

# PSYCHOLOGIST

A Journal Published by The Association of Psychologists of Nova Scotia

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Spring 2024  
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Vol. 36 • N° 2

Spring-2024

## PRESIDENT'S REPORT ~ Chimène Jewer, R. Psych.



Chimène Jewer, R. Psych.,  
APNS President

I would like to begin by saying that it has been a great privilege and honour to serve as President of APNS. It has been a pleasure to work with the APNS Executive

Committee again and to serve in this role. The APNS Executive is a special group of passionate and dedicated individuals who are truly committed to advocating for the profession of psychology, and the clients we serve. Reflecting on the past year, it has been a very busy and productive time for APNS. Most notably, we have been busy with succession planning for our Executive Director and our ongoing advocacy work with the provincial government.

As you know, our longstanding Executive Director, Susan Marsh, is retiring this year. While we are sad to see her go, she is ready to conclude this chapter and turn her attention to some interesting projects in her retirement. There will be a retirement reception following the AGM on Friday, May 31st at 3:00 pm at Dalhousie University, McCain Bldg., Room 2132, 6135 University Ave. Please consider stopping by to chat, share some memories, and express gratitude for her many years of hard work and dedication. To attend, please RSVP to [admin@apns.ca](mailto:admin@apns.ca).

A major endeavour for the Executive this year has been conducting a job search to find a new Executive

Director. The Selection Committee reviewed many applicants and held several interviews before offering the position to the most suitable candidate, Ms. Claire Halpern. Ms. Halpern has served as an Executive Director, has experience with not-for-profit and government organizations, and understands the value and expertise of psychology. I would like to extend a warm welcome to our new Executive Director, Ms. Halpern!

I am also excited to welcome new members to the Executive for the upcoming year. Our President-Elect, Kim O'Connor, has a background in school psychology, has been an instructor at Acadia, and is an active member of the Valley Connection group. I am pleased to welcome her as my successor. Tara Power is coming on as our new President-Elect. Dawson Wambolt will be our new Treasurer. Marcel Peloquin will be our Member-at-Large and Kathryn Bell, our Member-at-Large-HR. Alzena Ilie is our new Co-Student Rep. The Executive will retain the much-appreciated contributions of Dr. Melissa McGonnell (Secretary) and Grace Schwenck (Co-Student Rep).

I would like to extend a sincere "thank you" to our outgoing Executive members for their significant contributions; Jacqueline Milner (Past President), Dr. Marcie Balch (Treasurer), Lindsay Victor (Member-at-Large), and Dr. Frank Fedde (Member-at-Large-HR). Thank you for all your hard work and dedication to APNS. We couldn't do

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## Reports

### PRESIDENT'S REPORT ~ Chimène Jewer, R. Psych.

*(Continued from page 1)*

what we do without the contributions of our dedicated volunteers. Thank you.

The other major endeavour for the Executive this year, has been our continued advocacy efforts with the provincial government as they develop and roll out their Universal Mental Health Care Plan. We continue to meet with government representatives from OAMH on a regular basis and provide updates to our membership about these developments via e-mail updates, this newsletter, and town halls. I would especially like to thank members of the Advocacy Committee for all their help in this endeavour, and in particular, Drs. Bev Butler, David Pilon, and Victor Day. We held a panel discussion/educational forum on May 10 with national and international experts to inform our members about the developments and discuss how best to continue to engage with government. Special thanks to our collaborators with the Council of Private Practice Owners, and in particular, Drs. Myles Genest and Erica Baker, for their contribution to this panel. As CPAP representative, I will share some of this information with our national colleagues at the CPAP meeting in Manitoba at the end of May. Our colleagues across the country are eager to hear about the developments here in terms of advocacy to government and government plans to increase access to mental health care.

As my term comes to an end, I look forward to staying involved with APNS and this important advocacy work as I move into my role as Past-President and CPAP representative. I am content to conclude my time as President knowing we have found a new Executive Director and continue our advocacy to government. We have done some important and valuable work this year, but, of course, there is always more work to be done. In terms of my hopes for the future, I hope that our profession remains strong, that we continue to advocate for the unique value and expertise of psychology, that we continue to innovate, adapt and expand to meet the changing needs of our clients, and that we rise to the challenge of the mental health crisis we are facing.

Before concluding, let me thank you all for allowing me the opportunity to serve in this role. Thank you for the confidence and trust you have placed in me this year. It has been a great privilege and honor to have served as the APNS president. I hope I have served you well. Working with the APNS Executive has meant being among colleagues and mentors who inspire me, and that has also been a blessing. I am confident that my successor and the Executive will continue in the good work we have been doing and that there is a bright future ahead.

Sincerely, Chimène Jewer,  
M.Sc., R. Psych.



#### Member Statistics at April 30, 2024

Type	2022-23	2023-24	change
Full	504	515	+11
Retired/Inactive	11	17	+6
In Absentia	2	2	0
Student	38	63	+25
Honourary	7	7	0
	562	604	+42 net

**ANNUAL GENERAL MEETING AGENDA – May 31, 2024 – 1:00 pm to 2:30 pm**

**Rm 2132, McCain Building, Dalhousie University, 6135 University Ave., Halifax**

- 1.0 Call to Order; Acknowledgement of First Peoples & Traditional Territory.
- 2.0 Approval of Agenda published in the *Nova Scotia Psychologist*, 36(2) circulated on May 17<sup>th</sup>, p 3.
- 3.0 Approval of Minutes, last year's AGM June 9, 2023, published in the *Nova Scotia Psychologist*, 36(2) circulated on May 17<sup>th</sup>, p 4.
- 4.0 Business Arising.
  - 4.1 Introducing Claire Halpern, Executive Director.
- 5.0 President's Report published in the *Nova Scotia Psychologist* 36(2), circulated May 17<sup>th</sup>, p 1.
- 6.0 Treasurer's Report and Proposed Budget for 2024-2025, published in the *Nova Scotia Psychologist* 36(2), circulated May 17<sup>th</sup>, p 8.
  - 6.1 Increase in Membership Fees
  - 6.2 Treasurer's Report
  - 6.3 Proposed Budget 2024-2025
- 7.0 Auditor's Report circulated by email on May 27<sup>th</sup>.
- 8.0 Committee Reports published in the *Nova Scotia Psychologist* 36(2), circulated May 17<sup>th</sup>, p 12.
- 9.0 Election of Officers as published in *Nova Scotia Psychologist* 36(2), circulated May 17<sup>th</sup>, p 6.
- 10.0 New Business
  - 10.1 Appointment of Auditor (Lyle, Tilley, Davidson) for 2024-2025
  - 10.2 Appointment of Electoral Officers for 2024-2025
- 11.0 Awards (description published in the *Nova Scotia Psychologist* 36(2) circulated May 17<sup>th</sup>, p 7).
  - Fellow of APNS: Erica Baker, nominated by Myles Genest.
  - The Dr. Charles J.A. Hayes Lifetime Contribution Award: Gordon Butler, nominated by Victor Day.
  - The APNS Excellence in Psychology Award: Jacquie Cohen, nominated by Sarah Newcomb-Anjo & Susan Jerrott.
  - The APNS Community Service Award for Psychologists: Simon Sherry, nominated by Victor Day.
  - The APNS Outstanding Student Award: Grace Schwenck, nominated by Miranda Fudge & Julie Wershler.
  - The Outstanding Early Career Psychologist Award: (2 recipients will share the award) Ena Vukatana & Julie Wershler, nominated by Jeannette Kennedy.
  - The APNS Community Service Award in Mental Health for non-Psychologists: Krista McNair, Truro Housing Outreach Society <https://www.trurohomeless.ca>, nominated by Jeannette Kennedy.
- Student Awards Recipients**
  - The Gerald Gordon Memorial Prize for Psychology Undergrad Students: Natalie Lawy (St Mary's University), nominated by Conor Barker.
  - The Brian Dufton Memorial Prize for Psychology Grad Students: Yvonne Brandelli (Dalhousie), nominated by Christine Chambers & Sean Mackinnon.
  - APNS Diversity in Psychology Bursary: Bianca Matthews (Dalhousie), supervised by Christine Chambers.
- 12.0 Adjournment

## Reports

### ANNUAL GENERAL MEETING MINUTES - June 9, 2023

**Executive Committee.** Frank Fedde, Chimène Jewer, Jenn Richards, Nicole MacKenzie.

**Incoming Executive:** Kim O'Connor, Lindsay Victor, Emily Wildeboer.

**Regrets:** Marcie Balch, Jacqueline Milner, Melissa McGonnell.

**Staff:** Susan Marsh, Claire Halpern, and Kathleen White.

**Members:** Marriam Abou-el-Haj, Bev Butler, Gordon Butler, Jacque Cohen, Marie-Eve Couture, Victor Day, Elaine Donahoe, Joanne Doran, Tara Forgeron, Susan Jerrott, Todd Leader, Farley MacLeod, Bonnie McNeill, Joanne Mills, Sarah Newcomb-Anjo, Heather Patterson, Elaine Ply, Lesley Roberts, Belinda Seagram.

**Guests:** Elyse Boudreau, Nicole Conrad, Patrick Hickey, Meaghan Hymers, Jennifer Parker, Melissa Seagram, Jaylynn Skeete, Debra Wells-Hopey

1.0 Call to Order: Meeting was called to order at 12:11.

1.2 Acknowledgement of First People, Traditional Territory & African Nova Scotian Heritage.

2.0 Approval of Agenda:

Approved as distributed in the *Nova Scotia Psychologist 35(2)*, circulated May 25.

*Motion: Todd Leader/ Victor Day/ Passed.*

3.0 Approval of Minutes of May 27, 2022.

Approved without changes as published in the *Nova Scotia Psychologist 35(2)*, circulated May 25.

*Motion: Bev Butler/ Elaine Ply /Passed.*

*Abstain: Frank Fedde*

4.0 Business Arising:

Motion to approve the proposed Amendment to Constitution, as published in *Nova Scotia Psychologist 35(2)*, circulated May 25.

There was no business arising from last years minutes.

*Motion: Kim O'Connor/ Bev Butler/ Passed.*

5.0 President's Report

Jacqueline Milner is away. Her President's Report was published in the *Nova Scotia Psychologist 35 (2)*, circulated May 25. Jenn reiterated the thanks to all members and committee members for their contributions throughout the year.

6.0 Treasurer's Report

6.1 The Treasurer's report was circulated May 25 in the *Nova Scotia Psychologist 35(2)*. Marcie Balch is away. There were no questions.

*Motion: Bev Butler/ Todd Leader/ Passed.*

6.2 Proposed and projected budgets for the 2023-2024 period, as circulated in the *Nova Scotia Psychologist 35(2)*.

*Motion: Susan Jerrott/ Elaine Ply/ Passed.*

7.0 Auditor's Report:

As circulated with the Agenda on June 1, 2023.

*Motion: Victor Day/ David Pilon/ Passed.*

8.0 Committee Reports:

All committee reports were published in the *Nova Scotia Psychologist 35(2)* circulated May 25.

*Motion: Bev Butler/ Bonnie McNeill/ Passed.*

9.0 Election of Officers: The list of proposed officers were published in the *NS Psychologist, 35 (2)*, and circulated on May 25.

The new Executive members are:

- Kim O'Connor, President Elect
- Melissa McGonnell, Secretary (second term)
- Lindsay Victor, Member-at-Large
- Emily Wildeboer, Co-Student Representative

Returning Members:

- Jacqueline Milner, Past President
- Chimène Jewer, President
- Marcie Balch, Treasurer
- Frank Fedde, Member-at-Large HR.

