Welcome to CoP Highlights, your opportunity to direct *Psymposium* readers to your CoP to find a relevant discussion, article, link, invitation, or question.

Be sure to read *Exploring Key Strategies to Navigate Online Teaching and Learning with Graduate Students* by Dr. Sandra Dixon, R.Psych. & Dr. Mitch Colp, R.Psych online and in PAA Collaborate / School Psychology. The rise of online learning during the COVID-19 pandemic has changed the field of education forever. However, for many instructors, teaching online can be quite daunting, a feeling that heightened during the emergency of the pandemic. Though online learning has brought many challenges, it can be a beneficial tool for many graduate students to expand their horizons since the transition to a virtual platform can serve as a catalyst for them to create new and more effective opportunities for self-inquiry and self-discovery. This article aims to provide useful strategies for both instructors and graduate students to employ and reflect upon as they navigate both teaching and learning in online spaces.

Have a CoP highlight to share? Email kim@paa-ab.ca with your article title and the name of your CoP.

Awards Banquet

It is our honour to recognize this year's recipients of the 2021 awards at the PAA Welcome to the Profession & Awards Banquet, 17 September 2021, 5:30 PM in Calgary! Congratulations to:



Bonnie Rude-Weisman Pettifor Lifetime Achievement Award

Dr. Erik Wikman 2021 Psychologist of the Year Award

Dr. Erica Dunn Excellence in Clinical Supervision Award

Dr. Lia Daniels Excellence in Teaching Psychology Award

Patricia Pedraza Cruz The Juanita Chambers Excellence in Community Service Award

Dr. Laura Hambley John G. Paterson Award

Laura Flanigan Doctoral Dissertation Research Award

Megan Cowie Masters' Thesis Research Award

Carmen Tessier Undergraduate Thesis Research Award

Thanks to **BMS,** dedicated sponsor of the newly registered psychologists, and **TD Insurance,** partner of the annual banquet!

Welcome New PAA Members

Milana Ackov
Stephanie Andreasen
Kelly-Dawn Aulenbach
Shannon Baskerville
Savannah Beckman
Tanor Bonin
Serena Braun
Laura Vanessa Brieva Ferrer
Joel Brooks
Whitney Bryant
Kailea Buchholz
Daniel Buchwald
Lynda Burgess
Stephen Clarke
Jessica Cooke
Kenneth Creegan
Marc Cunningham
Andrei Dandridge-Evancio
Ada Dim
Randa El-Chami
Henry Enoch
Tara Fry
Brett Gardiner
Carmen Gietz
Denelle Gill
Brody Gordon
Kyle Gurr
Katelyn Haines
Katherine Hannis
Henna Hans
Patricia Hardy
Jacqueline Hemmings
Kirsten Inglis
Salome Jagnanan-Kamphof
Layla Jillood
Jiya Juneja
Gayatri Kainth
Kaeley Kereliuk
Sevara Khadjieva
Dawn Kingston
Codi Kreil
Marlis Krueger
Kathy Le
Danielle Lemky
Gavin Leslie
Michael Linder
Jessica Low
Serena Makowecki
Meredith Maroney
Anna Mattie
Cheryl McMeeken
Maureen McWilliams
Bruce Murray
Sarah Nixon
Ifeoma Nwosu
Paul Ojomu
Sarah Olson
Mandy Olsson
Cristina Margaret Orobio
Chandra Otterson
Kristen Paliwoda
David Paul
Michaela Rebus
Sarah Riediger
Katherine Roberts
Manpreet Sandhu
Savneet Singh
Alanna Son-Hyman
Vanessa Steeves
Hayley Story
Eva Streibel
Jennifer Sulz
Dylan Tait
Emerson Tanney
Jessalyn Tiemstra
Barbara Suelen Tkachenko
Michelle Tocher
Ryan Turner
Robert Valela
Rebecca Watson
Julia Weran
Marissa Whalley
David Williamson
Mijin Yang
Vanessa Yeung
Kristen Zentner
Yuchen Zhong
Hansen Zhou

Notes from the CEO's Desk



"Zeigarnik Effect – the tendency to remember an uncompleted task rather than a completed one."

- Bluma Zeigarnik

By Dr. Judi L Malone, PAA CEO
Registered Psychologist (AB/AUS)

I write this column shortly after attending a session on workplace and academic burnout at the 32nd International Congress of Psychology. Each in the international panel of psychologists highlighted how the impacts of the COVID-19 pandemic had intensified what were already psychologically unhealthy workplaces. And that is without even mentioning virtual workplaces or return-to-work psychological conditions.

Workplace issues, with increasingly intensifying change, impact over 30% of our adult lives. Core to identify for many, our careers impact us in ways ranging from feelings of success to those of stress and anxiety. Key psychological issues include career matching, recruitment, increasing career success, using behavioral science to increase safety, reducing occupational stress, and studying people's motivation and job satisfaction. The branch of industrial/organizational psychology provides workplace solutions and has a strong foundation in Canada.

The science of psychology has identified the most common sources of workplace stress (including salaries, workloads, and insufficient control). These impact the psychological health of Albertans – particularly in relation to uncontrolled stress.

PAA Position Statement
Albertans have a right to work in psychologically healthy workplaces.

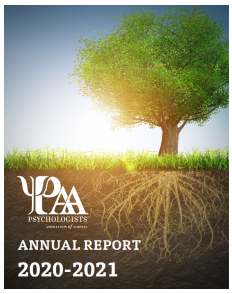
Psychology's Role

Psychology can have a positive impact in the workplace in ways ranging from performance and engagement to career satisfaction. The application of psychological science and practice to the workplace seem virtually endless. Overarching topics include personal development in work and career, glass ceilings and gender in the workplace, and psychological impacts of workplace demographics and family businesses. And more specific applications include ones that target excessive work, mitigating workplace stressors, Zoom meetings, assertiveness in the workplace, multitasking and more.

In Closing…

We can lead in relation to the psychologically healthy workplace. Work is part of our narrative and core to the psychological health of Albertans. Workplaces need our input. Lead with the science of psychology at work.

