

## Parliamentary Internship Programme 2022-23 Annual Report



Annual General Meeting  
Canadian Political Science Association

Dr. Paul Thomas  
Director

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## Director's Message

I am delighted to present the Parliamentary Internship Programme's 2022-23 Annual Report. The 2022-23 Programme year will be remembered as a time of new beginnings. The improving public health situation meant that the Interns were able to undertake all of their usual activities for the first time since 2019-20. In November, the House of Commons Board of Internal Economy then approved a transformative package of new support for the Programme, including \$930,000 in funding over five years to increase the Intern salary to \$35,000 and to completely fund two new positions, marking the PIP's first expansion since its founding in 1970.

Another major change then came in April, when the Board of the Canadian Political Science Association (CPSA) decided that it would not renew the CPSA's role as the Programme's administrative organization after its current agreement with the House of Commons ends in December 2024. No other organization has administered the PIP since its founding in 1969, making this an excellent opportunity to explore what administrative arrangements would best suit the Programme as it expands. The PIP is also well positioned to make the most of this transition, with committed support from the House of Commons and sponsors, strong interest from applicants and host MPs, and a significant reserve fund to offset any associated costs.

The 2022-23 year also saw considerable turnover among the Programme's personnel and partners. In December, the PIP said farewell to the CPSA's long-time Administrator Michelle Hopkins, who retired after supporting the PIP and the CPSA for over 30 years. We are pleased to have welcomed her successor, Chimène Woktcheu, and look forward to working with her for the remainder of the PIP's relationship with the CPSA. Charles Robert, the Clerk of the House of Commons, then retired in January after a distinguished career in both the House of Commons and the Senate throughout which he was a strong champion of the PIP. Acting Clerk Eric Janse, who succeeded Mr. Robert, similarly has a long history of engagement with the Programme, and has already been active at PIP events this winter. The year's final departure came in February when Programme Assistant Linda Brunet moved to a new role with the House of Commons, and we have been delighted to work with Gabrielle St-Juste, who took on the position in March.

The PIP also remains indebted to our Patron, House of Commons Speaker Anthony Rota, who continued to give freely of his incredibly limited time to welcome the Interns to Ottawa, host our luncheons and receptions, and meet with visiting delegations from our partner programs. Our House of Commons Liaison, Deputy Principal Clerk Stéphanie Haché, also worked tirelessly to streamline the various processes involved with moving the Interns between MP offices and to ensure the smooth implementation of the new support approved by the House of Commons. Many thanks must also go to the 20 MPs who hosted the 2022-23 Interns. Despite many demands on their time, these Members went out of their way to help the Interns integrate into their offices, learn about their constituencies, and develop new skills. The Programme simply could not operate without their dedication. I am also very grateful for the ongoing support of the CPSA, including Executive Director Silvina Danesi and Financial Coordinator Tim Howard, who continue to find innovative ways to help the PIP adapt to the new world of virtual work.

Despite ongoing economic uncertainty and inflation, the PIP's financial position remains strong, with 2022-23 seeing the full implementation of the 10 percent increase in sponsor levels. We are greatly indebted to our sponsors and the friends of the Programme who chose to prioritize their contributions to the PIP despite the many pressures they face. The upcoming 2023-24 year



will also see the 50<sup>th</sup> anniversary of the PIP's relationship with the Canadian Life and Health Insurance Association, which became our first private sector sponsor in the 1973-74 year and has remained with PIP ever since.

Last, but certainly not least, I would also like to thank this year's Interns – Melanie Bartosh, Benoit Dupras, Philippe Fleury, Madeleine Martin, Nathan Mendel, Nikhil Pandeya, Sarah Rollason-MacAulay, Alyth Roos, Nina Sartor, Sonja Tilroe. You have achieved more this year than I could ever have imagined, and I can't wait to see what Canada and the world will look like once you've had the chance to shape it.

Sincerely,

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 a group of recent 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, with opposition placements divided based on the parties' standing in Parliament. 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. The Speakers of the House of 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 37<sup>th</sup> Speaker of the House, agreeing to serve as Patron following his election to the role. The Clerks of the House also regularly engage with the Interns.

The partnership between the House and the CPSA is governed by a Service Agreement under which the House facilitates the Interns' placements with MPs and provides administrative support through a half-time Programme Assistant. The Assistant supports a range of activities, including PIP 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. The House of Commons' [Members By-Law](#) further 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.

The Service Agreement between the House and the CPSA was renewed on January 1, 2022 for a three year period until December 31, 2024. The Board of the CPSA decided in April 2023 that it would not continue to operate the PIP after the end of the current agreement. The CPSA and House of Commons will work together to ensure that the PIP enjoys a smooth transition to a new administrative arrangement on or before that date.

Funding for the Interns' salary and Programme activities is currently 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 our sponsors and Friends, and especially our two Platinum sponsors, the Social Sciences and Humanities Research Council (SSHRC) and the Bank of Montreal. In November 2022, the House of Commons announced that it would supplement this sponsor financing by providing the Programme with \$186,000 each year for 5 years beginning in 2023-24 to enable an increase in the Intern stipend and to fully fund two new Intern placements.

