

# Annual Report

2022-2023

YPA

PSYCHOLOGISTS'

ASSOCIATION *of* ALBERTA



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## Welcome!

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

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



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

## Land Acknowledgement

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

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

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

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

# Who We Are And What We Do

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

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

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

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

## Our Strategic Plan

### 2020-2025



Advocate for psychology's unique value



Promote the psychological health of all



Enhance the development of psychologists



Focus on PAA's membership value



Ensure financial sustainability

## Our Mission & Vision

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

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

## Meet Our Staff



**CEO**  
**Dr. Judi Malone**



**Director of Professional Guidance**  
**Dr. Harpreet Gill**



**Director of Professional Affairs**  
**Carmen Bellows**



**Office Manager**  
**Joanna Leung**



**Communications Officer**  
**Kim Bernard**



**CPD Officer**  
**Ada Nieminen**



**Professional Guidance Officer**  
**Jiya Juneja**



**Membership Officer**  
**Annika Rorem**



**Governance Officer**  
**Angela Sargent**



**Office Assistant**  
**Carolina Mendes**

# Focus on PAA's membership value



**Annika Rorem**  
Membership Officer

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

## Member Benefits

### Professional Identity

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

### Voice

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

### Support

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

### Professional Development

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

### Communication

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

**1,486**  
Full Members

150 subscribe to referral service

**780**  
Provisional Members

36 subscribe to referral service

**30**  
Out of Province Members

**767**  
Early Career Members

66 subscribe to referral service

**52**  
Professional Affiliate Members

**145**  
Lifetime Members  
11 subscribe to referral service

**403**  
Student Members

**10** Psychological Assistant Members

## BMS

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

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



# Our 2022 Award Winners



**Dr. Anusha Kassin**  
Clinical Supervision  
Award



**Dr. Gina Ko**  
Excellence in  
Teaching Award



**Dr. Jonathan N. Stea**  
John G. Paterson  
Media



**Dr. Gina Wong**  
2022 Psychologist  
of the Year



**Monica Mankowski**  
Community Service  
Award



**Kristen Brown**  
Master's Thesis  
Award



**Dr. Lloyd Flaro**  
Pettifor Lifetime  
Achievement Award

## PAA Taskforce Reports

### Racism in Alberta Psychology Task Force

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

### Awards Committee

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

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

### Technology in Practice Task Force

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

# Enhance the Development of Psychologists Across the Career Lifespan

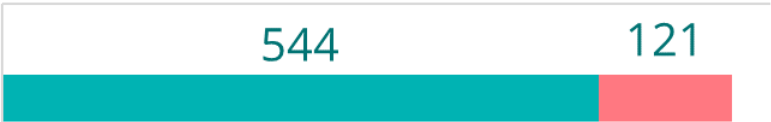


**Ada Nieminen**  
*CPD Officer*

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

■ Members   ■ Non-members

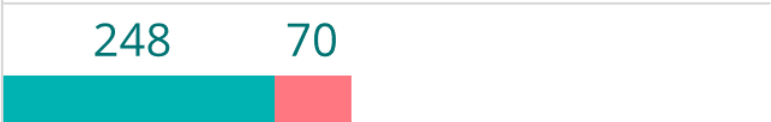
23 ASYNCHRONOUS COURSES  
(665 PARTICIPANTS)



