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Association

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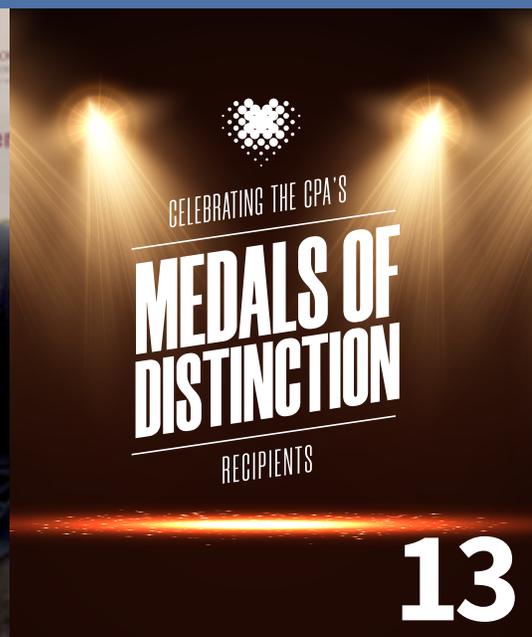
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When I first started as President of the Canadian Physiotherapy Association (CPA), I was fortunate to spend a year as President-Elect working alongside, now Past President, Sarah Marshall. It was valuable to have this time to learn “the ropes,” understand the intricacies of being the chair of the “company,” and get to know the ins and outs of the past, present, and future vision of the Board, members, and the physiotherapy community.

As I took on the role in June 2019, I still relied heavily on Sarah and my peers on the Board for advice and counsel on issues pertinent to the profession. I found myself consulting with many people—members; previous chairs; CPA Board members; members of other

professions; Division and Branch leadership; and others. With each conversation, my approach, perspective, and responses strengthened.

I had formal opportunities to engage with many of my peers during Board meetings, Branch Presidents' Forum meetings, and Division Chair Committee sessions. What was lacking, I felt, was a formal mechanism for me to hear the perspectives, opinions, and advice from the CPA's past presidents.

As a result, I convened the first meetings of the CPA's Past Presidents' Council in 2019, a collective of physiotherapy leaders who have built and shaped the CPA into what it is today, and what it has the potential to become.

Through these initial meetings, it became obvious that we have had an impressive collection of leaders serving the Association. However, we felt that not all of our collective voices were represented. With the 100th Anniversary firmly in our sights, we endeavoured to recognize those other voices who have contributed to the profession.

We felt that the CPA's Medals of Distinction would be an opportunity to add those voices, celebrating people of all ages and stages in their career who have demonstrated their contribution to the profession. We were careful, and aligned as a group, that this recognition not be elevated in stature above the two existing CPA awards—the Enid Graham Memorial Lecture Award, the highest honour which can be bestowed upon an Association member, and the Life Membership Award. For this reason, previous Enid Graham Memorial Lecture Award and Life Membership Award winners were deemed ineligible.

There was also agreement that past presidents should be ineligible because they were overseeing the award's process. Ultimately, the nominees for the CPA's Medals of Distinction represent a new group of physiotherapy leaders who have already made, or demonstrated great potential to make, significant contributions to our profession.

In that spirit, the CPA's Medals of Distinction were born. We intended to deliver the awards in 2020 in conjunction with our centenary. However, the pandemic required that we all remain flexible and we decided to move the celebrations to 2021.

I would like to take this opportunity to also highlight our Enid Graham Memorial Lecture Award and Life Membership Award recipients, who are featured in this special issue. Thank you for your leadership, support, and for empowering the future generations of our profession. Your contributions paved the way for these 100+ physiotherapy leaders to be recognized. Your voice, drive, and passion for physiotherapy, the improvement of health outcomes and patient health and safety, are the backbone of this profession. We continue to recognize and celebrate the role you've played in building a profession of leaders, innovators, and changemakers.

To our Medals of Distinction recipients—keep pushing the physiotherapy profession forward. Keep challenging the status quo. On behalf of the CPA, the CPA's Past Presidents' Council, and the profession, writ large—we need you. We need you to continue to think differently, work hard, and expect more from the profession. Change is scary and uncomfortable, but it is also what makes us better. Keep inspiring those around you and the leaders to come.

It has been an honour to work alongside the CPA's Past Presidents' Council to assemble this list to recognize these changemakers and to celebrate the accomplishments of this profession. Please enjoy this issue as you learn more about some of the incredible people working, supporting, and driving physiotherapy in Canada today and in the future. ❄️

Yours in Health,
Viivi Riis, PT, MSc.
President, Canadian Physiotherapy Association

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Leaning Into Our Discomfort: A Way to Move Forward

Mari Udarbe Han, B.Sc., B.M.R.-P.T., CPA member since 2008

BBI
student collective
POC

IN COLLABORATION WITH THE NATIONAL STUDENT ASSEMBLY

“How old are you?”
“You have strong hands for such a tiny girl.”
“Where are you really from?”
“Running a business is too much responsibility for a woman.”

These are only a handful of things I’ve heard from both patients and peers. I’m sure many of you have experienced this as well. As I write this piece to celebrate 100 years of physiotherapy, I am also writing to encourage reflection. Not only on how the profession has changed, but how the profession can change for the better.

My first experience with physiotherapy followed ACL reconstruction surgery in Grade 11. I was playing three-on-three basketball the previous summer and tore my ACL. Unfortunately, my family physician didn’t catch the injury and I was told, “Nothing is broken. Take Tylenol, apply some ice on that knee, and you can get back to playing sports in a couple of weeks.” And that’s exactly what I did. For exactly 10 months, I continued to play volleyball, basketball, and rugby on an injured knee. By the time I saw a physician of sports medicine, my medial meniscus had also taken a beating and surgical repair was the best course of action.

From a Filipino perspective, having any type of surgery is taboo; it comes with negative connotations. My parents were quite sad for me, but I was just happy to move forward. After the surgery, I was referred to physiotherapy for post-surgical ACL rehab. Like most immigrants, my parents did not have any extended health benefits, so I was placed on the waitlist for outpatient physiotherapy at a hospital. My physiotherapist was kind but had a busy caseload, so she was quite hands-off during my time there. My rehab was adequate—I regained my knee range of motion and was able to run again.

Considering this happened before all the evidence-based ACL protocols we now have in place, the rehab I received wasn’t sports specific. Until I got injured, I was on track to play varsity basketball; however, I was told by the surgeon that I needed a \$1,000 knee brace in order to play that fall. Being that my hoop dreams were definitely not within my family’s budget, I did not

return to play that year. Instead, I focused on my academics and starting university. I am not sure that I really understood the gravity of the situation at that time; however, knowing that these barriers exist for patients from immigrant families, or racialized backgrounds, has impacted my practice in so many ways.

Lessons Learned From a Mentor and Foreign-Trained Physiotherapist

Fast forward to the beginning of my career when I was introduced to my first employer, Sherilyn Daquis, through a mutual friend. Naturally, I was in search of a position as a new graduate and found out that this Filipina, who happens to be a foreign-trained physiotherapist, recently opened her own practice. I met with her and was immediately in awe. She had a vision and she stood by it until it came to fruition. She hired PTAs that were also foreign-trained clinicians studying to complete their qualifying exams so that they could become registered and licensed to practice physiotherapy in Canada. This business was owned and operated by a woman, a mother of four, and a community builder. Because we offered services in both English and Tagalog, I was able to reach an underserved population who were not yet enlightened to the value of physiotherapy. It took a lot of effort to instill my love for movement and exercise with those that prioritize feeding their children over their own health. My time at this clinic was a labour of love. It was a first-hand look at how initiatives that are inclusive, that recognize these unique cultural barriers, and allow for equal opportunity can be successful. Sherilyn has now opened a second location serving the inner city in Winnipeg and proudly employs a team of clinicians who are from various racialized backgrounds.

Are We Truly a Vocation of Service?

Physiotherapy is a vocation of service, first and foremost. Our patient-centred approach to care certainly reflects this quality. But, are we truly patient-centred if the case studies taught in school do not reflect the populations we treat in the real world? More often than not, new graduates are faced with real-life

situations that have never been presented to them during their studies. There is no doubt that learning the fundamental concepts of anatomy, movement, biomechanics, and cultivating our hands-on clinical skills are integral. But what about our hands-off skills? Why don't we talk about the effects of oppression and trauma as part of our training? Specifically, why aren't we including discussions on the history of racist policies and subsequent trauma imposed on the Indigenous peoples of Canada and how this has resulted in health disparities today. Why don't we practice effective listening and motivational coaching in school? Why don't we have more conversations around gender and how to apply this to our practice? Why don't we learn from the lived experiences of our peers who are immigrants or were trained in another country?

As physiotherapists, we tend to compartmentalize our personal lives from our identity as clinicians for the sake of professionalism. We have been taught the importance of neutrality in the way we carry ourselves, as if neutrality gives us immunity from harmful and oppressive behaviours. Though we may feel powerless to change age-old institutions, the truth is WE have the power to change.

We can eliminate our own biases. We can name problematic behaviours; we can apologize and commit to genuine corrections. We can learn and, in turn, teach everyone in our lives the importance of doing the self-work in order for us to truly challenge the system.

We must use our voices, even when we are still learning about ourselves and the reality of these injustices. Because if we wait until we become experts, then we would have missed opportunities to stand up and show up for another person being oppressed. That person could be your neighbour, the barista who makes your coffee, the bus driver, the secretary at your clinic, your grandparent, your child, or it could be your patient.

Learn to Lean Into Our Discomfort to Grow

We must not sacrifice our voice because we are afraid to make mistakes in front of our peers. We must be willing to step into our humanity and lean into our discomfort in order to grow. Isn't this exactly how we advise our patients when we set expectations for physiotherapy? Rehab is not a linear progression. It's up and down, but it is always moving forward. It involves living outside of our comfort zones in order to see results and to perform better. We should realize how privileged we all are to be able to practice such an incredible profession and help so many. Let us honour those less privileged by practicing what we preach. Our humanity should be reflected in our work and our interactions, regardless of the setting. This cannot be done by being silent, by being complicit, and by being neutral.

The Forming of the BBIPOC PT Student Collective

If being ourselves is radical and revolutionary, then we should start a revolution now and for the next 100 years. So, I decided to take a leap. In consultation with many inspiring clinicians who have expressed their allyship (including Dr. Dave Walton, Dr. Tracy Blake, Stephanie Lurch, Meredith Smith, Adiliah Hanaa, Dr. Stephanie Nixon, and Dr. Janelle Unger, to name a few), the BBIPOC PT Student Collective was formed in collaboration with the National Student Assembly (NSA) of the CPA. This initiative aims to provide a space dedicated to amplifying the voices of students who identify as Black, Brown, Indigenous, and other racialized backgrounds, and to provide the opportunity to connect with experienced BBIPOC physiotherapists throughout Canada.

In hindsight, I think that working with Sherilyn influenced me in more ways than I can imagine. As a student, I never had a desire to open my own business, but having her as a mentor early in my career made me believe it was possible. And, now, here I am – a first generation Filipina-Canadian with my own practice after a decade of physiotherapy under my belt. Representation is not everything, but it is powerful and I believe that the BBIPOC PT Student Collective will allow BBIPOC students to be empowered to take ownership of their uniqueness and be inspired by what is possible, even before they graduate.

The Year the World Woke Up

The year 2020 woke up the world; it was a pivotal time for growth. We were forced into uncomfortable situations which opened our eyes to the importance of humanity. Being stuck in lockdown, we could no longer look away from social injustices that are still prevalent today—the continued erasure and mistreatment of Indigenous communities in Canada; the rise of anti-Asian hate crimes; gender-based violence against women and, especially, trans women; and the prevalence of anti-black racism evidenced by the death of George Floyd and so many other Black Americans under the hands of the police. The list goes on and on.

Our success as clinicians is dependent on connection. I believe that if we commit to working on becoming better human beings by leaning into our discomfort and re-connecting with our values, then, together, we can actively fight against oppression of all kinds. If we can normalize this practice, then a genuine connection with one another and with our patients would be a step towards becoming even better physiotherapists. It is my hope that each one of us can pass this message on to every generation for the next 100 years so that, even as our profession evolves, we are able to preserve the humanity of our work and that our true calling moves and manifests towards meaningful change for our children and their children's children. 🌱



Mari Udarbe Han is a first-generation immigrant born in Manila, Philippines. She has been practicing for 10 years with experience in orthopaedics, treating various sports-related and musculoskeletal injuries. Inspired by her own dance journey, Mari is passionate in advocating for artist health and wellness. She is the owner and operator of 519Physio, a treatment space housed within 519 School of Hip Hop

where artist mentorship, wellness coaching, and hip-hop culture are made accessible to the local dance community. Her day job involves conducting occupational health assessments through the Ontario Workers Network Specialty Back & Neck Program. In collaboration with the National Student Assembly (NSA) of the CPA, Mari has helped launch the BBIPOC PT Student Collective. This initiative is dedicated to amplifying physiotherapy students and new grads who identify as Black, Brown, Indigenous, and from other racialized backgrounds. Mari aims to normalize conversations around anti-racism/anti-oppression in order to foster decolonized thinking and interactions within physiotherapy.



Taking a break from collecting data. (Then) Research and Evidence Practice students Jamie Deloyer, Alana Boyczuk, Kyle Ferrigan, Kevin (Mack) Muncaster (MSc Physiotherapy Program, McMaster University, left to right) at the Canadian Physiotherapy Association's Congress 2016 in Victoria, BC.

Core Professional Values of the CPA:

A National Road Trip

Vanina Dal Bello-Haas, PT, BSc(PT), MEd, PhD, CPA member since 1984

Pat Miller, PT, PhD, CPA member since 1981

Alana Boyczuk, PT, H.BSc(Kin), MSc PT, CPA member since 2014

Jamie Deloyer, PT, BA(Kin), MSc(PT), CPA member since 2016

Kyle Ferrigan, PT, BA Psych(Hon), MSc(PT)

Kevin (Mack) Muncaster, PT, BSc, MSc(PT)

Dianne Millette, PT, MHSc, DSc (Candidate), CPA member since 1982

Sandy Rennie, PT, DipPT, BPT, MSc, PhD, CPA member since 1974

I still remember sitting in class after we had been given an outline of expectations for our projects. I was scanning the room to see which classmates would be the best fit for a group. After a bit of subtle eye contact, a few nods, and some quick texts, our group was ready for a journey that would surprise us all. I began to worry that I would be in over my head—I had zero research experience. I believe the blank look on my face after being asked “How would you define a core value?” probably affirmed that I was, indeed, in over my head. As our project picked up momentum, I steadily gained confidence in my research abilities and a conviction for the material we had developed. Many months later, the same student that was unable to define a core value, was describing core values to some of Canada’s leading researchers at the Canadian Physiotherapy Association’s conference in Victoria, BC.

During my final year of physiotherapy school, I teamed up with three fellow students and two professors to explore the core values of Canadian physiotherapists. At first, I didn’t know what to think. Who really cares about core values? What does that even mean? Why does this matter? Wait, a free trip to Vancouver Island? Sign me up!

My tutorial group was sitting around a large table in a stuffy room of our building when Dr. Miller announced that she had a thesis project available and was looking for students. I corralled some of my closest program friends and tried my best to sell them on it. They eventually agreed without too much hesitation. Although I had always pictured my project as something more hands-on, I was optimistic that exploring core values would contribute to physiotherapy in Canada and give me a bright perspective on how we, as health care practitioners, contribute to society in important and meaningful ways.

Looking back on my final year of physiotherapy school, I always envisioned that my thesis project would be to look at the efficacy of a treatment program, assessing outcomes of patients, etc. However, to my surprise and despite my initial hesitation, we were going to be looking at something much more abstract. While I knew this was going to be an important project, I had no idea how impactful my participation would be for me and my new career.

– 2016 Research and Evidence-Based Practice Students

Seat Belts On... Start the Car!

We embarked on our journey to identify core professional values and associated behaviours specifically for members of the Canadian Physiotherapy Association (CPA) in the spring of 2016. Core values are at the centre of professionalism, are the determinants of professional behaviours,¹ and are ideally upheld by all members.² As values of a profession guide everyday practice,³ a set of core professional values and associated behaviours are intended to guide the decisions physiotherapists make and the behaviours in which physiotherapists engage as professionals.

Our work began as part of a Physiotherapy Program (McMaster University) Research and Evidence-Based Practice (REBP) project to address an existing gap. Four students and two REBP supervisors completed a scoping review of the published and grey literature and undertook a survey of Association members attending the CPA's professional conference. Ten core professional values were identified: accountability; advocacy; altruism; compassion; equity; excellence; integrity; patient and client-centred care; respect; and social responsibility.^{4,5,6}

“Core professional values are those principles or beliefs that are most important to me, not only as a physiotherapist, but as a person. They help motivate me every day. In addition to individual values, having a set of agreed-upon core professional values helps us think about what is most important to the collective and how our individual values align. They guide our thinking about what we can and wish to accomplish in our professional practice, our relationships with colleagues and patients, and our professional partners such as the Association.”

– Dianne Millette, PT, MHS, DSc (Candidate), Registrar,
College of Physical Therapists of British Columbia

Our Travel Companions

A formal collaboration was established with the Canadian Physiotherapy Association (CPA) through the adoption of a Project Charter, approved by the CPA Board of Directors in 2017. The goals of the project were directly aligned with the CPA 2018-2023 Strategic Plan's “*Champion excellence, innovations, and professionalism in physiotherapy.*” Through the Charter, the CPA agreed to provide resources and opportunities to support the project, including translation and distribution of surveys to validate our work, a communications plan to support the overall project, and staff

expertise and time. We are grateful to have had the opportunity to work with Chantal Lauzon, former CPA staff member.

