



Canadian
Evaluation
Society:
2019-2020
Annual Report



Canadian
Evaluation
Society

Société
canadienne
d'évaluation

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About the Canadian Evaluation Society

The Canadian Evaluation Society (CES) is dedicated to the advancement of evaluation theory and practice. We promote leadership, knowledge, advocacy and professional development in the field of evaluation.

We currently have over 1,500 members, with 25 per cent holding the Credentialed Evaluator (CE) designation. Our membership is highly diverse, composed of self-employed, provincial and federal government, university, private business, student and NGO evaluators. The large majority are located in Canada and maintain membership in one of our 11 regional Chapters, which provide regional services and connections. In addition to our Chapters, we have a robust structure of committees, working groups and affiliated organizations, creating a strong sense of community among all evaluators. We also have a membership category for Fellows to recognize individuals who are championing evaluation, the profession and the CES through their achievements and services.

2019-2020 Board of Directors

President: Sarah Farina, CE

Vice President: Christopher Cameron, CE

Treasurer: Doaa Saddek

Past President: Harry Cummings, CE

Director, e-Institute: Marla Steinberg, CE

Directors & Chapter Representatives

Sherrí Bisset, CE (Société québécoise d'évaluation de programme)

Krista Brower, CE (Alberta-Northwest Territories; Chair, Communications & Marketing)

Nancy Carter, CE (Nova Scotia; Chair, Professional Learning)

Kristin Gushuliak (Saskatchewan)

Susan Hollett, CE (Newfoundland & Labrador; Co-Chair, Governance & Process)

Patricia King, CE (Ontario)

Nicole Michaud (National Capital)

Lisa O'Reilly, CE (British Columbia)

Alaina Roach O'Keefe (Prince Edward Island; Co-Chair, Governance & Process)

Brenda Stead, CE (New Brunswick)

Lara Zaluski (Yukon)

Our Vision

Advancing excellence in evaluation across Canada and internationally.

Our Mission

Through our national operations and a network of chapters, members and partners, we:

- Promote the development of evaluation theory and practice;
- Lead the professionalization of evaluation;
- Build awareness of evaluation; and
- Advocate for the use of quality evaluation.

Our Commitment to Diversity, Equity and Inclusion

CES recognizes that evaluators have a role to play in addressing systemic issues that affect people's lives. Evaluators are in a position to influence the decisions of governments, non-governmental organizations and other key service providers whose actions affect our daily realities. CES considers it part of our mandate to support evaluators in dismantling systemic and structural oppression and is actively working towards modelling inclusion, encouraging diverse perspectives and learning new ways to acknowledge and address the struggles of historically oppressed communities.



Update from the President

The last year has been an eventful one, and I would like to begin this report by wishing you all the best through challenges which touch all of us personally and professionally.

We've seen public health and systemic inequalities and injustices rise within the public consciousness in ways that have catalyzed individuals and organizations to change. Our commitment to diversity, equity, inclusion (DEI) and sustainability prepared us to address these issues in a meaningful way. If you have not already, I invite you to join this journey in step with the many CES volunteers and members who are adapting and innovating in service of a more just and sustainable world.

Over the past year, CES has continued to develop professional learning offerings to meet the needs of our members. Our annual conference will take place virtually for the first time ever in 2021, and the Conference Co-Chairs and committees are actively learning about how to support access to conference learning, facilitate networking and community building, and ensure an inspiring experience for attendees. CES Chapters, which had spent the first part of the year supporting in-person professional development and community-building events, are now working to engage members online. The Professional Learning Committee continues to build content through the e-Institute and support learning through webinars. We look forward to building a strong online presence to facilitate ongoing interaction and learning within the evaluation community.

Reconciliation continues to be a key theme for CES, as reflected by the work of DEIWG, the *Canadian Journal of Program Evaluation* (CJPE) and the e-Institute, which supports Indigenous evaluators, Indigenous world views and evaluation in Indigenous contexts. In addition to timely articles and practice notes on themes such as evaluative thinking, evaluation capacity building, professionalization, the CJPE published content around reconciliation, including a special issue on evaluation in Indigenous contexts. The e-Institute is currently developing a new course on truth and reconciliation in evaluation. Moreover, the Ottawa Conference Committee had struck a new reconciliation advisory committee that ensure the C2021 conference actively supports reconciliation.

To ensure our ethical standards are up to date, the Ethics Guidelines Task Force undertook considerable research, consultation and development, with support from the Ethics Reference Group. The CES Board accepted *CES Guidance for Ethical Evaluation Practice* early this year and is preparing a final consultation and implementation plan.

The Sustainability Working Group volunteers completed a stocktaking exercise and will be sharing its findings in a report that will be posted on the CES website, as well as through upcoming webinars and presentations. I encourage you to reach out if you are interested in learning more or providing input as we develop an operational plan to embed sustainable practices within CES and support evaluators in addressing sustainability in their work. ([Click here](#) for the SWG Annual Report to read more information on key activities and next steps.)

CES continues to support students and emerging evaluators to develop their skills and take an active role in the evaluation community. The Student Evaluation Case Competition took place online this year, with the largest audience in its history. I congratulate the competitors, organizers, judges and sponsors for their flexibility in crafting what was ultimately an incredibly successful event. The CES Board has introduced a new Student and Emerging Evaluator Representative, with the intention of better serving students and emerging evaluators, increasing their involvement in CES, and informing the Board of issues that will help us improve our contribution to strengthening opportunities for them.

I am also pleased to share that the number of Credentialed Evaluators (CE) continues to increase, and a number of professional learning and post-secondary programs are now using the CES competencies as part of their curriculum development. Employers are also continuing to reference CES competencies for evaluators in job requirements.

CES members continue to be highly engaged, with several hundred members volunteering their time with the CES conference, Chapters, Committees, Working Groups, Task Forces, Student Evaluation Case Competition, CJPE and professional learning events. Members also actively participate through learning events, social media and networking. Fellows have contributed to policy development and continue to volunteer their time in support of CES. To facilitate more members participating, all volunteer Committees, Working Groups and Task Forces are now listed on the CES website, along with terms of reference and contact information.

There is a strong sense of community, with increasing attention to diversity, equity and inclusion. The DEI Working Group has played a key role in reviewing all new policies to ensure that

they support DEI, and we will share updates about its work in the coming year.

CES also continues to play an active role in the international evaluation community, with ongoing commitment to the International Organization for Cooperation in Evaluation and EvalPartners, the Francophone Evaluation Network (RFE) and other collaborative initiatives.

We are grateful that CES sponsors have been supportive through the transition to a virtual conference, providing essential resources during this unprecedented time. Many sponsors are members of the evaluation community and they contribute in solidarity with our broader goals as a Society.

Finally, over the past year, the IT Working Group developed a detailed set of requirements to create a seamless online experience that we aspire to offer members. We will be introducing more integrated systems during a time when technology is needed more than ever to keep us connected and informed.

Your membership in CES is increasingly important to maintaining a sense of community, and enhancing the role of evaluation in responding to change and informing the evolution of complex systems in times of uncertainty. I invite you to take an active role in Chapter and national events, reach out to your friends and colleagues, and share your learning and experience.



Sarah Farina, CE
CES President



Update from the Vice President

As the Society for program evaluation in Canada, one of CES's key roles is to elevate the professionalization of evaluation practice. This means providing high-quality, relevant professional development focused on the *CES Competencies for Canadian Evaluation Practice* and emerging areas of interest in the field of evaluation.

Over the past year, through the Professional Designation Program (PDP), we continued to strengthen the recognition of evaluation and evaluation professionals. We appointed two delegates to participate in the American Evaluation Association (AEA) Professionalization Working Group in early 2020. We increased our ties with the Consortium of Universities for Evaluation Education (CUEE), meeting three times to discuss strategic aims and determine mutual areas of interest and focus.

In addition, we continue to build our Credential Evaluator (CE) designation, which is designed to support professionalization efforts by defining, recognizing and promoting the practice of ethical, high quality and competent evaluation in Canada. We are pleased to see it becoming recognized as a marker of professionalization by employers and commissioners of evaluations, building on the increasing professional identification of evaluators. As of March 2020, 465 people have been awarded the CE designation. There also are 6 applicants under review and 97 more working on their applications.

There is a strong community of Canadian researchers in evaluation, and a growth in university and college training, founded on competencies, that is supplying well-trained and committed evaluation professionals. To help guide this burgeoning field, we promote our guidelines for competencies,

ethics and values. We are also focused in inviting and initiating conversations around developing evaluation that serves a diversity of perspectives and priorities. We must ensure core values of equity, gender equality, cultural humility and social justice, as well as shared principles of partnership, innovation, inclusivity and human rights are prioritized.

Much of our success in increasing our profile is derived from our excellent member communications and outreach. For that, on behalf of our Communications and Marketing Chair, Krista Brower, and our Board, I would like to thank the Communications and Marketing team for their work over the past year, including the extensive support provided by Kristin Gushuliak. Our refreshed team is committed, engaged and has the expertise to support the communications needs for the organization. We also appreciate the incredible amount of work the *Canadian Journal of Program Evaluation* team, and the Diversity, Equity and Inclusion Working Group have completed and the expertise they continue to provide to the organization.

Finally, I wish to thank the hundreds of volunteers across the country who have helped support the work of CES over 2019-2020. We are thankful that so many CES members came forward and contributed so much to our projects and initiatives. As the practice and context of evaluation evolve, we need you, both experienced practitioners and individuals newer to practice, to continue to bring innovative ideas and expectations. Together, we will shape our future of CES and the profession.

