

# Parliamentary Internship Programme Annual Report, 2018-19



Annual General Meeting  
Canadian Political Science Association  
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Dr. Anne Dance  
Director

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May 13, 2019

I am pleased to present the 2018-19 Annual Report for the Parliamentary Internship Programme (PIP). This is a very special year for PIP: in May 2019, over 215 alumni returned to Parliament Hill to celebrate the program's semicentennial. The 50th Alumni Celebrations fêted the Parliamentary Internship Programme's legacy and provided an opportunity to discuss Canadian policymaking, politics, and Parliament in advance of the 2019 election. The Parliamentary Internship Alumni Association and other program stakeholders spent many hours working to make this event a success, and I want to thank them for their tireless efforts.

The 2018-19 intern cohort joined in these 50th Anniversary celebrations. These 10 university graduates brought an unparalleled energy to the program and I would like to congratulate Sarah Crosby, Eleanor Davidson, Nicholas Doiron, Delphine Ducasse, Laura Fernz, Emma Lodge, Guillermo Renna, Grégoire Saint-Martin-Audent, Fregine Sheehy, and Andrew Walker on what has been a lively and memorable year. As the 49th intern cohort finishes up their time on the Hill, I look forward to seeing them make their own contributions to Canadian public discourse.

Running the internship would be impossible without the assistance of Melissa Carrier, House of Commons Programme Assistant. Ms. Carrier joined the program in September 2018 and has been an enthusiastic and highly competent addition to the PIP team. I also want to recognize the wonderful efforts and support of House of Commons Curator Johanna Mizgala, the House Administration representative to the program.

The interns were fortunate to meet the Hon. Geoff Regan, Speaker of the House, many times this year. The Speaker continues to serve as the patron of the program, and we are all tremendously grateful for his support. The House of Commons Clerk, Charles Robert, has likewise lent his expertise and enthusiasm for Parliamentary studies.

It is a real pleasure to work with Silvina Danesi, Executive Director of the Canadian Political Science Association (CPSA). Also at the CPSA, Michelle Hopkins and Tim Howard carry out essential bookkeeping for the program.

Finally, I want to thank the program's many sponsors and friends, individuals who see the value in this unique initiative and provide essential financial support and advice year after year.

Sincerely,



Dr. Anne Dance  
Director  
PIP 2008-09

## Introduction

Fifty years ago, backbench Member of Parliament (MP) Alfred Hales called for the creation of a training program for young university graduates that would provide MPs from both sides of the House with skilled assistants and also increase public knowledge of Parliament. James Ross Hurley, a young political science lecturer at the University of Ottawa who would go on to serve as a constitutional advisor in the Privy Council Office, was asked by the Canadian Political Science Association (CPSA) to help make MP Hales' vision a reality. Half a century later, the CPSA's Parliamentary Internship Programme continues to embody a unique non-partisan spirit.

The 10 interns for 2018-19 have embraced all aspects of this tradition. They have worked full-time in the offices of 20 MPs, whom the interns interviewed and selected in September 2018. They have assisted their MPs and their formidable staff in committees and in their constituency offices. The interns traveled to Toronto, Québec City, Brussels, London, Cardiff, Washington, and Iqaluit to study other legislatures. And the interns are in the process of completing original research papers on topics that range from proxy voting to populism in the 42<sup>nd</sup> Parliament.

This 2018-19 annual report introduces the interns and their MPs. The report describes the interns' work, projects, training, and outreach activities, then provides a summary of the 50<sup>th</sup> anniversary, program management, and strategic planning as well as a financial update. It concludes by presenting next year's interns.

## The Interns in the House of Commons

### ***2018-19 Interns***

The 49<sup>th</sup> cohort of Parliamentary Interns brings together six women and four men from five provinces: Alberta, Ontario, Québec, Prince Edward Island, and Nova Scotia. The group includes three francophones and seven anglophones. Three hold or nearly hold graduate degrees; eight majored in political science, one in law, and one in sociology. Several also hold joint degrees or minors in philosophy, women's studies, public administration, international affairs, Canadian Studies, journalism, and economics. They began their work in Ottawa on September 4, 2018.