6 CO-SPONSORED CPD  
(194 PARTICIPANTS)

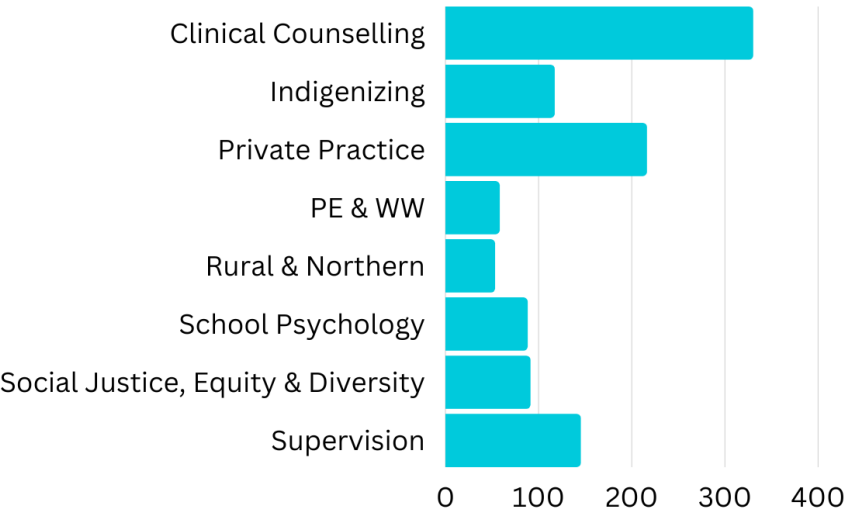


14 LIVE WORKSHOPS  
(318 PARTICIPANTS)



## PAA Communities of Practice

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





# Advocate for Psychology's Unique Value

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

## Communications



**Kim Bernard**  
*Communications  
Officer*

### Psymposium

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

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

### PAA-CAP Town Halls

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

**91**  
*Appearances of  
PAA members on  
various media  
platforms*

**46**  
Columns

**20**  
News  
Interviews

**12**  
Radio  
Interviews

**5**  
Podcasts

### February is Psychology Month!

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

1 Province-Wide Town Hall

**81**  
Social  
Media  
Posts

**4** PAA  
Infographics,  
Posters, and  
Videos

**2** Media  
Appearances

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

# Professional Guidance



**Dr. Harpreet Gill**  
*Director of  
Professional Guidance*

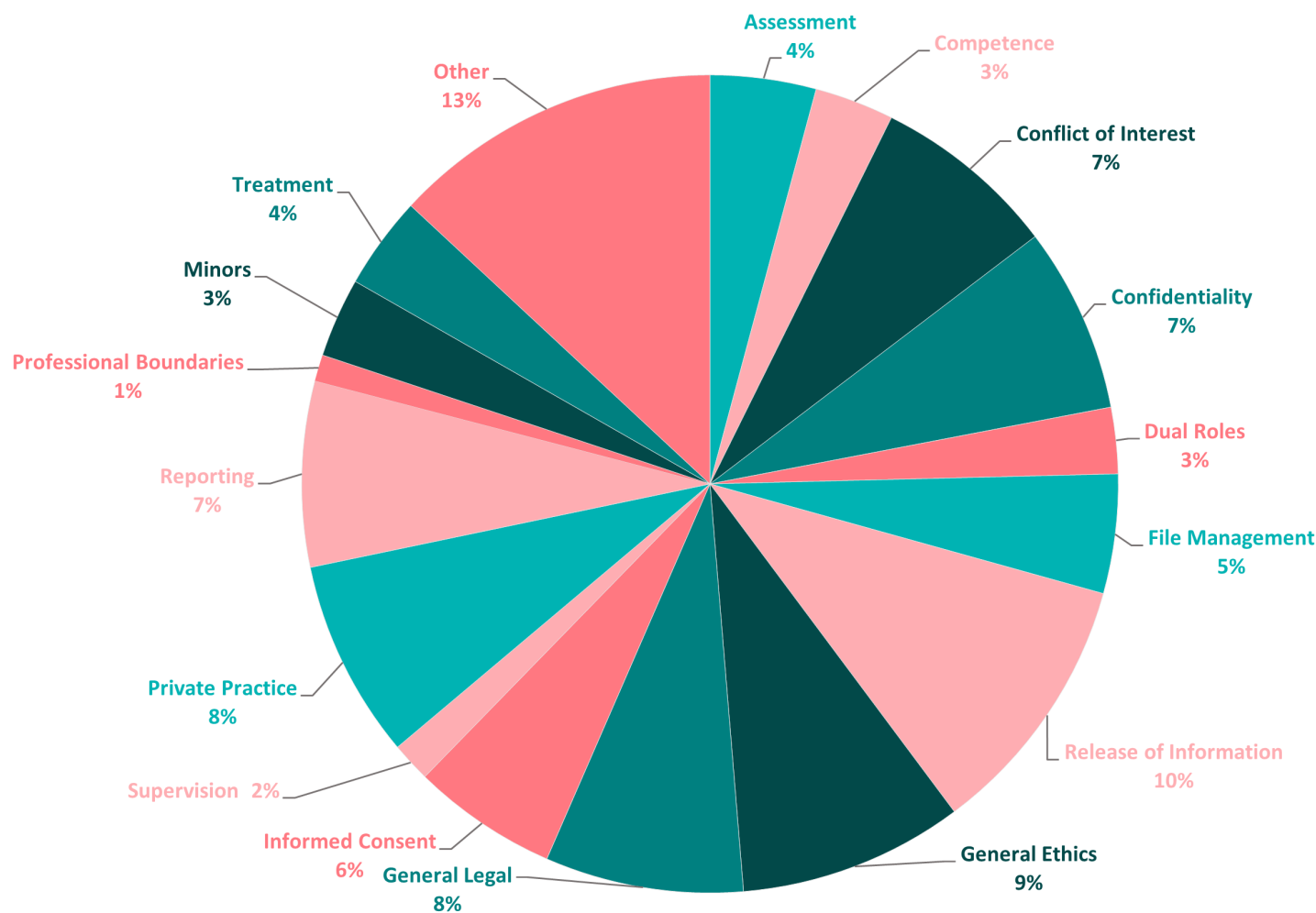
## An Overview

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

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

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

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





# Professional Ethics Round Tables



**Jiya Juneja**  
Professional Guidance  
Officer

## An Overview

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



## Referral Service

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



## Psychological Services Fund


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

# PAA Position Statements



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

A Position Statement  
of the Psychologists' Association of Alberta  
[www.paa-ab.ca](http://www.paa-ab.ca)



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

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




## Special Projects

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





A photograph of two people from behind, embracing each other. The person on the left has long blonde hair, and the person on the right has dark hair.

