



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

Report from the Executive Director - AGM 2023

Dr. Josephine Tsang

I am pleased to provide the Chemical Institute of Canada (CIC) Members with an update on the activities of the CIC over the past year. It has been a thrilling and productive period, and I am humbled to be a part of this remarkable organization, serving the chemical sciences community in Canada and beyond.

National Team

Over the past 15 months, I have had the privilege of working with the dedicated members of the National Team (NT). Together, we have overcome numerous challenges, made significant progress in advancing our understanding of our Members and their needs, and invested more resources in serving them. One of my primary goals has been to provide stability to the NT, and I am pleased to report that the staff turnover has stabilized. We bid farewell to Joan Kingston, Director of Finance and Operations, in late 2022, and her departure allowed us to explore new approaches to our operations. The NT staffing has otherwise been stable and a number of new appointments have added capacity to various aspects of the organization including leadership in finance (Robert Bissonnette), strategic communications and engagement (Dr. Bibiana Campos Seijo), and conference planning (Marie Laplante, E&A Services). Notably, we continue to conduct a comprehensive review of the accounting and financial state of the organization, and spearhead refreshed communication efforts and develop a plan for increased sponsorship, partnerships, and donations.

We have prioritized the well-being and inclusion of NT team members and ensure that they feel that they belong and are heard and are appreciated. We have implemented additional processes such as a clearly defined travel policy, a vacation/time-off request procedure, an overtime policy, and a wellness days policy. To further support our human resources and operational practices, we will engage a consultant in the coming months.

While this past year has been focused on stabilizing day-to-day operations, we look forward to using this more solid grounding to explore opportunities to transform the organization's operations in important and meaningful ways that ensure sustainability and reflect best practices.

Annual Conferences

Our conferences continue to be a crucial source of revenue for the Societies. The popular "CSC" and "CSChE" acronyms made their return for our beloved conferences. I am delighted that the planning for the Canadian Society of Chemistry Conference and Exhibition (CSC 2023) in Vancouver has proceeded so seamlessly. The CSC Conference Organizing Committee and the NT have been working diligently, and we anticipate a great turnout with over 2,300 chemists and chemical technologists expected to attend, along with 2,500 abstracts submitted. Planning for the Canadian Society of Chemical Engineering Conference (CSChE 2023) in Calgary (Oct 29 – Nov 1) is also well underway, and we are simultaneously working on next year's conferences in Winnipeg (CSC 2024) and Toronto (CSChE 2024). Additionally, we are exploring the possibility of hosting concurrent conferences in Ottawa in 2025. We will keep you updated as we progress.



Community Engagement

Ensuring the relevance of the CIC locally, nationally, and internationally remains a priority. Tangibly enhancing the organization's ability to deliver meaningful value to our Members and partners is also an evergreen focus. To emphasize the importance of long-term engagement, we have reframed the term "sponsorship" as "partnership." I have personally engaged with our partners, conducting in-person visits and soliciting feedback and suggestions for how to develop an improved value proposition for our partners, and how these partnerships can be an important part of an improved value proposition for our Members. We have incorporated some of their suggestions into new and exciting initiatives by providing a greater focus on early career talent. We have also cultivated closer working relationships with Local Sections and made it a point to attend their events, whether in-person or virtually. Some highlights include an Orientation Package and a standardized Post-Event Survey for the Local Sections created by the NT team.

Governance

CIC has recognized the need to clarify the roles and responsibilities of the Board of Directors, define and refine our strategic goals and plans, and address the code of conduct and ethics for Board members and community participants involved in the Board and Conference Organizing Committee. In collaboration with the CIC Board, we plan to tackle these tasks in the upcoming months as a matter of priority. The NT is committed to improving financial transparency with the Boards and continues to provide valuable data and insights. Open communication channels have been established between the National Team, Board Members and Board Committees, facilitating collaboration and ensuring effective alignment on key organizational objectives.

Looking Forward

I am eager to work closely with the CIC Board, CSC Board, CSChE Board and CEF Board to re-establish the organization's vision, mission and values as they will serve as the organization's guiding stars. We remain committed to ensuring JEDI (justice, equity, diversity, inclusion), and accessibility perspectives are fully considered in our initiatives. We will actively explore ways to diversify revenue streams and innovate our approach to running annual conferences. The energy on the NT is magnetic and I look forward to working closely with the team to develop and improve processes and standard practices so we can enhance our operational capabilities and respond quickly and more effectively to the needs of the chemical sciences community.

In closing, I would like to extend my heartfelt appreciation to the National Team for their unwavering commitment to serve our Members. I would also like to thank the CIC Board and the two Society Boards for volunteering their time and expertise, and contributing to the development of their respective Societies. Last but not least, I would like to acknowledge the invaluable support provided by Dr. Deborah Nicoll-Griffith (CIC Board Chair) and Professor Josephine Hill (CIC Board Vice-Chair) throughout my first year with the CIC family. Together, we will continue to advance national and global prosperity, which will build on our membership's ability to achieve collective impact through the actions of individuals guided by shared values and convictions.

With gratitude,



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