



Alberta College of
Speech-Language Pathologists
and Audiologists



2021 Annual Report

Looking back, moving forward ...



Alberta College of
Speech-Language Pathologists
and Audiologists

A group of five diverse children (three girls and two boys) are smiling and holding large, colorful speech bubbles. The bubbles are orange, yellow, green, and red. The green bubble in the center contains the text.

*Protecting and serving
the public interest by regulating
the practice of Audiologists and
Speech-Language Pathologists
in Alberta.*

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Alberta College of Speech-Language Pathologists and Audiologists

Visit us online at acslpa.ca

Email us at admin@acslpa.ca

Follow us on   



Vision

ACSLPA is a leader in regulating audiologists and speech-language pathologists.

Mission

ACSLPA protects and serves the public by regulating and ensuring competent, safe, ethical practice of audiologists and speech-language pathologists in Alberta.

Values

- | | |
|------------------------------------|--|
| Accountability | ACSLPA has a duty to serve and protect the public, and as such is accountable to the public, the government and its regulated members. |
| Competence | ACSLPA is a progressive organization committed to excellence. We focus on our mission by regulating members in a way that will enhance their ability to provide competent, safe, ethical services to the public. |
| Collaborative Relationships | ACSLPA fosters relationships between the professions of audiology and speech-language pathology and with other professions and stakeholders. |
| Professionalism | ACSLPA provides quality services to the public and our regulated members, demonstrating a high level of professionalism. |

ACSLPA demonstrates respect for all persons.

Audiologists and Speech-Language Pathologists (SLPs) are health professionals who serve Albertans from newborn hearing screening to swallowing disorders in the elderly, and all life stages in between. They work independently and as part of interprofessional teams in hospitals, clinics, schools, rehabilitation centres, nursing homes, early intervention programs, universities, colleges, research centres and private practices.

Being a registered SLP or Audiologist in Alberta starts with a specialized master's degree and requires a lifelong commitment to providing ethical and competent practice. Audiologists and SLPs have been regulated in Alberta under the Health Professions Act since July 1, 2002.

About the College

The Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA) is a professional regulatory organization (PRO) operating under the authority of the Health Professions Act of Alberta (HPA). ACSLPA exists to serve the public interest by regulating and directing the professional practice of registered audiologists and speech-language pathologists (SLPs) in Alberta. In so doing, ACSLPA and our 1,804 regulated members work to ensure that the public has access to competent, safe, and ethical audiology and SLP services.

The HPA directs the activities of ACSLPA and defines our scope of professional regulation. These activities include:

- publishing a public register of regulated SLPs and audiologists and regulating the use of protected titles so that the public can readily identify qualified practitioners;
- establishing and enforcing admission, renewal, and continuing competence standards;
- establishing, maintaining, and enforcing standards of practice and a code of ethics;
- receiving and investigating complaints of unprofessional conduct against regulated members made by clients, other audiologists and SLPs, colleagues, employers, or others; and
- holding regulated SLPs and audiologists to account through disciplinary measures if they are found to have behaved unprofessionally in their practice.

ACSLPA also serves the public by providing professional practice supports to audiologists and SLPs.

These supports include:

- providing professional practice advice to members through publications, phone calls and emails on professional, regulatory, and ethical matters;
- providing relevant educational opportunities that align with professional standards and requirements; and
- developing and publishing position statements, guidelines, advisory statements, and protocols related to the delivery of professional services.

Audiologists

Audiologists must have a master's, doctorate, or equivalent degree in audiology. Audiologists work directly with clients of all ages and their families/caregivers. Certain services, including restricted activities, may be provided by support personnel, who work under the supervision of an audiologist.

Audiologists work in:

- public practice settings such as schools, hospitals, and community health centres;
- private practice clinics; and
- research, education, advocacy, counselling, policy development, and health administration.

Audiologists can help with:

- hearing (all ages and populations);
- balance/vestibular disorders (dizziness or vertigo);
- amplification (hearing aids and other assistive listening devices);
- implantable devices (cochlear implants and bone anchored hearing aids);
- aural (re)habilitation;
- auditory processing;
- tinnitus (noise or ringing in the ears); and
- hyperacusis and misophonia (sensitivities to sounds).

Audiologists are health professionals who specialize in the prevention, assessment, diagnosis, and management of hearing and balance disorders.



Speech-Language Pathologists (SLPs)

SLPs are professionals who have a master's, doctorate, or equivalent degree in speech-language pathology. SLPs work directly with clients of all ages and their families/caregivers. Certain services may be provided by support personnel, who work under the supervision of an SLP.

SLPs work in:

- public practice settings such as schools, preschools, hospitals, community health centres, long-term care centres, and nursing homes;
- private practice in both office and home environments;
- collaboration with other health care professionals as part of a team; and
- research, education, advocacy, counselling, policy development, and health administration.

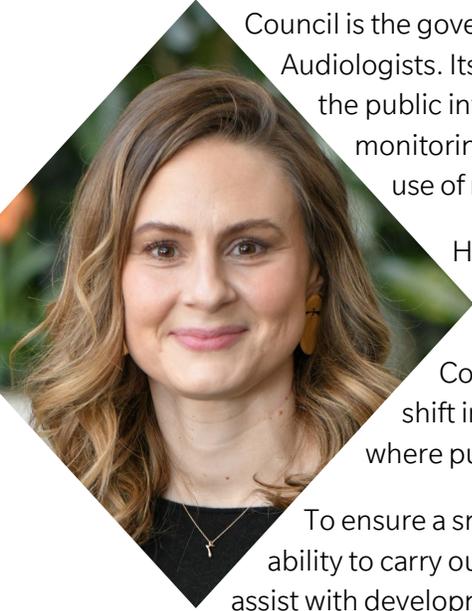
SLPs can help with:

- speech (articulation, phonology, motor speech), fluency (stuttering), voice, and resonance;
- language (expression and comprehension);
- swallowing and feeding;
- cognitive communication (social communication, reasoning, problem solving, memory, and executive functions);
- pre-literacy and literacy skills;
- communication and swallowing disorders related to other issues (e.g., neurological and hearing impairments);
- capacity assessments; and
- during the pandemic, nasopharyngeal swab testing at COVID-19 centres.

SLPs are health professionals who specialize in the prevention, assessment, diagnosis, and management of communication and swallowing disorders



Message from the President



Council is the governing body of the Alberta College of Speech-Language Pathologists and Audiologists. Its role is to ensure that the College fulfills its legislated mandate to serve and protect the public interest. To this end, Council engages in strategic planning, financial oversight, monitoring of operational and strategic outcomes, ensuring the appropriate allocation and use of resources, and regular engagement with the ACSLPA Registrar/CEO and staff.