### ***MP Allocations***

The allocation of interns continues to reflect party representation in the House of Commons. Based on the advice of the Clerk of the House and the director, at any given time during the 42<sup>nd</sup> Parliament there are five interns with Liberal MPs, three interns with Conservative MPs, and two interns with NDP MPs. After the first allocation, interns working with opposition MPs then worked with Liberal MPs, and vice versa.

Interns interviewed nearly 70 MPs over two weeks from September 17 to 28. When choosing their allocations via a consensus-based decision-making process, the 10 interns prioritized working with MPs and offices that would provide them with training, mentorship, challenging work, and a constructive work environment. They began their first MP placements on October 2, 2018.

The program is extremely grateful for the opportunities the host MPs gave interns to work on legislation, visit their constituencies, and learn about politics. In their offices, interns are primarily

focused on their MPs' legislative committees (including National Defence, Finance, International Trade, Justice and Human Rights, Agriculture and Agri-Food, and Government Operations and Estimates). They also assist with constituency communications, carry out community outreach, and attend legislative strategy meetings. All of the interns have visited their MPs' ridings.

### ***The 2018-19 Interns and their MPs***

#### **Sarah Crosby**, Charlottetown, PEI

BSocSci Honours (Political Science), University of Ottawa and UPEI

- Daniel Blaikie, MP for Elmwood – Transcona (NDP)
- Terry Beech, MP for Burnaby North – Seymour (Liberal)

#### **Eleanor Davidson**, Halifax, NS

BJ Honours (Journalism), University of King's College

MA (International Affairs), Carleton University (on leave)

- James Bezan, MP for Selkirk – Interlake – Eastman (Conservative)
- Matt DeCoursey, MP for Fredericton (Liberal)

#### **Nicholas Doiron**, Halifax, NS

BSocSci Honours (Public Administration and Political Science), University of Ottawa

- Murray Rankin, MP for Victoria (NDP)
- Rob Oliphant, MP for Don Valley West (Liberal)

#### **Delphine Ducasse**, Boucherville, QC

LLB (Law), Université de Sherbrooke

LLM (Applied International Law and International Policy), Université de Sherbrooke

- Karen Ludwig, MP for New Brunswick Southwest (Liberal)
- The Hon. Michelle Rempel, MP for Calgary Nose Hill

#### **Laura Fernz**, Ottawa, ON

BA Honours (Political Science and Philosophy), Memorial University of Newfoundland

- Bev Shipley, MP for Lambton – Kent – Middlesex (Conservative)
- Arif Virani, MP for Parkdale – High Park (Liberal)

#### **Emma Lodge**, Fort McMurray, AB

BA Honours (Political Science), University of British Columbia

- Nathaniel Erskine-Smith, MP for Beaches – East York (Liberal)
- Matthew Dubé, MP for Beloeil – Chambly (NDP)

#### **Guillermo Renna**, Buenos Aires, Argentina

BA (Political Science) McGill University

- Dr. Colin Carrie, MP for Oshawa (Conservative)
- Sean Fraser, MP for Central Nova (Liberal)

#### **Grégoire Saint-Martin-Audet**, Chicoutimi, QC

BA (Economics and Political Science), Université Laval

MA (Political Science), Université de Montréal

- Julie Dabrusin, MP for Toronto – Danforth (Liberal)
- Stephanie Kusie, MP for Calgary Midnapore (Conservative)

**Fregine Sheehy**, Ottawa, ON

BSocSci Honours (Sociology), University of Ottawa

- Greg Fergus, MP for Hull – Aylmer (Liberal)
- Rachel Blaney, MP for North Island – Powell River (NDP)

**Andrew Walker**, Toronto, ON

BA Honours (Political Science and Canadian Studies), York University

- Andy Fillmore, MP for Halifax (Liberal)
- Blake Richards, MP for Banff – Airdrie (Conservative)

