



Speech-Language &
Audiology Canada
Communicating care



2023

Annual Report



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Speech-Language &
Audiology Canada
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Introduction

SAC is the only national organization supporting and representing speech-language pathologists, audiologists, and communication health assistants inclusively. Through this support, we champion the needs of people with communication disorders.

Vision

The unified national voice of speech-language pathology and audiology.

Mission

Advancing the professions of speech-language pathology and audiology and empowering members and associates to optimize communication, health, and education outcomes for all.

Values



Accountable: Board decisions are fiscally responsible and transparent.



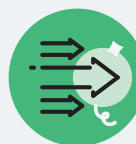
Evidence-based: Decisions based on the best available information and research.



Inclusive: The diversity of members' and associates' cultures, locations, and practices are considered.



Member-driven: Decisions reflect the priorities of members and associates.



Responsive: The strategic plan allows flexibility to respond to new opportunities and to minimize the impact of external challenges.



Visionary: Decisions are guided by the long-term needs of members, associates, and the public and are informed by social and political forecasts and trends.

A Message from the SAC Board Chair

The past year has been a remarkable one for SAC. I am honored to have had the privilege to serve as the Chair of SAC's Board of Directors and to work with this amazing team and the extraordinary Executive Committee in making decisions that focus on the continued advancement of the association during these challenging times. I am most appreciative to my predecessor, Loredana Cuglietta, for her many efforts during her tenure. I was committed to building upon her legacy and the dedication of the SAC staff, the Board of Directors and all the volunteers.

SAC continues to be a strong and impactful voice for our professions. During 2023 many notable projects and initiatives were completed, including the relaunch of the 'Find-a-Professional' public directory, the launch of a new website that provides a more intuitive and streamlined resource for members and associates and hosting the 2023 Audiology conference in Toronto, which was the first in-person professional development event since before the pandemic.

A highlight of the past year for me is the work that has been done to establish SAC as a trusted voice among policy-makers and top government officials at the federal and provincial levels. Members consistently share with us that advocacy is one of their top priorities. I am proud of the strides SAC has made to raise the profiles of speech-language pathology and audiology federally and through our advocacy chapters in Alberta, Ontario, and Saskatchewan.

Another major accomplishment has been SAC's efforts to strengthen the role speech-language pathologists and audiologists will and do have as integrated members of primary healthcare teams. Through the Team Primary Care national initiative, SAC received significant grant funding to develop course modules designed to educate professionals to work in Comprehensive Interprofessional Primary Healthcare (CIPHC) teams.

This year also saw the organization of the first National Summit of representatives from all regulatory colleges, university programs, the accreditation body and SAC. This was a pivotal forum that will enable us to continue to build upon our shared work in future years.

SAC's success relies on the dedication of its members and colleagues. Your support has enabled us to achieve our goals this year and continue to succeed in the future – thank you! It was truly my honour to serve you as Chair.

Sincerely,



Susan J. Wagner, BSc (SPA), MSc (CD), Reg. CASLPO, S-LP(C)
Board Chair



**Susan J. Wagner, BSc (SPA),
MSc (CD), Reg. CASLPO, S-LP(C)**
Board Chair

Objectives

Activities in 2023 were driven by our

[2022–2025 Strategic Plan](#) 

ADVOCATE

Speech-language pathologists (S-LPs), audiologists, and communication health assistants will be recognized and valued for the crucial services they provide to the people of Canada.

INFORM

SAC will be the leading provider of professional development, resources, and current research for S-LPs, audiologists, and communication health assistants in Canada.

ENGAGE

SAC will engage S-LPs, audiologists, and communication health assistants with a focus on attracting and retaining members and associates while supporting the needs of diverse groups.

1

Advocate

Speech-language pathologists (S-LPs), audiologists, and communication health assistants will be recognized and valued for the crucial services they provide to the people of Canada.



2023 Advocacy Objectives

[2023 Federal Advocacy Plan](#) ⓘ

1 Engage with key provincial and federal stakeholders with the aim to embed speech-language pathology services into early learning centres and national early learning standards.