Historically, and in accordance with the HPA, Council consisted of 75% regulated Audiologists and SLPs and 25% public members. In April 2021, Bill 30, the Health Statutes Amendment Act 2020, came into force and amended the composition of Council to 50% regulated members and 50% public members. This marked a significant shift in the regulatory landscape away from self-regulation, to a model of co-regulation where public members are given equal influence and accountability for decision making.

To ensure a smooth and effective transition to co-regulation that would not disrupt Council’s ability to carry out its mandate, Council engaged consultants with expertise in board governance to assist with development of a transition plan. The plan included a robust council orientation tool as well as timely updates to several governance initiatives tailored specifically to a co-regulatory context. There was considerable delay in the appointments of new public members by the government, with five public member vacancies remaining unfilled until summer of 2021, when three appointments were made.

At the end of 2021, Council was still awaiting two additional public member appointments and one reappointment by the government. While this uncertainty posed challenges to fully implement the recommendations laid out in the transition plan, Council pressed forward, advancing key initiatives for ACSLPA, including reinvigoration of both the Audit and Risk Management and Governance Committees, as well as reviewing and setting direction for the new Continuing Competency Program scheduled for implementation in 2022.

In the face of ongoing unprecedented challenge and uncertainty throughout 2021, Council proactively responded to key trends in meeting its core regulatory responsibilities while upholding its mandate to protect and serve the public interest.

On behalf of ACSLPA Council, I welcome you to read our 2021 Annual Report to learn more about the work of the College. The report covers the period from January 1 to December 31, 2021 and was approved by Council on March 12, 2022.

Nicole Baumbach

2022 ACSLPA President



Message from the Registrar & CEO

2021 was a year of significant change for the professions of Speech-Language Pathology and Audiology as well as for ACSLPA and its staff.

At the professions level, the effect of funding changes and the pandemic continued to impact how and where SLPs and Audiologists work. For the first time in its 19-year history, ACSLPA saw a contraction in the total number of regulated members, as the number of new applicants continued a multi-year decrease, and the number of departures increased as compared to historical. Although the number of regulated members in private practice reached an all-time high, it was not sufficient to offset decreases in the numbers of regulated members practicing in community health and education. The College saw relatively large numbers of regulated members leaving Alberta to practice in Ontario and British Columbia. The shift to an increased number of virtual services continued and broadened, indicating that is unlikely to reverse fully when the pandemic ends. This change in practice delivery offers both opportunity and challenge for the professions and for the public served by the professions.



At the College level, staff, volunteers, and Council worked hard to implement a number of concurrent legislative changes including Bill 30 (change to Council composition) and Bill 46 (sweeping HPA changes to College functions and duties), and started preparations for Bill 49 (enhanced labour mobility). In order to prepare and adapt to the present and future needs of the College, and the new ways in which we protect and serve the public interest, ACSLPA staff undertook a significant reorganization that saw some departures and new arrivals. Although reorganization is always a challenge, we are now better prepared to provide efficient and effective regulation than ever before.

Significant effort went into developing and rolling out new guidance to regulated members on virtual practice, supervision of support personnel, and record-keeping and documentation to keep up with the changing practice environments and modes across Alberta.

Another significant initiative in 2021 was effort focused on addressing systemic racism and discrimination within the professions of Audiology and Speech-Language Pathology, as well as within the College. We are addressing this social and systemic issue using the tools appropriate to a regulator by enhancing standards, guidelines, policies, processes, and communications, as well as better communicating expectations around anti-racist and anti-discriminatory professional practice to regulated members. This journey will continue to be a significant feature of ACSLPA's regulation into the future.

After a year of change, ACSLPA is responsive and well situated to continue evolving in future years to meet the ever-changing needs of the public.

Michael Neth

Registrar and CEO

The regulation of professionals in the areas of speech-language pathology and audiology is the responsibility of the Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA). The College is represented by elected registered members of the College, and public members, who are appointed by the Provincial Government with the aim to balance interests of members of the College with those of the public.

This past year continued to be influenced by the presence of the pandemic. However, once again the College rose to the challenge and moved forward with many initiatives. A few committees saw reinvigoration through their governance documents and committee membership. The Governance and Audit and Risk Management committees moved forward with changes to strengthen their functioning and enhance public representation. Key College documents were improved including virtual care; standards of practice, and code of ethics from an equity, diversity and inclusion perspective, meeting needs of the members and public. These are to name just a few of the accomplishments.

With the change in legislation for health Colleges there has been an increase in public members. The diversity of thought and equal representation from the public will add value to the Council's governance activities. In the future we look forward to having the remaining public member vacancies filled in order to fully realize the legislative change to equal representation.

As public members we feel honored and privileged to serve alongside the College staff and Members of Council in the public interest for Alberta.

Respectfully submitted by 2021 Public Members

Marcella Campbell

Mike DeVuyst

Kenton Dueck

Alexandra Zabel





2021 Members of Council

Under the *Health Professions Act*, the Council is ultimately responsible for upholding the public interest through the responsible governance of ACSLPA and its activities. In 2021, ACSLPA Council consisted of six regulated audiologists and speech-language pathologists who were elected by the regulated members of the College, as well as four public members appointed by the Government of Alberta. Council had two public member vacancies at the end of 2021. ACSLPA is awaiting government appointment of two new public members and one reappointment.

President

Nicole Baumbach, R.SLP

Vice President

Claire Silvera, R.SLP

Regulated Members

Charlene Chamberlain, R.SLP

Joanne Richer Fodchuk, R.SLP

Beatrice To, R.Aud

Michael Vekasi, R.Aud

Public Members

Marcella Campbell

Mike DeVuyst

Kenton Dueck

Alexandra Zabel

Committees

Active committees of Council:

- Governance Committee;
- Audit and Risk Management Committee; and
- Nominations Committee.

Statutory committees appointed by Council:

- Registration Committee;
- Competence Committee; and
- Membership List (Hearings Tribunal/Complaints Review Roster).

In addition to the committees above, ACSLPA also had:

- Practice Advisory Committee;
- Professional Conduct Committee; and
- Anti-Racism and Anti-Discrimination Advisory (ARADA) Committee.