## **Professional Experience and Skills Training**

### **Orientation Period**

The director and the Programme Assistant, collaborating with Andrew Wilson, Procedural Clerk (Table Research Branch) at the House of Commons, organized the 2018-19 PIP orientation program, an intensive two-week training period from September 4 to 14. Lalita Acharya and Tom Richardson also organized a valuable day of training at the Library of Parliament. The orientation program included more than 50 meetings and activities that prepared the interns for their work in MPs' offices. Meetings with sponsors also offered the interns the chance to learn about advocacy, policymaking, the budgetary cycle, and other key issues.

This year's orientation also included meetings with last year's intern cohort and PIP alumni now working for each of the three largest parties, including:

- Conservatives: Antoine Tardif, Directeur des opérations pour le Québec
- Liberals: Astrid Krizus (PIP 2016-17), Speechwriter to the Prime Minister
- NDP: Amy Boughner, formerly Office of the Leader of the Opposition

These meetings included training on the day-to-day work of opposition and government placements. The interns also benefitted from other training on practical skills necessary for their unique Parliamentary work such as research methods, participant observation, communication, project management and delivery, workplace issues, and protocol.

Interns completed their intensive orientation training with a strong grasp of House of Commons procedure and PIP's academic goals. The annual welcome reception on September 5 allowed stakeholders, including members of the 2018-19 selection committee, the chance to meet with the interns and welcome them to Parliament Hill.

## **Research Training**

### **Seminar Series**

Throughout the year, the interns participated in graduate-level academic seminars focused on the institutions and actors that shape Parliament. Leading academics such as Helaina Gaspard (CPSA Practitioner Representative), Philippe Lagassé (University of Ottawa), and others have generously shared their expertise during the weekly seminars, ensuring the interns engage

directly with experts in the field. The interns also studied former intern papers to help them shape their own research. In the spring, the seminar served as a space for interns to share their experiences, prepare for their legislative study tours, and discuss their research projects. Seminar topics for 2018-19 included:

- The Role of the Senate with Senator Peter Harder (PIP 1975-76)
- Parliamentary oversight with Philippe Lagassé
- The politics of money with Helaina Gaspard
- Civic engagement with Paul Thomas and the Samara Centre for Democracy
- Parliamentary law with Gregory Tardi
- The politics of pipelines with Sean Kheraj

Interns also attend scholarly events such as the Administrators' Colloquium, the Federation for the Humanities and Social Sciences' Breakfasts on the Hill, and seminars organized by the Canadian Study of Parliament Group on #metoo in Canadian politics and the next federal election.

During their legislative study tours, the interns took part in additional seminars with scholars such as Sarah Binder at the Brookings Institute and Paul Worthington, Craig Johnson and Andrew Connell at the Wales Centre for Public Policy.

### ***Research Papers***

The interns' research papers are the product of in-depth participant observation, interviews, textual research, and comparative and quantitative analysis. The papers are informed by the interns' experiences on the Hill, including their committee work.

Tentative 2018-19 research paper topics include:

- The Canadian strategic approach to the Venezuelan crisis
- "A Case for Staff": A study of institutional reform to support the work-life balance and employment stability for the staff of backbench MPs
- Employment equity and staffer employment on Parliament Hill
- A framework for 'arms length', 'independent', and 'impartial'
- Messages between the House and the Senate: Developments in the 42<sup>nd</sup> Parliament
- Navigating the Hill: The intersection of religion and politics
- Partisanship in the 42<sup>nd</sup> Parliament
- Party of one? Assessing the rise of populism in the Canadian Parliament
- Supply days: Where did the supply go?
- Vote pairing in the Canadian Parliament: A proxy for proxy voting

The interns' original research projects contribute new perspectives on Canada's Parliament. They will share their research with Parliamentarians, alumni, sponsors, Library of Parliament researchers and members of the Canadian Study of Parliament Group at the following events:

