



## FOREWORD

This is truly a time to celebrate. As you read through this history, you cannot help but take pride in the accomplishments of the many professionals who have made up CASLPA over the years. CASLPA has stood in the forefront of our professions, leading and championing our interests and causes.

We are humbled by the efforts and contributions of the pioneers in our professions. It is to them that we owe a profound debt of gratitude for their vision and accomplishments. They have made charting our future that much easier.

The CASLPA Board and Staff dedicate themselves to continuing to pursue the dreams of our founders. We will never forget their call to think big and broad, and to plan for the future.

Now, though, is a time to celebrate. Congratulations CASLPA!

**Catriona Steele**  
President

**Keith Christopher**  
Executive Director



**Celebrating 35 Years of Growth and Achievement**

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# INTRODUCTION

**“To be involved in a profession that opens the doors of opportunity to learning and academic success, interpersonal relationships, socialization, and personal growth for people of all ages continues to be a great source of personal fulfillment.”**  
**Marlene Stein, of Toronto in *Communiqué* January 1999**

**“CASLPA certification is formally recognized by ASHA and is a standard recognized more and more internationally.”**  
**Published in *Communiqué* January 1999**

This year marks CASLPA's 35<sup>th</sup> anniversary, and celebrates its extraordinary growth into a dynamic national organization that uniquely supports and represents Canadian speech-language pathologists and audiologists. The history of CASLPA is also about the simultaneous successes and growth of these two professions, and how a unified national body has helped them advance and excel in their fields. It is a tribute to the exemplary efforts of hundreds of volunteers, from all provinces and territories, who have worked together to bring CASLPA this far.

This history booklet commemorates the achievements, vigour, and dedication it took to build CASLPA. It attests to the far-sightedness of those who recognized the need for a unified national voice for the professions, and who gave the Association its strong beginnings. Inside these pages is a glimpse of the enormous legacy of accomplishments. It is an opportunity to reflect on why and how CASLPA began, and to be mindful of where we are going.

While periods of difficulty and growing pains are naturally etched into this history, one constant remains: the Association and the professions have always aimed high to give the best service to our clients – people with communication disorders. As we celebrate 35 years of growth and achievement, we remain vigilant in advancing the highest standards, and in sharing our skills, knowledge and training to meet the needs of those we serve.

**“While our own NSHA (Newfoundland Speech and Hearing Association) helped us gain exposure as professions on the Island, our parallel and later co-operative (through the National Council ) involvement with CSHA helped us gain respect and credibility. We could use the voice of more than a thousand professionals from across the country to back our demands to our Provincial Government.”**

**André Lafargue**



## Chapter I

# CASLPA TODAY

### *Flourishing from fertile beginnings*

With over 4,000 members today, CASLPA is the single national body that supports the needs and professional development of speech-language pathologists and audiologists. Through this support, CASLPA champions the needs of people with communication disorders. These goals are rooted in its early beginnings, when the Association was launched in 1964 under the name of the Canadian Speech and Hearing Association (CSHA). The professions were just starting to bud in Canada, and were painstakingly beginning to define and validate their place within the realm of medical science, health, and education. A handful of visionaries including the founder and first president of CSHA, Isabel French Richard, had the foresight to push for a national organization that could unify and empower the professions. She affirmed that a united professional body “with clear vision and well-defined objectives can give stature to the profession in this country.” Powered by founders who were proactive from the start, the Association we now know as CASLPA has grown hand in hand with the two professions.

Today CASLPA embraces members from all provinces and territories, and ensures that they are well represented in the Association’s annual conferences and full executive infrastructure. This includes the Board of Directors, committees, and task forces. CASLPA’s staff, based in Ottawa, ensures the quality and timeliness of bilingual publications, proactive public and media awareness activities, and quality government relations along with the accuracy of budget and membership information. In addition, a number of enhanced member benefits are telling indicators of an Association that has come of age together with the professions. Such benefits include career opportunities, insurance plans, legal advice, and enhanced communications through a North America-wide toll free phone number, regular membership surveys, and a lively web site.

The current president of CASLPA, Catriona Steele, echoes the ‘can do’ attitude and fortitude of her predecessors. “My involvement with CASLPA has proven to me, beyond a doubt, that CASLPA is an organization committed to initiating and facilitating positive changes for speech-language pathology and audiology in Canada, and ultimately for the clients we serve,” she said at the Halifax conference in May 1998. “CASLPA is an organization that makes things happen.”

“Due to the present lack of qualified personnel, most clinicians perform the combined function of speech and hearing.”

*Speech Pathology and Audiology in Canada (1969)*, published by the Institute of Otolaryngology of McGill University and Royal Victoria Hospital in Montreal, 1969.

“Within a few weeks you will receive a flyer announcing the imminent post-mature birth of the Canadian journal of *Human Communication*.”

A letter in 1972 to members from Russell Malone, first editor of *Human Communication*

“My area is paediatric audiology. I can say that I saw two technological developments which revolutionized paediatric audiology. These include auditory evoked potentials and cochlear implants. Before these advances, we tested babies and infants with very strange methods (i.e., behaviourally by presenting loud sounds etc...). These methods proved not to be valid or reliable.”

Andrée Durieux-Smith





George Mencher

“Since the founding of CASLPA in 1964, audiologists and speech-language pathologists have partnered the development of our Association. George Mencher, André Lafargue, Andrée Durieux-Smith, Uta Stewart, Kathy Pichora-Fuller and Dana Storms are examples of some of the audiologists who have played leadership roles in the evolution of CASLPA.”