*Motion: Todd Leader/ Joanne Mills/ Passed.*

10.0 New Business:

Meeting was turned over to the new President.

10.1 Appointment of the 2023-2024 Auditor:

Lyle, Tilly, Davidson the auditor for the last number of years. Although Lyle, Tilly Davidson are auditors they do not audit the APNS records they do an official year end review.

*Motion: Bev Butler/ Bonnie MacNeil/ Passed.*

10.2 Appointment of Electoral Officers: This

year's officers are: Shelley Goodwin (chair), Harpreet Aulakh, Jeannette Kennedy, Elaine Ply and Frank Fedde (Ex officio, Executive).

*Motion: Kim O'Connor/ Bonnie MacNeil/ Passed.*

10.3 Advisory Board: This board is being put in place to better formalize something that Susan has just done naturally and that is looking for advise on issues. So far agreeing to be on this board are Bev Butler, Shelley Goodwin, David Pilon, Elaine Ply.

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**ANNUAL GENERAL MEETING MINUTES - June 9, 2023**

*(Continued from page 4)*

There will be a fifth member named later.

*Motion: Joanne Mills/ Victor Day/ Passed.*

10.4 David Pilon brought greetings from the Canadian Register of Health Service Psychologists. (CRHSP): The work being done here in Nova Scotia is exceptional compared to the rest of Canada. David Pilon gave a brief overview of the many benefits of CRHSP and noted that Nova Scotia has over performed regarding psychology at the National level.

10.5 Gordon Butler, NSBEP Registrar brought greetings from the Nova Scotia Board of Examining Psychologists (NSBEP): Gordon gave a brief overview of the relationship that has developed with APNS over the years. Representatives of each group meet at least quarterly (sometimes more) to discuss relevant items about the psychology profession.

11.0 Awards Presentation:

11.1 Fellow of APNS – Harpreet Aulakh, nominated by Shelley Goodwin.

11.2 Outstanding APNS ECP Award — Marcie Balch, nominated by Jenn Richards.

11.3 The APNS Excellence in Psychology Award – Dr. Bonnie McNeill, nominated by Daniel Chorney.

11.4 The APNS Community Service Award for Psychologists – Dr. Belinda Seagram, nominated by Natasha Buchanan.

11.5 The APNS Community Service Award – Shaleen Jones, Eating Disorders Nova Scotia, nominated by Emily Orr. (Accepted by Deb Wells-Hopey, Program Manager, Eating Disorders Nova Scotia).

11.6 The Diversity in Psychology Bursary – 2 recipients: Meaghan Hymers (Acadia University) & Patrick Hickey (Dalhousie University)

11.7 The Gerald Gordon Undergrad Prize – Jaylynn Skeete (St Mary’s University), nominated by Nicole Conrad

11.8 The Brian Dufton Grad Prize – Nicole MacKenzie (Dalhousie University), nominated by Dr. Christine Chambers and Dr. Kathryn Birnie.

Thanks was given to Kevin Rice, Brad Peters and Louise Stringer Warren for reviewing the Gordon and Dufton Awards. Dr. Jennifer Price was on hand to represent the nominators for those awards.

No nominations were received for the Outstanding APNS Student Award or for the Charles J.A. Hayes Lifetime Contribution Award.

12.0 Adjournment: Meeting was adjourned, 12:58.

**Get involved in APNS**

**Our committees are always looking for new members.**

**If you want to find out more about volunteer opportunities with APNS please contact Susan at [apns@apns.ca](mailto:apns@apns.ca)**



## Reports

### NOMINATIONS & ELECTION REPORT 2024 *(See next page for award descriptions)*

*Committee members: Shelley Goodwin (Chair), Harpreet Aulakh, Jeannette Kennedy, Elaine Ply, Frank Fedde (Ex officio).*

The Nominations & Elections Committee is responsible for soliciting nominations for positions on the Executive as they become available, and for conducting elections. It is also their responsibility to solicit and review nominations for APNS Awards and Honours. The Award winners will be presented at the AGM.

This year we had four positions to fill on the Executive: President Elect, Treasurer, Member-at-Large, H.R., Member-at-Large, and one Co-Student Representative. We have received one nomination for each of the positions and so will not be holding an election.

The new Executive members are:

- Tara Power, President Elect
- Dawson Wambolt, Treasurer
- Kathryn Bell, Member-at-Large, H.R.
- Marcel Peloquin, Member-at-Large
- Alzena Ilie, Co-Student Representative

At the AGM on May 31<sup>st</sup> the new APNS Executive Committee will be presented and acclaimed as follows:

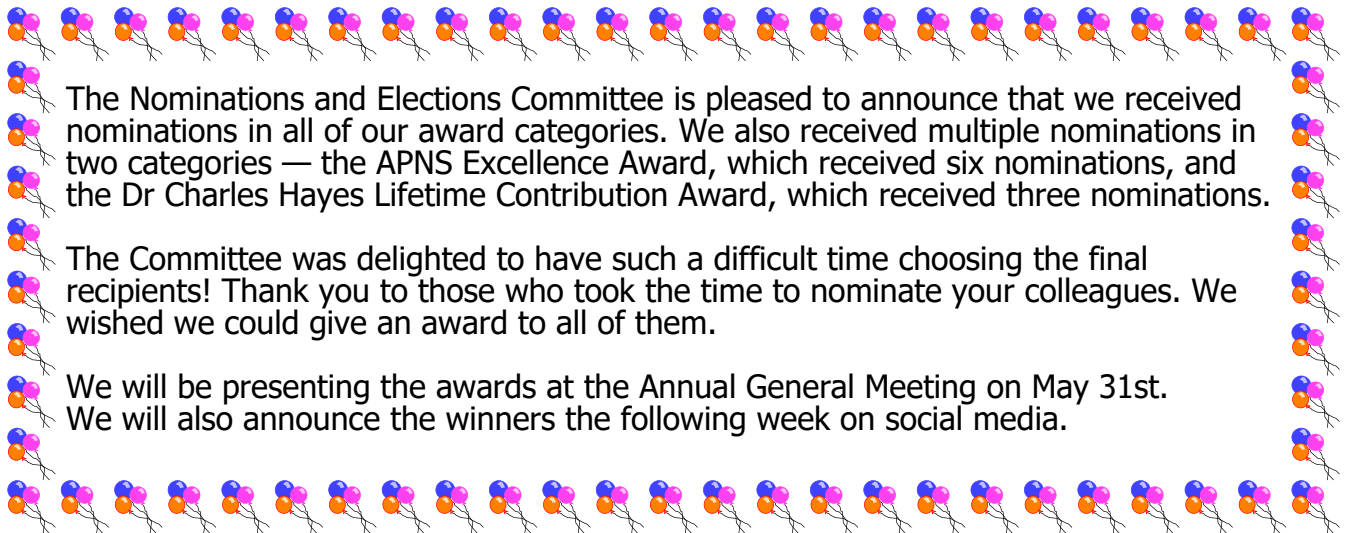
- Chimène Jewer, Past President
- Kim O'Connor, President
- Tara Power, Treasurer
- Melissa McGonnell, Secretary
- Kathryn Bell, Member-at-Large H.R.
- Marcel Peloquin, Member-at-Large
- Lindsay Victor, Member-at-Large
- Emily Wildeboer and Alzena Ilie, Co-Student Representatives

Chimène Jewer will be moving to the Past President position and Jacqueline Milner will be stepping down. Jacqueline has served for three years on the Executive, as President Elect, President and Past President. Kim O'Connor will be moving into the President's role. Melissa McGonnell will be returning for another year as Secretary.

Frank Fedde will be stepping down after two years as Member-at-Large for Human Resources. Tammy Piers will be stepping down after a two-year term as Member-at-Large. Grace Schwenck will be stepping down as Co-Student Representative.

Thank you Jacqueline, Frank, Tammy and Grace for your contributions and commitment to the Executive. You will be missed.

*Submitted on behalf of Shelley Goodwin, Chair of the APNS Nominations & Elections Committee.*



The Nominations and Elections Committee is pleased to announce that we received nominations in all of our award categories. We also received multiple nominations in two categories — the APNS Excellence Award, which received six nominations, and the Dr Charles Hayes Lifetime Contribution Award, which received three nominations.

The Committee was delighted to have such a difficult time choosing the final recipients! Thank you to those who took the time to nominate your colleagues. We wished we could give an award to all of them.

We will be presenting the awards at the Annual General Meeting on May 31st. We will also announce the winners the following week on social media.

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## **APNS AWARDS AND HONOURS**

### **APNS Fellow**

Each year, the APNS Executive may make one member a "Fellow" of the Association, in recognition of that person's outstanding contributions to APNS as an organization. It is intended as one way of recognizing, of saying thank you, to someone who has been doing outstanding work for us for years.

### **Excellence in Psychology Award**

This award is for mid- to late-career psychologists, in the 11- to 30-year professional range. The award is given on the basis of contributions to professional and volunteer activities while acting as a psychologist. The award may be given for work in a broad range of areas, e.g., area of practice; work setting; population area; treatment areas; and peer-related support.

### **Dr. Charles Hayes Lifetime Contribution Award**

This honour recognizes those who have spent a significant part of their professional life supporting APNS, and the profession of psychology at the provincial, national and international level. The name of the Award honours Dr. Charles J.A. Hayes, a well-respected Psychologist and colleague; a long-time APNS member; APNS volunteer; and Pioneer whose career may be said to be a model of lifetime commitment to the profession.

### **Community Service Award for Psychologists**

This award recognizes the contributions of psychologists who do outstanding volunteer work in the community beyond their role as a psychologist. It acknowledges and raises awareness of contributions that psychologists make to the greater community, through on-going volunteer work or commitment to a community or cause, e.g., fostering inclusion, promoting sensitivity, support for marginalized populations, poverty and health promotion initiatives.

### **Community Service Award in Mental Health (non-Psychologist or Organization)**

This award recognizes the contributions of non-psychologists who have made valuable contributions to the community in a health and wellness setting or through other activities that touch and benefit the greater community by raising awareness or advocating for mental health. Recipients are individuals who work on their own or are associated with organizations, or organizations for their specific programs or initiatives.

### **Outstanding APNS ECP Award**

This award recognizes the challenges of being an Early Career Psychologist in the first 10 years of their career. The recipient of this award is an APNS member who has actively participated in APNS at the committee or Executive level.

### **Outstanding APNS Student Award**

This award recognizes the challenges of preparing for a career in psychology at either the masters or doctoral level. The recipient of this award is an APNS student member who has participated in the association at the committee or Executive level and who hopes to pursue a career in psychology in Nova Scotia.

### **Gerald Gordon Prize Undergraduate Psychology Students**

This prize is awarded for outstanding under-graduate achievement in Psychology in Nova Scotia. It is named for Dr. Gerald Gordon to honour the contribution he made to APNS and to the development of the Psychology Act, which resulted in the creation of the NSBEP. Also, to reflect his belief in the importance of rewarding excellence at the undergraduate level as one means of encouraging promising students to consider a career in psychology.

### **Brian Dufton Prize Graduate Psychology Students**

This prize is awarded for outstanding graduate achievement in Psychology in Nova Scotia. It is named for Dr. Brian Dufton to honour the contribution he made to the education of Psychology students. Dr. Dufton was employed with the Western Regional Health Boards as a health psychologist at Valley Regional Hospital when he died in 2000 at the age of 45. He coordinated health promotion development for the Western Regional Mental Health program.

### **The Diversity Bursary for Psychology Students**

This Bursary aims to assist students enrolled in a graduate Psychology program at Nova Scotia universities, who identify as African Nova Scotian, Indigenous, Immigrant, having a disability, LGBTQ+2S, or other defined minority in their pursuit of post-secondary education in the profession of Psychology. The long-term goal is to have a more diverse profession by assisting those who are entering the profession.

