

Parliamentary Internship Programme 2021-22 Annual Report



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Canadian Political Science Association
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Director's Message

I am delighted to present the Parliamentary Internship Programme's (PIP) 2021-22 Annual Report to the Canadian Political Science Association (CPSA).

The COVID-19 pandemic continued to reshape the experience of the 2021-22 internship cohort relative to previous years. Once again, the Programme began with a mostly-virtual orientation in September, and at several points the Interns were required to work virtually as public health restrictions ebbed and flowed with infection and hospitalization rates. Yet despite the impacts of the "Omicron wave," particularly in January and February, the general improvement of the public health situation meant the Interns were largely able to complete their placements in person, and could travel for the Programme's study tours to the United Kingdom, European Union, United States, Ontario, and Quebec. The PIP was also able to once again welcome in-person visits by the provincial internship programs and the Congressional Fellows, and to resume the series of lunches and receptions for the Programme community hosted by the Speaker of the House of Commons.

Despite this growing return to "regular programming," it has also become clear that several practices and skills developed during the pandemic will continue to enrich the PIP going forward. The Interns continued to host virtual meetings with academics, politicians, and other public figures who were inaccessible to previous cohorts relying on in-person meetings. They also learned new skills for online engagement that will serve them well in the hybrid work environment that is emerging as COVID-19 recedes.

One thing the pandemic could not change was the steadfast support of the PIP's various partners. We are greatly indebted to our sponsors who chose to prioritize their contributions to the PIP despite the many pressures they faced. In addition to their usual responsibilities for the Programme, the PIP's House of Commons Liaison, Danielle Labonté, her successors Jeffrey Leblanc and Stéphanie Haché, and the Programme Assistant, Melissa Carrier, also worked tirelessly to ensure that the Interns were kept up to date on the changing COVID guidance within the parliamentary precinct and had access to the resources they needed for remote work.

The PIP's Patron, House of Commons Speaker Anthony Rota, similarly gave freely of his time, not only meeting the Interns during their orientation, but also working with us as the pandemic receded to resume the luncheons for the Interns, sponsors, and host MPs. At the same time, we are indebted to the Deputy Speaker, MP Chris D'Entremont, for stepping in to host the Winter luncheon during Speaker Rota's absence. The Clerk of the House of Commons, Charles Robert, likewise continued to share his expertise with the Interns and been an ongoing source of guidance as the CPSA and the House renewed the PIP Service Agreement. Our host MPs also went out of their way to help the Interns integrate into their offices despite the disruptions faced this year from the election, the pandemic, and the extended protests in Ottawa in February.

I am also very grateful for the ongoing support of the CPSA. The CPSA staff, including Executive Director Silvina Danesi, Administrator Michelle Hopkins, and Financial Coordinator Tim Howard, continue to find innovative ways to help the PIP adapt to the pandemic and the PIP's changing administrative arrangements. The Board of Directors, and especially CPSA President Cheryl Collier, Vice-President André Lecours, and Treasurer Jörg Broshek have also provided invaluable guidance as we began to resume in-person activities.



Last, but certainly not least, I would also like to thank this year's Interns – Élizabeth Bergeron, Charles Bernard, Anne Campbell, Harriet Crossfield, Jonathan Ferguson, Annyse Hawkins, Ryan Jamula, Angelica Kalubiaka, Wynn Rederburg, and Rayna Sutherland – for their resilience and flexibility as we adapted to the pandemic, and began to figure out what the PIP's post-pandemic "normal" might look like. I can't wait to see where the future will take you.

Sincerely,

Paul Thomas

Dr. Paul Thomas
Director, Parliamentary Internship Programme



Foreward: A brief overview of the PIP

The Parliamentary Internship Programme (PIP) is a unique non-partisan work-study initiative that each year gives 10 recent Canadian university graduates the opportunity to work for Canadian Members of Parliament (MPs) and undertake a program of academic study and professional development. The Programme has three objectives:

- to provide an educational opportunity for young Canadians;
- to provide highly qualified assistants for MP;
- and to contribute to public knowledge of Parliament.

Each intern works with one government MP and one opposition MP during the Programme. They also participate in weekly academic seminars, prepare original research papers, and undertake study tours to other legislatures, both within Canada and internationally. Interns receive a modest salary while in the Programme, which runs from September to June. Over 500 Interns have completed the Programme, with many going on to distinguished careers in public service, politics, academia, business, journalism, and the charitable sector.

The late MP Alfred Hales first proposed the creation of the Programme in a House of Commons motion introduced in 1969. MPs unanimously referred the matter to the Standing Committee on Procedure and Operation, [which recommended](#) that the PIP be jointly operated by the House of Commons and the [Canadian Political Science Association](#) (CPSA), a charitable organization dedicated to promoting the study of government and politics in Canada – an arrangement that continues to this day. The Speakers of the House Commons serve as the Patrons of PIP to ensure its non-partisan position within the House. This tradition was most recently continued in 2019 with the Honourable Anthony Rota, the 37th Speaker of the House, agreeing to serve as Patron following his election to the role. The Clerk of the House also regularly engages with the Interns.

The partnership between the House and the CPSA is governed by a Service Agreement that was renewed on January 1, 2022 for a further three years. Under the Agreement, the House facilitates the Interns' placements with MPs and provides administrative support through a half-time Programme Assistant. The Assistant supports a wide range of PIP operations, including Programme meetings, events, recruitment, orientation, and correspondence. The Service Agreement also allows the PIP to utilize a range of House resources, such as meeting space, translation services, and language training courses. In addition, the House of Commons' [Members By-Law](#) provides Interns with several of the same supports afforded to MPs' staff, such as access to travel funding for riding visits. The House designates a senior staff person, currently Stéphanie Haché, to serve as the House of Commons Liaison to the Programme to help navigate any issues that may arise.

Funding for the Interns' salary and Programme activities is provided by a range of external sponsors who provide varying levels of support. Together, the sponsors represent a diverse cross-section of Canadian businesses, industry associations, and government agencies. Several "Friends" of the PIP also provide in-kind assistance or support for specific projects. The Programme is indebted to these dedicated partners, and especially our two Platinum sponsors – the Social Sciences and Humanities Research Council and the Bank of Montreal – who together provide nearly a quarter of the PIP's core funding.



The CPSA employs the PIP Director as the Programme’s full-time administrative and academic head. The Director organizes and chairs the intern selection committee; plans the orientation program; teaches and oversees the weekly academic seminars and “Intern Caucus”; advises Interns regarding their placements; supervises the intern research papers; liaises with Programme stakeholders (sponsors, alumni, academics, House staff, MPs); organizes annual events (luncheons, receptions, etc.). The Director is also responsible for the PIP’s budget, fundraising, grant-writing, stakeholder agreements, annual report, communications, human resources management, and supporting the Interns in securing employment following the Programme. Various CPSA staff support the Programme Director with financial administration and planning, while the CPSA Board provides overall governance and accountability for the PIP.

Further oversight and guidance is provided by the PIP Advisory Board, comprising representatives of the CPSA, sponsors, the Parliamentary Internship Alumni Association (PIAA), and friends of the program. The Advisory Board meets twice annually to review the draft annual and semi-annual reports and provide feedback and support to the Programme Director. Many PIP alumni also volunteer their time to promote the Programme, fundraise, guide potential applicants, provide advice to new Interns moving to Ottawa, and support current Interns through networking and their post-internship job search.



Introduction

Every Parliamentary Internship cohort faces unexpected challenges. The improving public health situation meant that the 2021-22 Interns were able to complete many more in-person activities than their predecessors in 2020-21. Nevertheless, the group had to remain highly flexible given the disruptions and rapid shifts in priorities caused by the 44th Federal General Election in September 2021, the onset of the Omicron wave of COVID-19 in December 2021, the arrival of the Freedom Convoy/Occupation in January 2022 and subsequent invocation of the Emergencies Act, and also the Russian invasion of Ukraine in February 2022.

Despite these challenges, the Programme continued to provide the Interns with an exceptional non-partisan work-study opportunity. Each intern completed full-time placements with both a government and an opposition MP, participated in weekly academic seminars, and undertook study tours to a range of locations in Canada and beyond. They also organized “Brown Bag lunches” with notable Canadians, organized visits to Ottawa by provincial internship Programmes, and shared their experiences through interactive webinars. Additionally, the Interns are completing original research papers on a range of timely topics including the use of land indigenous land acknowledgements in House of Commons proceedings, the impact of COVID-19 on security threats to Members of Parliament. The PIP’s ability to continue in the face of ongoing uncertainty and rapidly shifting public health restrictions is a testimony to the Interns’ personal resilience and adaptability.

The 2021-22 year also saw continued progress in the modernization of the Programme as an employer and ongoing efforts to strengthen the PIP’s financial situation and administrative arrangements. Most notably, the Intern salary rose to \$27,000, and the PIP welcomed seven new sponsors and Friends of the Programme.