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. The CPSA Administrator supports the PIP Director with financial administration, 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 Programme. 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.



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## Introduction

The 2022-23 PIP cohort year saw a full return to “regular programming” for the first time since the COVID-19 pandemic began in March 2020. The Interns took full advantage of this return to normalcy, conducting the full set of study tours, undertaking visits to their MPs’ constituencies, and organizing as many Brown Bag lunches as humanly possible. Yet despite these adventures, the Interns still made time to conduct ambitious and timely research projects, exploring topics such as the gendered nature of threats against MPs, the growing use of encrypted messaging apps to coordinate parliamentary behaviour, and the role of the “New Senate” within Canadian politics.

The 2022-23 year also saw continued progress in the modernization of the Programme, with the House of Commons agreeing to provide direct funding in order to expand the PIP to 12 Interns per year and to substantially increase the Intern salary. PIP sponsors also fully implemented the 10 percent increase in sponsorship levels that had been delayed by the pandemic, and the U.S. Embassy agreed to a new five year grant to support the Programme’s study tour to Washington DC. Further opportunities to modernize the Programme have also emerged from the CPSA’s decision to end its role as the PIP’s administrative organization in December 2024.

Part I of this 2022-23 annual report provides an introduction to the Interns and reviews their many activities throughout the year. Part II of the report is devoted to PIP administration, including a financial update and a review of strategic planning for the coming year. Finally, Part III reviews recruitment process for the 2023-24 cohort and presents the Interns selected.





## Part I: 2022-23 Intern Activities

### The 2022-23 PIP Cohort

The 53<sup>rd</sup> intern cohort will be the last in the Programme's history to have just 10 Interns. The group included six women and four men from five provinces: Alberta, Manitoba, Ontario, Québec, and Nova Scotia. The group included three francophones and seven anglophones. Five held graduate degrees; seven majored in political science or related disciplines, with the others having studied anthropology, history, and philosophy. Below are the 2022-23 Interns and their previous studies.

#### **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



## Interns in the House of Commons

### Moving beyond COVID-19 restrictions

Although the COVID-19 pandemic continued to affect the delivery of the 2022-23 Parliamentary Internship Programme, the impact was considerably reduced relative to previous years. The House of Commons had already ended both its work-for-home policies and mask mandate before the 2022-23 cohort arrived at Parliament, meaning that Programme activities were conducted in-person by default. Nevertheless, Interns continued to follow the COVID-19 guidance in place at the House of Commons, with individuals expected to isolate should they have symptoms and wear masks if they were close contacts of those who tested positive.

### Orientation Program

From September 6 to 21, 2022, the Interns completed an intensive orientation program of more than 30 meetings and other activities. The orientation's primary components were an introduction to PIP and the expectations for Interns and training sessions from House of Commons clerks on all aspects of parliamentary procedure and operations. Procedural Clerk Eric Glavin organized the training sessions with the House of Commons, while Dominique Valiquet and his colleagues organized two presentations about the Library of Parliament and its resources. Amley Coulombe and Emily Gough from Senate Communications also organized a "Senate Day" to introduce the Interns to the Upper Chamber. This included a panel about the changing role of the Senate with Senators Kim Pate and David Wells. The Interns also met with former PIP Director Anne Dance, and their predecessors from the 2021-22 Programme cohort.

The Programme returned to an in-person Welcome Reception on September 8, with over 20 PIP stakeholders in attendance. The PIP's "Meet the Parties" series also continued this year, with the Interns meeting representatives from each party to learn about their values, organization, and how they differ from the others. This year's series included meetings with two former Interns who now serve as MPs – Liberal Arif Virani and Conservative Brad Vis – as well as Anne McGrath, NDP National Director, and Sophie Jacques Barma, a Researcher in the Office of the Leader of the Bloc Québécois. CropLife Canada also sponsored the Interns' visit to Vanden Bosch Grain Elevators so the Interns could learn more about the grain farming industry. House of Commons Speaker Anthony Rota and Clerk Charles Robert were travelling during the orientation period, but the Interns met them both in early October.

### MP Allocations

Each intern works with one government MP and one opposition MP during the Programme. After the first allocation, which ran from October 5, 2022 to February 3, 2023, those Interns working with opposition MPs moved to work with government MPs, and vice versa. The second allocation began February 6 and ends June 16, 2023.

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 44<sup>th</sup> 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. However, MPs must apply to host an intern to be considered for a placement. In total 68 MPs applied this year, including 8 Bloc Québécois, 20 Conservatives, 33 Liberals, and 7 NDP members.

The Interns chose their MP placements on October 2, 2022. 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 in Table I below.

