



Annual General Report 2020 - 2021

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2021 ANNUAL GENERAL MEETING - AGENDA

Thurs., October 14, 2021 at 9 pm ET

Virtual Meeting

1. Call to order
2. Approval of the minutes of the 2020 AGM
3. Financial statements & report presented
4. Executive Summary of CAA 2020-2021 Activities
5. Approval of the Annual Report
6. Election of Directors; report of nominating committee
7. Other Business
8. Call to Adjourn Annual General Meeting

...Awards Presentation follows

CAA AGM MINUTES – TUESDAY, OCTOBER 6, 2020

Tuesday, Oct. 6th - 9 pm ET – Virtual AGM

Speakers: Sarah Mason CAA President, Jodi Haberstock CAA Treasurer, Margaret Young President Elect, Jean Holden Executive Director CAA

[Webinar](#)

START 9 pm ET

Welcome and housekeeping, agenda, introductions – Tracy

Welcome and Call to order – Sarah

- a. “In accordance with the General By-laws of the Canadian Academy of Audiology, I appoint Tracy Cook to act as the recording secretary for the 2018 Annual General Meeting”.
- b. “I call for a motion that the agenda, as circulated in the Annual Report, be approved”.
 - Motion: Janine Verge
 - Second: Dave Gordey
 - Motion Carried
- c. Registration
‘All CAA members are registered with the secretary per the webinar registration program’.
- d. Notice of meeting
“The notice calling the meeting of members was emailed to all members of record on Sept 3rd, 2020.
- e. Scrutineer’s Report –
“Combining the number of members present and the proxies received we have met quorum”.
- f. Quorum
“Notice having been served in accordance with by-laws and a quorum being present, the meeting is declared duly constituted for the transaction of business. “
1. **Minutes of the last meeting**
“Copies of the minutes of the Annual General Meeting have been made available to each member in the Annual Report”.
- a. “I call for a motion that the minutes of the previous meeting of the members held on October 1st, 2019 be approved as circulated”.
 - Motion: Bonnie Cooke
 - Second: Paula Folkeard
 - Motion Carried

2. Audited financial report -Sarah and Jodi

"I call upon Jodi Haberstock, Treasurer of the Canadian Academy of Audiology, to present the Audited financial report of CAA for the year ending May 31, 2020 (including the balance sheet and accompanying statement, together with the auditors' report therein) contained in the Annual Report distributed to the members".

a. Audited Financial Statements – Jodi

"I move that the audited financial statements for the year ended May 31, 2020 be approved".

- Second: Steve Aiken
- Motion Carried

b. Appointment of the Auditor – Jodi

"I move that Dixon Gordon & Co. LLP be appointed as the auditors of CAA to hold office until the next annual meeting or until their successors are duly appointed, and the board of directors be authorized to fix the auditors' remuneration".

- Motion: Jodi
- Second: Rex Banks
- Motion Carried

3. "I call upon Jean Holden, Executive Director of the Canadian Academy of Audiology, to present a report on the Board's activities".

EDUCATION

The conference in Halifax was extremely well attended by Audiologists, scientists, researchers and students from across Canada and the world.

The CanadianAudiologist.ca continues to increase in readership, both on page views, and the length of time readers remain on one page.

New features – Articles can be downloaded and printed, curated editors' list on website

ADVOCACY

Hearing Health Alliance of Canada (HHAC)

Canadian Infant Hearing Task Force (CIHTF)

Adult Coalition on Adult Hearing Health (CCAHH)

Federal Health Partners on Third Party Funding

Accessibility Advocacy Projects

The accessibility survey of access methods used in clinics

An equity, diversity, and inclusion (EDI) project

Support for the implementation of Bill C-81, Canada's Accessibility Act

PROMOTION OF AUDIOLOGISTS AND HEARING HEALTH TO THE PUBLIC

Animated messages were distributed through major social media channels (targeting the public) to reinforce the impact of unmanaged hearing loss on all stages of the life

Virtual Meetings and Accessibility

Ten Ways to Improve Hearing Access

During Virtual Meeting Article

Virtual Meetings Poster May 2020 (English / French)
Watch the animated video and please share

SUPPORTING AUDIOLOGISTS

Direct referral to Otolaryngologists
CAA and CSO working together to implement in provinces
National Vestibular Interest Group
OTC position statement

4. Approval of the Annual Report - Sarah

“Copies of the Annual Report have been made available to each member”.

I call for a motion that the Annual Report be approved as circulated”.

- Motion: Janine Verge
- Second: Bonnie Cooke
- Motion Carried

5. I call on Margaret Young chair of the nominations committee, to present the Election of Directors and the presentation of the Board of Directors.

“In accordance with the Bylaws 2 positions were open on the board. A call for nominations was sent to all CAA members by email on April 23, 2020. At close of nominations June 30, 2020 there were 2 nominees for the 2 openings, therefore an election was not needed, and the candidates are acclaimed to the board.

We welcome Chris Allan, Clinical Education Coordinator, Lecturer, Researcher, Clinician at University of Western Ontario and Jillian Price, Chief Audiologist, Hearing Life Canada.

The Board of Directors for this next year will be made up of the following directors -

- i. For the first year of their first term:
 1. Chris Allan
 2. Jillian Price
- ii. Returning for the 2nd year of their first term:
 1. Tara Collins
- iii. Returning for the 3rd year of their 1st term:
 1. Margaret Young
 2. Sarah Mason
 3. Steve Lomber
- iv. Returning for the 2nd year of their second term:
 1. Justyn Pisa
 2. Dave Gordey
 3. Erica Zaia

i. Returning for the 3rd year of their second term:

1. Marlene Bagatto
2. Jodi Habershtock
3. Janine Verge

Officers – “The Board of Directors have appointed the following officers”:

President – Margaret Young
Treasurer – Jodi Habershtock
Secretary – Tara Collins

6. Resolution to Appoint Chris Allan as President-Elect – Sarah

“I call for a motion that Chris Allen be appointed as the President Elect of CAA to hold office until the next annual meeting or until her successor is duly appointed”.

