

# Parliamentary Internship Programme Annual Report, 2019-20



Annual General Meeting  
Canadian Political Science Association  
June 10, 2020

Dr. Anne Dance  
Director

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May 14, 2020

I am delighted to present the 2019-20 Annual Report for the Parliamentary Internship Programme (PIP) in advance of the Annual General Meeting of the Canadian Political Science Association (CPSA) in June 2020.

Last year, the program celebrated its 50<sup>th</sup> anniversary; this year's intern cohort has had an even more eventful year, one dominated by the general election and the coronavirus pandemic. I would like to thank interns Hadeel Aziz, Enya Bouchard, Griffyn Chezenko, Christopher Coulson, Myles Goodman-Vincent, Shona Moreau, Robyn Otto, Madison Pearson, and Caroline Woodward for their perseverance, wisdom, and compassion. It has been a joy to work with you!

This past winter, the interns were fortunate to meet with the 37<sup>th</sup> Speaker of the House of Commons, the Hon. Anthony Rota. The Speaker has generously agreed to continue a long-standing tradition to serve as the patron of the program. The House of Commons Clerk, Charles Robert, has continued to share his expertise and enthusiasm with the program.

The interns and I have been extraordinarily fortunate to work with Melissa Carrier, Senior Administrative Assistant at the House of Commons. I also want to recognize the tireless assistance of Scott Lemoine, the House of Commons Administration representative to the program.

Over the last four years, I have had the privilege to learn from many extraordinary individuals. Chief among them is Dr. Silvina Danesi, Executive Director of the Canadian Political Science Association (CPSA). It has also been a pleasure to work with Michelle Hopkins and Tim Howard at the CPSA.

I want to sincerely thank the program's alumni, sponsors and friends, all of whom see the value in this special initiative and provide crucial financial support. I have really appreciated your guidance and advice. Although I am leaving the program this summer to pursue new adventures, I look forward to contributing to the PIP community for many years to come.

Sincerely,



Dr. Anne Dance  
Director, 2016-20  
Parliamentary Intern, 2008-09

## **Introduction: PIP During a Pandemic**

Just like Parliament itself, interns can attest that every year of the CPSA's Parliamentary Internship Programme (PIP) is unique and a little unpredictable. This has never been more true than now.

In the fall, the 50<sup>th</sup> cohort of interns watched the 43<sup>rd</sup> federal election with fascination as they underwent extensive orientation training and worked for friends of the program. PIP celebrated the election of two former interns, Brad Vis (Conservative, Mission-Matsqui-Fraser Canyon; PIP 2010-11) and Arif Virani (Liberal, Parkdale-High Park; PIP 1994-95), as Members of Parliament (MPs). These are not the first PIP Alumni to be elected as MPs: Judy Wasylycia-Leis, an intern in 1976-77, served as a New Democratic Party (NDP) MP for Winnipeg ridings from 1997-2010.

The program itself continues to embody a unique non-partisan spirit. Since November 2019, the interns have worked full-time in the offices of MPs from both sides of the House of Commons. They have assisted MPs and their impressive staff in committees and in constituency offices. The interns traveled to Québec City, Brussels, London, Edinburgh, and Washington to study other legislatures. Additionally, the interns are in the process of completing original research papers on topics that range from the virtual Parliament to mental health on the Hill.

The coronavirus pandemic necessitated a number of adaptations for the program, including the cancellation of several events and legislative study tours. It is to the interns' credit that they continued to assist their MPs and participate in program activities while they themselves were adjusting to the strange new realities of physical distancing and remote working. The program has continued to meet its three founding goals: interns have conducted innovative research and shared their knowledge of Parliament with young Canadians; made substantive contributions to their MP offices; and taken part in seminars and skills training sessions for PIP.