2 Have a voice in the Federal government's aging at home programs and policies.

3 Engage Health Canada on emerging guidance regarding the sale and distribution of over-the-counter (OTC) hearing aids in Canada.

4 Have a voice in the Federal government's health human resources strategy for health professions including recruitment and retention efforts.

5 Increase profile with governments for speech-language pathologists (S-LPs) and audiologists in the area of health human resources recruitment and retention.

SAC continues to bring the voices of our members and associates to key decision-makers and relevant partners working on issues that impact our professions.

In 2023, we met with several top government officials to advance our federal advocacy initiatives, including:

- **Mark Holland**, Minister of Health
- **Adam van Koeverden**,
Parliamentary Secretary of Health
- Minister of Seniors office
- Federal Secretariat on Early Learning and Childcare
- **Samantha Wilson Clark**,
Director General of Jordan's Principle
- **Don Davies**, NDP Critic for Health
- Canadian Institute for Health Information
on Health Human Resources

As part of our aim to embed speech-pathology services into early learning centres and national learning standards, SAC launched professional development training for Early-Childhood Educators with the Canadian Childcare Federation on:

- How to Stimulate Oral Language in an Evidence-based Way (English/French)
- Phonological Awareness (English/French)
- Dialogic Reading (English/French)

19

SAC citations in the House of Commons Standing Committee on Health (HESA)'s report, **Addressing Canada's Health Workforce Crisis** 



Provincial Branches

Education and healthcare are delivered provincially and in the face of job cuts, funding issues and other emerging healthcare and education issues, it has become increasingly more important for SAC to become involved in provincial advocacy in provinces that lack a provincial association.

SAC-Ontario-OSLA

- Held several meetings with the Assistive Devices Program (ADP) to ensure our members' voices were heard regarding proposed changes by ADP for the funding of hearing aids.
- Produced updated Fee Guides for S-LPs and audiologists.
- Submitted extensive feedback to Ontario's Ministry of Education on their revised curriculum to support the Ontario Human Rights Commission Right to Read report.
- Continued to collaborate with partners and advocacy coalitions on issues important to our members.



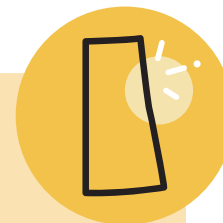
SAC-Alberta

- A successful Election Campaign that resulted in over 500 letters to Alberta decision-makers and 1,000 views on the SAC-Alberta advocacy page. The campaign received an official response from the Alberta Minister of Health.
- SAC-Alberta met with the Assistant Deputy Minister of Health to raise the issue of retention and recruitment of our members, particularly those in the public system.
- On World Hearing Day, MLA Lori Sigurdson gave official recognition in the Legislative Assembly for Alberta audiologists and SAC.