Part I of this 2021-22 annual report provides an introduction to the Interns and reviews their many activities throughout the year. Part II reviews recruitment process for the 2021-22 cohort, and presents the Interns selected. Finally, Part III of the report is devoted to PIP administration, including a financial update and a review of strategic planning for the coming year.



Part I: 2021-22 Intern Activities

The 2021-22 PIP Cohort

The 2021-22 Programme year may have made history as the first to feature 11 Interns. In September, one of the incoming Interns, Alison Tardif-Plante, was recruited by the House of Commons as a Procedural Clerk and left the PIP at the end of month.

Given that the 2021 Federal election delayed the start of the MP placements, the Director contacted the alternate candidates from our recruitment process to fill the vacancy. Thankfully, Rayna Sutherland was able to join us in mid-October. She received a compressed version of the orientation program from the Director while the other Interns were completing their sponsor placements, and then joined the Interns for the MP interviews. Ms. Sutherland has proven to be an invaluable addition to the team, demonstrating that many of those on the alternate list could serve successfully as Interns.

Ultimately the 52nd intern cohort included six women and four men from five provinces: British Columbia, Manitoba, Ontario, Québec, and Nova Scotia. The group included three francophones and seven anglophones. Two held graduate degrees; eight majored in political science or related disciplines, and one in sociology and one in the sciences. Below are the 2021-22 Interns and their previous studies.

Élizabeth Bergeron – *Victoriaville, QC*
BA (Law), Université de Montréal

Charles Bernard – *Sherbrooke, QC*
BA (Politique appliquée), Université de Sherbrooke
MA (Politique appliquée), Université de Sherbrooke

Anne Campbell – *Winnipeg, MB*
BA Honours (Political Science), Western University

Harriet Crossfield – *Vancouver, BC*
BA (Political Science and International Relations), University of British Columbia

Jonathan Ferguson – *Halifax, NS*
BA Honours (International Relations), Mount Allison University

Annyse Hawkins – *Toronto, ON*
BA Honours (Political Science), Wilfrid Laurier University

Ryan Jamula – *Brantford, ON*
BA Honours (Sociology), McGill University
MA (Sociology), University of British Columbia

Angelica Kalubiaka – *Ottawa, ON*
BSc Honours (Biopharmaceutical Science – Medicinal Chemistry), Université d'Ottawa



Wynn Rederburg – Cowichan Bay, BC
BA Honours (Political Science), McGill University

Rayna Sutherland – Delta, BC (Joined Programme October 18, 2021)
BA Honours (International Development Studies), University of Toronto Scarborough

Adjusting to the pandemic

Although the COVID-19 pandemic continued to impact the delivery of the 2021-22 Parliamentary Internship Programme, it did not significantly affect the PIP's ability to achieve its three core objectives of providing an outstanding educational experience, providing support to MPs, and increasing public knowledge of Parliament.

Balancing in-person and virtual activities

The Director regularly spoke with the House of Commons Liaison, Danielle Labonté, through the summer to ensure that the PIP complied with the COVID-19 protocols developed by the House. Mme. Labonté also ensured that various parts of the House administration knew that the Interns could be present on the Hill despite restrictions on “outside” organizations. These efforts enabled us to have two days of socially distanced in-person meetings during the orientation, which helped to develop a sense of collegiality among the cohort.

In early September, the Director surveyed the Interns to gauge their level of concern with the pandemic and views on how to adapt. The responses demonstrated that the Interns were significantly concerned with the potential impact of isolation on their mental health, and were generally comfortable with in-person gatherings provided that social distancing provisions were followed. In keeping with these views and public health measures, in October the PIP resumed hosting the weekly “PIP Caucus” in person using space generously made available by the Programme's new hospitality sponsor, the Metropolitan Brasserie. The Interns also resumed attending in-person events organized by our partner organizations, such as the UK High Commission's pre-COP26 film screening in October, and the Equal Voice Foundation Gala in December. In December Speaker Rota also hosted the PIP's first in-person luncheon for the Programme community since the start of the pandemic.

After moving online through January and most of February due to the impact of the Omicron wave, this move back to in-person activities resumed in March with the Programme's study tours to the United Kingdom and the European Union. Most Interns were also able to complete visits to their host MPs' ridings as the restrictions relaxed. While preventative measures, such as masking, are still followed where appropriate, the relaxation of public health measures on the House of Commons precinct in April and May means that virtually all activities can now be held in-person as desired. Nevertheless, the Director remains in close contact with the House of Commons Liaison Stéphanie Haché to ensure compliance with all relevant measures.

Support for pandemic adaptation

The Programme continued to offer a \$50 per month telecommunications allowance to help offset increased internet or technology costs required by the need to work from home. The



allowance also reflects the fact that Interns regularly use their personal mobile phones for PIP activities. The allowance was paid in a lump sum in September in case any Interns needed to purchase new computers, etc. when beginning the Programme.

Unfortunately several Interns faced some challenges working remotely given that full access to the House of Commons intranet is only possible from House-issued devices. While some Interns received such devices by their offices, others did not have any available. As described further in the Management Update, a Programme sponsor, Estee Lauder, has made a special contribution to help the PIP purchase computers for the Interns so that they will not need to use their personal devices during while serving as Interns. The Director is working with the House of Commons to explore whether these devices can be managed by the House IT Services to ensure the Interns have full remote access.

Interns in the House of Commons

Orientation Program

From September 7 to 24, 2021 the Interns completed an intensive orientation program consisting of more than 30 meetings, seminars, and other activities. The orientation began with two days of socially distanced in-person sessions to introduce the Interns to each other and provide an overview of the Programme and its academic goals. However, almost all other elements of the orientation occurred virtually.

The orientation's primary components were an introduction to PIP and the expectations for Interns, and a series of training sessions from House of Commons clerks on all aspects of parliamentary procedure and House operations. Procedural Clerk Karine Parenteau from the Table Research Branch graciously organized the House training sessions, while Lalita Acharya (Chief, Parliamentary Information and Research Service) and her colleagues organized two presentations about the Library of Parliament and its resources. PIP alumna Enya Bouchard from Senate Communications also organized a day-long introduction to the Upper Chamber. This included a panel about the changing role of the Senate with Senators Pierre Dalphond, Mobina Jaffer, and David Wells. The Interns also met with House of Commons Clerk Charles Robert, former PIP Directors Anne Dance and Garth Williams, and their predecessors from the 2019-20 and 2020-21 Programme cohorts.

The timing of the 2021 federal election meant some elements of the usual orientation program were held later in the fall. This included the PIP's annual "Meet the Parties" series where the Interns meet representatives from each party to learn about their values, organization, and how they differ from the others. This year the series included meetings with two former Interns who now serve as MPs, Liberal Arif Virani and Conservative Brad Vis, as well as the Anne McGrath, the National Director of the NDP, and Sophie Jacques Barma, a Researcher in the Office of the Leader of the Bloc Québécois.

Despite moving to a virtual format, the annual welcome reception on September 8 utilized "breakout rooms" so that PIP sponsors and stakeholders could meet with the Interns and welcome them to Parliament Hill in smaller groups. We also took advantage of the virtual



format to invite guests who normally cannot attend, such as CPSA President Cheryl Collier, who provided opening remarks.

Sponsor placements

Since 2008, the PIP has taken advantage of the break in parliamentary activity caused by federal general elections to give Interns the opportunity to complete placements with Programme sponsors. This cohort's sponsor placements ran from September 27 to October 29, allowing the Interns to see how their host organizations were preparing to engage with the government and parliamentarians following the election.

All sponsors at the Silver level and above were eligible to host an intern, and 14 applications were received from sponsors offering a wide range of experiences. As with the MP placements, the Interns interviewed all the sponsors who applied, giving them a unique opportunity to learn about the operations and priorities of the Programme's stakeholders. The Interns then chose their MP placements with support from the PIP Director, which were as follows:

- Élizabeth Bergeron – Canadian Media Producers' Association
- Charles Bernard – Forest Products Association of Canada
- Anne Campbell – Bombardier
- Harriet Crossfield – Canadian Automobile Dealers' Association
- Jonathan Ferguson – United Kingdom High Commission
- Annyse Hawkins – CN
- Ryan Jamula – CIBC
- Angelica Kalubiaka – Innovative Medicines Canada
- Wynn Rederburg – Microsoft Canada

Notably, only nine Interns completed sponsor placements given the delay between the resignation of Alison Tardif-Plante and the arrival of Rayna Sutherland.

MP Allocations

Each intern will work with one government MP and one opposition MP during the Programme. After the first allocation, which ran from November 15, 2021 to March 18, 2022, those Interns working with opposition MPs moved to work with government MPs, and vice versa. The second allocation began March 21 and ends June 17, 2022.