- Motion: Justyn Pisa
- Second: Barb Bentley
- Motion Carried

7. Recognition of Outgoing Board Members – Sarah

We are very grateful to 2 board members who have served their 6 years on the CAA board of Directors who are retiring this year.

- Barb Bentley
 - Barb’s contributions have been many, including leading fun- raising activities at the conference and advancing operations processes and advocacy related to federal third-party funding as chair of the CAA third party funding committee. Barb served as a strong advocate and voice for private clinic owners.
- Bonnie Cooke
 - Bonnie contributed to the public relations and awareness committee, oversaw student liaison activities and was Secretary for CAA for several years

8. Call for Other Business - Sarah

“Call for other business – please use the question box if you have any other business, questions or comments.”

9. Adjournment – Sarah

“Being that there is no further business I call for a motion that the 2020th Annual General Meeting is concluded at 9:26 pm ET”.

- Motion: Dave Gordey
- Second: Paula Folkeard
- Motion Carried

10. Final slides - Sarah

Student Awards

Student Award winners

President's Award

President's Award Winner

Invite Marlene Bagatto to accept her award.

CAA Conference 21 slide - A reminder on our upcoming **CAA Conference 2021 at the Delta Grand Marriott Hotel, in beautiful Kelowna, B.C.- October 13-16, 2021**

CAA Upcoming Webinar slide – Upcoming Webinar: Hearing and Balance: Impact and Outcomes of Dual Sensory Impairments in the Pediatric Population With Sharon Cushing – October 20th, 2020 – 7 pm ET.

More webinars will be posted soon!

Board Slide - We would like to thank our Board of Directors for your dedication and volunteer efforts in enhancing the role of Audiologists.

Thanks to our volunteers and committee/project members

A list of all our volunteers appears in the annual report. CAA is grateful for all the effort and time away from your personal lives that has led to continued support of Audiologists across Canada

Thank you to our members for your support throughout the past year and for in attending AGM. We hope you all have a great night.

Mission Statement

The Canadian Academy of Audiology is dedicated to enhancing the role of audiologists as primary hearing health care providers through advocacy, education and research.

Introduction

All the activities of CAA are directed towards supporting the members as Audiology professionals across Canada including supporting students and new career Audiologists. CAA also enhances public awareness of hearing health matters and the role of the Audiologist. CAA is engaged in projects to support awareness by other health professionals and educators to prevent hearing loss and to understand the impact of hearing loss and actions to support this important health issue.

The Academy's vision is to represent the profession of audiology in Canada and to support enhancement and development of its members.

PRESIDENT'S REPORT

Margaret Young, President

I am happy to report that despite a worldwide pandemic with multiple lockdowns and unprecedented uncertainty, the Canadian Academy of Audiology (CAA) continued to support audiology as the only dedicated national audiology association in Canada. This was achieved through the hard work and dedication of our Executive Director, Administrative Manager, Executive Officers, Members of the Board of Directors and the many volunteers who serve on the committees, task forces, special interest groups and coalitions.

A key component to achieving our success is through strategic planning. For 2019 to 2022, CAA identified five main priorities designed to best serve our members and those with hearing loss in Canada. With the onset of the pandemic, it was necessary to adjust how we approached certain activities, but our priorities remained the same. First, is public relations and awareness. This includes creating activities and resources for the public that highlight the importance of healthy hearing; educating on hearing disorders and on the role of the Audiologist; and particularly relevant for this year solutions for the hearing impaired while phone or video calling. Our next strategic objective is to promote better inter-provincial relationships. This objective focuses on increasing our understanding of region-specific challenges and how inter-provincial collaboration may support the development of solutions to overcome these barriers. Specific priority projects received focus. Third is to increase audiology advocacy activities with the federal government. Gaining the attention of members of parliament, senators and decision-makers on the importance of healthy hearing is crucial. Public awareness, integration across the health system and funding of hearing services across the lifespan depends on gaining their support. The fourth priority involves CAA membership development and retention. It is important for us to remind our current and future members that CAA is the only organization with a sole focus on Audiologists in Canada. The fifth and final strategic priority is Education. Continuing education is a high priority for the Audiology profession and CAA supplies many educational opportunities through Webinars, Blogs, our Journal the 'Canadian Audiologist' and through our high-quality educational conferences – including our Virtual Conference Modules for 2021.

I am proud to say that I am part of CAA. Our organization that has had to constantly adapt during an unprecedented year, but continued to provide the education, communication, support and advocacy for Canadian Audiologists and for those with Hearing Loss in Canada.

EXECUTIVE SUMMARY

CAA delivered benefits to its members in key areas of 'Education, Advocacy and Research' as well as promoting the profession of Audiology and hearing healthcare to the public. CAA supported many other projects and professional benefits to enhance the role of Audiologists and their ability to serve their patients. Achievements moved us ahead in the 5 priorities discussed in the President report above and many of our standing benefits to members.

Education:

High level continuing education in science and clinical matters was provided with a series of webinars and there are plans for unique Virtual Conference Modules (VCMs) on 4 topic areas to replace our annual conference. VCMs are a unique format including international speakers, brief research talks, 25 questions interviews and in one module an international panel of experts on the future of technology. Our Canadian Audiologist journal continues to increase readership by 20% per year by attracting contributions to science, research, clinical practice and industry news columns from world class leaders in Audiology research and clinical matters. CAA hosted a successful CAA 'members only' blog and provided a series of science and clinical webinars plus webinars related to virtual clinical service delivery and labour law practical steps to return staff to work after pandemic lock down. CAA partnered with the Ida institute to engage in international projects to develop tools to promote and facilitate 'Person Centered Care'.