## Reports

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### TREASURER'S REPORT 2024-2025

In the 2023-2024 fiscal year our revenue for membership increased slightly, private practice listings had a small increase, and revenue for web ads dropped slightly. We had 4 in-person workshops. Unfortunately, the turn out for 3 of them was low, resulting in a loss of revenue, and increased expenses due mainly to catering expenses which have increased substantially since COVID.

This year we had a net gain in membership of 42, of those 25 were students. Last fiscal year we made the decision to offer free membership for students, which is the reason for the increase. We also had a net gain of regular and retired/inactive members of 17. (See table on p. 2 of the Nova Scotia Psychologist)

Overall, our revenue was down by about \$8,000 from the 2022-2023 year. Membership did grow by over \$3,000, but CE revenue was down by over \$13,000. This is the result of two factors, increased cost of in-person workshops, and a significant drop in attendance. However, our GIC investments have continue to grow as normal.

On the expense side, we also experienced increasing costs in 2 main areas; payroll, as the result of annual raises for both employees; and CPAP membership fees and increased travel expenses to travel to CPAP meetings. Meetings have been held in central Canada, but this year the 2 meetings were held in Yukon and B.C., increasing airfare substantially. We do expect those costs to come down somewhat in the coming year, as meetings return to central Canada.

Overall, we are still seeing growth in membership, but are seeing a concerning drop in revenue in CE. Also, we do expect that payroll expenses will climb due to the hiring of a new Executive Director, and increased advocacy efforts which may require the contracting of experts in government relations.

Moving into this fiscal year, on March 31, 2023 our total liabilities and assets were \$300,511. On March 31, 2024 our total liabilities and equities totalled \$292,677. This total is comprised of all cash accounts (including saving) and GICs.

Total revenue for the 2023-2024 fiscal year equalled \$171,128, which is an almost \$8,000 decrease from the previous year. Key revenue producers for 2023-2024 included: Membership Fees \$112,258, the APNS Private Practice Directory \$26,868, web ads \$3,950 and the BMS insurance administration fee, \$9,882.

Total expenses for the 2023-2024 fiscal year were \$181,276. This year's expenses increased significantly from last year's totals (\$162,116). This year, we have budgeted revenue for 2024-2025 at \$189,335. This is significantly higher than 2023-2024 actual revenue (\$171,128).

This budgeted revenue increase is the result of our decision to raise membership fees for full members by \$50. (See Agenda Item 6.1). This decision was not taken lightly, and we have been considering it for some time. We expected payroll to increase due to the cost of hiring an Executive Director, increasing hours for the Admin Assistant, and an overlap in the outgoing and incoming Executive Directors for training purposes. We also expected there to be increased costs in contractual agreements as mentioned earlier. The decrease in revenue from CE was an additional incentive to go ahead with this increase now. It should also be noted that Membership fees have not increased since 2012.

Expenses for 2024-2025 are projected to be a substantially higher, at \$199,597, due to the increases, mentioned above. As a result, even with the fee increase we are budgeting for a loss of \$10,262 for the coming year. However, these losses were expected, and we have the financial resources to manage this projected loss without making any changes to our regular fiscal practices.

As always, I would very much like to thank Susan, our Executive Director, for doing such an impeccable job managing the day-to-day finances of our organization and making sure we continue to adhere to the financial aspects of our Strategic Plan.

Respectfully submitted by:

Marcie Balch, Ph.D., Treasurer, APNS



PROPOSED BUDGET 2024-2025 - page 1

Page 1	#	Budget 2023-24	Final	Budget 2024-2025
<b>INCOME</b>			<b>Year-end Mar. 31</b>	<b>\$50 memb fee raise</b>
<b>Administration</b>			<i>adjusted re Auditor Rpt</i>	
Membership Fees	4060	\$ 115,000.00	\$ 112,258.00	\$ 142,000.00
Interest Earned	4100	\$ 750.00	\$ 3,820.00	\$ 200.00
Insurance admin	4055	\$ 7,000.00	\$ 9,882.00	\$ 9,000.00
BMS Insur promo	4034	\$ 575.00	\$ 535.00	\$ 535.00
Subtotal Administration		\$ 123,325.00	\$ 126,495.00	\$ 151,735.00
Grants	4045	\$ 6,000.00	\$ 5,981.00	\$ -
<b>SUBTOTAL ADMIN &amp; GRANTS</b>		<b>\$ 129,325.00</b>	<b>\$ 132,476.00</b>	<b>\$ 151,735.00</b>
<b>Member Services</b>				
CE Workshops	4020	\$ 20,000.00	\$ 7,735.00	\$ 8,000.00
PPD online	4080	\$ 25,000.00	\$ 26,868.00	\$ 26,000.00
<b>SUBTOTAL MEMBER SERVICES</b>		<b>\$ 45,000.00</b>	<b>\$ 34,603.00</b>	<b>\$ 34,000.00</b>
<b>Ads and Promotion</b>				
Advertising - Web Ads	4036	\$ 4,000.00	\$ 3,950.00	\$ 3,500.00
<b>SUBTOTAL AD &amp; PROMO</b>		<b>\$ 4,000.00</b>	<b>\$ 3,950.00</b>	<b>\$ 3,500.00</b>
Miscellaneous	4110	\$ 60.00	\$ 99.40	\$ 100.00
<b>SUBTOTAL MISC</b>		<b>\$ 60.00</b>	<b>\$ 99.40</b>	<b>\$ 100.00</b>
<b>TOTAL REVENUE</b>		<b>\$ 178,385.00</b>	<b>\$ 171,128.40</b>	<b>\$ 189,335.00</b>
<b>EXPENSES</b>				
<b>Admin - Office</b>				
AGM / Audit	5010	\$ 2,500.00	\$ 2,730.00	\$ 2,530.00
Office Expenses	5130	\$ 500.00	\$ 745.73	\$ 1,500.00
Office Supplies	5410	\$ 750.00	-\$ 103.62	\$ 500.00
Office Copier lease	5310	\$ 1,500.00	\$ 1,549.25	\$ 1,500.00
Office cell phone plan	5390	\$ 500.00	\$ 423.12	\$ -
Exec Travel/Parking	5200	\$ 1,100.00	\$ 724.93	\$ 600.00
Exec Dev/travel		\$ -	\$ -	\$ -
Software licenses	5316	\$ 1,800.00	\$ 1,910.36	\$ 1,800.00
Equipment/furniture	5315	\$ 1,500.00	\$ -	\$ 1,800.00
Phone/Internet	5420	\$ 2,800.00	\$ 3,040.88	\$ 3,000.00
Conferencing Svcs	5430	\$ 50.00	\$ 185.29	\$ 150.00
Office Rent	5280	\$ 20,000.00	\$ 19,919.35	\$ 20,000.00
Amortization Exp	5175	\$ -	\$ 3,130.00	\$ -
Website services	5220	\$ 1,000.00	\$ 500.25	\$ 7,000.00
Postage/Courier	5330	\$ 600.00	\$ 230.67	\$ 200.00
<b>SUBTOTAL OFFICE ADMIN</b>		<b>\$ 34,600.00</b>	<b>\$ 34,986.21</b>	<b>\$ 40,580.00</b>
<b>Admin - Committees / Reps Expenses</b>				
APA Rep Exp (Council)	5065	\$ 300.00	\$ -	\$ -
APA PLC Conf Exp	5040	\$ 1,000.00	\$ 1,021.44	\$ 1,000.00
Advocacy committee	5050	\$ 100.00	\$ -	\$ -
CE committee	5140	\$ 100.00	\$ -	\$ -
Cultural Div. comm.	5145	\$ 200.00	\$ -	\$ -
Nominations comm.	5180	\$ -	\$ -	\$ -
Executive committee	5190	\$ 500.00	\$ -	\$ -
Private Practice comm	5350	\$ 100.00	\$ -	\$ -
Post-Disaster comm.	5320	\$ -	\$ -	\$ -
Early Career group	5385	\$ 100.00	\$ -	\$ -
<b>SUBTOTAL COMMITTEE ADMIN</b>		<b>\$ 2,400.00</b>	<b>\$ 1,021.44</b>	<b>\$ 1,000.00</b>

# Reports

## PROPOSED BUDGET 2024-2025 - page 2

Page 2		Budget 2023-24	Final	Budget 2024-2025
<b>Admin - Financial</b>				
Financial Reporting	5115	\$ 3,200.00	\$ 2,720.00	\$ 3,200.00
Bank/Cred Card SC	5100	\$ 4,500.00	\$ 4,105.00	\$ 4,000.00
<b>SUBTOTAL FINANCIAL ADMIN</b>		<b>\$ 7,700.00</b>	<b>\$ 6,825.00</b>	<b>\$ 7,200.00</b>
<b>Insurance &amp; Fees</b>				
Insurance	5240	\$ 2,700.00	\$ 2,642.00	\$ 2,700.00
Legal/Consultant		\$ -	\$ -	\$ 10,000.00
Reg Joint Stock	5360	\$ 32.00	\$ 31.15	\$ 32.00
<b>SUBTOTAL INSURANCE &amp; FEES</b>		<b>\$ 2,732.00</b>	<b>\$ 2,673.15</b>	<b>\$ 12,732.00</b>
<b>Staffing</b>				
ExDir & Admin salary	5270	\$ 63,000.00	\$ 87,585.65	\$ 80,000.00
Co-op - see grant Rev		\$ 10,000.00	\$ 10,483.20	\$ -
Admin salary	5275	\$ 22,000.00	<i>Admin incl above</i>	\$ 26,000.00
Staff EI CPP Cer fee	5270	<i>included above</i>	<i>included above</i>	<i>included above</i>
<b>SUBTOTAL STAFFING</b>		<b>\$ 95,000.00</b>	<b>\$ 98,068.85</b>	<b>\$ 106,000.00</b>
<b>Affiliations</b>				
APA memberships	5080	\$ 125.00	\$ 114.59	\$ 120.00
Membership: Various	5172	\$ 205.00	\$ 206.43	\$ 210.00
CPAP/ meetings	5171	\$ 2,200.00	\$ 5,520.46	\$ 2,500.00
Membership: CPAP	5170	\$ 2,600.00	\$ 3,210.00	\$ 3,300.00
<b>SUBTOTAL AFFILIATIONS</b>		<b>\$ 5,130.00</b>	<b>\$ 9,051.48</b>	<b>\$ 6,130.00</b>
<b>Awards / Donations</b>				
Donations/Benevolent	5110	\$ 1,000.00	\$ -	\$ 500.00
Awards/Honours	5345	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00
Student Diversity Bursary	5359	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00
Student Awards	5370	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
<b>SUBTOTAL AWARDS / DONATIONS</b>		<b>\$ 8,000.00</b>	<b>\$ 8,000.00</b>	<b>\$ 8,500.00</b>
<b>TOTAL ADMINISTRATION</b>		<b>\$ 155,562.00</b>	<b>\$ 160,626.13</b>	<b>\$ 182,142.00</b>
<b>Member Services - CE</b>				
CE Workshops	5030	\$ 15,000.00	\$ 12,045.72	\$ 11,000.00
Workshop BMS (see 4034)	5035	\$ 2,000.00	\$ 1,000.00	\$ 1,000.00
CE resources (EPPP)	5150	\$ 1,000.00	\$ 466.41	\$ -
<b>SUBTOTAL CE</b>		<b>\$ 18,000.00</b>	<b>\$ 13,512.13</b>	<b>\$ 12,000.00</b>
<b>Member Services - Advocacy</b>				
Special Event / Project	5060	\$ -	\$ -	\$ -
Advocacy Training/CPAP	5351	\$ -	\$ -	\$ -
Advocacy Dev Fund bal	5355	\$ 4,545.93	\$ 3,162.60	\$ 1,554.68
Sit & Chat Bench	5356	\$ 1,500.00	\$ 1,358.21	\$ 1,400.00
Psychology Month	5354	\$ 500.00	\$ 599.59	\$ 500.00
<b>SUBTOTAL ADVOCACY</b>		<b>\$ 6,545.93</b>	<b>\$ 5,120.40</b>	<b>\$ 3,454.68</b>
<b>Member Services - Publications</b>				
PPD	5340	\$ -	\$ -	\$ -
<b>SUBTOTAL PUBLICATIONS</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL MEMBER SERVICES</b>		<b>\$ 24,545.93</b>	<b>\$ 18,632.53</b>	<b>\$ 15,454.68</b>
<b>Promotions</b>				
Promotions/ Outreach	5352	\$ 1,500.00	\$ 1,424.30	\$ 1,500.00
Advert/social media ads	5116	\$ 500.00	\$ 593.40	\$ 500.00
<b>TOTAL PROMOTIONS</b>		<b>\$ 2,000.00</b>	<b>\$ 2,017.70</b>	<b>\$ 2,000.00</b>
<b>TOTAL EXPENSES</b>		<b>\$ 182,107.93</b>	<b>\$ 181,276.36</b>	<b>\$ 199,596.68</b>
<b>NET Surplus/ &lt;Loss&gt;</b>		<b>-\$ 3,722.93</b>	<b>-\$ 10,147.96</b>	<b>-\$ 10,261.68</b>