After the 2021 election, the Clerk of the House of Commons approved the following distribution of Interns during each allocation to reflect official party representation in the 44th Parliament:

- 5 Interns with Liberal (Government) MPs
- 3 Interns with Conservative (Opposition) MPs
- 1 intern with Bloc Québécois (Opposition) MPs
- 1 intern with NDP (Opposition) MPs

MPs from all officially recognized parties are eligible to host an intern except for the Speaker, cabinet ministers, and party leaders. To ensure that as many MPs as possible can benefit from the Programme, those MPs who have hosted Interns three years in a row must also take a year off before they can host again, a rule that this year affected Greg Fergus (Lib), Michelle Rempell-



Garner (CPC), Arif Virani (Lib). However, MPs must apply to host an intern to be considered for a placement. In total 76 MPs applied this year, including 4 Bloc Québécois, 24 Conservatives, 36 Liberals, and 12 NDP members. This figure was a 53 per cent increase from 2020-21, a fact made all the more impressive by the turnover in MPs caused by the 2021 election.

On November 12, 2021, the Interns chose their MP placements with support from the PIP Director. While each intern has different objectives in the Programme, they generally prioritized working with MPs and offices that will provide them with mentorship, different regional perspectives, engaging projects, and a constructive work environment. The Interns' placements are listed below.

Table I – Intern Placements 2021-22

Intern	First Allocation	Second Allocation
Élizabeth Bergeron	Marilène Gill (BQ) Manicouagan, QC	Julie Dabrusin (LIB) Toronto-Danforth, ON
Charles Bernard	Terry Beech (LIB) Burnaby North – Seymour, BC	James Bezan (CPC) Selkirk-Interlake-Eastman, MB
Anne Campbell	Blake Richards (CPC) Banff-Airdrie, AB	Pam Damoff (LIB) Oakville North-Burlington, ON
Harriet Crossfield	Rachel Bendayan (LIB) Outremont, QC	Larry Brock (CPC) Brantford-Brant, ON
Jonathan Ferguson	Nathaniel Erskine-Smith (LIB) Beaches-East York, ON	Stéphane Bergeron (BQ) Montarville, QC
Annyse Hawkins	Mike Lake (CPC) Edmonton-Wetaskiwin, ON	Randeep Sarai (LIB) Surrey Centre, BC
Ryan Jamula	Jenica Atwin (LIB) Fredericton, NB	Matthew Green (NDP) Hamilton Centre, ON
Angelica Kalubiaka	Andy Fillmore (LIB) Halifax, NS	Melissa Lantsman (CPC) Thornhill, ON
Wynn Rederburg	Greg McLean (CPC) Calgary Centre, AB	Soraya Martinez Ferrada (LIB) Hochelaga, QC
Rayna Sutherland	Lori Idlout (NDP) Nunavut, NT	Gary Anandasanagree (LIB) Scarborough—Rouge Park, ON

The Programme is grateful to MPs for giving the Interns the opportunity to learn about politics through hands-on experience with parliamentarians. Interns MPs assisted with riding correspondence, social media, and outreach activities such as town halls, podcasts, and receptions. They wrote Question Period questions and Members' Statements, engaged with stakeholders, and helped to develop Private Members' Bills and amendments to legislation. They also supported their MPs' work on legislative committees (including Finance, Public Safety, Justice, Foreign Affairs, Indigenous and Northern Affairs, and the special committee on the Emergency Declaration). They attended legislative strategy meetings, written policy briefings, and built stakeholder coalitions in support of policy change. They have contributed to



projects related to Canada's childcare strategy, national defence, and indigenous services. Most Interns also completed visits to their MPs' ridings while following all relevant COVID protocols.

Academics and Skills Training

Weekly PIP Caucus and Seminars

The Interns meet for a weekly three-hour "PIP Caucus" on Wednesday mornings. Half of each session is devoted to a graduate level seminars on topics related to parliamentary studies or Canadian politics. The balance of the time is spent coordinating PIP's many activities (brown bag lunches, study tours, sponsor meetings, etc.) and sharing about their experiences in MPs' offices. Interns can participate in either English or French during PIP Caucus, with the final caucus of each month designated for all participants to try speaking only in French.

Seminars topics presented by the Director in 2021-22 included: the functions and operation of Parliament, representation in Parliament, party discipline and the legislative process, the role of back bench MPs, the courts and Parliament, indigenous politics, the executive and cabinet, political parties, UK politics, and the European Union. In addition, many leading academics also generously shared expertise during guest lectures, about half of which were organized and chaired by the Interns themselves. The 2021-22 guest lectures are listed below.

- Research methods in Political Science – *Feodor Snagovsky (Alberta, PIP 2015-16)*
- Gender and Politics – *Melanee Thomas (Calgary) and Erin Tolley (Carleton)*
- Political Communication – *Tamara Small (Guelph) and Alex Marland (Memorial)*
- Federalism – *Daniel Béland (McGill)*
- Indigenous Political Participation – *Brock Pitawanakwat (York, PIP 2002-03)*
- Politics of Ontario – *Jonathan Malloy (Carleton)*
- Politics of Quebec – *Marc-André Bodet (Laval)*
- Race and Politics – *Debra Thompson (McGill)*
- Governance of Cities and Municipalities – *Gabriel Eidelman (University of Toronto)*
- Models of self-governance – *Janique Dubois (uOttawa, PIP 2009-10) and Jerald Sabin (Carleton)*
- Canadian Foreign Policy – *Roland Paris (uOttawa, PIP 1990-91)*

The Interns and Director are deeply grateful to all those academics from across Canada and beyond who took time to meet with us.

Skills Training and Career Development

To supplement the training received in their MP offices—the Director worked with the Interns to organize professional skills and career development sessions with alumni and friends of the Programme who generously shared their time and expertise. These included sessions on:

- Career development – *Jonathan Malloy (Carleton)*
- Speechwriting – *Astrid Krizus (Prime Minister's Office, PIP 2016-17)*
- Political writing – *R. Paul Wilson (Carleton)*
- Political staff careers – *Hadeel Aziz (MP Ruby Sahota, PIP 2019-20); Astrid Krizus (Prime Minister's Office, PIP 2016-17); Madison Pearson (MP Len Webber, PIP 2019-20)*



- Applying for jobs in the federal public service – *Grégoire Baribeau (Environment and Climate Change Canada, PIP 2014-15)*

The Interns also completed several training sessions focused on building an inclusive and respectful workplace. These included:

- Bystander Intervention training – *Julie Lalonde*
- Respectful Workplace Training – *Mireille Gervais (House of Commons)*

In addition, the PIP and the Ontario Legislature Internship Programme continued their partnership with **Statistics Canada**, which developed a series of training and information webinars to help the two groups better navigate, understand and utilize the agency's resources. The topics covered included: the 2021 Census; navigating the StatCan website; the Statistics Canada Census of the Environment; and the Longitudinal Immigration Database.

Party leaders

Each year the Interns attempt to meet with the leaders of the federal political parties for informal discussions. This year's meetings included:

- Hon. Erin O'Toole – MP for Durham, Former Leader of the Conservative Party of Canada
- Hon. Justin Trudeau – MP for Papineau, Prime Minister of Canada

Brown Bag Lunches

The Brown Bag Lunch series allows the Interns to meet informally with policy makers, political actors, and other distinguished Canadians of their own choosing. This year's Interns took advantage of the virtual format to connect with several speakers outside of Ottawa. The PIP's 2021-22 Brown Bag lunch guests were:

- Rt. Hon. Paul Martin – *Former Prime Minister of Canada*
- Dr. Cindy Blackstock – *Director, First Nations Child and Family Caring Society of Canada*
- Rosemary Barton – *Chief Political Correspondent, CBC*
- Hon. Thomas Mulcair – *Former Leader of the NDP*
- Michele Austin – *Director of Public Policy, Twitter US and Canada*
- Brenda McPhail – *Director of the Privacy, Technology, and Surveillance Program, Canadian Civil Liberties Association*
- Chantal Hébert – *Columnist with the Toronto Star, L'actualité, and CBC*
- Althia Raj – *Columnist with the Toronto Star and CBC, PIP 2004-05*
- Goldy Hyder (President and CEO, Business Council of Canada)
- Blaine Higgs (Premier of New Brunswick)

Comparative Legislative Study Tours

Comparative study tours to other legislatures both within Canada and beyond give the Interns new insights into democratic government and the function of political institutions. The Interns organize these visits and produce detailed reports about these trips.

While the Omicron wave forced the study tours to be conducted later in the Programme than originally hoped, the 2021-22 Interns were able to conduct all of the Programme's usual study



tours with the exception of the visit to Nunavut. We are incredibly grateful to our partners, including the Delegation of the European Union to Canada, the Canadian Mission to the European Union, the British High Commission, the UK Foreign, Commonwealth and Development Office, the Welsh Government, the United States Embassy in Ottawa, and the the U.S. State Department for continuing to support us in conducting these visits. We are also indebted to the Ontario Legislative Internship Programme, les Stagiaires de Fondation Jean-Charles Bonenfant, and the American Political Science Association Congressional Fellows for all their efforts in organizing our visits to their respective legislatures.