**Table I – Intern Placements 2022-23**

<b>Intern</b>	<b>First Allocation</b>	<b>Second Allocation</b>
Melanie Bartosh	<b>Lori Idlout (NDP)</b> Nunavut, NT	<b>Jenna Sudds (LIB)</b> Kanata–Carleton, ON
Benoit Dupras	<b>Arif Virani (LIB)</b> Parkdale-High Park, ON	<b>Greg McLean (CPC)</b> Calgary Centre, AB
Philippe Fleury	<b>Patrick Weiler (Lib)</b> West Vancouver – Sunshine Coast – Sea to Sky Country, BC	<b>Stéphane Bergeron (BQ)</b> Montarville, QC
Madeleine Martin	<b>Greg Fergus (LIB)</b> Hull-Aylmer, QC	<b>Laurel Collins (NDP)</b> Victoria, BC
Nathan Mendel	<b>Michelle Rempel Garner (CPC)</b> Calgary Nose Hill, AB	<b>Terry Beech (LIB)</b> Burnaby North – Seymour, BC
Nikhil Pandeya	<b>Larry Brock (CPC)</b> Brantford-Brant, ON	<b>Iqwinder Gaheer (LIB)</b> Mississauga–Malton, ON
Sarah Rollason-MacAulay	<b>Andy Fillmore (LIB)</b> Halifax, NS	<b>Stephanie Kusie (CPC)</b> Calgary Midnapore, AB
Alyth Roos	<b>Nathaniel Erskine-Smith (LIB)</b> Beaches-East York, ON	<b>James Bezan (CPC)</b> Selkirk-Interlake-Eastman, MB
Nina Sartor	<b>Luc Berthold (CPC)</b> Mégantic–L'Érable, QC	<b>Kody Blois (LIB)</b> Kings-Hants, NS
Sonja Tilroe	<b>Sébastien Lemire (BQ)</b> Abitibi–Témiscamingue, QC	<b>Terry Duguid (LIB)</b> Winnipeg South, MB

## **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 2022-23 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, and the politics of the United Kingdom, European Union, Scotland, and Nunavut. In addition, many leading academics also generously shared expertise during guest lectures.

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)*
- Applying for jobs in the federal public service – *Grégoire Baribeau (Transport 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.

## 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, but the majority were held in person. The PIP's 2022-23 Brown Bag lunch guests were:

- Michael Chong – *MP for Wellington–Halton Hills*
- Yves Giroux – *Parliamentary Budget Officer*
- Weldon Epp – *Assistant Deputy Minister for Asia-Pacific, Global Affairs Canada*
- Mark Holland – *MP for Ajax and Leader of the Government in the House of Commons*
- Joydeep Mukherji – *Managing Director of Rating Sovereign Ratings, Standard and Poor*



- David Mulrone – *Former Canadian Ambassador to the People’s Republic of China*
- Michael Munoz – *Vice-President of External Relations, Suncor*
- Erin O’Toole – *MP for Durham and former Leader of the Conservative Party*
- Bob Rae – *Former Premier of Ontario and Canada’s Ambassador to the United Nations*
- Althia Raj – *Columnist with the Toronto Star and CBC, PIP 2004-05*
- Paula Simons – *Senator for Alberta*

In September, the Interns also visited Vanden Bosch Grain Elevators with CropLife Canada to learn about the economics of the grain farming industry, and will be in June will visit Collins Bay prison with Senator Kim Pate to learn about the challenges facing Canada’s prison system and the inmates it houses.

## Comparative Legislative Study Tours

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

We are incredibly grateful to our partners, including VIA Rail, FedNav, 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 Scottish Government, the United States Embassy in Ottawa, the Canadian Embassy in Washington, 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 la 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:

- National Assembly of Québec – *November 14–18, 2022*
- United Kingdom Parliament – *February 20–22, 2023*
- Scottish Parliament – *February 23–24, 2023*
- European and Belgian Parliament – *February 27–March 3, 2023*
- United States Congress – *March 27–31, 2023*
- Legislative Assembly of Nunavut – *May 24–26, 2023*
- Legislative Assembly of Ontario – *May 30–June 2, 2023*

## 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 2022-23 include:

- What is an “Independent” Senate: Thoughts from the Red Chamber
- Critical Analysis of the Codification of the Human Right to a Healthy Environment in Canadian Law



- Regional Party Caucuses in Canadian Politics
- Nation-to-Nation(s): An Exploration of the Understanding that Members of Parliament Have Regarding the Relationship Between Indigenous Nations and Canada
- Informal Communication Channels on Parliament Hill
- The Gendered Nature of Threats towards Members of Parliament
- La centralisation des partis politiques au Canada et au Royaume-Uni : Vers une divergence approfondie des deux systèmes de Westminster?
- The Perspectives of Municipally Minded Members of Parliament
- The Role of Interest Groups in Canada's Foreign Policymaking Process
- The Impact of the *Reform Act* on Canadian Politics

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. The Interns will also present to the Library of Parliament staff as part of its Food for Thought series, and on June 23, 2023, they will share their research with Parliamentarians, alumni, sponsors, Library of Parliament researchers and political scientists at the 13th Annual Jean-Pierre Gaboury Symposium.

## 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 2023 Gaboury Symposium in June.

In addition to the Director, the selection committee for the 2021-22 prize includes:

- Caroline Woodward – Institute on Governance (PIP 2019-20)
- Dr. Yves Pelletier – Alumni representative (PIP 2001-02)
- Dr. Olaf Ellefson – Social Science and Humanities Research Council

The 2023 Hales Prize winner and runners up will be decided in early June.

