

# THE ONTABA ANALYST

Newsletter of the Ontario Association for Behaviour Analysis

## *In this newsletter:*

- ONTABA Sustaining Members p. 2
- From the President's Desk p. 3
- New Faces on our Board of Directors p. 6
- Committee Updates p. 8
- A special update from your Ontario Behaviourists for Social Responsibility Special Interest Group (O-BFSR SIG) p. 10
- A special update from your Private Practice Special Interest Group (PP-SIG) p. 11
- Conference Save the Date p. 12
- Spotlight on Membership Perks p. 13
- Elections and Advocacy Series Recap p. 14
- Social Media Update p.15
- What Would you do? Ethics corner p.16

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# SAVE THE DATE!

ONTABACON 2022

**December  
1st & 2nd**

**ONTABA's first HYBRID Conference!**



# ONTABA MEMBERS

## SUSTAINING (CONTINUED)

### ONTABA BOARD OF DIRECTORS

**President:** Nancy Marchese  
**President-Elect:** Jaime Santana  
**Treasurer:** Dawn Marciello  
**Treasurer-Elect:** Lynne Thibodeau  
**Secretary:** Tyler Jane Button  
**Graduate Representative:** Taylor Manuge

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Tracie Lindblad  
Carolyn Mancuso  
Val Saini

### EMERITUS

Maurice Feldman  
Joel Hundert  
Andrew McNamara  
Larry Williams

### ONTABA ADVISORY COMMITTEE

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Louis Busch  
Dr. Rosemary Condillac  
Jennifer Cunningham  
Dr. Maurice Feldman  
Dr. Joel Hundert  
Albert Malkin  
Andrew McNamara  
Jen Porter  
Dr. Wanda Smith

### ONTABA PROFESSIONAL COMMITTEE CHAIRS

- **Advocacy and Communications-** Arezu Alami and Tyler Jane Button
- **Conference and Events-** Taylor Mangue
- **Diversity, Equity, and Inclusion-** Arezu Alami
- **Education and Advancement-** Tracie Lindblad
- **Finance-** Dawn Marciello and Lynne Thibodeau
- **Governance-** Val Saini
- **Membership and Member Services-** Tyler Jane Button
- **Organizational Development-** Tracie Lindblad
- **Professional Affairs and Practice-** Carolyn Mancuso

### SUSTAINING

Afnann Akhras  
Malika Ali  
Lama Ayoub  
Leslie Barreira  
Shiri Bartman  
Lina Bavaro  
Joan Broto  
Louis Busch  
Sophia Catania  
Gail Clarke  
Rosemary Condillac

Laura Dignard  
Lanre Duyile  
Carly Eby  
Paola Egusquiza  
Amber Fair  
Jessica Fabian  
Tammy Frazer  
Nancy Freeman  
Emma Galvao  
Carlene Gervais  
Sabrina Handy  
Kieva Hranchuk  
Lisa Isreal  
Ilse Joubert  
Milena Kako  
Tricia-Lee Keller  
Tara Kurgaunker  
Julie Koudys  
Vanessa Lane  
Pam Lawrynowycz  
Melissa Legree  
Tracie Lindblad  
Bruce Linder  
Albert Malkin  
Zumara Mattu  
Nancy Marchese  
Jennifer Mckinnon  
Gopika Menon  
Kathryn Misale  
Kim Moore  
Laura Mullins  
Kay Narula  
Joe Nguyen  
Tara Ouellette  
Christina Peters  
Sari Risén  
Maria Relucio  
Jaime Santana  
Sandra Silliker  
Wanda Smith  
Toby Stahlchmidt-Kah  
Rebecca Videnoff  
Nancy Warren  
Carobeth Zorzos  
Larissa Zwick

## **FROM THE PRESIDENT'S DESK**

Summer 2022 is in full swing. Wishing you all some dedicated restful and fulfilling time off. Your ONTABA Board of Directors has been working hard during the first half of 2022 to support you and our broader ABA community.