Staff

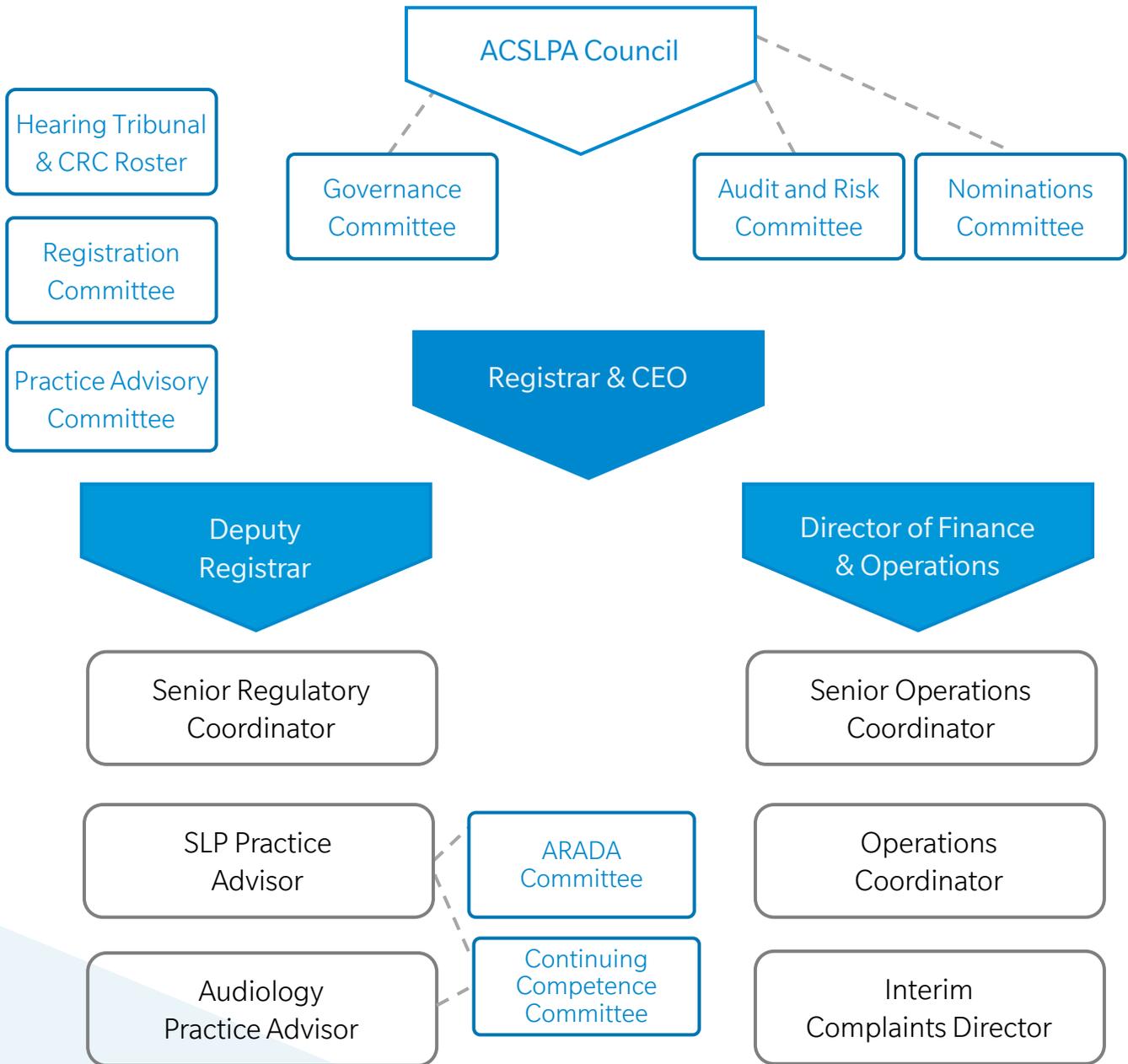
In 2021 ACSLPA was supported by a staff organization that included the Registrar & CEO, Deputy Registrar, Director of Finance and Operations, Speech-Language Pathology Practice Advisor, Audiology Practice Advisor, Interim Complaints Director, Senior Regulatory Coordinator, Senior Operations Coordinator, and Operations Coordinator. In total ACSLPA staff positions and contractors represented 7.3 FTE (full-time equivalent) employees. See the ACSLPA organizational chart on the next page.

College Officials

As of December 31, 2021, the ACSLPA College Officials, appointed in accordance with relevant legislation, were:

- Registrar/Privacy Officer - Michael Neth
- Interim Complaints Director - Jennifer Galarneau
- Hearings Director - Susan Kraft

2021 Organizational Chart



Under the *Health Professions Act* (HPA), ACSLPA has the legislated responsibility to establish, maintain, and enforce entry-to-practice registration standards for audiologists and speech-language pathologists (SLPs) in Alberta. ACSLPA establishes the educational and clinical practice requirements to enter the professions of audiology and speech-language pathology and ensures that applicants meet the established requirements prior to becoming registered.

The Council, Registrar, and Registration Committee each have responsibilities in the registration process in accordance with our governing legislation.

Registration Requirements

Registration requirements are outlined in the *Speech-Language Pathologists and Audiologists Profession Regulation*. Applicants must:

1. Have completed at least a master's degree in speech-language pathology or audiology from an approved university program or qualifications that the Registration Committee considers substantially equivalent;
2. Demonstrate that their professional practice is current by having:
 - a) Graduated from an approved program within three years; or
 - b) Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the previous five years; or
 - c) Successfully completed approved refresher education courses;
3. Provide evidence of having good character and reputation by submitting:
 - a) A satisfactory Police Information Check and Vulnerable Sector Check (PIC/VSC);
 - b) A written reference or letter of good standing; and
 - c) Acceptable declarations regarding any history of criminal convictions or findings of unprofessional conduct;
4. Meet the approved English Language Proficiency requirements; and
5. Demonstrate that they have the required Professional Liability Insurance.

At renewal each year, registrants are required to submit currency hours, to demonstrate they continue to hold the required level of professional liability insurance, and to complete declarations related to criminal convictions, findings of unprofessional conduct and education regarding prevention of sexual abuse and sexual misconduct toward patients.

2021 Registration Adaptations

Due to the COVID-19 pandemic, a number of regulated members and applicants faced exceptional challenges with registration and renewal. Hence, ACSLPA modified registration requirements to mitigate registration delays for new applicants, including the acceptance of electronic documents, increased flexibility re: timing of document submissions, recognizing both English language proficiency and entry-to-practice exams that are proctored remotely, and increasing the scope of activities addressed via courtesy registration, including virtual practice across jurisdictions. In relation particularly to registration renewal, a Position Statement was developed to guide members through the recording of currency hours during pandemic related redeployment.

January— December 2021

2021 Registrants by:

Category—at December 31, 2021

	Audiologists	SLPs	Total
Registered	205	1492	1697
Non-Practicing ¹	13	93	106
Honourary	8	31	39
Courtesy	0	1	1
Total	226	1617	1843

¹ Non-Practicing are typically practitioners who have taken a temporary leave from practice due to maternity/paternity, medical, or personal reasons and who intend to return to practice.

Courtesy Register

	Audiologists	SLPs	Total
Number Registered	1	6	7

Status Changes

	Audiologists	SLPs	Total
Practitioners Returning to Practice ¹	0	22	22
Practitioners Leaving Practice ²	9	111	120

¹ Non-Practicing and previous members who returned to active practice.