This 2019-20 annual report introduces the interns and their MPs. The report describes the interns' work, election experiences, training, projects, and outreach activities, then provides a summary of 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**

### ***2019-20 Interns***

The interns began their work on September 3, 2019. The 50<sup>th</sup> cohort of Parliamentary Interns brought together six women and three men from six provinces: British Columbia, Alberta, Manitoba, Ontario, Québec, and Nova Scotia. The group included two francophones and seven anglophones. Four held graduate degrees; eight majored in political science or related disciplines, and one in history. A 10<sup>th</sup> intern chose to leave the program in December 2019 for personal reasons.

## ***The 2019 Election***

An election always presents a unique challenge for the program because interns can neither work in the incumbents' offices nor on their campaigns. Sponsors and friends responded to this challenge with enthusiasm, offering 18 superb placements for interns to choose from. After meeting with representatives from these organizations, the interns had the privilege of choosing those that suited them best.

Placements with the following organizations (from September 26 to November 8) gave interns the chance to analyze party platforms, track election issues, and learn about public affairs and politics from leading experts: BIOTECanada, BDC, Bombardier, CIBC, Co-operatives and Mutuels Canada, CPA Canada, Forest Products Association of Canada, the Institute on Governance, Microsoft, and the Social Sciences and Humanities Research Council (SSHRC). Many thanks to these organizations for providing these opportunities!

## ***MP Allocations***

The allocation of interns continues to reflect party representation in the House of Commons. Each intern must work with one government MP and one opposition MP. Based on the advice of the Clerk of the House, following the 43<sup>rd</sup> general election, at any given time half of the interns are with Liberal MPs, three interns are with Conservative MPs, one intern is with the Bloc Québécois (BQ), and one intern is with the NDP.

The interns began interviewing MPs on November 12, 2019. When choosing their allocations via a decision-making process they designed, the interns prioritized working with MPs that would provide them with different regional perspectives, legislative experience and a positive work environment.

After the first allocation, which ran from November 25, 2019 to March 20, 2020, those interns who initially worked with opposition MPs crossed the floor to work with government MPs, and vice versa. Their second allocation runs from March 23 to June 30, 2020.

The program is extremely grateful to MPs for giving the interns the opportunity to learn about politics. In their MP offices, interns have assisted with riding correspondence, phone calls from constituents, and outreach events such as town halls and the annual Sam Sharpe breakfast. They have written Question Period questions and SO-31s, welcomed stakeholders, given tours of Parliament to constituents, and accompanied MPs to events. They also helped prepare their MPs for legislative committees (including finance, industry, transport, environment, foreign affairs, and the special committee on Canada-China relations). They attended legislative strategy meetings and monitored government and caucus briefings on the government's response to the coronavirus pandemic. They have contributed to projects related to cycling strategy, natural resource policy, postsecondary education, and cultural funding. All of the interns had the opportunity to visit the constituencies of at least one of their MPs.

## ***The 2019-20 Interns and their MPs***

### **Hadeel Aziz, Mississauga, ON**

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

- James Cumming, MP for Edmonton Centre (Conservative)
- Randeep Sarai, MP for Surrey Centre (Liberal)

### **Enya Bouchard, Québec, QC**

MA (Public Affairs and International Relations), Université Laval

BA (International Relations), Université Laval

- Andy Fillmore, MP for Halifax (Liberal)
- The Hon. Erin O'Toole, MP for Durham (Conservative)

### **Griffyn Chezenko, Sydney, NS**

MA (Political Science), Memorial University of Newfoundland

BA (Political Science, Law and Society), Memorial University of Newfoundland

- Élisabeth Brière, MP for Sherbrooke (Liberal)
- Brad Vis, MP for Mission-Matsqui-Fraser Canyon (Conservative)

### **Christopher Coulson, Richmond, BC**

BA Honours (Political Science), University of British Columbia and Langara College

- Stéphane Bergeron, MP for Montarville (Bloc Québécois)
- Greg Fergus, MP for Hull-Aylmer (Liberal)