This year's legislative study tours were:

- Parliament of Wales – March 5-8, 2022
- Parliament of the United Kingdom – March 9-13, 2022
- European Union and Belgian Parliament – March 13–19 2022
- Legislative Assembly of Ontario – April 6-8, 2022
- National Assembly of Québec – April 12-14, 2022
- United States Congress – June 19-24, 2022

Research Papers

Each intern must produce a research paper during their time in the Programme. The papers are informed by the Interns' experiences on the Hill, and are the product of in-depth participant observation, interviews, textual research, and comparative and quantitative analysis. Interns undertaking interviews, surveys, or similar activities must complete an ethics protocol. Paper topics for 2021-22 include:

- For Country or for party ? : an exploration of what drives loyalty in parliamentary staffers
- Liberatory Intimacies: Constellations of Co-Resistance in Parliament
- 'Lobbying' vs. 'Government Relations': Rebranding or genuine shift in strategy for the lobbying industry
- MP security and threats in the COVID-19 era
- The usage and function of land acknowledgements in the House of Commons
- L'utilisation et la dynamique des deux langues officielles du Canada dans l'élaboration des projets de loi
- Western Alienation and Manitoba MPs: Yay or Nay?
- Welfare state policy in the era of COVID-19 - a shift in the goal posts?
- La place des diplômés en STIM (sciences, technologies, ingénierie et mathématiques) dans la Chambre des communes et le Sénat du Canada
- Measuring Parliament's ability to address security threats in the 21st century

Six of the interns will present their research as part of the CPSA's annual conference at the end of May as part of a panel or the poster competition. Two interns will also present to the Library of Parliament staff as part of its Food for Thought series. On June 17, 2022, the Interns will share their research with Parliamentarians, alumni, sponsors, Library of Parliament researchers and political scientists at the 12th Annual Jean-Pierre Gaboury Symposium.

Notably, two of the papers by the 2020-21 Interns have already been published in the Canadian Parliamentary Review:



- Amélie Cossette. 2021. “Nothing About Us Without Us: Representation of People with Intellectual Disabilities and Their Interests in Parliament.” [Canadian Parliamentary Review](#) 44(4): 36–45.
- Valere Gaspard. 2021. “Messaging, Partisanship and Politics: Discourse in Standing Committees in a Minority Parliament.” [Canadian Parliamentary Review](#) 44(4): 28–35.

The Alf Hales Prize

Each year, a prize is given to the top research paper produced by an intern from the previous cohort. The prize is named for the late former MP Alfred Hales, whose motion in the House of Commons led to the PIP’s founding. The winning paper receives \$1,000 and the runners up each receive \$500. The prizes will be awarded at the 2022 Gaboury Symposium in June.

In addition to the Director, the selection committee for the 2020-21 prize includes:

- Dr. Feodor Snagovsky – CPSA representative (PIP 2015-16)
- Stéphanie Haché – House of Commons representative
- Dr. Yves Pelletier – Alumni representative (PIP 2001-02)
- Dr. Olaf Ellefson – Social Science and Humanities Research Council

The 2022 Hales Prize winner and runners up were:

- **Winner:** Gabrielle Feldmann, *“Whose Interests Matter? Representational Priorities among Members of Parliament in communities with high rates of COVID-19”*
- **Runner-up:** Amélie Cossette, *“Nothing About Us Without Us Une analyse de la représentation des personnes vivant avec une déficience intellectuelle et de leurs intérêts à la Chambre des communes et dans les bureaux de députés fédéraux”*
- **Runner-up:** Daniel Lukac, *“Rooted in the West Visions of Nationhood and Western Alienation in the Conservative Party of Canada”*

Sharing Knowledge of Parliament

Incoming Legislative Study Tours

This year the Programme arranged a mix of virtual and in-person study tours for Interns and Fellows from five other legislatures, giving visiting groups the chance to learn about the Canadian Parliament and federal politics. The Parliamentary Interns were wholly responsible for these visits and arranged dozens of meetings with MPs, ministers, scholars, journalists, and policy experts for their counterparts.

The incoming legislative study tours this year were (* designates virtual visit):

- Boursiers de Fondation Jean-Charles-Bonenfant (National Assembly of Québec) – March 28-29, 2022*
- Manitoba Legislative Assembly Internship Program – May 2-6, 2022*
- Ontario Legislative Internship Programme – May 11-13, 2022
- American Political Science Association Congressional Fellows – May 30 to June 3, 2022
- British Columbia Legislative Internship Program – June 6-10, 2022



The Interns enjoyed these opportunities to learn about provincial and American politics and to connect with their intern “cousins” who have had similar experiences working in a legislative environment through the pandemic.

Social Media

The Interns continue to raise the profile of the Programme on and off Parliament Hill by sharing their experiences through Facebook, Instagram, Twitter, and the website. The PIP’s followers on Facebook (1,922), Instagram (674), LinkedIn (787), and Twitter (1,356) continue to grow. This was especially true for the PIP’s LinkedIn presence, which nearly doubled from 347 followers the year prior. As described in Part II, the continuing impact of the COVID-19 pandemic meant that the PIP’s social media channels were vital to promoting the Programme’s 2022-23 recruitment campaign.

Educational activities

Most of the educational events that are normally supported by the Interns were cancelled in 2021-22 due to the lingering impacts of the COVID-19 pandemic and the federal election. Nevertheless, the Programme continues to engage with partner organizations such as BGC Canada (formerly Boys and Girls Clubs of Canada), the Forum for Young Canada, Operation Black Vote, and Equal Voice to be positioned to support these organizations when their programming resumes.

Policy webinars

The PIP continued its series of webinars featuring the Programme’s sponsors, allowing them to share the knowledge the Interns receive during the Programme with a wider audience. Four sessions were held, allowing both the Interns and dozens of outside viewers to gain a better understanding of several key issues in Canadian politics. The sessions include:

Supply Chain Disruptions and the Future of Canadian Business Leadership – December 10, 2021

- Shauna Gamble – Bombardier Canada
- Michael Mancuso – Bombardier Canada
- Dino Chiodo – UNIFOR
- Jennifer Babcock – Canadian Cattlemen’s Association

A Career in Government Relations: Where to Start? – February 8, 2022

- Pascal Chan – Innovative Medicines Canada
- Iman Mohamed – Federation of Canadian Municipalities
- Eve-Danièle Veilleux – VIA Rail Canada
- George Wamala – RBC

Snapshots of Canadian Innovation – May 19, 2022

- Cate McCready – BIOTEC Canada
- Christopher May – College of Immigration and Citizenship Consultants
- Dennis Prouse – CropLife Canada
- Ken Doyle – Tech-Access Canada



Practical Responses to Climate Change from Canada and Beyond – June 8, 2022

- Huw Williams – Canadian Automobile Dealer’s Association
- Dave Carey – Canadian Canola Growers Association
- Jennifer Babcock – Canadian Cattlemen’s Association
- James Richardson and Sarah Anson-Cartwright – CPA Canada
- Gildas Poissionier – Desjardins
- Delphine Sallard – European Union Delegation to Canada
- Françoise Granda Desjardins – VIA Rail

The Interns were significantly involved in planning, chairing, and managing the technical details of each webinar. The sessions took considerable advance planning to produce, and we are very thankful to the sponsors who participated for giving so generously of their time and knowledge.



Part II: Looking Forward to 2022-23

The 2022-23 Recruitment Campaign

The Director engaged a PIP alumna, Hanna Hughes, to help coordinate the recruitment effort. The online application system opened December 1, 2021 with submissions due by January 31, 2022. Given the continuing effects of the pandemic, the Programme focused on distributing the call for applications through electronic advertising, social media and via our stakeholders, partners, and alumni.

Inclusive recruitment

Increasing the diversity of PIP participants remains a priority. In 2018, PIP launched an Inclusive Recruitment Initiative that seeks to 1) better target recruitment advertising to a more diverse audience; 2) address barriers to participation by historically disadvantaged groups, such as financial concerns or second language skills; and 3) allow applicants to self-identify as a member of a historically disadvantaged group within the recruitment process.

Recruitment targeting has been improved through the development of lists of organizations engaged with racialized and indigenous youth. At the same time, PIP has sought to relieve financial anxieties among potential Interns by compensating their moving expenses and gradually increasing the stipend. Financial support is also available to those otherwise qualified Interns who require second language training before beginning the Programme.

While normally forbidding organizations from asking applicants to self-identify as members of disadvantaged groups, the *Ontario Human Rights Code* does permit organizations to create a "Special Program" permitting self-identification if they can demonstrate that the information is necessary to address such groups' previous under-representation. In 2018, the previous Director built the rationale for the PIP's Special Program through a survey of alumni, which confirmed that members of disadvantaged groups have been under-represented among participants. As such, the Special Program now permits PIP applicants to identify as Indigenous, members of racialized groups, or as persons with visible or visible disabilities. Selection committee members are briefed on the Special Program's objectives, giving them the information needed to build candidate pools that reflect of the Canadian population.