## Sharing Knowledge of Parliament

### Incoming Legislative Study Tours

This year the Interns were delighted to welcome all of our partner programs to Ottawa for in-person study tours for the first time since 2019-20. The Parliamentary Interns were wholly responsible for planning 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:

- Boursiers de la Fondation Jean-Charles-Bonenfant (National Assembly of Québec) – October 31 – November 2, 2022
- Manitoba Legislative Assembly Internship Program – December 5-8, 2022
- Ontario Legislative Internship Programme – February 1-3, 2023
- American Political Science Association Congressional Fellows – May 1-5, 2023
- British Columbia Legislative Internship Program – June 5-9, 2023



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 with elected representatives in a non-partisan capacity.

## Social Media

The 2022-23 Interns took the Programme’s social media presence to new heights with a coordinated efforts to share their experiences with Programme stakeholders, Canadians, and the world at large. As can be seen in Table II, these efforts were rewarded with continued growth in followers, especially on LinkedIn, a development that will support future recruitment efforts. The Programme also launched a TikTok presence during the 2022-23 year, but suspended the account after the social network’s app was banned on Government of Canada and House of Commons devices.

**Table II – Growth in PIP’s Social Media Following**

Platform	2022	2023	Growth
Facebook	1,922	1,952	2%
Twitter	1,356	1,404	4%
Instagram	674	822	22%
LinkedIn	787	1,330	69%

## Educational activities for youth

Several of the large civic education initiatives for youth that the PIP supported before the pandemic, including Encounters with Canada and Daughters of the Vote, have encountered financial difficulties and will not be returning. Those that have continued, such as the Forum for Young Canadians, have also yet to return to in-person events at Parliament.

In light of this situation, the Interns serving on the PIP’s 2022-23 Youth Engagement Committee sought to find new organizations to support. These efforts led to a new partnership with the [Young Canadians’ Parliament](#) (YCP) initiative operated by Children First Canada. The Interns completed four virtual sessions with the YCP in fall 2022 to discuss Canadian politics, the operation of Parliament, and different policy issues. The Interns also had two similar virtual sessions with BGC Canada’s [National Youth Council](#), and met with members of the National Association of Friend Centres’ [Indigenous Youth Council](#) during their visit to Ottawa. The PIP will continue to look for ways to engage with youth as the civic education community adjusts to the post-pandemic reality.



## Part II – Programme Management and Governance

The 2022-23 year saw the beginning of major changes to the PIP's operations and administrative arrangements. The House of Commons expanded its support for the PIP by approving an extensive package of new funding that will enable the Programme to expand to 12 Interns and significantly increase the Intern salary beginning in the 2023-24 year. However, the Canadian Political Science Association also gave notice that it would not continue to service as the Programme's administrative organization once its current Service Agreement with the House of Commons ends in December 2024. The move to new administrative arrangements will dominate much of the Programme's administrative activity for the 2023-24 year.

In the midst of these changes, the Programme continues to enjoy strong support from its sponsors and other partners. The PIP fully implemented the increase in sponsor levels that had been delayed by the pandemic and a new partnership with the Riddell Graduate Programme in Political Management provided the Interns with access to academic journals. Steps were also taken to improve support for Interns, with mental health counselling now covered by the Programme, and work is underway to update the PIP's *Anti-Harassment and Discrimination Policy* in light of revisions to the anti-harassment policies at the House of Commons.

### Programme Stakeholders and Partners

#### The House of Commons

The House of Commons is a founding partner of the PIP and remains its largest supporter. The Speaker of the House serves as the Programme's Patron, and the House has long provided PIP with extensive in-kind support, including the services of a half-time Programme Administrator, as well as access to meeting rooms, translation services, language training, and funding for the constituency visits.

#### ***Relations with House of Commons officials and staff***

The Interns are grateful to House of Commons Speaker Anthony Rota for his heartfelt support and encouragement. Mr. Rota welcomed the Interns to Parliament with a meeting in the fall and then personally hosted each of the Programme's series of luncheons and receptions in addition to meeting with most of the incoming intern delegations. The Programme would also like to recognize the dedication of Anthony Caricato, the Director of Outreach in the Speaker's Office, for tirelessly working to coordinate the PIP's many activities with Speaker Rota.

The former Clerk of the House of Commons, Charles Robert, remained deeply engaged with Programme until his retirement in January 2023. Mr. Robert met with the Interns in fall 2022 to discuss his role and research on Parliament, and was a continued source of guidance to the PIP Director. The Programme would like to thank Mr. Robert for his many years of support, and wishes him the best with his retirement. Acting Clerk Eric Janse has continued this partnership, and will share his reflections on the current parliamentary session with the Interns at the 2023 Gaboury Symposium in June.