I found a great amount of ‘value’ in our project and everything that has resulted because of it. Hard to believe that five years have passed since we finished our project. Now, as a practicing physiotherapist, these core professional values most influence my everyday practice.

Excellence: Don't get set in your ways; be open-minded. Challenging what you “think you know” should be an everyday practice. It takes more time to be reflective of the way you practice, but it will make you a better clinician.

Client-centredness: Catering to individual differences. I am a much more effective physiotherapist when I have total buy-in from my patients. Avoiding cookie-cutter approaches to treatment and adapting to individual needs, preferences, and values does not go unnoticed.

Compassion: People want to be heard. Attempting to understand each individuals' unique situations and experiences, and demonstrating empathy makes for strong therapeutic relationships, leading to better treatment outcomes.

– Kyle Ferrigan, PT

The Process

We conducted a series of electronic Delphi (e-Delphi) surveys, meetings, and consultations to finalize the list of core professional values and associated behaviours specific to members of the CPA. The first e-Delphi survey was circulated in January 2018 to all CPA members, including active members (physiotherapists and physiotherapist assistants), retired members, student members, and stakeholders (i.e., regulators and Association executives who were not physiotherapists). The survey was available in both French and English and was accessible for a four-week period.

For each value, participants rated the extent to which they agreed that the specific value “was relevant and essential to the professional practice of members of the Canadian Physiotherapy Association, and important to include in the list of national core values.” A set of associated behaviours was presented for each core value and participants were asked to rate the extent to which they considered each of the behaviours to be associated with that value. Participants were asked to provide rationales or comments for their ratings and to identify any additional core professional values and associated behaviours they felt were missing from the list. Two additional e-Delphi surveys were completed using the same procedures in May 2018 and May 2019.

Working in inpatient rehabilitation has given me the opportunity to see first-hand how important core values are to being truly effective in providing care. My eyes have been opened... not all patients view recovery in the same way; some may want to work tirelessly to correct a minor gait deviation, others are more concerned with getting home and being able to tend to their garden or hobbies. The ongoing struggles of working in a public health care system has required me to adapt my practice. Keeping the person first (client-centredness) has become much more than something repeated in lectures and examined on tests—it became

my way of treating, and it has changed me as a person. I've learned that one of the best outcomes is a client's satisfaction with their recovery journey, whatever that may be to them. The key is not necessarily pursuing what the therapist feels is important (except with respect to safety, of course!).

Looking back, I don't know that I really grasped how important being able to recognize these core professional values was to me as a physiotherapist. Our ability to reflect on them can make us strong practitioners and contribute to a better, healthier society.

While the importance of all the core professional values we identified in our work are obvious to me now, in addition to **client-centredness**, others that are emphasized in my everyday practice are:

Advocacy: "What do you mean my client doesn't meet the ABI program requirements?" As physiotherapists, we spend the most time with our clients and we have a very important role in helping them navigate our health care system.

Compassion: "Life has handed you a pretty poor deal, but you don't have to face it alone." Being the professional that a client can rely on and trust can be just as important to recovery as an effective treatment program. Dedicating time and effort to recovery is much easier to manage when someone feels supported and believes in their care provider.

– Kevin (Mack) Muncaster, PT

In addition to the e-Delphi surveys, members provided direction through a range of meetings and consultations. To gather additional feedback, we held a workshop at the CPA's Congress in Montreal, QC, in November 2018. Participants were asked to provide written and verbal feedback and suggestions about the results and research process thus far, and to suggest knowledge translation strategies that could be used in the future to share the final list of values and behaviours with relevant stakeholders.

We also conducted an online consensus exercise with the CPA's leaders. In November 2019, we invited members of the Board of Directors, Branch presidents, Division chairs and executive members, clinical specialists, the president of the National Physiotherapist Assistant Assembly, and the president of the National Student Assembly to provide their thoughts on the 10 values and associated behaviours, and the results of the third e-Delphi survey. In January and February 2020, we consulted physiotherapists with expertise in diversity and inclusion, cultural safety, health literacy, adult education, and social sciences to seek their feedback on the core professional value definitions, associated behaviour descriptions, and our wording choices. This guided a number of final editorial changes to ensure the wording choices did not represent any assumptions or implicit meanings.

It was not until I was a practicing physiotherapist when my true understanding and appreciation for the importance of this project was realized. The first four years of my career involved a broader range of experiences than I ever could have imagined. Strikingly, regardless of the practice setting (private, acute, home care) or province (Ontario, British Columbia, Nova Scotia) I was in, the core professional values I spent so many hours in the final

year of my degree mulling over with three other students and two passionate professors remained the guiding pillars of my practice. Reflecting on my new grad to now career, I found these three values continue to be the most prevalent in my day-to-day treatment philosophy and interactions with others:

Client-centredness: I tailor each interaction and each treatment plan with the patient and their families in mind. Treatment cannot be successful if not individualized to meet each patient's specific goals and unique circumstances.

Advocacy: I advocate for better care, better access, and better outcomes for my patients.

Accountability: I am accountable to my profession and my patients by promising to do my best every day, always act professionally, and accept responsibility for my mistakes with the goal to always do better.

– Alana Boyczuk, PT

Now, more than four years into practice, I think about core professional values on a daily basis and how they have ultimately driven my career decisions since graduation. Core values motivate me to do better for my patients, influence why I treat the way I do, and ultimately impact my decision making. These three core values most resonate with me:

Integrity: The quality of being honest! Now, in physiotherapy, there are many things we don't 100 per cent know, but to me integrity means focusing on sharing advice to the best of my knowledge and not manipulating the truth for personal gain.

Altruism: The unselfish concern for the wellbeing of my clients. To me, this ties in with empathy and compassion. Treating each patient like I would want my mother to be treated.

Excellence: Always striving to know more and learn more. My goal in physiotherapy is not to always be right, but do my best to be less wrong. As with most learning, the more you know, the more you question what you've learned in the past.

The seemingly silly project and 'sponsored trip out west' has shaped the way I attempt to unify myself around the physiotherapy profession as a whole. Whenever I feel lost or confused, I look to these core values to guide my behaviours.

– Jamie Deloyer, PT

The Final Destination... Are We There Yet?

The Core Professional Values document, comprised of 10 core values and 35 associated behaviours, has been accepted and adopted by the CPA, and can be found on the [CPA's website](#).

It seems that these 10 core values have been part of our implicit professional culture for many years—the same 10 core values that were identified in the literature and through a survey five years ago at CPA Congress were validated through multiple surveys and consultations with input from more than 1,000 Association members.



The CPA's Centenary Medals of Distinction, created to mark the Association's 100th Anniversary, have recognized 100 individuals who impacted physiotherapy from 1920 to 2020 at the CPA's Congress 2021. The CPA, recognizing the importance of the core professional values, has directed the members of the selection committee for the Medals of Distinction to consider how each applicant has embodied and demonstrated one or more of the CPA's Core Professional Values.

These are important first steps. Core professional values reflect who we are as physiotherapists in Canada and what we want to reflect to society, the public, other health care professionals, our patients, and their families. But they shouldn't be, and can't be, mere platitudes or represent a document that languishes. Our CPA core professional values need to be embraced, reinforced in multiple ways, and in multiple formats to be adopted and become a part of our everyday professional lives and conversations. This takes time and will take effort. So, how can we collectively move from a new document to the adoption, integration, and internalization of these 10 core values in practice?

During the November 2019 online consensus exercise, CPA Leaders identified numerous ideas about how to share our core professional values and integrate these values into practice, including:

- a) Develop an infographic or video.
- b) Seek "commitment" from members during the CPA membership renewal process.
- c) Create a self-assessment tool.
- d) Distribute digital formats and hard copies for use by clinicians and other member websites.

What other ideas might resonate with the CPA membership? What and how can educators and clinicians, who are role models and mentors for physiotherapy students and graduates, incorporate the core values into the curriculum, teaching, and practice? How can the CPA and its members be forward-thinking in the implementation and integration of our core professional values into our practice and the Association's activities? What can we do to make the 10 core professional values and the associated behaviours more "visible" and explicit in our day-to-day professional lives?

We hope you enjoyed our ***Where Do Core Professional Values Fit in Practice? A Panel Discussion*** at Congress 2021 on May 13! The session began with a description of how the 10 core professional values were identified and then we discussed the importance and relevance of core values in one's professional practice in the functioning of a professional Association. Thank you for your ideas and perspectives in the facilitated discussion as well! 🍷

"Core professional values, to me, are those intangible, often personal, beliefs, attitudes, and feelings that compel me to be the best version of myself as a physiotherapist. It means being altruistic and well-meaning, while also being pragmatic, honest, and humble. Core values mean not only being true to oneself, but also true to the profession to which we belong. This means putting the profession and the professional Association in concert with personal professional goals, realizing how much the linkage between the two can further us, as individuals, through education, advocacy, innovation, and accountability."

- Sandy Rennie, PT, PhD



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Alana Boyczuk received her Master of Science Degree in Physiotherapy at McMaster University and spent the first two years of her career close to home as a physiotherapist at the Health Centre of Milton and Physical Edge Physiotherapy in Oakville, ON. After falling in love with the west coast on two previous trips (including Congress in 2016!), she relocated to Vancouver, BC,

where she worked for two rewarding years at the Vancouver General Hospital. Alana's personal life has recently brought her back east and she is now living in Halifax, NS, where she works as a home care physiotherapist and as part of the medical and surgical team at the Halifax Infirmary. Throughout her career, she has developed a passion for working with older adults, including those with a history of falls, fractures, dementia, stroke, Parkinson's, and general mobility decline. Her everyday goal is to help improve the quality of life of the patients she works with by promoting mobility, independence, and overall health. In her free time, Alana enjoys playing soccer, running outside, reading, and catching up and spending time with family and friends from coast to coast.



Vanina Dal Bello-Haas, PT, PhD (Professor, School of Rehabilitation Sciences, McMaster University) is a physiotherapist, educator, and researcher. Vanina serves and has served on numerous professional committees at provincial/state, national, and international levels, and has extensive experience in the management of people with neurodegenerative diseases and older adults. Her education scholarship interests are diverse and include professional issues and using technology to enhance student engagement and learning.

ON, where he has worked with young athletes, weekend warriors, and occupational workers. In his current practice at Diamond Physiotherapy in Belleville, ON, his clinic focus remains in orthopaedic, but has more recently expanded his knowledge in vestibular rehabilitation. He has developed a strong reputation for individualized care, evidence-based practice, honesty, and effective treatment. He has been a member of the CPA since graduation and strives every day to bring the best of physiotherapy to his patients. Jamie, his wife, Kenzie, and their newborn daughter, Avery, reside in Prince Edward County. He enjoys hockey, fishing, and golf—all while spending time with family and friends.



Jamie Deloyer earned his Bachelor of Arts in Kinesiology from Western University in 2014, where he finished his final year as the athletic trainer for the men's varsity hockey team. This experience propelled him to a Master of Science in Physiotherapy at McMaster University, graduating in 2016. Jamie began his career at Sports Medicine and Rehabilitation Centre in Barrie,

ON, where he has worked with young athletes, weekend warriors, and occupational workers. In his current practice at Diamond Physiotherapy in Belleville, ON, his clinic focus remains in orthopaedic, but has more recently expanded his knowledge in vestibular rehabilitation. He has developed a strong reputation for individualized care, evidence-based practice, honesty, and effective treatment. He has been a member of the CPA since graduation and strives every day to bring the best of physiotherapy to his patients. Jamie, his wife, Kenzie, and their newborn daughter, Avery, reside in Prince Edward County. He enjoys hockey, fishing, and golf—all while spending time with family and friends.



Kyle Ferrigan graduated from Wilfrid Laurier University in 2014 with a Bachelor of Arts in Psychology (Honours) degree. From there, he then attended McMaster University, completing a Master of Science in Physiotherapy in 2016. Kyle has taken a number of post-graduate courses in the field of manual therapy, acupuncture, and dry needling. He is currently employed at MSK Centre:

Sports Medicine and Rehabilitation in Waterloo, ON. Having played hockey and volleyball at elite levels, Kyle particularly enjoys working with athletes and sport injuries. Kyle has extensive experience working in post-surgical rehabilitation. In his personal time, Kyle continues to live an active lifestyle, playing hockey, volleyball, golf, basketball, and soccer.



Pat Miller is an Associate Professor (part-time) in the School of Rehabilitation Science at McMaster University, where she teaches in the MSc Physiotherapy program, as well as the Master of Health Management program. Her research interests include professional practice issues, as well as interdisciplinary education and online learning.



Dianne Millette is the Registrar and CEO of the College of Physical Therapists of British Columbia. A physiotherapist by education, Dianne has spent much of her career working in health professions regulation. She has a keen interest in advancing quality physiotherapy practice and has been very involved in activities such as the development of

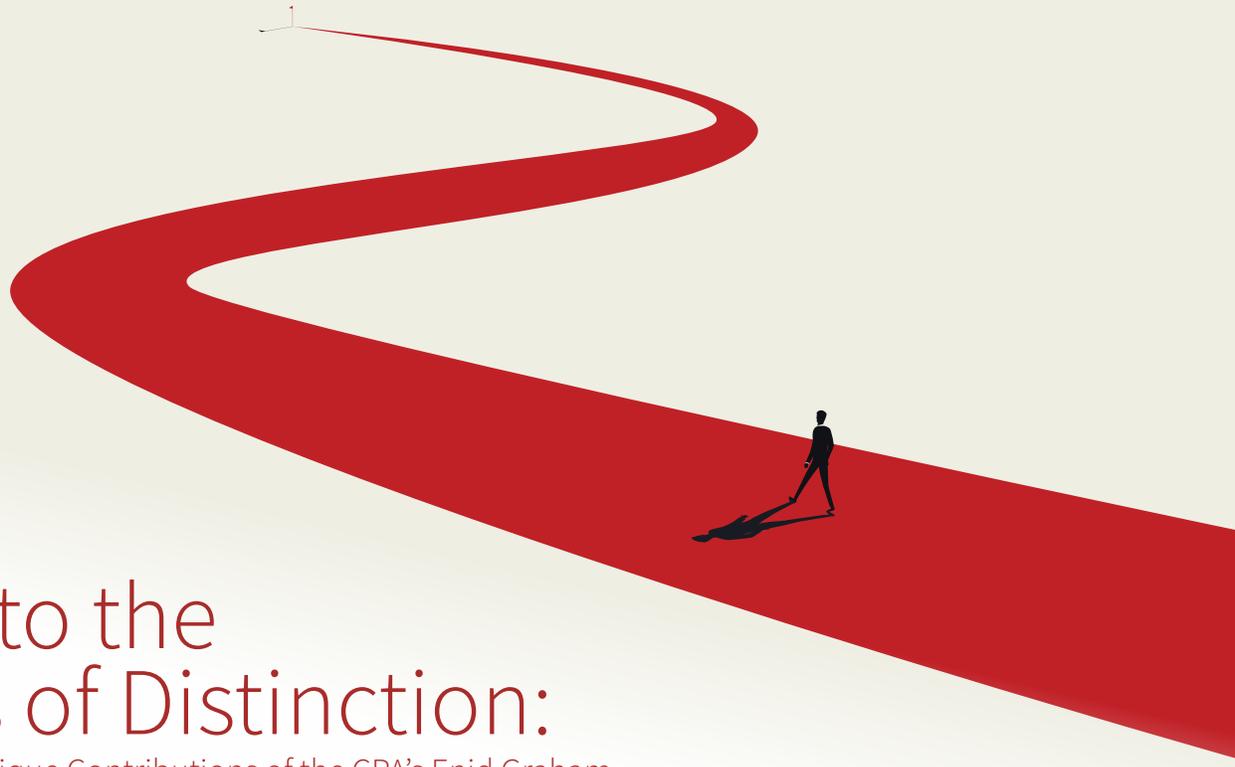
the core standards of practice, code of ethical conduct, quality assurance programs, and professional practice support. Dianne is a current member of the Board of Directors of the Canadian Alliance of Physiotherapy Regulators and Physiotherapy Education Accreditation Canada. She also served on the CPA's Board of Directors in 2014-2017. Dianne holds a MHS-Health Administration from the University of Toronto and is a current doctoral candidate in the Doctor of Science (Rehabilitation and Health Leadership) at Queen's University.

Kevin (Mack) Muncaster received his BSc in Human Kinetics from the University of Guelph in 2013. He then attended McMaster University, receiving his MSc PT in 2019. Mack has since been working as a physiotherapist for the low-intensity rehabilitation program at St. Joseph's Health Centre Guelph. His time in this position has offered him experience over a wide range of patient populations, including geriatrics, orthopaedics, neurological conditions, cardiorespiratory conditions, SCI, and stroke. Mack's primary interests include neurological recovery, falls and injury prevention in the elderly, and mental health's role in physical recovery. He has taken additional post-graduate courses on treating clients in the stroke population. Outside of work, Mack spends much of his time in the kitchen, cooking dishes that stand out in his memory and perfecting his sourdough bread recipes. He also enjoys outdoor activities, such as mountain biking, snowboarding, and golfing.



Sandy Rennie graduated with a Diploma in Physiotherapy in 1972, followed by a one-year degree completion (BPT) in 1976 at the University of Alberta. He completed his MSc in 1985 (Physical Education) and PhD in 2002 (Educational Administration and Leadership) at the University of Alberta. He has been teaching electrophysical agents (EPAs) in entry-

level physiotherapy programs since 1981 and has provided continuing professional development courses and webinars in EPAs for over 30 years. Currently, he is an Adjunct Professor of Physiotherapy at Dalhousie University and a part-time professor in the Physiotherapy program at the University of Ottawa. He has been a member of the CPA since 1974 and is currently on the Board of Directors.