Judi



PAA Annual Report

Year in Review! The PAA Annual Report will soon be available on the PAA website under Annual Reports.

PAA Racism in Alberta Psychology Taskforce

Active since December 2019, we are committed to reviewing CPA/PFC's Task Force Report, "Psychology's Response to the Truth and Reconciliation Commission of Canada" within the context of psychology in Alberta specifically to:

- Recommend relevant knowledge translation activities for psychology in Alberta
- Highlight and prioritize recommendations specific to the Alberta context for the study and practice of psychology, and for each of the seven identified specific discipline areas
- Identify CAP, PAA, or joint initiatives to assist with realizing these recommendations

Tangibles Completed to Date

Task Force

- Established a collaborative strategy
- Set a knowledge translation plan for Psymposium and Psynopsis
- Consulted with Treaty 7 Regional Elders / Community

PAA

- Developed a provincial educational resource list on our PAA Indigenous Resources Page
- Negotiated for Indigenous Awareness Canada training for members
- Successful Indigenous Tools for Living grant application
- Formal advocacy initiative Indigenous Services Canada

CAP

- Established a required related LEAP exam question
- Established a related CAP Practice Standard
- Established a draft CAP Practice Guideline for Practice with Indigenous Peoples

Ongoing Plan

- Consult with Treaties 4, 6, and 8 Regional Elders / Community
- CAP to finalize related Practice Guidelines
- Drafted initial program for ITFL training to be hosted October 2021



EMDR BASIC TRAINING

PART 1: SEPT 21-23 2021 **PART 2:** OCT 25-27 2021

To register, visit **prepped4learning.com**

or contact us at prepped4learning@gmail.com

CONSULTATION:

October 2, 2021 (10am to 12pm)
October 13, 2021 (3pm to 5pm)
Access to consultation forum

TUITION

$2000 + GST (before August 20th)
$2100 + GST (after August 20th)

Part one and two, consultation hours, textbooks, manuals, and handouts included.

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This is an EMDRIA approved EMDR Training done in collaboration with Dr. Marshall Wilensky, Dr. Judy Moench, and Prepped 4 Learning Inc.



EMDR RECENT EVENT TRAINING

SEPT 27 & 28, 2021 9 AM–5PM
EDMONTON, AB

PROTOCOLS:

Recent Traumatic Episode Protocol **(R-TEP)**
GroupTraumatic Episode Protocol **(G-TEP)**
Self-Care Traumatic Episode Protocol **(STEP)**

TUITION:

$499 + GST (before August 27th)
$549 + GST (before August 27th)
Manuals and handouts included

To register, visit **prepped4learning.com**
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Board Notes



"Alberta Psychology Showcase is our new online opportunity for you to showcase to the public and to members your full-length articles, brief highlights, links, podcasts and more."

By Nicki Wilson, R. Psych

Dear valued members,

The PAA recognizes the leadership roles that psychologists play in the general community and values the opportunity to showcase the many accomplishments in our field–not only to the profession, but to the public. The PAA offers many platforms for psychologists to showcase their work, achievements, or involvement:



Your Place to Shine!

Alberta Psychology Showcase – is our new online opportunity for you to showcase to the public and to members your full-length articles, brief highlights, links, podcasts and more. Topics could include implementation science, research projects and grants, program evaluations, science publications and more.

PAA Collaborate – is the association's online member community that hosts discussions, libraries of shared resources, blogs, event calendars, a member directory, polls and much more. Members are welcome to join Communities of Practice, participate in community discussions, and submit content for one of the areas within Collaborate. Have you posted an article or resource in Collaborate? Send PAA the link so we can mention a highlight in *Psymposium*.

Media – the association provides psychologists the opportunity to notify when they have been in the media. There is a specific section dedicated to "Psychology in the Media" within *Psymposium* which highlights this involvement. In this issue, see page 11.

YouTube – PAA's YouTube channel is where members and non-members alike can listen or watch psychological topics without cost. Do you have a YouTube site related to psychology? Send PAA your YouTube URL and we'll add it to our Alberta Psychologists on YouTube Channel.

Please consider sharing your own accomplishments or involvement, or encourage others within the profession to do so at paa@paa-ab.ca. It is important that psychologists continue to showcase their leadership in the multiple areas that they are involved it as it speaks to the importance of the profession.

Your President,

Nicki Wilson
M.Sc. R. Psych

PAA Board Meeting Dates 2021



- 10 September 2021, Board Meeting
- 10 September 2021, PAA AGM Online, 12:00–1:00 PM. Register here.
- 05 November 2021, Board Meeting, Edmonton, PAA Offices
- 04 February 2022, Board Meeting, Edmonton, PAA Offices

The Universe Within

PAA 25 Years: Looking Back and Going Forward



"It is with a long view that I look back over the many years as a member of the PAA."

By Gwen Randall-Young, R. Psych

I became a Registered (then "Chartered") Psychologist in 1990 and began writing my regular column for *Psymposium* in 2003. It is with a long view that I look back over the many years as a member of the PAA.

I have always appreciated the tireless work of the PAA team and the excellent work they have done for all of us in the field, and for those who use our services. A special commendation for all they have done to support us through the pandemic.

I have also been reflecting on what it means to be a psychologist. Beyond degrees and training, it is about being invited into the private lives and unique journeys of so many souls. It is both an honour and a privilege to walk alongside those who come through our doors. Their struggles may be around relationships, self esteem, work, parenting, aging, or illness. It might be about understanding or healing the past, seeing how who they are today relates to childhood or other past issues, or forming a path going forward.

On a deeper level, clients may be struggling with who they are, what their purpose might be, and even the meaning of life. It is not our job to give them the answers, but it is more like being a midwife as they are birthing into a new way of perceiving situations, or a higher level of awareness.

My view now is so different from the early years when I was training. Those skills we learned are like an artist's paintbrush. They are the tools, but not the art. Indeed, psychology is a science, but therapy that is based on a reverence for each soul, and their path through this lifetime, is an art.