Christopher Cameron, CE
CES Vice President



Update from the Treasurer

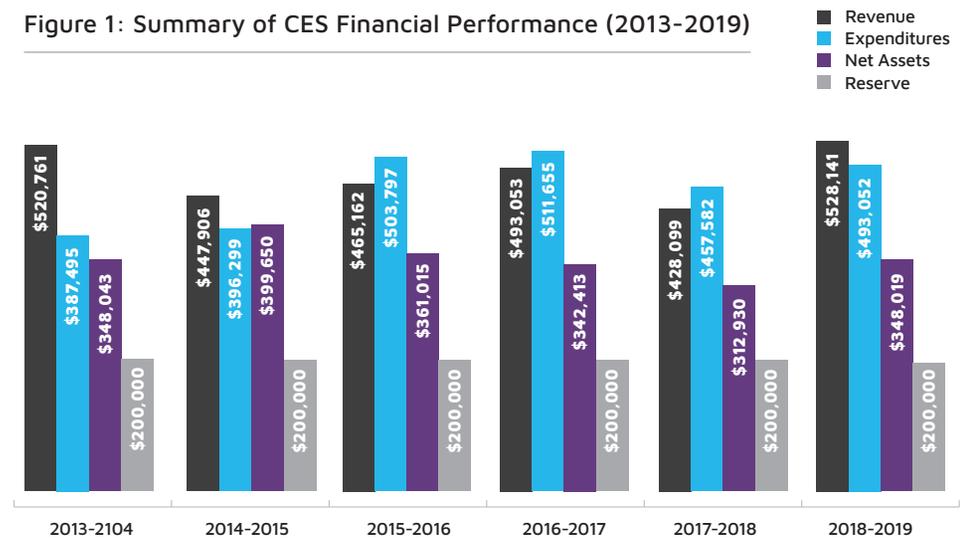
The draft audited financial statements 2018-2019 for CES National were issued January 7, 2020. Based on the statements, CES had assets of \$548,019 as of June 30, 2019; this includes the \$200,000 restricted reserve. The statements indicate that total revenues were \$528,141, while expenses were \$493,052 (including \$51,191 in special projects). (See Figure 1.)

For 2019-2020 (current year ending June 30, 2020), revenues as of April 2020 were \$207,322.50 and expenses were \$404,406 (including \$20,058 in special projects). Assets totaled \$552,857. It is worth noting that by the end of 2019-2020, the overall revenue is expected to be impacted by the COVID-19 pandemic, given the loss of revenue from the cancelled Ottawa 2020 Annual Conference and the new membership that usually accompanies the conference.

On the note of Conference, I would like to extend tremendous thanks to CES's Sponsorship Working Group, led by Benoit Gauthier, CE. Despite the uncertainties raised by the COVID-19 pandemic, and the postponement and then transformation of our conference to virtual, this group persevered and were able to maintain our sponsors, enabling CES to continue to deliver the valuable services and professional conference you have come to expect.

Doaa Saddek
CES Treasurer

Figure 1: Summary of CES Financial Performance (2013-2019)





Update from the Past President

The main responsibilities of the Past President lie in the international areas of CES. In addition, the Past President attends all CES Board and Executive meetings in ex officio capacity.

The Past President acts as Treasurer of the International Organization for Cooperation in Evaluation (IOCE). CES is a founding member of IOCE and has traditionally had a representative to fill this role. The Secretariat for IOCE is Megram, the same organization that serves as Secretariat for CES. For IOCE, As Past President, I sit on the Executive and Board as a full voting member.

IOCE is a major sponsor of the international community of evaluators, representing national and regional Voluntary Organization for Professional Evaluation (VOPEs) around the world. Regional organizations, such as the European Evaluation Society, also participate in IOCE, and links with the United Nations evaluation organizations are strong. IOCE helps to manage engagement of evaluators through EvalPartners.

With IOCE, in the past year, I assisted in the development of the strategic plan and in the writing of a grant application to United States Department of State. I also served on the Executive Committee of EvalPartners, participating in Executive and Board meetings.

I also pursued links between CES and the Canadian Association of International Development Professionals (CAIDP) and was successful in signing a Memorandum of Understanding between CES and CAIDP. CES is exploring a joint session with CAIDP at its annual conference.

Harry Cummings, CE
CES Past President

2019-2024 Strategic Plan

The 2019-2024 CES Strategic Plan is our roadmap to advance evaluation theory, knowledge and practice within Canada and abroad. After an intensive environmental scan and consultation with several CES related groups and evaluation stakeholders to inform the 2019-2024 Strategic Plan, CES will be focusing on the following three priorities, with their related objectives over the next five years:

1 Elevate the professionalization of evaluation.

Objective 1.1: Broaden the range of CES professional development opportunities and evaluation knowledge that caters to the diverse needs of membership.

Objective 1.2: Increase uptake and maintenance of CE credentials by evaluators and by client-users.

Objective 1.3: Support research and critical reflection in the field of evaluation.

Objective 1.4: Promote and uphold CES standards, ethics and values.

Objective 1.5: Increase the capacity for sustainability-ready evaluation within the evaluation community..

2 Engage, attract and retain members.

Objective 2.1: Foster the growth of a diverse membership.

Objective 2.2: Provide exceptional and valued member service that is responsive to diverse member needs and takes into consideration organizational sustainability.

Objective 2.3: Ensure meaningful engagement and connection with and among members through an integrated communication strategy.

3 Advocate for evaluation among evaluation users.

Objective 3.1: Promote the value of evaluation directly, in collaboration with Chapters, in Canada and worldwide.

Objective 3.2: Encourage enabling environments and institutional capacities for the demand side of evaluation among policy makers, commissioners of evaluations and employers.

Objective 3.3: Support the transformation of the practice through the implementation and promotion of evaluation-specific reconciliation activities.

Objective 3.4: Collaborate to advance sustainability-ready evaluation theory and practice.

Our Guiding Principles: The actions we take to accomplish our priorities will adhere to the following three principles.

】 **Diversity, Equity and Inclusiveness:** We support an inclusive organization where a diversity of members thrive and evaluation practice grows in this spirit. This is achieved through engagement, transparency and fairness. Embedding diversity within CES includes consideration of people's social identities, world views, ideas and ways of working, as well as institutional and enabling environments. See Appendix A for a more detailed definition of Diversity, Equity and Inclusiveness.

】 **Sustainability:** We take a leader role in sustainability, building opportunities to align work in diverse sectors in support of sustainability, and incorporating increasingly sustainable practices as an organization. See Appendix B for a more detailed definition of Sustainability.

】 **Seamless Member Experience:** We provide a seamless service for members, including activities such as membership management and engagement, events, virtual collaboration, professional learning and communication through coordinated technical systems.

Priority 1: Elevate the Professionalization of Evaluation

The following are the key activities CES undertook to elevate the professionalization of evaluation in 2019-2020.

2019-2020 Activities of National Committees and Canadian Journal of Program Evaluation

Professional Learning Committee (PLC)

- The PLC worked with the *Canadian Journal of Program Evaluation* (CJPE) to offer the following nine webinars in 2019-2020:
 - ▶ **October 30, 2019:** "Retrospective Pretest Surveys: Measuring the Present" presented by Evan Poncelet
 - ▶ **November 6, 2019:** "CJPE – Stakeholders' involvement in program evaluation" presented by Marie-Pier Marchand
 - ▶ **January 15, 2020:** "Introduction to EvalSDGs" presented by Evan Green
 - ▶ **February 12, 2020:** "Revisiting the Weiss Question on Theory-Based Evaluation: Which links in which theories do we evaluate and why?" presented by Betty Onyura
 - ▶ **March 16, 2020:** "CJPE – Principles, Approaches, and Methods for Evaluation in Indigenous Contexts" presented by Michelle M. Vine, Susan J. Snelling, & Heather Manson.
 - ▶ **April 1, 2020:** "Integrating GBA + in Evaluation, Moving from Rhetoric to Reality" presented by Christine Minas
 - ▶ **April 15, 2020:** "Using Art in Creative Data Collection and Evaluation" presented by Jennica Nichols & Maya Lefkovich
 - ▶ **April 22, 2020:** "CJPE – Self-Evaluation Tool for Action in Partnership" presented by Angèle Bilodeau & Gillian Kraniás (in French)
 - ▶ **May 6, 2020:** "Sustainability-Ready Evaluation – Greening Rubric" presented by Andrealisa Belzer

- The PLC worked with the CES Vice President to establish an approach to evaluating the PDP for lessons learned.
- The PLC Chair engaged with the C2020/C2021 conference planning committee as a member of the Workshop Committee and the National Committee.
- The PLC continued work on the CES Mentoring Initiative, which provides members access to opportunities as mentors, mentees or both.

e-Institute

- In 2019-2020, the e-Institute's Culturally Responsive Reference Group continued to meet to support planning for a culturally responsive evaluation series, specifically a course on "Truth and Reconciliation in Evaluation."
- The e-Institute partnered with the AB/NWT, MB, NB and NC Chapters and SQÉP to offer Chapter-facilitated courses in both English and French. A notable achievement was a joint initiative of the NB and NC Chapters and SQÉP to offer Essential Skills Series (ESS) in French, which was a sold-out event.
- The e-Institute supported the development of new online courses. Four courses are in development this year: Economic Evaluation, Quantitative Methods, Qualitative Methods, and Truth and Reconciliation in Evaluation as well as offering a range of self-paced online courses.
- The e-Institute Director participated in the annual meeting of the Joint Committee on Standards in Education Evaluation. The e-Institute courses expose learners to evaluation standards and ethics, and it engages members by requesting input into the review of the Evaluation Standards.

Priority 1: Elevate the Professionalization of Evaluation

Canadian Journal of Program Evaluation (CJPE)

- The CJPE published three issues in 2019-2020 and made a substantive contribution to the field of Indigenous evaluation through a thematic segment and a special issue in March 2020.
- Forty-five manuscripts were submitted between April 1, 2019, and April 1, 2020 (21 articles, 24 practice notes). Eighteen full-length articles were submitted in English and three in French. Twenty-three practice notes were submitted in English and one in French over this time period.
- For the first time, CJPE disaggregated authors' data by gender and found women make up 75% of CJPE article authors, and 70% of practice note authors, all roles confounded.
- The CJPE adapted its publication process to enable continuous online posting of accepted papers. The CJPE's usual quality control and review process is still in place; however, the new approach provides earlier access to articles and supports quick dissemination of new knowledge on evaluation theory and practice. The CJPE retains its issue-based structure and continues to print approximately 80 copies a year for subscribers.
- It has become more difficult to recruit reviewers in the past few years; the CJPE standard of obtaining three reviews for each paper is not sustainable and creates unnecessary delays in the publication process. Two reviews are usually sufficient to make an informed decision and provide authors with useful feedback on their work; this helps maintain a good workflow and quicker turnaround time for authors. This is also consistent with the number of reviewers used by most evaluation journals.
- The CJPE continues to be listed in the Clarivates Emerging Sources Index (Clarivates bought out Thompson Reuters). This is a reputable index, with a 20-50% acceptance rate. Inclusion signifies the solid reputation of the journal. From here, the CJPE is being considered for an Impact Factor in the Clarivates Social Sciences database. Criteria to be considered will include the status of the Editorial Board,

review process, prestige of authorship, number of citations, timeliness of publications, acceptance rate and scope of content (not too geographically limited). The CJPE has continued to make progress in many of these areas over the past year.