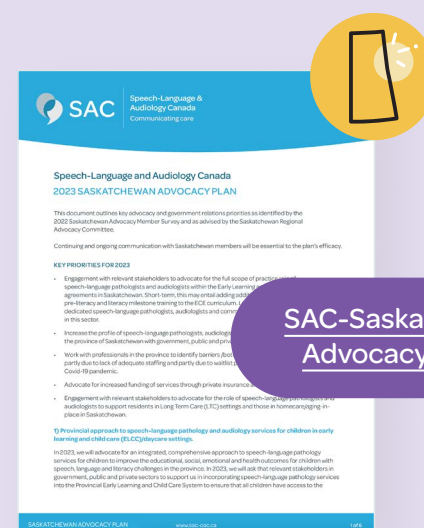
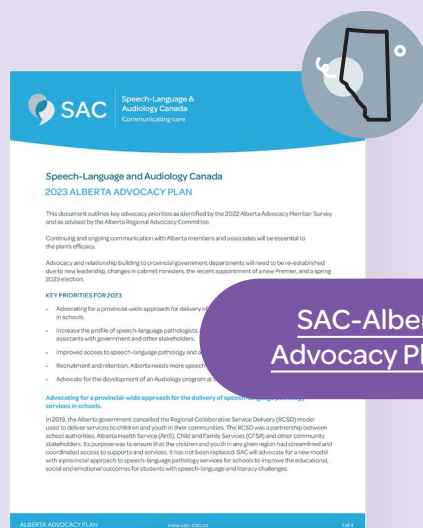
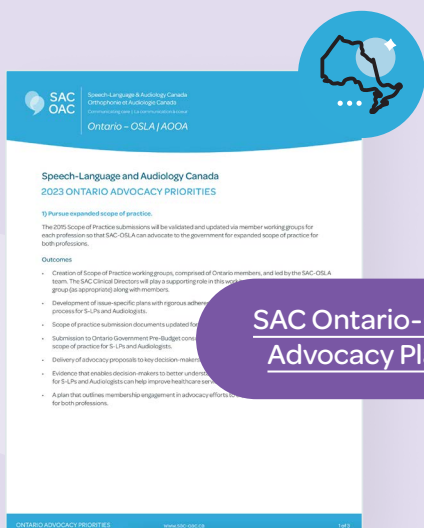
SAC-Saskatchewan

- The Minister of Advanced Education, Gordon Wyant, and Assistant Deputy Minister of Advanced Education, Mark Wyatt, invited SAC-Saskatchewan to the announcement of additional S-LP seats at the University of Alberta for Saskatchewan students.
- Met with the Director General and Minister of Indigenous Services staff to discuss issues our members are facing with Jordan's Principle, such as long waits for reimbursement, administrative burdens, and lack of clarity for approvals.
- Following an outreach letter raising concerns regarding hearing aid practitioners (HIPS) lack of regulation or minimal education requirement, SAC-Saskatchewan met with the Minister of Health, Everett Hindley, to discuss our concerns.
- Provided ongoing support to Teresa Paslawski, Associate Dean of the School of Rehabilitation Sciences, College of Medicine, to establish an in-province training program in Speech-language Pathology.



2023 Advocacy Plans

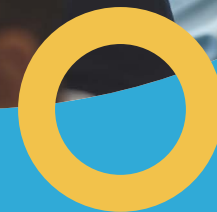
SAC-Alberta, SAC Ontario-OSLA, and SAC-Saskatchewan's advocacy efforts for 2023 were centered around the Advocacy Plans developed in collaboration with each province's regional advisory committee. When developing the advocacy plans, we listen to the concerns of our members while keeping tabs on the pulse of emerging provincial issues.



2

Inform

SAC will be the leading provider of professional development resources and current research for S-LPs, audiologists, and communication health assistants.





"Great job - loved the presenters, the food, and the posters - very organized event - thanks very much."

2023 CONFERENCE ATTENDEE

The SAC AUDIOLOGY Event 2023



Embracing Our Full Scope of Practice

This was SAC's first in-person event in four years, bringing together audiologists from across the country for two-days of professional development exploring how audiologists can embrace their full scope of practice.

18

Speaker Sessions



2

Keynote Speakers



Webinars and Webcasts

**Most Viewed S-LP
Webinar and Webcast**

Getting Started with AAC and Autism

Presented by Megan Wood
Pagonis, Samantha Dame,
and Jennifer McGibbon



**Most Viewed
Audiology Webinar
and Webcast**

Genetics and Babies and Hearing Loss; Ontario has a World's First Screening Program

Presented by Marie Pigeon



Webinars hosted



560

Total webinar views



3,654

Webcast views

Virtual Workshops

Communication Partner Training

48

Registrants

"Love the virtual option and the cost is very reasonable."

CCCABI

17

Registrants

"Amazing info!!! So valuable to my work."

"This course was EXCELLENT and exceeded my expectations. The practical component of using what we learned with students was critical to taking what I learned and making it "stick," I believe."

In 2023 SAC hosted the School Services Symposium and the Advanced Practice Literacy Courses (ALP) for the first time to a national audience. These workshops were previously hosted by the former Ontario Association of Speech-Language Pathologists & Audiologists (OSLA) and only offered in Ontario.