I do believe we must continue to grow and learn throughout our lives, and especially in our practice. Of course, keeping up to date with what is happening in our field is important. However, knowledge of history, philosophy, and science, as well as knowledge and awareness about what is happening in our world, adds a richness to the tapestry of awareness we are co-creating with our clients.

Evolution is not simply about physical changes in humans, but even more, it is about rising levels of consciousness. In 1976 Jonas Salk wrote a book called *Survival of the Wisest*. Wisdom would be required to survive and thrive in the second half of human evolution. Looking at our world, we still have a long way to go.

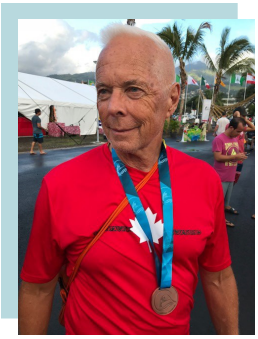
The real work, of course, is on the level of the microcosm, each individual life, our own included. Rumi says "Beyond all thoughts of right-doing and wrong-doing there is a field. I'll meet you there." This is about transcending polarity.

When asked how she could work with people who were so diseased and filthy, Mother Theresa said it was because, "In each of them I see the face of God."

Both point to wisdom and loving kindness, two essential qualities we must bring to the work we do.

Ethics – The Impossible Imperative

The Ethics of Bias

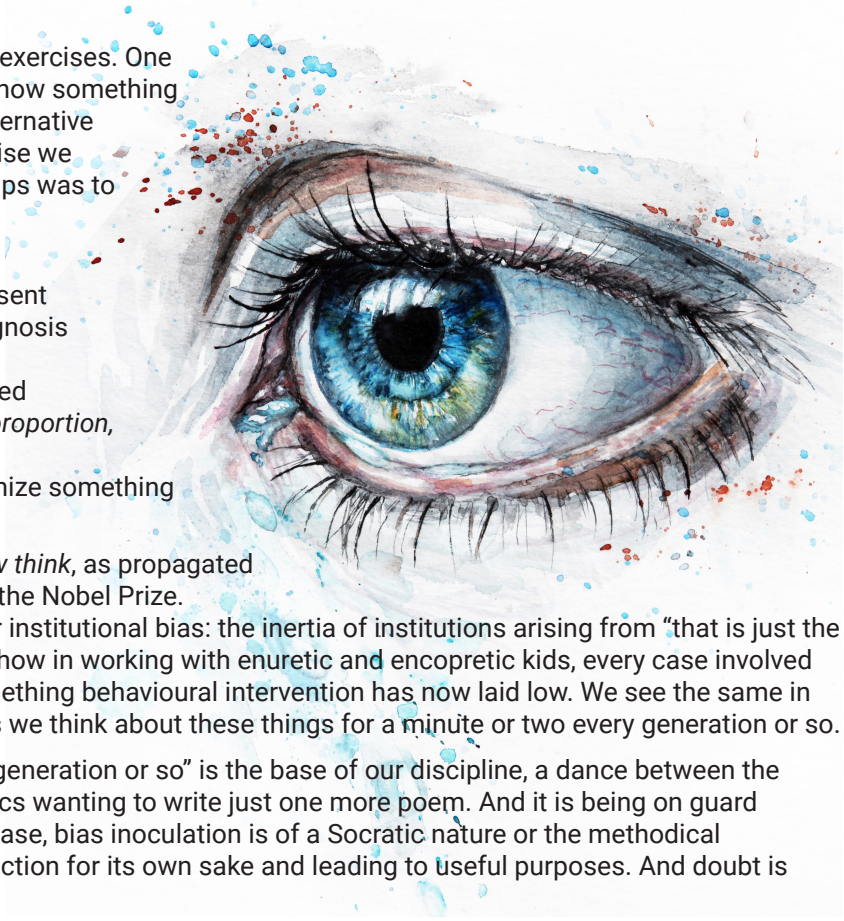


"Doubt is always honoured at the table!"

By Dr. Jon Amundson, Ph.D., R. Psych

In an article in *Professional Psychology: Research and Practice* (October 2020; 51/15), there was a review of bias as it affects clinical practice. The article examined the influence of bias on our work. There have been over 30 forms of bias identified, such as confirmation bias, affect bias, and so on. Recent research has shown that those who believe themselves less biased are in fact more prone to such (see Podcast).

Ethically, these are clear, "front door" biases we can easily see and manage. These include biases regarding race, sexual orientation, and religion. "Back door" biases, however, include examples noted above and are more insidious. For example, *model or theoretical bias* reflects a "believing is seeing" posture. Once, when in debate with another clinician regarding the salience of trauma in their model, I was told "if you don't look for it, you won't see it" meaning from their side, my ignorance of the syndrome was the issue rather than agreement with my proposition regarding heuristic and model/theory bias.



The article above advocates for several "anti-bias" exercises. One such is *contrarian* or *devil's advocate discussion* – how something might not be as it appears. Another is to look to alternative ways to make sense of data before you. One exercise we would do back in the day with live supervision groups was to consider how to approach a given case from:

- A pattern recognition/ intervention perspective
- A focus upon how the past determines the present
- A purely formal diagnostic and differential diagnosis frame
- A resource, or a narrative, or a strategic informed approach (see *Supervision – A task of mythic proportion, Journal Systemic Therapy*, 1995,14/2).

The goal is to demonstrate the many ways to organize something before us.

We are all familiar with the concepts of *fast vs slow think*, as propagated by Daniel Kahneman–the only psychologist to win the Nobel Prize. Implementation of slow think unmasks antiquity or institutional bias: the inertia of institutions arising from "that is just the way we do it" bias. Michael White told the story of how in working with enuretic and encopretic kids, every case involved "ambivalent mothering" as the default basis – something behavioural intervention has now laid low. We see the same in challenges to racial and gender and sexual bias, as we think about these things for a minute or two every generation or so.

Of such in fact, "thinking about a few things every generation or so" is the base of our discipline, a dance between the empiricists seeking final solutions and the romantics wanting to write just one more poem. And it is being on guard against bias that will ensure neither side wins. At base, bias inoculation is of a Socratic nature or the methodical skepticism of Nagarjuna, employing the joy of reflection for its own sake and leading to useful purposes. And doubt is always honoured at the table!