2019-2020 Activities of Chapters

Alberta & Northwest Territories (AB & NT) Chapter

- AB & NT hosted a pre-workshop before the AGM entitled "Scale Development for Surveys." This training was provided at an intermediate/advanced level to support credentialed evaluators. Thirty-three members and six non-members attended.
- AB & NT ran a CE designation webinar on April 30, 2019, to support member advancement toward designation. Sixteen individuals registered.
- AB & NT Professional Development (PD) Committee made the decision to host a series of virtual workshops over 2020-2021. In April 2020, the PD committee hosted a virtual listening session to determine members' needs and support the new requirements for online, virtual and distance learning opportunities due to COVID-19. Thirty-two individuals attend.
- AB & NT began exploring how to better integrate concepts of DEI into its purpose and work. The newly developed strategic charter for the Chapter Board incorporates language around equity and inclusion, and the Board will work toward enabling learning opportunities with a lens toward diversity on an ongoing basis.

British Columbia (BC) Chapter

- BC hosted the CE Support Initiative.
- BC implemented an Evaluation Matching Service, which engaged five organizations, 15 emerging evaluators and five coaches.

Priority 1: Elevate the Professionalization of Evaluation

- BC held two ESS sessions, with a total of 30 participants.
- BC hosted 30 events, including webinars, in-person workshops, networking events, in-person presentations, two emerging evaluator support programs and a one-day annual conference focused on the evaluators' toolbox. The events were held in various cities and targeted people at different career stages. Over 750 individuals attended. Post-event evaluations showed the events were high quality, supported network expansion and increased evaluation capacity.
- In terms of supporting diversity, equity and inclusion (DEI), two workshops of note included "Culturally Responsive Evaluation" delivered by Reciprocal Consulting, and "Cross-Cultural Data Viz and Communication," where BC invited Heather Krause to deliver the keynote address, "We All Count." In addition, the keynote for the BC annual conference was "How to Avoid Using Data (Accidentally) Like a Racist."

Manitoba (MB) Chapter

- MB partnered with the United Way Winnipeg to provide in-person Evaluation Tool Series PD courses including Engaging Special Populations and Visual Methods, Focus Groups, and Surveys and Questionnaires. Unfortunately, our scheduled courses on Qualitative Analysis and Logic Models had to be cancelled due to ongoing COVID-19 preventative measures. However, we are working with the United Way to provide these sessions virtually.
- MB's AGM had one of the best recorded turnouts with 42 attendees. Andrew Buchel, Dr. Jesse Højer and Sandra Hodzic discussed the Province of Manitoba's pilot project on Social Impact Bonds implemented by the Department of Families.
- With the success of a previous lunch & learn session on basic income and the panel discussion on social impact bonds, MB will continue to organize such events annually to ensure that the MB Chapter and CES Nationally are increasingly understood as the "go to" organization for public, private and not-for-profit evaluation knowledge and expertise.

New Brunswick (NB) Chapter

- In early 2019, an initiative to offer a French version of ESS was sponsored by members through the University of Moncton. While there was a positive response to this in-person workshop, there was not enough demand to follow through and it was cancelled. Subsequent attempts to reschedule with the presenter were unsuccessful, as she had already booked far into the season. It has been postponed for now.
- CES National President Sarah Farina was in Moncton in October 2019 to deliver a workshop on measuring collaboration. This workshop offered a series of concepts and tools related to communications and tracking meaningful collaboration. Participants were introduced to an inventory of approaches and included a review of the role of collaboration in different environments, which is especially important for program evaluators. Unfortunately, as this was the first major snowstorm of the season, not everyone who had signed up was able to attend.
- The French version of ESS from the e-Institute was released in 2020, running from March to May 2020. Notices were sent to all of the membership and credit goes to Greg Lutes who arranged for an electronic notice to be displayed on the Institute of Public Administration's Fredericton website.
- In June 2020, a member survey on training needs and modality was developed and tested in order for the Chapter to be able to plan for future events and respond to member needs. The NS and PEI Chapters are participating as well. The release of the survey is imminent.

National Capital (NC) Chapter

- NC hosted two breakfast sessions with external presenters. In July 2019, Christine Minas, Director in the Results Division at Treasury Board Secretariat (TBS) and Champion for the Federal Evaluation Community, presented the new TBS "primer" on integrating GBA+ in evaluation. In September 2019, Michael Quinn Patton presented on principles-focused evaluation, which was exceptionally well attended. Both breakfast sessions provided local evaluators with an opportunity

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to engage in discussions about new government guidance on the implementation of GBA+ and learn about principles-focused evaluation directly from a leader in this area.

- In October 2019, NC hosted a “Choose Your Own Evaluation” workshop for emerging evaluators. This session was inspired by the concept of a choose-your-own-adventure story. Twenty-two people of diverse backgrounds and levels of experience participated.
- Two ESS in-person sessions were conducted in 2019-2020 at full capacity, for a total of 40 participants. A third session, originally planned for May 2020, was re-scheduled to Fall 2020 due to COVID-19.
- Starting in 2020-2021, there will be an NC Board representative attending ESS sessions to actively promote the benefits of membership, such as Chapter events and networking activities.
- In Spring 2020, NC began planning for an Evaluation Hackathon, based on actual evaluation cases from local non-profit organizations. The anticipated outcome of this activity is to offer participants an opportunity to contribute to a live evaluation case pro-bono while exchanging and learning from other evaluators, bringing together both established and emerging evaluators. The activity has now been put on hold due to COVID-19, but the Chapter is researching ways it could be done online.
- Throughout 2019-2020, NC members contributed to the organization of C2020/2021 in Ottawa, which is an important opportunity for PD and networking. The Board will be supporting the participation of six students and organizing the hospitality suite, fulfilling commitments made in 2019-2020.
- The Chapter’s Director Partnership was a member of Ethical Evaluation Practice Reference Group and advisor to the CES Vice-President who oversaw the development of the CES Guidance for Ethical Evaluation Practice in August 2019. A draft CES Guidance for Ethical Evaluation Practice has been completed and discussed by the CES National Board, and has been circulated to Chapter members for additional discussion. Our Board has also begun discussions for the local launch of the new guidelines.

- NC worked to support DEI principles in all their activities. The Chapter looks for accessible venues in which to host our events, ensures all communications are available in both official languages, is working to open access to Chapter communications to a broader community, and works to offer events that appeal to a wider audience (e.g., emerging evaluators).
- NC jointly organized a French ESS pilot with the NB Chapter, SQÉP and the e-Institute. This online session ran for 10 weeks (March-May 2020) at full capacity, facilitated by Dr. Pernelle Smits from Laval University. Given our unique regional setting, across both provinces of Quebec and Ontario, we continue to proactively support our Francophone membership.

Newfoundland & Labrador (NL) Chapter

- NL advertised its events to the full membership and ensured to make events accessible (i.e., physical location, remote format). NL also took the DEI component into consideration on the feedback form. These efforts were made to promote attendance and contribution of people from diverse backgrounds and skillsets, and identify any possible barriers to ensure DEI principles are adhered to.
- NL have been looking into possible collaboration with other Chapters to offer online course on evaluation topics to offer high-quality programming while splitting costs.
- NL looked into the full costs of offerings to determine what the participant fees are required to break even, at minimum. This ensures the Chapter can continue to provide offerings at reasonable cost to participants without losing money on events.

Nova Scotia (NS) Chapter

- NS hosted a workshop on evaluating collaboration facilitated by CES President Sarah Farina. It was free and open to non-members. Forty-seven participants registered.

Priority 1: Elevate the Professionalization of Evaluation

- NS also hosted a workshop on data visualization and Excel facilitated by Anne Emery. Twenty-three participants registered. Both of these events were in collaboration with other Maritime Chapters.
- NS offered the Greening Rubric Webinar presented by Andrealisa Belzer, which had 130 participants nationally.
- NS is developing a series of PD and networking opportunities that will be held online in response to the social distance requirement of COVID-19.
- NS performed land acknowledgements at events and partnered with Indigenous Services Canada to trade space for free professional development spots, which can be offered to First Nations emerging evaluators.

Ontario (ON) Chapter

- Since Fall 2019, ON has offered a new course on Infographics that has sold out twice.
- In 2020, ON offered three ESS workshops, and four intermediate/advanced workshops: “The Art and Science of Producing Effective Infographics,” “Performance Measurement,” “Theory of Change” and “Developmental Evaluation.”
- ON has been working with other providers of intermediate/advanced workshops to transition offerings to online delivery and plan for additional topics.
- ON will continue to build capacity for members by modernizing and innovating the way its PD Committee delivers workshops, including ESS; strategically exploring intermediate to advanced learning opportunities to align with the PDP and professionals’ learning needs; offering virtual workshops on infographics, strategic project management and ESS; and partnering with Georgian College Research Analyst students on their major research project to acquire a comprehensive understanding of professionals’ learning needs and effective marketing strategies.

Prince Edward Island (PEI) Chapter

- PEI offers the foundational ESS training when requested or there are enough potential participants (minimum of 12), which typically occurs every second year. The most recent planned offering for April 2020 was cancelled due to COVID-19 restrictions. Historically, when contacted by potential participants and no course offering is planned locally in the required timeframe, PEI directs individuals to the e-Institute or other Chapter course offerings, as appropriate.
- PEI provided financial contributions to the Student Evaluation Case Competition and provided attendance subsidies for the annual conference in Halifax to five of our Chapter members.

Saskatchewan (SK) Chapter

- SK hosted the workshop “Culturally Responsive Evaluation” delivered by Reciprocal Consulting. 55 participated and provided SK with excellent feedback. While there were no specific outcomes to report, the feedback suggests that many left the workshop with a different, more responsive perspective on evaluation.
- SK awarded the CES Saskatchewan Bursary for conference attendance in Halifax to enable someone to attend the Halifax conference who may not have been able to do otherwise.
- SK merged its Advocacy and PD Committees to be one joint committee that works together to plan events.
- SK held two lunch & learn sessions on realistic inquiry in October 2019.
- Land acknowledgements were completed at all in-person events. The reason SK facilitated the “Culturally Responsive Evaluation” workshop was to begin to shift the culture of evaluation towards a more equitable, responsive position in the province.