A Path to the Medals of Distinction:

Recognizing the Unique Contributions of the CPA's Enid Graham Memorial Lecture Award & Life Membership Award Recipients

As the CPA's Past Presidents' Council (PPC) charted out how to recognize 100+ members of the physiotherapy community with the CPA's Medals of Distinction, they considered many characteristics, qualities, and accomplishments to define the criteria. In particular, they talked about the current slate of CPA Awards. How would the PPC distinguish between the CPA's Medals of Distinction and current awards? How does this honour fit in with those bestowed upon CPA members in the past and in the future?

There are two existing awards considered to be of the utmost significance to CPA members—the Enid Graham Memorial Lecture Award and the Life Membership Award.

Enid Graham Memorial Lecture Award

The Enid Graham Memorial Lecture Award is the most prestigious award that the CPA can bestow upon a member. It was established in 1980 to honour Enid Graham, founder of the Canadian Association of Massage and Medical Gymnastics (later the Canadian Physiotherapy Association) and a leader in the early years of the Association. The purpose of the award is to honour a member who has provided outstanding leadership and made a distinguished contribution to the profession.

Life Membership Award

The CPA's Life Membership Award was proposed and accepted at the 1945 CPA Annual General Meeting, with the inaugural award delivered in 1956. The purpose of the award is to recognize physiotherapists who have provided outstanding and long-standing service to the profession and the Association.

In recognition of the importance and significance of these respective awards, the PPC decided to make these recipients ineligible for the CPA's Medals of Distinction.

With that said, the PPC and the CPA recognize that the recipients of the Enid Graham Memorial Lecture Award and the Life Membership Award embody the many exceptional leadership traits evident in the CPA's Medals of Distinction criteria. It was also recognized that many of the accomplishments of these new award recipients were made possible by their leadership.

This special issue acknowledges and celebrates the impact that the past recipients of the CPA's Enid Graham Memorial Lecture Award and the CPA's Life Membership Award have had on the last 100 years of physiotherapy in Canada, as well as the path they've paved for the next 100 years of future leaders.

With respect and admiration, this special edition recognizes both [Enid Graham Memorial Lecture Award](#) and [Life Membership Award](#) recipients. 🍷



To properly celebrate the Medals of Distinction award recipients, the CPA has ensured that each individual is highlighted in numerous ways throughout the year. We announced the winners in a [press release](#), published during Congress 2021; President Viivi Riis spoke extensively about the importance of the awards and all its recipients during the CPA Congress Virtual Gala; and, finally, delegates were encouraged to visit the Medals of Distinction room, located in the Virtual Lobby, during our event.

All of the winners will receive a specially crafted medal and a certificate to mark their achievement. In the coming months, we will be highlighting some of the winners' achievements on the CPA's social media channels. Be on the lookout! We will also continue to work closely with provincial Branches and the CPA's Divisions to highlight their winning members.

A Look Back at the Process & Selection

Planning for the CPA's Medals of Distinction started several years ago. We intended to celebrate the CPA's 100th Anniversary live with various activities, including announcing the recipients of the Medals of Distinction at a celebratory bash in late 2020. However, as we are all aware, the pandemic had us pivot repeatedly before we finally determined the best way forward.

Despite the challenges, the CPA strongly felt that the members' contributions should be celebrated. Shortly, a new idea was born and, in late 2020, we proudly launched the CPA's Medals of Distinction.

With all in-person meetings and events cancelled, we designed a virtual celebration that would commence at the CPA's Congress 2021 and continue throughout the year. Given the uncertainty of 2020 and delays to our events, the planning of the awards was condensed to meet shorter timelines. We were concerned that we might not receive sufficient nominations because it was no longer an in-person event and that the criteria for nominees was too restrictive.

After the work started, these concerns were quickly laid to rest. With the help of the Past Presidents' Council (PPC), we were able to design the new awards campaign to ensure we celebrated all of our contributors to the physiotherapy profession.

In November 2020, we sent out a call for nominees with a set deadline of four months. Members received weekly reminders encouraging them to submit their nominations. Members were asked to identify individuals who had an impact on the profession and met the [CPA's Core Professional Values](#). Impact was measured on:

- People
- Research
- Colleagues
- Policy
- Education
- Perception
- Practice
- Access

Impact was not just measured on the size of contribution, but also on the ingenuity, depth of engagement, influence of the contribution, and the esteem or honour the member brought to the profession.

Members were encouraged to look at historical figures who influenced the profession and those who were making significant strides in their careers today. We asked for nominations and our members delivered. We were inundated with nominations from across the country. The nominees represented a diverse group of physiotherapy professionals. Every nomination received was exceptionally written and each nominee was deserving of this recognition. It was clear that the PPC would have an unenviable task of picking the final winners from an unexpected number of nominations.

While nominations came in steadily throughout the four-month deadline, as we approached February 28, 2021, the number rapidly increased. We received more than 100 nominations on the final day, with nominations continuing to roll in within the final minutes. Many were nominated by more than one person, an indication of that individual's significant contribution to the profession.

The PPC also decided that life members and Enid Graham Memorial Lecture Award winners were not to be included in the award selection; rather, they were to be celebrated alongside the CPA's Medals of Distinction recipients. This way, it was felt that we can celebrate the contributions of a larger pool of professionals, including those who have not yet been recognized for the other two awards.

As we expected, more than one-half of the award winners and nominations were for physiotherapists in Ontario. The PPC were mindful to consider the nominees' province of practice in making their final decision. We are proud to say that the award winners are representative of the Canadian population.

The CPA would like to thank each nominator and the PPC for putting their valuable time and effort into making these awards special.

Spotlight on the Stats

We are proud that the final list of the CPA's Medals of Distinction award winners includes a group of diverse individuals ranging in age, sex, province/territory, and practising sectors.

Province 61 of the 126 award recipients are based in Ontario, with representation from each of the other provinces/territories. The winners are representative of the CPA membership and Canadian population.

AB 15	NS 5
BC 13	ON 61
MB 7	PEI 1
NB 2	QC 11
NL 1	SK 8
	YT 2

Total: 126

Age The average age of the winners is 53, ranging from 26 to 76. This does not include the four award winners who are no longer living.

Sex More than half (68%) of the award recipients are female. This percentage is in line with membership data.

Practising Sectors 44% of award recipients are from the private sector, while 52% either work in the public sector or are educators and retirees.

Non-practising	29%
Private	44%
Public	24%

The awards also recognized the following four individuals who are sadly no longer with us.



Françoise Savard-Goulet

Françoise was instrumental in establishing training and development for physiotherapists. As a pioneer of French-speaking physiotherapy, Françoise played a central role in establishing the first North American French-speaking university program in physiotherapy and occupational therapy at the École de réadaptation de l'Université de Montréal.



Leonore Saunders

Leonore was a change agent for physiotherapists within her province of Manitoba. She was the driving force behind developing the School of Medical Rehabilitation at the University of Manitoba and was chair of a committee that helped to develop the Physiotherapist Act, enacted into law in 1957. We were delighted to reach out to Leonore's proud daughter, Jennifer, to honour her mother's legacy.



Marion Current

Marion was internationally recognized for her work in South Korea. During her time there, she helped establish three new physiotherapy schools; many consider her to be the 'mother of modern physiotherapy' in that country.



Sally Morgan

Sally will be a recognizable figure to many in the profession, having dedicated her life to physiotherapy in Canada. Most notably, Sally established the physiotherapy program at the University of Western Ontario and helped to establish the physiotherapy program at the University of Montreal.



All of the award winners have made meaningful contributions to Canadian physiotherapy and we hope you join us in celebrating their achievements throughout the year ahead.



Jennifer Allen
*University of Regina,
 University of Alberta & A.T. Still
 University (United States)*
Saskatchewan

Jennifer Allen is driven by her belief in the Red Cross Fundamental principle of humanity, which involves providing help to those most vulnerable and most in need. She is known for identifying the potential in others and supporting them to become the best they can be. She is most proud of her strong network of other physiotherapists from around the world and strongly believes there are endless opportunities for physiotherapists to contribute as health care professionals and international leaders.



Jeffrey Andrion
York University, McGill University & Capitol University (Philippines)
Ontario

Jeffrey Andrion is known for his strong commitment to social justice, alleviating poverty, and being an activist supporting social issues that matter. He is dedicated to pursuing a career path in the development space, which he defines as humanitarian work, and helping to gain recognition for internationally educated physiotherapists who make Canada their home. His commitment has taken him around the world through his involvement with the International Centre for Disability and Rehabilitation and Hope and Healing International.



Louise Ashcroft
University of Alberta
Saskatchewan

For Louise Ashcroft, physiotherapy is a profession that provides opportunities, no matter which direction you take. For example, when a mentor got her involved as a volunteer with university athletics, it led to an opportunity with Volleyball Canada. Years later, she was asked to organize medical coverage for a World ParaVolley event in Regina, which led to an opportunity to become an international classifier, evaluating athletes with impairments. It was a field she didn't even know existed!

One of her favourite memories was her first experience as part of the Canadian Medical Team at the PanAmerican games in Rio. "To be Canadian, to be working alongside medical and therapy practitioners that I had looked up to for years, and to get to practice my skills working with top athletes from our country—the feelings of nervousness, national pride, and just overwhelming excitement to be there—it was magical."



D'Arcy Bain
University of Manitoba
Manitoba

D'Arcy Bain is no stranger to continued learning and volunteering. One of his mottos is, "If you have time to complain about the profession, you have the time to volunteer on committees to make it better."

He worked with David Magee to develop the educational and examination component for the Sport Division, Sport Physiotherapy Canada, still in use today. He was the national SPC newsletter editor for several years, the chairman of the Orthopaedic Division for five years, and was selected for five summer Olympic medical teams. He has been recognized by his peers in Sport Physiotherapy Canada nationally, as well as provincially, when he was presented with the Susan MacDonald Award (nominated by work associates and peers); and, now, this latest honour of the CPA's Medals of Distinction.



Brittany Bartlett
Nazareth College & Wilfrid Laurier University
Ontario

Brittany Bartlett lives by the 'pillow test' in that if she can fall asleep knowing that she has done everything possible to make a difference in someone's life, then it was a good day. She grew up with her own personal mentor, her mom, a fellow physiotherapist, who is also her best friend and running partner.

She thrives on the dynamic nature of physiotherapy, the constant opportunities to challenge herself, problem-solve, continually learn, and interact with others in a one-on-one fast-paced environment. She loves

the gift of getting to know others individually, the ability to make meaningful difference in their lives, and to create positive change.



Courtney Bean
University of Toronto
Ontario

One of Courtney Bean's favourite memories is when the wife of one of

his private neuro patients wrote a letter to his parents thanking them because he helped restore their family's entire quality of life.

He holds a Black POC in health care, is known for his countless hours at the gym, and believes that no matter how much you specialize, it's critical to maintain strong generalist skills because "people are more than the sum of their parts." He counts his proudest achievements as being named as the first Chief of Rehab in Occupational Medicine at Kaiser Permanente in Northern California; developing the National Student Assembly (NSA) at the CPA; and his four years on the Board of the Ontario Physiotherapy Association (OPA).



Chantal Besner
University of Montreal
Quebec

Chantal Besner is proud of her many contributions to professional

development, including establishing seven physiotherapy-related university training programs, coordinating more than 8,000 internships, supervising more than 300 training processes, achieving several international and humanitarian cooperation agreements, and organizing more than 30 scientific events. She also structured a qualification program for physiotherapists who trained abroad, for which she won the prize for educational innovation from the Rector of the University.

In 2017, she was honoured to receive the Merit Award from the Quebec Interprofessional Council, which recognizes the personal and remarkable contribution of a professional to her profession and to her professional order.





Tracy Blake
McMaster University
Ontario

Tracy Blake is known in the community for her allegiance to chocolate and alliteration, never letting a good spontaneous dance party opportunity pass her by, and moods that are eerily aligned with the success/failure of Toronto professional sports teams. Some of the highlights in her career include lip syncing to The Supremes with a patient in the ICU; helping a patient take his first steps in a decade; and walking into Room XX, the historic Human Rights and Alliance of Civilizations Room at the Palace of Nations for the 2019 Sporting Chance Forum, as the first physiotherapist to ever be in attendance.

For her, the biggest challenge is having the courage to speak truth to power. She says physiotherapists have the potential to become professional leaders and community partners in a new vision of health. “But, if we aren’t willing to recognize and reckon with our historical and contemporary challenges and failures, we’ll be doing a disservice to the communities we aim to serve and stand in solidarity with.” She thrives on the melding of art and science... of hope and logic... of the courage to dream and the work ethic to make those dreams manifest.



Brenda Boucher
Queen’s University
New Brunswick

For Brenda Boucher, this career provided her with many transferable skills that she has applied to all aspects of her life. Strategic thinking and planning, problem solving, priority setting, and organizational execution are key physiotherapy-learned skills that she applied daily.

Her advice to new therapists? Physiotherapy will “give you more than a set of technical skills. It will teach you to be a listener, a teacher, a leader, a facilitator, and a healer. You will be rewarded over and over again with the successes and filled with pride to be in a profession that truly makes a difference in people’s lives.” It’s also critical to get involved in professional licensing associations, she says, which provide opportunities for continuous learning.



Kelly Brewer
University of Toronto
Ontario

Known for her pragmatic and honest advice, Kelly Brewer has taken great pride in mentoring students over the past 40 years, knowing that she’s made a difference in their lives. One of her greatest joys is when she hears the names of her former students come up within the CPA and the broader community. She has always been driven by working as part of an interprofessional team, knowing that a collaborative approach is best for the client.

One of her best memories is when a former adolescent patient, treated in the acquired brain injury inpatient rehab program, called to say that he had just completed a marathon. She’s also proud that her daughter has now followed in her footsteps.



Jennifer Burt
Dalhousie University
Newfoundland and Labrador

Throughout her 30-year career, Jennifer Burt has been a strong advocate and voice for her profession and the CPA. She credits her mentors, Lorie Paterson and Karen Hurtubise, for encouraging her to become the CPA’s provincial Association president and then, later, a CPA Board of Director. She was also honoured as the NLPA President for the 50th Anniversary Celebrations in 2009.

Her favourite part of the job? The ability to work in an interdisciplinary model of care as an Advanced Clinician Practitioner in Arthritis Care (ACPAC) Extended Role Practitioner since 2017.



Angela Carragher
Prince Edward Island

For Angela Carragher, her decision to become a physiotherapist was deeply personal. Her father had severe rheumatoid arthritis and his occupational therapist suggested that she consider OT. After doing some research, she felt that physiotherapy would be a better fit.

As in most provinces, PEI has difficulty recruiting to rural and community hospitals, she says. She was involved in creating a supervisory partnership with two community hospitals in Western PEI, which allowed her team to provide

support, mentorship opportunities, improved communication and collaboration between hospitals, and has helped to stabilize staffing. She is also involved in a sponsorship program to attract new graduates to the province. Angela is also known for baking, bringing cookies and cupcakes to every occasion, and organizing an annual hospital-wide tea party.



Oren Cheifetz
Queen’s University
Ontario

After 25 years in practice, Oren Cheifetz says he still doesn’t mind going to work on Monday mornings. He describes himself as a “little weird” and feels that although many of his students might be intimidated by him at first, they seem to come around to liking his style of teaching in the end. His favourite part of the job is winning over a client that is resistant to the care. His downfall? Writing self-reflections. He says his self-reflection was once used as a case study for what NOT to do.



Bert Chesworth
Western University
Ontario

For Bert Chesworth, physiotherapy provided him with many rewarding experiences in clinical care, teaching, and research. He is thankful for the many patients who put their trust in him during their health care journey and greatly admires the dedication to learning within the community, especially among his mentors who gave so willingly of their time. He is also thankful for the support of his clinical colleagues who assisted with his research endeavors.



Bernadette Connor
University of Toronto
Ontario

Bernadette Connor was known for her specialty—treating babies and their families. Recently retired, she was a strong advocate for the children she treated and was known for going to any length to get them the services required. She took that knowledge around the world working in Hong Kong, France, and many locations across the United States.

During her decades-long career, she initiated the Early Identification of Infants at Risk of Developmental Issues in the NICU, as well as establishing a follow-up clinic for these infants at both Victoria Hospital and St. Joseph's Hospital. This was the beginning of these programs in London with physiotherapy playing the leading role.

As a skiing and adventure enthusiast, she was asked to view the ski program for the disabled in Davos, Switzerland. She brought this knowledge back to Canada so that a similar program could be started here.

Her biggest challenge was struggling to get the funding needed to visit clients while working within constrained government-funded programs. "Early intervention and waitlists do not go together," she says, believing that health care dollars can be reduced with early intervention.



Cheryl Cott

*University of Manitoba &
University of Toronto
Ontario*

Cheryl Cott's clinical career began in gerontology and complex continuing care. This was not, she says, considered the most prestigious field in the 1970s. However, when the field of geriatric rehabilitation began to develop in Toronto in the 1980s, she was in the right place at the right time. She was working at the Queen Elizabeth Hospital when Dr. James Kirkland formed a new Geriatrics program aimed at providing rehabilitation to elders faced with a complex mix of chronic and acute medical conditions. This team of physicians, physical and occupational therapists, social workers, and nurses was successful in returning frail seniors to live in their communities, instead of being placed in nursing homes. It was this team setting that allowed her to accomplish things with her patients that she was not able to accomplish on her own. It inspired her to enter graduate school and focus her research on inter-professional teamwork and client-centredness.



Gail Creaser

*Dalhousie University
Nova Scotia*

Gail Creaser was persuaded to pursue a career in physiotherapy by an enthusiastic physiotherapist. This also happened to be the first physiotherapist that she had ever met. Currently, she practices as a physiotherapist, lectures students, and is also a mentor. A proud moment for Gail was winning the CPA's Mentorship Award in 2014.