The PIP Alumni Association also supports the inclusive recruitment initiative through a mentorship program that connects potential applicants directly to alumni volunteers. This strategy helps to level the playing field between applicants inside the "Ottawa Bubble" with detailed knowledge of the PIP and those who are learning of the internship for the first time. Over 20 alumni volunteers and 30 potential applicants took part in the initiative for the 2022-23 recruitment. The Director would like to thank all alumni volunteers who participated and the Alumni Association for managing this unique initiative.

Engaging with partners and stakeholders

The CPSA's POLCAN2 newsletter remained the primary channel for distributing the call for applications among the country's political science programs. PowerPoint slides advertising the PIP were developed in English and French for professors to include in their class lectures, with longer presentations available to professors and organizations wishing to make full presentations about the Programme. The Director and several Interns were also invited to present to a number of political science classes.



In addition to posting on POLCAN, the PIP also actively maintains its own contact database so that it can reach out directly to a large number of potential recruitment partners, including political science and public policy departments, university career offices, schools of graduate studies, and civil society organizations engaged in political awareness initiatives, such as the Samara Centre for Democracy. A further list of organizations engaged with racialized and indigenous youth as well as Indigenous studies programs has also been developed to support the Programme's Inclusive Recruitment Initiative. Each year, a group of current Interns volunteers to contact these organizations and answer any questions they have. The Programme was also advertised to participants in Operation Black Vote's 1834 Fellowship.

Advertising and social media

The PIP's media sponsor, the Hill Times, generously provided several weeks of banner advertising in their daily newsletters throughout December and January. These posts provided unprecedented circulation of the call for applications among politicians, senior public servants, lobbyists, diplomats, and politically engaged Canadians.

Beyond the usual recruitment poster, the Director again engaged a graphic designer to produce advertising images that were optimized for various social media platforms. These images were shared on the PIP's four social media channels as well as through paid Facebook posts targeting university-educated young people, with a particular focus on Western Canada. PIP sponsors, MPs, and alumni were invited to post, repost, or otherwise share the call for applications on their own social media platforms.

Webinars

The Director, Recruitment Coordinator, and intern volunteers organized information webinars for potential applicants. Two sessions were held in early January, one in English and one in French. Several PIP alumni volunteered their time to share their experiences and advice in each session. The two events were highly successful, with over 110 potential applicants in attendance. The presentations were also posted on the website for those who were unable to attend.

Results

After experiencing a surge from 165 applications in 2020 to 237 in 2021, the number dropped of applications for the 2022-23 unexpectedly dropped to 128 this year. Parallel trends were experienced by similar internship programs at the Library of Parliament and provincial legislatures, suggesting that the trends may be influenced by broader factors relating to the pandemic. Thankfully, despite receiving fewer applicants, the PIP continued to make progress on its inclusive recruitment initiative as shown in Table II below. This success is a testimony to the commitment of the PIP's alumni, sponsors, and partners.

Table II – Applicant Diversity 2020-21 to 2022-23

Category	2020-21 applicants	2021-22 applicants	2022-23 applicants
Indigenous	4 (2%)	5 (2%)	5 (4%)
Racialized	51 (31%)	95 (31%)	42 (33%)
Persons with visible or invisible disabilities	11 (7%)	23 (10%)	19 (15%)
Total in group	165	237	128



These results were also achieved at a much lower cost than pre-pandemic recruitment efforts since no physical posters were produced and mailed. While some physical materials may be produced in future years, the Programme will continue to utilize a digital and partner-focused approach to recruitment going forward.

The 2022-23 Selection Process

The selection committee is traditionally made up of the Director (who serves as committee chair), Interns from recent cohorts, political scientists, and a representative of the House of Commons. In addition to the Director, this year the selection committee included:

- Enya Bouchard – *PIP 2019-20*
- Alison Smith – *Assistant Professor of Political Science, University of Toronto Mississauga*
- Jeffrey LeBlanc – *Clerk Assistant, House of Commons*
- André Lecours – *Professor of Political Studies, University of Ottawa*
- Samuel MacLennan – *PIP 2020-21*

After experiencing a surge from 165 applications 2020 to 237 application in 2021, the number dropped of applications submitted unexpectedly dropped to 128 this year. Parallel trends were experienced by similar internship programs at the Library of Parliament and provincial legislatures, suggesting that the trends may be influenced by broader factors relating to the pandemic. Thankfully, despite receiving fewer applicants, the proportion of applicants identifying as racialized rose slightly from 31 to 33 per cent, while the proportion of applicants identifying as indigenous rose from 2 to 4 per cent.

The selection committee reviewed the applications in February to develop a shortlist of 25 candidates who were interviewed in March, 2022. The interviews were conducted by Zoom, but without the use of video to reduce the likelihood of personal bias and the chance of a bandwidth failure. The Director is grateful for the selection committee's dedication, professionalism, and insights, and especially their flexibility to conduct the interviews while the Director was travelling in Europe with the Interns.

The 2022-23 Parliamentary Interns

The Programme is looking forward to welcoming the 53rd cohort of Parliamentary Interns to Ottawa starting September 1, 2022. This impressive group will hopefully be the first since 2018-19 to complete the PIP without the disruption of the pandemic. Next year's Interns are:

Melanie Bartosh – *Hiawatha, ON*

- BA (Government and International Relations), George Mason University
- JD (Specialization in Aboriginal Law), Allard Law School at University of British Columbia
- Masters of Law, Osgoode Hall at York University

Benoit Dupras – *Amos, QC*

- BA (International Relations and Economics), University of British Columbia

Philippe Fleury – *Sherbrooke, QC*

- BA (International Relations and International Law), Université du Québec à Montréal
- Masters of Sustainable Territorial Development, Université Paris 1 : Panthéon-Sorbonne



Madeleine Martin – Gatineau, QC

- BSS (Conflict Studies and Human Rights), University of Ottawa
- Masters of International Studies, Université de Montréal

Nathan Mendel – Halifax, NS

- BA (Philosophy), McGill University

Nikhil Pandeya – Oakville, ON

- BA (Political Science), Western University
- MA (Political Studies), Queen's University

Sarah Rollason-MacAulay – Winnipeg, MB

- BA (Global Japanese Studies and International Relations), Meiji University

Alyth Roos – Ottawa, ON

- BA (Political Studies), Queen's University

Nina Sartor – Mississauga, ON

- BA (History), McMaster University
- MA (History), McMaster University

Sonja Tilroe – Edmonton, AB

- BA (Anthropology), Mount Royal University



Part III – Programme Management and Governance

2021-22 saw the continued modernization of the PIP's employment and administrative practices. The Programme also continued to enjoy strong support from its partners, with the PIP renewing its Service Agreement with the House of Commons, implementing new sponsor contribution levels for 2022-23, and welcoming several new sponsors.

Nevertheless, work still remains in the ongoing efforts to increase the Intern stipend and to provide the Interns with the support usually provided by employers, such as work computers and health benefits, while also ensuring they have access to the academic resources also provided for the Programme. MPs are also continuing to review the Conflict of Interest Code for Members of Parliament, which could have implications for the Programme going forward.

Human Resources

Interns' employment status

Prior to 2021-22, PIP participants had an ambiguous employment status. The Programme contract stipulated that Interns were neither CPSA employees nor students, but did not positively define nature of their relationship to Programme. Given that 1) the Interns perform work in exchange for their stipend, and 2) the CPSA is not a registered education institution, this structure was not consistent with Canada Revenue Agency guidelines regarding employer-employee relations. In addition, the situation created challenges for Interns who exited the Programme without the record of employment needed to access government supports such as Employment Insurance or the Canada Emergency Response Benefit.

In light of this situation, the previous Director engaged a lawyer to draft a new contract creating an employment relationship between the CPSA and the Interns. The 2021-22 Interns are the second group to be CPSA employees.

Capturing all aspects of the PIP within an employment relationship has been challenging. All tasks performed by the Interns as part of the PIP – including their research papers, academic readings, and time spent organizing study tours – are considered as part of their employment, and hence are subject to the provisions of the Ontario Labour Relations Act. Interns are therefore eligible for overtime or lieu time in situations when they work over 44 hours in a single week. Moreover, as employees with fixed-term contracts, Interns cannot complete any PIP activities, including their research papers, after the end of the contract without potentially triggering their transition to indeterminate employee status.

To help Interns manage their time within this arrangement, the Director developed *PIP Employee Handbook* that clarifies the expectations for the different elements of the Programme, including the Interns' right to vacation, lieu time, and other leaves, and the need to track their hours on a regular basis. The document is updated each year as new policies are developed, as is the Programme's guidance for MPs, which specifies that Interns must devote approximately one-third of their time to Programme activities.