Alberta Psychology in the Media

Media Engagements

May 2021 – July 2021

27 Media Pieces

VIA

- Global News
- CTV News
- CBC Listen – On Demand
- 630 Ched
- AskDr.Ganz.com
- Alberta Primetime
- Medicine Hat News
- Indian Head-Wolseley News
- Readers Digest

THANKS TO

- Aimee Reimer
- Dr. Angela Grace
- Dr. Ganz Ferrance
- Tara Boothby
- Dr. Linda Hancock
- Dr. Brent Macdonald
- Dr. Janet Miller

ON TOPICS INCLUDING

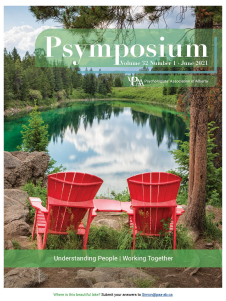
- Canada's mental health 'crisis'
- No Diet Day–movement
- Spring clean your mind
- Keeping children psychologically healthy
- Permission, uncertainty
- COVID-19 & mental health
- Mental health impacts of wildfire smoke
- Healthy boundaries

Webinar Presentation Engagements

Participants	Venue
Jenny Peetoom, DRN volunteer	» Central Alberta Rural Communities Coalition & Sylvan Lake Community members–31 participants
Dr. Judi Malone	» Online Constituency Workshop hosted by Honourable Josephine Pon, Minister of Seniors and Housing on coping together during the pandemic.
Dr. Carmen Dodsworth, DRN volunteer	» Town of Sylvan Lake staff–11 participants

Do you have a media or presentation engagement to report? Let us know at paa@paa-ab.ca!

Psymposium Trivia



The question from our 2021 June issue:

Q: Where is this beautiful lake?
A: Red chairs at The Third Lake of the Valley of the Five Lakes, Jasper National Park, Canada!

CELEBRATING PAA'S

25TH ANNIVERSARY

1958

THE INAUGURAL MEETING OF THE PAA

1962

"THE ALBERTA PSYCHOLOGIST" LAUNCHES, WITH FOUR ISSUES PER YEAR

1972

PAA ESTABLISHES AN OFFICE WITH TWO STAFF

1996

PAA AND CAP SPLIT INTO 2 ORGANIZATIONS

2004

DISASTER RESPONSE NETWORK LAUNCHED

1480 MEMBERS

2021

25TH ANNIVERSARY OF SEPARATION FROM CAP

3200 MEMBERS

#PAA25

It's PAA's

PAA's 25th Anniversa

This year, PAA celebrates its 25th anniversary as a professional association!

Looking at the road we've travelled reminds us of PAA's humble beginnings when the inaugural meeting of the PAA was held in a small classroom at the University of Alberta with 16 psychologists present. In fact, it wasn't until 1960 that we actually became Psychologists' Association of Alberta – before that, we were the Alberta Psychologists' Association, with an acronym easily confused with APA!

You're reading *Psymposium* today, but this publication really started in 1962 as *The Alberta Psychologist* which was the same decade that a Board of Examiners was established to evaluate the qualifications of candidates to become certified psychologists, eligible for PAA membership. In the 1970s, PAA established an office, housed at the University of Alberta, with two staff!

The 1980s brought Alberta's first EPPP, held in 1983, and in 1987 the Psychology Profession Act was proclaimed.



Anniversary!

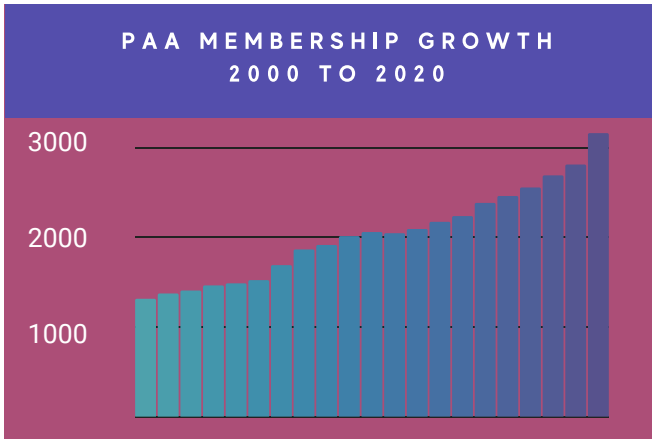
ry: Staying True. Embracing Change.

In the 1990s, PAA hit a key milestone when we separated from CAP. 1996 to 2021 marks 25 years of innovation as a professional association separate from the regulatory body.

Since 2000, membership has grown 141% from 1308 to over 3,100. Our members make us strong.

Alongside membership growth, PAA's referral service has grown from an average of 13 referrals per day in 2007 to 86 referrals per day (April - June 2021). When they need a psychologist, Albertans know where to find one. It helps that media exposure has also grown from 38 in 2007 to 175 in 2020.

This growth is thanks to you, our members. We've come a long way, building on strong roots, and we look forward to innovating and embracing change to support the psychological health of Albertans.



PAA's 25th anniversary: Staying true. Embracing change. #PAA25.



1996–2021

Summer Student Showcase

PAA was fortunate to welcome three bright students to our team this summer. Thanks for your energy and enthusiasm!



Kira Brunner This summer at PAA, I worked closely with the team to cover holiday time and outstanding tasks, including with Administration, Membership, and Communications. I also conducted data analysis and article drafting for two of our exciting projects: the PAA Pandemic Membership Survey, and an inquiry into professional ethics needs. I had a great summer!



Jessie Swanek I interned with PAA this summer to conduct the first program evaluation of the PAA Practice Advisor Program! I saw firsthand how PAA is organized (virtually), met some of our dedicated Practice Advisors, surveyed members, and much more. It was an amazing experience and I learned so much that I can apply to my future endeavours.



Jiya Juneja I did my internship from India, and not being in Canada for the summer made me skeptical if I could use my time productively. Volunteering as a summer student at PAA gave me an opportunity to learn a variety of skills and experience how it is to work in a corporate environment, although virtually, which will eventually be extremely helpful in my career.