² Active members who became Non-Practicing or resigned.

Number of Applicants & New Registrants - General Register

	AUDIOLOGY		SLP		TOTAL		
	Applicants	Registered	Applicants	Registered	Applicants	Registered	Refused
New Graduates							
University of Alberta	n/a	n/a	41	41	41	41	0
Other Canadian Programs	9	9	5	5	14	14	0
U.S. Programs	0	0	8	8	8	8	0
New Graduates – Total	9	9	54	54	63	63	0
Other Regulated Jurisdictions ¹	5	5	10	10	15	15	0
Other Non-Regulated Jurisdictions ²	0	0	5	5	5	5	0
Substantial Equivalency ³	3	2	5	4	8	6	0
Total	17	16	74	73	91	89	0

¹ From other regulated jurisdictions in Canada.

² From non-regulated jurisdictions in Canada and ASHA members from the USA.

³ Those assessed for substantially equivalent qualifications (i.e., applicants educated outside of Canada or the USA where Alberta was the first point of entry into practice in Canada).

DID YOU KNOW?

- ◆ ACSLPA takes interjurisdictional mobility and foreign qualification recognition very seriously. ACSLPA Members obtained their qualifying degrees from:

Alberta - 47.7%;
elsewhere in Canada - 21.5%; and
outside of Canada - 30.8%

- ◆ Commencing in 2021 all internationally trained and interprovincial mobility applicants are able complete applications electronically.
- ◆ Results of the first *Fairness for Newcomers Office* baseline questionnaire revealed ACSLPA is meeting all 8 indicators regarding fair registration requirements and is also within timelines related to the registration of interprovincial mobility applications as per Bill 49 *Labour Mobility Act*.

As of December 31, 2021

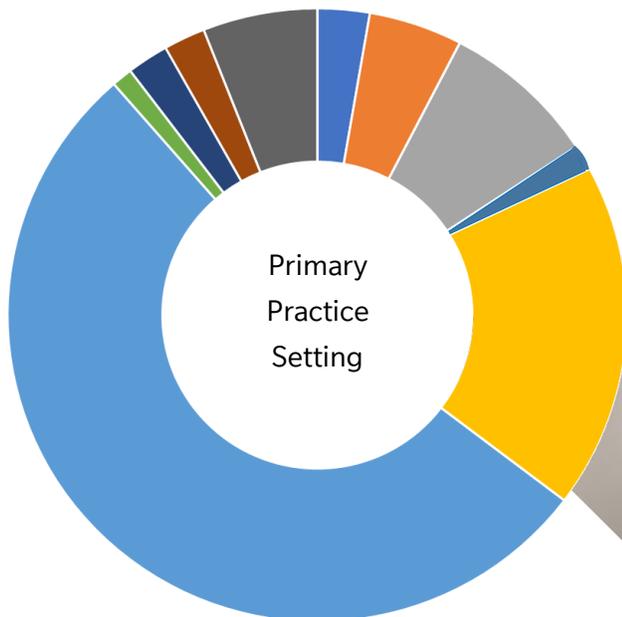
Audiologists

Primary Scope of Practice

Direct Patient Care	176	Teaching	4
Consulting	9	Virtual Care	3
Administration	7	Research	1
Other	4	Unknown	1
Total		205	

Client Age Groups

14	24	4
Adult (17-65)	Pediatric (0-16)	Geriatric (+65)
152	4	7
All Ages	Unknown	Not Applicable



- Private Practice - 112
- Community Health - 40
- Rehabilitation Hospital - 14
- Pediatric Hospital - 11
- General Hospital - 5
- School/School Board - 6
- University/College - 4
- Industry - 3
- Gov't/Official Agency - 4
- Non-Profit Agency - 0
- Other/Unknown - 6



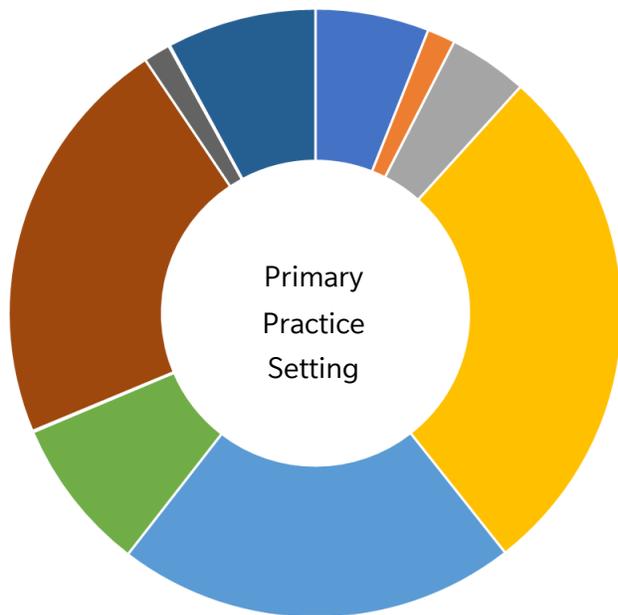
Speech-Language Pathologists

Primary Scope of Practice

Direct Patient Care	1179	Virtual Care	26
Consulting	156	Teaching	21
Administration	55	Unknown	16
Other	27	Research	12
Total		1492	

Client Age Groups

130 Adult (17-65)	1028 Pediatric (0-16)	35 Geriatric (+65)
271 All Ages	12 Unknown	16 Not Applicable



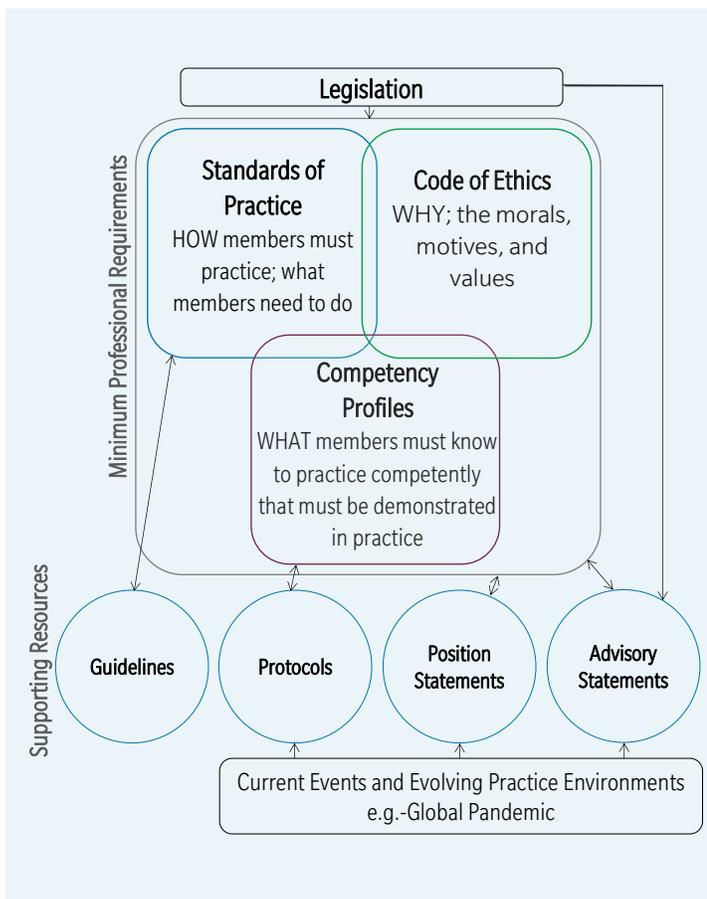
- Private Practice - 425
- Community Health - 356
- School/School Board - 329
- Non-Profit Agency - 126
- General Hospital - 96
- Rehabilitation Hospital - 63
- Pediatric Hospital - 24
- University/College - 30
- Industry - 1
- Gov't/Official Agency - 8
- Other/Unknown - 34