Her friends would describe Gail as a lifelong learner and someone who plays an active role in the development of students and new therapists.



Cathy Cuddington

*University of Saskatchewan
Saskatchewan*

Cathy Cuddington was inspired to become a physiotherapist because of a combined interest in health care and the potential of the human body to perform amazing feats. She says one of the most surprising things she discovered about her chosen career was the seemingly endless and varied opportunities open to therapists based on the wide scope of knowledge and abilities gained during and after graduation.

A couple of highlights for her were when primary access was granted without a physician's referral and when she pivoted to starting an inter-professional hand program in Regina after many years in ICU.



Vince Cunanan

*University of Saskatchewan
British Columbia*

Known for wearing many hats and for pursuing his hobby as a Hallmark actor in TV, film, and commercials, Vince Cunanan says his work ethic is driven by the "success of my peers."

Mentoring is one of the hats he is most proud to wear and feels it is an honour to see those he's mentored reach their goals, whether it be in professional development, maximizing client care, health entrepreneurship, or going on to mentor others. To this end, he was awarded the CPA's Mentorship Award in 2020.

In his mind, the most important skill for physiotherapists to hone is listening. "Without listening, you won't know how to respond and react. I'm always learning. While it's great to have credentials behind you, success in this career is built on learning about those around you and who you treat."



Marion Current

*University of Toronto
Ontario*

Marion Current is considered the 'mother of modern physiotherapy' in South Korea. She was a graduate of the Physiotherapy program, followed by her Teacher's Physiotherapy diploma. Shortly after graduation, she volunteered to travel to South Korea as a missionary. She learned the language, had texts translated into Korean, and lectured in the language.

When she left, she left behind a legacy of three schools. She continued to fundraise for the schools, returning often with donations of textbooks and used equipment, following her return to Canada.

She is described as being shy, unobtrusive, and never one to blow her own horn. She was highly regarded in her adopted country.



Mitch Dahl

*University of Saskatchewan
Saskatchewan*

For Mitch Dahl, the biggest surprise for him was the broad spectrum of roles and environments that physiotherapy encompasses, as well as the depth of expertise required for each role. His focus had always been sports- and orthopaedic-based, but the opportunity to experience neurology, respiratory, paediatric, geriatric, and other components built an important foundation for his eventual career path.

What motivates him is connecting with clients; engaging and empowering them along their rehabilitation journey by providing them with the education, exercise, treatment tools, and knowledge they need to develop and sustain optimal health, fitness, and performance.



Mary-Ann Dalzell
McGill University
Quebec

Known for her wardrobe, her love of wind and cold, and her extra special chicken soup, Mary-Ann Dalzell says she was inspired by a love of medicine, people, movement, and physical activity. In other words, no desk job for her. She is proud of having taught for 40 years, as well as managing a clinical career and being involved in research essential to the profession. The development of the Rehabilitation & Exercise Oncology Program at the Segal Cancer Centre in Montreal, with an international team of young physiotherapists and exercise specialists, was a highlight for her. She also recently completed a three-level series of online courses leading to a Certification in Cancer Rehabilitation.

What surprises her the most about her profession is “how essential our services and specific expertise is to patients with a large range of medical issues: cancer, surgery, strokes, metabolic problems, inflammatory conditions, and post-COVID.”



Kathy Davidson
West University & University of
British Columbia
British Columbia

Kathy Davidson says she is driven by a vision that everyone has something valuable to contribute and how essential it is to understand what that might be. She stresses the importance of non-clinical skills such as coaching, communication, collaboration, advocacy, and humility in all physiotherapy roles in order to deliver effective care.

Her advice to those considering entering the field: “Many of those considering physiotherapy know of those in the profession that treat sports injuries or work in private outpatient clinics. But, the profession offers experiences in so many other practice settings; these other physiotherapy roles are unfamiliar to many. Be sure to explore those other opportunities to learn everything that the profession can offer you.”



Jessica DeMars
University of Alberta
Alberta

Jessica DeMars is most proud of being able to take a previously unknown area—breathing pattern disorders—and make it recognizable in the respiratory commu-

nity in Calgary. She spent years lecturing and educating other respiratory health professionals on the importance of ‘thinking outside the lung’ when it came to breathlessness and lung disease. Most working in the respiratory division in Calgary now consider breathing patterns in their patients and recognize the importance of addressing them, creating a more holistic version of respiratory management.

Her advice for those considering this career: “Be prepared to be a lifelong learner. Physiotherapy is ever-changing and you have to want to be engaged in that to practice. You have to be willing to meet people where they are at—consider that you will be working as a team with your patients and not as the director. They will literally teach you more than the books ever will.”



Jasdeep Dhir
Western University
Ontario

Jasdeep Dhir is a professional that prides herself on wearing many hats and engaging with her colleagues across many platforms as a clinician, business owner, educator, Director of Clinical Education, executive member on various committees, and as a student.

She says that physiotherapy is one of the only health care professions that spans anatomical systems across sectors and where valuable engagement can occur across the lifespan with health prevention, intervention, and promotion. She feels the opportunities are limitless and encourages her students to not have tunnel vision. She says, “We are often the limiting factor when it comes to defining boundaries of where we can go.”



Carolyn Emery
Queens University, University
of Calgary & University of
Alberta
Alberta

Carolyn Emery is known for the SHRED Injuries and SHRED Concussion’s research program. The recent addition of the SHRED mobile, she says, will help scale up the research and knowledge translation program in the prevention of injuries and concussions and their consequences in youth sport.

As a physiotherapist working in paediatrics, she has worked with many amaz-

ing children and adolescents following significant sport and recreation-related injuries and, specifically, traumatic brain injuries across the spectrum, from mild to severe. This led her to pursuing graduate work in epidemiology and moving towards prevention with the aim of contributing to evidence that could inform best practice and policy in reducing the public health impact of injuries in youth.

Early in her research career (18 years as a physiotherapist), she was in a meeting with a physician, biomechanist, exercise physiologist, health psychologist, biostatistician, and health economist. This is where she experienced the beginning of true interdisciplinary collaborations in research that she knew could have the greatest impact in the prevention of youth sport and recreational injuries. “It was then [that] I knew I had made the right decision for myself. The opportunities to follow have been endless.”



Alireza Faghani
McMaster University
Ontario

Alireza Faghani’s work ethic is driven by his passion for his profession, his sister, and his parents. “I love what I do, who I work with, and, when I am at work, time passes by in a flash. My sister is my business partner and my hero. She is the hardest working person I know.”

He is most proud of helping many physiotherapists achieve their FCAMPT diplomas and truly believes that if everyone works to help grow the profession from within, it will ultimately benefit “not only the people we treat, but also the place we, as physiotherapists, have in society.”

For those considering physiotherapy as a career, he says that the phrase ‘lifelong learner’ is not simply a catch phrase. He says it should be their banner slogan. “The more you learn, the better you’ll be as a physio and, ultimately, the better the profession will be.”



Joseph Federico
University of Toronto
Ontario

For Joseph Federico, history has a lesson to teach physiotherapists so that they can continue to advocate for their chosen vocation and to influence issues like social equity, livable neighbourhoods, and inclusive communities. He reminds us of Enid Graham, the person who first established physiotherapy in Canada. She held company in history with the “Famous Five” and Agnes MacPhail. He says we must consider the challenges they faced as women in their time. “It was very much a man’s world. Consider the resistance to change. It is remarkable that these women stood up against their time and their conditions and shaped change that we still benefit from today.”

For him, being a physiotherapist is an opportunity to make a difference in people’s lives. “We impact the lives of our patients, sometimes in a profound way. We alleviate their pain, we improve their function and, because of that, we change how they are able to interact in their homes, with their friends and family, at their workplaces, and in their communities.”

There is one endearing memory that always makes him smile. He was treating an elderly woman who also suffered from dementia. She said her feet didn’t feel ‘right.’ He looked down and saw that she had her shoes on the wrong feet and said, “Let’s try something out.” He switched her shoes around and asked, “How does that feel?” Her expression was one of surprise and incredulity at the sudden improvement. “Sometimes, a simple human gesture is the one that can have the greatest impact,” he comments.



Terry Fedorkiw
British Columbia

Terry Fedorkiw has worked tirelessly throughout her career to promote equal access to physiotherapy services in Northern BC. To this end, she co-started the first private practice in Prince George; lobbied continuously for a physiotherapy program at the University of Northern BC; and established physiotherapy as part of the interprofessional team at Central Interior Native Health, where students

are given an opportunity to learn the unique health care needs of Aboriginal people and people who live on, or close to, the streets.

One of her best memories is when the Minister of Advanced Education announced the funding for a physiotherapy program at the University of Northern British Columbia in 2020. Another memorable event was when her first quadriplegic patient was ready for discharge to a functional independent life, which he continues to enjoy today as a highly respected sculptor and artist.



Grant Fedoruk
University of Alberta
Alberta

Grant Fedoruk is known as the singing physiotherapist. Not good singing, he is the first to admit, but he feels his voice brings “some heart, compassion, and smiles to people who are in discomfort.”

He says he has had his very own ‘Tuesdays with Morrie’ experience. “What many patients are not aware of is the impact they have had on my life. I have learned a lot about baking, parenting, business, sports, and too many hobbies to describe here. I have also learned about courage, humility, and humour at times when it is easier to just give up. A particular patient with ALS, who I spent many hours with beyond those set by the clinic, comes to mind. He taught me more about physiotherapy, life, and just being than could ever be learned in a textbook or university.”

He has a knack for using his hands and pattern recognition during treatment and prides himself on bringing out the best in those around him. He’s proud of the team he’s built who share a passion for advancing technology in practice, building skills, working as a cohesive group, making a huge difference in the community, and having fun while doing it. “This has expanded beyond our clinic walls to building not only a successful group of practices, but to charitable endeavours that have raised or donated more than \$1 million for essential charities in our communities.”



Roland (Roly) Fletcher
University of Hertfordshire
(United Kingdom)
British Columbia

One of the biggest challenges for Roland Fletcher is trying to stay up to date and current. He says his ‘to read’ list grows ten times faster than his ‘read’ list. He is known for his work in the field of pain/vestibular/concussion and for developing the pain curriculum for the UBC MPT program.

To him, the most surprising thing about the profession is the breadth of work and interest areas open to physiotherapists. He started off in elite sports (very hands-on), enjoyed a short time in public in-patient care, transitioned to more chronic pain/dizziness/concussion work, and, more recently, into teaching. He loves interacting with his students, finding “they are so keen, excited, and are the future of this great profession.”



Lorie Forwell
Ontario

For Lorie Forwell, one of the highlights of her career was creating a Sport Physiotherapy Fellowship in 1995, a unique program in Canada filled every year with anywhere from one to four physiotherapy fellows. This program has facilitated the specialization of physiotherapists in the sport physiotherapy level system.

Her favourite part of the job is when a patient reports they have resumed their sport/activity/ADL with no or less pain. When a patient has fixed or learned to manage their problem independently, she feels that she helped to improve their quality of life. “This is even more rewarding for complex patients,” she says. “With the variety of people we meet, this comes in all shapes and sizes.”



Douglas Freer
University of Guelph &
Western University
Ontario

What is most surprising to Doug Freer is just how much the profession has changed in the past 50 years. For example, the progression to being recognized as professionals working in fields that didn’t exist even 10 years ago. His proudest moments include being chosen as a Canadian team therapist for four Winter



Olympics and three Paralympics and encouraging therapists to consider private practice.

He says he is known for pushing the envelope for adding modalities in physiotherapy, his experience in the field, his eclectic base of knowledge, and for seeing what others have not seen. He prides himself on giving his clients answers to difficult questions, pain relief, and hope!



Moni Fricke
University of Manitoba
Manitoba

When trying to decide what career path to follow, Moni Fricke says to always listen to your mother. She loves an active lifestyle, working with people from diverse backgrounds and abilities, and “my mother thought I’d be good at it.”

One of her proudest moments was developing the first rehabilitation services program in the Kivalliq Region of Nunavut, negating the need for Nunavummiut to travel far away from home to access rehabilitation services. Another was when the first words out of a young woman’s mouth, two months post-traumatic head injury, were, “f*&! Moni, f*&!”

“She said my name before she said mom. We had a long-lasting relationship after that, including her whole rehabilitation team attending a housewarming party when she eventually moved into her own home.”



Joyce Fung
The Hong Kong Polytechnic University (China), McGill University & Oregon Health and Science University (United States)
Quebec

Joyce Fung has always been intrigued by movement science and neurophysiology. She firmly believes that physiotherapists can transform motor control into performance practice, thus, impacting their functional independence and health.

One of her proudest moments was personally meeting Rick Hansen as a physiotherapist, accompanying a wheelchair team to compete in the 1984 Oita Wheelchair Marathon in Japan, and, later, obtaining studentship and fellowship for postgraduate studies through the Rick Hansen Man-in-Motion Legacy

Fund. She is also proud to be the first physiotherapist to graduate from the first PhD program of Rehabilitation Science in Canada.

Among her colleagues, she is known for her knowledge and experience in neurorehabilitation and can always be counted on to provide good coffee and snacks, especially chocolates.



Jayne Garland
Queen’s University, Western University & McMaster University
Ontario

For Jayne Garland, the biggest challenge in her career has been the integration of research within clinical practice. “Without physiotherapy research, our profession relies on other disciplines to do our research for us—leaving us unable to chart our own path and create/maintain a body of knowledge that justifies our very existence.” She says that she encourages her colleagues to not compartmentalize the engagement in research to academic partners. Rather, integration of research, and its requisite skill sets, within clinical practice is essential for the profession to thrive.

When it comes to her proudest moments, she cites her role in creating two Canadian “firsts” at Western University—the first master’s program in Manipulative Therapy with the help from her friend and colleague, Beverley Padfield, in the Orthopaedic Division; and the first combined MPT/PhD program with the help from her colleagues at Western University.



Katie Gasparelli
University of Ottawa
Ontario

When asked what advice she would offer someone considering a career in physiotherapy, she shares the advice that she was given by a ‘wise woman,’ Judy King, who told her that “there are so many opportunities within our profession. If you find yourself in a job you do not enjoy, quit the job. Don’t quit the profession.”

She says her biggest challenge to date has been taking on a leadership role in a long-term care facility during COVID-19. What stands out to her the most is learning how impactful relationships with clients can be. Of course, a client taught

her this, she comments. What delights her the most is the reciprocity of the work: “When you help someone, you benefit too.”



Brian Gastaldi
University of Toronto, University of Waterloo & University of Oregon (United States)
Ontario

For Brian Gastaldi, his biggest challenge is to remain abreast of what is happening in the governance of physiotherapy, provincially and nationally, as well as being as up to date as possible with the evolving philosophy and skills with which to treat patients.

One of his proudest moments was when he was awarded the CPA’s Mentorship Award in 2005. He strongly feels that physiotherapy has evolved exponentially thanks to the teaching and mentoring of bright, young physiotherapy students and he’s made it his commitment to be a part of that mentorship.



Allison Gaudet
University of Ottawa & Western University
Ontario

Allison Gaudet knew she always wanted to be a physiotherapist. A high school guidance counsellor gave her an added push when he told her it would be too difficult for her to get into a physiotherapy program; her ‘I’ll show you’ attitude fueled her resolve. Her favourite part of the job is the challenge, the lifelong learning, and the opportunity and the privilege to stand beside her patients and help them navigate their rehabilitation journey.

She is motivated by the therapeutic alliances she builds, the game plan they make together, and the front row seat she has to see their hard work and dedication pay off. She is humbled when other colleagues choose to spend their time mentoring her, reviewing cases and asking for second or third opinions. “It’s quite an honour for anyone to give me their time.”

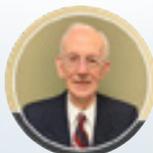
Her fondest memory was being assigned to the rowing team as a sport physiotherapist for the Canadian Olympic Team in 1992 in Barcelona, Catalonia, Spain. “I had the privilege of treating a number of those rowers who ultimately provided Canada with the greatest rowing performance in Canadian history.”



Barbara Gibson
*University of Manitoba &
 University of Toronto*
Ontario

For those thinking about pursuing physiotherapy as a career, Barbara Gibson has this advice to offer: “Be bold in forging new paths for the profession! Questions receive wisdom. Be humble about what you know and don’t know, creative in developing new ways of thinking and doing, and courageous in advocating for change where change is needed. Making life better for those who seek physiotherapy should be our guiding compass amidst the noise of other professional demands.”

She is known for her leadership in developing a new field of research and scholarship: Critical Rehabilitation Studies. This emerging field, she says, interrogates entrenched philosophies, assumptions, and principles embedded in rehabilitation towards creating more inclusive practices. To this end, she is most proud of her sole authored book, *Rehabilitation: A post-critical approach*, which is being utilized across the country and internationally to build capacity in both physiotherapy teaching and research.



David Giles
*School of Physiotherapy, The
 General Infirmary (United
 Kingdom)*
Alberta

David Giles’ advice to those deciding on a healing career is to seriously consider the current explosion of legitimate and reputable professions and to give thought to how physical therapy will change in the post-pandemic future. “A miracle is in progress,” he says, “as scientists discover the effect human society has on all living things and that living things include everything we know as mother nature.”

His favourite part of the job has always been people; patients and healing professionals. As one physiotherapist colleague once said to him, “Patients should wear name tags, too, to help us remember them when we meet years later.”

He said people always counted on him not to rush them or over-treat them. His work ethic was driven by his upbringing, where his father taught him: “When you come to look back on

life, you will be most satisfied if you have maintained your self-respect.” He says he was also raised on the importance of serving others and physical therapy fulfilled both his criteria for self-respect and service to others.