Priority 1: Elevate the Professionalization of Evaluation

Société québécoise d'évaluation de programme (SQÉP)

- SQÉP seeks to develop program evaluation by encouraging research and development in program evaluation and being a point of reference, action, information and training for the program evaluation industry across Quebec. Specifically, SQÉP hosts an annual symposium and seeks to provide access to presentations and training sessions.
- SQÉP welcomed a distinguished guest for its 28th Symposium. Under the theme of "Évaluation, complexité et transformation" (Evaluation, complexity, and change), the Symposium welcomed world-renowned evaluator, prolific author in the evaluation field and former American Evaluation Association president Michael Quinn Patton as its star master of ceremonies.
- SQÉP collaborated with the NB and NC Chapters and the e-Institute to provide the first online ESS in French.
- Because of the COVID-19 pandemic, it was impossible to hold in-house training sessions as of March 2020. SQÉP had to provide remote training sessions. SQÉP made a call for proposals, creating a potential pool of facilitators and remote training sessions. Three remote training sessions were proposed to members; others will be proposed shortly. They will cover the following subjects:
 - Determining program efficiency with statistical methods
 - Strategical hypotheses
 - Evaluation ethics and professional standards

Yukon (YT) Chapter

- YT hosted networking events with speakers of interest to Yukon evaluators. For example, Larry Bremner was the featured speaker at the YT AGM on September 17, 2019. He delivered the presentation "Building Bridges Between Evaluation and Indigenous Communities" to an audience of 25 people.

2019-2020 Activities of Working Groups

Diversity, Equity & Inclusion Working Group (DEI WG)

- The DEI WG was restructured, which included consolidating the Terms of Reference, the creation of a streamlined workflow, centralized DEI WG email accounts and the development of an annual work plan.
- In January 2020, the DEI WG recruited new volunteers through a call disseminated on the CES website and circulated through mailing list. As a result, the WG increased participation from approximately six regular members in 2019 to 18 in 2020.
- The DEI WG managed an online document sharing and collaborative platform that hosts administrative and historical documents, as well as the current work plan. New members received an online orientation to the platform. These actions improved access to administrative and historical DEI WG documents by members.
- The DEI WG ensured meaningful engagement and increased communication among members by hosting eight online meetings, attended by almost all active members of the group.
- The DEI WG was represented on a reference group for the development of an e-Institute online course on culturally responsive practices. The need for an e-Institute online course on "Truth and Reconciliation in Evaluation" was established and the course is currently being developed.
- In March 2020, the DEI WG was represented on the CES Ethical Guidance Task Force. The CES's new ethics guidance document was developed and approved by the CES National Board to move into the consultation phase. A reflective thinking approach was adopted and three core CES values were introduced, the first of which is "Rights and wellbeing of persons and people."
- The DEI WG was represented on the CES Credentialing Board Selection Committee. A Credentialing Board renewal process was developed that takes into consideration diversity in board composition. The process for selecting Credentialing Board members was then implemented.
- The DEI WG supported the Fellows Policy Review process.

Priority 1: Elevate the Professionalization of Evaluation

Sustainability Working Group (SWG)

- The SWG worked closely with the C2020 Sustainability Committee to apply a re-branded version of the C2019 Greening Rubric. Due to postponement of the C2020 for one year, this work will be carried forward in preparation for C2021.
- The SWG members presented a national webinar on May 6, 2020, to introduce the greening rubric tool and its underlying operational principles: reduce wasteful footprint, mitigate/offset necessary footprint, and create a positive handprint.
- To “mainstream” responsibility for conference sustainability, the SWG Chair and ad-hoc experts worked with a designated Sustainability Subcommittee consisted of Champions recruited from high-leverage Subcommittees: Social; Onsite Coordination; Volunteer Coordination; Marketing and Promotion. The SWG Chair facilitated coherent integration of environmental sustainability considerations with conference action toward active reconciliation and social equity.
- The SWG organized a Carbon Offset Working Group to compile high-quality information and advise C2020/2021 on how to invest the substantial carbon offset added to conference registration, and developed related education messages for delegates.
- The 2019 stocktaking exercise to describe the current Canadian capacity and capacity-building opportunities for the evaluation of the impact of programs on natural systems was continued in 2020 in collaboration with volunteers from four consulting firms: Goss Gilroy Inc., Prairie Research Associates Inc., Baastel and Universalia. The exercise consisted of an environmental scan and a literature review of the current Canadian state of practice and the capacity for sustainability-ready evaluation. The stocktaking exercise was wrapped up in early 2020. In 2020-2021, the SWG will engage CES National to build on the results of the stocktaking exercise, to draft and embark upon a longer-term vision for supporting environmental sustainability within and through the activity of our professional community.
- SWG members have been cultivating informal exchange with international colleagues focussed on defining and developing capacity for sustainability-ready evaluation, including with EES, AEA, IDEAS, and the SDG Transformation Forum. In September 2019, two SWG members participated in the Earth-Eval IDEAS conference in Prague; this was an opportunity to exchange with the EES Environmental Evaluators and attend a meeting of the UN Sustainable Development Goals Transformation Forum. They also participated in AEA2019 in Minneapolis in November 2019, promoting CES progress toward sustainability-ready evaluation.

Priority 2: Engage, Attract and Retain Members

The following are the key activities CES undertook to engage, attract and retain members in 2019-2020.

2019-2020 Activities of National Committees and Canadian Journal of Program Evaluation

Professional Learning Committee (PLC)

- The PLC hosted a meeting with Chapter PD leads in the fall of 2019, during which PLC shared its work plan and priorities for the coming year and provided an opportunity for PD chairs to share their accomplishments, concerns and aspirations at the Chapter level.
- The PLC Chair met with MB Chapter President/PD Chair to offer guidance and support for engaging local members in the Chapter's professional learning offerings.

Communications & Marketing (C&M) Committee

- The C&M Committee continued to initiate outreach and promotion activities in line with CES Strategic Plan and the Board's Communications Strategy to advocate for the profession of evaluation.
- The CES Secretariat provides webmaster services and coordinates with technical providers on overall website management and virtual systems. This year demonstrated much smoother website management as well as consistent and fulsome eblasts, completed in collaboration with the C&M Committee.
- The CES News Team continued to work collaboratively with members, Chapters and collaborators to provide relevant updates to members this year. Future work will focus on continuing to develop the communication plan to guide the News Team in communications and promotional activities.

e-Institute

- The e-Institute created opportunities for volunteers to support its operations. Three volunteers were engaged to review online courses and help with marketing, gaining experience in online learning and marketing. These three volunteers are from diverse backgrounds, supporting DEI initiatives.
- The e-Institute recruited experts, members of the target audience and a representative from the DEI WG. The group included a first-time CES volunteer and new CES member, an Indigenous person and evaluators who work with Indigenous communities.

Canadian Journal of Program Evaluation (CJPE)

- The CJPE created a new volunteer position, Associate Editor: Marketing. Johann Jacob agreed to fill this role and is responsible for managing the CJPE Book Club webinars, as well as other tasks.
- In April 2020, the CJPE continued to celebrate authors' accomplishments with two awards. The Best Article Award went to Birch and Jacob; and the Best Practice Note Award went to Cook, Camman, Leyland, O'Shea, and Towie. Given the postponement of the 2020 Conference, the award recipients were notified and the awards announced to the membership. The CJPE wishes to thank Courtney Amo, Michael Obrecht and Daniela Schröter for sitting on the Award Selection Committee.
- Four CJPE Book Club webinars were held, with 20 to 30 participants attending each one. These included:
 - "Meta-modeling as a theory-based synthesis approach" with Sebastian Lemire on April 3, 2019;
 - "Stakeholders' involvement in program evaluation" with Marie-Pier Marchand on November 6, 2019;
 - "Principles, approaches and methods for evaluation in Indigenous contexts" with Michelle M. Vine, Susan J. Snelling and Heather Manson on March 16, 2020; and

Priority 2: Engage, Attract and Retain Members

- ▶ “The translation and cultural adaptation of a diagnostic tool used to support the practice of partnerships” with Angèle Bilodeau and Gillian Kranias on April 22, 2020.
- The CJPE joined Twitter in May 2018 (@cjpe_rcep), and has made 364 tweets and acquired 428 followers since then. All new papers are announced in English and French, with links to the full text on the CES website. CES and Chapter activities are also retweeted on a regular basis.

2019-2020 Activities of Chapters

Alberta & Northwest Territories (AB & NT) Chapter

- On November 18, 2019, AB & NT hosted a brown bag lunch in Yellowknife. Fifteen individuals attended the discussion, which provided a great opportunity to network with fellow evaluators.
- On February 7, 2020, the AB & NT Board hosted an Evaluation Café in Edmonton. Twelve individuals attended the event to share open discussion on a range of evaluation topics and network with fellow evaluators.
- A Communications Committee and an Advocacy Committee were struck in 2020, with plans to create a communications strategy and initiatives for the 2020-2021 fiscal year and beyond.
- The 2019 AGM was hosted in person and via Zoom to allow members to participate virtually. Members were able to vote through the platform. Forty members attended the AGM in person and six attended virtually.
- A Board decision was made to move forward with the re-build of the Chapter’s website to enable meaningful and timely communication with CES members, non-members and those seeking services of evaluators. Website visitor needs were determined through previous surveys with membership. The website RFP was released on March 25, 2020, with deadline of April 22, 2020. It is anticipated that work on the website will be completed by the next AGM.

- AB & NT is developing a new mentorship program to support members working on CE designations. Mentors and mentees will have the opportunity use the Board’s Zoom account to meet 1:1, share documents and resources, and have group conversations. The mentorship program will be piloted in the 2020-2021 fiscal year.

British Columbia (BC) Chapter

- BC created a diversity and inclusion working group, and have started conversations with Indigenous groups, different gendered individuals, student and young evaluators, and mentors.
- BC hosted monthly Student and Emerging Evaluator Network (SEEN) meet-ups, and evaluator pub nights.
- BC co-hosted a speed mentoring event jointly with the Institute of Public Administration of Canada (IPAC).
- BC informed members about events through email, Twitter and its website, and member inquiries were promptly answered by the administrative support person.
- In addition to approximately 200 members, BC has about 800 more people on its mailing list who also attend events.
- BC events are designed to address the needs and ideas identified by Chapter members primarily through ongoing in-person events as well as through written feedback from prior events.
- BC provided bursaries and discounts for students to attend events.
- For ease of administration, BC used the Chapter’s Wild Apricot registration system to seamlessly verify Chapter member status, and BC members used their existing registration and login information for webinars, conferences and the forum for Evaluators in the International Development Sector.