Advocacy:

- The Hearing Health Alliance of Canada (HHAC) will present a campaign to develop a National Hearing Health Strategy to the Federal Government in early part of 2022. This follows preliminary work to build awareness of the impact of unmanaged hearing loss with over 100 Federal MPs and senators and 50 Ontario provincial representatives and administration. We surveyed Canadians with hearing loss to further support the campaign. A full media, website and social media campaign will be launched. The next step in early 2022 will be a federal campaign which will be followed shortly thereafter by a roll out to all the provinces and regions. This is a 'National' strategy is not limited to the Federal government. Note that our first round of discussions in 2019 had sparked an invitation to present to a standing committee of the House of Commons resulting in recommendations in a report which was sent to the house of commons and the Prime Minister.
- CAA and others continued to strengthen relevant policies/operations of Federal third-party funding agencies.
- Our advocacy for infant hearing health care services across Canada was strengthened with the publication of national EHDI survey results in the CJSIPA. Meetings with the Public Health Agency of Canada lead to an application for project funding to provide additional economic and other impact evidence to support advocacy efforts. Our partnership with the Canadian CMV Foundation aims to develop a position statement that supports universal newborn screening of congenital cytomegalovirus (cCMV), the leading cause of non-genetic permanent hearing loss in babies.
- The commitment to accessibility and diversity efforts included:
 - Input to implementation of commitments in the Canadian Accessibility Act (Bill C-81).
 - Equity, diversity, and inclusion (EDI) practices at Canadian Universities: a feature article in the CanadianAudiologist.ca Volume 8 issue 3 reported survey results, lessons

- learned and opportunities for improvements.
- Regular journal column “Issues in Accessibility” <https://canadianaudiologist.ca/past-issues/>
- Accessibility campaign with a journal article on the Audiologists role in accessibility, booklet, an infographic poster and animated visual promotion materials related to improving phone and video calling accessibility.

Promotion of Audiologists and Hearing Health to the Public:

Animated messages were distributed with good success to reinforce the impact of unmanaged hearing loss on all stages of the life continuum and the need to seek advice from an Audiologist to help manage impacts. Communication materials are available to members to promote Audiology, hearing health and to support marketing activities.

Supporting Audiologists:

CAA and The Canadian Society of Otolaryngologists and Head and Neck Surgeons (CSO) boards have committed to establish direct referral of patients from Audiologist to Otologist in Provinces and Territories where this does not exist.

A dedicated team is researching and will soon propose a position statement on issues related to ‘Over-the-counter’ hearing aids.

Commitment to Students:

Normally CAA waives conference registration for 25 students, provides a student bursary to assist with conference attendance. These have been suspended during the pandemic in-person conferences are cancelled.

CAA presents 5 awards to students chosen by the University program faculty. These include conference and membership benefits.

Our student career expo event was a 2-hour session where experienced Audiologists in different types of work environments, roles and interest focus spoke to students about their careers and gave mentoring advice. Students were given the opportunity to ask questions, stimulating a valuable discussion designed guide early career Audiologists on a variety of career options. Free memberships and other awards were given to randomly selected attendees.

Many other student benefits and discounted fees in early career are summarized on the website and informed by a student committee. CAA provided communication to students to support them on matters related to Entry to Practice Exams.

BENEFITS AND PROGRAMS DELIVERED BY CAA TO MEMBERS:

ADVOCACY

Hearing Health Alliance of Canada (HHAC) and a National Strategy

The HHAC is aiming to present the case to the Federal Government in early 2022 to support the creation of a National Hearing Health Strategy. This process will subsequently be extended to Provincial governments to ensure that the messaging and efforts are truly ‘National’ and address the nature of funding and roles in health service delivery across our country. The team is creating a

blueprint document outlining the evidence-based issues related to a sub-optimal hearing health system in Canada and the impact of failing to provide resolutions on Canadians of all ages, the government and health system. A high-level approach is outlined together with desired national outcomes: 1. reduce the prevalence of hearing loss 2. provide quality hearing health care and 3. improve quality of life for those living with hearing loss. This will be supported by wide distribution of the report and media release. Note that the timing of this discussion with the Federal Government has been delayed from last spring to this fall and on to next year because of the changing activities of the government managing the pandemic and the upcoming election. CAA has made a substantial contribution to building the blueprint documents and oversaw development, distribution and analysis of a survey of Canadians with hearing loss to inform the target audiences of real issues and concerns reported by Canadians.

It is important to understand that hearing loss will never be a priority in Canada unless we use this method of educating members of the government, senate and committees on impacts and benefits to be gained with carefully considered investments and support of hearing health in Canada.

Canadian Infant Hearing Task Force (CIHTF)

Our advocacy for infant hearing health care services across Canada continued this year. We published our national EHDI survey results in the Canadian Journal of Speech-Language Pathology and Audiology (CJSLPA; <https://www.cjslpa.ca/detail.php?ID=1264&lang=en>). This peer-reviewed publication has supported our conversations with the Public Health Agency of Canada and provided evidence for applications for project funding to further leverage our advocacy efforts.

We have also partnered with the Canadian CMV Foundation to develop a position statement that supports universal newborn screening of congenital cytomegalovirus (cCMV). The Canadian CMV Foundation is a non-profit organization committed to eradicating congenital CMV infections, which is the leading cause of non-genetic permanent hearing loss in babies. This collaboration fits well as some Canadian provinces develop cCMV screening programs in conjunction with their EHDI programs.

Throughout the pandemic, the members of the CIHTF (including Audiologists, Researchers, Paediatricians, Otolaryngologists and others) have shared our experiences and procedures to manage the unexpected changes in services. We will continue to advocate for access to infant hearing services nation-wide.