School Services Symposium

329

Registrants



217 ON 17 QC 11 NS 29 BC 14 AB 5 MB 1 PE 19 SK 12 NB 3 NL 1 International

Advanced Practice Literacy Course

33

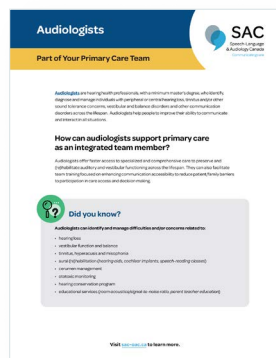
Registrants



19 ON 6 AB 4 BC 1 NB 1 NS 1 QC 1 YK

Professional Resources

Infosheets



[Audiologists: Part of Your Primary Care Team](#) ⓘ



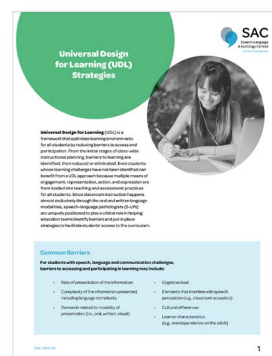
[Speech-Language Pathologists: Part of Your Primary Care Team](#) ⓘ



[Dos and Don'ts to Help Stimulate Oral Language in Young Children](#) ⓘ



[Effective Teacher Professional Development Provided by Speech-Language Pathologists](#) ⓘ



[Universal Design for Learning \(UDL\) Strategies](#) ⓘ

Position Statements



[Revised Position Statement: The Role of Speech-Language Pathologists in Supporting Autistic People](#) ⓘ



[Revised Position Statement: The Role of Audiologists in Supporting Autistic People](#) ⓘ

Position Paper



[The Role of Speech-Language Pathologists in Long-Term Care](#) ⓘ

Poster



[The Role of Speech-Language Pathologists in Supporting Autistic People](#) ⓘ

Speech & Hearing Month

The theme for 2023's Speech & Hearing Month campaign was **"Connecting Through Communication. S-LPs and Audiologists empower you."** The goal was to highlight the critical role that speech-language pathologists and audiologists play in the early detection, intervention, and treatment of communication disorders.



14,500+
Page visits to speechandhearing.ca



111 Submissions to the Kids' Contest

Posters



Pediatric Dysphagia ○



Voice Therapy ○



Balance Problems in Adults ○



Balance Problems in Children ○

Infosheets



Feeding and Swallowing Difficulties in Infants and Children ○



Gender-Affirming Voice and Communication Training ○



Hearing Loss Increases the Risk of Falls ○



Hearing Loss Increases a Child's Risk of Balance Problems ○

Canadian Journal of Speech-Language Pathology and Audiology (CJSLPA)

The Canadian Journal of Speech-Language Pathology and Audiology (CJSLPA) is a peer-reviewed, online journal of clinical practice for S-LPs, audiologists, and researchers. It is the only bilingual journal of its kind globally. Its publication is made possible by SAC.



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PATHOLOGY & AUDIOLOGY | CJSLPA
Volume 47 No. 3 2023

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D'AUDIOLOGIE | RCOA
Volume 47 No. 3 2023

Volume
47

Published
in 2023

3
Issues



13
Articles

7 Research articles
3 Review articles
2 Clinical focus articles
1 Case study



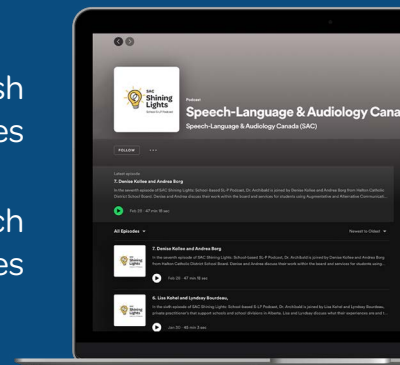
In 2023 SAC expanded the Shining Lights: School S-LP podcast to include French episodes. Thank you to our hosts Lisa Archibald and Chantal Mayer-Crittenden.