Linda Brunet, a Senior Administrative Assistant with the House of Commons, began serving as the Programme Assistant in June 2022. Ms. Brunet was an incredible resource throughout the





orientation period and the Interns' transition into their first MP placements. She also helped to organize several PIP events on the Hill, including the Welcome Reception, Fall Luncheon, and Alumni Celebration. In March, Ms. Brunet transitioned to a new position and the PIP was delighted to welcome Gabrielle St-Juste to the Programme Assistant role. Ms. St-Juste has already begun to support the onboarding of the 2023-24 Interns in addition to coordinating logistics for the Spring Reception, Spring Luncheon, and the Gaboury Symposium.

Deputy Principal Clerk Stéphanie Haché continued to serve as the Programme's House of Commons Liaison throughout the 2023-24 year. Ms. Haché was in regular contact with the PIP Director to navigate administrative issues, such as how to simplify the process for creating the Interns' IT accounts for their host offices, as well as more strategic matters pertaining to the expanding House support and the end of the CPSA's role as the PIP's administrative home. Ms. Haché also played a key role in the 2023-24 selection committee. The Director is indebted to Ms. Haché for her dedication and ongoing guidance in the operation of the Programme.

### ***Enhanced House of Commons support***

While the House of Commons has long offered generous in-kind support to the Programme, until now the PIP has been the only post-graduate legislative internship program in Canada that did not receive financial support from its host legislature. As such, the PIP has relied solely on funds raised from private companies, not-for-profits, and academic agencies to support its operations. By comparison, the British Columbia and Manitoba internship programs are entirely funded by their host institutions, and the Ontario and Quebec programs receive annual grants to support their Interns' salaries. This situation has made it difficult for the PIP to match the stipend provided by comparable Internship programs.

In fall 2021, the PIP Director submitted a proposal for the House of Commons to provide direct funding for the PIP as part of the renegotiation of the Programme's Service Agreement with the House. While the Service Agreement was renewed for 1 January 2022 to 31 December 2024, the financial proposal was referred to the House of Commons administration for further study. Ultimately, the proposal for financial support was put to the House of Commons Board of Internal Economy, which considered different levels of support to increase the Intern stipend, increase the number of Interns, or both.

On November 3, 2022, the Board of Internal Economy agreed to provide \$186,400 per year to the PIP beginning with the 2023-24 Programme year to raise the stipend for the existing Interns from \$29,000 to \$35,000 and to fund the entire cost of two additional Intern positions, including stipend, travel, and administration. This expansion seeks to improve the ratio of Interns to MPs, which has declined as the House added 70 MPs over the past 50 years. In addition, the Board also approved a proposal to issue the Interns with House of Commons computers beginning in the 2022-23 Programme year. Importantly, the Board did not commit to fund a fixed proportion of PIP expenses, meaning that further increases in the Intern stipend must be supported by increased sponsor contributions. However, the Board of Internal Economy did commit to review its support in five years.

It is difficult to overstate the transformative impact of this new support. Having access to House of Commons computers has already greatly increased the Interns' ability to seamlessly move between MPs' offices. Going forward, raising the Intern salary to \$35,000 will mean a \$6,000 increase over 2022-23 levels, one of the largest single-year jumps in the PIP's history.



This salary level will make the PIP much more attractive to those with financial obligations, such as student debt or caring responsibilities. Adding two additional Interns will also allow both more Canadian youth and more MPs to benefit from the Programme, facilitating efforts to increase dialogue across parties and regions within Canada.

## **The Canadian Political Science Association**

The CPSA has been the PIP’s administrative “home” since its creation in 1969, providing both academic expertise as well as practical bookkeeping and financial services. In April 2023, the CPSA Board decided that the organization would not renew its role in administering the Programme once its current service agreement with the House of Commons ends in December 2024. This decision reflects the organization’s desire to restructure its operations following three years of financial losses. A process to identify new administrative options for the PIP will begin in the coming weeks. The House of Commons and PIP are currently working to revise the Agreement to encompass the support approved by the Board of Internal Economy in November 2022.

## **Programme sponsors and friends**

The PIP’s operations depend on the dedicated support of its sponsors, which provide core funding at one of four levels (Platinum, Gold, Silver, Bronze). The Programme also has a number of “Friends of the Programme” that provide in-kind or project-specific support. The 2022-23 Programme year saw the full implementation of our new sponsor levels, which rose 10 percent from the previous levels set in 2012. The new sponsorship categories are:

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

In addition to this increase among sponsors, several “Friends” of the PIP increased their support as well, with the United States Embassy approving a new grant of US\$25,000 per year for five years to support the PIP’s annual study tour to Washington. The British High Commission also increased its for the UK study tour as well.

As shown in Table III (see next page), the 2022-23 year also saw considerable movement within the PIP sponsor community, with several existing partners ceasing their support, a range of new sponsors joining, and several switching between contribution levels. The full list of Programme sponsors is attached in Appendix I. All platinum and gold positions are currently filled, but openings remain at the Silver and Bronze levels.

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

The PIAA was thrilled to have had an active and engaged year, marked by a return to pre-pandemic levels of in-person engagement. In November 2022, the first in-person alumni reception was hosted since prior to the pandemic; a second will be hosted in June. Three additional, informal alumni social gatherings were held in Ottawa in September, February, and May, along with a Montréal gathering in December.