The 2021-22 Interns continued to experience difficulties balancing their time between PIP activities and their MP placements, especially given that the rescheduling of many PIP activities



(e.g. study tours, luncheons, and visits by provincial internships) that was required as a result of Omicron wave of COVID-19 meant that many events were concentrated in the spring. The return to a predictable Programme schedule should facilitate the Interns' efforts to balance between PIP responsibilities. However, the Director will also work with the incoming cohort to identify strategies for managing their various tasks.

Harassment Prevention and Security

In July 2021 the Director convened a committee of alumni volunteers who reviewed and made recommendations to update the Programme's *Anti-Harassment and Discrimination Policy*. In particular, the committee recommended supplementing the policy with a step-by-step guide for the Interns that would clarify the procedures and supports available to the Interns in depending on what kind of behaviour they experienced and the context in which it occurred (e.g. within an MP placement, during a study tour, in interactions with each other, etc.).

Progress on revisions to the *Policy* and the development of the guide was delayed while the Programme waited for guidance from the House of Commons' legal advisors regarding how the PIP would be affected by the new [Members of the House of Commons Workplace Harassment and Violence Prevention Policy](#) that had been approved by the House of Commons' Board of Internal Economy earlier in 2021. In February 2022, the Programme was informed that the Interns are in fact covered some aspects of the Policy. Revisions to the PIP policy and the development of the step-by-step guide will proceed in summer 2022 with support from the alumni committee with support from the Respectful Workplace team in the House of Commons.

As per the PIP's Policy, the Interns received training, guidance, and support in their work on the Hill. In 2021-22, this included an overview of the *Anti-Harassment and Discrimination Policy* from the Alumni Liaison (Clare Boychuk) in October 2021. The Interns also bystander intervention training and completed the House of Commons Respectful Workplace training as part of their orientation program. In recognition of the security issues that come with working for parliamentarians, the Interns met with Roxanne Chartrand (Manger of Security Awareness for the House of Commons' Corporate Security Office) shortly after beginning their placements at Parliament in November 2021 to receive in-depth training about security protocols on the Hill.

Programme Stakeholders and Partners

Relations with the House of Commons

The PIP could not have functioned this year in the face of changing public health restrictions without the ongoing support and commitment of the House of Commons. Melissa Carrier, the Programme Assistant, was an incredible resource throughout the year, helping the Interns to navigate security issues and questions with remote work. Dany Lamarque, who served as the Acting Programme Assistant from March until the end of June, also played a vital role in supporting the Programme as we returned to in-person activities, including the resumption of in-person study tours by the provincial internship programs and the US Congressional Fellows.

The PIP Director was in regular contact with the House of Commons Liaison, Danielle Labonté as well as her successors Jeffrey Leblanc and Stéphanie Haché to determine how the Commons' COVID-19 guidelines applied to the Interns and to explore what resources were



available to support them through the transition to online work. Mr. Leblanc also played a key role in the 2021-22 selection committee, while Mme. Haché served on the Hales Prize selection committee. The Programme is very grateful to Mme. Labonté and Mr. Leblanc for all of their work in supporting the PIP, and would also like to welcome Stéphanie Haché as she takes on the House Liaison position going forward.

The Interns are grateful to House of Commons Speaker Anthony Rota for his continued support throughout the year. Following his re-election as Speaker, Mr. Rota hosted a Welcome Luncheon for the 2021-22 Interns in December 2021, bringing together the Interns, their host MPs, and the PIP's sponsors in-person for the first time since early 2020. Deputy Speaker Chris D'Entremont then hosted the Programme's Winter Luncheon in March 2022 during Speaker Rota's medical absence. A further luncheon and a reception hosted by Speaker Rota or his deputies will take place in June 2022. The Programme would also like to recognize the dedication of Anthony Caricato, the Director of Outreach in the Speaker's Office, for all of his support in arranging PIP events this year.

The Clerk of the House of Commons, Charles Robert, similarly remained deeply engaged with Programme. Mr. Robert gave welcoming remarks at the PIP's fall reception, met with the Interns to discuss his role and research on Parliament, and was a continued source of guidance to the PIP Director. He also provided individual guidance to some of the Interns on their research papers, and will give reflections on the year in Parliament at the Gaboury Symposium in June.

Service agreement with the House of Commons

In December 2021, the House and the CPSA renewed the Service Agreement that governs the House of Commons' support for the PIP for the period from 1 January 2022 to 31 December 2024. At the same time, the House of Commons continues to explore the PIP's request for the House to provide direct financial assistance to support efforts to increase the interns' stipend.

Conflict of Interest Code for Members of the House of Commons

In February 2022 the PIP Director made a submission to the Standing Committee on Procedure and House Affairs as part of the Committee's review of the Conflict of Interest and Ethics Code for Members of Parliament. The Code does not mention interns working with MPs. However, in October 2018, the Conflict of Interest and Ethics Commissioner issued an [Advisory Opinion](#) which stated his view that services of interns provided at no cost to MPs by a third party could be considered as a "benefit" to the MP under Subsection 3(1) of the Code. Consequently, he argued that the provision of interns should be subject to the "acceptability test" set out in Subsection 14(1) of the gifts and so should be declared under the Code's provisions surrounding gifts to Members. In addition to providing transparency, this provision also limited which organizations could operate internship programs since organizations that are registered to lobby cannot give gifts to MPs (even those Members who they do not lobby directly).

This interpretation was issued without warning and caused considerable concern as to whether the PIP could continue to operate. Ultimately, the PIP did receive a letter confirming that it would be possible for the Programme to continue given that the CPSA is not registered to lobby. Nevertheless, each MP who hosts a PIP Intern must still complete a declaration that they have received the "gift" of the Intern's service. The burden to complete the ethics declaration falls on the host MPs. However, the awkwardness of the current situation – with the provisions pertaining to interns being contained in an Advisory Opinion rather than being directly written in



the Code – means that few MPs are aware of the obligation. Consequently, each year the PIP contacts the host MPs to advise them of the need to submit the declaration and to provide the text to complete it.

As part of the five-year review of the Code, the Standing Committee on Procedure and House Affairs invited the PIP Director and the former PIP Director to testify on February 15, 2022 regarding the impact of the Advisory Opinion on the operation of the PIP and access to internships at Parliament more broadly. Together they raised concerns about how the Advisory Opinion was introduced, the conceptualization of Interns as “gifts,” the lack of applicability to unpaid internships, the difficulties faced by MPs in complying with the provisions, and overly broad exclusion of any organization that is registered to lobby from operating an internship program with MPs. The transcript from the Committee session can be found on the [House of Commons’ website](#). In addition, the PIP Director prepared a written submission to the Committee that is attached as Appendix I.

The Committee’s review of the Conflict of Interest Code is still ongoing. The Director is closely following the proceedings, and will advise Programme stakeholders should any revisions be made that would affect the regulation of internships at the House of Commons.

Programme sponsors and friends

The PIP’s operations are fully dependent on the dedicated support of its sponsors, who provide core funding at one of four levels (Platinum, Gold, Silver, Bronze), as well as the “Friends of the Programme”, who provide in-kind support or funding for specific projects. Despite the difficult situation faced by many organizations, and the reduced opportunities for sponsor recognition, the vast majority of the PIP’s sponsors continued their support in 2021-22. In some cases these decisions meant that sponsors could not support other initiatives, and the Programme is grateful for our sponsors continued commitment.

Indeed, the PIP sponsor community actually grew significantly in 2021-22, with two Silver sponsors (Amazon and the College of Immigration and Citizenship Consultants) and four Bronze sponsors (Abacus Data, the Canadian Association of Professional Employees, the Canadian Wireless Telecommunications Association, and Tech-Access Canada) joining the Programme. In addition, the PIP welcomed the Metropolitan Brasserie as our new hospitality sponsor, with the restaurant serving as the venue for our weekly PIP caucuses and the Programme luncheons while facilities at the House of Commons remained closed.

In addition to providing financial resources, sponsor representatives serve as mentors and resources for many Interns both during and after their time in the Programme. This was especially true for the 2021-22 cohort, who benefited from the opportunity to complete placements with the Programme sponsors during the election period (please see Part I for further details). While the pandemic made it more difficult for Interns to engage with the sponsors on a regular basis, the Interns were able to connect with many sponsors through informal lunch hour chats, or through the webinar series described earlier. The full list of Programme sponsors is attached in Appendix II. All platinum and gold positions are currently filled, but openings remain at the Silver and Bronze levels.

Parliamentary Internship Alumni Association (PIAA)

PIAA held a welcome gathering for the new interns on a patio in September. Roughly 20 alumni



attended the event, as did the Programme’s founding Director James Ross Hurley. PIAA also took advantage of the global move online to connect with more alumni located outside of the national capital region. Most notably, PIAA launched a new mentorship initiative, which has seen over 50 alumni enroll as both mentors and mentees. As part of this initiative, PIAA held a career development “Meet and Greet” in March 2022 that featured a discussion with:

- Gabrielle de Billy Brown – Analyst, Library of Parliament
- Ariel Delouya – Consul General of Canada, Minneapolis
- Al-Amyn Sumar – Legal Counsel, The New York Times Company
- Robbin Tourangeau – CEO, Compute Canada
- Michel G. Vermette – Former CEO, Association of Public Service Executives (APEX)

PIAA also plays an important role in supporting the PIP through a range of different activities. In particular, PIAA provided essential support for the 2022-23 recruitment process, with alumni volunteers offering prospective applicants advice about their applications. PIP works with the PIAA to maintain the alumni database and pays for PIAA’s electronic services.