In terms of advocacy, we've hosted several Provincial Elections Advocacy nights including a very successful webinar with Mike Wasmer, Chief Operating Officer at the Council of Autism Service Providers. We are happy to share that both ONTABA members and community members attended these events. We also welcome back Minister of Children, Community and Social Services Merilee Fullerton and look forward to working with MCCSS to support ABA services for children with autism and their families. At the federal level, the Canadian Academy of Health Sciences recently released their **"Autism in Canada: Considerations for future public policy development."** ONTABA has also released a response to this report, I encourage you to take some time to read our response **here**. Finally, we continue to work on educating the community about how ABA can make a tremendous difference in the lives of those we serve. For example, we supported the publication of **"ABA: An effective therapy for many autistic children in Ontario"** OpEd.

## FROM THE PRESIDENT'S DESK - CONTINUED

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Our Board has embarked on our strategic planning process seeking input from our members and key stakeholders. We thank all of you who have contributed to this process. I'm also happy to report that we continue to partner closely with the College of Psychologists of Ontario (CPO) as we work through details of professional regulation for Behaviour Analysts. We are pleased to announce that the CPO has recently launched a dedicated page to ABA on their website. [Click here](#) to get the latest updates on professional regulation directly from the CPO.

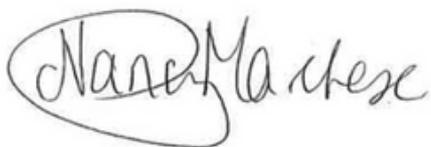
Our committees continue to work hard on a number of activities in support of our membership. We hosted an incredibly successful Evening in Behaviour Analysis on July 22 2022. Thank you to all of our members who came out to further their professional growth and spend time together. Regular dissemination of information to members and our community via social media is another ongoing activity via our Advocacy and Communications committee. I encourage you to check out more wonderful benefits ONTABA has to offer to our members on our [website](#). I welcome you to spread the word to your colleagues and encourage those who aren't members to join our association.

## FROM THE PRESIDENT'S DESK - CONTINUED

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Finally, I celebrate each of you and the work you do daily. Your collective efforts empower your clients, their families, and the community-at-large. In the current economic climate, your work is more important than ever. In each skill you teach, in each barrier you reduce, you offer hope to the individuals you serve. Importantly, you offer much needed optimism to all those you touch.

Thank you for all you do. Let's keep going,



Nancy Marchese, Ph.D., C.Psych., BCBA-D

# The New Faces on Our Board of Directors



**Lynne Thibodeau,  
Treasurer-Elect**

## **Lynne Thibodeau, Treasurer-Elect**

Lynne Thibodeau has a Master of Education degree and is a Board Certified Behavior Analyst. She is a parent co-founder of Spectrum. Lynne has been working with children and young adults diagnosed with autism for over 20 years providing clinical supervision to teams of BCBA's, BCaBA's, senior therapists, and RBT's/instructor therapists; providing supervision to candidates seeking credentialing through the Behavior Analyst Certification Board (BCBA, BCaBA's); staff training, parent training, and workshops in the community. Her hands-on approach allows her to share her vast knowledge and experience with all Spectrum staff. She has a reputation in the community as a strong, caring advocate for families touched by autism. Throughout her career, she has helped develop and supervise programs for approximately 1500 children and youth. She is the Chair of the Advisory Committee for the Autism and Behavioural Science Program at Algonquin College. She is a member of ONTABA, and the ONTABA Private Practice Special Interest Group, and ABA International.

Tyler (Jane) is a dedicated clinician and proud Board Certified Behavior Analyst (BCBA) who is passionate about the advancement and dissemination of behaviour analysis. Jane aims to develop community partnerships to create socially significant changes in the lives of individuals and families across Ontario. Jane achieved her M.Ed., in Curriculum and Instruction with a specialization in ABA from Arizona State University and focuses professional development in the analysis of verbal behaviour. Jane is an active member of Applied Behavior Analysis International (ABAI), and the Autism and Behavior Development Special Interest Groups (SIG). Jane has had the privilege of working with neurodiverse infants, children, and adolescents in the Greater Toronto Area and England, United Kingdom since 2015. Jane has had the opportunity to serve as a member of multidisciplinary teams in both private and public service sectors. Jane is continually inspired by the children, families, students and talented professionals she partners with.



