CANADIAN SOCIETY OF RESPIRATORY THERAPISTS

SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES

May 31, 2021

Dear CSRT members,

When I think back to the middle of March 2020, Canada and the rest of the world stood on the brink of uncertainty because of COVID-19. Businesses closed, children were kept home from schools, educational institutions fast tracked to online education, hospitals curtailed clinical activities to the most urgent cases, and other health care services continued to support care as part of activities of daily living. Very quickly we modified our practices while continuing to make great impacts...synonymous to 'building the plane while flying it'. We managed to weather the waves and ripple effects, and presently in the process of running through the course of the third wave. In a short timeframe, we have increased our capacity to manage the infection, enhanced research activities to understand the virus and its variants of concern, and expanded the vaccine outreach systematically in the communities. These are the steps taken towards preventing the emergence of a fourth wave and other new variants of concern.

Given the situation that faces us today and on reflection, CSRT has trailblazed early by streamlining a lean and effective operational structure that adopted a cloud-based operating system and supported its staff to work from home. The resultant effect managed efficient financial planning that released surplus funds for professional development of Respiratory Therapists (RTs); and in hindsight, prepared to fully swivel towards virtual delivery models. We are paving the way to positioning ourselves well to continue unwavering support and guidance to our members during the remainder of this pandemic and thereafter once it is defeated. These efforts by the CSRT have touched on all four priorities of the strategic agenda and have strongly informed and influenced decisions on matters that concern RTs across diverse practice areas presently. At provincial, national, and international levels, CSRT's advocacy of RTs leveraging ethical, equitable, inclusive lenses and on compassionate grounds highlight the importance and impacts of their work in different communities of practice and has increased recognition and opportunities for system-wide changes.

The 2021 CSRT virtual conference profiled the great work of several presenters including those that represented international initiatives. There were also presentations that focused on equity, diversity, and inclusivity (EDI) with a synopsis of visible minorities in RT education, and opportunities for building EDI in health care sectors. These sessions could essentially be considered a litmus test to provide intel on the RT members' beliefs and attitudes of unconscious (implicit) bias and their level of understanding of intersectionality that define the diversity of individuals in a workplace. Places of employment have adopted a just culture where environments are cultivated to foster innovation and professional growth of staff through equitable and inclusive ways. In the same vein, other employers may not have prioritized the EDI agenda in the same manner within their infrastructure where RTs practice. To this end, varied levels of EDI sensitivities and tolerance may prevail that would act as bottle necks in establishing standardized EDI culture and practice.

Consequently, we are at a critical juncture of truly becoming enlightened discovering our own personal biases and being openminded to accepting different perspectives. With thoughtful intentions and meaningful collaborations integrating a willingness to learn, negates the dangers of micro-aggression that denies the existence of diversity. It is an enriching experience to ask the necessary questions to gain a deeper understanding of other people's multiple dimensions and cultures within our shared environment. The CSRT nourishes integration in an inclusive space where everyone feels comfortable being themselves and are empowered to be creative and share ideas. The CSRT and our communities of practice are one entity that celebrate the differences and united because of them.

I salute the exceptional contributions of RTs everywhere as I know that we take pride in supporting each other and lean on our collective expertise. With a heaviness, I reflect on the 3.5 million people around the world who succumbed to this infection, and their families who mourn their loss. It occurs to me on how fortunate we are to experience a Canadian healthcare system as care providers and as recipients of a care service. Through the guidance and mandate of our provincial leadership and workplace health and safety crew, we have done well. Let us stay on course and continue to follow these recommendations and I assure you that we will come through even stronger than ever before.

Chitra Gnanasabesan, President
Canadian Society of Respiratory Therapists
[She | Her | Hers]

CANADIAN SOCIETY OF RESPIRATORY THERAPISTS

SOCIÉTÉ CANADIENNE DES THÉRAPEUTES RESPIRATOIRES

ANNUAL REPORT 2020

RESPIRATORY THERAPISTS: BREATHING LIFE INTO HEALTHCARE.