Adult Coalition on Adult Hearing Health (CAHH)

CAHH is a collaboration of Audiologists from CAA and SAC, family physicians and researchers. The current priority is to improve the engagement and collaboration of physicians and Audiologists working across the health continuum to make adult hearing health a priority and to guide patients and families to protect and improve their hearing over their life span. To meet CAHH's initiative, evidence-based education materials and visual presentation content is nearing readiness for sharing with physicians through professional development channels.

Over-the-counter (OTC) position statement project

Guidelines from the US Food and Drug Administration (FDA) have been further delayed due to the pandemic. It is expected they will be available for review by mid-2022. We plan to use these guidelines to inform an updated position statement for our membership.

Federal Health Partners on Third Party Funding

The Third-Party committee was developed to provide an efficient and effective working relationship with

the Federal Healthcare Partnership (FHP) Program Members. This includes Veterans Affairs Canada (VAC)/Blue Cross, Department of National Defence (DND), Royal Canadian Mounted Police (RCMP), Canadian Forces Base (CSB), First Canadian Health (FCH) and First Nations and Inuit Health Branch (FNIHB) - Non-insured Health Benefits (NIHB). The committee's goal is to improve the quality of care to our mutual clients, to guarantee access to services and to ensure fee structures are in place for our members who provide these services.

CAA and SAC meet with the FHP twice a year formally and as needed via e-mail and teleconference. We solicit feedback and questions from members to present on their behalf to the FHP members. The areas of concern do not vary greatly from year to year. Progress has been made in our communications and many issues have been resolved. We are working diligently with NIHB to improve their service delivery model as well as the service they provide to their clients. We continue to communicate on key issues with members of the FHP to allow us to be involved in the early stages of any decision-making process to better meet the needs of all the parties involved. We have been involved with a working group with VAC and other service providers as they create a new online portal. Individual projects with specific funding agencies are ongoing with renewed focus on enhancing recipient benefits and ensuring equitable reimbursement rates for CAA members, regardless of region or practice area.

The Third-Party committee is always looking for input from our members on their experience with all the FHP groups (VAC, DND, RCMP, NIHB). Thank you to all members who take the time to provide us with information that will help facilitate improving the services for FHP clients.

Accessibility Advocacy Projects

The Accessibility Committee worked on an on-going equity, diversity, and inclusion (EDI) project over the past year. The project focuses on writing spotlight articles highlighting EDI initiatives occurring in Canadian Audiology university programs. According to the "Equity, Diversity, and Inclusion at Canadian Universities Report on the 2019 National Survey," opportunities to share lessons learned and promising practices among those from similar types of programs are valuable."

The first spotlight article was published in volume 8, issue 3 of the on-line CAA publication, "The Canadian Audiologist". The first two university programs who participated were Dalhousie University and the Université of Montréal. For further information, please click on the following link to read the article: <https://canadianaudiologist.ca/spotlight-on-equity-diversity-and-inclusion/>

Other accessibility topics written in the on-going column "Issues in Accessibility" over the past year (edited by Janine Verge) included how the Rick Hansen Foundation is supporting people living with hearing loss, how Covid-19 brings extra challenges for people who are hard of hearing, and using speech-to-text automatic speech recognition software to improve accessibility in audiology practice: <https://canadianaudiologist.ca/past-issues/>

See Promotion, Public Awareness and other Member Benefits section for Accessibility materials featured in May Hearing month activities related to improving phone and video calling accessibility.

The Covid-19 pandemic highlighted the importance of telecommunication accessibility for people living with hearing loss, especially those who were socially isolated. As part of CAA promotion and awareness building, a two-part project was conducted. The first was an overview article in the Canadian Audiologist reviewing the importance of an Audiologist's role in improving telecommunication accessibility: <https://canadianaudiologist.ca/issue/volume-7-issue-6-2020/column/accessibility-issues/>

For the second part of the project, CAA produced a suite of tools to promote accessible phone and video calling solutions for people living with hearing loss and used this to celebrate Hearing and Speech Month for 2021. An article, booklet, infographic poster, and animated video were created and sent to members: <https://canadianaudiologist.ca/issue/volume-8-issue-3-2021/column/accessible-issues/>

Direct Referral to Otolaryngologists

Direct referral by Audiologists to Ear, Nose and Throat specialists (ENT) is an important CAA project crucial to supporting hearing health care in Canada. With strong partnership developed between the Canadian Academy of Audiology and the Canadian Society of Otolaryngology, much of the background work to this initiative has been completed. While the project has been placed on hold in 2020 due to the Covid-19 pandemic, partners and collaborators in the provinces and territories are anxious to resume this work in 2021. Provincial and territory audiologist and ENT physician representatives have been identified, with each pair working towards developing a strategy towards implementing this initiative with their respective ministries of health. The aim of this activity continues to be creating better access to hearing care professionals for those with hearing health needs.

Provincial Network of Audiology

The mandate of this preliminary work was to identify the needs of audiologists that may be specific to their province or territory and have a direct impact on the work they do. Just prior to the pandemic shut down, CAA surveyed Audiologists across provinces to understand which needs are of the highest priority in each respective province or territory. We will focus on priority activities.

EDUCATION

Conference

We will provide four two-hour virtual conference modules in the 2021 fall months. Each module has a theme (e.g., Pediatric, Adult, Implantable Devices, Industry Updates) with an international invited speaker or panel and a varied program. We hope this provides a broad perspective to each topic. In addition to the main lecture, brief research talks will be shared, and a 20 question-style interview will be conducted with a Canadian expert for most themes. With time for live discussion during the modules, we hope that this virtual conference experience will be educational for everyone involved.

Webinars

CAA hosts a series of educational webinars each year. This 2020-2021 year we had renown speakers from Canada (April and June), and the United States (June) with topics of sales in a clinical profession, communicating strategies to support client behavior change, and communication access for children via personal remote microphone systems. 3 webinars were added to address Covid-19 related challenges: 2 presentations on managing clinical care using virtual platforms and 1 to address the labour law elements on returning employees to work after the pandemic shut down. These webinars are available free to CAA members and at a cost to non-members. Attendees have included members and non-members from Canada and abroad. More webinars will be organized for next year including at least one in French. Next year we will begin offering at least one webinar a year in French.