PAA Psychological Services Fund

The PAA Psychological Services Fund helps people who can't afford the services of a psychologist to access the help they need.

The Psychological Services Fund, initiated by a donation from Ms. Amina Beecroft to the PAA, has been invested into endowed funds with the Edmonton and Calgary Community Foundations. Services may be for psychological assessments or counselling/ psychotherapy.

The psychologist provider must be a PAA member in good standing. The funding year is October to September.

For further information please access the PAA website.



MEMBER BENEFITS

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Upcoming 2021 Town Halls

Connect with PAA and CAP!

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30 September
01 October
17 November
08 December

Watch for your community-specific invitation to RSVP in your email prior to the event.

Contact: ada@paa-ab.ca.

Psychology's Response to the TRC Report

By: Tamara Austin M.A. R.Psych; Joanna Card M.Ed R.Psych; Shandra De Clerck M.Sc. M.A. R.Psych; Andrew Nicholson M.Sc. R.Psych

We are passionate about raising awareness within our profession about being accountable for the ways we continue to be complicit in and culpable of oppression and providing a pathway of necessary changes to hold ourselves to the highest anti-oppressive standards of practice. The ongoing confirmation of unmarked graves at residential school sites across the country once again highlights the critical importance of this work.

In 2018, the Indigenous Task Force on Responding to the Truth and Reconciliation Commission of Canada was developed in response to the Truth and Reconciliation Commission (TRC) of Canada's (2015) report (useful summaries here). Their report, *Psychology's Response to the Truth and Reconciliation Commission of Canada's Report,* 2018 May, outlines steps the profession of psychology can take to better serve Indigenous Peoples of Canada. The report can be found here.

The following is an acknowledgement and formal apology from the profession to Indigenous Peoples in Canada.

Statement of Acknowledgement from the Task Force

> "As we acknowledge a failure to meet our own ethical standards, the profession of psychology in Canada must also acknowledge our history of having caused harm toward Indigenous Peoples. We acknowledge that these failings have roots as far back as the development of this profession in Canada. We apologize for not opposing discriminatory governmental policy. We apologize for colluding with policies and laws that have promoted the marginalization and oppression of Indigenous Peoples. We apologize for grounding our approaches to assessment and treatment in epistemologies and research that have little relevance to Indigenous Peoples. We apologize for the lack of acknowledgement of cultural and historical contexts of Indigenous Peoples in Canada in our professional work, and our failure to name the unjust impacts of our governmental policies on Indigenous Peoples. Although as a profession we have a strong commitment to healing in ways that are empirically supported, we have been biased, irresponsible and disrespectful to Indigenous Peoples in Canada in the manners described here. We apologize for failing to be supportive allies and advocates to Indigenous Peoples."
>
> *- Psychology's Response to the Truth and Reconciliation Commission of Canada's Report (p. 9, 2018 May).*

Acknowledgement of our unethical conduct is an imperative part of our professional responsibility. This is a fundamental task, and it is only the starting point towards becoming trusted partners in reconciliation with Indigenous communities.

> "In order to be accountable as a profession, psychologists must engage in critical self-reflection and evaluation of their skills and performance, particularly in relation to how their work impacts others. This is especially crucial when the population that is receiving services is vulnerable or already marginalized. When psychologists make errors or act in ways that add to, rather than diminish, oppression, they are obliged to take corrective measures."
>
> *- Psychology's Response to the Truth and Reconciliation Commission of Canada's Report (p. 9, 2018 May).*

Future articles in this series will explore the corrective steps towards ethical practice with Indigenous Peoples recommended in the report.



Anniversary

Join us in celebrating Joanna Leung's 10th year of exemplary service at PAA



Joanna has always been a kind, welcoming and open staff person. She is approachable and willing to help. Qualities that are so appreciated by the board. Congratulations on 10 years!

Nicki M. Wilson

Joanna is extremely professional and highly competent as a finance officer but her welcoming smile and contagious laugh made discussing numbers and budgets fun(ner). She is simply a pleasure to interact with and really is one of the gems of the PAA.

David St. Arnault

What I most liked about working with Joanna was her fun-loving enthusiasm for life and travel. We also had a lot of enjoyment with her joking about the cultural peculiarities of her family around food and sometimes near-compulsive cleanliness.

Pierre Berube

Congratulations on 10 years Joanna! As a new board member, I have not had the opportunity to work closely with you. However, I greatly appreciated your assistance in helping me get all set up to co-sign our PAA cheques!

Jacqui Linder, PhD

Joanna Leung has a contagious courage to learn and challenge herself constantly to the benefit of our members and the PAA staff team – and does it with a delightfully positive personality.

Dr. Judi Malone

What I most admire about Joanna is the positivity and warmth that she brings to her interactions with others. She also is inspiring when it comes to ballroom dancing!

Jessica Van Vliet, Ph.D.

Since my first board meeting, Joanna has always been a friendly face to see. Then she launches into finances, and you realize how smart and accomplished she is, too. What an asset to PAA!

Heather Gower

Joanna is always so patient and kind, particularly with those of us who aren't as versed in finance as she is. I always appreciate the time and effort she takes to make the budget easy to understand and accessible for us as a board. She's truly an asset to the team at PAA.

Claire Petersen

I enjoy Joanna's cheer and her laugh, which make each day bright, all while admiring her work ethic!

Kim Bernard

Joanna has been a pivotal mentor for me here at PAA. Additionally, PAA would not function the same with out her diligence and detail orientated-mind.

Simon Mak

Joanna is so supportive and kind. She knows PAA inside and out, but isn't afraid to help anyone out with the little questions. We would be lost without her!

Kira Brunner

Exploring Assessment in Professional Psychology



"Whether or not we engage in standardized psychological assessment, we all use assessment processes in our day-to-day work."

By Dr. Michael Lee Zwiers

Whatever theoretical model we use to guide our work, psychological assessment underlies our formulations, informs our treatment plans, and helps us monitor our clients' progress. The use of assessment also differentiates psychology from many parallel professions like counselling, therapy, and social work.