Jo Kapeluck, Aud(C), Saskatoon, in *Communiqué* July 1998

Just how much has CASLPA made things happen? Following are a few highlights of the Association’s growing legacy:

***EXPANDED MEMBERSHIP CATEGORIES***

Membership has consistently grown from its humble beginnings of a handful of people. Today CASLPA offers eight membership categories, including full, student, reduced hours, retired, foreign, affiliate, corporate, and research/allied professional members.

***RECOGNIZED NATIONAL PROFESSIONAL STANDARDS***

Milestones include the achievement of high national standards of practice in speech-language pathology and audiology through certification for CASLPA members, a continuing education equivalent (CEE) program, and site accreditation.

In 1998 CASLPA expanded recognition of these professional standards through reciprocity of the respective certification programs with the American Speech-Language-Hearing Association (ASHA).

***ANNUAL AWARDS PROGRAM***

Another milestone is the Association’s highly regarded annual awards program, which includes the prestigious Honours of the Association and the Isabel Richard Student Paper Award for outstanding research. The awards program has evolved over many years to honour and promote an ongoing commitment to excellence.

***AN ADVOCATE FOR IMPROVED SERVICES AND TRAINING***

True to its vigorous proactive origins, CASLPA is currently an active member in the National Health Forum, the Health Action Lobby Group, and the Canadian Council on Health Services Accreditation. After two extensive years of lobbying, recently we celebrated the exemption of the GST/HST waiver on billings for speech-language pathology services.

***MAINTAINING ETHICS AND INTEGRITY***

Through the years, CASLPA has developed and enhanced a Code of Ethics, and established by-laws and guidelines that recognize the growing scopes of practice of speech-language pathology and audiology.



### **HARMONIZING WITH PROVINCIAL AND TERRITORIAL GROUPS**

CASLPA continues its strong tradition of maintaining regular communications with the provincial and territorial associations, and ongoing communications with American Speech-Language-Hearing Association (ASHA) and the International Association of Logopedics and Phoniatrics (IALP). Nineteen ninety-nine marked the first year of joint membership with participating provinces and territories.

### **BUILDING A BANK OF BENEFITS**

The Association now offers competitive group insurance coverage, group banking, and free advice on employment issues.

### **ADVANCING CAREERS AND EMPLOYMENT**

Ensuring access to career opportunities is a vital part of CASLPA's activities. Career ads are published regularly in the Association's newsletter *Communiqué* and bulletin *CASLPA Update*. Recognising that time is of the essence, CASLPA provides immediate access to employment opportunities through workshops, annual conferences, and our web site.

### **ENHANCING PROFESSIONAL KNOWLEDGE**

Members stay tuned to current clinical guidelines, position papers, and research through the *Journal of Speech-Language Pathology and Audiology*, Canada's only journal dedicated to communication disorders. Members can stay current of professional, legislative, and clinical trends featured in other CASLPA publications including the web site, and through networking opportunities and workshops.

### **FURTHER NETWORKING AND GROWTH OPPORTUNITIES**

CASLPA continues to explore new opportunities for collaboration and growth among the professions. An online directory is regularly updated and a print directory is distributed every two years. Among our ever-expanding new media projects is the web site, which offers a chat room and members' forum.

From the beginning, CASLPA has been at the heart of efforts to shape change and advance speech-language pathology and audiology. The Association's extensive list of achievements marks the milestones of that growth. The following chapters take us back into the past to see how those milestones were reached.



The original CHSA logo

**“The northern and southern groups in the province have been working to establish further positions and to encourage the interest of High School students in our profession.”**

**First report from The Speech and Hearing Association of Alberta on activities of the provincial associations in the CSHA Newsletter; June 1965.**



## Chapter 2

# GROWING WITH THE PROFESSIONS

## The First Decade: 1964-74

“The membership fee of one dollar (\$1) should defray the cost of publishing the Directory and circulating the Newsletter.”

**Isabel Richard, first CSHA president 1964-66, in the June 1965 CSHA Newsletter.**

### *Building a Solid Foundation with Far-Reaching Goals*

It all began in November 1964 when 14 Canadian speech and hearing professionals, who met in San Francisco during the American Speech-Language-Hearing Association (ASHA) conference, voted to establish the Canadian Speech and Hearing Association (CSHA). The event capped sporadic attempts over a number of years to establish such an organization. Positive feedback from a survey of provincial associations endorsed forming a Canadian organization and helped spur the group to action.

Key objectives of the new association, which remain well entrenched today, were to establish and maintain high national standards of training and practice for the professions, develop ties with existing provincial associations, and build the membership. An immediate goal was to publish a directory and establish a newsletter.

The newly elected first CSHA executive was made up of president Isabel Richard, who worked with the Child Guidance Clinic of Winnipeg, vice-president David Kendall, of the University of British Columbia, and secretary-treasurer Adam Sortini, of the Hearing and Speech Clinic in Halifax, Nova Scotia.

They ignited the Association with dedication and vision, and laid the foundation for its far-reaching mission. Ms. Richard emphasized during the second executive meeting in 1965 that “the concept of the Canadian Speech and Hearing Association should be big, broad and general, and viewed in terms of the future.”

It was a vigorous beginning in a challenging Canadian setting where vast distances had to be overcome, and there was only a small number of speech-

**While I think that technological enhancements are tools to enable us to do our job in a more precise and accurate manner, they do not and cannot replace the all important human factor. Communication is our game. That's what is important! We, as speech-language pathologist and audiologists and/or dare I say “Communicationologists” can help make this a better world!**

**André Lafargue**

**Our perspective is changing, for the better: I'd like to believe that, despite having unique expertise in communication disorders, as a professional group we've learned to let the client take control. Rather than the approach of “listen to me, I'm the expert”, I hear, read and personally practice more along the lines of “What can I do to help you (the client) communicate?”**

**Margaret Christie**





language pathologists and audiologists. Many provincial associations were in the throws of being established, such as the speech and hearing associations of the Atlantic Provinces, Alberta, and Ontario. Groups in Quebec, British Columbia, Saskatchewan, and Manitoba were set up in the early to late 1950s. These groups faced a lack of public awareness about the professions, and varying views about standards.