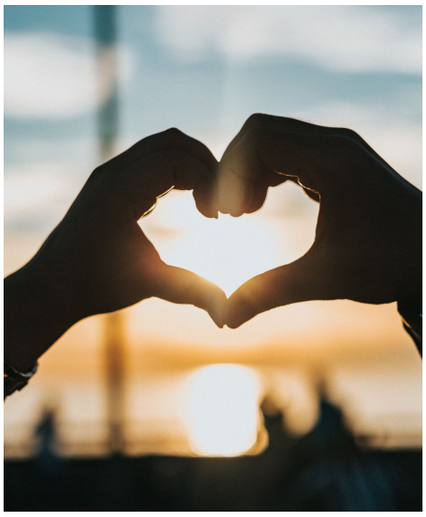
CSRT Vision

Empowering Respiratory Therapists to provide exemplary leadership and care

CSRT Mission

The CSRT provides leadership that advances the profession, practice and understanding of respiratory therapy nationally and internationally by supporting environments that foster innovation and knowledge translation, and by promoting excellence in evidence-based care.

An Exceptional Year. An Inspiring Profession.



The CSRT Board of Directors and staff recognize the enormous pressures so many of you have faced each day over the past year.

Thank you, respiratory therapists, for all for the remarkable work you do, and for the sacrifices you make each day to care for others.

Message from the CEO

Canadians are recognizing more than ever what we have always known – respiratory therapists breathe life into healthcare. Through the biggest healthcare crisis of in recent history, RTs have stepped up to respond, to lead, to care, and in doing so have stepped into the spotlight. Over the past year, the Canadian Society of Respiratory Therapists (CSRT) could not have been prouder to represent RTs across the country, whether that be in public venues, in discussion with all levels of government, or in the media.

Last year I reported that the transformative investments made by the CSRT into its operational infrastructure to serve members have been instrumental in the organization's ability to support RTs in the early stages of the pandemic. Indeed, the CRST was well positioned to successfully navigate many unforeseen challenges – an advantage that predates the pandemic and will continue beyond.

While many associations struggled to find foothold in the sudden upheavals of 2020, and in some cases to maintain their viability, the CSRT continues to grow and thrive. The organization stepped up in a manner that helped characterize this difficult year as one also marked by expansion of services, new practice supports, and impactful local, national and international leadership. Despite the need to flexibly respond to factors outside of our control, we continue to attain the aims set out by the Board of Directors in the ambitious CSRT strategic agenda.

Important efforts were made in 2020 to ensure the activities of the CSRT align with the needs of members and the RT profession. In fact, it was the ongoing interaction with RTs across the country that informed and drove many of the organization's activities over the past year. As the pandemic evolved, the CSRT directly connected with members to meaningfully understand the also evolving, and oftentimes unanticipated, needs of RTs. As a result, he CSRT is empowering RTs to provide exemplary leadership and care.

CSRT members were incredibly supportive of requests for RTs to share experiences and perspectives at various points throughout the pandemic to date. The second annual iteration of the membership survey was also completed, assuring the work being undertaken by the CSRT remained relevant to our long-term aims. The information shared by members directly informed the advocacy initiatives and practice supports established in 2020. A special thank you to all members for your engagement during a period marked by exceptional personal and professional challenge – you are each exceptional!

The CSRT continues to work closely with our partners to ensure the voices of RTs are heard and understood at all levels. As the network of CSRT partnerships continues to grow in number and influence, so too does our collective ability to achieve our shared aims for excellent respiratory care for all and advancement of the RT profession.

The optimistic words of C.S. Lewis remind us that the challenges and the achievements of today have set us up for greater success tomorrow. "There are far, far better things ahead than any we leave behind." We remain confident that 2021 promises to bring continued progress as a society and as a profession, despite the unknowns still associated with the pandemic. As a wonderfully diverse community, RTs will continue to demonstrate their value to Canadians by sharing expertise and talents everywhere needed, and through an unwavering dedication to caring.

Respiratory therapists, thank you for all that you do each day.