- "Food for Thought" Seminars
  - Library of Parliament, June 7 and 14, 2019
- Presentation, Alfred Hales Prize Winner, 2019
  - Valedictory Speaker's Luncheon, House of Commons, June 11, 2019
- Jean-Pierre Gaboury Symposium

### ***Brown Bag Lunch Series***

The Brown Bag Lunch Series allows the interns to meet informally with policy makers and political actors of their choosing. This year, the interns met with MP Elizabeth May, Senator Kim Pate, MP Celina Caesar-Chavannes, Senator Peter Boehm, Supreme Court Justice Andromache Karakatsanis, the Hon. Jean Augustine, Policy Horizons, Alex Neve, Chantal Hébert, Rosemary Barton, the Hon. Lawrence Cannon, Natan Obed, MP Jagmeet Singh, Kathy Kettler, and others.

### ***Comparative Legislative Study Tours***

Comparative study tours to provincial legislatures and assemblies outside Canada gave the interns new insights into democratic government and the function of political institutions. The interns organized the visits and produce detailed reports on the legislative study tours. These study tours are made possible thanks to specific support from VIA Rail Canada, the Delegation of the European Union to Canada, the British High Commission, the United States Embassy in Ottawa and the US State Department, and Fednav, as well as other friends and sponsors of the program.

This year's legislative study tours were:

- Ontario Provincial Parliament - November 18-21, 2018
- European Parliament - January 6-12, 2019
- United Kingdom Parliament - January 12-19, 2019
- Welsh Assembly - January 14-16, 2019
- Montréal - February 6-8, 2019
- United States Congress - March 3-8, 2019
- National Assembly of Québec - April 14-18, 2019
- Legislative Assembly of Nunavut - May 26-31, 2019

### ***The 2019 Alf Hales Prize***

Each year, the top paper from the previous cohort is awarded the Alf Hales Prize from the Institute on Governance. In Winter 2019 the director, Helaina Gaspard of the CPSA and Melissa Dubreuil of the Social Sciences and Humanities Research Council selected the top three papers of the 2017-18 cohort for the 2019 Hales Prize shortlist. These papers tackled challenging topics and exhibited a sophisticated, nuanced understanding of pressing topics in Parliamentary and political studies.

The papers were:

- Ronald Hoffman
  - Two Solitudes in One House: If, How and Why Members of Parliament Choose to Learn French or English on Parliament Hill
- Avnee Paranjape
  - Centre Block, Found and Lost: Conceptualizing the Migration of the House of Commons
- Kim Paradis
  - "We shape our buildings and afterwards our buildings shape us": The Indigenous

presence and representation in Canada's Parliament Buildings

A jury comprising representatives from the Institute on Governance, the Canadian Political Science Association (Sophie Bourgault, University of Ottawa), and the House of Commons selected the top paper in May 2019. Avnee Paranjape and Ronald Hoffman, the two runners-up, will receive \$500 from the Institute on Governance. The Institute on Governance will award the \$1,000 Alf Hales Prize to Kim Paradis at the June 11 Valedictory Speaker's Luncheon.

## **Sharing the Experience**

### ***Social Media***

The 2018-19 interns expertly managed the PIP social media accounts. The program's Instagram account (@stageparlinternship) continues to grow, while the PIP Facebook page (<https://www.facebook.com/ParlInternship/>) has reached over 12,000 people. The PIP twitter (@parlinternship) now has over 1,000 followers. These three social media platforms have helped interns share their experience and connect with potential applicants in both official languages.

### ***Incoming Legislative Study Tours***

By mid-June 2019, the program will have hosted interns and research fellows from five other legislatures, giving visiting groups the chance to learn about the Canadian Parliament and federal politics. The interns, too, value this opportunity to learn about provincial and American politics. The interns were wholly responsible for these visits and exhaustively arranged over 130 meetings with MPs, ministers, scholars, journalists, and legislative experts for their counterparts.

