



# THE ONTABA ANALYST

Newsletter of the Ontario Association for Behaviour Analysis

*In this newsletter:*

- ONTABA Sustaining Members  
*Page 2*
- From the President's Desk  
*Page 3*
- New Faces on our Board of Directors  
*Page 5*
- Vote for your 2024 Board of Directors  
*Page 8*
- Town Hall 2023 Recap  
*Page 9*
- Spotlight on: An Evening in Behaviour Analysis 2023 Recap  
*Page 10*
- Introducing ONTABA's new podcast  
*Page 12*
- ONTABACon2023 Invited Speakers  
*Page 13*
- What Would You Do? Ethics Corner (Coming Soon!)  
*Page 16*

*You're Invited!*

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# ONTABA's 30th birthday!

## #ONTABACON2023

November 9 & 10

Metro Toronto Convention Centre & Online

# ONTABA MEMBERS

## ONTABA BOARD OF DIRECTORS

**President:** Nancy Marchese  
**President-Elect:** Jaime Santana  
**Treasurer:** Lynne Thibodeau  
**Secretary:** Tyler Jane Button  
**Undergraduate Representative:**  
Solanch Speranza Baro

## ONTABA DIRECTORS AT LARGE

Alexandra White  
Arezu Alami  
Sara John  
Sarah Smith  
Sydney Solomon

## EMERITUS

Maurice Feldman  
Joel Hundert  
Dr. Andrew McNamara  
Larry Williams

## ONTABA ADVISORY COMMITTEE

Gerald Bernicky  
Louis Busch  
Dr. Rosemary Condillac  
Jennifer Cunningham  
Dr. Maurice Feldman  
Dr. Albert Malkin  
Dr. Andrew McNamara  
Dr. Wanda Smith

## ONTABA PROFESSIONAL COMMITTEE CHAIRS

- **Advocacy and Communications-** Arezu Alami and Tyler Jane Button
- **Conference and Events-** Sara John and Sydney Solomon
- **Education and Advancement-** Alexandra White
- **Finance-** Lynne Thibodeau
- **Governance-** Sarah Smith
- **Membership and Member Services-** Tyler Jane Button
- **Organizational Development-** Solanch Speranza Baro
- **Professional Affairs and Practice-** Sarah Smith
- **Jurisprudence (Ad Hoc Committee)-** Melissa Legree
- **Regulation (Ad Hoc Committee)-** Dr. Rosemary Condillac

## SUSTAINING

Samreen Ahmed  
Gregory Ashandobe  
Moneek Aujla  
Lama Ayoub  
Lesley Barreira  
Shiri Bartman  
Lina Bavaro  
Joan Broto  
Colleen Cairns  
Sophia Catania  
Gail Clarke  
Rosemary Condillac  
Rachelle Cosme  
Laura Dignard  
Trisha Douglas

## SUSTAINING (CONTINUED)

Trisha Douglas  
Agata Dudzik  
Carly Eby  
Amber Fair  
Tammy Frazer  
Nancy Freeman  
Leigh Giles  
Kieva Hbranchuk  
Lisa Israel  
Milena Kako  
Kerrie Kirkwood  
Julie Koudys  
Eric Larsson  
Melissa Legree  
Tracie Lindblad  
Lu Liu  
Nancy Marchese  
Zumara Mattu  
Sara Momtaheni  
Kay (Komal) Narula  
Dr. Adrienne Perry  
Danielle Pessah  
Patty Petersen,  
Maria Relucio  
Daisy Ryan  
Haneen Sabbagh  
Sandra Salem-Guirgis  
Jaime Santana  
Haseena Shaikh  
Sandra Silliker  
Wanda Smith  
Toby Stahlschmidt-Kah  
Adrienne Van Aaken  
Nancy Warren  
Najla Yousef  
Carobeth Zorzos  
Larissa Zwick

# FROM THE PRESIDENT'S DESK

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Fall 2023 represents a change in season, including my approach to the end of my term as President of ONTABA. Over the past 2 years, our association has achieved countless remarkable milestones. These have only been made possible by the tremendous work of past and present board members, volunteers and the support of you, our members. I'm struck with bittersweet emotions as I prepare to depart my position as President. I sincerely thank each of you.