4,085
Listens

10 English
episodes

2 French
episodes



3

Engage

SAC will engage S-LPs, audiologists, and communication health assistants with a focus on attracting and retaining members and associates while supporting the needs of diverse groups.



Membership

SAC will engage S-LPs, audiologists, and communication health assistants with a focus on attracting and retaining members and associates while supporting the needs of diverse groups.



7,700 SAC members and associates



5,922 S-LPs **817** Audiologists
253 CHAs **120** Retired associates
611 Students **7** Affiliate members

Equity, Diversity, and Inclusion

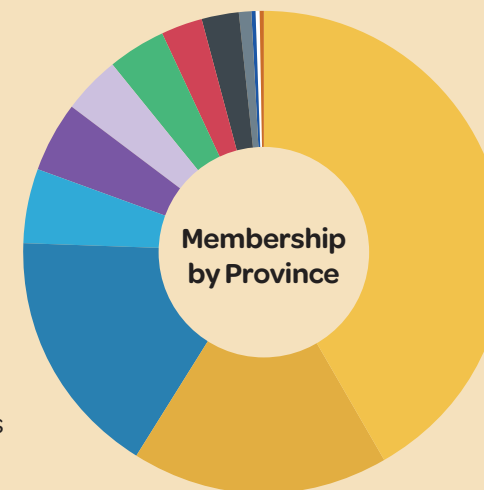
2023 was the first year that additional personal equity, diversity, and inclusion (EDI) questions were included in the membership questionnaire. In keeping with SAC's commitment to EDI, we began collecting this data to obtain a better understanding of our membership and its demographic composition. Our goal is to create a more inclusive culture and identify/address any gaps in our current processes, services, or programs.

Languages Spoken by Members and by Clients SAC Members Serve

1. English
2. French
3. Spanish
4. Cantonese
5. Mandarin

Membership by Country

1. Canada
2. US
3. Australia
4. Hong Kong
5. UK



3,138 ON
1,306 BC
1,252 AB
369 NS
349 QC
294 NB
292 SK
217 NL
184 MB
57 PE
31 YT
23 NT
6 NU

Scholarships and Awards



27

Scholarships awarded



\$31,750

Total scholarship amounts awarded

Scholarship Funders



Elks & Royal Purple
Fund for Children



The Beach Family



Eve Kassirer Lifetime Achievement Award

Kim Lawlor



André Lafargue Mentorship Award

Sandrine Umunoza



CJSPLA Editor's Award Recipients

Audette Sylvestre, Mélissa Di Sante, Catherine Julien, Caroline Bouchard, Vincent Martel-Sauvageau, and Jean Leblond



Clinical Research Grant Recipients

Jessica Davenport

Acute oropharyngeal dysphagia after lung transplantation: An increasingly important role for Speech-Language Pathologists



Pamela Filiatrault-Veilleux

School-based S-LPs' perceptions of their involvement in Tier 1 intervention during interactive-reading: implications for speech-language pathology practice

SAC Website

In March, SAC launched a new website. The previous website was over 4,000 pages. We have condensed this to slightly over 800 pages, creating a more streamlined tool to help you access professional resources.