Priority 2: Engage, Attract and Retain Members

Manitoba (MB) Chapter

- MB developed a membership survey using a toss approach, i.e., short, targeted surveys and questions. The Chapter will use the survey to ensure networking, PD and topical events meet member needs in the future.
- In September 2019, MB launched a new webpage using WordPress. Since its release, the website has had 268 unique visitors and 564 views.
- MB developed a made-in-Manitoba definition of evaluation and strategic plan, which both align with that of CES National. The Chapter's strategic plan is a living document and will be revised bi-annually.
- With assistance from CES National, MB amended its existing bylaws to include a volunteer category along with applicable contracts for these positions. The purpose of formalizing a volunteer position for the Chapter is to provide members a formal means of engagement without having to accept the responsibility of being an executive.
- A formal code of conduct and confidentiality agreement for executives was developed and will be ratified at the Chapter's 2020 AGM.
- Presently, MB is researching the viability of using various virtual platforms to engage members in rural Manitoba. Historically, the Chapter's membership has been almost exclusively comprised on Winnipeg residents, and it is hoping to establish effective and efficient ways of engaging members from communities across the province.
- MB's most recent successes with providing a seamless member experience was creating an Eventbrite account to promote and receive payments from participants for events and PD courses. The Chapter will now look at further developing its webpage and virtual platforms for meetings and events.

New Brunswick (NB) Chapter

- The NB, NS and PEI Chapters have been talking about way to collaborate to share resources and events, such as sharing schedules (where if one jurisdiction brings someone in by flight, another jurisdiction might be able to book them right after so as to save on travel costs), sending training, webcasts and other online events to

each other, and conducting a joint member survey. NL expressed interest in participating in the member survey but has not yet confirmed. Once the survey results have been compiled, the Chapters will meet to see where efficiencies and partnerships can be created. One idea suggested by NS is a mini-conference for Maritime members.

- Thanks to the University of Moncton's Joannie LeBlanc and Lamine Kamano, who communicated with people at the University who expressed an interest in program evaluation, and to the University, which has been generous in offering and sharing its resources.

National Capital (NC) Chapter

- In the latter half of 2019, NC conducted an analysis of the characteristics of the Chapter's membership, and attendance trends in Chapter events and other offerings. The results pointed to a need for the Chapter to better understand the interests of evaluators in the national capital region, leading to a presentation of the study results to Chapter members at a breakfast session (presented by John Burrett and Wayne MacDonald), and a consultation with particularly active members. As per the Chapter's 2019-2021 Membership Development Strategy, the results of this consultation will be followed by a call to practice leaders in government to help guide strategy, and a wider consultation with the broad membership, guided by the initial results. The initial results and subsequent member input will be used to guide the Chapter's strategic planning for events and offerings, as well as the communications strategy. The anticipated outcomes of this work are to increase the value of CES to local members; and drive Chapter membership, in particular, increasing the participation of federal government evaluators, which is a core segment of the membership. The breakfast session attracted 50 participants (15% non-members), and highlighted a Chapter membership profile that resembles more a loose coalition of individual interests, with distinct sub-communities and shared membership characteristics. The session underscored the findings of the membership scan, with the aim of generating a dialogue among members as to what this means for the Chapter, the value-added proposition of belonging to CES, the role of Chapter connectors and possible avenues for improvement.

Priority 2: Engage, Attract and Retain Members

- In November 2019, NC hosted the workshop, “How to Prepare your CES 2020 Conference Proposal.” This was led by C2020 Co-Chair Benoit Gauthier and C2020 Workshop Committee Lead Cindy Weeks. They shared their wisdom with participants on how to compose an excellent proposal and attendees were given the opportunity to discuss proposal ideas with fellow participants. This was attended by 17 very engaged participants, who were able to benefit from the knowledge of other members to help them improve their conference presentation proposals.
- NC prepared an integrated communication strategy that puts members’ experience and engagement first, and connected it with PD, networking and partnership.
- Through its work on the membership strategy, NC is investigating how to better engage members as a whole in Chapter offerings, as well specific groups of members. The results of this work will help ensure that the membership (as a whole, as well as the groups that compose it) can participate in Chapter events and activities without barriers.
- NC recently started working with its secretariat to integrate the administrative and marketing work to streamline the work and improved users’ experience with our communication products. The new approach saves, on average, three days to one week to reach members with news, messages and other information.
- NC is currently examining various options for event registration to ensure that attendees (members and non-members) have the best experience.

Newfoundland & Labrador (NL) Chapter

- NL surveyed its membership to better understand their PD needs. There were 14 respondents.
- NL contacted local and national members whose membership was expiring to remind them of the value of memberships and encourage them to renew. These members were contacted through a tailored reminder email.
- NL posts regularly on Twitter with useful tips, opportunities and resources, and all PD opportunities are posted on the Chapter’s webpage, Twitter

and LinkedIn. Using a variety of platforms enables us to connect with members effectively, and members outside of the capital city are able to benefit from the evaluation knowledge and expertise.

- NL ensures that a diverse range of content is communicated via social media posts (e.g., health, Indigenous affairs, not-for-profit, private, government) at least biweekly.
- NL collaborated with the PD Committee to identify opportunities for workshops that build synergies between sectors. At least one workshop was communicated that builds synergies among sectors.
- The NL PD Committee delivers workshops that address the needs of our members. At least one workshop (“Infographics: What to do, what not to do and how to make them on a budget”) was developed based on the results of the Chapter’s 2019-2020 PD Needs Assessment Survey.
- NL disseminated a 2020-2021 PD Needs Assessment Survey for future planning.
- Beginning in the 2020, NL began PD sessions and AGMs/conferences with the reading of a land acknowledgement to recognize Indigenous people’s enduring connection to their traditional territories, the history of the land that is currently shared by many peoples and stewardship as a shared commitment of all those who reside in a territory.
- NL endeavours to offer as many PD sessions through webinar format as possible. It also uses Zoom and Dropbox for meetings and file sharing.

Nova Scotia (NS) Chapter

- NS made efforts to widely promote workshops and PD by advertising both on its local website and the National website, as appropriate, and conducted registration through Eventbrite.
- NS is also planning a virtual webinar schedule for Maritime Chapters using Zoom and Google Drive, which is intended to increase networking across the province and across Maritime Chapters.
- As of April 2020, membership had increased from 46 to 53 active members over the year. The Chapter has 20 Credentialed Evaluators.

Priority 2: Engage, Attract and Retain Members

- Increasing awareness of the Chapter and CES among members and non-members is an ongoing part of the Board's work. NS sends updates about Chapter events and evaluation opportunities via the website blog, which is followed by 158 members and non-members.
- Through presentations upon request from Board members, and free PD and networking events, as well as by promoting the reduced fees for some membership categories, NS actively seeks to promote CES to students, academics, emerging evaluators from traditionally underrepresented communities, and not-for-profit organizations.
- A Chapter Member Survey was conducted to inform strategic planning and implementation.
- Wednesday Webinar series was scheduled to kick off in the spring of 2020, bringing members and professionals together in person to view and discuss webinars. However, the launch put on hold because of the COVID-19 pandemic.
- NS developed a standard welcome email for new Chapter members (explains member benefits, upcoming events, CES-NS blog, etc.); a standard email for people whose memberships recently expired asking for feedback on the Chapter; and regular updates to members through the CES-NS blog (cesns.ca) and Twitter account (@cesnovascotia). These resulted in increased blog sign-ups, and NS members remain informed of evaluation-related information and events.
- NS allocated equity bursaries to C2019 to non-members from underrepresented populations to support more equitable membership access.
- NS offered a free "Evaluating Collaboration" PD event with CES President Sarah Farina to connect the evaluation community and broader stakeholders.
- NS President presented to the PEI Chapter, collaborated with Maritime Presidents on a membership survey and shared communications through the CES-NS blog. By collaborating, Chapter resources were used more efficiently.

- NS promoted a reduced membership price for community-based organizations and NGO's, explicitly including First Nations and Tribal organizations. The Chapter Board is considering how to provide members who experience disruption in their income with continued participation or benefits until they are in a financial position to renew their membership.

Ontario (ON) Chapter

- ON maintained a monthly membership of approximately 400 paid members in good standing, with a drop to 362 as of May 2020, most likely due to the postponement of the conference. It focused its efforts on increasing engagement through PD and learning opportunities, and strengthening internal capacity through the implementation of the Chapter's second strategic plan, approved at the Chapter AGM on June 19, 2019.
- The ON Board has been closely monitoring the COVID-19 situation and are committed to doing its part to flatten the curve. In compliance with the recommendations by Public Health Canada, in-person events are cancelled until such time as the current social distancing recommendations are changed and these types of activities are declared safe by Public Health Canada. To better serve members through the pandemic, it also updated its refund policy to allow for no-risk cancellations.
- ON anticipates further challenges as it works through the ramifications of COVID-19 on the Association. Enrolment in PD courses had been declining for the last two years, and COVID-19 exacerbated this situation. ON was discussing providing PD options in online formats for the past year, including the e-Institute, to expand offerings for members and interested learners outside the Greater Toronto Area. Its most recent membership survey, completed with support from a Nipissing University UG student placement along with membership committee volunteers, solidified its commitment to offering more web-based learning.
- ON continued to support evaluation networks, including the Evaluation Café, originally a peer community of 700+ evaluation practitioners and members of other disciplines in the Greater Toronto Area. The network has expanded to Evaluation Café Ontario, and volunteers

Priority 2: Engage, Attract and Retain Members

have stepped forward to support a local community of practice in the Waterloo & Wellington region. The Chapter encourages other local communities to make use of the Evaluation Café Ontario platforms. Evaluation Café Ontario moved to hosting biweekly virtual meet-up events focused on “Evaluation during social distancing.” ON continued to sponsor Evaluation Café networking and learning events, including two in-person networking socials (one specifically for outreach to new practitioners and students, and the other to support those interested in becoming a Credentialed Evaluator) and one webinar learning event on the Common Approach, in partnership with Carleton University.