Blogs

CAA continues to provide “The Voice of Audiology” through the CAA Blog. The blog is available to CAA

members and is intended to provide a platform for conversations about ‘all-things-audiology’ and to give our members a voice. All members are welcome to post comments and engage in discussion on the blogs or to submit their own blogs for consideration. This fiscal year there were 6 blogs on topics, with a new blog posted on average every 1.5-2 months. More interesting postings are on their way.

Canadian Audiologist Online Journal Annual Report

All you need to do is type in CanadianAudiologist.ca (or .com) and click on the Table of Contents for each of the six annual issues. The CanadianAudiologist.ca continues to increase in readership, both on page views, and the length of time readers remain on one page. Beginning in 2018 there was a significant bump in readership with both page views and overall readership essentially doubling. This positive trend has continued. Since 2019 we had a 9% increase in readers and the number of unique page views has increased by over 7%, and in 2020, and in most recently, between issue 4, 2020 and the date of this report (Aug 2021, issue 4, 2021) there has been a very significant increase of just over 21% in readership!

Each of the six annual issues has 8-14 feature articles in addition to five regular columns. We have moved ‘Mysteries of the Hearing Brain’ to the articles section and this continues to receive a significant number of hits and time spent reading, as has the regular article feature, ‘Striking the Right Balance’. Previous issues in this past year had differing focuses including the life’s work of Dr. Nina Kraus, in issue #4 of 2021. We will continue to celebrate the work of individuals in our field going forward into 2022 by having an issue- typically the summer issue- dedicated to them and their work.

CanadianAudiologist.ca had implemented a PDF download feature in 2020, and I have received many positive comments regarding this feature. An ‘Editor’s Corner’ continues as a “Members-only benefit” that can be found on the CAA website. Our Associate Editor, Steve Aiken and Editor in Chief, Marshall Chasin, have selected some excellent articles from the archives of CanadianAudiologist.ca and have brought them together in one place for the members. ‘Editor’s Corner’ is updated with new gems on a regular basis.

Partnership with Ida Institute

Education and research have always been extremely important and central to the work at CAA. The Ida Institute is an independent, non-profit organization working to integrate person-centered care in hearing rehabilitation. Together with stakeholders around the world, they develop tools and resources to strengthen the counseling process. As Canadian partner, our collaboration includes projects and webinars related to person-centered care and to share Ida’s exceptional resources, tools and educational content with our CAA members. CAA is a contributing member of the Person-Centred Hearing Network (PCHN) which participates in global research and collaboration on hearing healthcare related issues. Recent work has focussed on the Future of Hearing Health.

RESEARCH

Clinical Research

The clinical research grant competition will be resumed in 2022. The grant was suspended due to limitations placed on clinical research related to the Covid19 pandemic.

CAA has assisted many research groups and students in finding survey participants. CAA has also written letters of support to add to research grant applications focussing on research related to hearing health care and hearing science.

PROMOTION, PUBLIC AWARENESS AND OTHER MEMBER SUPPORT

Public Awareness Campaign

Animated messages were distributed through major social media channels (targeting the public) to reinforce the impact of unmanaged hearing loss on all stages of the life continuum and the need to seek advice from an Audiologist to help manage impacts. These ads were shared with CAA members to facilitate promotion of awareness during May. These messages measured a very high 45% 'click through' rate to seek information on our website. CAA provided support to Audiologists related to many awareness, practise promotion and Covid-19 specific materials and messages.

Virtual Meetings and Accessibility

The Covid-19 Pandemic imposed physical distancing restrictions to optimize public health. This shifted the practice of meeting in-person to using virtual platforms to meet both at home and in the workplace. CAA produced a suite of tools to promote accessible virtual meetings for people living with hearing loss and used this to celebrate Hearing and Speech Month for 2020. An article, infographic poster, and animated video were created and sent to members.

Professional awards

The Canadian Academy of Audiology has a long history of recognizing individuals in hearing health care who have made a unique or significant contribution to audiology or a related profession. Each year, the Committee of Past Presidents, a group of past presidents who have an active CAA membership, selects recipients of awards from nominated candidates provided by their peers. Award recipients are announced at the AGM and posted on the CAA website.

Other member support and benefits

CAA provided information, links to education and advocacy during the pandemic. Advocacy included and was not limited to influencing government agencies to prioritize vaccines for Audiologists. The long list of benefits provided by CAA can be found on our website.

COMMITTEE, INTEREST GROUP, TASK FORCE AND BOARD VOLUNTEERS:

CAA is extremely fortunate to have the committed engagement of its volunteer Board members, Committees and other volunteers to make valuable contributions to the work of CAA. We are extremely grateful for the time, effort and expertise provided by our volunteers with time taken away from their personal lives to contribute to the improvement of their profession and the patients served by Audiologists across Canada.

The current list of the Board of Directors with their biographies and photos can be found on our [website](#).