### **Myles Goodman-Vincent, Toronto, ON**

MPhil (Development Studies), University of Cambridge

BA Honours (Political Studies), Queen's University

- Blake Richards, MP for Banff-Airdrie (Conservative)
- Patrick Weiler, MP for West Vancouver-Sunshine Coast-Sea to Sky Country (Liberal)

### **Shona Moreau, Ste-Thérèse-de-la-Gatineau, QC**

BSocSc Honours (Conflict Studies and Human Rights), University of Ottawa

- Earl Dreeshen, MP for Red Deer-Mountain View (Conservative)
- Arif Virani, MP for Parkdale-High Park (Liberal)

### **Robyn Otto, Thalberg, MB**

BA Honours (History), University of Winnipeg

- Pam Damoff, MP for Oakville North-Burlington (Liberal)
- Marilène Gill, MP for Manicouagan (Bloc Québécois)

### **Madison Pearson, Camrose, AB**

BA (Political Studies), University of Alberta, Augustana Campus

- William Amos, MP for Pontiac (Liberal)
- The Hon. Michelle Rempel Garner, MP for Calgary Nose Hill (Conservative)

**Caroline Woodward**, Ottawa, ON

MA (Political Studies), Queen's University

BA Honours (Political Studies), University of Ottawa

- Lloyd Longfield, MP for Guelph (Liberal)
- Jenny Kwan, MP for Vancouver East (New Democratic Party)

## **Professional Experience, Skills Development, and Research Training**

### ***Orientation Program***

The Programme Director (the director) and Programme Assistant, collaborating with Andrew Wilson, Procedural Clerk (Table Research Branch) and Emma-Leigh Boucher, Procedural Clerk (Table Research Branch) at the House of Commons, organized the 2019-20 PIP orientation program, an intensive three-week training period from September 4 to 19. Lalita Acharya (Chief, Parliamentary Information and Research Service) and her colleagues also organized two sessions about the Library of Parliament and its resources for the interns.

This year's orientation included meetings with the 2018-19 intern group, as well as interns from 2015-16, the last cohort to take part in PIP during an election year. Meetings with sponsors and friends of the program also offered the interns the chance to learn about advocacy and different policy files. New to the orientation program was a day-long session at the Senate, organized by Emilie Macfie (Senate Events Coordinator, Events Directorate). This engaging introduction to the Upper Chamber included a panel with three senators, a "fireside chat" with PIP alumni working in the Senate, and a discussion with the Usher of the Black Rod, Greg Peters.

The overall orientation program included more than 70 meetings, seminars and other activities that prepared the interns for their work in the offices of MPs. Interns emerged from their intensive orientation training with a strong grasp of House of Commons procedure and PIP's academic goals. The annual welcome reception on September 4 allowed stakeholders, including members of the intern selection committee, the opportunity to meet with the interns and welcome them to Parliament Hill.

### ***Seminar Series***

Throughout the year, the interns participated in graduate-level academic seminars focused on the institutions and actors that shape Parliament. The seminar served as a space for interns to share their experiences, prepare for their legislative study tours, and discuss their research projects.

Many of the interns took turns organizing and facilitating seminars with the director. Seminar topics included: the role of Parliamentary committees; parties and partisanship; the PM and cabinet; Indigenous and Canadian politics; intergovernmental relations; gender and Canadian politics; US politics; UK politics; Québec politics; and the politics of the European Union. The interns also studied former intern papers to shape their own research projects.

Leading academics generously shared their expertise during additional seminars, ensuring that interns engaged directly with experts in the field. The 2019-20 guest lecturer topics are listed below.