Assessment is one of the foundational pillars of the psychology profession, seen in our earliest attempts to understand human behaviour and to support psychological healing and well-being. Observational assessment contributed to the development of our earliest psychological theories, the "why" of human behaviour. And from those early days, our theories have continued to guide our understanding and treatment of our clients. Over time, a broad range of techniques and instruments have been developed to assist us.

This column aims to shine a spotlight on assessment in psychology. It is intended for all psychologists, whether you are a novice or an experienced practitioner of the science and clinical art of psychology, whether your focus is primarily on treatment or solely on formal assessment, whether your clients are children or adults or families. Through this column I hope to support your growth as a practitioner, and to expand your thinking about the role of assessment in psychology. From time to time, I will invite guest columnists.

I have a long-standing interest in psychological assessment, and took as many assessment courses as I could during my graduate studies. Through my work in a university-based testing library, I became familiar with a broad spectrum of research and clinical instruments. One of my significant mentors worked for a testing company and developed more than 10 published psychological instruments. Another taught me how to evaluate infant-mother attachment.

During my formal training and supervised practice, I was exposed to a range of assessment instruments, methods, and techniques ranging from interview to observation, from one-on-one to computer-based testing, from structured to semistructured approaches, from self-report to observer-report rating scales, from curriculum-based to dynamic assessment. During my graduate and formal postdoctoral training, I specialized in educational and school psychology, counselling psychology, and clinical psychology. Each branch of psychology brought its own history, principles, and approaches to assessment. Over the years, I was trained by a range of psychologists, physicians, and clinical social workers, and worked on multidisciplinary teams where I was exposed to a breadth of assessment tools, techniques, and approaches. I have also seen clinical practices change over the years: many have been improved, some innovated, and others discarded.



During my career, I have conducted psychoeducational assessments in school boards and private practice, psychological evaluations in hospitals and community clinics, even risk assessments in the federal corrections system. I am also an adjunct university professor and train graduate students and registered psychologists in psychological and diagnostic assessment.

I hope that this regular column will help to challenge you in a positive way, while supporting you in your work with clients!

Dr. Zwiers specializes in assessment and clinical diagnosis. He operates Lighthouse Psychology Services, based in Calgary.

Student's Corner

Student's Corner is a section of *Psymposium* dedicated exclusively to information of particular interest to students. If you have any questions about the information shared here, or if you would simply like to connect, please feel free to email Vanessa Siso, Student Director on the PAA Board of Directors.

That's me!



Students, join us on PAA Collaborate to connect, ask questions, & more!

Are you aware that you can obtain a discounted TD insurance plan for $98 through your membership benefits? Check out Benefits & Services for more.

Did you know that you can access free psychological services with a volunteer psychologist for up to 3 sessions through the PAA's Disaster Response Network?

Did you know that you can post your CV and find employment opportunities through the PAA's website?

Are you aware that you can post or find student research projects in need of participants on the PAA's website?

Subscribe to PAA's YouTube Channel and watch for our upcoming Student series.

PAA Volunteer Spotlight

Quality volunteers are the bricks that hold non-profit organizations together. We couldn't survive without them! In this column, we'll shine the spotlight on a member who has made a difference! Want to share your story? Contact Cindy at paa@paa-ab.ca for submission requirements.

PAA VOLUNTEER PROFILE



Event: Edmonton Regional Science Fair - 17 April 2021

Judged PAA's Behavioural Science Award

Tamara Stuart

"Every year that I've had the opportunity to participate in the science fair as a judge or a presenter, I've found the experience highly rewarding. I always enjoy seeing our future scientists learning about the world and engaging in research. The innovative and inspiring youth who participate have a lot of wonderful information to share, and I always walk away with new knowledge."

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The Canadian INDIGENOUS MENTAL HEALTH & HOLISTIC WELLNESS Conference

Live Streaming December 8, 2021
8:15am – 4:00pm PT

Cynthia Wesley-Esquimaux, Ph.D.
Martin Brokenleg, Ed.D.
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- **Dialectical Behaviour Therapy**
  - Sheri Van Dijk, MSW, RSW
- **Skills Training: Oppositional, Defiant & Anger Issues**
  - Jay Berk, Ph.D.
- **Skills Training: Executive Skills**
  - Peg Dawson, Ed.D., NCSP
- **Making Sense of Anxiety**
  - Gordon Neufeld, Ph.D.
- **Reading, Writing & Math Interventions**
  - Steven Feifer, D.Ed., ABSN
- **Advanced Self-Regulation**
  - Varleisha D. Gibbs, Ph.D., OTD
- **Anxiety with Children & Teens**
  - Caroline Buzanko, Ph.D.
- **Solution Focused Brief Therapy**
  - Elliott Connie, MA, LPC
- **Internal Family Systems Therapy**
  - Alexia Rothman, Ph.D

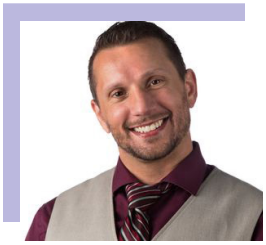
ONLINE TRAINING

- **Burnout Solution**
  - Daniel J. Fox, Ph.D.
- **Emotional Eating, Dieting, Bingeing & Body Image**
  - Judith Matz, LCSW
- **Chronic Pain, Relapse & Treating Addictions**
  - Stephen F. Grinstead, Dr. AD
- **Positive Psychology**
  - Jonah Paquette, Psy.D.
- **Advanced Mindfulness**
  - Donald Altman, M.A., LPC
- **Anxiety Disorders, OCD & Insomnia**
  - Jennifer L. Abel, Ph.D.
- **Psychopharmacology**
  - Kenneth Carter, Ph.D.
- **Working with Difficult Students**
  - Jeff Riggenbach, Ph.D.
- **Executive Function Difficulties**
  - George McCloskey, Ph.D.
- **Advanced Self-Regulation**
  - Varleisha D. Gibbs, Ph.D., OTD
- **Social & Executive Functioning**
  - Rebecca Moyes, M.Ed.
- **Anxious Kids at School & Home**
  - Lynn Lyons, MSW, RSW
- **Emotional & Behavioural Problems**
  - Steven T. Olivas, Ph.D., HSP
- **Play Therapy**
  - Christine Dargon, Ph.D.
- **Autism Spectrum**
  - Meghan Barlow, Ph.D.
- **Anxiety with Children & Teens**
  - Caroline Buzanko, Ph.D.
- **Solution Focused Brief Therapy**
  - Elliott Connie, MA, LPC
- **Internal Family Systems Therapy**
  - Alexia Rothman, Ph.D

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A Book Review

Start with Why: How Great Leaders Inspire Everyone to Take Action By Simon Sinek. Audiobook, released 2017 by Penguin Audio



"It was wonderful to connect with other psychologists for lively discussion."