**All Albertans  
regardless of  
income  
should have  
access to  
psychological  
services.**



[www.paa-ab.ca](http://www.paa-ab.ca)


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

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

*John Smith*

REGISTERED PSYCHOLOGIST (AB)

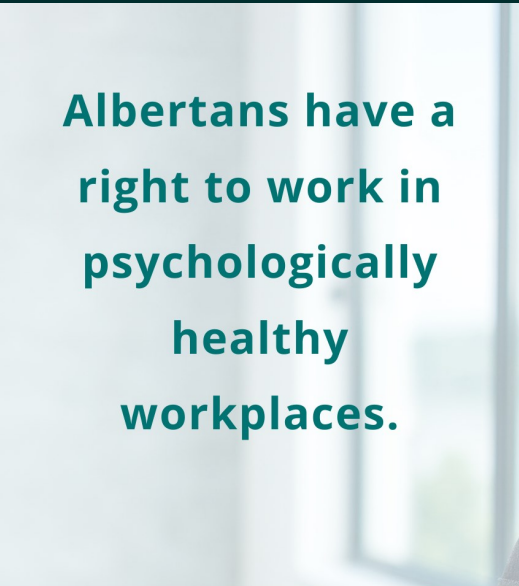
**A Position Statement of the  
Psychologists' Association of Alberta  
[www.paa-ab.ca](http://www.paa-ab.ca)**

A photograph of a young man with dark hair, wearing a blue surgical mask, an orange hoodie, and blue jeans, sitting cross-legged on a brick wall. A blue backpack is next to him.

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

**A Position Statement of the Psychologists' Association of Alberta  
[www.paa-ab.ca](http://www.paa-ab.ca)**

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

A blurred background image of an office interior with windows and plants.

**Albertans have a  
right to work in  
psychologically  
healthy  
workplaces.**



# Psychology Shaping the Landscape

## Psychology Groups

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

## Health Groups

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

## Provincial Advocacy Groups

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

## Target Response Groups

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

## Psychology As a Profession

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

### American Psychological Association

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

### Canadian Council of Professional Associations of Psychology

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

### Canadian Psychological Association

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

### Association of Canadian Psychology Regulatory Organizations

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

### Alberta Health Services

Dr. Judi Malone participates in the:

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



# Promote the Psychological Health of all Albertans

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





# Our Board



**President**  
**Claire Petersen**



**President-Elect**  
**Heather Gower**



**Board Custodian**  
**Mira Singh**



**Past President**  
**Nicki Wilson**



**Treasurer**  
**April Salciano**



**Early Career Representative**  
**Dr. Sandra Dixon**



**Student Representative**  
**Katherine Archibald**



**Member-at-Large**  
**Tamara Austin**



**Member-at-Large**  
**Dr. Jacqui Linder**



**Member-at-Large**  
**Dr. Sally Maclean**



**Provisional Representative**  
**Samantha Gruber**

## President's Note

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

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

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

Together, we are all PAA.



**Claire Petersen**  
*PAA President*

# Ensure Financial Sustainability

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

## Treasurer's Note

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

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

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



**Chris Pawluk**  
PAA Treasurer

### Statement of Financial Position March 31, 2023

#### ASSETS

CURRENT	
Cash	\$1,593,965
Prepaid expenses	\$22,788
	<b>\$1,616,753</b>
Capital Assets	\$107,705
Security Deposits	\$7,214
<b>Total Assets</b>	<b>\$1,731,672</b>

#### LIABILITIES AND NET ASSETS

CURRENT	
Accounts payable & accrued liabilities	\$39,044
Goods and services tax payable	\$6,641
Wages payable	\$10,011
Deferred revenue	\$667,665
<b>Total Liability</b>	<b>\$723,361</b>

#### NET ASSETS

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

<b>Total Liability &amp; Net Assets</b>	<b>\$1,731,672</b>
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### Statement of Changes in Net Assets

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

### Statement of Operation

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





# PSYCHOLOGISTS' ASSOCIATION *of* ALBERTA

## In Closing

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

Together we (all members) are the PAA!



**Dr. Judi Malone**

*PAA CEO*

*R. Psychologist (AB/AUS)*