Accessibility Committee:

Janine Verge, Anne Griffin, Dana Song, Dekota Clayton, Eli Lubell, Lauren Peters, and Melanie Santhikumar

All accessibility projects such as surveys, articles, engagement with Accessibility Canada, poster and infographics

EDI project (members: Janine Verge, Anne Griffin, Dana Song, Dekota Clayton)

Phone and Video Calling Accessibility project (members: Janine Verge, Eli Lubell, Lauren

Peters, and Melanie Santhikumar)
Issues in Accessibility column (editor: Janine Verge)

Conference Committee:

Marlene Bagatto, Dave Gordey, Sarah Mason, Margaret Young
Planned program and invited speakers

Conference Speaker Selection Committee:

Marlene Bagatto, Dave Gordey, Sarah Mason, Steve Lomber,
Build program with input from Science & Education committee, Directors and others

Vestibular Committee Members:

Erica Zaia, Janine Verge, Michael Vekasi, and Curtis Wetmore (CAA and SAC)
Write articles, surveys, promotional and education support related to Vestibular specialty

Committee of Past Presidents

For 2020-2021 members included Dave Gordey, Salima Jiwani, Marlene Bagatto, Chuck Fuller, Ronald Choquette, Anne Griffin, Carri Johnson, Rex Banks, Steve Aiken, Susan Nelson-Oxford, Gurjit Singh, Bill Hodgetts and Sarah Mason

Canadian Infant Hearing Task Force

Steve Aiken, Marlene Bagatto (Chair), Kate Baldoz, Diane Bremner, Lynne Brewster, Bill Campbell, Judy Davidson, Diana Dinon, Charlotte Douglas, Elizabeth Fitzpatrick, Lynda Gibbons, Robert Funnell, Chelsea Gambin, Jenny Hatton, Tony Herdman, Tanis Howarth, Kimberly Hurley, Chantal Kealey, Darren Leitao, Kaitlyn McKay, Theresa McVea, Cheryl Messier, Paul Mick, Sheila Moodie, Greg Noel, Hema Patel, Line Pelletier, Amanda Reindorp-Young, Christine Santilli, Nael Shoman, Jacob Sulkers, Claude Anne Turmel, Brian Westerberg

Research, surveys, reporting status of EDHI, advocate with federal government and provincial governments to improve programs across Canada, educate practitioners and professional associations.

Over-the-Counter Hearing Aid Position Statement Project

Marlene Bagatto, Steve Aiken, Steve Armstrong

Research status, attitudes, regulations aiming to develop a Position statement and learn from other jurisdictions in the world about the impact of OTC on hearing services

Federal Health Partners on Third Party Funding:

Barb Bentley, Sue Schlatter, Erica Zaia, Justyn Pisa, Carri Johnson, and Justyn Pisa together with members of SAC and the Federal funding agencies

Work together to improve funding models, definitions and processing of funding claims.

Science and Education Committee:

Melissa Polonenko, Steve Lomber, Salima Jiwani, Steve Aiken, Mathieu Hotton, Amber Ostevik, Homira Osman, Joshua Baitz, Andreas Seelisch

Manage webinar speaker suggestions, input to conference speaker selection, manage blogs, manage review of abstracts and selection for VCMs.

Adult Hearing Healthcare Coalition

Sarah Mason, Steve Aiken, Jean Holden (CAA representatives), a UBC researcher, members from SAC and a family physician are included

Produce education and support materials on adult hearing health care to physicians

Tinnitus Special Interest Group

Jodi Haberstock, Glynnis Tidball, Kim Eskritt, Nichole Sorensen
Education and support related to tinnitus issues and care

Direct Referral ENT

Dave Gordey, Audiologists and Otolaryngologists in each province and regions. Board approval and support from the Canadian Society of Otolaryngology.
Work towards Direct referral by Audiologist to Otolaryngologist

Nomination Committee

Sarah Mason (chair), Chris Allan, Margaret Young

Special thanks to:

Neil Hardie, Administration Manager
Matthew Spence Production and Media Coordinator, Graphics and Media Design
Dixon Gordon & Co LLP
Gord Rowland Associates
Dixon Gordon & Co. LLP

AUDITED REPORT OF THE FINANCIAL STATEMENTS

CANADIAN ACADEMY OF AUDIOLOGY

Financial Statements

May 31, 2021



www.canadianaudiology.ca

CANADIAN ACADEMY OF AUDIOLOGY

Contents

May 31, 2021

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Independent Auditor's Report

To the Board of Directors of Canadian Academy of Audiology

Opinion

We have audited the financial statements of the Canadian Academy of Audiology ("the Academy"), which comprise the following:

- the statement of financial position as at May 31, 2021;
- the statement of operations for the year then ended;
- the statement of changes in net assets for the year then ended;
- the statement of cash flows for the year then ended;
- and notes to the financial statements, including a summary of significant accounting policies.

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Academy as at May 31, 2021, and its financial performance and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Academy in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Academy's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Academy or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Academy's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

Independent Auditor's Report (continued)

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Academy's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Academy's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Academy to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Dixon, Gordon + Co, LLP

Chartered Professional Accountants, Licensed Public Accountants
Toronto, Canada
August 18, 2021

CANADIAN ACADEMY OF AUDIOLOGY**Statement of Financial Position****May 31, 2021**

	2021	2020
Assets		
Cash and cash equivalents	\$ 504,442	\$ 620,069
Investment - Friends of Canadian Academy of Audiology (note 4)	17,750	17,660
Deposits and prepaid expenses (note 5)	50,000	50,200
Accounts receivable	1,554	1,544
Sales tax receivable	1,903	3,572
Equipment (note 6)	1,238	2,475
	\$ 576,887	\$ 695,520
Liabilities		
Accounts payable and accrued liabilities	\$ 27,663	\$ 45,899
Deferred revenue (note 7)	54,646	54,617
	82,309	100,516
Net assets (page 4)		
Internally restricted (note 4)	17,750	17,660
Unrestricted	476,828	577,344
	494,578	595,004
	\$ 576,887	\$ 695,520

APPROVED:



Margaret Young, President, Director



Jodi Habersack, Treasurer, Director

The accompanying notes are an integral part of these financial statements.