Hales and Hurley Parliamentary Foundation (HHPF)

PIAA’s fundraising efforts for PIP are now centred on the HHPF, which was launched in May 2017 and is managed by the Ottawa Community Foundation. The Foundation is named for Alfred Hales, the late MP who spearheaded the launch of the Programme in 1969, and James Ross Hurley, PIP’s founding director. The launch of the HHPF was shortly followed by PIAA’s fundraising campaign for the PIP’s 50th anniversary, which raised over \$50,000. Thanks to that initial campaign and continued fundraising activities driven by the PIAA Fundraising Committee Chair Alan Freeman (PIP) HHPF now has an endowment of over \$100,000. The Committee plans further initiatives this year, including a focus on bequests.

Programme Finances and Operations

2021-22 Finances

Given the extraordinary challenges experienced this year, the budget update in Appendix III includes both the original projections for the 2021-22 financial year as well as updated projections as of May 2022. Significant additional costs for this year included an increase in the intern stipend from \$25,000 to \$27,000, support for pandemic adaptations by the Interns, and higher travel costs after the Omicron wave forced the postponement of the study tours to the UK and EU from January to March. These higher costs were offset by an increase in the number of sponsors, the voluntary increase in contributions by several sponsors (please see the *Strategic Planning* section below for further details), and a sharp reduction in legal and other administrative expenses. Both the EU Delegation and the UK High Commission also increased their travel grants.

Notably, the special donation from Estee Lauder to support the purchase of PIP computers will provide the Programme with a substantial surplus for 2021-22 given that the computer purchase itself will be amortized over five years (see the *Strategic Planning* section below for further details), creating small deficits in future years.



2022-23 Projections

It is difficult to know what expenses the Programme will face in 2022-23 given the continued uncertainty around the COVID-19 pandemic. However, it is hoped that the 2022-23 Interns will at least enjoy the same opportunities as their 2021-22 predecessors. As such, budget attempts to balance between these scenarios by including some modest support for Interns who may be working from home while ensuring resources are available for travel. More importantly, the budget proposes using the increased support from sponsors this fiscal year to increase the intern stipend from \$27,000 to \$29,000. Doing so will leave the Programme with a small forecasted deficit, which results from the amortization of the PIP computer purchase. The projected deficit (\$1,618) is also well below the value of the budget's contingency fund (\$8,800) without which there would be a surplus. The full budget projections are included in Appendix III.

PIP Reserve Fund

In 2017-18 and 2018-19 the previous Director transferred a total of \$52,435 to a Reserve Fund managed by the Ottawa Community Foundation. As of December 31, 2021 the value of the fund had grown to \$60,419 even as the fund paid out a total \$6,436 in grants to the PIP from 2019-20 and 2021-22. Given that such rates of return considerably exceed those from traditional GICs, the Director will explore moving more funding from the Programme's accumulated surplus to the Reserve Fund going forward.

Strategic Planning

Increasing the Intern Stipend

Financial considerations remain a substantial barrier to improving participation in the PIP by persons from disadvantaged groups. In particular, many students from marginalized backgrounds must take on considerable debt to complete their studies, forcing them to seek higher-paying employment opportunities upon graduation so they can repay debt while maintaining a reasonable standard of living. Those with medical conditions also face pressure to find employment that is better compensated or that includes health-care insurance.

The PIP's stakeholders have acknowledged that the Interns' stipend should be increased. The CPSA board approved a \$2,000 increase for the 2021-22 Interns, and a proposed \$2,000 increase for 2022-23 would bring the stipend to a taxable \$29,000. However, this level would still leave the stipend paid by the PIP well behind that of several other legislative internship programs in Canada, and substantially below the salary offered by the Library of Parliament internship program (\$40,000 per year, or \$33,333 over an equivalent 10 month period). Subject to funding, the Programme Director hopes to maintain annual stipend increases until the stipend reaches a minimum level of \$33,000.

Increasing Programme Funding

Funding the PIP remains a long-term challenge. Unlike other Canadian legislative internships programs, which are largely funded by legislative bodies, PIP relies wholly on external sponsorships for its financial resources. Moreover, the PIP's current sponsorship levels have remained unchanged since 2011/12 even as Programme costs have increased substantially.



The Programme's partners have recognized the need for additional resources to fund further increases in the Programme stipend and other operating expenses. At the Spring 2019 Advisory Board Meeting, the previous Director asked for volunteers from the sponsor community to examine options to increase the stipend. The Advisory Board Stipend Subcommittee met in October 2019 and identified two potential options: 1) introducing a small increase (i.e. 10 percent) to the existing sponsorship levels, or 2) adjusting the sponsorship structure to add more sponsors at higher levels (this might involve PIP delivering additional events throughout the year). The subcommittee also recommended that the Advisory Board consider reviewing PIP sponsor levels and the PIP stipend every three years.

The Fall 2019 Advisory Board meeting approved the proposal to review the stipend and sponsorship levels every three years, and agreed to revisit the issue at the Spring 2020 meeting. However, the onset of the COVID-19 pandemic greatly changed the context for the funding discussion, and the Advisory Board repeatedly postponed making any official increase in the sponsorship levels while the pandemic continued. Nevertheless, many Programme sponsors voluntarily increased their contributions by 10 per cent or more, with the PIP's two platinum sponsors, SSHRC and BMO, each making increases of at least 20 per cent.

Given the improved public health situation, participants at the Fall 2021 Advisory Board meeting approved a proposal to increase the PIP sponsorship levels by 10 per cent beginning in 2022-23, with the values being as follows:

- Platinum – \$50,000+
- Gold – \$22,000+
- Silver – \$11,000+
- Bronze – \$2,750+

This increase will generate approximately \$30,000 per year in additional funding, and will allow the Programme to raise the stipend from \$27,000 to \$29,000.

In addition to this increase support from sponsors, the House of Commons is also exploring options for it to provide direct financial support to the PIP so that it can come close to matching the salary offered by the Library of Parliament and provincial legislative internship programs, which can reach up to \$36,000 for an equivalent 10 month period.

Provision of work computers

The Director is currently working with the House of Commons to explore how to provide the Interns with computers that have full access to the House of Commons' remote network.

While the Interns have increasingly returned to work in-person as the pandemic subsides, it is also clear that flexible working arrangements will likely continue for the foreseeable future. However, many MP offices do not have House of Commons-issued devices available for the Interns to use, meaning that the Interns must use their personal devices to complete work for their MP placements. Unfortunately, those accessing the House of Commons network from their own devices cannot access the full suite software applications for the tasks that the interns are typically assigned, such as MS Publisher, as well as resources from the Library of Parliament and some of the other available via Source+.



The Legislative Assemblies of Ontario and BC responded to similar situations facing their legislative interns by issuing them with computers directly. Unfortunately the House of Commons does not have devices available for the Parliamentary Interns. However, Estee Lauder Companies has made a special donation to the Programme to support the purchase of devices for the Interns, and the Director is working with the House of Commons to see if these computers could be managed by the House of Commons, enabling them to have full remote access.

Importantly, moving to a situation where Interns will be issued a computer for the duration of their time in the Programme is in keeping with the Interns' transition to become CPSA employees. Moreover, providing each Intern with a quality work computer will also support the Programme's Inclusive Recruitment Initiative by relieving Interns of the need to purchase a device suitable for work within an MPs' office.

Access to academic resources

Despite having access to the Library of Parliament, many Interns' report that they are not able to access the academic articles and books required for their research papers. The Director has begun discussions with the Clayton Riddell Graduate Program in Political Management at Carleton University to see if the Interns could be considered as "Junior Fellows" thereby enabling them to make use of the university library and other services.

Health insurance

As noted above, individuals with significant ongoing medical costs may be unable to participate in the PIP due to the low value of the Programme stipend and the absence of supplementary health care insurance. In addition to pursuing further increases in funding, the Director is continuing to explore the potential to obtain health insurance for future intern cohorts.



Appendix I – Reporting requirements for legislative internship programs under the Conflict of Interest and Ethics Code for Members of the House of Commons

Submission to the House of Commons Standing Committee
on Procedure and House Affairs

Dr. Paul Thomas
Director, Parliamentary Internship Programme

1.0 Overview of the Parliamentary Internship Programme

The Parliamentary Internship Programme (PIP) is a unique non-partisan work-study initiative that each year gives 10 outstanding recent university graduates the chance to spend 10 months in Ottawa where they each complete placements with both a government and an opposition MP.