**Tyler Jane Button,  
Secretary**



**Taylor Manuge,  
Graduate Representative**

Taylor is a graduate student in the Masters of Arts in Applied Disability Studies (MA) at Brock University. She is completing a specialization in applied behaviour analysis (ABA) and conducting her thesis under the supervision of Dr. Kendra Thomson. Taylor has a diverse background in both clinical practice and academic experience with 8 years of clinical experience in ABA. Her clinical experience includes working within intensive behavioural intervention settings, providing consultative behaviour therapy services to adults with dual diagnosis, and developing and facilitating caregiver workshops. Taylor is passionate about serving the ABA community in Ontario, and is driven to disseminate and advance the science of behaviour analysis.

# COMMITTEE UPDATES

## Advocacy & Communications Committee

Embracing the ideals of change, adaptation, and forward momentum, the committee has plunged ahead this year with excitement to share, disseminate, and meet face-to-face! Among the celebrations have been the commitment to boost and grow ONTABA's social media strategy, bring awareness during the elections, carve out direct time for understanding advocacy. In addition, it is a goal to focus efforts on student engagement and continue to share opportunities in the field through the job postings forum. There is more in store for this celebratory year as we look to connect with the Ontario community, and beyond, through our upcoming podcast release. Stay in touch for more news, information and fun by following us on Twitter, Facebook, LinkedIn, and Instagram.

## Membership & Member Services Committee

2022 has brought about exciting opportunities for the Membership and Member Services committee! We have been working hard to maintain valuable benefits for our members and continue to introduce new perks such as extended trials and discounts on ZigZag's automated therapy management platform and Linggo's CEU courses. We welcome ONTABA members to share ideas about how we can help improve your experience by contacting us at [membership@ontaba.org](mailto:membership@ontaba.org). We hope you enjoy this summer issue of the ONTABA Analyst!

## Organizational Development Committee

The Organizational Development Committee is excited to share that our new governance consultant has been active since the beginning of the year. The Organizational Development Committee has been facilitating the hiring process of a potential new ONTABA staff to take on some administrative duties. Our committee continues to expand board education opportunities and meet with external supports to review strategies for ongoing capacity building.

## Education & Advancement Committee

The Education and Advancement Committee has been working hard at revising ONTABA's resources and materials to harmonize with the new Ethical Code. We also continue discussions with the Ministry of Children, Community, and Social Services (MCCSS) and the College of Psychologists of Ontario (CPO) regarding the upcoming regulation of behaviour analysts in our province.

## Conference & Events Committee

We are thrilled to announce that the annual ONTABA conference will be offered in-person and virtually this year! Please mark your calendars for our two-day event on December 1st and 2nd. We have lots of upcoming information that will be shared on our social media pages, including key-note speaker reveals, new sponsorship opportunities, and unique additions to this year's conference! Be sure to follow us on our social media pages to catch all of our exciting news and updates, starting in August.

## Diversity, Equity, and Inclusion Committee

The DEI committee has been working hard this year to help increase the field's capacity to serve equity deserving groups. Over the past few months, the committee collaborated with the Professional Affairs and Practice committee to deliver the Evening for Behaviour Analysis: Conversations on Cultural Competency. In addition, the committee has completed an official land acknowledgement statement accompanied by an action plan to guide the association in advancing reconciliation, indigenization, and decolonization efforts—we look forward to sharing these with members soon. In development is a new resource to help ONTABA leadership plan more accessible events, including a list to help members incorporate anti-oppressive and decolonial approaches into their practice.

## Governance Committee

As many of our members know, ONTABA's 2020-2022 strategic plan is expiring at the end of the year. The governance committee has been working diligently on the development of the next iteration of ONTABA's strategic plan, which will describe ONTABA's priorities and actions between 2023-2025. We would like to thank our members who took the time to complete our online survey of strategic priorities that was distributed via email at the end of June 2022. We greatly value the membership's feedback and will ensure the new plan is reflective of the wants and needs of behaviour analysts in Ontario. Please keep an eye on your inbox for any additional information or feedback we are seeking about the future strategic plan. The new plan will be unveiled at ONTABA's annual general meeting held at the ONTABA conference. In addition to strategic planning, the ONTABA governance committee has been working with HR Atlantic on the development of new and improved governance policies that are aimed to improve ONTABA's efficiency and functionality.