First, the declaration of a proclamation date for the regulation of Behaviour Analysts, represents a historical milestone that is indicative of the immense cumulative contributions from numerous behaviour analytic professionals over 30 years. It is reflective of hard work, influence and collaboration with numerous stakeholders and compassion toward our community. Put differently, the demonstration of persistence, finesse and grace to move policy toward improving the quality of services for those we care about most, is what brought us to where we are today.

ONTABA is also very sad and surprised by the recent BACB changes to certification in Ontario. BACB has played a pivotal role in shaping certification and regulatory initiatives in Ontario. The entire ONTABA Board of Directors and I are sincerely grateful for all their contributions in Ontario. We now look ahead to the future in Ontario that includes the regulation of Behaviour Analysts. This includes supporting our membership through the impact of the changes while continuing to support the next phase of regulation in our province.

Second, I'm grateful for the years of ONTABA government relations work prior to my term and the current work of many board members and volunteers. Our government relations efforts have enabled us to support various provincial ministries and important files that impact our membership and the community we serve. For example, our work with MCCSS to shape and support the Ontario Autism Program (OAP). Over the past year, we are grateful to have had productive meetings with both Minister Parsa (the current Minister responsible for the OAP) and former Minister Fullerton. We've also met with many other key government staff involved in the OAP. We are optimistic that our continued efforts will help support more children with autism and their families' access to Core Clinical Services.

Third, we currently have over 1600 members and we are growing! While members do not see the internal workings of the operational engine of ONTABA, I'm so proud of the work over the past 5-6 years that has led to the lightening of the operational load on our volunteer board and other volunteer members.

# FROM THE PRESIDENT'S DESK

By engaging contractors and our first administrative assistant, we are now able to serve a larger membership, respond to inquiries more promptly, level up on events, improve our membership perks and so much more. Most importantly, we have set forth a path such that future ONTABA board members can focus even more on strategic direction and vision for this association that will undoubtedly result in even greater accomplishments.

As we look toward the Fall, I sincerely hope to see you all at ONTABACon2023, and celebrate ONTABA's 30th anniversary together! I'm confident that the line up of diverse speakers will broaden your knowledge and worldview. I hope all attendees leave the conference thinking a bit differently about behaviour analysis and be inspired to make an even bigger impact on the communities you serve.

As Behaviour Analysts we are tasked with great joy and responsibility. We are at a critical junction in our journey to make an impact in our clients' lives. This calls for all our members to work together toward improving access to evidence-based intervention. Every child, teen, adult deserves a chance to live their best lives. How can we achieve this? Get involved in our government relations efforts, to learn to effectively engage grassroots community stakeholders especially government, share your stories and the impact that behaviour analysis can make. This is a collective marathon, not a sprint. It will take time and persistence. We've done this before with regulation and we can do it again when it comes to accessibility to our services. It is on all of us to raise the bar in this province. If you are interested in learning more about how you can make a difference, please reach out to me at [president@ontaba.org](mailto:president@ontaba.org).

This isn't goodbye, we will see each other again. If you are attending the conference in person, please come and say hi to me. Let's have a coffee or hang out at the social. Let's celebrate! If you are not attending the conference in person, reach out to me. Would love to connect with you and thank you for the wonderful work you do.

The behaviour analytic view is one of optimism. We believe that the environment enables learning. This creates opportunity for all. I see this in all of the work you do, and you inspire me because of it. Let's continue to be optimistic, raise the bar in the standard of care we provide, and work hard toward achieving best outcomes for all those we serve.