CANADIAN ACADEMY OF AUDIOLOGY**Statement of Changes in Net Assets****For the year ended May 31, 2021**

	2021			2020 Total
	Internally Restricted	Un- restricted	Total	
Net assets, beginning of year	\$ 17,660	\$ 577,344	\$ 595,004	\$ 565,832
Excess of (expenses over revenues) revenues over expenses (page 5)	-	(100,426)	(100,426)	29,172
Transfer to internally restricted (note 4)	90	(90)	-	-
Net assets, end of year	\$ 17,750	\$ 476,828	\$ 494,578	\$ 595,004

The accompanying notes are an integral part of these financial statements.

CANADIAN ACADEMY OF AUDIOLOGY**Statement of Operations****For the year ended May 31, 2021**

	2021	2020
Revenues		
Conference (notes 3 and 9)	\$ -	\$ 402,068
Membership fees (note 3)	77,262	101,058
Job postings (note 3)	21,685	41,110
Canadian Audiologist online publication - advertising	25,136	29,249
Interest income	305	1,465
	124,388	574,950
Expenses		
Conference (note 3)	-	268,348
Management fees	156,957	155,268
Professional fees	22,930	30,930
Website maintenance and member communications	17,394	18,755
Board meetings	-	15,832
Public relations and visibility	1,006	9,555
Bank and credit card charges	5,188	6,720
External partnerships	2,500	6,070
Insurance	5,588	5,928
Webinars	2,267	5,290
Office and general	5,006	3,533
Other projects	2,858	2,103
Past President	662	2,668
Awards and clinical science grant	-	2,575
Communications	813	1,509
Amortization (note 6)	1,237	1,325
Membership	-	668
Printing	408	-
Travel	-	76
	224,814	537,153
Excess of (expenses over revenues) revenues over expenses before the undernoted item	(100,426)	37,797
Writedown of costs on October 2020 annual conference incurred before cancellation (note 3)	-	8,625
Excess of (expenses over revenues) revenues over expenses	\$ (100,426)	\$ 29,172

The accompanying notes are an integral part of these financial statements.

CANADIAN ACADEMY OF AUDIOLOGY**Statement of Cash Flows****For the year ended May 31, 2021**

	2021	2020
Cash from (used in) operating activities		
Excess of (expenses over revenues) revenues over expenses	\$ (100,426)	\$ 29,172
Adjustment to derive cash flows		
Amortization	1,237	1,325
	(99,189)	30,497
Change in non-cash working capital		
Deposits and prepaid expenses	200	400
Accounts receivable	(10)	21,477
Sales tax receivable	1,669	(3,030)
Accounts payable and accrued liabilities	(18,236)	(4,231)
Deferred revenue	29	(90,971)
	(16,348)	(76,355)
	(115,537)	(45,858)
Cash from (used in) investing activities		
Purchase of investment - Friends of Canadian Academy of Audiology	(17,750)	(17,660)
Redemption of investment - Friends of Canadian Academy of Audiology	17,660	17,573
	(90)	(87)
Decrease in cash and cash equivalents	(115,627)	(45,945)
Cash and cash equivalents, beginning of year	620,069	666,014
Cash and cash equivalents, end of year	\$ 504,442	\$ 620,069

The accompanying notes are an integral part of these financial statements.

CANADIAN ACADEMY OF AUDIOLOGY

Notes to Financial Statements

May 31, 2021

1. Purpose and legal form of the organization

The Canadian Academy of Audiology ("the Academy") is a non-profit professional organization dedicated to enhancing the role of audiologists as primary hearing health care providers through advocacy, education and research, and represents the profession of audiology in Canada as a primary source of information to its members, external groups and the public.

The Academy was founded in 1996 and incorporated in 1998 without share capital by letters patent under the Canada Corporations Act and now subject to the Canada Not-for-profit Corporations Act. The Academy is classified under the Income Tax Act as a not-for-profit organization and as such, it is not subject to income tax.

2. Significant accounting policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations using the following significant accounting policies:

(a) Revenue recognition

The Academy uses the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when they are received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets in the year.

Conference and other event related revenues are recognized in the period in which the events are held. The Academy's recognition of conference and event related revenues is subject to uncertainties as it cannot verify the completeness of the amounts receivable from the associated participants. Revenue from membership fees is recognized over the periods to which the membership term relates. Revenue from job postings is recognized in the initial month of posting. Revenue from advertising in online publications is recognized evenly over the months in which the particular publication volume relates. Other revenues are recognized in the period earned.

(b) Conference and event costs

The Academy recognizes conference and event costs as expense in the period in which the particular events are held. Costs pertaining to the selection of sites for conferences and events are charged to expense as incurred.

(c) Financial instruments

Measurement of financial instruments

Financial instruments are recorded at fair value on initial recognition. Financial instruments are subsequently stated at cost or amortized cost as applicable, unless management has elected to carry the instruments at fair value. The Academy has not elected to carry any such financial instruments at fair value.

Financial assets measured at cost or amortized cost include cash and cash equivalents, investment - friends of Canadian Academy of Audiology, deposits, accounts receivable and sales tax receivable. Financial liabilities measured at cost or amortized cost include accounts payable and accrued liabilities.

Transaction costs

Transaction costs related to financial instruments subsequently measured at amortized cost are applied against the original cost of the related asset or liability and are amortized using the effective interest rate method. Transaction costs related to financial instruments that will be subsequently measured at fair value are recognized in income in the period incurred.

CANADIAN ACADEMY OF AUDIOLOGY

Notes to Financial Statements (continued)

May 31, 2021

Impairment

Financial assets stated at cost or amortized cost are assessed for recoverability on a monthly basis or if there are indicators of impairment. If there is an indicator of impairment, the Academy determines if there is a significant adverse change in the expected amount or timing of future cash flows from the financial asset, and if so, the carrying value of the financial asset is reduced to the highest of the present value of the expected cash flows, the amount that could be realized from selling the financial asset or the amount the Academy expects to realize by exercising its right to any collateral. If events and circumstances reverse in a future period, an impairment loss will be reversed to the extent of the improvement, not exceeding the initial carrying value.