## Professional Affairs/Practice Committee

Our committee has been hard at work over the past few months planning our first in-person event in two years - the Evening for Behaviour Analysis! We welcomed a great panel of interdisciplinary speakers for Conversations on Cultural Competency. This year's event took place on Friday, July 22nd, in Toronto. Pictures will be available soon on the ONTABA website and our social media accounts. We were thrilled to connect with ONTABA members and discuss important topics in our field!

# AN UPDATE FROM THE ONTARIO BEHAVIOURISTS FOR SOCIAL RESPONSIBILITY SPECIAL INTEREST GROUP



The Board of Planners for the O-BFSR SIG is happy to report on the following activities we have undertaken so far this year! First, the board is pleased to welcome our newest member Angeline Savard. Angeline has been working hard on the development of our new website! Check out our website here: [obfsr.org](https://obfsr.org) You will find information about our SIG, including how to join as well as a collection of articles, resources and podcasts related to

sustainability and social responsibility, and more! (We have also finalized our SIG logo!)

Second, we developed and disseminated a presentation on the topic of climate change and behaviour analysis (“Earth Day Everyday: What you can do to be green!”). This event was hosted by Brock University on April 21, 2022. We also facilitated a second presentation (“How Behaviour Analysis can Join the Race to Make the World a Better Place”) June 17, 2022 as part of the Brock University Speaker Series. Sending a big “thank you” too all who joined us!

Third, we have developed guidelines for a new poster award for the ONTABA conference this year. To be considered for this award, posters must target one or more social responsibility domains (e.g., sustainability, climate change, diversity, equity, and inclusion, combination or other). Both applied and conceptual posters will be considered! More details on the criteria for this award are available here on our website <https://www.obfsr.org/poster-competition>. Stay tuned for submission guidelines.

Lastly, we continue to monitor and analyze our own behaviour as it relates to social responsibility across different selected values. Our recent O-BFSR board self-monitoring projects have related to the values of kindness and justice.

If you are interested in joining the O-BFSR SIG, please fill out our membership form: <https://forms.gle/SsoxyGMS9MAZM7qP8>. Membership fees are by donation of any amount this year.

We’d love to hear from you! Want to connect with us? Email us at: [bfsr.sig@gmail.com](mailto:bfsr.sig@gmail.com)

Sincerely,  
The O-BFSR SIG Board of Planners

P.S. One of our own O-BFSR board members recently published a ‘socially responsible’ article in Behavior Analysis in Practice. If you are interested, check it out here: <https://link.springer.com/article/10.1007/s40617-022-00708-6>

# AN UPDATE FROM THE PRIVATE PRACTICE SPECIAL INTEREST GROUP

The ONTABA Private Practice Special Interest Group (PP-SIG) was created to inform, advocate, connect with, and support Ontario private practice providers in conducting evidence-based applied behavior analysis. The organization aims to serve as a resource regarding clinical service excellence and effective business practices and be the public voice for ABA private providers in Ontario. We are pleased to share what we have been working on over the past few months!

On February 14, 2022 the PP-SIG engaged in a strategic planning session. During this session, guiding principles and values related to our work were identified (collaboration, community engagement, diversity and inclusion, ethical practice, integrity and service excellence). Four major initiatives the SIG will focus on this year include:

1. Providing key business related resources to our membership
2. Grow our membership across all three member categories (Full, Affiliate, Student)
3. Increase stakeholder engagement (members and larger ABA community)
4. Engage in advocacy efforts related to private practice in Ontario

On May 16, 2022 we hosted a networking event for our members. During this event, the strategic plan was shared and members were surveyed on a number of areas related to private practice in order to identify the most needed areas for resource development and support, specifically these were: starting and growing their business, and various areas of clinical consideration. The next step will involve surveying the remainder of our members and results will inform our areas of focus moving forward.