The inspired CSHA founders saw tremendous opportunity in these challenges. The demand and scope for speech-language pathology and audiology were growing quickly, and there

weren't enough trained professionals to meet the need. A brief by the Manitoba Speech and Hearing Association to the provincial government in 1962 recommending a school of speech at the University of Manitoba reflected a nation-wide problem: "The demand for trained therapists to staff the existing agencies, institutions, and systems is not being met and is placing an ever growing strain on the existing services." Change was imminent.

In the Association's first newsletter, published in 1965, Isabel Richard stated that "the formation of a national association of professional speech and hearing personnel is long overdue in Canada. Within the past few years, considerable growth has taken place in the profession(s). There has been a marked increase in the number practising in the various employing agencies, clinics, hospitals, institutions and school systems throughout the country."

Some of the professions' newer areas of practice were described in a 1969 report by the Institute of Otolaryngology of McGill University and the Royal Victoria Hospital. These included language rehabilitation, remedial reading, auditory training, vocational and educational counselling of the hard of hearing, and industrial noise control.

In this burgeoning environment, CSHA looked ahead at a broad spectrum of issues such as demographics, a code of ethics, professional training, standards, and lobbying. Members addressed other critical matters such as interaction with colleagues, the exchange of ideas among distant regions of Canada, keeping up to date with current professional issues, and incorporation. Issues of licensing and certification were also raised during this formative period.

**"The development of the professional journal was the high point for me. It would never have got off the ground without the efforts of Russ Malone who not only served as the first editor, but also persuaded the Glenrose to underwrite the publication costs for the first year."**

**Elaine Heaton**



“When I joined the Canadian Speech and Hearing Association in 1967, you could fit the membership cards in a shoe box - and not fill it! The title of the Association that we use today, arose out of an article I wrote in an early issue of *Communiqué*, edited by Gini Martin and her helpers in Manitoba. The name change for the Association was approved by the Executive which preceded my term as President. Naneve Hawke was President at the time and felt that the name change was an idea whose time had come.”

John Gilbert

Foremost on the initial agenda, however, was the need to build membership, establish by-laws, and a constitution.

It didn't take long for results to take shape. The first directory was published one year after CSHA's inception, in 1965. It was, and continues to be, one of the Association's 'hottest sellers.' This initial compact publication with a bright yellow cover lists 150 members, and provides a geographical breakdown of their institutions. It includes seven provincial associations. The Atlantic Provinces at this time were grouped as one organization. This inaugural publication lists varied occupational titles: speech and hearing therapist, speech correctionist, speech clinician, speech consultant, speech therapist, and audiologist. Occasionally, you could find a speech pathologist. An initial goodwill membership fee of one dollar was introduced, which was later raised to five dollars.

**Following are some of the many other 'firsts' for the CSHA during this initial decade:**

**1966**

- The first CSHA constitution was approved in 1966.

**1967**

- On September 16, 1967, the first by-laws became effective.
- CSHA, together with the Québec Corporation, was represented at Expo '67.

**1969**

- CSHA applied for a grant to conduct a demographic study of speech and hearing services in Canada.

**1971**

- The first active CSHA committees focused on nominations and membership. By 1971, there were four established committees: admissions, elections, advisory, and charter.

**1973**

- Provincial representation was introduced on the CSHA Council in 1973. Each provincial representative was elected. Later they were called national councillors.
- The first issue of *Human Communication* was published in 1973, with Russell Malone as the first editor. This was the scholarly precursor to CASLPA's current *Journal of Speech-Language Pathology and Audiology*. Members were kept up to date on current activities and events through the *Newsletter*.

- The first step in representing the Association at national forums was taken in 1973, when CSHA was invited to send a representative to a Canadian Rehabilitation Council conference for the disabled held in Ottawa.

There were no permanent headquarters at this stage, although the need was discussed in the early 1970s, and CSHA did obtain a permanent post office box in Ottawa. Executives met in each other's homes, which Mary Cardozo, CSHA president in 1968-69, once described as a time of fun, "when we accomplished a great deal with a minimal budget but a maximal love and dedication."

Annual meetings played an important role in linking members and provinces and territories, as they still do today. From 1967 to the end of this first decade for CSHA, these meetings were held in conjunction with provincial speech and hearing association conferences. Before this, Canadian professionals held meetings in the U.S. during the ASHA conventions.

**1974:**

*Ten years young and established*

By the end of 1974, CSHA had grown tenfold and had gained recognition as a national force. From the beginning it quickly established its equal commitment to both speech-language pathology and audiology. Upon reaching its ten-year anniversary, CSHA was on the threshold of gaining its own federal charter and establishing its own independent national conventions. The Association was set to head into the next decade.



**"In 1977 the federal government designated the Canadian Speech and Hearing Association as the contact agency for all information relating to speech and hearing."**

**Published in *Human Communication Canada*, 1984**

**"The professions have changed since I began practising, but in some ways they are the same. Today's professionals are young, enthusiastic, and dedicated. We older ones are still enthusiastic and dedicated, just not young! Differences are more in areas of development of professional regulation and public awareness. Also a major change is the increased number of qualified people in the Association. We have moved from a small number of generalists to a greater number of professionals who can specialise in areas of communication disorders. There is an increased emphasis on applying scientific principles to methods of intervention. While the art of therapy will always be part of our practice, the application of scientific research is necessary if we are to be responsible and respected as professionals."**

**Don Mandryk**





Elaine Heaton

“The CSHA directories have linked us together making contact with one another easier and thus more likely.”