Reviewed by Chris Shorrock, R. Psych., CSAT

This was one of the few times I joined a book group without having selected (or heavily suggested) the particular book to be read (or listened to). I was very fortunate to connect with some local psychologists here in Medicine Hat. To continue with firsts, I have added the comments offered by some of my peers who are also reading the book.

"In this time of so much 'noise' emanating from our social and more formal media sources and what would seem to me, a dearth of effective leadership generally, I was hoping that Simon Sinek's *Start with Why* would provide a refreshing and succinct guide to successful leadership. In spite of the promises on the book cover and in the various reviews, I found Sinek's writing laborious, redundant, and anything but succinct or refreshing. One or two brief chapters could have conveyed his message and his efforts to explain and differentiate the 'why' from the 'how' and the 'what' was not always clear. Reviewing this book with my colleagues was far more enjoyable and enriching than the book itself in my opinion. If you choose to pick up this book, make sure it is in the context of a book club, especially with people you enjoy!"

- Dr. Bonnie Rude-Weisman, R. Psych

"*Start with Why* was a useful message to explore, particularly for those of us who have felt that the pandemic has placed them in a professional and/or personal state of limbo, as it provided a framework with which to examine what one wants to create for their post-pandemic 'next chapter.' It was a clearly explained message, with examples of people, businesses and organizations that have or have not started with 'why.' It provided ample opportunity to consider one's own 'why' and was written in a very simple manner. Although this is a relatively quick and easy read, the last two thirds of this book were painfully redundant. Simon Sinek is an engaging speaker, much more so than he is an engaging writer, so one would likely benefit more from watching his TedTalk on *Start with Why*. He has a great message, but the video presentation is more compelling."

- Melanie Reed-Zukowski, R. Psych

All of us did enjoy one particular chapter in the book wherein Sinek compares his 'golden circle' (a difficult reference to understand via audio only) to the human brain. The three concentric circles from outside to in are: What, How, then Why. The horizontal cross-section of the human brain then has as the outermost circle the neocortex, with the limbic system encompassing the centre two. He maintains decision-making happens in the inner two 'circles.' We base decisions on our gut, then explain it after the fact. As always, it was wonderful to connect with other psychologists for lively discussion and simply being together, sharing in our professional bond… We talked about not just the what and the how we practice, but especially each of our own 'why.'



Continuing Professional Development

New Co-Sponsored Webinar



Want to expand your intercultural competency as a clinician? PAA has partnered with **Indigenous Awareness Canada** to bring you their training, designed to help non-Indigenous Canadians and Indigenous peoples move toward reconciliation. Part of your fee willl go towards PAA's dedicated reserve fund to support Indigenous psychologists and psychologists in training.

Register for Indigenous Awareness Training.

Upcoming In-Person Workshops

General Assessments for Counselling Psychologists

Dr. Jamie Dyce

2021-10-04

Register

Trauma & PTSD in First Responder Populations

With Dr. Megan McElheran

2022-02-25 in Calgary

Register

The Best of What We Know About Addictions Counselling Today

Dr. Kevin Alderson

2021-10-15 in Edmonton

Register

The Best of What We Know About Addictions Counselling Today

Dr. Kevin Alderson

2021-10-22 in Calgary

Register

Primers

One-hour recorded overview of the topic. Watch anytime, anywhere ($40 + GST).

Trauma & PTSD in First Responder Populations–**Dr. Megan McElheran**

Family Restructuring Therapy–**Dr. Stephen Carter**

Preparing for Cannabis Legalization in Canada: A Psychologists' Evidence-Based Guide–**Dr. Igor Yakovenko**

Psychology of Cannabis Addiction–**Dr. Jonathan Stea**

DIY Videos for Your Therapy Site or YouTube Channel–**Dr. Kyler Shumway**

The Erupting Addictions Pandemic–**Dr. Kevin Alderson**

The Game of Life: An Introduction to Using Basic Sport Psychology Principles in Clinical Practice–**Dr. Caelin White**

Prescribing Service Dogs or Emotional Support Animals–**Kristine Aanderson**

Psychedelics and Psychedelic-Assisted Therapy–**Dr. Megan McElheran**

Free Recordings

Traumatology 101: Psychology During a Pandemic

Pandemic Adaptations Panel: Counselling Psychology

Pandemic Adaptations Panel: School Psychology

Pandemic Adaptations Panel: Supervision in Psychology

Asynchronous Webinars

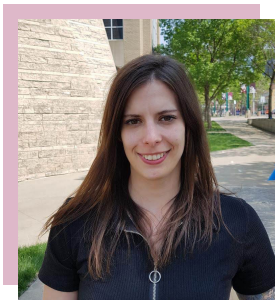
Starting and Operating an Independent Professional Practice in Psychology–**Dr. Stephen Carter**

The Weight of the World: Psychologist's Role in Addressing Client's Weight-related issues–**Dr. Angela Grace**

Indigenous Awareness Training–**Indigenous Awareness Canada (IAC)**

New Kids on the Block
A Column for Early Career Psychologists

Exploring Supervision Experiences: Interview with Dr. Steve Knish



"Get to know your supervisee as a person."