Currently, the SIG is developing an introductory letter to send to relevant government officials in order to facilitate communication and advocacy efforts. Also, two resources have been developed for distribution to our members:

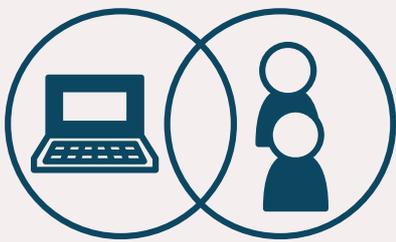
1. A client code of conduct statement.
2. A statement on the discontinuation of ABA services that can be included in a service agreement.

Lastly, in an effort to continue to increase our membership, we invite anyone who is interested in or engaged in private practice to join us. Membership fees are by donation of any amount this year! Click here to learn more and join: <https://forms.gle/VpJbB2yAUaZxZSxp9>

Sincerely,

The Private Practice Special Interest Group Board





HYBRID  
EVENT!



# 2022 ANNUAL CONFERENCE

DECEMBER 1-2, 2022

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TORONTO, ON

VENUE, KEYNOTE SPEAKERS, CALL FOR  
PAPERS, & AWARD NOMINATIONS  
COMING SOON!

# SPOTLIGHT ON MEMBERSHIP *PERKS!*

## NEW



3 months of a Zig Zag free trial period & 10% off monthly subscription

30% off Linggo CEU Courses and Linggo Learner buyout license

## CONTINUING

*Journal of the  
Experimental Analysis  
of Behavior*

JOHNSON 

*Journal of  
Applied Behavior  
Analysis*



Lenovo

Visit your [membership portal](#) to access activation instructions!

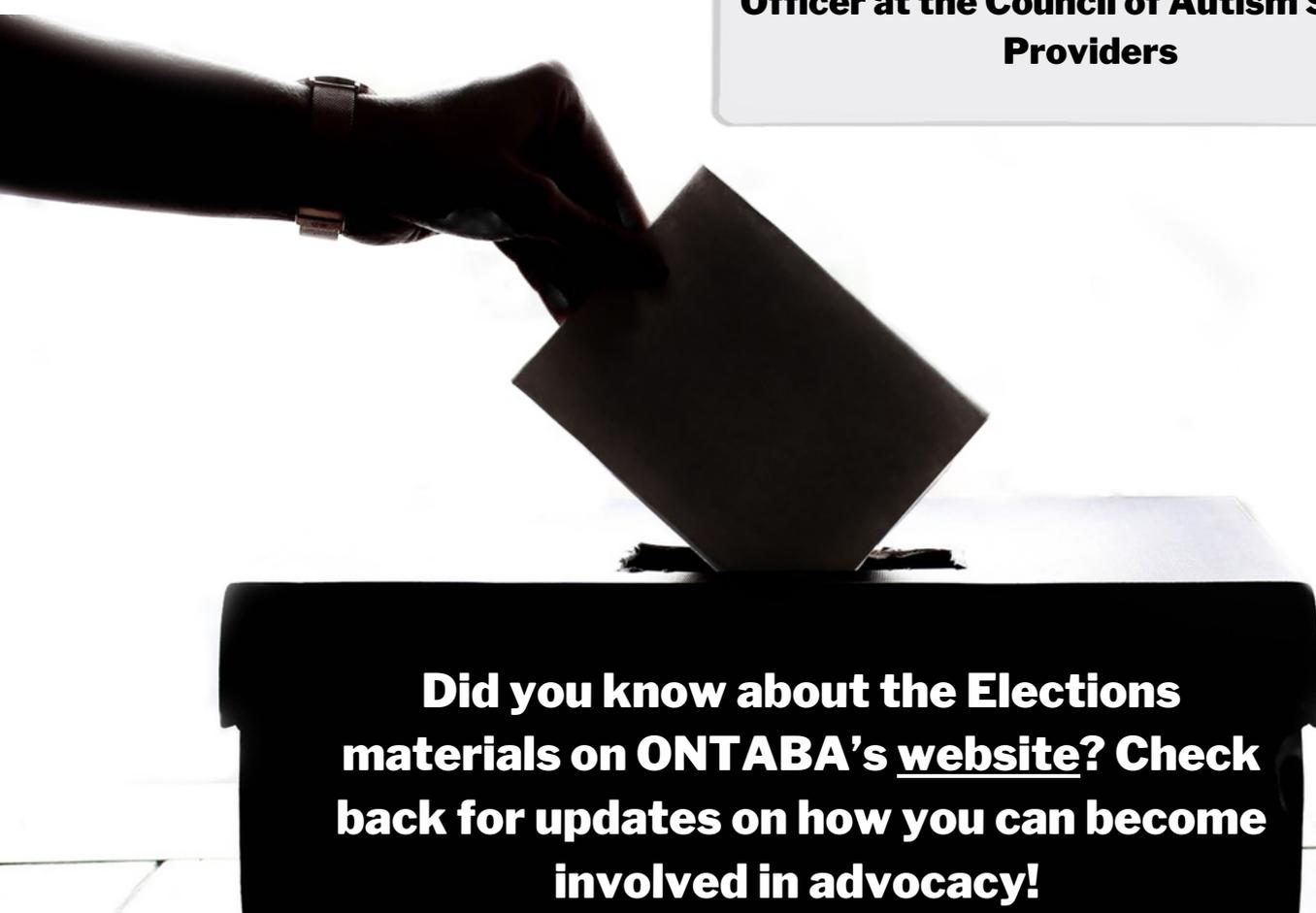
Email [membership@ontaba.org](mailto:membership@ontaba.org) with inquiries or ideas for new membership benefits!