On top of this, the mentorship committee has remained active and engaged, continuing to grow PIAA's recently launched mentorship program. This year, 17 mentors and 17 mentees were paired from the PIAA community. The frequency of newsletters and other communications have increased as well, resulting in re-engagement with alumni from various years, including with many alumni who have moved to Ottawa since 2019, but not yet had the opportunity to attend an in-person alumni event.

**Table III – Change in PIP sponsors in 2022-23**

<b>Category</b>	<b>Departed</b>	<b>Joined</b>
<b>Silver</b>	<ul style="list-style-type: none"> <li>• Amazon</li> <li>• CPA Canada (<i>moved to Bronze</i>)</li> <li>• Microsoft</li> <li>• UNIFOR</li> </ul>	<ul style="list-style-type: none"> <li>• Canadian Canola Growers Association (<i>previously Bronze</i>)</li> <li>• Estee Lauder (<i>previously Bronze</i>)</li> </ul>
<b>Bronze</b>	<ul style="list-style-type: none"> <li>• Canadian Association of Professional Employees</li> <li>• Cooperatives and Mutuels Canada</li> <li>• Canadian Canola Growers Association (<i>moved to Silver</i>)</li> <li>• Estee Lauder (<i>moved to Silver</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• CPA Canada (<i>previously Silver</i>)</li> <li>• Business Council of Canada</li> <li>• Canadian Association of Broadcasters</li> <li>• Conference for Advanced Life Underwriting</li> <li>• Federation of Canadian Municipalities</li> </ul>
<b>Friends</b>	<ul style="list-style-type: none"> <li>• Canadian North</li> </ul>	<ul style="list-style-type: none"> <li>• Carleton University Clayton H. Riddell Graduate Program in Political Management</li> </ul>

### **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 50<sup>th</sup> anniversary, which raised over \$50,000. The PIAA Fundraising Committee, led by Chair Alan Freeman, has continued these fundraising efforts, and in 2022 launched a new "250 in 2025" campaign with the goal growing the HHPF to \$250,000 in total assets by 2025. The campaign has already reached half its first year target, receiving 26 pledges of \$2,500, plus many smaller donations. The Foundation also organized its first-ever estate planning seminar for interested alumni. The fund now has a total value of over \$131,000, and provided PIP with a 2022-23 grant of \$3,958.