Significant funding changes in education and health in 2020 and 2021 are reflected in the reduced number of SLP registered members listed in the community health and school/school board categories for 2021. A corresponding increase in the number of SLPs identifying private practice as their primary practice setting is also noteworthy.

ACSLPA prioritized the revision and development of several documents in 2021 to guide regulated members in their professional practice. In addition to the documents detailed below, ACSLPA revised our **document definitions**. This included the development of a visual schematic to assist regulated members and the public to understand what constitutes minimum professional requirements for the professions of speech-language pathology and audiology and resources to support the application of the minimum requirements.

Standards and Guidelines

- ACSLPA's existing *Standards of Practice* and *Code of Ethics* were revised from an equity, diversity and inclusion perspective and are awaiting external stakeholder consultation through Alberta Health.
- A revised Standard of Practice on *Documentation and Information Management* was completed, and final Council approvals were obtained. Both the Standard and the accompanying revised *Clinical Documentation and Record Keeping Guideline* were published and shared with regulated members.
- The Standard of Practice on *Clinical Supervision* was significantly over-hauled. Elements of this Standard are elaborated upon in a revised *Speech-Language Pathologists' and Audiologists' Guideline for Working with Support Personnel*, which replaced two separate guidelines for the professions on this topic.
- A *Virtual Care Guideline* replaced our former *Telepractice Guideline (2011)*. The purpose of this revision was to provide current, relevant guidance for regulated members based on the substantial increase in virtual care due to the COVID-19 pandemic.
- COVID-19 practice guidance was updated 7 times on the ACSLPA website and communicated via email and social media to regulated members to ensure consistency with rapidly evolving public health guidance and changing best practices.



Advisory and Position Statements

- An advisory statement on *Virtual Audiology Practice* was developed to reflect new best practices specifically related to clinical audiology.
- Position statements on *Vaccine Hesitancy* and the *Recording of Currency Hours During Pandemic-Related Redeployment* were developed for regulated members.

Additional Practice Supports

- A total of 8 webinars focused on practice issues of relevance to regulated members, including the presentation of several of our new and revised documents, were held this year; 6 were recorded and uploaded to the ACSLPA YouTube channel. In addition to an estimated 700 members who attended these events in real-time, to date the videos have been viewed more than 1500 times.

ACSLPA originally implemented a Continuing Competence Program (CCP) in 2008. The CCP was designed to ensure that regulated members remain competent throughout their careers, providing safe and ethical services that meet professional practice standards, thereby protecting the public. In 2021, a review of the CCP was completed, the goal being to update the program's effectiveness, and bring it in line with current literature in the continuing competence realm.

The revision of the CCP coincides with the enactment of the Bill 46 amendment to the *Health Professions Act*. This amendment requires the establishment of a CCP within the College's *Standards of Practice* which:

- Must provide for regulated members or categories of regulated members to maintain competence and to enhance the provision of professional services by participating in a program for self-directed professional development; and
- May provide for practice visits, examining, interviewing, or other competence assessment of the regulated members or categories of regulated members.

2021 CCP

In 2021, ACSLPA's CCP consisted of:

1. Formulation of competence goal(s) based on one's identified learning needs;
2. Implementation of learning activities to achieve the competence goal(s);
3. Evaluation and reflection on how practice was enhanced through completion of the competence goal(s); and
4. Completion of external feedback to support learning (for members that were due to complete this requirement during the 2021 registration year).

As the CCP program was under revision for implementation in 2022, members were not required to identify a new competence goal at registration renewal. An annual audit of the 2021 CCP submissions was not completed as staff and the Competence Committee focused their efforts on roll out of the new and improved program.

2022 Program Changes

The revised CCP will come into place when registration renewal opens in October 2022. The program will require members to:

- Identify and reflect on existing risks and supports related to their competence;
- Reflect on a dialogue with a peer about a professional practice issue; and
- Identify continuing education activities undertaken during the registration year and describe how these have impacted their competence.

The CCP will continue to operate on an annual cycle. The annual audit of CCP submissions will continue as part of the revised CCP. Regulated members who do not meet the minimum CCP requirements upon audit will be referred to the College's practice assessment, which may include one or more of the following competence evaluation processes:

- Interviews;
- Client record reviews; or
- On-site practice reviews.

Professional conduct and discipline are a primary function of the regulatory responsibility of the College and ensuring that the College meets their mandate and protects the public. The College receives and acts on complaints against regulated members as outlined in the *Health Professions Act* (the “*HPA*”). With procedural fairness, objectivity, and transparency in mind, the College aims to appropriately and efficiently address unprofessional conduct and remediate regulated members.

In 2021, the College received five (5) new complaints.

Complaints Statistics



Disposition of Complaints

Once a complaint is received, the Complaints Director may attempt to resolve the complaint, dismiss the complaint, investigate the complaint, or take other appropriate action. Every complaint is reviewed and addressed uniquely based on the circumstances and context of the complaint. Not every complaint is investigated and not every complaint is resolved. However, all complaints are reviewed and considered in an objective, transparent, confidential, and procedurally fair manner.

If a complaint is investigated, after the investigation the Complaints Director may again attempt to resolve the complaint, dismiss the complaint or in some cases, refer the complaint to a hearing before the College’s Hearing Tribunal (the “*HT*”). A hearing may proceed before the Hearing Tribunal on a consent basis (similar to a guilty plea) or contested basis (similar to a trial). Although outcomes from the HT may be appealed by either a regulated member or the Complaints Director, where matters proceed on a consent basis, appeals are infrequent. Appeals are heard by council, or their designated committee, and may be further appealed to the Court of Queen’s Bench of Alberta, if applicable.