- ON will continue to build its partnership capacity by developing new partnership and supporting communities of practice in Ontario through planned:
 - ▶ Mentorship initiative for members interested in applying for the Credentialed Evaluator designation;
 - ▶ Focused work to support evaluation within the not-for-profit sector and communities of practice;
 - ▶ Enhanced outreach to students and new practitioners in evaluation;
 - ▶ Increased access to events and activities to members outside the Greater Toronto Area via the use of webinars;
 - ▶ Implementation of a new member welcome kit/orientation to CES benefits and resources; and
 - ▶ An analysis of membership data to inform planning to best meet member needs and interests.

Prince Edward Island (PEI) Chapter

- At the November 2019 AGM, the Chapter was pleased to recognize Paul Chaulk for his tireless dedication in advancing evaluation on PEI and for his continued leadership and contributions to the Board of Directors. Paul has volunteered countless hours to our group since joining 23 years ago. Over the many years that he has been a member of this Chapter, Paul has been instrumental in developing and organizing professional development sessions for members that are

often only available in larger provinces. Through his work, the Chapter has had opportunities to learn from Michael Quinn Patton and other icons of evaluation. Despite having heavy professional demands that often take him out of province and working all hours of the day, Paul provides consistent and tireless dedication to the PEI Chapter.

Saskatchewan (SK) Chapter

- The membership remained stable over the course of the year. In May 2019, there were 47 registered members, and in April 2020, there were 45. There were three new Credentialed Evaluators in the membership this year, which put the total percentage of CEs in SK to 24% of membership.
- SK continued to use a dedicated administrative assistant to respond quickly to member requests and maintain a member mailing list.
- In 2019, the Chapter’s Twitter account gained 63 new followers. SK also promoted eight new job positions to its membership.

Société québécoise d’évaluation de programme (SQÉP)

- SQÉP is a gathering place for discussion and training, open to all evaluation professionals in the public and private sectors.
- Each year, SQÉP has nearly 300 members from the public and private sectors show an interest in evaluation.

Yukon (YT) Chapter

- YT drafted a Chapter Strategic Plan and accompanying implementation guide.
- YT worked with the e-Institute to develop an online training pilot program to be offered remotely to its members.
- YT formally established the Chapter as a Society under Yukon’s *Societies Act*.
- YT Identified an emerging evaluator to attend C2020 (postponed due to COVID-19 pandemic).

Priority 2: Engage, Attract and Retain Members

- Premier Sandy Silver was invited to speak to about the Government of Yukon's vision for evaluation at a member event in April 2020 (postponed due to COVID-19 pandemic).
- Membership in the Chapter was stable over the year, averaging 15 members. Current demographics include one not-for-profit, 12 individual and three senior members. One member is a Credentialed Evaluator.

2019-2020 Activities of Working Groups

Diversity, Equity & Inclusion Working Group (DEI WG)

- The DEI WG is creating a web resource, "Organizational Practices for Becoming More Inclusive," based on a review of literature to identify promising practices and theories around DEI that could support the work of the CES and its members. Tip Sheets summarizing the CES-relevant findings from the review for each of CES' modalities will be created.
 - The DEI WG is developing a DEI training pilot series of CES-specific DEI training activities. To that end, DEI WG developed and promoted a call for proposals for the work; redeveloped and reissued the call in light of the postponement of C2020; recruited and evaluated applicants; and will manage contracting, development and delivery of the DEI training. In 2020-2021, DEI webinars and online curriculum will be developed for members.
- The DEI WG provided guidance and resources in C2020 DEI efforts, including:
 - The C2020 Diversity Lead, a member of the DEI WG, was responsible for attending monthly management meetings, meeting with key actors individually, researching and creating content and reviewing content and decisions (which will continue, as the conference was postponed to C2021 due to COVID-19);
 - The creation of educational content to support potential presenters to avoid engaging in cultural appropriation
 - The creation of educational content to support potential presenters to integrate gender analysis into their work; and
 - Advice on custom service/mental health first aid information for volunteers, ally-host resources and recruitment, identifying DEI sensitive topics, creating a sensory-sensitive safe, and creating an Indigenous space.
 - The DEI WG is engaged in evaluation efforts of the C2020/21 by providing support with data collection and analysis of the activities undertaken by the C2020/21 Conference Committees and Working Groups to enhance DEI.

Priority 3: Advocate for Evaluation among Evaluation Users

The following are the key activities CES undertook to advocate for evaluation among evaluation users in 2019-2020.

2019-2020 Activities of Chapters

British Columbia (BC) Chapter

- BC hosted two culturally responsive evaluation workshops (Victoria and Vancouver) led by BC Indigenous Business Award winners that centred on the legacy of colonization, reconciliation movement and allyship.
- Non-members who have previously attended events can choose to maintain a profile for future events and forum conversations. Approximately 800 people have chosen to do so.

Manitoba (MB) Chapter

- MB is currently researching the Government of Canada's Policy on Results and Directive on Results to engage the Province of Manitoba, as well as the municipal governments of Winnipeg, Brandon and Thompson.

New Brunswick (NB) Chapter

- As one of the smaller Chapters in Canada, NB would like to see an increase in the participation of government and the not-for-profit sector in CES and in the evaluation practice. As the financial situation of the province may be such that expertise in program evaluation is not seen as affordable, CES has a role to play in introducing program managers to becoming smart consumers and good practitioners. To this end, 140 letters have been sent to civil servants with an overview of CES, the e-institute, the annual conference and the local Chapter. Thanks to Robyn LeBlanc, who provided advice on how to reach out to the not-for-profit sector, which will be the target of the second round of letters. The universities who have courses in program evaluation will be targeted in the third round. CES and the CES Educational Fund would likely be of interest to instructors who may consider entering the Student Evaluation Case Competition or to students who have need of scholarship.

- A presentation on CES and Program Evaluation was hosted by the IPAC group to introduce their members to the organization and current evaluation practice. It was stated that there was an interest in the subject and NB are hoping for additional invitations to present.

National Capital (NC) Chapter

- Fiscal year 2019-2020 was the first year in the implementation of the NC's three-year Chapter Partnership Strategy. The emphasis in the first year was to reconfirm and formalize past "existing" partnerships with the Chapter, before initiating new cooperation arrangements. In April 2020, the Chapter signed a five-year Cooperation Agreement (2020-2024) with the Performance and Planning Exchange (PPX). This Agreement template will be used in other partnership arrangements.

Nova Scotia (NS) Chapter

- Three NS Board members participated in the Indigenous Evaluation Think Tank in February 2020, hosted by Indigenous Services Canada. The Think Tank presentation and report examined the relationship between Indigenous Worldview and stewardship of natural systems. The members promoted CES and the Chapter at the sponsored break.
- In its Wednesday Webinar Series, NS promoted a Blue Marble Evaluation Webinar presented by Dr. Nicole Bowman on "Critical Tribal Theory and Sustainable Development."

Yukon (YT) Chapter

- YT facilitated the pilot delivery of the e-institute's online ESS course to four Government of Yukon employees.
- YT offered input to the Government of Yukon's newly established Evaluation Unit for the development of a government-wide evaluation policy to support effective public policy decision-making.
- YT engaged with the Government of Yukon's Organizational Development Branch to explore opportunities for evaluation-related PD.

Priority 3: Advocate for Evaluation among Evaluation Users

2019-2020 Activities of Working Groups

Diversity, Equity & Inclusion Working Group (DEI WG)

- The DEI WG submitted a proposal for Special Project Funding in May 2020 to support the development of a reconciliation-specific webinar and Tip Sheet to be developed in conjunction with Canadian Indigenous evaluation community members.

Appendix A: Diversity, Equity and Inclusion

Evaluators play a crucial role in addressing systemic issues of diversity, equity and inclusion, as they are often in positions to influence the decisions of governments, service providers and other social organizations. Evaluators must work to dismantle systems and structures of oppression that produce social injustices and inequities in order to support equity for communities that have faced historical and ongoing marginalization.^{1,2}

Equity refers to the active removal of barriers and biases that limit the meaningful participation of all people and that perpetuate unequal distributions of power, resources and opportunities.

CES is committing to reflecting on how dynamics of power and privilege create systemic inequities, intentionally working to dismantle these systems, and finding pathways to provide opportunities for redistributions that redress historical and continued disparities.^{3,4,5}

Diversity captures the distinct life experiences, identities and knowledge of people and communities. In the Canadian context, factors such as ability, age, race, ethno-cultural background, Indigeneity, citizenship, language, socioeconomic status, gender, sexual orientation, religion and beliefs, among others, are examples of how diversity is categorized. Particular consideration is given to how these elements intersect and affect relations of power and privilege differently in people's lives and communities.

CES is committing to respecting and supporting a diversity of perspectives and life experiences, and promoting culturally-responsive evaluation, which values multiple knowledges and approaches contingent on context, and collaborative relationships with communities.

Inclusion supports and maintains a diversity of members, voices and perspectives by ensuring that all individuals feel that they belong, that they are valued and that they are comfortable to participate as their full selves.

CES is committing to creating a culture of inclusion through the active and intentional process of critically reflecting on biases, identities and relations of power to create spaces that are welcoming and supportive.

CES is also supported by its Diversity, Equity and Inclusion Working Group, through its efforts at active reconciliation, rooted in but not limited to the following resolutions, as presented by the Diversity Working Group and adopted by the board on May 4, 2016:

- *Resolved*, that the Diversity Working Group supports the CES in implementing consideration for reconciliation in its activities.

¹ Thomas, Veronica G., Anna Madison. (2010). "Integration of Social Justice Into the Teaching of Evaluation." *American Journal of Evaluation*. 31 (4), 570-583.

² Caldwell, Leon D., Katrina L. Bledsoe. (2018). "Can Social Justice Live in a House of Structural Racism? A Question for the Field of Evaluation." *American Journal of Evaluation*. 40 (10), 6-18.

³ Mertens, Donna M. (2007). "Transformative Considerations: Inclusion and Social Justice." *American Journal of Evaluation*. 28 (1), 86-90.

⁴ House, E. R. (1993). *Professional evaluation: Social impact and political consequences*. Newbury Park, CA: Sage Publications.

⁵ Dean-Coffey, J. (2018). "What's Race Got to Do With It? Equity and Philanthropic Evaluation Practice." *American Journal of Evaluation*. 39 (4), 527-542.

Appendix B: Sustainability

The CES Sustainability Working Group (SWG) is informed by the following sustainability concepts:

...development that is sustainable in terms of social progress, equity and inclusiveness, and economic development without undermining the natural resource base and ecosystems that we all depend on.