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

# The New Faces on Our Board of Directors



**Solanch Speranza Baro,  
Undergraduate  
Representative**

Solanch Speranza Baro is a highly skilled and compassionate professional in Behavioural Science with five years of experience providing quality behavioural services to individuals with developmental disabilities. Their work experience includes serving as a Behaviour Therapy Assistant and a Complex Care Professional at KW Habilitation. As a Behaviour Therapy Assistant, Solanch provides high-quality behavioural services to adults with developmental disabilities and assists a Board Certified Behavior Analyst with behavioural assessments and interventions for individuals with emotional and behavioural difficulties. Solanch is also adept at delivering clinical interventions, modelling behaviour, gathering data, and providing training. Solanch is pursuing a Bachelor of Behavioral Science at Humber College and aspires to become a Board Certified Behavior Analyst. Solanch's work and dedication have been recognized with awards and honours, including the ONTABA Diversity, Equity & Inclusion Award and the Humber Leadership Scholarship. Solanch is passionate about positively impacting the lives of the individuals they work with and are committed to providing high-quality care with compassion and empathy.



Alexandra is a Board Certified Behaviour Analyst (BCBA) who has a Masters of Applied Disability Studies (MADS) from Brock University. She is currently working with Regional Support Associates, where she works with the teen and adult population to develop and monitor behaviour interventions. Alexandra also teaches part-time at McMaster University in the Autism and Behavioural Science specialization of the Human Behaviour program (B.A.Sc.). She has over 9 years of experience using Applied Behaviour Analysis strategies and working with families and children touched by Autism and various other diagnoses through several organizations in the Kitchener/Waterloo area. Alexandra has had an interest in educating and assisting vulnerable population for as long as she can remember. She is excited to continue to broaden her experience in the field of Applied Behaviour Analysis.



**Alexandra White,  
Director-At-Large**

# The New Faces on Our Board of Directors



**Sara John**  
**Director-At-Large**

Sara John is a Board Certified Behaviour Analyst (BCBA) who has worked with children, youth and adults with Autism Spectrum disorder, intellectual/developmental disabilities, multiple behavioural and mental health disorders and diagnoses since 2007. She has worked in Applied Behaviour Analysis both in Canada and the United States, providing her with a knowledge of what properly funded and regulated services can look like and accomplish while maximizing funding. She has a master's degree from Yorkville University and completed the verified course sequence through the Florida Institute of Technology. During her career, Sara has worked in the public and private sectors and across several settings, including homes, communities and centre-based ABA programs, within school boards, childcare settings and provided consultation services to other agencies. She gained much of her knowledge and experience while working in the States, and was responsible for the successful opening of the Canadian division of a national American company right here in Ontario.

Within her work, Sara has always had a passion for improving the quality of life for her clients and their families. Central to this is her efforts in teaching and training, whether it be through parent coaching or by teaching those interested in further developing within the field of ABA. She also teaches ABA at the college level in an effort to continue the growth of the field.



Sarah has worked in the field of Applied Behaviour Analysis in a variety of roles since 2007. She began her career working in supportive living environments, an IBI center, and running ABA groups. She is a Behaviour Consultant in the Hamilton-Brant regions supporting individuals of all ages in many different types of environments. Sarah completed her Bachelor of Arts degree in Psychology from Brock University in 2006 followed by an Advanced Diploma in Behavioural Science Technology from George Brown College. Recently she completed the Master of Applied Disability Studies program at Brock University specializing in Applied Behavior Analysis and obtained her BCBA credential. Her long-term goal is to continue working in a consultative model, while also exploring opportunities in education and mentoring. Sarah has specific interests in sexual behaviour analysis, Fetal Alcohol Spectrum Disorder (FASD), person-centered and trauma informed approaches to ABA, and community collaboration. She participates in the Hamilton FASD collaborative, is a Project Search steering committee member, and a S.A.F.E. (Sexuality, Abuse Awareness, Family Supports, and Education) Hub committee member.