Patricia Grohne
*Royal Orthopaedic Hospital
 (United Kingdom) & University
 of British Columbia*
British Columbia

For Patricia Grohne, a guiding principle in her life is based on a quote from Hannibal, the Roman General, who against all odds crossed the Alps with elephants. “Either I will find a way, or I will make one,” he said.

Looking back over the years, she naturally felt drawn to find solutions to problems where none had yet been found. She trained at the Royal Orthopaedic Hospital in the UK. First came two years of nursing with a qualification of Orthopaedic Nursing Certificate (ONC), followed by over three years of physiotherapy training culminating in a Physiotherapy Diploma with membership in the Chartered Society of Physiotherapy (CSP).

Coming to Vancouver in 1969 was a life changing event. She started at the Vancouver General Hospital, an ideal way to become acclimatized to the Canadian health care system. Three years later, she was given the job of Provincial Supervisor for the Canadian Arthritis and Rheumatism Society (CARS), as it was called then. She was the president of the BC Branch of the CPA; piloted a BC Re-Entry Physiotherapy Program; established a private practice; and, more recently, is working with the Physiotherapy Association of BC (PABC) to create, sustain the archives, and to publish the Physiotherapy History of BC (PTHBC) online.



Anita Gross
*University of Toronto, Mc-
 Master University & Curtin
 University (Australia)*
Ontario

Anita Gross is known for her clinical practice, as a clinician-scientist, and playing a leadership role in orthopaedic musculoskeletal-manipulative physiotherapy (OMPT) for neck, TMJ, and back. She believes that one of the biggest challenges, but also her dream for the profession, has been

to navigate the “glass ceiling effect” for physiotherapists’ field of specialization at universities in Canada; that is, moving the field of specialization for physiotherapy from a second MSc to a DSc level.

Her advice for those thinking of making a career in physiotherapy: “Love what you do and do it with passion, knowledge, and visioning.”



Mari Udarbe Han
University of Manitoba
Ontario

“2020 has been life-changing for us all,” says Mari Udarbe Han, “and surprising in more ways than one. I am proud of starting a business alongside my husband during the pandemic. This space is a manifestation of both our passions: dance and wellness.” In the same year, she found herself in a community with like-minded clinicians and future therapists who helped launch the BBIPOC PT Student Collective. This is a new initiative providing a platform for BBIPOC students to connect and be empowered to use their voice.

Her advice: “Show up in this world as your authentic self. Be fearless in taking ownership of what you bring to the table. And if, along the way, you feel as though you’ve lost the reins, remind yourself of your ‘why’ and hold on to that.”

Her favourite part of the job is the ability to make a difference. In the physiotherapy profession, you can cross paths with people from all walks of life, she comments. “From helping a dancer return to the stage to ensuring a father can walk his daughter down the aisle on her wedding day, or just getting a laugh out of a patient who is having a bad day. It all counts and it all matters.”



Katherine Harman
*University of Toronto,
 University of Ottawa &
 Carleton University*
Nova Scotia

Katherine Harman says working in the field of pain for more than 30 years opened her eyes to suffering, vulnerability, and the comprehensive inequities in the world. She says that from her privileged position, she has written and spoken about the health care needs of those in equity-deserving/historically underrepresented groups.

“Physiotherapy is a wonderful profession with so much to offer, but the needs of these populations are greater than others and physiotherapists need to be agents of change, favouring populations in need.”

While working at the University of Ottawa, starting a family, and completing her PhD, she switched to studying people. She explored the complex interplay of sleep, depression, and chronic pain and made an important discovery about the gating of pain information during sleep. She left the University of Ottawa after 11 years and moved to Dalhousie as a professor for 22 years. Baby professors work hard getting themselves established in teaching, service, and research, she says. “The early years were a blur... Among other things, there was more curriculum development as all Canadian universities transitioned to master’s degrees. I was also persistent in bringing to the classroom my perspective of how psychology plays an important role in physiotherapy, especially when working with people in chronic pain.”



Luc J. Hébert
University of Montreal & Laval University
Quebec

As a physiotherapist, one of Luc Hébert’s proudest achievements was as a PI and Co-PI of several studies on the assessment of physical activity limitations and muscle impairments, including biomechanical, motor control, and imaging variables, for a total funding approaching \$5 million in the past 30 years. This led to about 350 scientific communications and training of 30 graduate students at all levels.

A special memory for him was the day, as a Physiotherapy Officer and National Physiotherapy Training Director in the Canadian Armed Forces, where there was an official recognition of the organization to deploy military physiotherapists to humanitarian missions, peace missions, and combat missions.

One of the greatest challenges of his career, he says, has been to set up the Association québécoise de la physiothérapie in partnership with the CPA and to ensure its sustainability. It has taken considerable work and effort on his part and it’s an accomplishment in which he takes a great deal of pride.



Peter Ho
Hong Kong Polytechnic University (Hong Kong)
Ontario

Peter Ho’s work ethic is straightforward: “Work hard in science; let success make the noise.” In his personal life, he’s known as a gardener, handyman, and a fencing coach. He has students representing Canada at the national level in cadet, junior, and senior world championships at both the Olympics and Paralympics. At work, he’s known for being good at complex MSK injuries with multiple traumas, CPRS II, hand injuries, sports injuries, and spinal manipulation.

One of his biggest challenges was making the transition to the physiotherapy culture in Canada after working as a physiotherapist in Hong Kong for nine years. His favourite part of the job is interacting with patients, doctors, occupational therapists, physiotherapists, and university students who want to work in the health care field.



Alison Hoens
University of British Columbia & Curtin University (Australia)
British Columbia

Alison Hoens is inspired daily by the interminable passion, commitment, knowledge, and skills of colleagues who give so generously of their talents to contribute to the research activities and development of evidence-informed resources that are so integral to her role as a PT Knowledge Broker.

She is most proud of the number of people (over 500) who have generously given their time and energy to contribute to the 65 projects in which she has participated. About 25 per cent have chosen to contribute to more than one project, which, to her, indicates that they felt the process and outcome was meaningful and relevant.

She says that her work as the PT Knowledge Broker is fascinating and stimulating. There is never a dull day—a veritable symphony contributing to research, such as grant applications; designing, undertaking, and writing manuscripts; developing resources to support evidence-informed practice; co-developing and co-presenting education sessions; etc. “The meaningfulness of the work is delightfully enriched by the opportunity to work with so many talented colleagues.”



Laurie Edge-Hughes
University of Alberta & University of Queensland (Australia)
Alberta

Laurie Edge-Hughes says that people count on her for “remembering stuff going back 30 years” and for her knowledge, skills, teaching, and advocacy of/for animal rights. She says that animal rehab just kind of happened for her and it was the result of being in the right place at the right time and saying yes to opportunities.

She is most proud of having taught the first canine physiotherapy/physical therapy courses in Canada, the United States, and Australia and creating the curricula for the Canadian Diploma in Canine Rehab. Winning the inaugural Veterinary Rehabilitation Therapist of the Year Award in 2020, as awarded by the International Association of Veterinary Rehabilitation and Physical Therapy, was a major milestone for her.



Elizabeth Inness
University of Toronto
Ontario

The achievement that makes Elizabeth Inness most proud is obtaining her PhD 28 years after graduating as a physical therapist. She says that she is known for building partnerships between the clinical and research settings and being driven by always wanting to learn more about how “we can advance physical therapy practice and make a difference to patients’ outcomes.”

What motivates her every day for the past 34 years? The opportunity to work and learn from so many outstanding physical therapy colleagues and mentors.



Bahram Jam
University of Toronto
Ontario

Bahram Jam says that while he doesn’t consider himself academically smart, he makes up for it in pure tenacity. In his past 29 years as a physiotherapist, he has been most passionate about continuing to learn new concepts to better help his patients. He says that learning new physiotherapy intervention has become somewhat of an addiction for him and he sometimes can’t stop reading one article after another. He admits to fully embracing “the physio geek” in him because of the sheer joy it brings



him to share new knowledge with as many of his colleagues as possible. His mission is to take complex concepts, simplify them, and teach them in the clearest and most entertaining way possible.

In the past 20 years, he has had the opportunity to teach more than 1,000 post-grad courses to thousands of physiotherapists across Canada. He says it is a true privilege to make annual visits to all the Canadian provinces and territories.



Alison (Bowie) Jardine
Dalhousie University
New Brunswick

A moment that Alison will always remember was during her first year as a physiotherapist, working at Northern Lights Regional Health Hospital in Fort McMurray, AB. Since the physiotherapy department was understaffed, she was able to work on all the floors—from ICU and surgical floors to medicine, long-term care, and home care. She had one client that was unable to sit on the edge of her bed. After months of rehabilitation, she was able get her home and follow up with her there. “I felt so fortunate to have been able to witness her bravery and tenacity through the rehabilitation process,” she says.

She is also passionate about mindfulness, learning the lesson the hard way herself when she succumbed to the pressures to be busy and successful at the expense to her personal wellbeing. “I am passionate about teaching people about the mind-body connection and the skills that we can use to help manage the physical presentation of mental stressors in our lives, as well as mental practices to help manage the effects of physical injuries and pain. I feel physiotherapists (and all other health care practitioners) could benefit from learning more about this in school as a preventative tool prior to starting their careers.”



Helen Johnson
Western University
Ontario

“Which one is the student?”

Helen Johnson remembers this with a smile when she and Dr. Bert Chesworth went up to receive a reward at a CPA Congress after publishing an article on research in *Physiotherapy Canada*. “I enjoyed hearing people say, ‘Which one is the student?’ both of us being of similar age.” Another major accomplishment was receiving her master’s degree in Health and Rehabilitation Sciences “as a mature student.”

What she loves most about her career is the breadth of clinical and practice areas in hospital, rehabilitation, and community, from children to older persons, elite athletes, and people with disabilities. But, when she was introduced to specialized geriatric services, she was hooked. Some of her most memorable stories working in geriatric assessment were being able to identify undiagnosed Parkinson’s disease and undiagnosed cervical myelopathy in two patients, as well as contributing to their treatment plan going forward. “This came about by being observant, holistic, and taking the time to assess patients thoroughly despite the time pressures in the acute care environment at the time.”



David Kachan
University of Saskatchewan
Nova Scotia

For David Kachan, what will stand out most when he looks back over his

career is his profession’s response to COVID-19: “As a whole, our profession pivoted to adjust our service delivery to provide continual care to our patients. In both public and private practice, we are recognized as essential providers of care.” But it does have its own unique challenges: “As a business owner, I need to remain resourceful to continue with service provision; to continue to employ young physiotherapists at a time when the future remains uncertain.”

He is most proud of the growing recognition of the profession to play a leadership role in health care around the world. “We are seen as having an expertise that is recognized as relevant and important to colleagues in health care.”

He says that he is known for forgetting his lunch, where he put his car keys and laptop, and arriving promptly at staff potlucks!



Manu Kaul
Rajiv Gandhi University of Health Sciences (India)
Ontario

Early in his career, Manu Kaul treated a young patient who had lost both of his legs in a tragic accident when he fell onto a railway track. “Seeing his situation really shook me up,” he recalls. After months of physiotherapy and rehabilitation, it was amazing for him to see this young man walking independently with prosthesis. “This incident made me humble and thankful to God for giving me a chance to help others.”

He says he knew from an early age that he wanted to work in a profession that helped people, inspired by his mother who was a health care professional. He is constantly amazed to see how many disciplines physiotherapy conjuncts with and how vast and varied the role of a physiotherapist is in assessing, diagnosing, and treating patients.

The biggest challenge for him was re-establishing his professional career after moving countries. “Receiving this award is validation that I have been successful in bringing my professional reputation back to what it was.”



Michelle Keene
University of Saskatoon
Saskatchewan

Michelle Keene says she’s best known for her obsession with her dog and her involvement in the sport world as both an athlete and a therapist. She says that people count on her for “endless dog walks and keeping their bodies in one piece.”

Growing up, she was intrigued by physiotherapists’ ability to assess an injury without the use of imaging. Through her participation in sport, she saw first-hand how injuries affected her and others around her. She knew at an early age that she wanted to be in a position to help athletes/individuals return to activity and reach their goals. As she developed a better understanding of the physiotherapy profession, the problem solving/critical thinking component really sparked her interest. “I love puz-



zles and I picture the body as one big, difficult puzzle that I am determined to figure out.”

One of her proudest moments was receiving the CBC Saskatchewan Future 40 Under 40 Award.



Doreen Killens
McGill University
Quebec

Doreen Killens says she has been told that she is known for her palpation skills and using both sides of her brain—encompassing intuition and creativity while keeping in mind an analytical, test/re-test, evidence-informed approach—to assess and treat patients.

She is most proud of the role she has played to develop a physiotherapy-based approach to treatment of the fascia, called MMS (Mobilisation of the Myofascial System). Her 25 years as an instructor, examiner, and chief examiner for the National Orthopaedic Division (NOD) served her well when she began to teach MMS across Canada and Europe. This led to the publication of her book, *Mobilizing the Myofascial System: A Clinical Guide to Assessment and Treatment of Myofascial Dysfunctions* (Handspring Publishing).

She says that her biggest challenge is helping therapists understand that there is no one approach to treatment of neuro-musculoskeletal conditions. It is best to have many tools in your clinician's toolbox. “Good clinical reasoning will help you sort out which tool(s) you will need for your particular client. Take as many post-grad courses as you can—they stimulate your brain and keep challenging your paradigms. Stay on top of the evidence and research, but keep in mind the value of the patient's story and your own clinical experience.”



Judy King
Mohawk College, McMaster
University & University of
Ottawa
Ontario

Dr. Judy King feels fortunate to have been invited to teach the cardiorespiratory component in physiotherapy programs in three countries, including in four Canadian universities. She is most proud of contributing to the education and professional growth of thousands of physiotherapy students

and was honoured with the Excellence in Education Award from the Ontario Physiotherapy Association (OPA), a National Mentorship Award from the Canadian Physiotherapy Association (CPA), and a Chair in University Teaching from the University of Ottawa.

She is motivated to give back to the community that has given her so much and volunteers on a number of provincial, national, and international committees, including being a founding executive committee member of the International Confederation of Cardiorespiratory Physical Therapists (ICCrPT) of World Physiotherapy.

She says she has many memories and stories in her 35 years as a teacher and researcher, as well as working with people living with cardiorespiratory conditions and her continuing work in an intensive care unit. “Being able to be a part of a person's life, especially when they are sick, is truly an honour that I don't take for granted.”



Linette Lahey
University of Alberta
Alberta

Linette Lahey's proudest moment was starting Calgary Youth Physiotherapy in 1990. “Although there are so many wonderful, knowledgeable physical therapists practicing paediatric sport medicine today, this was not so common in the early 80s,” she says. “Even the practice of sports medicine was relatively new. Having been a young athlete myself, I knew there was little around me in the way of clinical services, specifically for the growing athlete. I knew from very early that I wanted to start learning as much as I could, share clinically with other professionals, and when I was ready, start up a paediatric physical therapy clinic to service these kids.”

Her biggest challenge was starting out with a background that was primarily in orthopaedics. She had to learn the neurodevelopmental side of children's therapy as she progressed through her career. “I still feel challenged and humbled when working with these kiddos and their lovely families and know that there is still so much to learn!”

She recalls, when she first discovered her chosen career at 16, a fellow gymnast had been in a terrible car accident

and had become a paraplegic. “I felt completely saddened and helpless and wanted to be able to have a career in a helping profession.”



Sandra Lamb
West Coast College of
Health Care
British Columbia

For Sandra Lamb, the highlight of her career was being asked to contribute to PTA-related sessions at World Physiotherapy's Congress (then World Confederation for Physical Therapy (WCPT)) in Geneva (2019) and Cape Town (2017).

Some of her favourite memories were volunteering as a PTA in India and Bangladesh. She, later, billeted members of the Bangladeshi Physiotherapy Association in her home during the World Physiotherapy's Congress in Vancouver (2007).

She is known for advocating for the PTA role and says she is grateful for the CPA's insight and wisdom when they created the National Physiotherapist Assistant Assembly (NPAA) and the PTA Board Director position. She said it was an honour to serve in both capacities.



Diane Lee
University of British Columbia
British Columbia

Diane Lee says she is probably best known for her early work in developing the curriculum and examination system for the Orthopaedic Division courses and the publication of four editions of *The Pelvic Girdle*. This pioneering work led to the development of an integrated model for assessment and treatment of the complex patient called “The Integrated Systems Model.” More recently, she has become known for her research into diastasis rectus abdominis (in collaboration with Professor Paul Hodges of Australia) and the clinical guide that followed this research.

To her mind, there is no award that matches the professional satisfaction of helping a young physiotherapist find their way. “To teach clinicians how to use their hands effectively, in combination with the use of strong clinical reasoning skills, to develop a treatment plan that has the best chance of having a positive outcome for the individual patient” is what drives her.



Stephanie Lurch
University of Toronto
Ontario

Stephanie Lurch is a contemporary physiotherapist and educator who resists the traditional and, in doing so, stimulates critical thinking. She is driven by one thing; what she refers to as VIPs, which are the patients, of course. She is best known for her sense of humour, her deadpan delivery, and for delivering hard truths with an open heart. She comments that, at work, she's good at everything but nothing!



Joy MacDermid
Western University
Ontario

Joy MacDermid recalls the first day of her placement in “plastics,” a term she had not heard of before. Turns out, it meant hand and upper limb rehabilitation. “There was a huge lineup of patients from the clinic needing splints and rehab programs: amputations, flexor tendon repairs, fractures, nerve injuries, and brachial plexus injuries. I immediately fell in love with the speciality and knew I wanted to do that.”