- The structure of the federal civil service with Greg Fyffe (PIP 1970-71)
- The politics of money and the budgetary cycle with Helaina Gaspard
- Parliamentary law with Mike Pal (PIP 2001-02)
- Constitutional issues and Parliament with Philippe Lagassé (PIAA event)
- PIP research paper methodology with Astrid Krizus (PIP 2016-17)
- Minority Parliaments with Marc Gervais
- Parliamentary reform with the Samara Centre for Democracy
- Domestic colonies with Barbara Arneil (PIAA event)
- An introduction to BC Politics with the BCLIP interns
- A virtual Parliament with Charles Robert
- An introduction to Ontario Politics with Jonathan Malloy

During their legislative study tours, the interns took part in additional seminars with scholars such as Alice Lilly (Institute for Government), Daniel Holt (Assistant Historian of the US Senate), Congressman Dave Loebsack, Mark Oleszek (Library of Congress), Daniel Cetrà (Centre on Constitutional Change), Malcolm Harvey (University of Aberdeen), and Coree Brown Swan (University of Edinburgh).

Throughout the year, interns also attend scholarly events such as the Administrators' Colloquium, the Federation for the Humanities and Social Sciences' Big Thinking Lecture Series, and seminars organized by the Canadian Study of Parliament Group.

### ***Skills Training and Career Development***

In order to supplement the interns' academic seminars—and the training they receive in their MP offices—the director organized professional skills and career development sessions with alumni and friends of the program who generously shared their time and expertise. These included sessions on:

- writing briefing notes and staffing MPs (Marlene Floyd, Microsoft)
- speechwriting (Astrid Krizus, PIP 2016-17)
- setting up MP offices after an election (Madalina Chesoi, PIP 2015-16)
- career development (Marilyne Landry, PIP 1996-97)
- applying for jobs in the federal public service (Grégoire Baribeau, PIP 2014-15)
- working in the civil service (Michel Vermette, PIP 1987-88; Leslie Toope, PIP 1985-86)
- partisan jobs post-PIP (Timothy Howlett, PIP 2008-09)

Several program sponsors have graciously invited PIP to other learning and training opportunities, including David Frum's memorable keynote address at the at the Canadian Real Estate Association's Parliamentary Action Committee (PAC) Days event.

## ***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 research paper topics for 2019-20 include:

- 50 Shades of Blue: Examining Ideological Differences in the Conservative Party
- A Scoping Review of Current Research on the Canadian Parliament
- Fighting an Invisible Threat: The Challenge to Canadian National Security in a Cyber Warfare Context
- Harassment Prevention Policymaking in the 43<sup>rd</sup> Parliament
- Mental Health and Well-being on the Hill
- National Identity in Crisis: A Case Study of Canadian "Nation-ness" during the 2019 Covid-19 Pandemic
- Order Paper Questions: A Content Analysis of Written Questions in the 43<sup>rd</sup> Canadian Parliament
- Pathway to the Unknown: Procedures and Privileges in the Context of a Virtual Parliament
- Universal Basic Income in Canada as a Response to COVID-19

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 political scientists at the 10<sup>th</sup> Annual Jean-Pierre Gaboury Symposium in June 2020.

## ***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 spoke with Sophie J. Barma (with the Fondation Jean-Charles-Bonenfant boursiers), Rosemary Barton, Brian Bohunicky, Senator Dennis Dawson, Mario Dion, Eric Grenier, Jack Jedwab, Stephen Lucas, Elizabeth May, Natan Obed, and the Right Honourable Paul Martin.

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

Comparative study tours to provincial legislatures and assemblies outside of Canada give the interns new insights into democratic government and the function of political institutions. The interns helped organize the visits and produced detailed reports about these work trips.

The study tours are made possible thanks to support from the Delegation of the European Union to Canada, the Canadian Mission to the European Union, the British High Commission, the Foreign and Commonwealth Office, the United States Embassy in Ottawa, the US State Department, and Fednav. Canadian North and VIA Rail also provided travel discounts.



This year's legislative study tours were:

- National Assembly of Québec, October 7-11, 2019
- European Parliament, January 5-11, 2020
- Parliament of the United Kingdom, January 11-15, 2020
- Scottish Parliament, January 15-17, 2020
- United States Congress, March 8-13, 2020

As a result of the pandemic, the interns were unable to travel to Montréal for their study tour in April or to Iqaluit for their Nunavut study tour in late May.