Elaine Heaton, in *Human Communication Canada*, October-November 1984

“At one time or another, we may be called speech therapists, speech correctionists, speech clinicians, logopedists, pathologists, speech-language therapists, audiologists, aural rehabilitationists, etc...”

Fred Greenberg

### Chapter 3

## GROWING WITH THE PROFESSIONS

### The Second Decade: 1974-84

#### *Expansion and Excellence*

CSHA continued to make significant strides in the 1970s and early 1980s, in step with the rapid growth of the professions. When it was incorporated under federal law in 1975, CSHA had grown to 283 full members and 78 students. The Association was also able to hire a part-time secretary through a Toronto management firm, which initially served as a ‘national office.’

During this time, speech-language pathologists and audiologists across the country were pushing for further training, and recognition of their expanded scope of expertise in clinical, private, and public health sectors. Some were actively lobbying for professional autonomy, especially in public health care, where the roles of speech-language pathology and audiology were still being defined. The challenge was to gain acceptance as fundamental, or ‘core disciplines’, like nursing, dentistry, and nutrition. CSHA was becoming an important platform for raising these concerns, and would consistently be at the forefront of the continuing struggle for professional autonomy.

Over time, as speech-language pathology and audiology gained recognition, and with a rise in specialization, more referrals came from other medical areas. For example, in the 1970s the Montreal Children’s Hospital increasingly sent referrals from neurology and neonatology. Similarly, the Mount Sinai Hospital in Toronto reported in 1982 that while the majority of inpatient referrals were coming from the department of otolaryngology, other departments such as neurology, psychiatry, surgery, and rehabilitative medicine were making increasing use of the audiology services.

Emerging themes of prevention and early identification expanded traditional roles and clinical care models of assessment and treatment. Questions also surfaced about whether

“I began practising in Toronto in 1970. At that time there were only five audiologists in the province. I was the first audiologist at the Hospital for Sick Children and when I started there, there were two audiometric technicians and one nurse who did the evoked response testing. Hearing aids were the box type, large for severe losses, and small for milder losses. There was no behavioural testing on young children other than noisemakers and the “peepshow” (ask our colleagues if they know what that is!!!).”

Naneve Hawke

services to schools should be considered within the realm of education or health. At this time, large percentages of professionals were in medical or clinical settings, followed by school boards. A few speech-language pathologists and audiologists chose opportunities in specialized branches in industry and research, and in private practice. Some held positions in university. Work in rural school districts was only beginning to take root, and the emphasis was largely on consultation, helping school personnel to provide some services.

Within this climate of expansion and expectation, CSHA held its first independent conference in Halifax in 1976. Over 300 people attended, a notable turnout for a membership that had now reached close to 400.

"I recall the spirit of pride in the professions when we knew that our first solo convention was a success," said one very active and long-standing member, Virginia Martin, an S-LP in Winnipeg who received CASLPA's Medal for Outstanding Professional Achievement in 1985. She captured that historic moment in the Association's newsletter *Communiqué* in 1997, noting that topics included aphasia rehabilitation, approaches to stuttering, language disorders and the audiologists, voice disorders and voice therapy, and cognitive and pragmatic aspects of early language development.

CSHA ushered in a new era of honouring excellence and outstanding service at the Halifax convention when it introduced its first award – the Distinguished Service Award. The recipient was Robert Coulling, then executive director of the Elks Purple Cross Deaf Detection Fund. This award continues to recognize an individual who has made significant and exceptional contributions to the fields of speech-language pathology and audiology, and who is not an audiologist or an S-LP.

Soon after, a series of other new awards was introduced. They continue to be a highlight of CASLPA's annual conference. The first Honours of the Association, recognizing members who have made outstanding contributions to the Association was introduced at the 1977 conference in Victoria. The first recipient was Grace Harris. In 1980, at the national conference in Winnipeg, CSHA introduced the Medal for Outstanding Professional Achievement. It is granted to a member who has made exceptional contributions to the professions in areas such as education, organizational services, or administration. It is now named the Eve Kassirer Award for Outstanding Professional Achievement, in honour of the former medical sociologist with Health and Welfare Canada who worked tirelessly to advance the professions at the federal level. The first recipients of this award were Elaine Heaton and Jean Ward Walker.



**Robert Coulling is presented with CASLPA's first Distinguished Service Award in Halifax, 1976.**

**"As an Executive, we were using e-mail ten years before it became part of the everyday vocabulary! Moreover, we had some incredible social experiences (i.e., really great parties)!"**

**Margaret Christie**





John Gilbert

“It was during my Presidency that we set up the first Email network for the Association. It is hard to believe how primitive the system was at that time, running on a Unix-based machine, or about the equipment that we provided our various Council members with in order to be able to communicate. I wonder if some of it is still sitting around in people’s basements.”

John Gilbert

### Now, **HEAR HERE** this!

A new CSHA newsletter, named *Hear Here*, was launched in 1976 and was published eight times a year. The journal *Human Communication*, and the ever-popular directories continued production at a regular pace. Directories came out annually from 1981 to 1983 under the editorship of John Gilbert, a professor in the School of Audiology and Speech Sciences at the University of British Columbia. He became president of CSHA in 1984-85, and was awarded the Medal for Outstanding Professional Achievement in 1988.