## INTRODUCING CLAIRE HALPERN - NEW EXECUTIVE DIRECTOR



It is so wonderful to be showing up in your inbox today and I can't wait to meet you all in person.

I wanted to introduce myself, my name is Claire Halpern (she/her/hers), and I am excited to announce

that I am the new Executive Director of the APNS. I proudly come from the Pacific Coast and have been adjusting to life on the Atlantic for the past five and half years.

When I am not on X checking the weather, you can usually find me spending time outdoors with my two children, seven-year-old Franklin and four-year-old Jacob, and my partner Jesse. While my identity is deeply intertwined with the natural environment, it is the relationships with my family, parents, siblings, nephews and dear friends that are the centre of my world.

I started my education at McGill University where I obtained a BA in Geography and Anthropology. It is also where I took my one and only psychology course, PYSC 204. While psychological statistics did not leave a lasting impact, I enjoyed being in the psychology building and learning about the experiments and the opportunities to take part in them.

My love of people and places steered me to a master's in environmental studies at Waterloo University. I specialized in cultural tourism and studied the authenticity of tourism in rural communities by doing a case study of the tourism industry and local government policies and bylaws on Salt Spring Island, BC. After graduation, I began a career in arts management where I worked at the 2010 Cultural Olympiad and then various not for profits in Metro Vancouver. In 2013, I started at the City of White Rock as the Manager of Cultural Development. In that role, I was tasked with developing policies, establishing committees, and crafting budgets to operationalize the visions set forth by the Council and senior management.

I worked with a range of artists, from community artists to professional artists on projects ranging from a few hundred dollars to half a million dollars. I thoroughly enjoyed working in a small community and engaging with passionate individuals and their innovative ideas.

When we moved to Dartmouth in 2018, I realised that the opportunities in arts and culture were quite different than Vancouver and I expanded my search to heritage and recreation. Shortly after the move, I became the executive director of the Shubenacadie Canal Commission. In addition to my executive director role, I led a three-year capital project to overhaul the museum space from the singular story of the Canal to a shared stewardship of the Shubenacadie Waterway through the flow of connection. For the past five years, my primary goal was to transition the organization from being focused on the settlers' history to one that fosters partnerships and promotes inclusive narratives about the Shubenacadie Waterway.

As 2023 came to an end, I knew it was time to make a career change and I came across the opportunity with APNS. After doing research about the position and the sector, I realised that this would be a good opportunity for me to grow professionally while also leveraging my decade of experience in senior-level public and non-profit management.

From a career standpoint, my involvement with psychology and psychologists is new. However, like many individuals, my journey with mental health has been shaped by my experiences—observing loved one's struggle, seeking support in challenging times, and navigating complex healthcare systems. These experiences have underscored the importance of mental health advocacy and the critical role that psychologists play in supporting individuals and communities.

Thanks to the wonderful training, guidance and commitment of outgoing executive director, Susan Marsh, I am well equipped to foster dialogue, promote education, and advocate for the vital work of psychologists in improving mental health outcomes for all Nova Scotians.

## Reports

### COMMITTEE REPORTS 2023-2024

Although started because of the pandemic, APNS continues to have virtual committee meetings. It allows members to participate from across the province and they seem to be more efficient. The next pages provide a summary Committee activity.

Thank you to all our volunteers that make these committees happen. All committees play a role in APNS advocacy work and committee members are important to APNS. We are always looking for volunteers to help accomplish tasks and provide fresh, or new ideas. This is more true than ever, with all of the work we have been doing to advocate to government on the role of psychology in providing improved access to mental health for Nova Scotians.

If you are interested in being an APNS volunteer I encourage you to contact [admin@apns.ca](mailto:admin@apns.ca) to discuss possibilities. As a participant in an APNS committee you benefit in several ways.

1. Advocating for your profession benefits all psychologists.
2. Participating in group discussion and networking helps keep you connected.
3. Being active on a committee is an easy way of earning points for Continuing Competence.
4. Active volunteers earn credits to apply against APNS membership and workshop fees. [see p 24]

Thank you to all the Committee members and their Chairs who help us advocate for psychology in Nova Scotia.

### DEVELOPING AN EDI STRATEGY FOR APNS (See page 14 for definitions)

#### Strategic Plan Overall Goal

To develop a long-term EDI strategy, including action plans for outreach to diverse and marginalized populations.

#### The Equity, Diversity, Inclusion, & Competence Process

*“More than a disparate set of activities and events is required. Instead, structural and cultural shifts are important to create substantive, transformative, and sustainable change.”*

#### *APA, EDI Framework*

The first steps for an EDI Strategy for APNS began with APNS Cultural Diversity Committee brainstorming session in 2020. That session produced a list of 9 goals. The committee chose to focus on two of the goals, Diversity Committee Sustainability, and Professional Competency Training. To begin current discussions to create an EDI Strategy, the nine topics were grouped into four general areas which have become our 4 primary goals:

- Historic Perspective – Awareness and Responsibility
- Organizational Alliances – Regulatory and Academic
- Internal Initiatives – Committee and Organizational
- External Outreach – Individuals, Communities, and Organizations

After a few discussion sessions, we have progressed to further defining these goals, with objectives and specific actions for each of the above. The overall process will continue to prioritize and address each area in depth, and to develop action plans and times lines for each. We will continue to build on this plan by reaching out to more APNS members.

#### Goal 1: Increase awareness & take responsibility for the historic harms.

#### Objectives:

1. Acknowledge and raise awareness of the historical harms caused by psychologists.
2. Acknowledge that entering the profession of psychology has barriers for diverse and marginalized students.
3. Ensure that all kinds of diversity and marginalization are acknowledged; not all diversity is clearly visible, e.g., sensory problems, mental/physical disorders, trauma and poverty.
4. Challenge established norms that may harm diverse and marginalized populations, e.g., assessment tools that adhere to mainstream norms; therapies that are contrary to their way of dealing with mental health and trauma.
5. Address the *Truth and Reconciliation Commission of Canada: Calls to Action*.
  - a. Create discussion group(s) to determine appropriate actions.
  - b. Reach out to local Indigenous communities and individuals working in other organizations. (see Goal 4)

#### Goal 2: Work with regulatory & academic organizations to improve EDI standards & practices.

#### Objectives:

1. Work with the NSBEP to support EDI by addressing the following:

#### Actions:

  - a. Identify EDI models and examples that APNS and NSBEP can use and share to “do better”.
  - b. Identify actions that APNS and NSBEP can take to address

*(Continued on page 13)*

STRATEGIC MANAGEMENT TEAM 2023-2024

The Strategic Management Team is a sub-Committee of the Executive, made up of the Past President (Chair), President Elect, Treasurer, Member-at-Large for Human Resources and Executive Director (staff). This sub-committee was created to provide oversight and on-going management of the Strategic Plan. It has also been tasked with the strategic goal of Sustainability of the Association which includes an on-going review of policies and structure, as well as the development of long-term fiscal, staff management and volunteer management plans. The team reports regularly to the full Executive on progress and for final approval of actions as necessary.

Since last year we have been working on developing an Equity, Diversity and Inclusion Plan (EDI). This is based on one of our stated guiding values: “Social justice, equity, and the psychological well-being of all Nova Scotians.” This was added as a distinct objective in last year’s plan, that is: *To develop a diversity strategy for APNS and outreach plan to marginalized populations.* Over the past year we have continued to develop action plans through consultation with committees, individuals and the Executive. Please review the final draft version below and on the next page. We welcome your input, so that we can begin to actively address its objectives.

DEVELOPING AN EDI STRATEGY FOR APNS

(Continued from page 12)

these issues, e.g., both organizations are collecting demographic info on diversity and working on competency; what other actions could be shared?

2. Reach out to universities to offer partnership in joint ventures:
 

**Actions:**

  - a. Identify partners in post secondary education to determine if there are joint actions to identify and lessen the barriers for diverse applicants.
  - b. Establish connections with psychology student groups to identify/support their involvement in EDI advocacy.
  - c. Provide mentorships or other supports for grad and undergrad students who represent diversity.
  - d. Feature diverse academic research in the APNS Newsletter.

**Goal 3: Encourage organizational, professional, and individual accountability**

**Objectives:**

1. Support the Cultural Diversity Committee in their plans to address the following:
 

**Actions:**

  - a. Prevent burnout among members of the committee.
  - b. Conduct ongoing recruitment for the committee.
  - c. Support ongoing evaluation, e.g., how is the committee is working, achieving goals, promoting sustainability and health.
2. Develop internal policies, guidelines and initiatives to support EDI within APNS.
 

**Actions:**

  - a. Ensure that APNS policies and guidelines are in place to support all volunteers and staff.

- b. Have discussions about the possibility to a BIPOC-specific groups or network.
- c. Develop professional cultural competency training offerings by addressing the following:
  - i. Ensure that this training is interwoven into Continuing Education at all levels.
  - ii. Focus on evidence-based cultural competence, and experiential opportunities.
  - iii. Highlight supervision as a means of promoting and supporting cultural competence, e.g., clinical supervision for NSBEP, research lab supervision, practicum supervision, and residency supervision.
  - iv. Encourage NSBEP to increase cultural competency requirements.
  - v. Create a website-based resource directory, organized by topics and usage.
  - vi. Create an on-line shared resource for members, providing examples of evidence-based therapies that are diversity-based.
  - vii. Organize panel or group discussions and peer support networks as a safe way to share knowledge and personal experiences relating to the diverse experience; e.g., panels of ethnically diverse speakers or researchers to discuss issues of importance in their communities.
4. Raise awareness in APNS members of the importance of an EDI strategy to the profession.
 