(d) Cash and cash equivalents

Cash equivalents are highly liquid investments which are readily convertible into a known amount of cash, are subject to an insignificant risk of changes in value and have a maturity date of three months or less from the date of purchase.

(e) Equipment

Equipment assets are recorded at acquisition cost with amortization provided over their estimated useful lives on a straight-line balance basis as follows:

<u>Asset</u>	<u>Period</u>
Computer equipment	3 years

(f) Impairment of long-lived assets

Long-lived assets subject to amortization are tested for impairment whenever events or changes in circumstances indicate that their carrying amount may not be recoverable. An impairment loss is recognized when the carrying amount of the long-lived asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the long-lived asset exceeds its fair value. During 2021 and 2020, no impairment losses were incurred.

(g) Contributed services

Volunteers assist the Academy in carrying out its functions, sometimes receiving nominal reimbursement for their expenses. Due to the difficulty of determining their fair value, contributed services are not recognized in the financial statements beyond the nominal amounts paid, if any.

(h) Use of estimates

The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets, liabilities and commitments at the date of the financial statements and the reported amount of revenues and expenses during the reporting period. These estimates are reviewed periodically and adjustments will be made to income as appropriate in the year they become known. Actual results could differ from these estimates.

3. Business interruption from worldwide coronavirus pandemic

The worldwide outbreak of the coronavirus (COVID-19) pandemic, as officially declared by the World Health Organization on March 11, 2020, and responding emergency measures enacted by governments, including all three levels of Canadian governments, resulted in massive disruptions to businesses. As a result, the Academy cancelled the holding of its annual conference of October 2020. The financial impact to the Academy from the cancellation of the conference was significant, as this event was expected to account for a majority of the Academy's revenue and provide substantial surplus funds,

CANADIAN ACADEMY OF AUDIOLOGY

Notes to Financial Statements (continued)

May 31, 2021

similar to the experience of prior years. During the fiscal years ended May 31, 2020 and 2019, conference related revenues were \$402,068 and \$408,063 respectively and the surplus provided by the conference was \$133,720 and \$183,511 respectively. Revenue from membership fees and job postings on the Academy's website was also negatively impacted due to the deteriorated economic environment and pandemic related closures and restrictions to audiology in-clinic services. In addition, during the fiscal year ended May 31, 2020, the Academy recognized a charge of \$8,625 representing costs incurred before cancellation of the conference scheduled for October 2020.

While the situation with respect to the disruptions to business operations attributed to the pandemic gradually improved towards the end of the fiscal year ended May 31, 2021 and subsequently, economic uncertainties remained elevated throughout the period. As a consequence, the Academy cancelled its annual conference scheduled for October 2021. The duration of disruption to the Academy's business operations and the related financial impact in future periods cannot be reasonably determined at this time.

4. Investment - Friends of Canadian Academy of Audiology

	2021	2020
Royal Bank of Canada guaranteed investment certificate, redeemable, interest at 0.10% per annum, maturing December 8, 2021	\$ 17,750	\$ -
Royal Bank of Canada guaranteed investment certificate, redeemable, interest at 0.50% per annum, maturing December 8, 2020	-	17,660
	\$ 17,750	\$ 17,660

This investment has an internal restriction on its use.

5. Deposits and prepaid expenses

	2021	2020
Conference - October 2022 (Niagara Falls)	\$ 20,000	\$ 20,000
Conference - October 2023 (Ottawa)	10,000	10,000
Conference - October 2024 (Kelowna)	20,000	20,000
Other prepaid expense	-	200
	\$ 50,000	\$ 50,200

The deposit amount of \$20,000 as at May 31, 2020, pertaining to the reservation at the hotel and conference facility for the October 2021 conference subsequently cancelled, was transferred to the account of the same facility for the conference scheduled for October 2024.

6. Equipment

	2021			2020
	Cost	Accumulated Amortization	Net book value	Net book value
Computer equipment	\$ 4,771	\$ 3,533	\$ 1,238	\$ 2,475

CANADIAN ACADEMY OF AUDIOLOGY**Notes to Financial Statements (continued)****May 31, 2021****7. Deferred revenue**

	2021	2020
Membership fees	\$ 47,271	\$ 46,306
Canadian Audiologist online publication - advertising	5,875	8,311
Conference - October 2022	1,500	-
	\$ 54,646	\$ 54,617

8. Financial instruments

The Academy is exposed to various risks through its financial instruments, without being exposed to concentrations of risk as at May 31, 2021 described as follows:

(a) Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Academy's financial instruments that are exposed to credit risk consist primarily of cash and cash equivalents, investment, deposits and accounts receivable. The Academy places its cash and cash equivalents and investment with high credit quality financial institutions. Generally, such investments will be in excess of the Canada Deposit Insurance Corporation insurable limit. In addition, the Academy generally requires conference participants to place deposits in advance of the associated event. Credit risk exposure is considered to have increased moderately as a consequence of the continuing uncertain economic environment arising along with the pandemic (note 3).

(b) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market prices. Market risk is comprised of currency risk, interest rate risk and other price risk. The Academy is minimally exposed to interest rate risk, as its guaranteed investment certificate bears interest at a fixed rate and accordingly, experiences changes in fair value with fluctuations in interest rates. Market risk exposure has not changed significantly from 2020.

(c) Liquidity risk

Liquidity risk is the risk that an entity will be unable to fulfill its obligations on a timely basis or at a reasonable cost. The Academy manages its liquidity risk by regularly monitoring forecasted and actual cash flows and financial liability maturities and by holding assets that can be readily converted into cash. The Academy's liquidity risk increased moderately from 2020, due to the uncertainties arising from the pandemic (note 3).

9. Conference revenue

	2021	2020
Registration fees	\$ -	\$ 213,768
Exhibitor space	-	166,800
Sponsorships	-	21,500
	\$ -	\$ 402,068