# Thank You

**MEMBERS, VOLUNTEERS,  
AND ATTENDEES FOR  
PARTICIPATING IN  
ONTABA'S TWO-PART  
ELECTIONS AND  
ADVOCACY NIGHT!**

**February Elections Advocacy Night  
Featuring past ONTABA president,  
Louis Busch, and current ONTABA  
president, Nancy Marchese**

**April Elections Advocacy Night Part 2:  
Advocacy and Policy  
Featuring Mike Wasmer, Chief Operating  
Officer at the Council of Autism Service  
Providers**



**Did you know about the Elections  
materials on ONTABA's website? Check  
back for updates on how you can become  
involved in advocacy!**

# WHAT WOULD YOU DO?

DR. ROSEMARY CONDILLAC, C. PSYCH, BCBA

ASSOCIATE PROFESSOR, APPLIED DISABILITY STUDIES, BROCK UNIVERSITY

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Welcome to the “What Would You Do?” column on ethical and professional dilemmas in ABA. Please submit your questions, issues, dilemmas, or tricky situations to [newsletter@ontaba.org](mailto:newsletter@ontaba.org). My responses are my own and are not intended to represent the Behavior Analysis Certification Board (BACB®), ONTABA, or any other organization with whom I am affiliated. Responses should not be taken as specific legal or professional advice as it is not possible to have or provide enough information in a column of this nature.

Like many of you, who are strong advocates for the ethical and professional conduct in ABA, I often find myself in conversations with colleagues, trainees, and supervisees about whether the more overt focus on diversity and self-determination in our field is a genuine commitment to behavioural and organizational change or if it is nothing more than rhetoric to counter the arguments made by our critics.

My perspective, to date, is that the overwhelming majority of behaviour analysts I encounter are actively interested promoting a culture of diversity, equity and inclusion with the field of behaviour analysis. There have been notable increases in training opportunities aimed at increasing behaviour analyst’s knowledge and behavioural repertoires relating to promoting and respecting diversity, increasing cultural responsiveness and humility with the goal of improving the cultural safety of those we engage with. There are more books, articles, and research projects focused on these aspects in behaviour analysis, and they are being discussed, cited, and included in college and university curricula. We are being challenged to examine our own learning histories to identify our biases and to engage in self-management strategies to recognize the negative impact of our prejudices on our practice. These are all good signs that we are heading in a positive direction, but will we achieve lasting change in our field?