sac-oac.ca



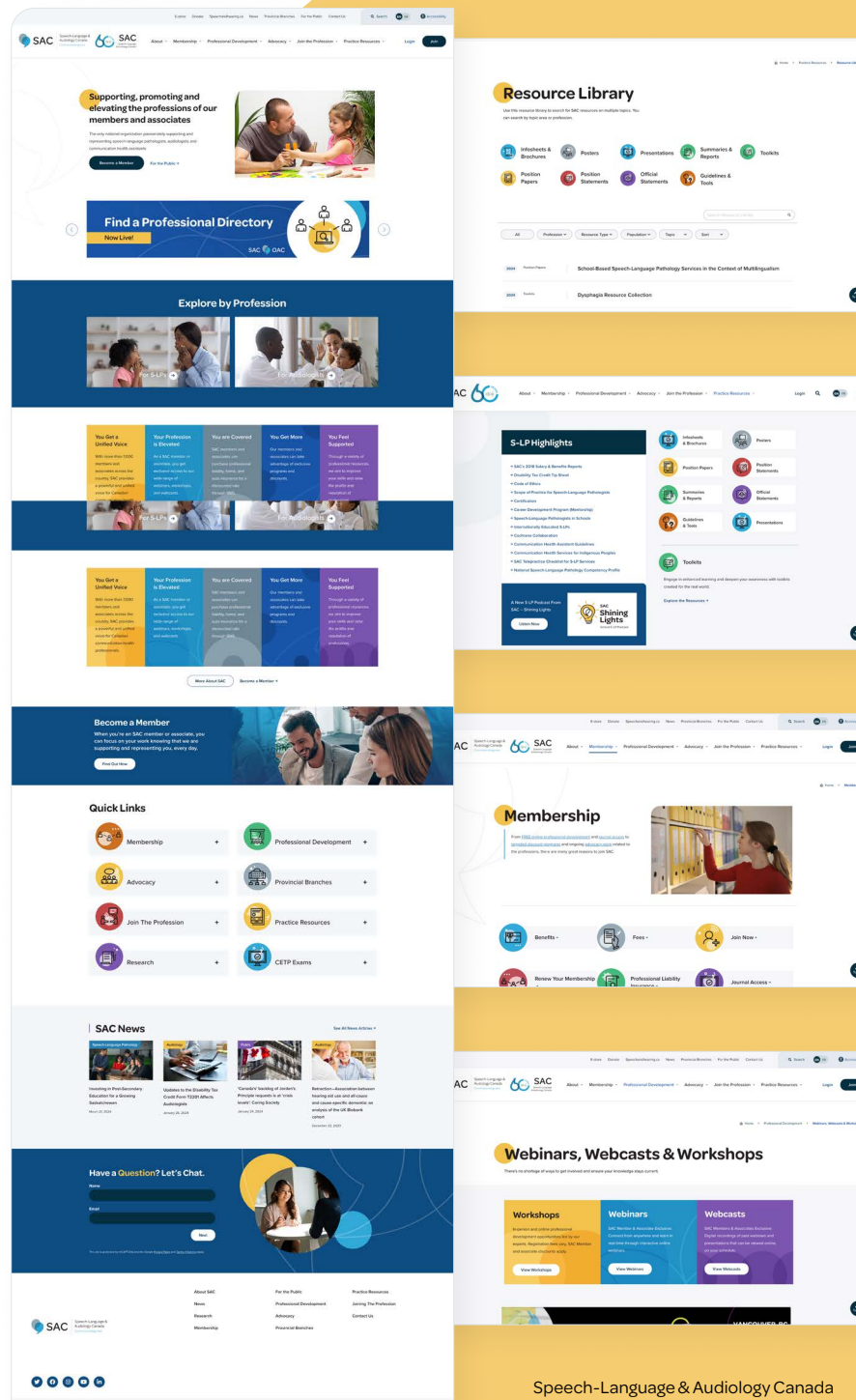
8,920

File downloads



93,649

New users



Social Media

Top Facebook Post

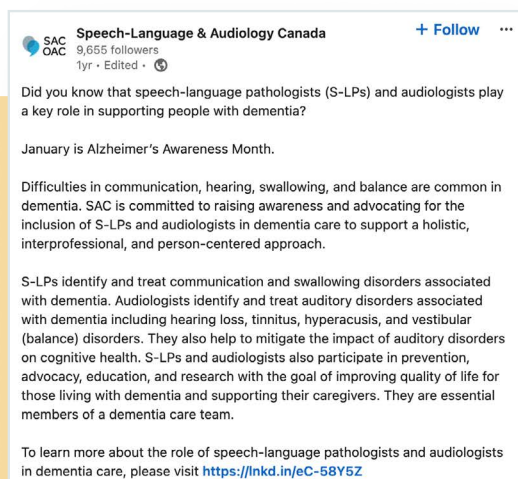
[See Post](#)