The incoming legislative study tours this year were:

- *Boursiers* from the National Assembly of Québec: November 4-9, 2018
- Interns from the Legislative Assembly of Ontario: December 5-8, 2018
- APSA Congressional Fellows from the US Congress: April 29-May 4, 2019
- Interns from the Legislative Assembly of British Columbia, June 4-6, 2019

### ***Teaching Youth about Parliament***

The 2018-19 interns brought their verve for learning to several youth engagement initiatives. The interns organized workshops about Parliament in partnership with Boys and Girls Club, Big Brothers Big Sisters, and the Encounters with Canada Democracy and Youth week. The interns encouraged the students to debate a bill in committee and caucus before finally voting on the bill in the House. The interns received glowing feedback for their efforts. For example, students attending the Democracy and Youth week appreciated the interns' three-hour session on the workings of the House of Commons:

- "It's very interesting to learn how laws are passed and see the process in action."
- "I thought it was informative and I learned a lot. The mock Question Period was my favourite because I was also able to practice my French."
- "Good simulation of democracy. Nice to hear from young people with knowledge about Parliament."



- “It was very fun to learn about the Intern program and experience Question Period.”
- “The interns were very engaging with the students and gave us a really good glimpse into what goes on during Parliament. They were fun and down to earth.”
- “I thought it was very interactive and engaging. I also appreciated its clear relevance to the week’s theme. It was certainly a highlight.”
- “The activity we did with some of the interns had made me think of the issues and problems in my own city. Thinking of possible solutions also made me realize how difficult it could be to please everyone.”

Three interns also participated in the Teachers' Institute on Canadian Parliamentary Democracy in November, where they spoke about the program and their research to teachers from across the country. In addition, they briefed students visiting Ottawa at the Forum for Young Canadians.

### ***Parliamentary Internship Alumni Association (PIAA)***

By July 2019, the PIAA will have organized three networking events in Ottawa and one in Toronto. In December PIAA also organized a special tour of the new House of Commons Chamber in West Block, led by PIP alumnus Michael Vandergrift. Leading up to the 50<sup>th</sup> anniversary and the 2019 fall election, PIAA also organized a special brown bag lunch for alumni featuring two former interns who have served in the House of Commons, Judy Wasylycia-Leis and Arif Virani.

PIAA revised its bylaws this year. The association also took the lead on the 50<sup>th</sup> Anniversary event planning and facilitation. Members of the PIAA have worked extremely hard to connect alumni with the program in advance of the 50<sup>th</sup> Anniversary. In particular, PIAA board member Andrew Cuddy continues his indefatigable volunteer work updating the alumni contact list. The program assists the PIAA with its membership database and pays for PIAA’s electronic services.

### ***Hales and Hurley Parliamentary Foundation***

PIAA’s foundation for PIP, the Hales and Hurley Parliamentary Foundation, was launched at the Ottawa Community Foundation in May 2017. The Foundation is named for Alfred Hales, the MP who spearheaded the launch of the program in 1969, and James Ross Hurley, its architect and the honorary chair of the 2018-19 fundraising committee. This year’s fundraising campaign was spearheaded by Alan Freeman (PIP 1973-74), with support from Robert Peck (PIP 1981-82), Leslie Toope (PIP 1985-86), Michel Vermette (PIP 1997-98), Marilyne Landry (PIP 1996-97), Anne Dance (PIP 2008-09) and Ryan van den Berg (2016-17). The annual campaign raised more than \$25,000 for the Hales and Hurley Parliamentary Foundation. This is triple the highest annual fundraising campaign ever undertaken by the alumni association thanks to more than 45 “alumni leaders” pledging \$500 for the 50th Anniversary.

### ***50th Anniversary***

The Parliamentary Internship Programme celebrated its 50th anniversary in Ottawa, May 9-11, 2019. The Programme’s 50th anniversary provided an unprecedented occasion for alumni and friends of the program in the Canadian government, business, research, media, and cultural communities to reunite (see [pip-psp.org/pip50](http://pip-psp.org/pip50)). Working closely with the PIAA, the program organized a series of events for all alumni, their MPs (past and present), sponsors, political scientists, and other friends of the program. Events included the annual Alumni Celebration reception (May 9, 2019), a day-long symposium hosted by former interns Roland Paris and Althia

Raj (May 10, 2019), and a day of tours of the new Senate and House of Commons chamber and social events (May 11, 2019).