These developments in publications were healthy indicators that the Association was growing and ready for more visibility, and in 1978 a Publications Committee was formed, which consisted of scholars, clinicians, editors, and representatives from across Canada. *Hear Here* helped keep members informed about current events and activities, and the journal provided additional opportunities to exchange views and information on a broad range of professional issues. In 1983 the two publications were amalgamated to become *Human Communication Canada*, with a similar dual purpose.

Provincial associations, meanwhile, were also progressing and, in some cases, working on registration and/or licensing of members. The Atlantic Provinces Speech and Hearing Association, which had formed in 1963, dissolved in 1978 in order to establish separate associations for New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland. These were all formed officially in 1979. CSHA subsequently held all future National Council meetings with full provincial, and eventually territorial, representation. Members shared mutual concerns and grew to understand differences.

Bern O’Keefe, CSHA past president 1982-83, remembered how gratifying it was to participate in these National Council meetings. “Only those who have been there know what a good feeling it is to sit at a National Council meeting with colleagues from every province in this country and know that, in fact, Canada is a small and warm country,” he said in *Human Communication Canada*.

CSHA was now comprised of a National Council with 10 council members elected to represent each of the provinces and territories (up until 1999, the British Columbia and Alberta council members also represented the two territories). These members, together with the Executive Committee officials, constituted the Association’s policymaking body. Committees included Legislative Affairs, Ethics, Awards, and Publications. Another milestone for CSHA in 1982 was the official enactment of revised by-laws, a new constitution, and a Canon of Ethics. The new by-laws were a major undertaking, the



culmination of at least three years of debates and “often heated discussion,” in the words of Margaret Roberts, past president 1980-81. She noted that “the process made me aware that there are many individuals across Canada working hard to effect change and promote growth within our profession.”

This second decade in the history of CSHA also stands out for the Association’s significant contribution to two important federal task force reports, which were published in 1982. The reports entitled *Clinical Guidelines in Speech-Language Pathology*, and *Guidelines for the Practice of Speech-Language Pathology and Audiology*, were the outcome of CSHA’s participation in a four-year task force initiated by the Health Services and Promotion Branch of the Department of Health and Welfare. In addition, in 1984 CSHA submitted a report entitled *Childhood Hearing Impairment* to a Health and Welfare Canada task force on the allocation of health care resources.

**1984: 20 years and 1,000 members strong**

This second decade of accomplishments, like the first, was a trailblazer for CSHA. The Association headed confidently into its third decade with the establishment of a permanent new national office in Toronto in 1984, a full-time executive secretary, and a membership of 1,000.



**Bernard O’Keefe**

“Only those who have been there know what a good feeling it is to sit at a National Council meeting with colleagues from every province in this country and know that, in fact, Canada is a small and warm country,”  
**Bernard O’Keefe,**  
*Human Communication Canada.*

“I wish the Association many more years of growth. I am a firm believer in the value of a national body that represents us all. It can only make us stronger.”  
**Naneve Hawke**

**Entering the new world of computers and electronic mail:**

“Much of the (CSHA 1985) conference will be devoted to the computer – that wonderful and revolutionary machine that we have learned to love, hate, desire and fear all at once.”

Statement in the 1984-85 CSHA Directory

Arrival of e-mail: “From the first message (which was as exciting as the first television transmission) it was clear that THE SYSTEM was going to bring a quantal change to the way the Association operated ...today (1990) there are about 120 CASLPA members able to correspond with each other, through the UBC main-frame.”

John Gilbert, in *Communiqué* 1990

“Using the system is relatively simple. For illustrative purposes I am going to make the following assumptions: 1. that the user (correspondent) is receiving and transmitting from home; 2. that he/she has a PC-type computer; 3. that he/she also possesses a modem (a device for interfacing the computer with the telephone line); and 4. that he/she has patience.

John Gilbert on the introduction of e-mail in 1984



## Chapter 4

# GROWING WITH THE PROFESSIONS

## The Third Decade: 1984-94

### *CASLPA at the Forefront of Change: Technology and New Collaborations*



Don Mandryk

“Increasing membership has been and continues to be an issue. The 1986 membership directory contains a plea to professionals in Canada with ASHA memberships. In part it states “Don’t ask what do I get for my \$85.00? Instead, here’s my \$85.00. Use it wisely.” Today we can begin to ask the questions and the Association can respond positively in several areas but most of all as being our voice at the national and international levels.”

Don Mandryk

The rapid-fire progress within CSHA over the next ten years can be captured under three key themes: computers, certification, and new collaborations. It was an exciting and explosive time of growth and technological change for the Association and the professions, kept in tow only by the reality of certain budget restraints. All of these themes were reflected by the theme of the 1985 Conference, held in Toronto: Programming the Professions for the Future – Issues and Innovations.

A number of concerns were addressed alongside the main theme of the impact of computers on clinical speech-language pathology and audiology. The conference explored new methods of diagnosis and treatment of disorders, quality assurance, and relationships with other specialists such as neuropsychologists and linguists. Conference programs were becoming more comprehensive, marking the evolution of the professions, which, like today, were constantly upgrading and rethinking procedures. New therapeutic approaches, knowledge, and techniques of assessment and treatment reflected the enormous growth in the scientific areas.

CASLPA was at the forefront of electronic communication. John Gilbert, president from 1984-85, helped launch the Association into the computer era by starting an e-mail network on the mainframe at the University of British Columbia. He described some of early challenges in an article in *Communiqué* in 1990: “In 1984, the system was rather cumbersome and not entirely dependable since even the Canadian “gateways” (computer switching mechanisms between different sites) were only just in the process of consolidating.”