She faced her biggest challenge during her first year in practice because she felt she had not yet acquired the skills needed to provide high-quality speciality care. “I went to [the] clinic every day and found things I did not understand and spent every night reading about different conditions, surgeries, and techniques. Learning as a student was easy, but, when you are responsible for patients, there is an urgency to be better.”

Her proudest accomplishment is developing her first outcome measure in the 1990s and working to increase the use of outcome measures, which, she maintains, is fundamental to changing the focus from impairment to patient function.



Murray MacHutcheon
University of Manitoba
Manitoba

For Murray MacHutcheon, the contribution that he is most proud of is developing the concept of Anterior or Posterior Pelvic Outlet Syndrome. This syndrome is much like Thoracic Outlet Syndrome, he explains, but also involves abnormal

muscle tone or hypertrophy and joint restrictions in the pelvis causing entrapment of the neurovascular structures entering the lower extremities. This can cause dysfunction, including pain, weakness, and paraesthesia that is seen in the lower limb(s) of many of patients.

He says he was privileged to teach the Orthopaedic syllabus courses and non-syllabus courses throughout Canada. When he taught these courses, he always included a section on work-life balance. He was always touched when physiotherapists at Congress or the Orthopaedic Symposia would come up to tell him that, while they appreciated the orthopaedic skills he taught, they particularly loved the section on balance, as it helped them to make better choices in the ongoing struggle between work and family.

After 39 years as a happy physiotherapist, he has now retired and says he is embracing this new stage in his life.



Lorrie Maffey
University of Manitoba, University of Calgary & University of Queensland (Australia)
Alberta

Lorrie Maffey says her journey towards becoming a physiotherapist began in a Grade 12 biology class when the teacher had them dissecting cats. “I was in awe at mammalian musculoskeletal anatomy and instantly knew that I wanted to become an orthopaedic surgeon. My grandmother suggested that I interview some surgeons to ensure that was what I wanted to do. After doing that, I realized what I really wanted was to work with people to help them optimize their musculoskeletal anatomy; physiotherapy was introduced to me as the route to achieve that.”

Education and mentorship have been passions of hers throughout her career. She was part of the team that contributed to the revisions of the (now called) National Orthopaedic Division's (NOD) Advanced Integrative Musculoskeletal Physiotherapy Program (AIM) community-based route to FCAMPT membership.

“Having many different pathways of orthopaedic manual therapy education in Canada, both in the community and in the university setting, enriches the educational opportunities for all physiotherapists and creates the opportunities for advanced orthopaedic clinical patient care in Canada.”



Elaine Maheu
McGill University, South Australian Institute of Technology (Australia) & Western University
Quebec

Although Elaine Maheu has faced many challenges during her career, her biggest challenge was being the expert witness for the Ordre professionnel de la physiothérapie du Québec (OPPQ) in a court case opposing a physiotherapist and the Québec Professional Order of Chiropractors in 1996. With the help of her colleagues, Bob Sydenham, Erl Pettman, and Paul Castonguay, she went over the legislation and the literature on manipulation in order to defend the rights of physiotherapists to practice all aspects of manual therapy, including vertebral manipulation. Physiotherapists won the case in the Québec Superior Court in 2000, to the relief of the whole profession.

A turning point for her was in 1983 when Geoff Maitland, her Australian teacher and mentor, asked her to be one of his assistants on a three-week advanced clinical course in Bad Ragaz, Switzerland. Her involvement allowed her to meet people from all over Europe and gave her an opportunity to start teaching the Maitland Concept in France and Switzerland. She continues to teach in Europe in Geneva, Lausanne, and France.



Sharon Switzer-McIntyre
University of Toronto
Ontario

For Sharon Switzer-McIntyre, a promise given is a promise made. After graduating from McMaster University, she met with Dr. Mary Keyes to discuss her future. Dr. Keyes insisted that she would make a great physiotherapist and she promised to apply. She took her advice and has never looked back. Known for her big hugs, she says that the contribution she is most proud of is working alongside an amazing group of people to develop and ensure the ongoing integration of the Ontario Internationally Educated Physiotherapy Bridging Program.

Her favourite part of the job, as a clinician, is working with the vast array of people she has had the privilege to treat and helping them achieve their goals. As an academic, she loves being

a part of the team that helps build the next generation of physiotherapists, watching them grow in their thinking, confidence, and passion for the profession.

Her biggest challenge? Juggling the multiple amazing opportunities that present themselves because she has a really hard time “saying no to just about anything.”



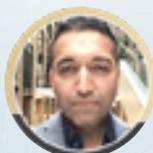
Helen Massie
McGill University
Alberta

When you ask Helen Massie why she had decided to pursue a career in

physiotherapy, she recalls the story told to her by her mother, a Red Cross nurse in WWII. She helped an appendectomy patient who begged her to help him get out of bed, despite strict bedrest orders. “She did and he did so much better.”

She is driven by her heart-felt belief that physiotherapy is still in its infancy with so much potential to alleviate pain, minimize dysfunction, and allow each patient to achieve self-satisfaction. She prides herself as a team player who comes up with some truly outlandish suggestions that might “spark some outstanding ideas.”

When asked what she is most proud of in her career, she simply states that it’s her students and the many successes and contributions they have made.



Karim Meghji
University of Toronto
Ontario

Karim Meghji is best known as a blackbelt dry needle ninja by day and,

by night, as a philanthropist and humanitarian moving the profession and global health through physical therapy. His work ethic is driven by his parents who taught him “the ethnic hustle,” which is always to work 10x harder than anyone around you, exceed expectations, defy the skeptics, find a way to make things possible, and always make your work an artistry.

He volunteered in 2018 to teach integrated dry needling and advanced clinical reasoning skills to lead physiotherapists at a university hospital in Pakistan. “I gained so much gratitude and purpose knowing that their department was newly energized to deliver even more care and expertise to their 200,000

annual patients. I left this trip realizing all the courses, all my mentors, and all my clinical triumphs and failures had helped me influence the care pathway of one million people every five years.”

He never envisaged, when he took on the role of Chair for the Private Practice Division (PPD) of the CPA, that he would be entrusted to help an entire nation of private practice physiotherapists pivot through the global pandemic. “Together, we broke down walls and transformed from competitors to collaborators with one purpose—to stand together.”



Alishah Merchant
McMaster University & Western University
Ontario

Alishah Merchant says she is best known for taking

courses—a lot of courses! When she first graduated as a physiotherapist, she embodied the self-learning approach and took as many as two to three courses at a time. After 14 years in practice, she says that wisdom takes time to develop and experience, and exposure also plays a huge role. She says she will never forget the moment she became a Fellow of the Canadian Academy of Manipulative Physiotherapists (FCAMPT), which was challenging and pushed her to the limit.

Her proudest accomplishment is her practice, Rebalance Sports Medicine, which she founded in 2013 and has since expanded to two locations in downtown Toronto.

She says that her family values were instilled in her by her parents, who immigrated to Canada and worked hard to give her and her brothers the opportunities they didn’t have. They taught her that hard work does pay off and she worked extremely hard to build her practice from the ground up while raising her family.



Carol Merton
University of Toronto
Ontario

Carol Merton says she had a vision of where her career path would lead.

“Needless to say, as I learned more about the opportunities open to our profession, the reality of my career path is so much more enriched than my original perspective,” she says. Her career has led her on a journey of working

directly with patients; as a leader and manager in health care institutions; travelling across Canada with the CPA’s Accreditation program; Quality Assessor and Performance Enhancement Coach with the Quality Management program of the College of Physiotherapists of Ontario; past board member for the Alzheimer Society; past co-business owner of a private practice and clinic; a communicator through Rogers TV, hosting a community information program Health Link; and, more recently, a series of COVID-19 Special Edition Programs. “No one could dream this career path up,” she comments.

Her greatest achievement so far, she maintains, was being elected as a municipal councillor. “I was able to get passed and adopted an anti-racism, anti-oppression motion. This represented a pivotal point by putting principles into policy and exemplifying the core values of the CPA, particularly advocacy of Compassion, Equity, Integrity, and Respect.”



Maxi Miciak
University of Alberta
Alberta

Maxi Miciak is proud of the research she has done on therapeutic relationships

because she feels it seems to resonate with both therapists and patients. “For me, what stands out is when someone tells me that my research has made a difference in the way that they practice or, from patients, that it gives voice to their needs.”

This was also the driving force behind her decision to go back to school to do her doctorate after a decade of clinical practice, feeling that she could be of greater service to patients and clinicians by researching the therapeutic relationship. But it wasn’t without risk and sacrifice. It was not easy to give up the stability of a good job, working with patients that she truly enjoyed, and learning from great people within interdisciplinary teams to dive into the ‘abyss of academia.’

“I thought I might be too old and, quite frankly, stats freaked me out! I learned there are a lot of highs and lows in being a PhD student, and in academia in general. Sometimes, a person can lose sight of ‘why’ they are doing a doctorate. So, staying grounded, focused, and committed to why I went back to



school was challenging at times. But there were always signals that I was on the right track and I had great support from my supervisor, committee, many people in the Faculty of Rehabilitation Medicine, University of Alberta, and my partner.”



Jim Millard
Ontario

For Jim Millard, serving compassion and helping someone recover from injury and illness to realize

their fullest potential is a worthy and noble profession. Serving others day in and day out, he says, truly serves ourselves as well. “Physiotherapy is a vocation that, when lived to its fullest, connects all things and helps us transcend ourselves and serve the betterment of us all. It is a gift.”

He says he feels fulfilled every day, walking side by side with his patients, connecting with them, and facilitating hope. More recently, he’s had the opportunity to mentor younger clinicians. “To help them live the questions versus seeking an answer that may only present itself over time. We call it a practice for a reason. The journey is the destination.”

What has surprised him the most during his 30-year career is how the community initially struggled with its identity. “We are an essential service to millions of Canadians every year. Our communities need us! We need to stay loud and proud.”



Erin Miller
University of Toronto
Ontario

Erin Miller says her advice to those considering a career in physiotherapy is to find mentors that inspire you and reach out to them. “There are many wonderful physiotherapists out there who are willing to help guide and support the next generation of our profession.”

She also says it is important to maintain a work-life balance. “Despite loving the work that I do, it can be physically and emotionally draining at times. I love to run. It really helps me to keep my focus and energy levels up and not get burnt out at work.”

She is currently in the final stages of a PhD in rehabilitation sciences and, in her research, she has had the chance to

collaborate with physiotherapists from across Canada, as well as respiratory therapists, nurses, patients/clients, and caregivers. She enjoys exploring the perspectives of these different stakeholders and is grateful for their willingness to contribute their time and expertise to participating in the work she is doing.



Dianne Millette
University of Toronto &
Queen’s University
British Columbia

Dianne Millette’s work ethic is driven by a simple code: do the best for the public and for her chosen profession. She is known among her colleagues for providing them with the tools needed to get their work done and then getting out of their way so they can do it. How would her colleagues describe her? As the one carrying around several work backpacks or, in the old days, briefcases! Her proudest achievement was applying for, and receiving, grants that contributed to the evolution of her chosen profession.



Sandra Gold Millstein
McGill University
Ontario

As a teenager studying physiotherapy, Sandra Gold Millstein says she could not have imagined all the exceptional opportunities that would present themselves during her career. She created and coordinated a specialized program for amputees at St. John’s Rehab; developed expertise in laser therapy, acupuncture, orthopaedics, and home-care; and made significant contributions to research and education.

The focus of her research was on clinical outcomes of traumatic partial foot amputations, prosthetic use, and a review of the employment patterns of industrial amputees. Her published research was internationally recognized, and she received an honorary medal from the University of Bologna for amputee research.



Hélène Moffet
Laval University
Quebec

Hélène Moffet prides herself on bringing people together around projects, supporting the next generation of leaders, and advocating for the profession and rehabilitation. This dedication is clear in her many accomplishments, with just a few including completing her doctorate and postdoctoral studies after five years of clinical practice; being recruited as a young professor at Laval University; holding strategic positions to influence the education of physiotherapists and the advancement of research within universities, organizations, and associations; and being a founding member of the Quebec Physiotherapy Association, Ordre professionnel de la physiothérapie du Québec (OPPQ).

She also played a leadership role in developing and implementing the bachelor’s-master’s continuum in physiotherapy at Laval University and having a productive career in clinical research with pioneering developments in the evaluation of new interventions, some of which include technologies and tele-rehabilitation.



Sally Morgan
Ontario

Sally Morgan was best known for establishing the Physiotherapy School at Western University, a program that has now become an international leader in the field of rehabilitation and therapy. She was passionate about teaching future physiotherapists and, when it first opened, she taught almost every single subject to her students. Sally’s love for her students and the teaching profession remained unwavering until she retired as Professor Emeritus in 1991.

Friends, family, and colleagues remember Sally as someone who was great company to be around, had an ironic sense of humor, and did everything to a high level.





Kathy Mulder
*University of Manitoba
Manitoba*

Kathy Mulder became a physiotherapist in 1974 and, in 1981, she found her true calling in paediatric physiotherapy. Over the next three decades, she worked and volunteered tirelessly to improve the health and wellbeing of children, youth, and young adults. Kathy spent the majority of her career as a physiotherapist in Child Health at the Winnipeg Health Sciences Centre, where she had considerable impact on her patients and colleagues.

Kathy Mulder's proudest moment was being elected as the Chair of the Musculoskeletal Committee of the World Federation of Hemophilia in 2006. She was the first female, the first Canadian, AND the first physiotherapist to hold this position.



Kristin Musselman
*Johns Hopkins School of
Medicine & Kennedy Krieger
Institute, Queen's University &
University of Alberta
Ontario*

For Kristin Musselman, her interest in neuro-rehab was sparked in high school, watching her grandfather's therapy sessions following a stroke. Up until then, she planned on becoming an accountant!

A pivotal memory for her was the support she received from her more experienced colleagues while working in her first few months as a physiotherapist at the Perth and Smiths Falls District Hospital in Ontario. "I was so fortunate to have such supportive and patient PT colleagues to guide me. It was an environment where it was okay to say you needed help or were unsure how to proceed." Today, her favourite part of the job is mentoring colleagues, whether it's physiotherapists pursuing their PhDs, MScPT students completing research internships, or physiotherapists taking a continuing education course on functional electrical stimulation with her.

In general, she embraces challenges because it often provides excellent learning opportunities. But, thinking about her professional life broadly, she says, "We wear many hats—clinician, educator, researcher, mentor, advocate,

and manager. I think, earlier in my academic career, it was sometimes difficult to figure out which hat(s) to wear when and how to balance these different roles."



Sylvie Nadeau
*University of Montreal
Quebec*

Sylvie Nadeau is known amongst her colleagues for shining the light on their accomplishments, rather than her own, despite the fact that her own contributions to the research of bio-mechanics of normal and abnormal movement clearly stand out. They include having an internationally recognized laboratory and contributing to the training of the next generation in physiotherapists. "All my former doctoral students, almost all physiotherapists, are professors or occupy strategic positions in universities and organizations in Quebec, France, Switzerland, and Brazil."

Although she decided not to pursue a career in medicine because she thought the years of study were too long, she since went on to do a bachelor's, master's, doctorate, and post-doctorate. One of her most magical and memorable moments, she says, was in 2017 when she received the Academic Gold Medal from the Governor General of Canada for producing the best doctoral thesis at the University of Montreal.

She has this advice for those considering a career in physiotherapy: "If you are interested in a career dedicated to the wellbeing of people, a career that motivates and brings together professionals who make a difference in health, physiotherapy is for you."



Kelly O'Brien
*University of Toronto
Ontario*

Kelly O'Brien is particularly proud of achieving her PhD degree in clinical epidemiology at the University of Toronto and credits her success to the exceptional supervision and mentorship she received along the way. Her favourite part of the job is research and continuously learning from her colleagues. She says that anyone considering a career in this field should "go for it" because of the wealth of opportunities and diverse paths you can take.



Sandra Oxtoby
*University of Alberta
Alberta*

Sandra Oxtoby is one of the only physiotherapists in Canada that treats humans, horses, and dogs; a vocation she knew was right for her at the age of six. She grew up on a horse breeding farm and first became interested when no one was able to help their top breeder recover from an injury. The choices were euthanasia, keep the horse in a stall for six months, or turn it out and hope it got better. Her mother was not satisfied with that answer and got in touch with a top physiotherapist from the UK, who was able to put a successful treatment plan in place.

What surprised her the most about her chosen career path was that she had been on a mission to do physiotherapy on just animals, but it turns out she really liked her human patients as well! Today, she has a great balance of a 50 per cent human caseload (specialization in equestrian athletes), 25 per cent canine, and 25 per cent equine.

She is dedicating her life to understanding how horse riders can cause asymmetries, injuries, or pain in their horse, and vice versa, through her clinic, Equus Physio. "We are innovating the industry of equestrian riders by addressing minor issues in the rider that cause a cascade effect in the horse, such as a rider with hip OA, which can cause permanent back pain in the horse."



Beverley Padfield
*University of Toronto
Ontario*

Beverley Padfield knew she wanted to be a physiotherapist by the time she was 14. To this end, she volunteered for several years assisting a neighbour diagnosed with cerebral palsy.

"There were few physiotherapists to act as role models in the mid-1960s in rural southern Ontario," she says, with many women either becoming teachers or nurses. After researching physiotherapy schools in Canada, she settled on the University of Toronto and never looked back.

She settled into her hometown as the sole charge therapist working in a small community hospital six years after graduation. She spent many years

taking on leadership roles in the Orthopaedic Division of the CPA, including serving as Chair of the Division and leader of curriculum. She also taught at Western University for many years, including serving as the program leader for the first Clinical Masters in Manipulative Therapy, a first in a Canadian University School of Physical Therapy program.