These events would not have been without specific support from the Canadian Bankers Association (50<sup>th</sup> Presenting Sponsor) and the Canadian Life and Health Insurance Association (Supporter) as well as continued support for the annual Alumni Celebration from BMO Financial Group and Bombardier.

Additional activities related to the 50<sup>th</sup> included a special multi-partisan motion presented by former intern Arif Virani (PIP 1994-95) on May 9<sup>th</sup> in the House of Commons recognizing the Programme.

The director would like to thank the many alumni who helped make this event possible, particularly Christine Guyot, Chair of the 50<sup>th</sup> Committee (Treasurer, PIAA) along with Madalina Chesoi (Secretary, PIAA) and Gabrielle de Billy Brown (President, PIAA), who performed minor miracles as the organizers of the Hales and Hurley Symposium.

## **Management and Governance**

### ***Communications***

The director provided business cards and email addresses for the interns in September 2018. The program's redesigned website ([pip-ppsp.org](http://pip-ppsp.org)) continues to be a valuable tool for communicating information and updates. The director hired a former intern to add an accessibility frame to the website. The program continues to use Constant Contact for its email distribution list of stakeholders and alumni.

### ***Staffing and Governance***

The director serves in an 85 per cent (full-time-equivalent) position as the administrative and academic head of the program. The director is responsible for eight annual events; organizes and chairs the selection committee; plans the orientation program; teaches the seminars; oversees the weekly "Intern Caucus"; provides advice to the interns; and liaises with all relevant stakeholders (sponsors, alumni, academics, House staff, MPs, Advisory Board, etc.). The director is also responsible for the program's annual report, budget, electronic services, communications, fundraising, finances, grant-writing, agreements, the harassment prevention policy, and human resources management. This year the director managed diversity recruitment and the 50<sup>th</sup> anniversary celebrations. She also compiled a comprehensive task list of all of the program director's responsibilities in order to further reform the program's administration.

Dr. Dance's contract was renewed to June 2020. Over the next year she will take part in a search committee comprised of representatives from all stakeholders and chaired by the Canadian Political Science Association to select a new programme director who will start in summer 2020.

The director is supported in her work by the House of Commons Programme Assistant, Ms. Melissa Carrier, who works part-time on program activities in the House, as well as the CPSA Administrator, who handles payments, and CPSA Executive Director Silvina Danesi, who provides guidance and oversight on the long-term direction of the program. The Parliamentary Internship Programme Advisory Board, comprising representatives of the CPSA, SSHRC,

sponsors, the PIAA, and friends of the program, meets twice annually and provides feedback and advice to the director.

Many alumni also volunteer their time to promote the program, fundraise, guide potential applicants, provide advice to new interns moving to Ottawa, and support current interns through networking and their post-internship job search.

### ***Institutional Arrangements***

The Speaker's engagement as Patron of the program is central to the program's non-partisan objectives and the program is grateful for the continued support of the Honourable Geoff Regan and his hardworking team.

The House of Commons Service Agreement with the Programme/CPSA provides a stable level of staff support for the program that includes engagement of senior management while focusing House resources on access to meeting spaces, translation services, language training and administrative support for activities on Parliament Hill. This agreement was recently renewed from January 2019 through December 2021.

The program's Memorandum of Understanding with the Social Sciences and Humanities Research Council (SSHRC) was renewed in 2017 for four years. SSHRC's involvement helps the program stress its academic focus, non-partisan credibility, and also differentiates the program from other (often partisan, part-time) internships in Canada.