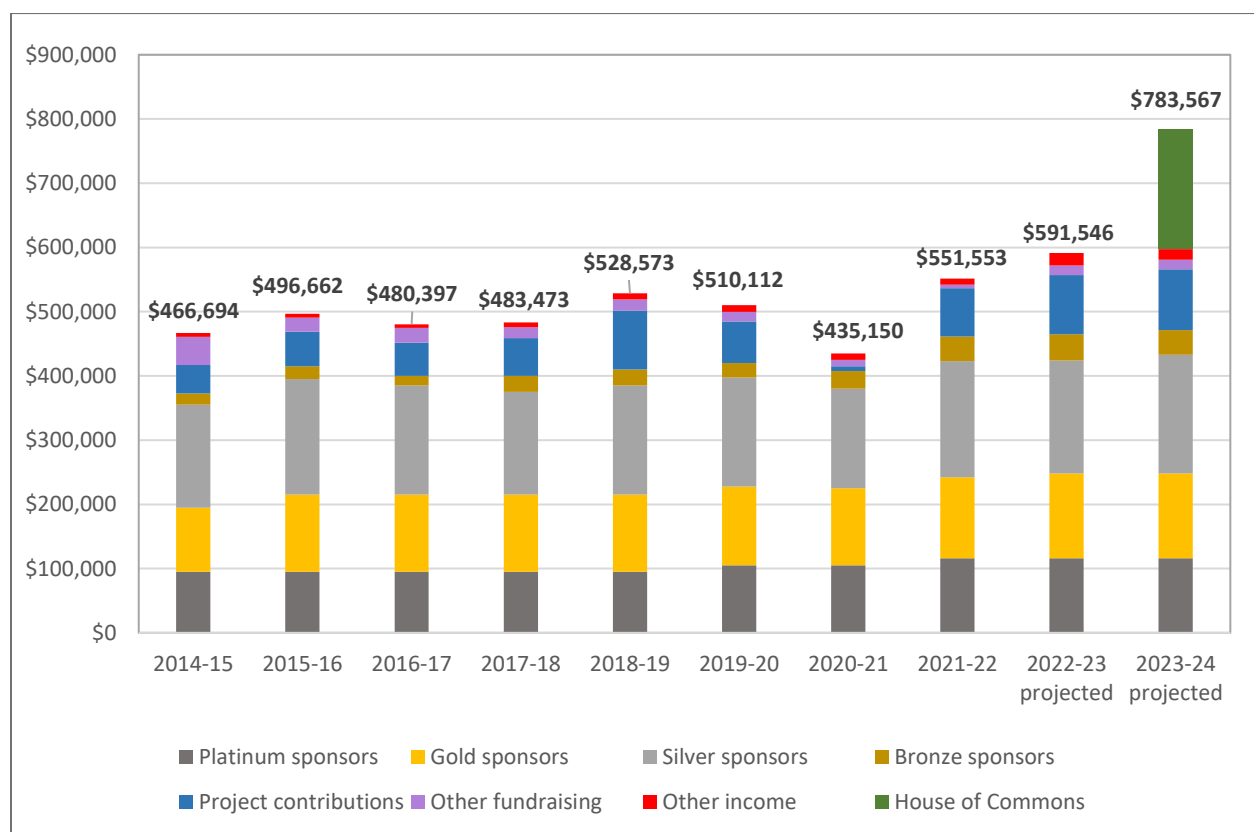


## Programme Finances and Operations

### 2022-23 Finances

The budget update in Appendix II includes both the original projections for the 2022-23 financial year as well as updated projections as of May 2023. The original 2022-23 budget projected \$572,393 in expenses versus \$585,7000 in revenue. This spending marked a seven percent rise over that in 2021-22, with the growth primarily driven by the increase in the intern stipend from \$27,000 to \$29,000. This rise in intern compensation was in turn possible due to the full implementation of the 10 percent increase in sponsor levels. The PIP is enormously grateful for the continued dedication of our sponsors, who have prioritized and increased their contributions to support the Interns despite the pressures of the current inflationary period.

**Figure I – PIP revenue by source: 2014-15 to 2023-24**



The updated budget projections in Appendix II predict slightly higher spending in 2022-23 due to increased costs for the UK, European, and Washington trips. However, revenues are also forecast to be higher than originally expected thanks to larger travel grants for the UK, EU, and US trips as well as increased interest revenue.

### 2023-24 Projections

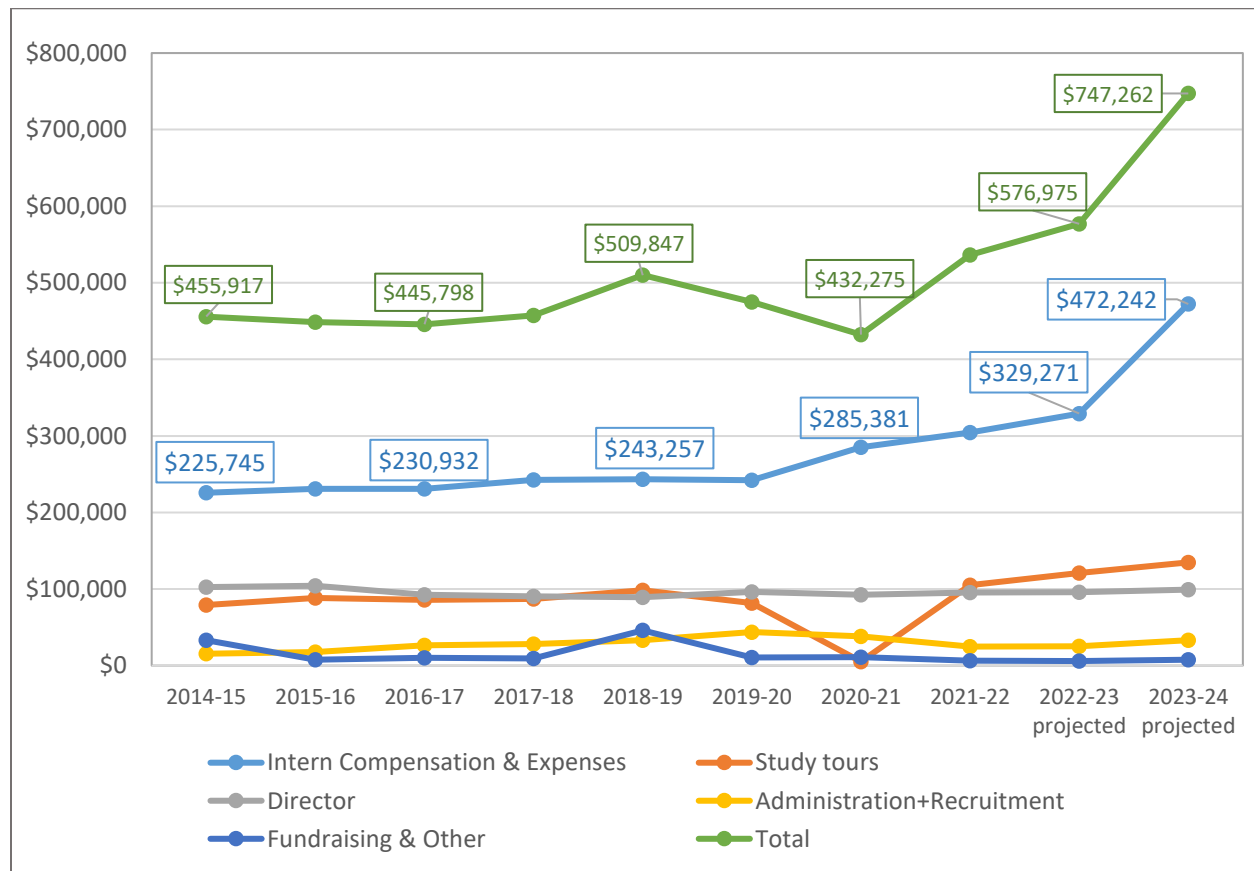
As can be seen in the Budget Update in Appendix II, the new funding for the PIP approved by the House of Commons, combined with the full implementation of the increase in sponsor levels in



2022-23, should allow the Programme to maintain a strong financial position in 2023-24 even as the PIP expands from 10 Interns to 12 and the Intern stipend grows from \$29,000 to \$35,000 per year.