- Juha Uitto, personal correspondence, 2018

Indigenous peoples are caretakers of Mother Earth and realize and respect her gifts of water, air and fire. ... Everything is taken and used with the understanding that we take only what we need, and we must use great care and be aware of how we take and how much of it so that future generations will not be put in peril.

- "Honouring Earth," Assembly of First Nations. Retrieved September 5, 2018: <http://www.afn.ca/honoring-earth/>

The SWG describes sustainability-ready evaluation as the evaluation of coupled human and natural systems for equitable mutual benefit within and among these systems.

Additional guideposts within CES's broader context include:

- 1) The United Nations (UN) Sustainable Development Goal (SDG) progress on valuing the intrinsic rights of non-humans within equity-focused evaluation: The UN's 2030 Agenda for Sustainable Development led to new guidance on the Inclusive Systemic Evaluation for Gender equality, Environments and Marginalized voices (ISE4GEMs) that acknowledges the marginalized voices of flora and fauna.
- 2) *Canada's Federal Sustainable Development Act*: This Act informs the preparation of Canadian evaluators to generate and mobilize decision-relevant evidence on interconnected human and natural systems. Intergenerational equity and the unique role of Indigenous Canadians (UNDRIP, TRC, Active Reconciliation) is explicit in the Act, as is the role of results-based management.

The purpose of this Act is to provide the legal framework for developing and implementing a Federal Sustainable Development Strategy that will make decision making related to sustainable development more transparent and subject to accountability to Parliament, promotes coordinated action across the Government of Canada to advance sustainable development, and respects Canada's domestic and international obligations relating to sustainable development, with a view to improving the quality of life of Canadians.

In section 5, the Act specifies:

- (a) ... the **need for the Government of Canada to integrate** environmental, economic and social factors in the making of all of its decisions;
 - (b) the **principle of intergenerational equity**, which is the principle that it is important to meet the needs of the present generation without compromising the ability of future generations to meet their own needs;
 - (c) the **principle of openness and transparency**, which is the principle that the release of information should be encouraged to support accountability and public engagement;
 - (d) the **principle that it is important to involve Aboriginal peoples** because of their traditional knowledge and their unique understanding of, and connection to, Canada's lands and waters;
 - (e) the **principle of collaboration**, which is the principle that it is important for stakeholders to collaborate in the pursuit of common objectives; and
 - (f) the principle that **a results and delivery approach** — that allows for developing objectives, developing strategies for meeting those objectives, using indicators for reporting on progress towards meeting those objectives and establishing accountability — is key to meeting measurable targets.
- 3) Cross-disciplinary progress to mainstream interspecies and intergenerational equity as well as social equity, within the discourse and conceptual framing of equity and ethics (e.g., Justice Brian Preston's "What's Equity Got to Do with the Environment?") : The distribution of the benefits and burdens of developing the environment raises issues of equity. The notion of equity concerns evenness, fairness and justice. The members of the community of justice comprise people of the present generation, people of future generations and non-human nature, present and future. Extending equity to these members involves intragenerational equity, intergenerational equity and interspecies equity. These three principles of equity fix not only the process of decision making concerning development of the environment but also the results of decision making.
 - 4) Increasing recognition of colonization, land dispossession and cultural genocide as root causes of an extractive, rather than regenerative culture that drive degenerative design in finance, politics and environmental management.

⁶ Preston, Justice Brian J. (2018). "What's Equity got to do with the Environment?" *Australian Law Journal*. 92(4), 257.



Appendix C: Thank You to our Members!

Thank you to our hundreds of volunteers from across the country and abroad for your dedication and leadership in evaluation, helping to position and advance our practice and profession!

National Board Committees

Executive Committee

This committee oversees the direction and management of the property, business and affairs of CES between meetings of the Board of Directors.

Chair: Sarah Farina, CE
Krista Brower, CE
Christopher Cameron, CE
Nancy Carter, CE
Harry Cummings, CE
Doaa Saddek

Audit Committee

This committee assists the Board of Directors in fulfilling its oversight responsibilities in the areas of financial reporting, internal control systems and the annual audit processes.

Chair: Doaa Saddek

Communications & Marketing Committee

This committee assists the Board of Directors in fulfilling its oversight responsibilities regarding communication to members, and the promotion of CES and its membership services.

Chair: Krista Brower, CE
Kristin Gushuliak
Lisa O'Reilly, CE
Marika Warner

Fellows Executive Committee

This committee represents the voices of the Fellowship and draws upon their leadership and experience in furthering the objectives of CES and advising the National Council on various matters, including policies, procedures and awards.

Chair: Robert Lahey, FCES
Kaireen Chaytor, FCES
Linda Lee, FCES
Steve Montague, FCES

Governance & Process Committee

This committee ensures the Board of Directors fulfills its legal, ethical and functional responsibilities through adequate governance policy development and monitoring of Board activities and processes.

Co-Chairs: Susan Hollett, CE & Alaina Roach O’Keefe
Patricia King, CE
Matt Jacques, CE

Professional Learning Committee

This committee is responsible for identifying the knowledge and skills relevant to the professional practice of evaluation in Canada, and for supporting and promoting their acquisition.

Chair: Nancy Carter, CE
Sherri Bisset, CE
Nicole Michaud
Brenda Stead, CE
Marla Steinberg, CE

Chapter Boards

Alberta–Northwest Territories Chapter

President: Allison Larsen, CE
Vice President: Kellie Jackson
Treasurer: Judith Krajnak
National Representative: Krista Brower, CE
Director, Professional Development (Edmonton):
Cristina Popescu
Director, Professional Development (Calgary):
Siegrid Deutschlander; Jana Lait
Director, Professional Development (Yellowknife):
Pawan Chugh
Director, Advocacy: Sharlene Wolbeck-Minke, CE
Director, Membership: Carrie Bibik

Director, Events: Sherry Lovely

Director, Communications: Christine Vandenberghe

Director-at-Large/NWT: Deborah DeLancey, CE

Directors-at-Large: Samantha Larose, CE; Naomi Parker;
Grace Shen Tu

Past President: Trish Paton

Administrator (non-executive member): Carla Beirnes

British Columbia Chapter

President: Beth Snow, CE

Vice President: Sheila Matano

Treasurer: Jeanne Legare

Secretary: Kile Brokop

National Representative: Lisa O’Reilly, CE

Past President: Sarah Farina, CE

Members-at-Large: Colleen Craig (Conference); Golareh Habibi (Membership); Tatiana Popovitskaia (Conference); Marla Steinberg, CE (Professional Development & Communications)

Lower Mainland Area Co-ordinators: Damien Chen; Lulu Li

Vancouver Island Co-ordinator: Connie Berrios; David Josey

BC Interior Coordinator: Don Murray

Manitoba Chapter

President: Ryan Catte, CE

Vice President: Andrew Buchel, CE

Treasurer: Maria Reyes

Secretary: Denise Belanger, CE

Interim National Representative: Marianne Krawchuk, CE

Past President: Gerry Kaplan

Professional Development Officer: Ryan Catte, CE

New & Emerging Evaluator Officer: Gerry Kaplan

Membership Development Officer: Andrew Buchel, CE

Members-at-Large: Kate Dubberley; Tina Sorenson;
Ashley Willoughby

New Brunswick Chapter

President: Karyn Hicks, CE
Vice President & National Representative: Brenda Stead, CE
Secretary: Carrie Tanasichuk
Treasurer: Deanna Slatery-Doiron
Past President: Courtney Amo, CE
Members-at-Large: Robyn LeBlanc; Joannie LeBlanc

National Capital Chapter

President: Emily Brennan
VP Professional Development: Nicole Michaud
VP Communications: Ashraful Hasan
VP Networking: Marie-Philippe Lemoine
Treasurer: Stephen Kester
Secretary: Marie-Philippe Lemoine
National Representative: Nicole Michaud
Partnership Lead: Wayne MacDonald
Membership Lead: John Burrett, CE
Conference 2020/2021 Board Liaison: Marie-Philippe Lemoine
Communications Support: Stéphanie Jolette
Professional Development Support: Allysa Olding
Student Representative: Lisa Langton
Treasury Board of Canada Representative: Cédric Ménard

Nova Scotia Chapter

President: Andrealisa Belzer, CE
Vice President: Dorian Watts, CE
Treasurer: Joanna Nemis-White
Secretary: Dessi Telbis
Past President & National Representative: Nancy Carter, CE
Membership Chair: Evan Poncelet
Program Chair: Kaireen Chayter, CE
Technology Chair: George Frempong
Members-at-Large: Lisa Jacobs; Paula Hutchinson

Newfoundland & Labrador Chapter

President: Nicole D. Power
Vice President (Professional Development Chair): Allison Mullaly, CE
Treasurer: Sandra Parsons
Secretary: Michael Ryan
National Representative: Susan Hollett, CE
Directors-at-Large: Bruce Gilbert; Tom Heeley; Tracy Rideout-Fitzpatrick; Janelle Skeard; Scott Taylor
Student Director-at-Large: Al Matt
Administrative and Accounts Manager: Felicia Rice

Ontario Chapter

President: Roxana Vernescu
Vice President: Nikhat Rasheed
Treasurer: Heather Walters
Secretary: Nick Petten
National Representative: Patricia King, CE
Past President: Nikhat Rasheed
Co-Chairs, Membership Committee: Eden Amare, Paul Bakker, CE
Co-Chairs, Professional Development Committee: Arubah Nadeem (to March 2020); Marion Trent-Kratz, CE
Directors: Kelsey Chawla, CE; Donna Howard, CE; Marisha Holmberg (May 2020 onwards)
Administrative Coordinator: Kaitlyn Kochany

Prince Edward Island Chapter

President: Sandra Currie, CE
Vice President & Professional Development Committee Chair: Paul Chaulk, CE
Treasurer: Jenna Lee
Secretary: Dr. Charlene VanLeeuwen
National Representative: Dr. Alaina Roach O'Keefe
Past President: Dr. Tess Miller CE
Membership Committee Chair: Jennifer LaRosa

Société québécoise d'évaluation de programme

President: François Béland

Vice President & National Representative: Sherri Bisset, CE

Treasurer: Marguerite Wotto

Secretary: Aicha Ibrahim Ahmed

Past President: Martin Dorion

Directors-at-Large: Maria Arauz; Arnaud Bemmo; Josée Daris; Jérôme Leblanc; Jean-François Lévesque; Lynda Olivia Rey; Paul Vincent Segoun

Saskatchewan Chapter

President: Micheal Heimlick, CE

Treasurer: Maureen Matthew, CE

Secretary: Andrew Hartman

National Representative & Member-at-Large:
Kristin Gushuliak

Past President: John Marshall

Members-at-Large: Temi Adediji; Megan Clark; Shaneice Fletcher-Hildebrand (Social Media & Student Representative); Karen Lawson, CE

Yukon Chapter

President: Paul Kishchuk, CE

Vice President: Travis Amour

Treasurer & Secretary: Amos Westropp

National Representative: Lara Zaluski (to May 31, 2020)

Director-at-Large / Professional Development Representative: Gaye Hanson

Director-at-Large: Lara Zaluski (after June 2, 2020)

Task Forces, Working Groups and Other Boards

Diversity, Equity & Inclusion Working Group

This group advises the Board of Directors on issues relating to diversity, equity and inclusion within CES; and promotes inclusive evaluation practices within the evaluation community.