With this proliferation of technology and new issues, coupled by the hard, cumulative work of committees and task forces, the year 1985 was one of the Association’s most productive times. It fittingly became the year when CSHA officially became CASLPA – the Canadian Association of Speech-Language Pathologists and Audiologists. It marked the coming of age of CASLPA as a professional association, a unified voice for the two rapidly evolving professions.

The maturing Association was ready to explore in greater depth how to expand membership categories, and build closer ties with other affiliated agencies and organizations. As true then as it is today, students were an important part of this growth. CASLPA introduced the first Student Paper Award at the 1985 conference, and it is now named after the Association's founder, Isabel Richard. The award recognizes outstanding graduate research in honour of Ms. Richard's reputation for providing high standards of service.

CASLPA set a landmark in 1985 when its certification process was officially introduced. It was the culmination of many years of preparation and discussions that dated as far back as the inception of the Association. The initial outcome of this work was a task force report presented in 1985 and entitled *Guidelines for the Certification of Audiologists and Speech-Language Pathologists in Canada*.

The CASLPA certification examinations were based on the 1988 document *Assessing and Certifying Clinical Competency: Scopes of Practice for Audiology and Speech-Language Pathology*. This document was revised in 1992 and 1999.

CASLPA also introduced its site accreditation process in 1987, through which an organization is accredited for following standards of practice that ensure the highest quality service to the public. In a *Communiqué* article in 1988 Andrée Durieux-Smith, 1987-88 president, noted that "these processes would make us stronger, give us increased recognition and better enable us to serve individuals with communication disorders."

The certification milestone was celebrated at the Halifax Conference in 1987. In his opening address, André Lafargue, president 1986-87, said: "An historical moment in the life of our Association occurred in this city in 1976, one year after our incorporation, when the very first official conference ... was held in collaboration with the then existing Atlantic

**"At the time that I was president CASLPA had just over two hundred members. It was a time when each of us really did know everybody in the Association! The development of the accreditation program also gave high profile to the department with others in the hospital. The relationship with CASLPA has been extremely rewarding."**

**Elaine Heaton**

Provinces Speech and Hearing Association. This year is also one of historical importance for our Association. This conference is the very first attended by clinical speech-language pathologists and audiologists who are now certified in their area by this national Association of professionals." CASLPA continued on this productive path from 1987 right through 1994. Highlights include the development of a mission statement, a task force report in 1988 entitled *Acquired Hearing Impairment in the Adult*, and, that same year, the renam-

**"Our first directory published in 1965 had 150 names in it. Ten years later in 1975, we had 361 members and in 1986, 1,400 members. Today in 1988, we have more than 2,600 members."**

**Andrée Durieux-Smith, in *Communiqué* July 1988**

**The changes in audiology been enormous! The contrast with today's technology and the greater specificity that is possible is absolutely amazing. However the basic tenets of professional practice have stayed constant - developing a meaningful relationship with clients and families remain the key to success."**

**Elaine Heaton**





Canadian Accreditation of Service Programs (CASP) presented the first site accreditation to the Glenrose Rehabilitation Hospital, Edmonton, Alberta.

“The newsletters were a great boon to bringing the activities of the Association to the members, and in getting members to contribute and participate. I was honoured to serve as *Hear Here’s* first editor with the endless support of Gini Martin and George Mencher.”  
Elaine Heaton



ing of the Association’s newsletter to *Communiqué*. With the growing membership, and many projects underway, *Communiqué* helped facilitate the exchange of opinions and information. The journal, *Human Communication Canada* was given its current name, the *Journal of Speech-Language Pathology and Audiology*, and continues to disseminate clinical, educational, and research articles, and reviews of professional issues.

## Milestones of this period

### 1987:

- The first CASLPA certified member was Andrée Durieux-Smith, AUD(C).
- In the fall of 1987, the CASLPA Executive decided to hire an executive director: Richard King, vice-president, finance and administration was engaged.

### 1988:

- Career ads were introduced in *Communiqué*. Employment opportunities later became an important part of the annual association conferences. The CASLPA conference in Montreal in 1991 held a Placement Centre where potential employers/employees could advertise vacancies and requests for employment.
- The first three CASLPA presidents, Isabel Richard, Donalda McGeachy, and Mary Cardozo, received the award for Outstanding Professional Achievement. The first site accreditation was presented to the Glenrose Rehabilitation Hospital, Edmonton, by the Canadian Accreditation of Service Programs (CASP) Chair George Mencher, president 1976-77. Accreditation is achieved through a peer review process and credits an institution for providing the highest quality speech-language pathology and audiology services.
- CASLPA moved its national office from Toronto to Hamilton, Ontario.

### 1989:

- The Association celebrated its 25<sup>th</sup> anniversary, and introduced the Silver Certificate Award to honour those professionals who have worked as audiologists or S-LPs for 25 years.
- CASLPA completed its first comprehensive demographic study.

### 1990:

- Membership throughout this period increased rapidly and in 1990 it had reached close to 2,800.

- At the May 1990 Conference members worked at finalizing a proposed mission statement for the Association.

**1993:**

- A revised Canon of Ethics was adopted.

**1994:**

- CASLPA introduced the Media Award to recognize people who have encouraged high standards of promotional and educational activities to promote awareness of the professions.



**Norma Wood, Ken Albanese, and Margaret Christie**

CASLPA and the professions were entering into a more complex world, bolstered by the knowledge that a national Association was at the forefront of these changes. Progress brought new challenges. The continued explosion of innovations widened discussions of scopes of practice, and topics such as assistive listening devices. Ongoing concerns included recruitment and retention in the professions, services to children, establishing graduate programs in universities, and new treatment approaches. There was growing interest in building ties with supportive personnel, joint provincial/territorial membership, and other forms of collaboration. CASLPA also looked at refining the certification and continuing education processes.