180 New page likes

Top LinkedIn Post

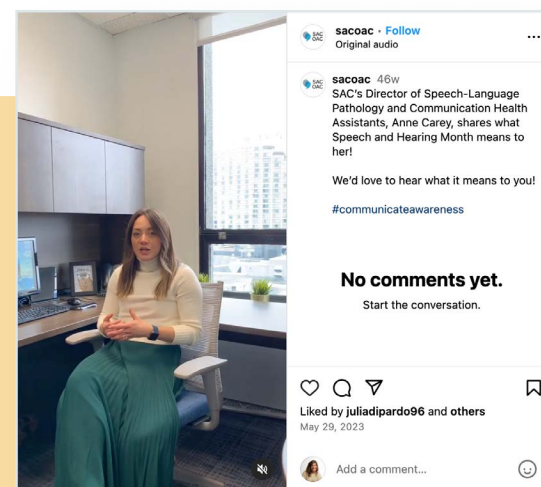
[See Post](#)



1,225 New followers

Top Instagram Post

[See Post](#)



209 New followers

Thank You

In 2023 SAC had 190 members generously give their time and volunteer to help SAC support our membership. These groups are integral to the resources that SAC produces, and without their commitment, expertise, and insight our work would not be possible.

- Board of Directors
- Appeals Committee
- Awards & Recognition Committee
- CETP Exam Committee – Audiology
- CETP Exam Committee – S-LP
- Clinical Research Grants Committee
- Equity, Diversity & Inclusion Committee
- Nominations Committee
- Regional Advisory Committee – Alberta
- Regional Advisory Committee – Saskatchewan
- SAC-OSLA Committee
- Scholarship Committee
- Item Writer Working Group – Audiology
- Item Writer Working Group – S-LP
- Audiology Private Practice Working Group

- Speech-Language Pathology Scope of Practice Working Group
- Speech-Language Pathology Private Practice Working Group
- School-Based Speech-Language Pathology Services in the Context of Multilingualism Ad Hoc Committee
- The Audiologist's Role in the Evaluation and Intervention of Tinnitus Ad Hoc Committee
- The Role of Speech-Language Pathologists in School-Based Literacy Ad Hoc Committee
- Speech-Language Pathology and Audiology in Post-Covid-19 Condition (PCC) Ad Hoc Committee
- Speech, Language, & Hearing Milestones Update Ad Hoc Committee
- The Role of Canadian Audiologists in Supporting Over the Counter Hearing Aids Ad Hoc Committee
- Audiology Event Working Group
- Conference Program Working Group
- Contributed Papers Working Group

Board of Directors

Thank you to our 2023-2024 Board of Directors for their leadership over this past year.



Chair

**Susan J. Wagner, BSc (SPA),
MSc (CD), Reg. CASLPO, S-LP(C)**



1st Vice-Chair

**Christine Santilli, M.Sc.,
Aud – Reg, Aud(C)**



2nd Vice-Chair

**Merrill Tanner, PhD, B.Sc., MBA,
B.Mus., M.Mus., R.SLP, S-LP(C)**



Director

**Andrea Bull, M.Sc.,
RAUD, RHIP, Aud(C)**



Director

**Laura Hart, M.Sc.,
Aud Reg, Aud(C)**



Director

**Loredana Cuglietta,
R.SLP, S-LP(C)**



Director

**Ozi Jones, MHM, M.Sc.
S-LP(C), reg. CASLPO**



Director

**Patty Matsuo, MA,
M.H.SC., S-LP(C), CHE**



Director

Diana Neill, M.Sc., S-LP(C)



Director

**Darin Quinn, BSc.,
MSc. S-LP**



Director

Kelly Root, S-LP(C) (QC)



Director –
Communication Health
Assistant

Gillian Purdy, BA, CDA



Director-Student

**Evonne Syed, S-LP Student
McMaster University**