The PIP was created following a unanimous House of Commons motion adopted in 1969. As [originally recommended](#) by the Standing Committee on Procedure and Operation, the PIP is jointly operated by the House of Commons and the [Canadian Political Science Association](#) (CPSA), a charitable organization registered dedicated to promoting the study of government and politics in Canada. Under this arrangement the House of Commons facilitates the Interns' placements with Members of Parliament (MPs), provide administrative support to the Programme. The Speakers of the House of Commons serve as the Programme's Patron, and the [Members By-Law](#) also designates PIP Interns as "eligible travellers" to for the use of travel points. The CPSA in turn manages the PIP's day-to-day operations, maintains the Programme's academic standards, and raises funds for the Interns' stipend from external donors.

2.0 Reporting requirement background

The Conflict of Interest Code for Members of the House of Commons (the Code) does not mention interns working with MPs. However, in October 2018 the Conflict of Interest and Ethics Commissioner issued an [Advisory Opinion](#) which stated his view that services of interns provided at no cost to MPs by a third party could be considered as a "benefit" to the MP under Subsection 3(1) of the Code. Consequently, he argued that the provision of interns should be subject to the "acceptability test" set out in Subsection 14(1) of the gifts and so should be declared under the Code's provisions surrounding gifts to Members. In addition to providing transparency, this provision also limited which organizations could operate internship programs since organizations that are registered to lobby cannot give gifts to MPs (even those Members who they do not lobby directly).

This interpretation was issued without warning and caused considerable concern as to whether the PIP could continue to operate. Ultimately, the PIP did receive a letter confirming that it would be possible for the Programme to continue given that the CPSA is not registered to lobby. However, those organizations that did engage in lobbying, such as the Centre for Israel and Jewish Affairs, had to terminate their internship operations.



Notably, the Advisory opinion appeared primarily concerned with interns who receive payment for their work, stating:

Some organizations are offering to place interns in Members' offices without requiring Members to pay these interns. While the interns are not paid by Members, they are not volunteers, because they are paid by the organization that placed them. As a result, the benefit stemming from such internships is subject to the acceptability test set out in subsection 14(1) of the Code, which prohibits Members and their family members from accepting, directly or indirectly, any gift or other benefit that might reasonably be seen to have been given to influence the Members in the exercise of a duty or function of their office.

However, later portions of the opinion use broader language that could also capture unpaid interns, with the document concluding by advising MPs that, "If you use intern services provided free of charge by a third party, I encourage you to contact your advisor in my Office to obtain advice in order to meet your obligations under the Code."

3.0 Current situation for the PIP

Ultimately the burden to complete the ethics declaration falls on the host MPs and not the PIP or any other legislative internship Programme. However, the compliance process is complicated by the way that the requirement was created and is communicated to MPs. Specifically:

- The requirement to declare an intern paid by an outside source as a gift is not contained in the Code, but only in the Advisory Opinion.
- The Advisory opinion is no longer available on the Conflict of Interest and Ethics Commissioner's website.
- When contacted in November 2021, the staff at the Commissioner's office indicated that MPs must still follow the terms of the Opinion even though MPs – especially those elected in 2021 - would have no way to know it exists.

To make sure no MP fails to comply with the ruling, each year the PIP contacts the host MPs to advise them of the need to submit the declaration and to provide the text to complete it. While welcomed by the hosts, this notification has created confusion among some MPs who did not know of the requirement, and frustration about the need for additional paperwork. Some are also surprised that the form is required given that the PIP operates with official support from the House of Commons.

4.0 Concerns and Recommendations

The PIP understands the concern that outside organizations could attempt to influence MPs' actions by providing them with staff support at no charge. However, the regime to regulate parliamentary internships created by the 2018 Advisory Opinion is overly restrictive and risks limiting young peoples' capacity to learn about Canada's system of government through non-partisan internships with Members of Parliament. The process for creating and enforcing this regime could also be much more transparent, and it is unclear if the system should apply to the PIP given that it is operated in ongoing partnership with the House of Commons itself.



4.1 Restrictions on the organizations permitted to operate internship programs

While perhaps not the primary objective of the Advisory Opinion, its largest impact has been to effectively ban organizations that are registered to lobby MPs from operating internship programs at Parliament since they are not permitted to give “gifts” to MPs. As a result, many organizations that seek to improve the well-being of Canadian youth, such as the Boys and Girls Clubs of Canada, or that advocate for different groups in society, such as the Assembly of First Nations, would be prohibited from establishing internship initiatives because of their lobbying activities. Most importantly, this effective prohibition is out of step with the recent elimination of the previous requirement for charitable organizations to spend no more than 10 percent of their total budget on public policy dialogue and development activities, which can include lobbying elected politicians.

At present there are far more young people who are interested in interning for Canadian MPs than can be accommodated through the current programs. **Rather than barring any organization that is registered to lobby from operating an internship program, access to educational internships with Members of Parliament could be improved through the creation of a distinct mechanism to accredit those internship programs permitted to place interns with MPs.** Such a system could require programs to meet certain minimum standards for intern working conditions, to certify that interns would not be expected to further the interests of the sponsoring organization, and to demonstrate a commitment to non-partisanship.

4.2 Application of reporting requirements to unpaid internship programs

As noted above, portions of the 2018 Advisory Opinion focused specifically on the provision of paid interns to Members of Parliament, while others could be interpreted as referring to both paid or unpaid internships. This ambiguity flows from the contrast made in the Opinion between “paid interns” and “volunteers.” Such a dichotomy does not consider the possibility of a third category of unpaid interns who, like volunteers, are not compensated, but who, like paid interns, are systematically recruited and placed in the offices of certain MPs.

In recent years the prevalence of unpaid internships has declined across a range of industries due to concerns that those from disadvantaged backgrounds, who could not afford to work without compensation, could be systematically excluded from certain careers. Many observers have also raised ethical concerns about profitable companies and well-funded organizations relying on free labour from those seeking to gain their first career experience. However, the Advisory Opinion could be seen to incentivize the creation of unpaid internships as a way to potentially evade the rules governing the placement of interns with MPs.

To ensure that organizations do not attempt to avoid the regulation of legislative internships by ending intern compensation, it would be advantageous if the rules governing the systematic recruitment and placement of interns with Members of Parliament applied to both paid and uncompensated programs.

4.3 Advisory Opinion process

The manner in which the Conflict of Interest and Ethics Commissioner developed and released his Advisory Opinion on internships was abrupt and unfortunate. No consultation was conducted with the existing internship programs to explore their relationship with MPs, and no consideration appears to have been given to the potential impact on those interns already in



place at the time the Advisory Opinion was released. The Programme is concerned that further Advisory Opinions could be issued at a later point, effectively changing the application of the Conflict of Interest and Ethics Code in a way that could harm the operation of the PIP and other internship initiatives.

Going forward, it would be very helpful if the Conflict of Interest and Ethics Commissioner could consult with organizations that might be affected by future Advisory Opinions before they are issued, and to provide advance notice before new Advisory Opinions come into effect.

4.4 Transparency of requirements

It would appear difficult for MPs to know that they should declare interns as gifts when the Advisory Opinion that established the requirement is not available on the Conflict of Interest and Ethics Commissioner's website. Indeed, any new internship program establishing itself at present would not know that such a requirement existed unless they proactively reached out to the Conflict of Interest and Ethics Commissioner before hand – and considering that the Code was in operation for nearly 15 years before anyone considered its application to internship programs, it would seem unlikely that those creating new programs would make such inquiries.

While the Conflict of Interest and Ethics Commissioner may wish to maintain ongoing dialogues with MPs regarding their activities, **it would promote transparency, reduce confusion, and encourage compliance if all conflict of interest and ethics requirements facing MPs were clearly communicated to both Members and citizens on a publicly accessible website.**

4.5 Application of requirements to the Parliamentary Internship Programme

The PIP is the only program placing interns with Canadian MPs that operates with the direct participation of the House of Commons itself. Indeed, the Programme was established following a House of Commons motion adopted with support from all parties, and its current structure has changed little from that first recommended by the House of Commons Standing Committee on Procedure and Operation in 1969. The House of Commons provides the Programme with administrative support, and the Members' By-Law similarly specifies that only interns with the Parliamentary Internship Programme are considered as eligible travellers for the use of travel points. Moreover, the House of Commons plays an ongoing role in the governance of the Programme, the selection of each Intern cohort, and the selection of the Programme Director.

Given this continuing relationship, MPs hosting PIP interns would appear to be more accurately described as participants in one of the House of Commons' initiatives for young Canadians than as the recipients of gifts from external organizations. While acknowledging the need for transparency in the operation of legislative internship initiatives, **it would appear reasonable for the Parliamentary Internship Programme to be excluded from reporting requirements under the Conflict of Interest Code – or any system for internship accreditation developed in the future – in recognition of the Programme's official relationship with the House of Commons.**



Appendix I – Sponsors and Friends, 2021-2022

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