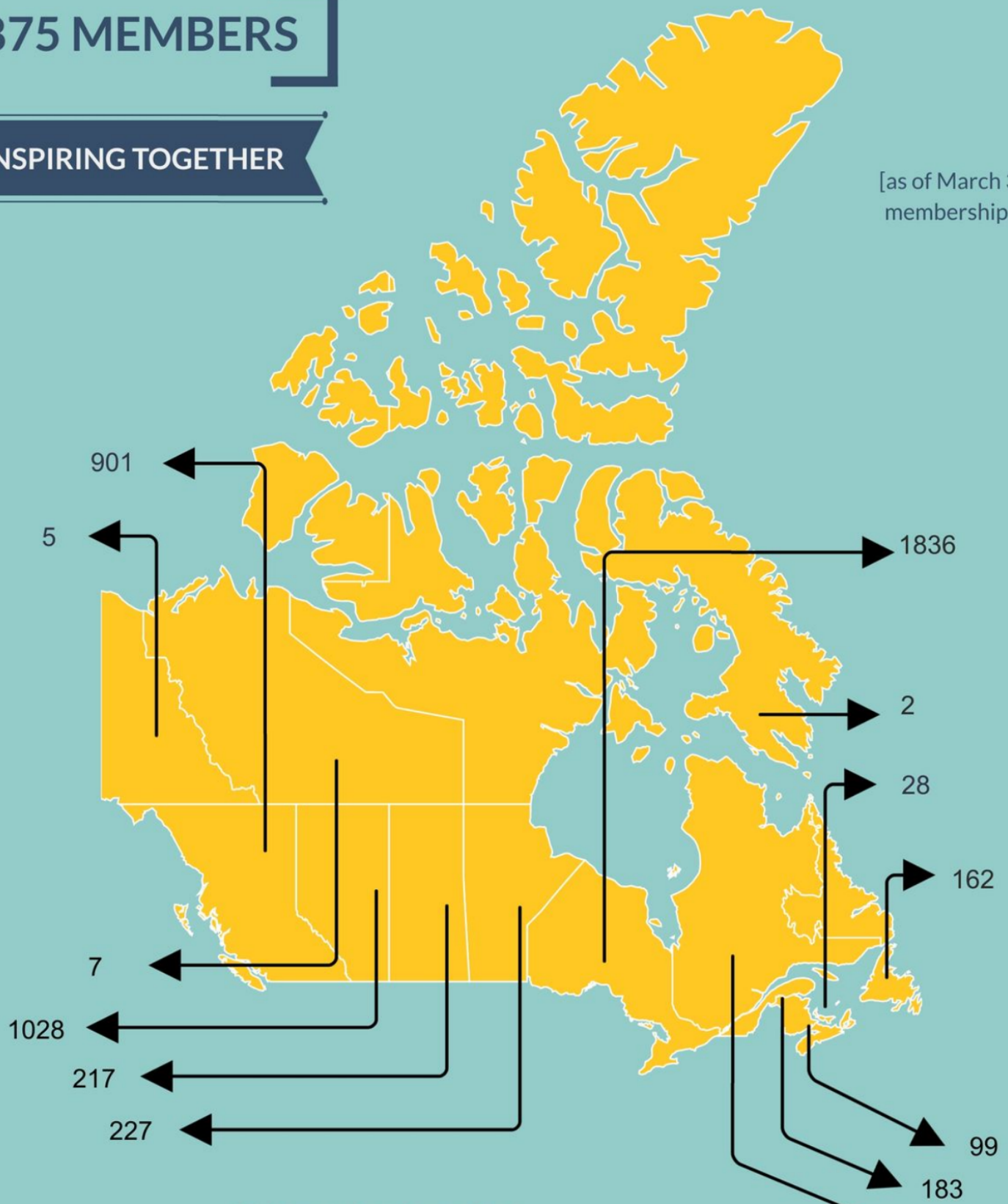
Dr. Andrew West, Chief Executive Officer
[pronouns: he/him; pronom: il]

CSRT Members

4875 MEMBERS

INSPIRING TOGETHER

[as of March 31, 2021 - membership year end]