**Actions:**

  - a. Communicate to members that building diversity is the responsibility of all psychologists within their own workplace communities.
  - b. Create a campaign with key messages around the positive outcomes: increasing diversity, enhancing

(Continued on page 14)

## Reports

### DEVELOPING AN EDI STRATEGY FOR APNS

(Continued from page 13)

- c. competence, and improving outcomes for diverse and marginalized clients.
  - c. Reach out to practice leaders and private practice owners to encourage more discussion about the level of cultural competency.
  - d. Identify other ways to engage APNS membership in discussion of EDI principles.
- Goal 4: Establish external outreach to individuals, communities, and organizations**
- Objectives:**
1. Ensure that when engaging with diverse communities, we approach in a respectful or humble manner, being mindful of their culture, and being open to learning from them, rather than imposing our plans upon them.
    - a. Try to engage in one-on-one sessions, or small groups; don't assume that organization can speak for all aspects of the community.
    - b. Be prepared to engage with them in their ways, e.g., For indigenous - smudging, talking centres, etc.
  2. Establish ways to build personal relationships within communities.
    - a. Identify ways to attract more diverse members.
  3. Establish ways to build organizational relationships.
    - a. Establish or re-fresh connections with diversity contacts in other organizations, e.g., NSH, IWK, ISANS, all NS universities, mental health agencies, etc.; particularly those that have practices and procedures for inclusivity for marginalized and diverse communities.
    - b. Learn from local Indigenous and African Nova Scotian communities.
    - c. Establish a connection with the new Indigenous Health Authority. (federal/provincial)
    - d. Partner with universities, NSTU/PISA and school psychologists to raise awareness of the career of psychology, as we raise awareness of mental health issues.
    - e. Maintain this strategy as a "living" document that is revised, expanded, and updated regularly.

#### **Definitions: Equity, Diversity, Inclusion (EDI) (embodying cultural safety, sensitivity and humility).**

- **Equity:**

The principle of considering people's unique experiences and differing situations, and ensuring they have access to the resources and opportunities that are necessary for them to attain just outcomes, by eliminating disparities and disproportions that are rooted in historical and contemporary injustices and oppression.

- **Diversity:**

The variety of identities found within an organization, group or society that is expressed through factors such as culture, ethnicity, religion, sex, gender, sexual orientation, age, language, education, ability, family status or socioeconomic status.

- **Inclusion:**

The practice of using proactive measures to create an environment where people feel welcomed, respected and valued, and to foster a sense of belonging and engagement, through changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential.

- **Marginalization:**

The process where a person or group is excluded from full and meaningful participation in society, typically through discrimination or other means of oppression, resulting in reduced access to resources, opportunities and services. It can occur on the basis race, ethnicity, sex, gender, ability, age, religion, socioeconomic status, social class and geographic location.

[\*Government of Canada, Guide on Equity, Diversity and Inclusion Terminology\*](#)

- **Cultural competency:**

The ability to self-reflect on one's own cultural values and how these impact the way one provides care, as well as continually learning to gain a deeper understanding of another's culture. It includes each health professional's ability to assess and respect the values, attitudes and beliefs of persons from other cultures and respond appropriately in planning, implementing, and evaluating a plan of care that incorporates health-related beliefs and cultural values, knowledge of disease incidence and prevalence, and treatment efficacy.

- **Cultural safety:**

About the experience of the patient. It is an outcome based on respectful engagement that recognizes and strives to address power imbalances inherent in the healthcare system. It results in an environment free of racism and discrimination, where people feel safe when receiving health care.

[\*Government of Canada: Common Definitions on Cultural Safety\*](#)

## ADVOCACY COMMITTEE: Government Advocacy Efforts

*Committee members: Chair: Bev Butler, Victor Day, David Pilon, Laura Scallion, Natalie Stratton.*

*Joint Advocacy-Private Practice Group on government advocacy: The above, Private Practice Committee members, Executive Committee members, plus: Erica Baker, Heather Boucher, Myles Genest, Melissa Smith.*

Over the past year the Advocacy Committee's focus has entirely focused on government advocacy. The Executive Director (ED) continues to have regular check-in meetings with representatives of the OAMH in order to keep apprised of government actions. APNS continues to have joint meetings between the Advocacy Committee and the Private Practice Committee, and that group has grown to involve a few representative from a group from a group of private practice owners, as well as other members who have a keen interest. Out of our discussion, 2 initiatives have merged.

One is the development and implementation of a Public Awareness Plan, which is described below. The other came out of an unrelated meeting of some of the private practice owners, in the joint group, requested that the Executive assist them to educate psychologists on government. Since CE is a key goal of APNS, the Executive agreed and discussions began with the group, with APNS represented by the ED, President and President Elect. That resulted in a partnership that presented a panel discussion held on May 10th: ***Educating psychologists about government plans to increase access to mental health services: Where are we going and how do we get there? A half-day, virtual panel discussion with those who have been there.***

With panelists: **David M Clark**, CBE Emeritus Professor of Experimental Psychology at Oxford University.

**David Peachey**, Principal of Health Intelligence Inc., a Halifax-based healthcare consulting firm with clients in the public, private, and not-for-profit sectors.

**Pierre L.-J. Ritchie**, Professor Emeritus in the School of Psychology at the U. Ottawa with extensive experience in the governance and management of national and international organizations.

**Moderator, Ron Sherrard**, a CBC Radio reporter and producer in Halifax for 12 years, who has worked in NS politics and government for 15 years in communications and outreach, including four years as government/caucus liaison.

We are still the process of summarized this session, and will make more information available soon.

At the same time, the joint group continued to

discuss things how to raise the awareness of the public. It was important for psychology and psychologists to be recognized for the expertise they have and their importance in any discussion on mental health.

To that end APNS created a draft awareness plan that might achieve that goal. I have included the introduction to the plan below. The joint committee discussed the plan and as a first step staff will pull together existing materials that may be of use for this plan, searching past projects and messaging that will be relevant for this project. We also put out a Call for Involvement of the membership, to find members who had an interest in this. **If you are interested in being involved please contact [admin@apns.ca](mailto:admin@apns.ca)**

### Public Awareness Plan

#### Primary Goal

To increase public awareness and appreciation for the role psychologists play within mental health in NS.

#### Situational Analysis

In 2021, the current NS government promised to provide Nova Scotians with better access to mental health care, created the Office on Addictions and Mental Health to address that promise, and stated that they would be engaging mental health professionals including psychologists in those plans. APNS immediately reached out to government with the goal of helping them to understand the key role that psychologists must play in that development.

Over a two-year period, we were successful in engaging government and participated in on-going meetings which led to two pilot projects. We have succeeded in our initial goal and have, to some extent, raised their awareness of the importance of psychologists to government plans.

However, psychologists are only a small portion (about 700) of the range of mental health professionals including social workers, certified counsellors and others. Government is well aware that they will need all of these professionals to fulfill their promise to the public. These other professionals are also eager to work with government, and their large numbers are a strong motivation for government to involve them in their plans.

Our advocacy encouraging government to address the shortage of psychologists only adds to the argument to include the more numerous mental health professions. This leaves psychology in a position of having to compete for their place in the changes being made by government.

*(Continued on page 16)*

## Reports

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### POST DISASTER COMMITTEE REPORT

*Committee Members: Janice Howes (Chair), Dean Perry (Disaster Response Coordinator), Victor Day, Laura Scallion, Julia Holt*

The APNS Post Disaster Committee (PDC) has met regularly during the past year to ensure readiness to provide post disaster response [i.e., pro bono psychological first aid (PFA)] in the event of a large-scale disaster or major emergency that exceeds the capacity of public agencies or systems sanctioned to respond. We have recently contacted the Minister of Health & Wellness to clarify which department/service has the ability to activate the APNS Post Disaster Volunteer Response. There will be further discussions with the Minister's delegate/special advisor in the near future to address this. We are also interested in understanding how the recently announced Nova Scotia Guard will function in major emergencies and whether there will be an interface with our services through the new Department of Emergency Management.

Recent traumas/natural disasters in Nova Scotia (e.g., wildfires in Spring of 2023, flooding in July, 2023) did not exceed the capacity of public agencies/systems sanctioned to respond and thus, our service was not activated. We did consult with Senior Leadership of Mental Health & Addictions Program, NSH, during the wildfires in Spring of 2023, and we were willing to assist if we had been needed.

Given some psychologists would like to provide further support to the public during a tragedy or disaster that does not overwhelm existing public services, the APNS Strategic Management Team

asked the PDC to meet to discuss/explore parameters, processes, and challenges associated with volunteer psychologists providing limited pro bono therapy at these times. The PDC has offered to consult with APNS in regard to this type of volunteer service, if APNS decides to pursue this.

We would like to thank all psychologists in Nova Scotia who are members of the Post Disaster Volunteer Roster and who are willing to respond with PFA and support in the event of large-scale disasters/major emergencies that affect Nova Scotians. Roster volunteers provide brief pro bono psychological first aid following a disaster. We are sending out a call for new Volunteer Roster members, as well as asking existing members to provide updated contact information. We look forward to hearing from you.

The current PDC members include: Victor Day, Ph.D., Dean Perry, MSc. (Disaster Response Coordinator), Laura Scallion, Ph.D., Julia Holt, Ph.D., and Janice Howes, Ph.D. (Chair). Thank you to Victor, Dean, Laura and Julia for your ongoing interest and commitment to post disaster response.

On behalf of the PDC members, I would like to take this opportunity to thank Susan Marsh for her unwavering support, dedication, and assistance to APNS and to the Post Disaster Committee over the years. We will miss you, Susan. We wish you the best as you retire.

**We are pleased to welcome new members to the PDC. If interested, please contact [apns@apns.ca](mailto:apns@apns.ca) or [Janice.howes@nshealth.ca](mailto:Janice.howes@nshealth.ca)**

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### ADVOCACY COMMITTEE: Government Advocacy Efforts

*(Continued from page 15)*

#### Challenges

- A large percentage of NS psychologists are HRM-based. There are several rural areas of the province that have no psychology presence.
- Although public awareness of psychology has increased over the past five years, general understanding of what psychologists do and their high level of expertise is largely unrecognized.
- Although all psychologists have more training than other mental health professionals, psychologists' training and expertise varies significantly, as does their scope of practice.
- Psychologists work across several workplaces - hospitals, schools, institutions, and private practice, which spreads the numbers more thinly. Each of these groups have varying interests and issues, and this may cause challenges in developing consistent messaging.
- Psychologists' high level of expertise means that it takes longer to train psychologists than it does other mental health professionals, and as a result the increase in their numbers is slower.
- As the campaigns directed to the public are developed, it is important to strive to maintain an on-going relationship with government.



### PRIVATE PRACTICE COMMITTEE

*Committee members: Dion Goodland, Chairs, Tara Forgeron, Shelley Goodwin, Mary McGrath, Shauna Sutherland, Heather Walker, Pam Wambolt, Rhonda Wolkins.*

Over the last year the Private Practice Committee has been discussing several issues.

#### Annual Review of Recommended Rate:

The Committee reviews the APNS recommended rate annually. The recommended rate was last change in January, 2018 to the rate of \$210.

According to committee members RCMP is now paying \$240, as are other third party payers.

After a review of what is being charged in other provinces and territories, the committee agreed to **increase the recommended fee to \$225 from \$210.**

**To go into effect on October 1, 2024.** This recommendation has been accepted by the Executive Committee.

The following topics have been underway for some time at the federal level with CPA. We continue to monitor reports to see when these change will occur.

- *NIHB*  
Advocacy to increase fee. CPA has been leading these discussions at the national level with the federal minister. The committee agreed that getting on board for a national agreement seems positive.
- *Refugees/Citizenship Canada/Interim Federal Health Program*  
This government program provides a year of benefits with a low number of psychologists registered to provide service. The payment for psychology is \$140 and does not include a lot of the behind the scenes work that must be done for each client. Similarly, this too may be better approached at the national level, and we expect to hear more on that after the next CPAP meetings.