The most rewarding moment of her career, she says, was teaching and, ultimately, mentoring her daughter as she entered the profession. “Watching her provide a high-quality, patient-centred, evidence-based practice for her patients and take on leadership in various aspects of the profession has been as rewarding as anything I did throughout my professional life as a physiotherapist.”



Neil Pearson
Queen’s University
British Columbia

Neil Pearson says he is known as the ‘yoga guy’ in the physiotherapy community, the founding Chair of the Pain Science Division (PSD) of the CPA, and as the ‘pain guy’ in the yoga therapy community. He is most proud of authoring a patient pain education book, *Understand Pain, Live Well Again* (which is free as a narrated version at www.paincareu.com), for receiving the Excellence in Interprofessional Pain Education from the Canadian Pain Society, and for the opportunity to work with all the founding members of the PSD and consult with passionate physiotherapists in Lifemark clinics all across Canada.

His career path took unexpected turns, he explains, “After working as a PT in hospitals in Sudbury, ON, and then in private practice, I completed my master’s degree, intending to pursue an academic and research career. Along the way, I noticed that what people in pain experienced didn’t match up with what I learned in school and this guided me back to patients.”



Denis Pelletier
University of Ottawa
Quebec

For someone considering a career as a physiotherapist, Denis Pelletier has this advice to offer: “A career in physiother-

apy is a choice that must be carefully considered. Once this choice has been made with conviction, you will exercise a precious profession with immense potential.” What made him decide to pursue this career was because of an innate desire to help people, feel useful to society, and have a real impact on the community.

Known for his adaptability and decision-making capabilities, he says he is driven by his “passion for the rigorous practice of physiotherapy and the regulation of the practice of our profession.”



Tyson Plesuk
University of Calgary, Queen’s
University & University of
Alberta
Alberta

Tyson Plesuk is most proud of partnering with physiotherapist Louise Taylor to open the Movement Sports Clinic in 2015, a multidisciplinary clinic that offers high-quality one-on-one collaborative care (including physiotherapy, massage therapy, and a sports medicine physician) and focuses on exercise and movement, as well as hands-on treatment. He is known for his work ethic and passion to solve complex patients’ issues by taking a regional interdependence and total body approach to the assessment and treatment plans to help people reach their goals.

He developed a keen interest in physiotherapy based on his own recovery from injuries while striving for optimal performance playing hockey, lacrosse, and volleyball. A treasured memory of his is being a part of the medical team for the Canadian Olympic team during two Olympics (2014 and 2018) and he is looking forward to creating many more memories at the 2022 Olympics in China.



Dan Pringle
University of Toronto
Ontario

Known for being able to think in and outside the box, Dan Pringle is proud of being one of the founding members of the Black Physiotherapy Association, created to provide advocacy for black physiotherapists and underserved black communities in Canada. He says his biggest challenge to date was navigating the first two weeks of the pandemic as

a clinic owner and team leader. He says this has given him incredible confidence that he can overcome any future challenges that he may face.

His advice to those considering the profession is that as the knowledgebase abounds, and emphasis on physical health increases, “there are countless opportunities in the field to help others while fulfilling your own professional goals of growth and fulfillment.”

He also notes the pure joy when a physiotherapist influences a patient’s wellbeing. His favourite part of the job is collaborating with “thoughtful, like-minded professions,” who he finds motivate and energize him.



Peggy Proctor
University of Saskatchewan
Saskatchewan

Peggy Proctor is especially proud of the work in the Indigenous Engagement Working Group at the University of Saskatchewan’s School of Rehabilitation Science. After hearing Justice Murray Sinclair speak in person, issuing “Calls to Action” of the Truth & Reconciliation Commission, she and several of her colleagues felt compelled to respond. They formed a working group and held a gathering of Elders and Indigenous leaders and have been working diligently ever since. “There is always more work to be done and I am not saying we are perfect, but our hearts are in the right place and we care.” Her hope is that they influence MPT students on their learning journey about Truth & Reconciliation. She was humbled in October 2018 to be invited to join the Buffalo Circle Allyship on campus, where non-Indigenous allies were recognized by Indigenous colleagues.

What she takes pride in most is playing the role of ‘physio mom’ in the physiotherapy program at the University of Saskatchewan. She takes her role of mentor and role model seriously, and believes it is her responsibility to help students formulate their professional identity.

You can count on her for pretty much anything that needs doing and she will not let her colleagues down.



Venkadesan Rajendran
The Tamil Nadu Dr. MGR Medical University (India)
Ontario

For Venkadesan Rajendran, being a physiotherapist is deeply personal. As a child, he lived in a village where there were several people, from children to geriatrics, who were physically challenged and living a hard life. There were not many privileges in the village, so only those who could afford to would travel to cities to improve their quality of life. He decided then and there that this would be his life's work.

He describes his chosen profession as an ocean. "The specialties are endless and there are always areas to explore. It is so rewarding when you see the positive results of your therapy in your patients."

His colleagues count on him for being flexible. If he is asked to work in a different unit on short notice, they know they can count on him. He is most proud of graduating at the top of his class and his state in his master's degree back in India, as well as obtaining his PhD.



Julie Richardson
Otago University (New Zealand) & University of Toronto
Ontario

After 50 years, Julie Richardson is still surprised by how much her profession continues to sustain her interest. "I'm still curious about issues that relate to my work on mobility and chronic conditions, as well as the ideas and perspectives of graduate students and faculty at McMaster [University]. I am surprised how much I have enjoyed the profession and the diversity it offers, the opportunities it has presented, and the amazing colleagues with whom I have worked."

She is most proud of her work towards expanding the conceptualization of overall functioning within rehabilitation, as well as a central indicator of health status. Her research and advocacy have sought to optimize mobility within the context of self-management, chronic conditions, and primary care. "I have advocated for rehabilitation strategies to address issues such as chronic disease self-management to be delivered at the community and population health level to increase access to, and the effectiveness of, these strategies."

She believes that the profession is on the cusp of a technological revolution. "Careers will be influenced and supported by technology, which will help therapists understand, involve, and communicate with their patients and predict their functional trajectories in ways we are not able to do today."



Stephen Richey
Dalhousie University
Nova Scotia

For Stephen Richey, his proudest achievement has been to lead the Nova Scotia Physiotherapy Association (NSPA) as president during the COVID-19 pandemic. "It has been a challenging year on all fronts, and I feel that physiotherapists in Nova Scotia came together better than ever this year," he says.

He has always had an interest in sport and physical activity and a desire to help others. At first, he thought he would work with athletes, but, as time went on, he moved to focusing on the elderly. Helping an older person regain their ability to get out of bed or a chair or to use the stairs broadens their world. "For seniors, their world can get quite small when confined to a single room or one floor of their home. Giving them back the rest of their house or the outside world is an amazing feeling."

He is equally passionate about teaching in the physiotherapy program at Dalhousie University. His favourite challenge: "Helping an eager young learner, who is having difficulty understanding a technique or concept, work through the issue and seeing the concept finally click is incredibly rewarding."



Julian Roach
Laurea University of Applied Sciences (Finland)
Ontario

Julian Roach is known for being talkative, opinionated, having a thirst for knowledge, and as an arch procrastinator. He's driven to aspire to excellence and greatly admires the virtuosity in others. He entered the profession because of the opportunities to work anywhere in the world, autonomously, and to indulge in his passions, which are sports, problem-solving, and helping people.

His proudest achievements to date are helping to develop the Finnish Cricket team as the National Team Coach and

Physiotherapist, as well as for achieving his goal of opening a sports medicine clinic for youth athletes.

For those thinking about entering the field, his advice is simple and straightforward: "Setbacks are opportunities."



Jackie Sadi
Western University
Ontario

For Jackie Sadi, receiving the Orthopaedic Division's Golden Hands Award in 2017 and the Western University Marilyn Robinson Teaching award in 2014 were two of her greatest career achievements to date. Another was taking advantage of, and pushing for, an opportunity to create a private physiotherapy onsite clinic within a manufacturing site.

She would tell anyone pursuing a career in physiotherapy that it's challenging, rewarding, and that it's always up to everyone to help create their own opportunities. "I would also remind them about the power of saying 'yes' to opportunities that seem daunting."

Her personal mission is to help communities and policy makers recognize the value of physiotherapists as primary care professionals who, she maintains, provide an essential service within the health care model.



Nancy Salbach
McGill University
Ontario

Known for being a perfectionist, which she is still trying to curb after 35 years, Nancy Salbach is most proud of creating the iWalkAssess app to bring research on how to administer and interpret the 10-metre and six-minute walk tests post-stroke to the point of care.

Like many of her colleagues, she was athletic in high school. She sprained her ankle at least twice and was treated by a physical therapist. She thought it would be a good role for her and was inspired by Diane Gasner, a close family friend, who was a physiotherapist.

Her first job was at the Montreal General Hospital. "On the neurology service, I helped people with strokes learn how to get out of bed and walk again. I found this rewarding. My patients inspired me. So did the amazing physios that I worked with."





Leonore Saunders Manitoba

When one thinks of professional pioneers, the name Leonore Saunders immediately comes to mind. With no training available in Manitoba for physiotherapists, she helped spearhead the opening of the School of Medical Rehabilitation at the University of Manitoba in 1960. Now called the College of Rehabilitation Sciences, the school educates physiotherapists, occupational therapists, and respiratory therapists. From humble beginnings and primarily clinical programs, the college has grown to include a research faculty renowned across Canada and the world.

As a true visionary, she also recognized the benefit of regulation. She was chair of the committee which established and was instrumental in getting the Physiotherapist Act passed in 1957. She served as president of the Manitoba Branch of the CPA, was the first Registering Secretary of the Manitoba Physiotherapy Association (MPA), and convened the first CPA National Congress in Winnipeg. She was awarded a life membership to the CPA, an honour reserved for those who make exemplary contributions to the organization and profession.

Leonore was equally dedicated to improving services for people with disabilities. As the Director of Physical Medicine at the St. Amant Centre, she worked to improve access to special services for disabled children. Her work initiated a program of funding for orthopaedic and prosthetic devices for physically handicapped children.



Dorianne Sauvé

McGill University & Queen's University

Ontario

For Dorianne Sauvé, her chosen career is best experienced as a vocation. "Find your true north star of why you want to be a physiotherapist and return to that to guide you through the challenges," she says.

Clinically, this truth came home as she worked with kids and seniors facing end-of-life issues with the goal to make each day as easy and independent as possible. "So many names and faces still come to mind. They all taught me so much about life. They also made me

realize that our role goes beyond rehabilitation and that is something I will never forget."

She strongly believes that, sometimes, the barriers that impact patients the most are not caused by their injury or illness, but by the health system itself. It's why she took her physiotherapy knowledge and skills into health system policy work and advocacy. Being present when the bill passed achieving legislative scope of practice changes, which included communicating a diagnosis, was a moment that she will never forget.

"I am most proud of all the amazing people who have been part of the small but mighty OPA staff team— together, they make the impossible happen on behalf of members and the profession."



Françoise Savard-Goulet Quebec

Known as a visionary and for dedication to her chosen profession, Françoise Savard-Goulet worked with

Dr. Gustave Gingras to establish the first French-speaking university program in physiotherapy and occupational therapy in North America in 1956 at the École de réadaptation de l'Université de Montréal. In 1965, she helped to create the School of Rehabilitation at Laval University.

She helped found Physiothérapie Inc. in 1972, the predecessor to the Ordre professionnel de la physiothérapie du Québec (OPPQ). She was president of the Canadian Physiotherapy Association (1961-62), first vice-president of the Canadian Association of University Schools of Rehabilitation (1975-76), and then president of the same Association (1977-79). Her contribution to developing the University of Manitoba's School of Rehabilitation and the profession was recognized as outstanding by the university community, as well as the provincial and national professional Associations.

Among other honours, she was named as the honorary advisor of the Ordre professionnel de la physiothérapie du Québec (OPPQ), received the Medal of Honour from the University of Montreal, and received the Career Medal from the Faculty of Medicine of the University of Montreal. Following her retirement in 1982, the school established the Françoise Savard-Goulet Fund

and Award in her honour.

Françoise Savard-Goulet passed away in 2006. She was, without a doubt, the French-speaking pioneer of physiotherapy in Quebec.



Geoff Schneider

McMaster University, University of Waterloo, Andrews University (United States) & University of Calgary

Alberta

Geoff Schneider knows what it means to multi-task. His biggest challenge so far? Completing his PhD at the same time as owning a private practice with his wife, while they had three children under the age of 10!

His daily dose of motivation is to make physiotherapy the first option that comes to the minds of medical professionals and the community at large when anyone needs management of MSK pain.

His favourite part of the job is "collaborating with multiple disciplines that value our profession, value our opinion, for the betterment of patient-centred practice." His claim to fame is stopping Wayne Gretzky on a one-on-one... once!



Kathryn Schneider

McMaster University, Andrews University (United States) & University of Calgary

Alberta

Kathryn Schneider knows what it's like to be on the receiving end of physiotherapy treatment. As a springboard diver, she spent her fair share of time in clinics with injuries. This sparked her initial interest. Known for her endless energy and as the physiotherapist for her kid's teams, she is most proud that she is able to answer meaningful clinical questions through research.

"We completed a randomized controlled trial that identified a large treatment effect using a combination of cervical and vestibular rehabilitation for youth and young adults following sports-related concussions," she says. The trial helped to inform changes in clinical practice to assist in facilitating recovery and physiotherapists are now recognized as providing effective concussion treatment.


Phil Sheppard

Queen's University & London School of Hygiene and Tropical Medicine (England)
Ontario

Phil Sheppard is known for being the “global health and humanitarian disaster guy.”

When Phil first applied for physiotherapy school, his plan was to work in private practice and sports. Picturing himself either owning a private practice in a small town (near a river and rapids) or working with a sports organization. That changed in his first year of university when he started to involve himself in advocacy work and attended a lecture delivered by Dr. Malcolm Peat; this got him to think more about the role of physiotherapy outside of the clinic and around the world.

Phil is less known for being on the Canadian Freestyle Kayaking Team, training for Ironman, and pushing himself physically and mentally.


Rhonda Shishkin

University of Saskatchewan
Saskatchewan

Rhonda Shishkin found her inspiration very close to home. “My dad is a

pharmacist owner. In his mid-70s, he still works six days a week and is totally dedicated to his customers. Even as kids, we knew that if we said we were going to do something, we were going to do our best. Years later, I couldn't imagine just ‘showing up.’ My work as a sport physiotherapist is my greatest passion: if I am in, I'm all in.”

And when one door closes, she's found that another one opens. When she did not make the university basketball team, she was asked to work with Pete Friesen, the Head Therapist at Huskie Athletics at the University of Saskatchewan. “I quickly realized I wanted his job. I was so fortunate to work with Pete, and to meet Liz Harrison and Chuck Armstrong—both amazing sport physiotherapists. They all mentored and encouraged me to work in sport physiotherapy. Eventually, I did get Pete's job and the rest, as they say, is history.”

Her proudest accomplishment to date: “Most recently, it has to be qualifying for the Tokyo Olympics with the Senior Women's National Basketball team. This has been a lifetime's goal achieved, making all the evenings and

weekends on the sidelines, the courses, and the volunteering worth it.”


Daysha Shuya

University of Saskatchewan
Saskatchewan

Daysha Shuya says she is, what some would refer to as, a wandering soul. Her

life and career drift with the whims that spark her interest. “Being a physical therapist is an amazing profession,” she says, “as there seems to be limitless opportunity for growth and study in so many diverse areas.” She's practiced at home, in clinics, and with sports teams. She has volunteered abroad, conducts research, teaches, studies, advocates, and is part of a professional regulation.

She values pivotal moments in her career, recalling that it wasn't a significant date or situation when she realized her mindset had shifted. “I looked at my caseload and no longer had difficult patients. I had a complex clientele, but instead of feeling as though I was ‘failing’ patients because I couldn't ‘fix’ them, I realized that each intricate person I was privileged to work with highlighted an aspect of the human body and physiology that I [had] just been given an opportunity to learn more about.”

She found her assessments became more focused and thorough. She had a new desire to help each client find the piece of their puzzle that they needed to move forward. “Clinical days were less tiring and more exciting because they were no longer about using my skill set or techniques on the client; instead, it was about creating a mutual learning environment.”


Lynne Sinclair

Queen's University & University of Toronto
Ontario

As an early career cancer-care clinician, Lynne

Sinclair says she was most fortunate to work on a strong interprofessional care team that truly embodied the core principles of good collaboration, including role clarity, effective communication, patients/family as partners, and collaborative leadership. She leveraged these learnings to help develop the Centre for Interprofessional Education at the University Health Network (UHN)/University of Toronto, where students are taught to collaborate on team-based care. She

says she is proud of the transformation seen in interprofessional education and interprofessional care today.

As an educator and a leader, she has received a great deal of feedback that she is able to connect with, and help maximize the potential of, others. “My faculty and professional development participants consistently share that they value my enthusiasm for improvement and team-based care strategies in both health care and health care education,” she says. “I always strive to help enable others to apply concepts and theories into practical and relevant approaches that will work best in their own work settings.”


Clyde Smith

Oregon State University (United States) & University of Alberta

British Columbia

If Clyde Smith has one pearl of wisdom to offer (amongst many!), perhaps it would be: “Take all of the courses that interest you, but remember when you sit and listen to a patient's story, it is likely you are the only person in the medical community that has given them that gift. From that point on, whatever advice and care you give them is received with trust. It is a sacred trust. No one else looks at the body as a whole as a physiotherapist does.”

How does he measure success? Being part of the Rick Hansen Medical Team; watching a father cry when he saw his son stand and walk for the first time after a severe spinal injury; having a patient return for care over 40 years and, in their last days of life, reach out to thank him; helping a young woman with a spinal cord injury recover and seeing her compete for Canada in the Paralympic Games; and developing a trust with a patient that brings in their spouse, their parents, their children, and, now, some of their grandchildren.