### ***Funding***

The program very much appreciates the longstanding support of its sponsors and welcomes their enthusiasm for and engagement with the program. Five new sponsors joined the program in 2018-2019: the Canadian Media Producers Association (Silver Level), the Chicken Farmers of Canada (Silver Level), Consumer Health Products Canada (Silver Level), the Chemistry Industry Association of Canada (Bronze Level), Nelligan O'Brien Payne (Bronze Level), and the Civic Engagement Foundation (Bronze Level). Fednav has continued to provide special support for the Nunavut legislative study tour.

All platinum and gold positions are currently filled. However, one opportunity for sponsorship at the silver level and several at the bronze level remain available. The director hopes to fill these positions in the next year.

In spring 2018 and fall 2018 the CPSA invested a portion of the accumulated program surplus in the Parliamentary Internship Programme Legacy Fund, a three-year term fund within the Ottawa Community Foundation. This investment is considered an expense but will be returned to the program with interest in 2021.

### ***Budget***

The program's fiscal year runs July 1 to June 30. The program will end the 2018-19 year with a small surplus. Significant one-time additional costs for this year relate to the 50th anniversary celebrations, diversity recruitment efforts, the Toronto legislative study tour, investments in the CPSA/PIP Legacy Fund, and supplementing moving expenses for out-of-province interns. The projected budget for 2019-20 forecasts a reasonable assurance of stable and sufficient funding for the foreseeable future.

## ***Business Practices and Human Resources***

The program continues to maintain sound business practices.

- The letters of agreement signed with interns are consistent with all relevant legislation.
- The CPSA's insurance policy is sufficient to cover the program. At the program's expense, the program is included in CPSA insurance policies for property and injury insurance and errors and omissions insurance.
- The interns are offered counselling services through the House Employee and Family Assistance Program.
- The interns receive training on workplace issues.
- In recognition of the security dangers inherent in Parliament Hill work, the interns and director met with members of the House of Commons Corporate Security Office. The interns were also provided with safety manuals for Parliamentary work.
- The House of Commons has also generously provided training to the interns through its Respectful Workplace Program.

## **Strategic Planning**

### ***Harassment Prevention***

In August 2018 the director, working closely with alumni and legal experts, finalized the Anti-Harassment and Discrimination Policy. This policy has been made available to all stakeholders and is accessible online at <https://pippsp.org/governance-3/>. It is updated annually based on feedback from the interns and experts. The objectives of this policy include:

- Promoting human rights within the Programme community and within each intern cohort, preventing harassment and discrimination, and defining principles and standards for behaviour;
- Empowering interns, alumni, sponsors, partners and the director to be leaders in contributing to an inclusive and non-discriminatory political culture; and,
- Ensuring that all members of the Programme community are aware that harassment and discrimination are unacceptable practices and are incompatible with the mandate of PIP, as well as being a violation of the law.

As per the new policy, the interns receive training, guidance, and support in their work on the Hill. This includes training from a House of Commons Safe Workplaces expert in September. In February 2019, the programme paid for the interns and the director to receive additional training in bystander intervention from Julie Lalonde, a public educator on harassment prevention.

### ***Inclusive Recruitment***

Despite limited resources and capacity, the program invested in diversity recruitment and finalized an Indigenous recruitment strategy this year. The director and alumni also developed a list of contacts of underrepresented groups in the applicant and alumni pool. The director also reviewed all components of the application process and worked with a legal expert as well as alumna Christina Vietinghoff to set up a special program in keeping with the *Ontario Human Rights Code* to allow for more inclusive recruitment practices. These efforts had a tangible

impact on the 2019-20 PIP recruitment efforts and will continue to shape recruitment in the future.

The program used targeted communications such as Facebook advertising and a widely circulated PowerPoint presentation for university classes to ensure that key groups were made aware of the opportunity to participate in the program. The program also hired a communications student to design flyers to share for recruitment.