### CULTURAL DIVERSITY COMMITTEE

*Committee members: Jason Chatman (Chair), Harpreet Aulakh, Eileen Donahoe, Hilary Green, Joanna Hessen-Kayfitz, Erica Lundberg, Alissa Pencer, Natasha Yorke*

This year the Cultural Diversity Committee continued to focus on Professional Training, one of the goals identified as a priority last year.

This was addressed with discussions around cultural competency and developing a framework of evidence-based workshop opportunities. The Committee also continues to engage with the NSBEP diversity committee.

Chair Jason Chatman has a few discussions with the Chair of the NSBEP diversity group. They were interested in hearing of the work that the APNS committee had done, as they were finding that the topic was so big it was difficult to focus on one topic. However NSBEP continued through the year will fine tuning their diversity demographic survey There were concerns around the importance of keeping this anonymous and protecting the information of those who would respond. It was eventually distributed and did collect some valuable information.

#### **Nova Scotia College of Social Workers (NSCSW):**

In our development of cultural competence training we found that the NSCSW had an impressive list of diversity-related professional development opportunities. Two members of the committee met with Naj Siritsky on CE offerings. It appeared that most of the diversity offerings were provided by another agency. We refocused on looking for things that are mutually beneficial to both organizations. Currently burnout is one of the larger ideas that NSCSW is working on and APNS may be able to assist with that. The Ed met with Naj and joined a group who were discussing various offerings in a panel setting. Although some of the ideas were interesting, the ED had difficulty finding psychologists who could speak to the issues. Natasha Yorke of the Committee was able to attend two of the sessions. One more is coming up in the future on neurodiversity, for which we may have a speaker but we don't have a clear date yet.

The Diversity Committee is still looking for suggestions for resource material that they can post and share. Contact [admin@apns.ca](mailto:admin@apns.ca).

## Reports

### CONTINUING EDUCATION UPCOMING 2024

#### Telepsychology Panel: Managing the Challenges - 1/2-day hybrid panel discussion - [Deadline May 29.](#) Friday, May 31, 2024 - 9 am - 12:30 pm, Dalhousie, McCain Bldg., Rm 2130, Halifax (or by Zoom)

The number of psychologists using telepsychology have increased dramatically in the past five years. This panel brings together several psychologists from various areas of practice to discuss their experiences and issues with telepsychology in Nova Scotia today. Below is a general outline of the topics we plan to address. In addition to discussion among the panelists, we will open the floor to the audience for questions, comments and will organize discussion groups, both in person on on-line.

##### Outline:

1. Brief history and background on Telepsychology, with current evidence of efficacy.
2. CPA Telepsychology Guidelines (2023). Follow up Q & A.
3. New Association of Canadian Psychology Regulatory Organizations (ACPRO) guidelines in process. Follow up Q & A.
4. Teleassessment
5. Ethical considerations of Telepsychology. Addressing consent, confidentiality, & adapting therapeutic practices for virtual care.
6. Discussion – break-out groups. Each group will be asked to discuss and identify risks, benefits and ethical issues encountered when practicing telepsychology, then report back to the larger group for further discussion.

##### Audience:

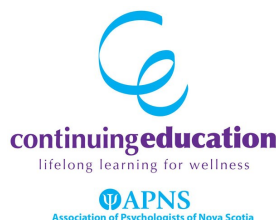
This workshop is appropriate for registered psychologists and psychologists in training.

The panel is followed by the APNS Annual General Meeting and Award Ceremony; participants are invited to stay for lunch.

[Download the registration brochure here.](#)

For more information about this workshop please contact:

[admin@apns.ca](mailto:admin@apns.ca)



#### The Role of Psychology in Addressing Pain and Related Opioid Dependence - A full-day on-line video presentation - Friday, July 5, 2024 - 9 am - 5 pm Zoom

Through our partnership with the APA, we have been given access to these videos featuring American Pain and Opioid experts. The videos are hosted by Jared L Skillings, PhD, ABPP, Chief of Professional Practice, APA. The 3 speakers are David Bruns, PsyD, FAPA, Jennifer F Kelly, PhD, ABPP and Ravi Prasad, PhD. The 5 videos deal with various issues as described below. They will be presented by Zoom on Friday July 5th - 9 am to 5 pm. In addition, APNS member Dr Frank Fedde, with a specialty in pain will be available to provide context and answer questions from the attendees.

##### Video 1

- Intro to pain and the Opioid Crisis
- Biopsychosocial Model of Pain Part 1: Pain Theory & Biology
- Biopsychosocial Model of Pain Part 2:  
Psychological Factors: The Initial Psych Interview;  
Psychologists Role on an Interdisciplinary Pain Team; More  
Adverse Childhood/Adult Experiences

##### Video 2

- Biopsychosocial Model of Pain Part 3:  
Social Factors; Social, Cultural, Racial, and Health Care  
Disparities As It Relates to Pain

##### Video 3

- Pain Guidelines
- Pain Assessments (Testing), Psychometrics, and  
Research on Outcome Variables
- Billing (HBAI, Psych Codes, SBIRT)

##### Video 4

- Pain Treatment (Behavioural Tools for Pain Management)
- Additional Populations, Conditions, and Considerations
- Telehealth and the Impact of a Pandemic

##### Video 5

- Need For All Psychologists to Understand Pain
- Core Competencies to Be a Pain Psychologist
- Case Histories Roundtable

**Audience:** This workshop is appropriate for registered psychologists and psychologists in training.

[Download the registration brochure here.](#)

For more info about this workshop please contact:

[admin@apns.ca](mailto:admin@apns.ca)

CONTINUING EDUCATION OPPORTUNITIES FROM OUR MEMBERS

QUEER AND TRANS THERAPISTS OF NOVA SCOTIA (QTTNS) IS PLEASED TO PRESENT THE FOLLOWING WORKSHOPS:

**Foundational Sexual Attitude Reassessment (SAR)**

2-day, in-person, 14 CEs



**July 6-7, 2024**  
(10:00am-6:30pm)

\*AASECT approval pending.

**Advanced Sexual Attitude Reassessment (SAR): Kink**

2-day, in-person, 14 CEs



**July 13-14, 2024**  
(10:00am-6:30pm)

\*AASECT approval pending.

This **trauma-informed** and **social-justice centered** Sexual Attitude Reassessment Seminar (SAR) provides 14 hours of direct, synchronous, structured learning designed to:

- Promote awareness of your attitudes, values, feelings and beliefs about a wide range of human sexual experiences, identities, and relational and erotic orientations.
- Assist you in gaining insight into how these attitudes, values, feelings, and beliefs affect you professionally and personally.

\*The Foundational SAR is also open to community members who want to better understand the broad range of human sexuality and how they relate to their own and other people's positionalities and experiences.



**Both workshops presented by:**  
**Alex Iantaffi** (they/he/lui), PhD, MS, SEP, CST, CST-S, LMFT.  
Award-winning author, family therapist, WPATH certified gender specialist, AAASECT certified therapist.

This **trauma-informed** and **social-justice centered** Advanced Sexual Attitude Reassessment Seminar (SAR) provides 14 hours of direct, synchronous, structured learning designed to:

- Promote awareness of your attitudes, values, feelings and beliefs about kink sexualities and relationships. This Advanced SAR is **focused on kink sexualities in the broadest sense** (e.g., age play, humiliation play, edge play, bondage, 24/7 relationships, cuckolding, and more). We will also address kink beyond a purely colonial and modern lens and include non-Western based types of kink as well as spiritually-based types of kink practices.
- Assist you in gaining insight into how these attitudes, values, feelings, and beliefs affect you professionally and personally.

\*\* If cost is a barrier and/or you have questions around access needs, please contact: [kay.vinova@gmail.com](mailto:kay.vinova@gmail.com).



**REGISTER NOW!**

Online registration & full details can be found here: <https://bit.ly/SARHalifax>

**\$200 discount** if you register for both workshops!

	Foundational SAR:	Advanced SAR:	Both Workshops:
Regular rate:	\$650 CAD	\$650 CAD	\$1100 CAD
Reduced rate for BIPOC Individuals:	\$350 CAD	\$350 CAD	\$500 CAD

**Location:** Synergy Physiotherapy & Pilates, 100-2742 Robie Street, Halifax, NS B3K 4P2

QUEER AND TRANS THERAPISTS OF NOVA SCOTIA (QTTNS) IS PLEASED TO PRESENT:

**Working with Neurodivergent Clients from a Disability Justice Centered Perspective**

1-day, in-person, 4.5 CEs

**July 11, 2024**  
(12:00pm-5:00pm)



Despite the increased awareness and knowledge of neurodivergence and the number of therapists coming out as neurodivergent ourselves, there seems to be little knowledge available on how to best work therapeutically with neurodivergent clients.

Using a Disability Justice centered perspective, Alex will cover various issues related neurodivergence in the therapy room, including:

- Identifying different types of neurodivergence
- How neurodivergence is shaped by colonialism, white supremacy, ableism, & cisheteronormativity
- Relational and systemic accommodations needed to facilitate better therapeutic rapport & effectiveness with neurodivergent clients
- The impact when both client(s) and therapist are neurodivergent, including the issue of competing access needs
- How neurocomplexity (i.e., when there are multiple types of neurodivergence present) might show up in the therapy room



**Presented by: Alex Iantaffi** (they/he/lui), PhD, MS, SEP, CST, CST-S, LMFT.

Alex is a trans masculine, nonbinary, bi queer, neurodivergent, disabled, Italian immigrant who has been living on Dakota and Anishinaabe territories, currently known as Minnesota (US) since 2008. They are an award-winning author, family therapist, WPATH certified gender specialist, AAASECT certified sex therapist, Somatic Experiencing® practitioner, and clinical supervisor. They are co-author for the upcoming "How to Understand Your Relationships" with Meg-John Barker and host of the podcast Gender Stories. [www.alexiantaffi.com](http://www.alexiantaffi.com) @xtaffi

**REGISTER NOW!**

Online registration & full details can be found here: <https://bit.ly/NDHalifax>



Regular rate: \$250 CAD

Student rate: \$50 CAD

Reduced rate for BIPOC

Individuals: \$150 CAD

**Location:** Dartmouth Psychological Services, 1050-45 Alderney Drive, Dartmouth, NS B2Y 2N6

\*\* If cost is a barrier and/or you have questions around access needs, please contact: [kay.vinova@gmail.com](mailto:kay.vinova@gmail.com).

Online Registration and full details: <https://bit.ly/SARHalifax>

If cost is a barrier and/or you have questions around access needs, please contact: [kay.vinova@gmail.com](mailto:kay.vinova@gmail.com)

## Reports

### APA PRACTICE LEADERSHIP CONFERENCE FEB. 2024 ~ Chimène Jewer & Kim O'Connor

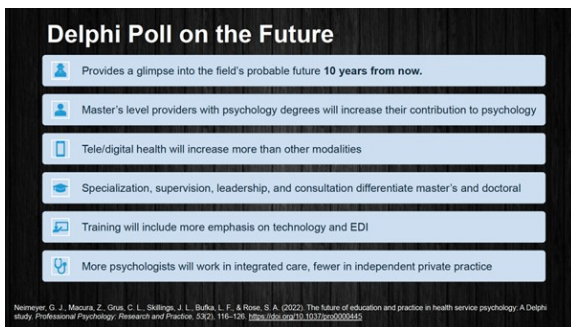
The 41st APA Practice Leadership Conference was held in Washington, D.C. February 8–10. This annual conference brings together executive directors, presidents, presidents-elect, early career and student representatives, from the various state, provincial and territorial psychological associations (SPTAs) across North America with APA leadership to discuss advocacy issues for the profession of psychology. The Canadian delegates came from Manitoba, Alberta, British Columbia and Nova Scotia. The program this year was more condensed than in years past. The program was two and a half days, from Thursday evening to Saturday evening, honouring Dr. Dan Abrahamson, important figure overseeing the PSLC for many years, with an APA Presidential Citation for his work.