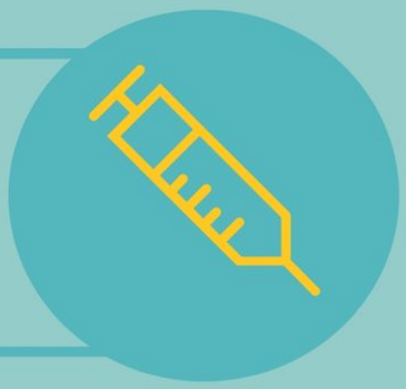


84 International members

96

601 Student Members - welcome to the profession!

509 Certified Clinical Anesthesia Assistants



6	13	116
CSRT Staff Members	Corporate Members	Amazing Volunteers

2300 VOLUNTEER HOURS!

Benefits that are career empowering and that support personal well being

Over the past year unprecedented practice risks associated with COVID-19 have emerged alongside the increasingly litigious nature of the healthcare environment in Canada. This has made finding affordable and effective **Professional Liability Insurance** even more difficult for RTs.

The CSRT continues to ensure that members receive exceptional value and exclusive access to comprehensive and competitively priced **Professional Liability Insurance.**

CSRT FELLOWSHIP (FSCRT)

The CSRT provides recognition to registered members who have made a significant contribution to the science and profession of RT, and who demonstrate lifelong learning by awarding the FCSRT.

There are currently 183 CSRT registered members who have been awarded the FCSRT!

CANADIAN PSYCHOLOGICAL ASSOCIATION
SOCIÉTÉ CANADIENNE DE PSYCHOLOGIE

In 2020 the CPA called on registered psychology practitioners to donating some of their time to provide psychological services to respiratory therapists who may be feeling stressed, overwhelmed or distressed by being on the front lines of this health crisis. It was heartwarming to see the appreciation registered psychology practitioners have for RTs.

The CSRT and CPA have a longstanding history of collaboration as part of the Health Advocacy Lobby Group (HEAL).

Advocacy for RTs, patients and families, and for the RT profession in local communities, across Canada, and globally

The CSRT continues to advocate for RTs and better healthcare across Canada in collaboration with our partners, including as a member of several respected organizations:

Choosing Wisely Canada™

ICRC™

HEAL
Organizations for Health Action

Quality End-of-Life Care Coalition of Canada
La Coalition pour des soins de fin de vie de qualité du Ca

CANADIAN THORACIC SOCIETY

Early on in the pandemic the CSRT engaged **ALL MAJOR MEDIA OUTLETS ACROSS CANADA** to help provide the public with the information they needed and to promote the RT profession.

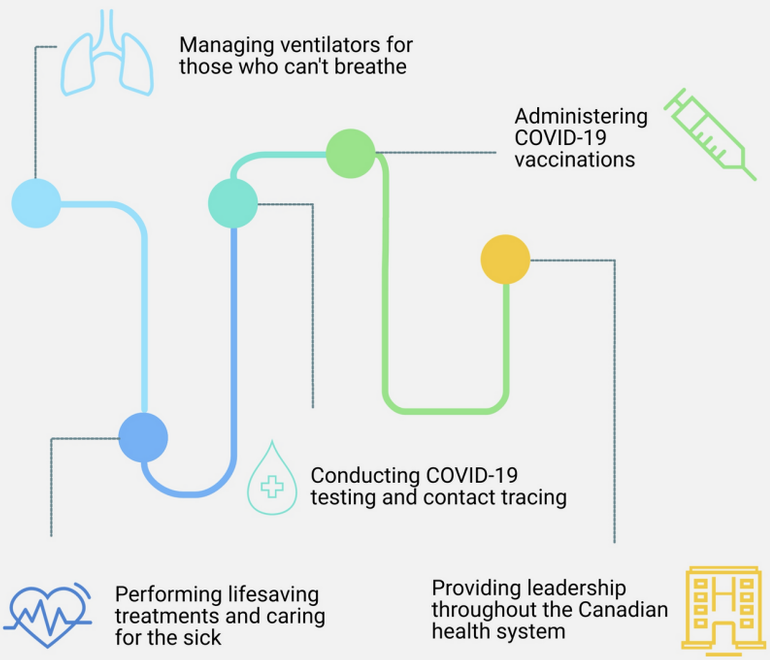
The CSRT was directly involved in interviews, and in making connections between media and front-line RTs across Canada - influencing the public narrative.