**Sarah Smith**  
**Director-At-Large**

# The New Faces on Our Board of Directors



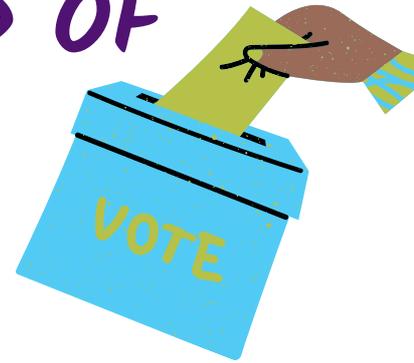
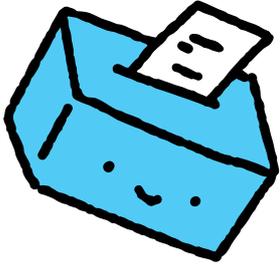
**Sydney Solomon**  
**Director-At-Large**

Sydney is a Board Certified Behaviour Analyst who has been working in the field of applied behaviour analysis (ABA) for 6 years. Her undergraduate degree is in Child Health from Brock University, she completed the Autism and Behaviour Science diploma at Fanshawe College, and she has a Masters of Professional Education in ABA from the University of Western Ontario. Sydney has previously worked as a supervisor and as a consultant in home- and community-based services. Most recently, she is working as a consultant and staff trainer for a school board. In this role, she not only conducts assessments and implements interventions with students, but she also develops and delivers professional development trainings to a wide range of educational staff. She is passionate about empowering educators to utilize ABA strategies to improve educational and social outcomes for all students. As a volunteer, Sydney has been involved in research projects, focusing on peer mediated social skills interventions. She has also been a dedicated committee member with ONTABA for 2 years, volunteering for both the Advocacy and Communications Committee and the Diversity, Equity and Inclusion Committee. Sydney looks forward to further contributing to ONTABA's strategic plan as a Board member.

A decorative background featuring a variety of autumn-themed elements. There are several colorful leaves in shades of orange, yellow, and green, scattered across the surface. Interspersed among the leaves are several pumpkins, including two prominent white pumpkins and several orange ones. The overall aesthetic is warm and seasonal.

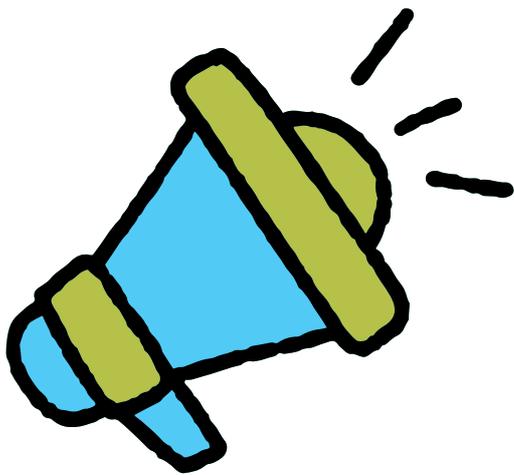
**Learn more about  
ONTABA's 2023  
Board of Directors  
HERE**

# VOTING IS OPEN FOR YOUR ONTABA 2024 BOARD OF DIRECTORS



**Voting (Full, Sustaining, and Emeritus) members are eligible to vote for Board of Director positions. Find your ballot HERE.**

**Student members are eligible to vote for the Student Representative positions. Find your ballot HERE.**



**YOUR  
VOTE  
COUNTS!**



**VOTING IS OPEN UNTIL  
NOVEMBER 8, 2023 AT 9:00PM EST**

# UPCOMING CHANGES TO CERTIFICATION IN ONTARIO ANNOUNCED BY THE BEHAVIOR ANALYST CERTIFICATION BOARD (BACB)

Thank you sincerely to all members for coming together to support one another and discuss the impact of the BACB's changes to certification in Ontario at ONTABA's Town Hall meetings on October 4th & 5th, 2023. Thank you to all members who submitted your thoughts, comments, and questions to ONTABA's Google Form.