Highlights of the conference this year included several talks on important topics, including workforce issues, masters-level licensure and scope and practice, and the impact of the use of technology and AI on the practice of psychology. Below is a summary of the highlights from the sessions and speakers.

#### State of the Profession

Dr. Jared Skillings, PhD, ABPP APA Chief of Professional Practice. Dr. Skillings talked about some emerging trends, concerns, and opportunities for the profession, and what the future may look like.

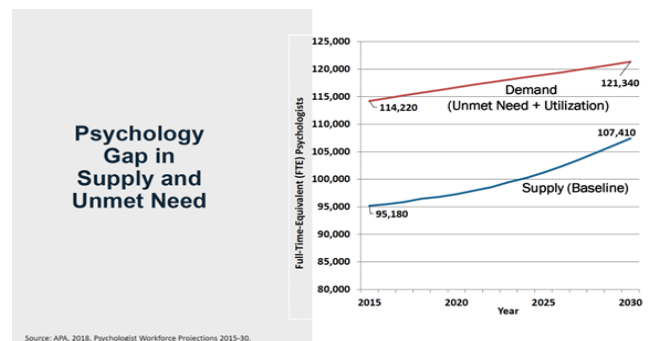
An APA poll on the future asked psychologists what they thought the future of the profession might look like. Psychologists predict that masters-level clinicians will have a greater role; specialization, supervision, and leadership will differentiate masters-level versus doctoral-level psychologists; tele/digital health will increase; training will include more emphasis on technology and EDI frameworks; and more psychologists will work in integrated care and fewer in private practice.



According to the Stress in America survey, people report feeling more stressed since the pandemic, especially younger age groups. Mental Illness is on the rise and access to mental health care is poor, particularly in remote,

rural areas and among marginalized groups. Psychologists are also feeling overtaxed. Psychologists surveyed are reporting greater workload, higher number of patients on their caseloads, and more people on their waitlists since the pandemic. There is a large gap between the supply and demand for psychologists and we are facing a workforce shortage. We are not training enough psychologists to meet the demand for psychological care. There does not appear to be a time in the future where supply will meet demand.

As Dr. Skillings pointed out, we need to take a new approach. Several ideas were discussed. There was a lot of discussion about a **population health framework** and psychologists focusing on prevention versus individual treatment for clients that are already ill. If we focus more of our efforts on prevention of mental health issues, we may be more efficient. And we are experts in behaviour change, so focusing on a population health approach and on prevention would be a good strategy for us. As he says, “we are not going to ‘treat’ ourselves out of this mental healthcare crisis”. APA calls on the discipline and profession of psychology to support a population health approach: <https://www.apa.org/about/policy/population-health-statement.pdf>



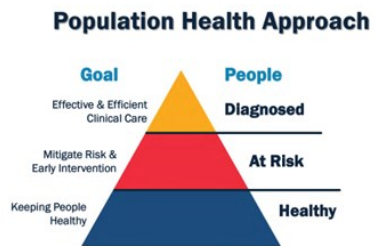
Another idea involves leveraging the use of technology to improve access and efficiency. Can we leverage the internet, social media, etc. to improve access and services? Dr. Skillings talked about integrated Electronic Medical Records (EMRs), digital therapeutics, Omnichannel Health Care, AI and chatbots. Integrated EMRs make it easy and efficient to collaborate care. Omnichannel Health Care refers to in-person, virtual appointments, schedulers, and apps that are all co-ordinated to make things easy and seamless for clients.

A third strategy to address the workforce shortage of psychologists involves licensure of masters-level psychologists. There has been a lot of discussion and debate about welcoming masters-level trained clinicians

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APA PRACTICE LEADERSHIP CONFERENCE MARCH 2024 ~ Chimène Jewer & Kim

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 into the profession, becoming a multi-tiered profession and what this might look like. While we are facing a workforce shortage of psychologists, there has been skyrocketing growth in other masters-level clinicians (e.g. social workers, counsellors). We could increase our numbers, prevent those with masters degrees in psychology from leaving us and joining these other groups, and have better control of the training and regulation of masters-level psychologists if we bring them into the profession. There is an opportunity for psychologists to take ownership and the lead in this shift in the behavioural health world.



Related, APA has a Leadership Academy and CPA and CPAP are currently working on this. Psychologists can and should be advocates. Doctoral-level psychologists can also be specialists, and consultants. The opportunities for consulting work are much broader than one may think, according to Dr. Marnie G. Shanbhag.

**Master’s scope of practice and title**

The second group of plenary sessions included several talks on master’s scope of practice and title. Why is APA considering licensing masters-level practitioners? In the US, five states have a masters-level independent practice, and twelve states have masters-level practice under supervision. Unfortunately, this is done in a haphazard way, and it is difficult to have any mobility, which is similar to Canada. Licensing masters-level clinicians would allow for more oversight of their training, enhanced consistency and mobility. Unfortunately, we lose these masters-level clinicians to other professions – they leave psychology and join counselling as licensed professional counsellors. Masters-level clinicians are increasingly providing frontline mental health care.

**Affinity Groups**

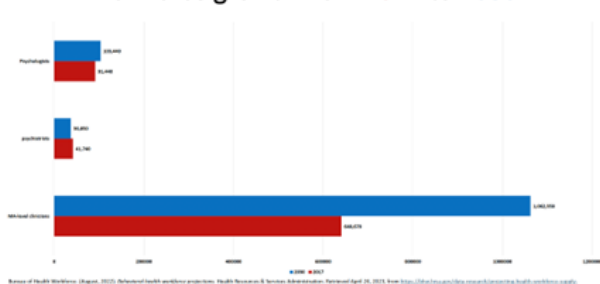
A good portion of our time at the conference was devoted to working in small working “affinity groups” that consisted of members assembled by role in the SPTA.

**President Affinity Group Meeting**

The president affinity group discussed requests to make statements or “take sides” on issues, new ways to communicate with members, increasing membership fees and the ED selection process.

In regard to taking sides on issues such as transgender rights, abortion, etc., delegates talked about feeling the need to advocate for MH issues based on the science and about losing members if they were perceived to be taking sides either way. We talked about new ways to connect with membership e.g. monthly or weekly e-mails e.g. “Monday Minute”, social media platform – Facebook page, “Glue Up”, and training in how to write an OpEd. We also talked about membership fees. I also consulted with several other SPTAs that were currently in the process, or had just recently completed the process, of hiring a new ED. An interesting idea that came out of a conversation with BC’s president, Dr. Erica Horowitz, was the idea of hiring an Executive Director and Directors of Advocacy (two psychologists paid part time, 7 hrs each, to help the ED with psychology knowledge and content.)

Workforce growth from 2017 to 2030



**Topics in Association Management**

Topics included membership best practices, recruitment and retention, engagement and belonging, and targeted communication. The idea of value and benefits of association membership for members was a focal point in the success of advocacy association in retaining and increasing membership. Examples included professional development strategies, regular townhall meetings with members, targeted communication such as weekly newsletters, with advocacy and practice updates, rather than more traditional newsletters.

**Value of the psychology doctorate**

Many of the plenary sessions this year were related to the psychology doctorate and master’s scope and practice. The first group of plenary sessions included topics on doctoral-level psychologists as leaders, specialists and consultants. There is a slow and thorough process of socializing students to the profession and teaching them to think like a psychologist. Dr. Amy Beck talked about doctoral-level psychologists as leaders, not only in healthcare, but more broadly than this.

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## Reports

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### APA PRACTICE LEADERSHIP CONFERENCE MARCH 2024 ~ Chimène Jewer & Kim O'Connor

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#### **President-Elect Affinity Group Meeting**

The President-Elect Affinity Group sessions focused on a variety of topics that arose from the main sessions and from the challenges being faced by associations represented including membership, representing the varying needs of our members, the use of media in advocacy, and collaboration between associations.

#### **Membership recruitment, retainment and engagement**

A key discussion point that came from our group was how to get psychologists involved in advocacy. There are several associations across those regions represented in the group that struggle with attracting and maintaining membership. Although membership numbers may not be as much of a concern for our association (we have over 80% of psychologists in the province as members) it does highlight the importance of retention, value and active participation in advocacy and the association if we are to represent psychologists across the province. The discussions on providing value and engaging members in advocacy were interesting and sparked questions about how APNS can do better in this way.

#### **Representing the needs of all members**

The need to be as representative as possible of psychologists across regions, settings, and areas of practice came naturally from the conversations of membership. There are huge differences within many states related to rural and urban psychologists and the subsequent level of involvement in the organizations. It was highlighted by many participants the need to be representative and how to do this such as using virtual platforms for meetings and member services, having representative leadership in the organizations, and recognizing the differences being faced by our psychologists.

#### **The use of media in advocacy**

The use of media in advocacy and by our associations had two main threads: 1) how to use media to advocate and 2) how to use media and related tools to share information among associations. Many associations have policies in place regarding who is allowed to speak to the media on behalf the association (e.g., President, ED). The discussion on the use of social media in advocacy showed there was a wide range of experiences, however all recognized the potential of such tools. Many are using social media platforms (Instagram, Facebook, X, etc.) to educate the public on the role and value of psychologists.

#### **Sharing and support among associations**

Throughout the President-Elect meetings there was a strong desire to provide support among the associations to each other. Many people talked about how they did not feel prepared or informed as they step into leadership roles. We discussed training for executive members and succession planning/timelines. There were offers of sharing policies, learning resources/webinars, and advocacy tools. An email list of the participants in this year's group was started by one of the attendees and ideas have continued to circulate since we met in February. Many associations have significant challenges on the political and legislative stage. We need to support each other in whatever ways we can. The sentiment was clear: advocating for the psychology profession as a whole in addition to regional/local needs will be of benefit at all levels so we should work together.

#### **Other Points:**

*Psych Rx.* The number of states that are allowing psychologists prescribing authority is growing. Educational requirements to become a prescribing psychologist fall into three broad categories: undergraduate courses in the hard sciences, psychopharmacology courses and then medical rotations. *Assessment of social determinants of health*, a new type of assessment, which, as the name suggests, looks at the social determinants of health. The development of this type of assessment was led collaboratively by physicians and psychologists in the US.

*Interjurisdictional licensure.* Interstate licensing for psychologists. Psychologists and clients move around a lot now, so this is needed. PSYPACT is the organization working on interjurisdictional licensing across the US for psychologists. This would be a helpful initiative to have here in Canada. The legislative vehicles, factors and challenges are different in Canada, but a national approach to licensure could be beneficial. At this time, there are 40 states that are part of this program. For more information on interjurisdictional licensing see. <http://psypact.org>

Thank you for allowing us the honour of being your APNS delegates to the APA PSLC 2024. We hope that this summary adequately captures the important highlights from this year's PSLC. If you have any questions about the PSLC, any of these topics or would like to discuss any of these points further, please do not hesitate to contact us.

Respectfully submitted by:

Chimène Jewer, M.Sc., R. Psych &  
Kim O'Connor (she/her), R.Psych.

STUDENTS' RESEARCH ~ Dalhousie OPENTHINK BLOG

OpenThink supports PhD students from across Dalhousie in their public scholarship and knowledge mobilization efforts. We provide an open platform for discussion, analysis and insight on topics related to their research through monthly articles that spark conversations. We train students to build the skills necessary to engage with communities beyond the university. Psychology students have played a big role as Thinkers. You can read their articles here: <https://blogs.dal.ca/openthink/>



**How are you feeling, really?**  
By Grace Wang, Clinical Psych Ph.D.

How are you feeling right now? How sure are you that you're feeling that way? How many emotions do you think you can accurately name *as you're feeling them*?