His biggest challenge to date: trying to figure out how and when to retire!



Liris Smith
*University of Saskatchewan
Yukon*

Liris Smith believes in the power of movement and that physiotherapists have so much to offer in helping people reach their movement goals, which makes a significant difference in their quality of life.

Her advice for those considering this career: “Have a critical eye on what you do as an individual therapist and how we contribute as part of the physiotherapy profession. We are a wonderful profession, but we also need to spend more time reflecting on our practice and look for ways to adapt our profession to the changing needs of people and the health care system as a whole.”

A personal career achievement for her was completing her PhD later in her career and “the ability to enjoy the experience without worrying about what I was going to do after it was done.”



Gregory Francis Spadoni
*McMaster University
Ontario*

Gregory Spadoni brings a touch of humour to his practice. When asked why he decided to pursue this career, he says, “I didn’t see my future in policing, but still wanted to help people, investigate things, and twist arms.” He is also known for his unique dress shirts, socks, and bow ties.

He is most proud of his work as a clinical specialist in musculoskeletal physiotherapy and he is still pleasantly surprised by the passion and dedication of his colleagues. A particular memory that stands out for him is “being in Paul Stratford and Kelly Gowland’s PBT groups at McMaster [University] and learning the art of ‘CRAP detection.’”



Sam Steinfeld
*University of Manitoba
Manitoba*

For Sam Steinfeld, one of the most surprising things about his chosen career were the doors of opportunities it opened. “While treating patients was the obvious thing I anticipated doing after graduation, I did not anticipate that I would later be involved in teaching at the university and for the Neuro Orthopaedic Institute (NOI), as well as

working with professional athletes and professional dancers at the Royal Winnipeg Ballet.” He said it also gave him the opportunity to travel all over the world.

On a more personal note, it was because of physiotherapy that he met his lovely wife, Karen, who is also a physiotherapist and a certified hand therapist. “We eventually got to work together, which was a lot of fun and very rewarding for both of us.”



Michelle Strong
*University of Manitoba &
University of Alberta
Ontario*

If colleagues have a question about any matter related to the College of Physiotherapists, they know they can turn to Michelle Strong. She can answer all things ‘college,’ including standards, regulations, position statements, and their interpretation. This knowledge clearly comes from her outstanding service to the profession as a member in many different capacities and provinces over the years at the Canadian Physiotherapy Association (CPA), the Ontario Physiotherapy Association (OPA), the Australian Physiotherapy Association (APA), the Physiotherapy Alberta College + Association, and contributions as a physiotherapist at the community level in Alberta, Manitoba, and Ontario. She’s always advocating for her profession—from presentations as part of Health Fairs and High School Career Days, to coaching at the Special Olympics Ontario Track and Field.

As a private practice owner in Alberta in the early 1990s, she is also proud of the part she played as part of a team of three physiotherapist clinic owners who led a group of all nine private practice clinics in their Health Region (equivalent of a Local Health Integration Network (LHIN) in Ontario) to submit a single united fee-for-service contract proposal to the Alberta Health Region. The result was the acceptance of a contract that had the highest paid fee-for-service physiotherapy of all of the Alberta Regions at the time.

She knew she wanted to be a physiotherapist at 13 after watching her 30-year-old aunt, who had suffered a massive CVA from which she was not expected to survive, return home. “I decided then and there that I wanted to be a person who could achieve such miracles.”



Adiilah Heenaye Sumser
University of Mauritius (Mauritius)

Ontario
For Adiilah Heenaye Sumser, the pandemic was

a great eyeopener, where she realized just how the physiotherapy profession is resilient and can adapt to many difficult situations. Tele-rehabilitation is just one example, she says, of how nimble physiotherapists were in adapting to this new model of care to ensure physiotherapy service delivery continued, eliminating clinic closure as a barrier to access care in the pandemic’s early stages.

Throughout her professional journey, she has had many opportunities to celebrate different milestones and achievements. In 2017, she was one of the founders and was nominated the co-chair of the Ontario Internationally Educated Physical Therapy Bridging Program (OIEPB) Alumni Association. In that role, she continues to actively provide guidance and mentoring for OIEPB Alumni physiotherapists and to empower her community through several initiatives, such as advocacy, continuing education, and sharing success stories.



Denise Taylor
*Western University & Lakehead University
Ontario*

They say that to really understand someone, you have to walk a mile in their shoes. For Denise Taylor, that came during her inpatient neurology placement as a student, with an elderly patient struggling with the intense loss of his independence due to his stroke. “As we negotiated for him to try getting out of bed, he made me try his thickened coffee so I could understand one of his challenges. It was such a moment of learning—about the role of speech-language pathology from an inter-professional team perspective; and the importance of being curious and understanding the client’s goals, motivations, emotions, and perspective.”

The accomplishment that she is most proud of to date is her relationship with some Indigenous communities in Northwestern Ontario. “Working together to increase access to rehabilitation—the development of a community-based and delivered primary stroke



prevention program and, currently, the development of a Community-based Rehabilitation Facilitator curriculum for a new, local rehabilitation role within Home and Community Care.”

What’s she best known for? Her kids would answer, “Her to-do lists.”



Jackie Schleifer Taylor
University of Toronto & McMaster University
Ontario

Jackie Schleifer Taylor lives by the belief that “hard is never easy, and easy should not be hard... and that optimism and hopefulness should be held very close.”

She felt drawn to the profession because she knew instinctively that practitioners cared deeply about inclusion and, from its very beginning, were champions of the universality of rights related to disability. She believed that, by extension, she would have the opportunity to bring voice and tangible awareness to how inclusion requires attention to be paid to other aspects of health inequity that variably impacts different groups within the populations they are there to serve.

“If seeking a meaningful, without limits, way to contribute and serve within health care—jump in with both feet,” she advises, “and be fully committed to creating real impact. I have seen physiotherapists, in their own spheres, do just that—patient by patient, transforming lives; student by student, inspiring the future; scholars and leaders, health system to health system, researching and advancing innovation.”



Dorothy Thomas-Edding
McGill University & University of Toronto
Quebec

Dorothy Thomas-Edding knows how to get students to pay attention to her lectures. To demonstrate her point on orthopaedic conditions and the knowledge of why gait training is so important, she will, in her leotards, climb onto the table in front of the class and do a STEP. She then asks for an answer as to what muscles are working at the hip, knee, and ankle and how they work when standing and taking the leg forward.

Her work ethic is driven by the treatment she would like to receive herself. “Therefore, my patients got the

best of what I had to offer, their medical condition was thoroughly considered, and, above all, I took the time to get to know them so our conversations, as well as treatment plans, were tailored to meet their needs. I instilled the importance of this in my students.”

One of her proudest moments was when she was awarded the Canadian Industrial Development Agency (CIDA) Grant, which provided the funds to develop the physiotherapy program in Jamaica.



Erin Tighe
University of Toronto
Ontario

Erin Tighe likes to carve her own path. “I wanted to be able to work in an environment where I could provide the best care that I could to my patients,” she says. “I found that many private clinics require therapists to follow guidelines and protocols when providing treatment, and that would sometimes stifle the creativity that allows us, as physiotherapists, to continue learning and growing.”

Her path forward, then, was to establish her own clinic, Agility, and create the environment in which she and her team could thrive. She is extremely proud of the team that she works with at Agility. “They have provided me with the passion for this profession that I would never have found on my own,” she says.



Grace Torrance
University of Alberta
Alberta

For Grace Torrance, one of her proudest moments was starting the OTA/PTA Program at Medicine Hat College (the first in Alberta) with no formal teaching experience and little understanding of post-secondary education, except for her own experience. She then jumped in and developed the same program for distance learning (long before distance learning was a ‘thing’). The icing on the cake was watching the first class from the OTA/PTA program graduate. She says she may have toasted that success a few times!

She followed this by participating in the formation of the Canadian Occupational Therapist Assistant and Physical Therapist Assistant Educators Council (COPEC), as well as participating in the

development of PTA competencies and OTA and PTA program accreditation.

Not one to shy away from new challenges, she moved not once but twice between Alberta and Ontario. “The feeling was one of utter terror that I didn’t know what I was doing but jumping in with both feet anyway.”



Laurie Urban
University of Manitoba
Manitoba

Laurie Urban’s peers know they can turn to him when they are looking for answers about treating the upper cervical spine, pointing out where people can find their answers. He says he is still ‘looking for the silver bullet,’ and is most proud of successfully completing his Advanced Manual/Manipulative Physiotherapy Exams and his master’s thesis.

Like many of his colleagues, his interest in physiotherapy was sparked when his syndesmotric ankle sprain was poorly diagnosed and treated.

The memories which stand out most to him were assisting David Butler (never a dull moment) and meeting Queen Elizabeth II at the Commonwealth Games in Melbourne in 2006.



Kyle Vader
McMaster University, University of Toronto & Queen’s University
Ontario

An achievement that Kyle Vader is most proud of is his work as the 2SLGBTQIA+ Learner Representative on the Dean’s Action Table for Equity, Diversity, and Inclusion within the Faculty of Health Sciences at Queen’s University. In this role, he strives to improve the experiences of 2SLGBTQIA+ individuals across the Faculty of Health Sciences, including learners in medicine, nursing, rehabilitation science, and research-based programs. “As a cisgender white gay man, I hope to bring forward the voices of those who do not experience the same unearned privilege that I do within the 2SLGBTQIA+ community, including trans folks, Indigenous peoples, and people of colour.”

His work ethic is driven by his desire to improve health service delivery for the one in four Canadians who live with chronic pain. Given that many people living with chronic pain face stigma, inequitable access to quality care, and



challenges navigating a fragmented health care system, he feels the driving need to improve how care is provided to this population.

He credits his experience as a physiotherapy student on clinical placement at the SickKids Chronic Pain Clinic for his interest in the field of chronic pain. “Getting to work with children, their families, and a diverse interprofessional team of dedicated health care providers felt like I had found ‘my people.’ Learning from physiotherapists Giulia Mesaroli, Sara Klein, and Anne Ayling Campos, without question, motivated and inspired me to focus my work in the field of chronic pain.”



Carolyn Vandyken
McMaster University
Ontario

Carolyn Vandyken works, breathes, and practices in two areas that she says are not generally popular within the physiotherapy population—pelvic health and persistent pain. She was honoured, therefore, to be invited as the keynote speaker at the National Conference on Incontinence in Australia in 2020. “I have spoken at many international conferences, but this was a significant honour and privilege to bring my voice and research to the international stage, combining my two passions.”

Despite solid evidence-based in both areas, adopting normal scoping language around pelvic health inclusion in orthopaedics and psychosocial considerations in persistent pain continues to be a challenge, she says.

To those considering entering the profession, physiotherapy will provide anyone who chooses this career path with endless opportunities and the ability to create a work-life balance, she comments. “We are moving as a profession from being mired in a ‘fixer’ mentality to a ‘facilitator’ or ‘coaching’ mentality. This important shift will ensure that burnout and compassion fatigue will be minimized as helping professions that are at high-risk for both.”



David (Dave) Walton
Western University
Ontario

What surprises Dave Walton the most is that, despite the fact that it’s

the 100th anniversary in Canada and the strides that have been made in the profession, physiotherapy remains very much an evolving profession that is still finding its way in the broader pantheon of health care. “I see this as both a blessing and a curse; while more clarity around role, philosophy, and scope would most certainly help people outside of the profession (and some within it) better understand just what I do as a physio, it also means we, as a professional community, right now, have the opportunities to shape and guide this practice in the directions that are most valuable for our communities.”

He says that his work ethic is driven partly by a deep sense of duty and, in a strange way, guilt. “The duty is a result of my drive to do right by those who have shaped my views on what it means to be a caring human. I need to ensure that, when I put my head on my pillow every night, I can sincerely say that I’ve honoured them and what they taught. The guilt comes from an acknowledgment that the real heroes in physiotherapy are all of the front-line clinicians who make life-altering decisions for people every day, while I sit in my comfy office and bang away on a computer. That sense drives me to ensure that whatever it is I do, I create, the information I teach, the people I mentor, or the causes I engage with, are all done through a lens of equity, justice, and impact for those whose lives have been affected by pain, immobility, or other oppressive experiences.”



Michael Westaway
University of Toronto, McMaster University, University of Calgary & Andrews University (United States)
Alberta

Michael Westaway is not afraid to be a strong voice for his chosen profession, actively lobbying the provincial government on what physiotherapists do, their education, and how the government can better leverage their skills to make the health care system more efficient and cost-effective. “Together, practitioners need to stand up for the profession and

what is right,” he says. “Don’t take ‘no’ for an answer and help the practice progress by championing new practice ideas.”

One of his proudest accomplishments was getting the authority for Alberta physiotherapists to order diagnostic imaging and give medical directives to perform injections.



Jackie Whittaker
University of British Columbia
British Columbia

For Jackie Whittaker, the achievement she is most proud of is navigating the

transition, after 17 years of clinical practice and clinical ownership, through a PhD and post-doctoral fellowship into academia. It was not the most traditional journey to academia, she says, but one that allows her to now serve as a conduit between clinical practice and research. But, it had its own unique challenges: “I think the biggest challenge I faced was the ‘Hero to Zero’ phenomena that I experienced when I went from being seen as someone that was an expert in their job as a clinician, to being seen and treated as a total novice as a research trainee throughout my PhD and, to some degree, [my] post-doctoral training.”

One of her special memories was the opening ceremony of the World Physiotherapy’s Congress in 2019, held in Geneva, Switzerland. The event was held in a fairly large stadium and she was fortunate to be sitting near the front. “I remember at one point looking behind me at the packed venue and thinking how amazing it was that everyone in the room was a physiotherapist.”

Her advice for future physiotherapists: “Make sure to develop a plan, have strong communication skills, celebrate small successes, and learn from anything that you might define as a failure.”



Hailey Wilkerson
University of Alberta
Nova Scotia

Hailey Wilkerson is known for her seemingly endless repertoire of silly jokes, vegan baking, strong hugs, and a typically sunny disposition. She also prides herself on building relationships and making her patients feel valued. And when disaster strikes, like checking for animals in the attic, she’s the first one to step forward.

As a new graduate and current physiotherapist resident, she is passionate about ensuring that recently graduated and internationally educated physiotherapists be given the opportunity to work in Canada, helping to deal with the current physiotherapy shortage. “As young professionals, we pride ourselves on being evidence-based and thorough practitioners. We ask that our regulating and licensing bodies also hold themselves to that high standard.”



Travis Wolsey
*University of British Columbia
British Columbia*

Travis Wolsey is driven by one golden rule: physiotherapy is a labour of love for him and wants to help and be of service to as many people as possible, whether they be colleagues, students, or clients. For him, the greatest reward is when someone trusts him to help them through a significant physical challenge by working together to problem-solve and working hard to resolve it. “This happens each week,” he says. “There is more than physical therapy, but edification of heart and soul for both the people and I.”

His proudest accomplishment to date: Establishing and growing the Sungod Sports + Orthopaedic Physiotherapy Clinics in Delta, BC. “They have become the trusted community resource for rehabilitation needs with a team of caring and competent professionals for 20 years.”



Darryl Yardley
*University of Toronto &
Western University
Ontario*

Within his profession, with friends and strangers, Darryl Yardley is known for talking non-stop about all things physiotherapy, and for not having a hair out of place. But, if you ask his kids what their dad is good at, they simply say, “Talking on the phone.”

He is known for his passion to solve complex problems, enhance the quality of life for those he serves, and breaking down barriers within the profession to recognize the business and management competencies within practices.

A particular memory that stands out for him is when one of his mentors asked him to co-teach the Business and Practice Management Competencies at the University of Toronto.



Tanja Yardley
*Queen's University
Yukon*

Having grown up on a working mine, in the middle of nowhere, without amenities taught Tanja Yardley to be resourceful and resilient.

Described as ‘happy and scrappy,’ she’s known for delivering “heartfelt hugs (pre-pandemic of course), energizing, and coaching people through challenging situations. I often say my mission is to light people up from the inside—I love that instant when an idea takes hold in someone and you see their eyes light up, leaning in, talking fast... the moment that they connect their passion with something purposeful.”

She has always been fascinated by the brain. Ironically, her career trajectory went in a different direction for close to 30 years, and she’s now back in brain health.

Moving from a clinical practice and business leadership into brain health technology innovation has helped stretch her personally and professionally, she says. “I am constantly learning about advancements in neuroscience and what they mean in terms of human potential and healing.”



Euson Yeung
*Queen's University &
University of Toronto
Ontario*

Euson Yeung is a physiotherapist and an assistant professor in the Department of Physical Therapy at the University of Toronto. He has been practicing as an orthopaedic therapist since completing his BSc in physiotherapy at Queen’s University. He completed his Master’s in Education at the University of Toronto (Adult Education) and his PhD with the Rehabilitation Sciences Institute at the University of Toronto.

He is an instructor and mentor for the National Orthopaedic Division’s (NOD) manual therapy courses and has provided educational sessions to the clinical community on shoulder assessment and rehabilitation, as well as the management of mechanical neck disorders. More recently, he is a member of the education committee at the Centre for Faculty Development, St. Michael’s Hospital, and is involved in the planning of faculty development sessions.

His research explores the use of technology and simulation to augment and/or compliment traditional educational strategies, from pre-licensure training through to continuing education. He has a particular interest in examining how health professionals use and integrate knowledge into clinical practice and how educational theory and practice can facilitate knowledge translation. His keen interest in international health has taken him to places such as Bosnia and Herzegovina, Ethiopia, Pakistan, and Cambodia. 🌍

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