The CSRT worked together with the **FEDERAL GOVERNMENT** to ensure that RTs, and all Canadians, had access to the the supply of ventilators, medical equipment and PPE they needed by:

Working alongside the **Public Health Agency of Canada (PHAC) and Health Canada** to procure ventilators from manufacturers domestically and internationally.

Collaborating with the federal **Ministry of Innovation, Science and Economic Development** to provide expert advice on a range of made in Canada innovative ventilator designs.

How RTs are helping during COVID-19



More than 50,000 people in Canada have been hospitalized since the pandemic was declared in March 2020. Respiratory therapists (RTs) have been at the forefront of Canada's healthcare response since the beginning.

RTs breathe life into healthcare.

For more about how RTs support you and your community, visit **www.csrt.com**

43

National media news bites where the CSRT and CSRT members were the subject of TV, radio, on both digital in print media - sharing their expertise and informing the public.

The RT profession was recognized publicly like never before.

Successfully challenged the Government of **ONTARIO** to ensuring RTs ad CCAAs are recognized fairly for their contributions during COVID-19.

Positive outcomes like this continue to decisively demonstrate the impact of the CSRT advocacy program.

Opportunities for networking, mentorship, and knowledge sharing

CSRT Networks
Advancing Practice Through Community

Clinical Simulation

Network Chair:
Dave Wall
London, ON

Home Mechanical Ventilation

Network Chair:
Véronique Adam
Montréal, QC

Primary Care

Network Chair:
Christina Dolgowicz,
Ottawa, ON

280 Networks Members!

NEW NETWORK! Certified Clinical Anesthesia Assistance

Network Chair: **Robert Bryan, Richmond Hill, ON**

#CSRT2020

When the CSRT Annual Conference was cancelled in March 2020 due to COVID-19, the CSRT quickly pivoted to ensure that members had access to the educational opportunities traditionally available at the conference.

The **2020 CSRT E-CONFERENCE** was a great success, with over 1742 total views of the conference sessions.

The event came together in no small part due to the work of CSRT staff, sponsors, and the Scientific Program Committee. A very special thank you to **Karine Grondin and Marco Zaccagnini, 2020 Scientific Program Committee Co-Chairs.**

CSRT 2020 E-Conference Series

Over 22 educational sessions.
Available anywhere!

Evidence-informed practice for RTs

7 new member-only e-courses and directed readings articles added to the repository of CPD offerings

76 continuing education offerings are now freely accessible to members available through their personal CSRT member portal

9 new CSRT e-courses made openly available on the CSRT website - supporting RT practice in Canada and beyond.

$50,000

In 2019 a fund was established by the CSRT Board of Directors **to support RT research.** Applications were received in 2020 for first grant allocation.

Awarded research grants will be announced during the 2021 CSRT AGM.

7,962

CE Credits awarded to members for completing CSRT educational activities

The **CANADIAN JOURNAL OF RESPIRATORY THERAPY** continued to inform the practice of RTs globally, under the leadership of **Editor-in-Chief Justin Sorge.**