Thanks to a donation from the Canadian Credit Union Association, the director and interns were able to work with Impact Public Affairs on a professional recruitment video for the programme. The bilingual video, which is available on the PIP website and CPSA YouTube channel, features narration from the interns and endorsements from MPs from all three official parties. The director particularly appreciates the excellent advice of Silvina Danesi and PIP alumni who helped refine the video. The video is available here: <https://www.youtube.com/watch?v=Z7Rp9DZ8VpE>.

Over the past three years the director has promoted the program and other opportunities by visiting political science classes at Memorial University, the University of Calgary, the University of Alberta, the University of Saskatchewan, the University of Regina, and the University of British Columbia. She hopes to speak to students in at the University of Manitoba and the University of Winnipeg in autumn 2019.

The 2018-19 interns also conducted outreach while visiting their MP ridings in Victoria, Toronto, and Winnipeg. In addition to speaking about PIP, these meetings are an opportunity to promote the Explore Program, the BC Legislative Internship Program, Ontario Legislative Internship Programme, the House and Senate Page Programs, and the House Tour Guide Program. Sharing this information adds value to the visit for students.

Alumni volunteers continue to directly support applicants: more than 20 volunteer alumni provide detailed advice over the phone or by email to prospective applicants. This strategy helps level the playing field between applicants inside the “Ottawa Bubble” with detailed knowledge of the Programme and those who are only now learning of the internship.

### ***Intern Stipends***

Program stakeholders are looking to enhance the program’s long-term financial sustainability and increase the intern stipend to ensure the Programme remains accessible to all qualified candidates. The 2018-19 taxable stipend was \$24,000 (approximately \$20,500 after taxes). The low stipend continues to be a barrier to many applicants.

The program has explored different means to make the internship more accessible to all young Canadians. For example, current interns and the PIAA help incoming interns find reasonable housing. As well, this year the program successfully piloted an initiative to cover some intern moving expenses to Ottawa. The interns’ legislative study tour costs, including per diems and emergency medical travel insurance, continue to be covered by the program.

Nevertheless, there is no question that the low stipend is a barrier to young Canadians trying to pay off student loans and for those without affordable accommodation options in Ottawa. Raising the stipend will widen the pool of potential applicants. The director will work with the Advisory Board to reassess the sponsorship levels in 2018-19 in order to support a substantial stipend increase. As well, the director is exploring options to provide future intern cohorts with extended health benefits to further enrich their experience.

### ***Commissioner's Ruling on Paid interns***

In October 2018, the Conflict of Interest and Ethics Commissioner issued an Advisory Opinion on "Gifts or other benefits to Members—Services of interns provided free of charge." The Commissioner's Office has subsequently confirmed that our 10 Parliamentary Interns are permitted to work in MP offices. However, their work must be declared as a gift (valued at over \$200) from the House of Commons and the CPSA. The director has worked with the offices of MPs to ensure that these declarations are made.

## **The Year Ahead**

### ***The 2019-20 Selection Committee***

The program received over 150 impressive applications this year. The committee reviewed the applications and selected the 2019-20 interns based on interviews with the top 25 candidates in March 2019. The Director is grateful for the Selection Committee's enthusiasm and hard work. The selection committee is traditionally made up of the academic director, who serves as committee chair, interns from the previous cohort, two political scientists, and a representative of the House of Commons. This year the selection committee included:

- Anne Dance, PIP Director
- Emily Jensen, PIP 2017-18
- Johanna Mizgala, Curator, House of Commons
- Avnee Paranjape, PIP 2017-18
- François Rocher, Professor of Political Studies, University of Ottawa
- Paul Thomas, Samara Centre for Democracy

### ***The 2019-20 Parliamentary Interns***

The Programme's many stakeholders are looking forward to welcoming the 50th cohort of Parliamentary Interns to Ottawa starting September 4, 2019. This extraordinary group of graduates can anticipate an exciting year defined by the October 2019 federal election.

Next year's Parliamentary Interns are:

**Hadeel Aziz** (Mississauga, ON)

BA Honours (Political Science - Peace, Conflict and Justice Studies) University of Toronto

**Enya Bouchard** (Québec, QC)

MA (International Relations), Université Laval

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