If the Complaints Director dismisses a complaint at any stage, the person who submitted the complaint, also known as the complainant, may request a review of the Complaints Director’s decision by a Complaint Review Committee (the “*CRC*”). The CRC may uphold the decision or order further action to be taken, for example returning the matter to an investigation if one has not yet been completed.

Disposition of Complaints Statistics		Total
Complaints that were dismissed ¹	2	3 CLOSED
Complaints that completed required compliance arising from a HT order from a previous year	1	
Complaints that completed required compliance arising from resolution from a previous year	0	
Complaints proceeded to a hearing and have pending compliance	3	9 OPEN & PENDING COMPLIANCE
Complaints resolved with a resolution agreement pursuant to section 55(2)(a.1) of the <i>HPA</i> and have pending compliance	6	
Complaints resolved pursuant to the Alternative Complaint Resolution (the “ <i>ACR</i> ”) process pursuant to section 58 of the <i>HPA</i>	0	
Complaints referred to resolution pursuant to section 55(2)(a.1) of the <i>HPA</i> but have not yet resolved	3	5 OPEN & ONGOING
Complaints referred to a hearing	0	
Complaints referred to an incapacity assessment pursuant to section 118 of the <i>HPA</i>	0	
Complaints referred to an investigation	2	
TOTAL		17

¹ Dismissals may be pursuant to section 55(2) or section 66(3) of the *HPA*

Hearings, Appeals and Complaint Review Committee Meetings

In 2021, the College had one (1) hearing and no appeals or CRC meetings. The hearing resolved three (3) complaints together and was held open to the public. It proceeded virtually via videoconference and resulted in a finding of unprofessional conduct by the HT, fine and education as a sanction, and an order to pay a portion of costs attributed to the hearing.

Hearings, Complaint Reviews, Appeals	2021
Number of Hearings held	1
<i>Number of hearings open to the public: 1</i>	
<i>Number of hearings closed to the public: 0</i>	
Number of Appeals held	0
<i>Number of appeals by a regulated member: 0</i>	
<i>Number of appeals by the College: 0</i>	
Number of appeals to the Court of Queen’s Bench of Alberta	0
<i>Number of appeals by a regulated member: 0</i>	
<i>Number of appeals by the College: 0</i>	
Number of CRC meetings requested/held	0

Source of Complaints

Although most regulated members practice to the standard expected of a speech-language pathologist or audiologist, from time to time the College may receive a complaint against them. Complaints are provided from many different sources: clients, client family members, colleagues, other regulated health care professionals, employers (as required pursuant to section 57 of the HPA), agencies, organizations, or other third parties. A complaint must be submitted in writing and signed by the person who submits the complaint, or it cannot be accepted by ACSLPA.

In 2021, out of the five (5) new complaints, **60%** of the new complaints received were from a colleague and **40%** of the complaints were from an employer. In comparison, out of the twelve (12) complaints carried over from the previous year, **50%** of the complaints were from a colleague, **33%** of the complaints were from the family member of a client and only **8.33%** of the complaints were from an employer.

Nature of Complaints

Out of the new complaints received in 2021, **60%** were against audiologists and **40%** were against speech-language pathologists. The College received a variety of complaints against regulated members. **60%** of the complaints related to skills, knowledge, and judgment. Relating to sexual abuse and sexual misconduct, the College received **zero (0)** complaints:

SEXUAL ABUSE OR SEXUAL MISCONDUCT STATISTICS	
Complaints alleging sexual abuse or sexual misconduct towards patients and/or clients	0
Findings of sexual abuse or sexual misconduct towards patients and/or clients	0
Patients and/or clients who accessed the patient program fund ²	0

² No funds were dispersed

Financial



- Bookkeeping, payroll, benefit, and investment accounting services were moved in-house to reduce costs and improve efficiency.
- Bookkeeping, payroll, and credit card processing systems and processes were modernized to reduce opportunities for error, make them a better match for the complexity of ACSLPA's finances, realize cost savings, and to create an integrated paperless financial system built for the cloud-based pandemic world.

Communications



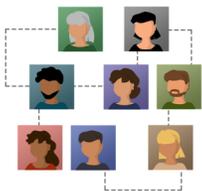
- The frequency of periodic email communications with regulated members about regulatory matters was increased to monthly and renamed 'ACSLPA Essentials'. These monthly emails have seen an increase in readership of ~80% as compared to communications in prior years. A monthly article called 'ACSLPA Insights' is included to educate members about the role of ACSLPA as a regulatory professional organization.
- ACSLPA focused on increasing our social media presence. Since April, ACSLPA's Instagram followers increased by 77% and Facebook followers increased by 9%. Most popular posts have included Anti-Racism and Anti-Discrimination Advisory (ARADA) Committee content on Instagram and information for Speech and Hearing Month on Facebook.

Technology



- ACSLPA transitioned to a new managed IT services provider in the fall. Our new provider offers additional cybersecurity expertise and sophisticated tools. Their initial review of our network revealed a few suggestions for improvement and cost savings, which have been implemented.
- Like other similarly sized organizations, ACSLPA faced increased cybersecurity threats in 2021. ACSLPA responded by improving our multi-factor authentication implementation and adding mandatory staff cybersecurity training. Our increased focus on cybersecurity also includes dark web monitoring and monthly vulnerability scanning.

Human Resources



- Following two staff departures, an examination of ACSLPA's organizational structure was undertaken with the involvement of staff and human resources consultants. A new structure resulted that includes nine positions within a three-level structure and two departments. This reorganization positions ACSLPA to be more effective and able to quickly respond to future changes and needs, while remaining within the budget approved by Council in the 2021 Business Plan and Budget.
- Four permanent staff positions were filled in 2021. ACSLPA was pleased to have many strong candidates apply for each position.

Occupational Health and Safety



- COVID-19 precautions were updated regularly through the year. An internal Occupational Health and Safety motivated COVID-19 Vaccination Policy was put in place in the fourth quarter and came into force on January 1, 2022.