### ***The 2020 Alf Hales Prize***

Each year, the top paper from the previous cohort is awarded the Alf Hales Prize. In fall 2020 the director, Helaina Gaspard of the CPSA, former director Garth Williams, Scott Lemoine of the House of Commons and Melissa Dubreuil of the Social Sciences and Humanities Research Council selected the top three papers of the 2018-19 cohort for the 2020 Hales Prize shortlist. These papers tackled challenging subjects and made unique contributions to Parliamentary and political studies.

The papers were (in alphabetical order):

- Nicholas Doiron, "How the Hell Did this Thing Get in our Constitution?" A Timely Analysis of the Notwithstanding Clause
- Guillermo Renna, Bicameral Conflict Resolution: Developments in the 42<sup>nd</sup> Parliament
- Fregine Sheehy, Where Are all the Racialized Staffers?

A jury comprising representatives from the Institute on Governance, the Canadian Political Science Association (Alison Smith, University of Toronto), and the House of Commons selected the top paper in Spring 2020. Fregine Sheehy, the author of the top paper, will receive \$1,000 and the runners up will each receive \$500. The prizes will be awarded at the Gaboury Symposium.

## **Sharing the Experience**

### ***Social Media***

The 2019-20 interns expertly managed the PIP social media accounts. The program's lively Instagram account ([@stageparlinternship](https://www.instagram.com/stageparlinternship/)) has over 500 followers, while the PIP Facebook page (<https://www.facebook.com/ParlInternship/>) has more than 1,700 "Likes". The PIP Twitter ([@parlinternship](https://twitter.com/parlinternship)) now has over 1,100 followers. The interns also refreshed the program's LinkedIn account. These 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 2020, the program will have connected with interns and research fellows from three 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 dozens of meetings with MPs, ministers, scholars, journalists, and legislative experts for their counterparts.

The incoming legislative study tours this year were:

- Interns from the Legislative Assembly of Ontario: December 4-6, 2019
- American Political Science Association Congressional Fellows from the US Congress: May 11-22, 2020 (via Zoom)
- Interns from the Legislative Assembly of British Columbia, June 1-12, 2020 (Via Zoom)

## ***Sharing Knowledge about Parliament***

Due to the election and COVID-19, many of the educational events the interns would have normally organized were cancelled or postponed. Nevertheless, the 2019-20 interns brought their enthusiasm for learning to many youth engagement programs and public initiatives. The interns participated in the Teachers' Institute on Canadian Parliamentary Democracy in November, where they spoke about the program to teachers from across the country. As well, they briefed students visiting Ottawa at the Forum for Young Canadians during Forum's Resource Fair. In April 2020, the interns took part in a special public discussion with the Samara Centre for Democracy's research director, Dr. Mike Morden, about his new book, "Real House Lives".

During the pandemic, the interns were also fortunate to hear from their provincial intern counterparts and the US Congressional Fellows via online conference calls. The British Columbia Legislative Internship Program (BCLIP) generously prepared a detailed briefing on British Columbia politics for the PIPs, while the PIPs joined the Fondation Jean-Charles-Bonenfant boursiers for a special brown bag lunch about the Bloc Québécois. The interns also organized virtual legislative study tours for the US Fellows and BCLIP. Throughout the pandemic, the interns were heartened to hear from their intern "cousins."