Your ONTABA Board of Directors is working diligently to address all thoughts and questions with the aim of supporting our membership through this transition. Please keep an eye on your inbox for answers to your FAQs.

For questions regarding professional regulation in Ontario, please contact the college at: [aba@cpo.on.ca](mailto:aba@cpo.on.ca)



[aba@cpo.on.ca](mailto:aba@cpo.on.ca)

If you hold BACB certification and have questions about how your certification status is impacted, please contact the BACB via their contact form



[BACB Contact Form](#)

# SPOTLIGHT ON: EVENING IN BEHAVIOUR ANALYSIS 2023



Thank you to the wonderful speakers  
Nancy Marchese, Joan Broto, Lisa Orsi, and Carly Eby



# SPOTLIGHT ON: EVENING IN BEHAVIOUR ANALYSIS 2023



*Thank You*  
to all attendees.  
We hope to see  
you next year!

Have you heard the  
great news?

# THE ANALYST PODCAST IS NOW LIVE!



Check out the first two  
episodes [HERE!](#)



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# 2023 ONTABA CONFERENCE KEYNOTE SPEAKERS



**Dr. Jessica Cauchi, Ph.D, BCBA-D, CPBA-AP**

Jessica is a behaviour analyst that has worked with people on the autism spectrum for over 20 years. She resides in Ontario Canada and is the Clinical Director of Atlas Behaviour Consultation. Jessica received her Ph.D. in Applied Behavior Analysis from Endicott College and is a doctoral level Board Certified Behaviour Analyst, as well as a Certified Progressive Behaviour Analyst -- Autism Professional.



Learn more about this year's speakers [HERE!](#)



Lorri Shealy Unumb is a lawyer, professional speaker, law professor, mother of three young adult boys, and an internationally renowned autism advocate. Following her firstborn son's diagnosis with autism, Lorri began working in autism advocacy as a volunteer, writing groundbreaking autism insurance legislation for South Carolina ("Ryan's Law") that passed in 2007 and served as the catalyst for the national movement toward autism insurance reform.



**Lorri Unumb,**  
**CEO, The Council of Autism Service Providers**

Dr. Antonio Harrison is a Board Certified Behavior Analyst at the Doctorate level (BCBA-D) and has a MA and Ph.D. in Applied Behavior Analysis. Much of his work focuses on Health, Sports, and Fitness, Leadership & Diversity, OBM, and Self-Management. He is a graduate school professor, consultant, keynote speaker, fitness coach in a Virtual Reality app called Supernatural, podcast host, and has coached varsity high school football for sixteen years. Dr. Harrison is a husband and father of 3 boys. He was born and raised in Pasadena, CA.



**Dr. Antonio Harrison, PhD, BCBA-D**



**Dr. Shane Spiker, BCBA**

Shane T. Spiker is a BCBA in Ormond Beach, Florida. Shane received his MS of Psychology in 2012 and his second MS in applied Psychology in 2016. In May 2019, he graduated with his PhD in Clinical Psychology with a concentration on instructional design. He has been providing services in the field of ABA since 2010, with the majority of his experience with autistic learners and other disabilities.

Dr. Camille Kolu is passionate about preventing harm through behavior analysis and listening to the stories folks share about their experience. As a behavioral scientist in Colorado, Kolu owns Cusp Emergence, a private practice joining families, universities, hospitals, schools, and agencies of all kinds to engineer behavioral cusps for individuals, their loved ones, or their communities. Through Cusp Emergence University she provides continuing education enabling behavioral providers, teachers, and therapists of all kinds to level up their practices in taking trauma into account in measurable, informative, and compassionate ways.



**Dr. Camille Kolu, BCBA-D**

## WHAT WOULD YOU DO?

DR. ROSEMARY CONDILLAC, C. PSYCH, BCBA-D

ASSOCIATE PROFESSOR, APPLIED DISABILITY STUDIES, BROCK UNIVERSITY

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COMING SOON...

*Stay tuned for the latest segment of  
Dr. Condillac's Ethics feature!*