To the Members of the Alberta College of Speech-Language Pathologists and Audiologists:

Opinion

We have audited the financial statements of Alberta College of Speech-Language Pathologists and Audiologists (the "College"), which comprise the statement of financial position as at December 31, 2021, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

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

Basis for Opinion

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Leduc, Alberta

MNP LLP

Chartered Professional Accountants

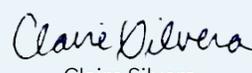
Statement of Financial Position

As at December 31, 2021

	2021	2020
Assets		
Current		
Cash	\$ 943,390	\$ 911,960
Portfolio investments (Note 3)	1,821,840	1,984,786
Accounts receivable	987	11,984
Prepaid expenses	22,189	27,578
Goods and Services Tax recoverable	9,592	9,975
	2,797,998	2,946,283
Capital assets (Note 4)	52,233	66,808
Intangible assets (Note 5)	—	17,206
	\$ 2,850,231	\$ 3,030,297
Liabilities		
Current		
Accounts payable and accruals	\$ 59,698	\$ 117,712
Deferred contributions (Note 6)	1,044,770	1,049,805
	\$ 1,104,468	\$ 1,167,517
Net Assets		
Unrestricted net assets	593,530	903,766
Internally restricted net assets (Note 10)	1,100,000	875,000
Equity in capital and intangible assets	52,233	84,014
	1,745,763	1,862,780
	\$ 2,850,231	\$ 3,030,297

APPROVED ON BEHALF OF THE COUNCIL:


Nicole Baumbach
2022 President


Claire Silvera
2022 Vice President

Statement of Operations

For the year ended December 31, 2021

Revenue	2021	2020
Membership fees	\$ 1,113,943	\$ 1,117,455
Investment Income	41,592	51,785
Advertising	9,050	23,031
Total Revenue	\$ 1,164,585	\$ 1,192,271
Expenses		
Wages and benefits	860,076	714,325
Professional fees	117,965	104,248
Rent	63,650	59,646
Technology	59,833	45,121
Contract services	57,089	72,521
Amortization	39,119	34,369
Bank charges and interest	21,551	24,801
Training and education	14,256	8,574
Travel	12,195	6,093
Honorariums	12,012	15,462
Dues and membership	11,694	13,830
Investment management fees	10,997	10,155
Goods and Services Tax	9,592	9,975
Insurance	8,252	7,807
Office supplies, postage and deliveries	8,225	8,808
Telephone and internet	8,060	8,284
Recognition	3,346	2,875
Equipment rental	2,248	2,396
Investigations	1,772	50,042
Publications	884	1,758
Member Education	450	3,200
Donations and sponsorship	—	3,055
Utilities	—	1,325
Total Expenses	1,323,266	1,208,670
Deficiency of revenue over expenses before other items	(158,681)	(16,399)
Other Items		
Gain on portfolio investments	57,925	75,610
Net College and Association of Acupuncturists of Alberta revenue	945	11,025
Loss on disposal of capital assets	—	(2,243)
Intangible asset impairment loss (Note 5)	(17,206)	—
	41,664	84,392
Excess (deficiency) of revenue over expenses	\$ (117,017)	\$ 67,993

Statements

For the year ended December 31, 2021

CHANGES IN NET ASSETS

	Unrestricted net assets	Equity in capital and intangible capital assets	Internally restricted net assets (Note 10)	2021	2020
Net assets, beginning of year	\$ 903,766	\$ 84,014	\$ 875,000	\$ 1,862,780	\$ 1,794,787
Excess (deficiency) of revenue over expenses	(117,017)	—	—	(117,017)	67,993
Purchase of capital assets	(24,544)	24,544	—	—	—
Write down of intangible capital assets	17,206	(17,206)	—	—	—
Amortization	39,119	(39,119)	—	—	—
Transfer to internally restricted reserves	(225,000)	—	225,000	—	—
Net assets, end of year	\$ 593,530	\$ 52,233	\$ 1,100,000	\$ 1,745,763	\$ 1,862,780

CASH FLOWS

	2021	2020
Cash provided by (used for) the following activities		
Operating		
Cash receipts from members and other services	\$ 1,135,280	\$ 1,204,408
Cash paid for program service expenses	(418,500)	(478,691)
Cash paid for wages and benefits	(880,898)	(709,304)
Cash paid for bank charges	(21,551)	(24,801)
Cash receipts from portfolio investments	41,592	51,784
	(144,077)	43,396
Investing		
Purchase of capital and intangible assets	(24,544)	(37,747)
Proceeds on disposal capital assets	—	370
Proceeds from sale of (purchase of) investments (net) (Note 3)	200,051	(37,281)
	175,507	(74,658)
Increase (decrease) in cash resources	31,430	(31,262)
Cash resources, beginning of year	911,960	943,222
Cash resources, end of year	\$ 943,390	\$ 911,960

Notes to the Financial Statements

For the year ended December 31, 2021

1. Incorporation and nature of the organization

The Alberta College of Speech-Language Pathologists and Audiologists (the "College"), was incorporated under the *Health Professions Act* as a not-for profit organization. The College's mandate is to regulate the professions of speech-language pathology and audiology in Alberta.

The College is not taxable under Section 149 of the *Income Tax Act* and is a registered charity with the Canada Revenue Agency.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant accounting policies:

Cash

Cash includes balances with banks and short-term investments with maturities of three months or less.

Portfolio Investments

Portfolio investments with prices quoted in an active market are measured at fair value while those that are not quoted in an active market are measured at cost less impairment. They consist of investments managed by RBC Dominion Securities which are made up of fixed income and equity pooled securities which are all traded in the public markets. Changes in fair value are recorded immediately in the excess of revenue over expenses.

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the following methods at rates intended to amortize the cost of assets over their estimated useful lives.

	Rate and Method
Computer equipment	30% declining balance
Computer software	30% declining balance
Furniture and equipment	20% declining balance
Leasehold improvements	8 years straight-line
Database and registration	3 years straight-line
Website	3 years straight-line

Intangible assets

Specified intangible assets are recognized and reported apart from goodwill.

An intangible asset recognized separately from goodwill and subject to amortization is recorded at cost. Contributed intangible assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the following rate intended to amortize the cost of an intangible asset over their estimated useful lives.

	Rate and Method
Exam and course development	3 years straight-line

When an intangible asset no longer contributes to the College's ability to provide goods or services, or the value of future economic benefits or service potential associated with the intangible asset is less than its net carrying amount, its carrying amount is written down to fair value.

For the year ended December 31, 2021

2. Significant accounting policies *(Continued from previous page)*

Long-lived assets

Long-lived assets consist of capital assets and intangible assets with finite useful lives. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The College writes down long-lived assets held for use when conditions indicate that the asset no longer contributes to the College's ability to provide goods and services. The asset are also written-down when the value of future economic benefits or service potential associated with the asset is less than its net carrying amount. When the College determines that a long-lived asset is impaired, its carrying amount is written down to the asset's fair value.

Revenue recognition

The College follows the deferral method of accounting for contributions including government grants. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership fees are recognized as revenue in the fiscal year in which membership services are provided and when collection is reasonably assured. Membership fees that are collected and relate to a period subsequent to the fiscal year of the College have been recorded as deferred revenue.

Investment income is recognized when earned.

Advertising revenue and revenue from other professional associations is recognized when the related services are performed and collection is reasonably assured.

Contributed materials and services

Contributions of materials and services are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials and services are used in the normal course of the College's operations and would otherwise have been purchased.

Contributions of voluntary services of many members are relied on by the College. Due to the difficulty in determining the fair value of voluntary services they are not recognized in these statements.