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

The PIAA is coming off a banner year (2018-19) during which the executive and other members worked tirelessly on the program's enormously successful 50<sup>th</sup> anniversary celebrations. The executive built on this goodwill by organizing pub nights for alumni and the new interns in September 2019, November 2019 and January 2020. The PIAA executive also organized a brown bag lunch on minority parliaments with Philippe Lagassé for the interns and alumni in December 2019. In partnership with the program, a member of the PIAA executive organized a special online seminar with Professor Barbara Arneil for alumni and friends of the program. PIAA members provided welcome support for the 2020-21 recruitment process and connected

prospective applicants to alumni for advice about their applications. As well, the fundraising subcommittee of PIAA continued to raise funds for the Hales and Hurley Parliamentary Foundation. PIP works with the PIAA to maintain the alumni 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 late MP who spearheaded the launch of the program in 1969, and James Ross Hurley, PIP's founding director. The 50<sup>th</sup> Anniversary fundraising campaign continued this year, 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), Marilyn Landry (PIP 1996-97), Anne Dance (PIP 2008-09), Alice Trudelle (PIP 2015-16) and Ryan van den Berg (2016-17). Since its launch in Fall 2018, the campaign has raised more than \$47,500 for the Hales and Hurley Parliamentary Foundation. This is thanks in part to 48 "PIP Leaders" pledging \$500 each in honour of the anniversary as well as generous friends of the program including James Ross Hurley and members of the Hales family. The foundation now has an endowment of \$68,500-an excellent base for future campaigns and possible bequests.

## **Management and Governance**

### ***Communications***

The director provided business cards and email addresses for the interns in September 2019. The program's website ([pip-psp.org](http://pip-psp.org)) is a valuable tool for communicating information and updates. It features a new accessibility frame and gender-neutral language. The program continues to use Constant Contact for its email distribution list. In May 2020, the director completed a communications policy for the program.

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

The director serves in a full-time-equivalent position as the administrative and academic head of the program. The director is responsible for annual events; organizes and chairs the interns' 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 oversaw governance reforms, including succession planning.

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, Michelle Hopkins, 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 to review the draft annual and semi-annual reports; and provides the director with feedback and support.

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.

### ***2020-2023 PIP Director Search Committee***

In winter 2019 the current director informed the CPSA that 2019-20 would be her last year in this position. Sophie Bourgault chaired the 2020-2023 PIP Director Search Committee. The search committee began its work in November 2019. The call for applications was circulated among alumni, friends of the program, and the political science community; it was also shared on social media and job boards. The committee reviewed all applications in March 2020 and interviewed candidates in April 2020.

In May 2020, the board of the Canadian Political Science Association announced that Dr. Paul Thomas will serve as the program's 12<sup>th</sup> director. A former Parliamentary Intern, Dr. Thomas (PIP 2005-06) has a PhD in Political Science from the University of Toronto. Before his appointment, Dr. Thomas served as a Senior Research Associate at the Samara Centre for Democracy. He has published multiple articles and book chapters on parliamentary democracy in Canada and the UK, and is the co-author of the book *Religion and Canadian Party Politics*.

Dr. Thomas will shadow the current director beginning June 1, 2020. This will ensure that he has adequate training prior to taking over the position on July 1, 2020.

### ***Institutional Arrangements***

The Speaker's engagement as Patron of PIP, renewed for the 43<sup>rd</sup> Parliament, is central to the program's non-partisan objectives and the program is grateful for the support of the Honourable Anthony Rota and his wonderful team.

The House of Commons Service Agreement with the 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 runs from January 2019 through December 2021.

The program's Memorandum of Understanding with 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) internship programs.

## ***Harassment Prevention and Security***

In August 2019 the director, working closely with a committee of volunteer alumni, updated the Anti-Harassment and Discrimination Policy. The policy now includes an expanded section on racial discrimination.

The objectives of the policy include:

- promoting human rights within the program 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 program 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.

The policy outlines procedures if harassment or discrimination do occur. The policy has been made available to all stakeholders, including sponsors and MPs who host the interns, and is accessible online here: <https://pip-psp.org/governance/>. As per the policy, the interns receive training, guidance, and support in their work on the Hill. This includes an overview of the harassment policy from the alumni liaison. The interns also receive training from a House of Commons Safe Workplaces expert in September. In February 2020, the program paid for the interns and the director to receive additional training in bystander intervention from Julie Lalonde, a public educator on harassment prevention.