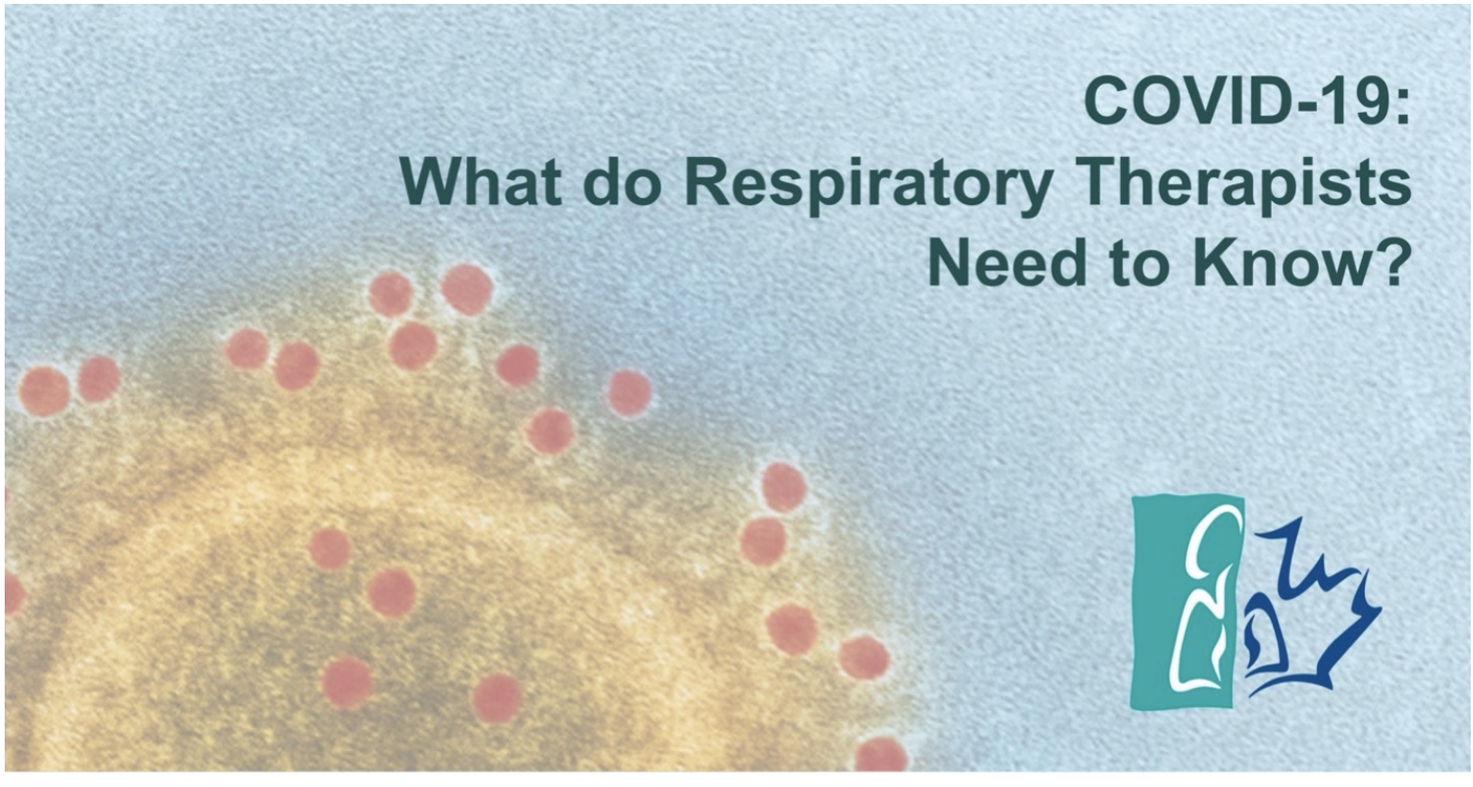
The Journal was pleased to select ***Design and performance testing of a novel emergency ventilator for in-hospital use*** as 2020 article of the year. Congratulations to the authors Jacob M. Knorr, Megan M. Sheehan, Daniel C. Santana B.A., Sergey

CJRT
Vol. 56

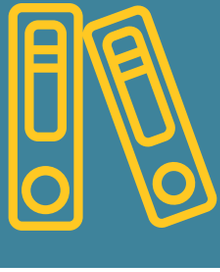
www.CJRT.ca

Samorezov, Ibrahim Sammour, Michael Deblock, Barry Kuban, Neal Chaisson, & Robert L. Chatburn!