By Tamara Stuart, R. Psych

Supervising future psychologists can be a highly rewarding experience. It can provide a confidence boost, foster learning, and increase career satisfaction. I sat down with **Dr. Steve Knish**, Clinical Supervisor at the University of Alberta, Counselling and Clinical Services and winner of the 2019 PAA Excellence in Clinical Supervision Award to get his opinion on what makes supervision great.

What do you like about supervising?

The opportunity to hone my theoretical framework and explain what I do in the therapy room. I love having the opportunity to explain what I am doing and why, and facilitating others' growth. It is incredibly rewarding to play a part in someone's development, to be able to bring out the best in someone and to help connect people to their knowledge and their strengths so they can bring them into their work. Supervising others has kept me sharp and allowed me to more fully share my ways of working, which helps students determine what they could incorporate in their work, or try to make their own. I have found these experiences very beneficial, as supervising has enhanced my job satisfaction at every location I have been at.

How can people get the most out of their supervision experience?

Get to know your supervisee as a person. It is important to connect and build a positive working relationship: to have a rich and deep understanding of how to allow individuality to be brought into the therapy room. This complements how they are guided by their theoretical orientations, and helps them bring their unique experiences to the therapy encounter. To support this, and watch people grow and learn in this way, is deeply satisfying.

What is the most important lesson you have learned as a supervisor?

To check my bias about student training needs and develop a unique training context for each student. There are obvious commonalities with respect to ethics, basic micro skills and how to conceptualize cases and directions for therapy. Then comes the nuancing for that particular student – that's the fun part, to meet them where they are at, both personally and developmentally.

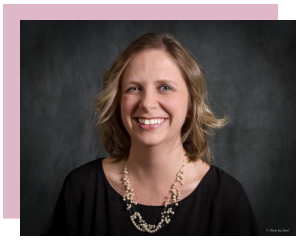
What contributes to positive and negative supervision experiences?

Agencies that view supervision as valuable and important. If supervisors feel supported, and enjoy it as a valuable activity rather than something they feel they have to do, it can lead to a more positive experience. In the private sector, if an individual puts more emphasis on the billable hour versus supervising because they love it and want the best for the person, that is a recipe for a bad experience.

Was there anything you didn't expect when you first started supervising?

Understanding the power differential in supervision. It is not my way to think of myself as being better, or having more influence or knowledge than others. I had to learn that regardless, people were perceiving me in that way. I was naïve to think that there isn't a power differential and that I wasn't as influential as I thought I was. I found it was important to claim and take responsibility for that.

Advocacy Corner



"There has never been a better time to advocate for the needs of the people and communities we serve."

By Dr. Shelagh Dunn, R. Psych

Psychologists have been speaking up, writing letters, and making their voices heard to advocate for access to services, appropriate funding, and programs needed by Albertans. With the impact of the pandemic, our voices are even more relevant and valued. There has never been a better time to advocate for the needs of the people and communities we serve.

My hope is that all psychologists celebrate PAA's 25th anniversary by engaging with the materials on the advocacy section of the website. And I hope that part of your advocacy work includes engaging with elected officials at one or more levels.

I'll soon be ending my time as a school board Trustee, and this work has taught me some incredible lessons in how to advocate for the needs of the communities I've represented. I also learned a great deal by having advocacy directed towards me, and I'd like to share what I found most compelling.

Elected officials are regular people. I think this is the main thing I'd like everyone to know when they email, call or meet with any elected official. It can sometimes be nerve-wracking to think about meeting with a Member of Parliament, City Councilor, or Minister, but most of these folks got into their position because they have a desire to serve their communities, and they really are just regular people trying to work for what they believe in.

Introduce yourself. It seems obvious, but sometimes people are so eager to get down to the important issues that they forget to say anything about themselves. Learning more about the people I hear from and their experiences creates a connection for the rest of the conversation.

Share the issue, and why it matters to you. Elected officials may or may not know much about the issue you're bringing to their attention. It's quite helpful to start with a basic overview of an issue to make sure you're all on the same page. I liked it when people asked how much I knew about an issue. I found that this helped us both to find any places where I needed to learn more. But perhaps most importantly, I found it helpful when people shared why an issue matters to them. Are you advocating for mental health counselling access? When it is relevant, share your experiences as a service provider, a parent, or as someone who has been impacted by recent policies or budget cuts. These stories can be some of the most powerful advocacy.

Talk about the problem and the solution. Offer a way for the person you're talking with to take action. Before you contact an elected official, know what the "ask" is – what action you'd like them to take on the issue (and try to make sure that this action is something within their power). Some of the most powerful advocates who approached me were able to share why an issue was important, what action they would like to see taken, and examples from other jurisdictions where this action was successful.

Offer your help and expertise. I can't express how nice it was for someone from the community to approach me and to offer their expertise in an area, especially if it was relevant to decisions being made.

Ask for a follow-up meeting. Some of the most effective advocates I met with asked if they could follow up with me in a few months to see how things progressed.

I hope these experiences can be of some help to you. Thank you for being an advocate and for working for the systems change that benefits our community.



PAA Referral Service

The PAA Referral Service provides the public with the contact information of registered psychologists who match their region/area of expertise. With excellent value for your marketing dollar investment, the Referral Service is an ideal advertising strategy for those in private practice.

New feature! Early Career and Provisional members–you can now sign up for the Referral Service too!

PAA members can join the Referral Service throughout the year. The yearly fee of $200.00 plus GST (prorated after 01 May) is economical marketing.

Since April 2021, we averaged: 1,866 referrals per month. That's 86 per day.

With telephone referrals, these numbers will be even higher.

Participating psychologists are listed in our online directory, & their contact information is also provided through the Referral Service telephone line. Our Referral Service appears in our Google business listing to help ensure Albertans can find a psychologist.

Referral Service participants may also add a direct link to their own website for $53.00 + GST.

Activate the PAA Referral Service in the membership portal under **Account>Membership>Addons.**

Notice of the Annual General Meeting of the Membership of the Psychologists' Association of Alberta

The PAA Board of Directors is hereby providing notice pursuant to PAA bylaw 6.3, to call an Annual General Meeting of the membership as follows:

Date: Friday 10 September 2021
Time: 12:00 PM online
Register here.
Special Resolutions are available here.