In October, the director met with the coordinator of the Fondation Jean-Charles-Bonenfant internship at the Québec National Assembly to discuss to best practices around harassment prevention for legislative interns. The OLIP and PIP director also continued their strong cooperation around internship governance and management.

In recognition of the security issues inherent in Parliament Hill work, the interns, the program assistant, and the director met with Eric Lecompte (Deputy Director, Security Project Management Office and Technical Operations for Parliament's Corporate Security Office) and received in-depth training about security protocols on the Hill. They are also registered for the Precinct's emergency alerts system.

## ***Director's Manual and Administrative Reforms***

The director hired a consultant with extensive administrative experience, Cordelia Eldridge McCrillis, to help develop a guide for subsequent directors. This is an important tool for capturing and transferring the institutional knowledge that is at the core of the program's daily operations and long-term success.

The director has also worked with Ms. McCrillis and alumni to create documents and guidelines to support the administration of the program. These include a general PIP overview, an intern

moving expense policy, a communications policy, a research ethics policy, and a guide for filling out expense claims.

### ***Funding***

The program very much appreciates the longstanding support of its sponsors and welcomes their enthusiasm for and engagement with the program. Two new sponsors joined the program in 2019-20: Co-operatives and Mutuels Canada (Bronze), and Microsoft (Silver).

All platinum positions are currently filled. However, one opportunity for sponsorship at the Gold level, three opportunities at the Silver level and several at the Bronze level remain available. The program hopes to fill these positions in the next year.

### ***Budget***

The program's fiscal year runs July 1 to June 30. The program will end the 2019-20 year with a small surplus. Significant one-time additional costs for this year include the cost of the Alf Hales Prize, diversity recruitment, promoting the director competition, higher study tour travel expenses (including hotels and travel costs for Québec, the EU/UK and the US), office supplies, legal fees related to program reforms, and intern expenses (including language training, moving costs, post-pandemic reunion support and mental health funding). The director also hired alumni and administrative experts to assist with program updates and stakeholder relations. These increased costs were offset by support from the Hales and Hurley Parliamentary Foundation, decreased intern stipend costs due to the departure of one intern in December, the cancellation of the Nunavut and Montréal study tours, extra funding from the Canadian Life and Health Insurance Association, and two new sponsors.

The program may need to run a deficit in 2020-21 due to the current economic climate and a decrease in overall sponsorship revenue. However, due to the strong support of many continuing sponsors and prudent fiscal management, the program's revenues and accumulated surplus will allow it to operate fully in the 2020-21 fiscal year. One new sponsor, Arcadia Advisory Services Lt, has already committed to supporting PIP at the Bronze level. The director and friends of the program are actively seeking out additional new sponsors at the Gold, Silver, and Bronze levels.

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

The program continues to maintain sound business practices.

- The program pays for an annual audit by an independent auditor. In 2019, the Program was found to be in accordance with Canadian accounting standards for not-for-profit organizations.
- 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 access to the House of Commons Employee and Family Assistance Program.
- 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 provided training to the interns through its Respectful Workplace Program.
- As per the program's anti-harassment policy, the interns also received bystander intervention training from Julie Lalonde.
- Due to the uncertainty and anxiety created by the COVID-19 crisis, the director arranged for the interns to receive (as needed) additional counselling from a bilingual licensed and registered Clinical and Health Psychologist. The program was charged for these expenses and interns were free to use these services anonymously.

## **Strategic Planning**

### ***Inclusive Recruitment***

The program developed recruitment materials such as flyers and used targeted communications such as Facebook advertising and a PowerPoint presentation for university classes to ensure that key groups were made aware of the opportunity to participate in the program. The interns used social media to increase awareness of the program among potential applicants.

Alumni volunteers continue to directly support applicants: more than 15 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 program and those who are learning of the internship for the first time.