Even before the pandemic was officially declared by the WHO on March 11, 2020, the CRST established a comprehensive **Repository of COVID-19 Resource**s and practice supports. The repository quickly became the go-to location for up to the minute, evidence-informed supports for RTs across Canada.

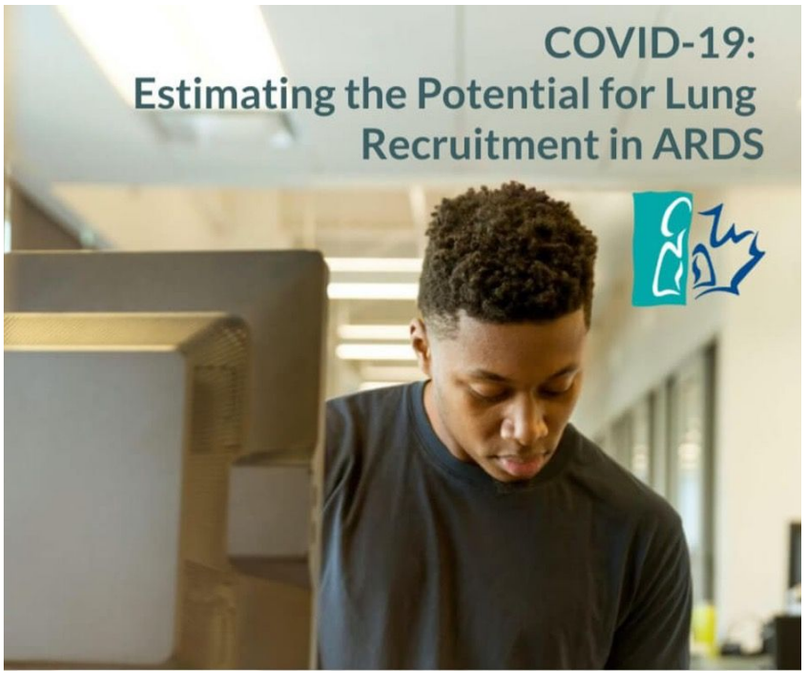


A **Rapid Response Refresher Toolkit** was created to support RTs returning to practice after retirement, and those who sought CPD on specific areas of practice.



The CSRT initiated a **Discussion Forum** where members can share experiences and resources relating to practice issues, including sharing of COVID-19 related information.

Released new **Pandemic-Relevant Position Statements** on ventilation, AGMPs, and PFTs, to provide practice guidance as work environments become increasingly challenging.



NEW CSRT Open Access Courses were made available, and include content on clinical the management of acute respiratory failure during COVID-19.

Also available are new CSRT refresher courses in mechanical ventilation aimed at RTs returning to practice after retirement, and those identifying a need for an update.

2020 Financial Reports

Total Revenue

$904,785

Total Expenditure

$792,874

In 2020 revenues once again supported increasing investments in continuing professional development opportunities, advocacy initiatives, and establishment of practice supports - particularly related to COVID-19.

The complete 2019 CSRT audited financial report is available at: https://www.csrt.com/about/#annualreports

A snapshot of 2021 CSRT activities

2021

The COVID-19 pandemic continues to require RTs to respond provide patient care in unprecedented ways. The CSRT is steadfast in its support for all RTs as they confront the crisis.

- In January 2021 a Mental Health Hub was launched and made openly accessible on the CSRT webpage. The CSRT continues to develop new practice supports for RTs.

- The CSRT 2021 Annual Conference was held virtually from May 5-7, 2021, providing a range of educational, networking and social events. A special thank you to all conference participants, sponsors and presenters for making this year's conference a successful and memorable one.

- The overwhelming magnitude of the COVID-19 crisis in India has prompted a very recent advocacy and humanitarian response from the CSRT and partnering organizations within the Indian Association for Respiratory Care (IARC) and the International Council for Respiratory Care (ICRC). To further support this need, the CSRT is also liaising with the Government of Canada to support the rapid deployment of critical medical supplies to India, in particular with respect to urgently needed ventilators.

- Stay tuned for the launch of a new national RT public awareness campaign launching this spring!