If you're like most people, you probably think that you have a pretty good grasp on the way you feel. Maybe you ballparked around 10 or 15 emotions—or maybe even more? And this makes sense, because our lives are crowded with things that bring up emotion.

But if you're like most people, you're probably overshooting. According to emotion researcher Brené Brown, [the vast majority of us can actually only accurately identify three emotions: happy, sad, and pissed off](#).

We tend to use these words as umbrella terms. We say we're happy when we enjoy the movie we're watching, when we get a promotion at work, when we spend time with a loved one, when that deadline we were stressing about is finally over, when we reminisce on a positive memory, when we're packing for a vacation... the possibilities are truly endless. In other words, we feel lots of different emotions, but we tend to clump them all together under just a few labels....

[Read More on Grace's Blog](#)



**Connection & Community: 2SLGBTQIA+ Student Mental Health** By Patrick Hickey, Psychology and Neuroscience PhD

Every university student experiences their own unique challenges, whether with academics, making new friends, living away from home for the first time, finding housing, or affording an increasingly expensive education. On top of all these challenges, some students face prejudice, discrimination, a lack of representation, and systemic barriers to success on campus. Many 2SLGBTQIA+ students encounter these barriers, contributing to mental health concerns.

The pandemic made this problem even worse, with 2SLGBTQIA+ students experiencing some of the highest declines in mental health. Stress levels and rates of depression, anxiety, and loneliness are concerning across the entire university population, but especially for 2SLGBTQIA+ students. Much of this has been attributed to limited opportunities for social connections, which are particularly important for 2SLGBTQIA+ students seeking an inclusive and affirming support system. In this article, we will discuss what makes 2SLGBTQIA+ mental health unique, what we know can help protect the mental health of 2SLGBTQIA+ students, and what is needed on university campuses....

[Read more on Patrick's Blog](#)

## Acknowledgements

### Psychology Job Opportunities Available in Nova Scotia

There have been some additions to the job opportunities listed on the APNS website.  
To view the listing visit:

<https://apns.ca/Publications/career-opportunities/#main>

### Volunteering with APNS

Active **committee** members receive a volunteer credit that may be used for any APNS workshop or APNS membership fees.

Please also note that participation in an APNS committee can count towards your NSBEP Continuing Competence credits.

APNS has a Volunteer Credit Bank that will allow volunteers the option of donating them. These credits can be made available to students who have indicated that they are unable to pay the fees to attend APNS continuing education offerings.

We have some interesting opportunities. For more information please contact [apns@apns.ca](mailto:apns@apns.ca)

#### Voucher value:

- Executive Committee Members - \$175
- Chairs of Other APNS Committees - \$100
- Committee Members - \$50
- APNS Designated Representatives - \$100

#### Criteria:

- Volunteer must have served for a minimum of 1 year.
- Volunteers must take an active role in the committee.
- Volunteers accrue no more than \$250/year in benefits.
- Benefits must be used within 1 year of being awarded.



### Get involved in APNS

Our committees are always looking for new members.

If you want to find out more about volunteer opportunities with APNS please contact Susan at [apns@apns.ca](mailto:apns@apns.ca)





## Welcomes its Latest Members as of April 30, 2024

**Agnelle Anama, M.Psy.**  
**Broderick Badcock-Parks (student)**  
**Jennifer Bernier, M.Sc.**  
**Sophia Charles-Beke (student)**  
**Jessica Garden, M.A.S.P.**  
**Megan Hamilton M.Sc.**

**Sarah Lade, Ph.D.**  
**Amy O'Neill, Ph.D.**  
**Julie Quirion (student)**  
**Michelle Tougas, Ph.D.**  
**Chloe Walsh, D.Psych.**  
**Carolyn Wilkes, D.Clin.Psych.**

We would like to thank the membership for supporting APNS in its efforts to promote the interests of Nova Scotia psychologists through advocacy, continuing education and the support of special interests in the field.

## Congratulations to the following who have recently become Registered Psychologists\*

**Sara Bartel, Ph.D.**  
**Kimberley Blunden, M.A.**  
**Erin Dempsey, Ph.D.**  
**Jillian Glasgow, Ph.D.**  
**Sarah Goegan, Ph.D.**  
**Anita Gupta, Ph.D.**  
**Krishan Hayre, M.A.S.P.**  
**Stephanie Hennessey, M.A.S.P.**

**Ioan Mahu, Ph.D.**  
**Kathleen Merwin, Ph.D.**  
**Catherine Robertson, M.Sc.**  
**Regina Shuster, M.Sc.**  
**Nicole Tibbetts, M.Sc.**  
**William Trainor, Ph.D.**  
**Yves Turgeon, Ph.D.**  
**Aleksandra Usyatynsky, Ph.D.**

## Congratulations to the following who have recently become Candidates\*

**Jennifer Bernier, M.Sc.**  
**Julius Fodor,**  
**Megan Hamilton, M.Sc.**  
**Sarah Lade, Ph.D.**  
**Rhonda McInnis, M.Sc.**

**Anam Muhammad Shahid, M.Psych.**  
**Rakhi Rajagopalan Nair, M.Sc.**  
**Marlene Ruck Simmonds, M.A.S.P.**  
**Robb Tupper, M.Sc.**  
**Chloe Walsh, D.Psych.**

*\*This information provided by NSBEP as of April 30, 2024*

## Advertisements

PaRx is an initiative of the BC Parks Foundation, driven by health-care professionals who want to improve their patients' health by connecting them to nature. Featuring practical resources [like quick tips and patient handouts](#), its goal is to make prescribing time in nature simple, fun and effective.

Each prescriber who [registers](#) with PaRx will receive a nature prescription file customized with a unique provider code, and instructions for how to prescribe and log nature prescriptions. Patients can also access [special offers](#) from our proud partners to reduce their barriers to nature access across Canada.

Park Prescriptions began as a [grassroots movement](#) in the United States over a decade ago, and have now spread to countries around the world. We are proud to be Canada's national, evidence-based nature prescription program.

### 5 Reasons to Prescribe Nature with PaRx

#### 1. It's easy and effective.

Health-care providers are always looking for simple, practical interventions they can make to improve their patients' lives. The beauty of PaRx is that almost anyone can increase the time they spend in nature, no matter what their physical abilities are or where they live. [A growing body of research](#) suggests that spending time in nature has a wide range of positive effects on human health, from reduced chronic disease to improved birth outcomes—over and above the benefits of exercise. [Learn more about the health benefits of nature here.](#)

#### 2. Writing it down works better.

Studies suggest that written prescriptions are [better received](#) than oral advice in motivating patients to make a change.

#### 3. Patients trust their health-care providers.

Surveys reveal that health-care providers consistently rank among the [most trusted professionals](#) in the country. When we speak, people listen.

#### 4. Prescribing nature is good for the earth.

Research shows that people who are more connected to nature [do more to protect it](#). So not only are you improving your patients' health, but you're also doing your part for the planet.

#### 5. We're reducing barriers for your patients.

To ensure that everyone in Canada has ready access to the health benefits of nature, PaRx is collaborating with [outdoor organizations](#) like Parks Canada to provide free or discounted access to green and blue spaces for patients in most need.



"HLC's SpellRead is not only a remedial reading program. It is a complete training program on the science of reading that all teachers should have to train on to be teachers of reading".

-Trainee, Rainbow District School Board, Ontario, 2023

### Halifax Learning's SpellRead Structured Literacy Training Program Reading made easy!

For 25 years, [Halifax Learning](#) has played a profound role in empowering Canadian experts who drastically improve readers' lives through SpellRead instruction.

Would you like to hear more about our program? Let's set up a meeting! We'd love to provide evidence of our student results and share why so many professionals refer to us at Halifax Learning.

We can also provide info on how [you can bring Canada's leading structured literacy program to your practice.](#)

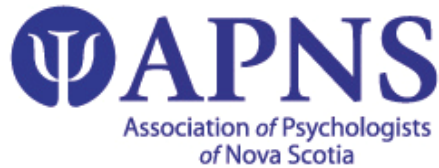
#### We provide:

- Reading intervention and training programs anchored in data and research
- A malleable application of these assets that is accessible, inclusive, scalable, and effective among diverse educators and students with different and evolving needs
- Internal mechanisms to track student progress and skills mastery, including ways to prevent students from slipping behind
- Comprehensive year-long training, support, and mentorship for educators
- Unprecedented third-party evaluations confirm that our outcomes surpass expectations, including those of the leading reading scientists in North America

Contact our director of teacher training to learn how to bring this gold-standard teacher training to your school! [esteele@halifaxlearning.com](mailto:esteele@halifaxlearning.com) \* 902-225-1861

*"This is probably the best reading program I've been in. It's my favorite, and it's helped me a lot."* - **Grade 9 student, CCRCE 2024**

*"Before I started SpellRead, I wasn't very good at reading and writing. Now, I'm much better. The program works better for me than the other ways teachers have tried to help me read. It's helped me a lot."* - **Grade 9 student, CCRCE 2024**



## Committees & Representatives

Please contact the chair or APNS office for further information or to communicate changes to the list of committees & representatives.

### EXECUTIVE

President: Chimène Jewer  
 Past President: Jacqueline Milner  
 President Elect: Kim O'Connor  
 Secretary: Melissa McGonnell  
 Treasurer: Marcie Balch  
 Member at Large: Tammy Piers  
 Member at Large: Lindsay Victor  
 Member at Large HR: Frank Fedde  
 Student Representatives:  
 Grace Schwenck & Emily Wildeboer

### EXECUTIVE DIRECTOR

Susan Marsh [apns@apns.ca](mailto:apns@apns.ca)

### REPRESENTATIVES

**Council of Provincial Associations in Psychology/ Practice Directorate Rep:**  
 Chimène Jewer  
**Observer:** Executive Director

**Public Education Campaign Coordinator:**  
 vacant

**APA Council of Representatives:**  
 Shelley Goodwin

### COMMITTEES & INTEREST GROUPS

#### Advocacy:

**Bev Butler, Chair**  
 Victor Day David Pilon  
 Laura Scallion Natalie Stratton

#### Cultural Diversity

**Jason Chatman, Chair**  
 Harpreet Aulakh Erica Lundberg  
 Hilary Green  
 Alissa Pencer  
 Natasha Yorke

#### Continuing Education:

T.B.A.

#### Nominations & Elections:

**Shelley Goodwin (Chair)**  
 Harpreet Aulakh  
 Jeannette Kennedy  
 Elaine Ply  
 (MaL-HR) ex-officio Frank Fedde

#### Post Disaster Committee:

**Janice Howes, Chair**  
 Dean Perry (Disaster Response Co-ordinator)  
 Victor Day  
 Laura Scallion  
 Julia Holt

#### Private Practice Committee

**Dion Goodland, Chairs**  
 Shelley Goodwin Mary McGrath  
 Shauna Sutherland Heather Walker  
 Rhonda Wolkins Pamela Wambolt

### GROUPS

**Child & Adolescent Psychology Interest Group (CAP-I)** is comprised of psychologists who work with children and adolescents and their families. Meetings are bi-monthly during the academic year to share information on topics of interest and to provide an opportunity to get to know our colleagues who work in a range of settings (schools, hospitals, universities, private practices, forensic settings, etc).  
**Lindsay Bates and Rachel Pantan, Co-Chairs**

#### Early Career Psychologist Group Leaders

Ena Vukatana  
 Julie Wershler

Contact the APNS Office for more info on how to become involved in APNS committees.

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