Despite limited resources and capacity, over the past few years the program has invested in diversity recruitment and implemented an inclusive recruitment strategy. The PIP Inclusive Recruitment Initiative, a special program in keeping with the *Ontario Human Rights Code*, was first implemented for the selection of the 2019-20 interns, and also shaped the 2020-21 recruitment and selection process. It allowed the program to ask candidates to voluntarily self-identify as Indigenous, as members of racialized groups, and as persons with visible or invisible disabilities. Members of the intern selection committees are fully briefed on the special program and can build an interview pool that is representative of the Canadian population.

### ***Increasing the Intern Stipend***

Funding the program remains a long-term challenge. Unlike other Canadian legislative internships, which are largely funded by legislative bodies, PIP relies almost wholly upon year-to-year sponsorships. It has been recognized for some time that the interns' \$24,000 taxable stipend should be increased.

Due to the global pandemic, the Stipend Subcommittee of the Advisory Board opted to postpone decisions of sponsor level increases. However, the subcommittee will resume its work in the fall of 2020 to help fund an improved stipend. Additionally, the subcommittee has recommended that the Advisory Board consider reviewing PIP sponsor levels and the PIP stipend every three years, a recommendation the Board accepted at its fall 2019 meeting.

### ***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 works with the offices of MPs to ensure that these declarations are made. This process has proven manageable for MPs and has not reduced their interest in the program.

### ***Academic Components of the Program***

The director completed an ethics code for PIP research papers in March 2020. The next director is extremely well-placed to support the publication and dissemination of the interns' research projects.

## **The Year Ahead**

### ***The 2020-21 Selection Committee***

The program received nearly 170 applications this year. The committee reviewed the applications and selected the 2020-21 interns based on interviews with the top 27 candidates in March 2020. The director is grateful for the selection committee's dedication and insights. The selection committee is traditionally made up of the academic director (who serves as committee chair), interns from last year's cohort, political scientists, and a representative of the House of Commons.

This year the selection committee included:

- Melissa Carrier, Senior Administrative Assistant, House of Commons
- Sarah Crosby, PIP 2018-19
- Anne Dance, PIP Director
- Delphine Ducasse, PIP 2018-19
- Scott Lemoine, Deputy Principal Clerk (Acting), House of Commons
- François Rocher, Professor of Political Studies, University of Ottawa
- Garth Williams, former PIP Director

### ***The 2020-21 Parliamentary Interns***

Friends of the program are looking forward to welcoming the 51<sup>st</sup> cohort of Parliamentary Interns to Ottawa starting September 8, 2020. This impressive group of graduates can anticipate a unique year of learning and change in a minority Parliament that is undergoing its own transformation.



*Next year's Parliamentary Interns are:*

**Somaya Amiri**, Maple Ridge, BC

BA Honours (Political Science, Minor in French as a Second Language),  
McGill University

**Amélie Cossette**, Shawinigan, QC

BSocSc (Conflict Studies and Human Rights), University of Ottawa

**Gabrielle Feldmann**, Waterloo, ON

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

**Valere Gaspard**, Leamington, ON

BA Honours (Political Science, Major in Philosophy), Western University

**Olga Goulet-Doyon**, Saint-Joseph-de-Beauce, QC

BA (Sciences politiques), Université Laval  
MA (Political Science), University of Toronto

**Hanna Hughes**, Prince George, BC

BA (Political Science and International Studies), University of Northern British Columbia

**Daniel Lukac**, Dawson Creek, BC

BA (Political Science), University of Northern British Columbia  
Certificate (Cultural Planning), University of British Columbia Extended Learning  
MA (Political Science), Queen's University

**Samuel MacLennan**, Calgary, AB

BSc Honours (Life Sciences and Religious Studies), Queen's University  
MA (Religious Studies), Queen's University

**Tristan Masson**, Winnipeg, MB

BA Honours (Political Science, Minor Sustainability Studies), Concordia University  
MPhil (International Relations and Politics), Cambridge University

**Christelle Tessono**, Montréal, QC

BA (Political Science, Minor History), McGill University

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