



Chemical Institute of Canada | **For Our Future**  
Institut de chimie du Canada | **Pour notre avenir**

## Report from the Executive Director - AGM 2022

At the time of writing, I am thrilled to have joined the Chemical Institute of Canada (CIC) family exactly three months ago. And what an amazing journey it has been so far. Having spent the past few years beyond the chemical sciences community, I am humbled to be leading the CIC, an organization that has served the chemical, chemical engineering, and chemical technology communities with 75+ years of heritage and traditions. I feel like I have come home.

My priorities in the past three months have been to provide stability to the National Team (NT), continue to plan for the upcoming signature conferences, listen to and be visible in the community for our friends and supporters and begin rebuilding our sponsorship network.

### National Team

Celebrating Joan Kingston's 25<sup>th</sup> year anniversary (Director, Finance and Operations) with the CIC is a huge milestone of the CIC. My sincere thanks to Joan for her dedication and commitment to the organization. It has also been a challenging year of turnovers for the CIC NT. Bidding farewells to dedicated team members and welcoming new talented team members on a continuous basis has not lost on me the importance of ensuring that NT team-members feel that they belong, are heard and are appreciated. As I continue to find ways to build and reshape the NT alongside the Boards, I am committed to keeping my eyes and ears open for feedback and suggestions from everyone around me. In the past few months, I have established a standardized recruiting process and provided a one-time token of appreciation to each team member for their contribution to the organization through the pandemic. Currently, I am working on a salary plan that will be much more equitable and understandable, wellness days for NT to focus on their wellbeing, and a more transparent overtime policy. The organization will continue to evolve in order to better deliver our programs, events, communications, and publications effectively and efficiently. The NT and I look forward to redefining the organization's value proposition, driving membership growth, working towards financial sustainability for the organization, and building capacities to better support the Canadian chemical sciences community.

### Conferences

Conferences remain a key source of revenue for the societies. I am thrilled that the NT and the Conference Organizing Committee are well on our way to planning the first "post-COVID" in-person Canadian Chemistry Conference and Exhibition in Calgary as safely as possible. We are anticipating great turnout (1,500+ chemists and chemical technologists) with 2,300+ abstracts submitted! Planning of the Canadian Chemical Engineering Conference (CCEC) in Vancouver (Oct 23 - 26) and the 12<sup>th</sup> Triennial Congress of the World Association of Theoretical and Computational Chemists (WATOC) in Vancouver (July 3 – 8) are also well underway.



## Community Engagement

It's time to connect and reconnect with our friends, partners and supporters as we navigate out of COVID slowly and safely. I am committed to being (more) visible in the community, hearing what you need and how we can collaborate to build a more sustainable, equitable and inclusive chemical sciences community and giving back to broader society. These are big goals that we will work towards one-step at a time. Let's find ways to ensure CIC continues to be relevant locally, nationally and internationally.

As the world continues to navigate through the global health pandemic and grapples with the realities of working (even more) collaboratively across all sectors, this is a thrilling time to reimagine making impact in these chemical communities and beyond. I am ready to work alongside the National Team, the Boards, and the chemical communities' Members to grow and foster future leaders and capacity for Reconciliation. After all, the CIC's ability to advance national and global prosperity will build on its membership's ability to achieve collective impact through the actions of individuals guided by shared values and convictions. I look to all of you members, friends and supporters for suggestions, support and be part of the journey.

In closing, I would like to thank the National Team for pouring their hearts and souls to support our Members and continuing to work diligently in the absence of a permanent leader; Dr. Paul Smith for taking on the role of the Interim Executive Director; the CIC and the two Society Boards for navigating this pandemic closely with the National Team every step of the way.

With gratitude,

A handwritten signature in blue ink, appearing to read 'Josephine Tsang', with a stylized flourish at the end.

Josephine Tsang, Ph.D.  
Executive Director  
Chemical Institute of Canada