Financial instruments

The College recognizes its financial instruments when the College becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management.

At initial recognition, the College may irrevocably elect to subsequently measure any financial instrument at fair value. The College has made such an election for its portfolio investments.

The College subsequently measures investments in fixed income and equity pooled securities quoted in an active market at fair value. Fair value is determined by published price quotations.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess (deficiency) of revenue over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

For the year ended December 31, 2021

2. Significant accounting policies (Continued from previous page)

Financial asset impairment:

The College assesses impairment of all of its financial assets measured at cost or amortized cost. When there is an indication of impairment, the College determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the College reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess (deficiency) of revenue over expenses.

The College reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess (deficiency) of revenue over expenses in the year the reversal occurs.

Measurement uncertainty (use of estimates)

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital and intangible assets.

These estimates and assumptions are reviewed periodically and as adjustments become necessary they are reported in excess (deficiency) of revenue and expenses in the periods in which they become known.

Nature of funds in net assets

The College maintains three net asset funds to track net assets for the following purposes:

- I. The unrestricted net assets fund represents the funds available that are not internally restricted by the Council and are available for future operations.
- II. The internally restricted net assets fund is intended to be used to provide future protection against unseen interruption of income and unanticipated expenses as well as specific future projects. Transfers to/from the internally restricted net assets requires Council approval.
- III. The equity in capital and intangible asset fund represents the net book value of the capital and intangible assets held at year-end.

3. Portfolio investments

Portfolio investments are comprised of a RBC Dominion Securities Portfolio, consisting of fixed income and equity pooled securities with a cost of \$1,723,568 (2020 - \$1,912,924).

Cash flows related to purchases and proceeds of portfolio investments have been presented on a net basis as it impracticable to determine the gross purchases and proceeds.

Notes to the Financial Statements (continued)

For the year ended December 31, 2021

4. Capital Assets

			2021	2020
	Cost	Accumulated	Net book	Net book
Computer equipment	54,013	35,528	18,485	17,243
Computer software	3,461	3,461	—	—
Furniture and equipment	55,845	42,406	13,439	16,799
Leasehold improvements	11,185	2,796	8,389	9,787
Website	49,088	48,168	920	6,312
Database and registration	229,406	218,406	11,000	16,667
	\$ 402,998	\$ 350,765	\$ 52,233	\$ 66,808

5. Intangible assets

Intangible assets having definite lives

	2021	2020
Exam and course development	—	\$ 17,206

The intangible asset was deemed to no longer have a future economic benefit so it was fully impaired in the year.

6. Deferred contributions

The College has received membership revenue for the subsequent fiscal period. Membership revenue is recognized in the period the membership relates to. The unexpended funds and membership revenue for future periods are classified as deferred revenue on the statement of financial position. Details of deferred membership revenue are as follows:

	2021	2020
Balance, beginning of year	\$ 1,049,805	\$ 1,047,825
Amount received during the year	1,044,770	1,049,805
Less: Amount recognized as revenue during the year	(1,049,805)	(1,047,825)
Balance, end of year	\$ 1,044,770	\$ 1,049,805

7. Commitments

The College signed an operating lease for office premises which commenced May 1, 2020 and expires April 30, 2028. Under the lease, the College is required to pay common costs and property taxes in addition to rent, however these are not included in the summary below due to the variable nature of the expenses.

The College has also entered an operating lease for equipment. The equipment is leased at \$489 per quarter. The equipment lease expires in November 2022.

The commitments over the next five years and thereafter are as follows:

2022	\$ 31,539
2023	30,833
2024	32,916
2025	34,583
2026	35,833
Thereafter, to 2028	49,583
	\$ 215,287

For the year ended December 31, 2021

8. Financial instruments

The College, as part of its operations, carries a number of financial instruments. It is management's opinion that the College is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or foreign currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The College's investments in publicly-traded fixed income and equity pooled securities exposes the College to price risk as these investments are subject to price changes in an open market due to a variety of reasons including changes in market rates of interest, general economic indicators and restrictions on credit markets.

9. Significant event

On March 11, 2020, the World Health Organization declared the outbreak of COVID-19 (coronavirus) a pandemic. This has had a significant impact on businesses through the restrictions put in place by the Canadian, provincial and municipal governments regarding travel, business operations and isolation/quarantine orders. At this time, it is unknown the extent of the impact the COVID-19 outbreak may have on the College as this will depend on future developments that are highly uncertain and that cannot be predicted with confidence. These uncertainties arise from the inability to predict the ultimate geographic spread of the disease, and the duration of the outbreak, including the duration of travel restrictions, business closures or disruptions, and quarantine/isolation measures that are currently, or may be put, in place by Canada and other countries to fight the virus.

10. Restrictions on net assets

Internally restricted net assets

During the year, the College's Council internally restricted a net of \$225,000 (2020 – \$nil) of unrestricted net assets as follows:

	Opening	Transfer In	Transfers Out	Closing
Operating Reserve	775,000	—	125,000	650,000
Professional Conduct Reserve	100,000	50,000	—	150,000
Legal Defense Reserve	—	100,000	—	100,000
Opportunities Reserve	—	200,000	—	200,000
	\$ 875,000	\$ 350,000	\$ 125,000	\$ 1,100,000

These internally restricted amounts are not available for other purposes without approval of the Council.

11. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

Council

- New composition: 6 public and 6 registered members
- Re-established 2 Council committees—Audit and Risk Management and Governance

Pg. 12

Continuing Competence Program (CCP)

Goals

- ✓ To update the effectiveness, and
- ✓ Bring in line with current literature in the continuing competence realm

The revised program will be in place October 2022 in time for renewal.

Pg. 19

Key College Documents & Professional Practice Support

- Revised document definitions and developed a visual schematic to better explain minimum professional requirements
- 8 webinars focused on practice issues were presented

Pg. 18

Operations

- Financial processes and systems updated to be paperless
- Increased readership for ACSLPA Essentials
- ACSLPA has a YouTube channel, a Facebook page, an Instagram profile and more followers than ever

Pg. 22

Membership

- ACSLPA is meeting all 8 *Fairness for Newcomers Office* indicators regarding fair registration
- All applicants can now apply online

Pg. 14

Staff Reorganization

- The new organizational structure positions the College to provide efficient and effective regulation

Pg. 13

Anti-Racism and Anti-Discrimination Advisory Committee (ARADA)

- *Standards of Practice* and *Code of Ethics* were reviewed from an equity, diversity, and inclusion perspective



*Thank you ACSLPA regulated members!
Your dedication, patience and willingness to
adapt in changing times is appreciated.*

*Obstacles have not prevented
regulated members from working hard to
ensure the communication health
of Albertans.*





Alberta College of
Speech-Language Pathologists
and Audiologists



2021 Annual Report

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