In my opinion, one of the strongest indicators that this is not a passing fad is the more intentional presence of implicit and explicit professional ethical standards relating to diversity, equity, and inclusion in the [Ethics Code for Behavior Analysts \(2020\)](#), which came into effect on January 1, 2022. I have summarized the key inclusions in the new Code requiring behaviour analysts to act in ways that promote diversity, equity, and inclusion. *\*\*The Ethics Code for Behavior Analysts will be referred to as “the new Code” for a few more issues to help readers to orient themselves.\*\**

# WHAT WOULD YOU DO? - CONTINUED

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## Core Principles

The new Code highlights four core principles that provide a framework for the ethics standards. It is noteworthy that respect for diversity, promoting equity, and fostering inclusion are implicitly or explicitly interwoven into each. The first principle, *benefit others*, reminds us of ways to maximize benefits and take effort to do no harm. We are expected to protect the welfare and rights of clients and those we interact with in our professional roles and to actively address factors including biases. The second principle, *treat others with compassion, dignity, and respect* focuses on the importance of treating people equitably, and actively promoting and respecting self-determination and personal choice. The third principle, *behave with integrity*, emphasizes honesty, trustworthiness, accountability, and creating professional environments that are consistent with these core principles. The fourth principle, *ensure their competence*, stipulates expectations for practicing within the scope of behaviour analysis and for ongoing professional development, with particular emphasis on knowledge and skills relating to service delivery that is culturally responsive and available to diverse groups. The embedding of specific behaviours and attitudes supporting inclusive and non-discriminatory practice should make clear that behaviour analysts are expected to recognize, assess, and address their own biases and prejudices. I daresay we always were, but the more explicit focus in the new Code should help to increase the emphasis on these aspects in training programs and supervised practice.

## Application of the Code

In the section on applying the code we are reminded that the new Code itself is not exhaustive and that omissions from the code should not be interpreted as unnecessary or unethical. This is an important point. We would likely agree that the lesser emphasis on diversity, equity, and inclusion in the previous Code did not imply that these were unimportant. Further, the standards in the code are meant to be interpreted with attention to wording, function, and relation to the core principles. There is also specific mention that “Additionally, standards must be applied to a situation using a functional, contextualized approach that accounts for factors relevant to that situation, such as variables related to diversity (e.g., age, disability, ethnicity, gender expression/identity, immigration status, marital/relationship status, national origin, race, religion, sexual orientation, socioeconomic status) and possible imbalances in power.” I interpret this as practicing ABA through a lens of diversity, equity, and inclusion.

# WHAT WOULD YOU DO? - CONTINUED

## Ethics Standards

In the first section of the Ethics standards, *responsibility as a professional*, there are multiple clear and enforceable expectations for behaviour analysts to develop knowledge and maintain a repertoire of behaviours related to cultural responsiveness and diversity. We are expected to evaluate our own biases and their impact on our ability to provide safe and effective services to those with a range of needs and a variety of backgrounds. We must do the same for our supervisees and trainees. We are expected to be inclusive and non-discriminatory towards others, and to treat others equitably. Further we must evaluate how our own personal biases and challenges can infiltrate our professional behaviour and take necessary steps to prevent any negative impact in our professional work. These are not ideals and aspirations of our field; they are enforceable standards of conduct for our profession. This section goes further to allow previously sanctioned gift giving, acknowledging that in some cases the risk of multiple relationships might be less harmful to the clinical relationship than being culturally insensitive by not accepting small tokens of gratitude or sharing in a cultural custom like a cup of tea!

Section 2 of the new Code focuses on responsibility in practice. Embedded in these standards are requirements to use understandable language and ensure understanding. We are expected to compromise and collaborate in the client's best interest when working with other disciplines about which we may have biases and prejudices. Further the expectation is that client and stakeholder needs, contexts, and resources will be paramount when selecting, designing, and implementing interventions. To be more explicit, designing interventions to meet the cultural and diverse needs of our clients and stakeholders is not optional, it is explicitly required in the new Code.

## Parting thoughts

The new Code leads off by describing behaviour analysts as a "diverse group of professionals who work in a variety of practice areas". This mission for our profession, should we choose to accept it, is to contribute to increasing diversity in our field by identifying injustices, addressing inequities, and removing barriers to inclusion. I think that behaviour analysts in Ontario are up for the task!

## References

Behavior Analyst Certification Board. (2020). Ethics code for behavior analysts. Littleton, CO: Author.

Behavior Analyst Certification Board. (2016). The Professional and Ethical Compliance Code for Behavior Analysts. Littleton, CO: Author.

# STAY CONNECTED WITH THE ONTABA COMMUNITY ON SOCIAL MEDIA!