Provincial and territorial associations continued to thrive at the regional level, and in 1990 the Association of Yukon Speech-Language Pathologists and Audiologists was incorporated. It was a time for flexibility and focus among all associations and allied groups; a need to delineate provincial and national responsibility was recognized. As early as 1988, CASLPA established the ad hoc committee on joint membership, in response to requests by provincial presidents. It marked a growing awareness that more cooperation and coordination among the associations was vital.

CASLPA's driving structure during these years was its Board of Directors, which determined policies, approved the budget, struck committees, and acted as the liaison with provincial and territorial associations. National Councillors were elected to the Board from the provinces and territories. An Executive Committee, comprising the president, past



president, president-elect, secretary and treasurer, implemented policies, proposed the budget, and named committee chairs. The success of this structure relied heavily on the dedication of volunteers. It came time, however, to re-examine this core structure, and recognize how CASLPA could best meet the complexities and expanding roles of a faster-paced world. This became a major focus for the five-year period leading to CASLPA's 35<sup>th</sup> anniversary, and the threshold of the millennium, as described in the next chapter.



André Lafargue

**1994:** *CASLPA has arrived, with a national office in Ottawa*

In 1994, CASLPA relocated its National Office to Ottawa, armed with an expanding staff to meet the needs of its growing membership and activities. CASLPA had arrived!



Kathy Pichora-Fuller

**On private practice:** "As time passes, the referrals keep coming. I say to myself – did I really do this on my own? Do I really have a private practice? I can say yes, and that I am extremely proud.... If we as a group make the consumer more aware of the alternatives in treatment, then we will all benefit. "

**Bina Maser, in *Communiqué* December 1990.**

**Annual Conferences in the sunny south?**

"It was suggested in the April 1989 *Communiqué* that CASLPA consider holding a conference at an 'attractive southern location outside Canada.' I'm a big fan of sunny beaches and gently lapping ocean waves, but it can be pretty nice here in May, too... Please join us by the river in the sunshine in Saskatoon in 1992."

**Alison Blair in *Communiqué* December 1990.**

***CASLPA Presidents***

- |  |   |
|--|---|
| 1964 - 1966 ..... Isabel Richard         | 1983 - 1984 ..... Naneve Hawke            |
| 1966 - 1968 ..... Donalda McGeachy       | 1984 - 1985 ..... John H. V. Gilbert      |
| 1968 - 1969 ..... Mary Cardoza           | 1985 - 1986 ..... Kathleen Pichora-Fuller |
| 1969 - 1970 ..... John Potter            | 1986 - 1987 ..... André Lafargue          |
| 1970 - 1971 ..... J. Brayton Person      | 1987 - 1988 ..... Andrée Durieux-Smith    |
| 1971 - 1972 ..... Gordon Zard            | 1988 - 1989 ..... Norma Wood              |
| 1972 - 1973 ..... Donald Mandryk         | 1989 - 1990 ..... Margaret Christie       |
| 1973 - 1974 ..... Elaine Heaton          | 1990 - 1991 ..... Ken Albanese            |
| 1974 - 1976 ..... Larry D. Weber         | 1991 -1992 ..... Jane Little              |
| 1976 - 1977 ..... George T. Mencher      | 1992 - 1993 ..... Uta Stewart             |
| 1977 - 1978 ..... Donald C. Hood         | 1993 -1994 ..... Dana Storms              |
| 1978 - 1979 ..... L. Michael Webster     | 1994 - 1995 ..... W. Bruce Olasker        |
| 1979 - 1980 ..... Frederick R. Greenberg | 1995 - 1996 ..... Randall Murphy          |
| 1980 - 1981 ..... Margaret Roberts       | 1996 - 1998 ..... Debbie Shugar           |
| 1981 - 1982 ..... Judith Branch          | 1998 - 2000 ..... Catriona Steele         |
| 1982 - 1983 ..... Bernard M. O'Keefe     |   |



## Chapter 5

# 1994-1999:

## FIVE YEARS TO THE MILLENNIUM

### *Enhancements for the Future*

Approaching the threshold of the millennium, CASLPA has taken significant leaps to build on past successes, and position itself for a complex new world. Mandatory continuing education equivalents (CEEs) were introduced in January 1995 for the maintenance of CASLPA certification. At the same time, membership categories were expanded to include corporate and affiliated members.

A key strategy during this period was to widen collaborations. The world was becoming a global village, and CASLPA was determined to embrace this reality. It brings to mind early pronouncements of the founders to keep a broad, wide future outlook.

The successful national certification program paved the way for another milestone: the realization of joint membership agreements with provincial and territorial associations.

CASLPA made history on April 29, 1998 when it signed formal joint membership agreements with the provincial/territorial speech and hearing associations of Newfoundland, Prince Edward Island, Nova Scotia, Saskatchewan, Alberta, and the Yukon.

Parallel to this achievement, a reciprocity agreement with the American Speech-Language-Hearing Association expanded the frontiers of CASLPA. This agreement underscored mutual recognition of certification programs in speech-language pathology and audiology. This landmark occasion was also celebrated in April 1998, when CASLPA

president Catriona Steele received the first Certificate of Clinical Competence in Speech-Language Pathology under the new reciprocal agreement. The agreement was the result of collaboration over a number of years by professionals in both associations, and is valued for reducing barriers to employment in either country.