Co-Chairs: Joanna Kocsis & Nick Petten

Vanessa Anastasopoulos

Kas Aruskevich

Diane Billingsley

Taib Boyce

Thea Bracewell

Sheryl Davis

Victoria Diaz

Lais Dourado

Sara Marshall

Nuha Mohamed

Anne Peterson

Tiffany Pollock

Rhonda Rosenberg

Marcela Tapia, CE

Jane Whynot

Ethical Guidelines Task Force

This task force reviews and, as necessary, renews CES's Ethics Statement.

Chair: Christopher Cameron, CE

Task Force Members

Vanessa Anastasopoulos, CE

Marthe Hurteau, CE

Natalie Kishchuk, CE

Birgitta Larsson, CE

Émilie Peter

Brenda Stead, CE

Reference Group Members

Robert Czerny, CE

Arnold Love, CE

Wayne MacDonald

Jim McDavid

Sandra Sellick, CE

Sustainability Working Group

This group advises the Board of Directors on issues relating to the sustainability of CES activities and increases capacity for sustainability-ready evaluation within the evaluation community.

Chair: Andrealisa Belzer, CE

Deborah DeLancey, CE

Matt Jacques, CE

Andy Rowe

Canadian Journal of Program Evaluation Editorial Board

The *Canadian Journal of Program Evaluation* is published three times a year by the Canadian Evaluation Society to promote the theory and practice of program evaluation in Canada.

Editor-in-Chief: Isabelle Bourgeois

Editorial Coordinator: Stéphanie Maltais

Associate Editors: Jill Chouinard (Practice Notes), Johann Jacob (Marketing) & Jane Whynot (Book Reviews)

Social Media Coordinator: Christine Vandenberghe

Board Members

Courtney Amo, CE

Tim Aubry, CE

Nicole Bowman

Ayesha Boyce

Bernadette Campbell

Brad Cousins, CE

Sarah Earl

Paul Favaro, CE

Marie Gervais, CE

Steve Jacob

Marlène Laeubli

Chris Lovato, CE

John Mayne, CE

James McDavid

Céline Mercier

Anita Myers, CE

Michael Obrecht, CE

John Owen

Burt Perrin, CE

Cheryl Poth, CE

Hallie Preskill

Lynda Rey

Lucie Richard

Valéry Ridde

Ray Rist

Daniela Schröter

Robert Schwartz

Mark Seasons

Nick Smith

Sanjeev Sridharan

Certified Evaluator Credentialing Board

This board is the decision-making body for the Professional Designations Program, and is tasked with considering the merits of members' application for credentialed status and making fair decisions on applications and appeals for the designation using guidelines and criteria established by CES National Board.

Chair: Christopher Cameron, CE
Michelle Anderson-Draper, CE
Gail Barrington, CE
Frédéric Bertrand, CE
Ian Davies, CE
François Dumaine, CE
Benoît Gauthier, CE
Marie Gervais, CE
Marthe Hurteau, CE
Frankie Jordan, CE
Allison Kerry, CE
Keiko Kuji-Shikatani, CE
Birgitta Larsson, CE
Linda Lee, CE
Judy Lifshitz, CE
Martha McGuire, CE
Hubert Paulmer, CE
Martine Perrault, CE
Jean-Serge Quesnel, CE
Janice Remai, CE
Wendy Rowe, CE
Simon Roy, CE

Curriculum Advisory Board

This board supports e-Institute course selection, development and review, and the evaluation of the e-Institute.

Chair: Marla Steinberg, CE
Shelley Borys, CE
Eliana Clay, CE
Karen Lawson, CE
Nick Petten
Kelly Skinner
Florence Tarrant

Culturally Responsive Reference Group

This group supports course development and review of specialized e-Institute courses.

Chair: Marla Steinberg, CE
Vanessa Anastasopoulos, CE
Larry Bremner, CE
Deborah Delancey, CE
Natalie Gagné
Kim van der Woerd

e-Institute Volunteer Committee

This group supports e-Institute operations by reviewing online courses and marketing.

Temi Adediji
Natacha Hyppolite
Soyeon Kim

C2020 Conference Committees

National Conference Committee Members

Chair: Sarah Farina, CE
Nancy Carter, CE
Scott Kettles
Doaa Saddek

Management Committee

Co-Chairs: Jennifer Birch-Jones, CE; Benoit Gauthier, CE
Wafa Asadian
Andrealisa Belzer, CE
Fred Carden
Charline Cormier
Victoria Diaz
Marie Gervais, CE
Joanna Kocsis
Brianna Lees
Marie-Philippe Lemoine
Deanna McFarlane, CE
Martine Perrault, CE
Elena Petrus, CE
Mark Stiles, CE
Cindy Weeks, CE

Program Committee

Co-Chairs: Jennifer Birch-Jones, CE; Benoit Gauthier, CE
Isabelle Bourgeois
Steve Montague, FCES
Andres Velez-Guerra

Scientific Working Group

Co-Chairs: Benoit Gauthier, CE; Marie Gervais, CE
Jennifer Birch-Jones, CE

Workshop Working Group

Co-Chairs: Jennifer Birch-Jones, CE; Cindy Weeks, CE
Shelley Borys, CE
Nancy Carter, CE
Natalie Lalonde
Neale Macmillan, CE
Anne Patenaude
Morrie Paul
Doaa Saddek
Paula Walters, CE
Anna Ziegler

Thematic Breakfast Working Group

Co-Chairs: Alex Hoffer; Deanna McFarlane, CE
Jennifer Birch-Jones, CE

Social Committee

Co-Chairs: Jennifer Birch-Jones, CE; Elena Petrus, CE
Lina Hammad
Judy Lifshitz, CE
Karen Lowen
Helen Ries

Onsite Coordination Committee

Co-Chairs: Jennifer Birch-Jones, CE; Marie-Philippe Lemoine
Wafa Asadian
Ilunga Bakasa
Emily Brennan
Abdourahamane Diallo
Justin Xavier Kabore

Volunteer Committee

Co-Chairs: Jennifer Birch-Jones, CE; Charline Cormier
Ruth Chamberland, CE
Sylvie Menyengue
Sara Mitchell

International Committee

Co-Chairs: Victoria Diaz; Benoît Gauthier, CE; Louise Mailloux, CE
Stephen Kester
Gunter Rochow, CE
Julia Thomson

Marketing & Promotion

Co-Chairs: Benoît Gauthier, CE; Martine Perrault, CE
Luis Conceicao
Geneviève Félix
Claudia Gomez
Milagros Hornes
Filsan Nur

Information Technology

Co-Chairs: Benoît Gauthier, CE; Brianna Lees
Saif Amali
Wafa Asadian
Azra Dizdarevic

Sponsorship & Exhibition

Chair: Benoît Gauthier, CE
Vanessa Anastasopoulos, CE
Rob Assels, CE
Frédéric Bertrand, CE
Marina Canalejo
Wayne MacDonald
Brian McGowan

Developmental Evaluation

Co-Chairs: Fred Carden; Mark Stiles, CE
Wafa Asadian

Equity, Diversity & Inclusion

Co-Chairs: Jennifer Birch-Jones, CE; Joanna Kocsis
Hillory Tenute

Sustainability Committee

Chair: Andrealisa Belzer, CE
Christina Bonetta

Proposal Reviewers

Julia Arndt
Gail Vallance Barrington, CE
Andrealisa Beltzer
Jennifer Birch-Jones, CE
Shelley Borys, CE
Meaghan Brierley
Bobby (Thomas) Cameron, CE
Robert Chatwin, CE
Kaireen Chaytor, CE
Kelly-Lyn Christie
Alexander Crizzle, CE
Robert Czerny, CE
Evangeline Danseco, CE
François Dumaine, CE
Sherry Elnitsky, CE
Reuben Ford, CE
Mélanie Fournier
Kathy Gerber, CE
Anne Gillies, CE
Eleanor Hamaluk, CE
Tom Heeley
Karyn Hicks, CE
Abdirahman Hussein, CE

Ilene Hyman
Yasser Ismail, CE
Janet Ivory
Matt Jacques, CE
Sandra Johansen
Reanne Kinsella, CE
Natalie Kishchuk, CE
Birgitta Larsson, CE
Karen Lawson, CE
Linda Lee, CE
Dominique Léonard, CE
Judy Lifshitz, CE
Lois Little, CE
Neale MacMillan, CE
Richard Marceau
Maureen Matthew, CE
Laurie McCaffrey
Jim McDavid
Erica Downes McDiarmid, CE
Lori Meckelborg
Sandy Moir, CE
Cassandra Montanino
Kim Morral, CE
Donald Murray, CE
Marina Niks
Michael Obrecht, CE
Valeria Pandelieva, CE
Hubert Paulmer, CE
Carla Plotnikoff, CE

Katy Pollock, CE
Kathryn Radford, CE
Janice Remai, CE
Gunter Rochow, CE
Andy Rowe
Simon Roy, CE
Doaa Saddek
Nicole Saulnier
Houssene Sebogo, CE
Grace Shen-Tu
Robert Shepherd, CE
Deanna Slattery-Doiron
Heather Smith Fowler, CE
Roman Srutek
Marla Steinberg, CE
Diana Tindall, CE
Shannon Townsend, CE
Ghislaine Tremblay, CE
Hema Vyas, CE
Paula Walters, CE
Jane Whynot
Kelly Wiens
Helene Wirzba, CE
Sharlene Wolbeck Minke, CE
Kate Woodman, CE
Serge Eric Yakeu Djiam, CE
Rae-Anne Zaroski, CE
Biljana Zuvela, CE