Catriona Steele

**“I believe that we currently face two challenges: one, to extend involvement in our Joint Member alliance to the remaining provinces and territories and two, to look beyond our professions to creating formal partnerships with support personnel and other related professionals.”**

Catriona Steele





**Bruce Olasker, Debbie Shugar, and Randy Murphy**

Today, CASLPA is looking farther ahead, and reaching out to other countries to extend reciprocity. “We’re striving to make it as easy as possible to let our members work anywhere in the world,” notes CASLPA’s current executive director, Keith Christopher.

A second strategy was to review the entire executive and organizational structure of CASLPA to meet the challenges of a complex and busy world. The Association closely examined issues affecting governance, including the roles of national councillors

and the Executive Committee. The need to restructure for the future became clear through an initial survey in which members identified their growing needs and priorities. Following this, CASLPA undertook a benchmark study to examine the structures and operational methods of related associations.

This ultimately led to a ‘paradigm structural shift’ in 1995, through which CASLPA adopted the Carver model of governance. It called for a Board of Directors, which sets the policy. The CASLPA Board is now composed of provincial Board members elected from each



**Dana Storms**

province and territory; the Executive Committee (president, president elect or past president, and chair of the Finance Committee); a National Student Advisor, and a Consumer Representative appointed by the Board. Recently, a representative from the northern territories has also been added to the Board. The number of standing committees was reduced, enabling more task forces to be established as the need arose. Within this new governing structure, the Executive Committee

**“Finally, after a frustrating day of seeing patients who hate their hearing aids and don’t seem to want my help, one patient comes in, says thanks, and tells me how her new hearing aids/ALDs have made all the difference in her life. Then I realize this one happy patient is the reason I’m here and he/she makes it all worthwhile!”**  
**Arran Simpson, Ottawa,**  
**in *Communiqué* January 1999**

of the Board implements policies established by the Board, and prepares the annual budget for submission to the Board. In addition, the term of CASLPA president has been extended from one to two years.



The CASLPA Board, in consultation with staff, members, and other stakeholders now makes a significant and ongoing commitment to annual strategic planning sessions. The new joint membership agreements also entail active participation in the strategic planning process.

The Carver model specifies that the Board's role is to lead the Association by defining its purpose, values, and vision for the future, while the staff's role is to help the Board realize that purpose. The Board's role is strategic while the staff's role is operational.

CASLPA was well primed by this time to carry out its expanded operational duties at its national office in Ottawa, with a hired staff that included an executive director, member-

ship coordinator, executive secretary, communications officer, manager of finance, and manager of publications and communications. By 1998, the Association had grown to the point where it could hire additional professionals, including a manager of professional standards and, more recently, an audiology advisor.

CASLPA has not only arrived as an effective professional association on this 35<sup>th</sup> anniversary in 1999, it has been constantly evolving, strengthening itself for the 21<sup>st</sup> century.

**“CASLPA provided an incredible opportunity for personal growth as well as a unique opportunity to look beyond myself, my job, and my province to seek ways to influence the provision of services to individuals with communication disorders on a national level. A rather heady experience!”**

**Margaret Christie**

**“When I let John Gilbert talk me into becoming president elect, I had no idea what I was getting myself into... It was a time of constant crisis. All of us worked hard and a wonderful bond developed between all of us. We truly worked as a team. It was an unforgettable experience and I feel privileged to have worked with some exceptional people (André Lafargue, Norma Wood, Maureen Penko, Don Hood, John Gilbert, George Mencher, Christie Bentham, and Christine Sloan to name only a few).”**

**Andrée Durieux-Smith**

**“Stick with it, it's a terrific career. “  
Rose Fletcher, born 1912, who was 83 years of age at time of this quote.**

**“I take great pleasure in the warmth, generosity of spirit, and collegiality of my Canadian colleagues who I value as my mentors and friends.”**

**Rosalee C. Shenker, Montreal, in *Communiqué* January 1999**





**Don Hood**

Throughout its growth, successes, trials and victories, CASLPA never lost sight of its original purpose to champion the ethics and standards of the professions, promoting the highest academic and clinical standards, and supporting members' concerns and needs. The focus has remained on providing the best service to people with communication disorders.



**Uta Stewart**

This remarkable 35-year history would not be complete without paying tribute to all members, long-standing or just entering into the field, who love their work and continue to champion the concerns and needs of the client. Professionals like Marlene Stein of Toronto, who has worked as an S-LP for 30 years. She says: "The field is continuously evolving. Not a year has gone by that has not brought with it some major breakthrough. For anyone who welcomes the challenge of continuous learning, the past three decades have been an exciting and very rewarding journey." And professionals such as past-president Don Hood, an audiologist in Thunder Bay, who says: "I practise audiology with a passion that makes me always ask: how can I make communication better?"

**I have been actively involved with CASLPA for more than 18 years now. I keep fond memories of all of those long all nighter meetings called on short notice to deal with crises or for strategic planning. I recall one in particular when we were staying at the Delta Inn in downtown Toronto. We had finished a long Saturday meeting and had gone to bed early for another long meeting on Sunday. At 11:45 p.m. the fire alarm rang and the hotel was evacuated. We met again in the lobby and decided to continue the meeting in a "chic" bar next door! We turned a few heads! You see, some of us had had barely the time to change. Andrée Durieux Smith, the then President-Elect, was very elegant, indeed, in her silk pyjamas!**

**I am very grateful to have been given the opportunity to share my comments with the membership. I am also most grateful for all the wonderful friendships CASLPA has allowed me to develop and nurture over the years.**

**I want to invite all new members and challenge recent graduates to GET INVOLVED and help take care of this baby for the next 35 years!**

**André Lafargue**

Congratulations to all the dedicated speech-language pathologists and audiologists who have made this CASLPA history such a rewarding journey, and success story.