To put the PIP’s new financial situation into perspective, Figure I presents the PIP’s income by source from 2014-15 to 2023-24, while Figure II presents the PIP’s expenses by category over the same period. Sponsor contributions rose by over \$100,000 throughout the period presented, enabling the continued growth in the Intern stipend. However, the new support from the House of Commons will allow the stipend to reach the target of \$35,000 far more quickly than would otherwise be possible. Figure II also demonstrates that spending on the Interns has grown much faster than spending on administration. In 2023-24, Intern compensation, expenses, and study tours are projected make up 81 percent of PIP’s spending, up from just 67 percent in 2014-15.

**Figure II - PIP Expenses by Category: 2014-15 to 2023-24**



While uncertainties remain regarding to the cost of expanding the PIP to 12 Interns, the impact of continued economic challenges on sponsor contributions, and the potential cost of the move to new administrative arrangements, the forecasted surplus of \$36,305 on expenses of \$747,262 will allow considerable room to respond to such contingencies.



## PIP Accumulated Surplus and Legacy Fund

The PIP's financial reserves are projected to reach over \$420,000 by the end of 2022-23. This includes approximately \$370,000 in accumulated surplus as well as over \$56,000 in the PIP Legacy Fund invested with the Ottawa Community Foundation.<sup>1</sup> These reserves also support the Programme's ongoing operations, with the accumulated surplus generating over \$13,000 in interest throughout 2022-23, while a grant of \$2,385 was generated by the Legacy Fund.

## Human Resources

### Harassment Prevention and Security

In February 2023 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, updates to the *Policy* were required following guidance from the House of Commons' legal advisors that the Interns' interactions with their host MPs and the other staff in those offices were covered by the [Members of the House of Commons Workplace Harassment and Violence Prevention Policy](#) that was approved by the House of Commons' Board of Internal Economy in 2021. Additional work was also needed to ensure that the *Policy*, which pre-dated the Interns' transition to be employees of the CPSA, better reflected the structure and language laid out in the Ontario *Occupational Health and Safety Act*.

Volunteers from the committee are currently revising the policy and developing a step-by-step guide for Interns that will clarify which procedures and supports are available depending on the kinds of behaviour they experience and the context in which it occurs (e.g. within an MP placement, during a study tour, in interactions with each other, etc.). Revisions will be complete in time for the arrival of the 2023-24 Interns.

As per the PIP's Policy, the Interns received training, guidance, and support in their work on the Hill. In 2023-23, this included an overview of the *Anti-Harassment and Discrimination Policy* from the Alumni Liaison (Clare Boychuk). The Interns also received 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 at Parliament, the Interns also completed a security training session from the House of Commons Corporate Security Office in September as well.

### Access to academic resources

The Clayton Riddell Graduate Program in Political Management at Carleton University has now arranged for the Interns to receive access to the Carleton University Library, including access to its electronic journals. The Programme is incredibly grateful for this support, and is recognizing the Political Management Program as a "Friend of the Programme."

### Health insurance

As noted above, individuals with significant ongoing medical costs may be unable to participate

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<sup>1</sup> The PIP Legacy Fund was established in 2017-18 using a portion of the PIP's accumulated surplus, and is distinct from the Hales and Hurley Parliamentary Foundation, which was established by the Parliamentary Intern Alumni Association.





in the PIP due to the low value of the Programme stipend and the absence of supplementary health care insurance. In 2022-23, the PIP took a small step to improve health coverage for the Interns by partnering with Sarah Crosby, a PIP alumna who is now a practicing psychotherapist, to enable the Interns to access mental health counselling. To ensure anonymity, the Interns can refer themselves to Ms. Crosby directly, with the PIP paying the heavily reduced price that she has provided. The Director will continue to explore options for health coverage and particularly may be enabled by the move to a new host organization.

## Strategic Planning

### Identifying new administrative arrangements

As noted above, the CPSA Board decided in April 2023 that it would not continue its role in administering the PIP once its current Service Agreement with the House of Commons ends in December 2024. A process will begin in the coming weeks to consider new administrative options for the PIP. The Programme is confident that current and future Interns will not experience disruptions to their learning experience during the transition. Sponsors and other stakeholders will receive regular updates as the situation unfolds.

The PIP is well placed to cope with additional expenses that might result from the end of its relationship with the CPSA. The Programme has operated with budget surpluses in each of the past 10 years even as it has consistently increased the Interns' stipend. This stability has enabled the PIP to build a substantial reserve fund for unexpected situations like this transition.

### Increasing the Intern Stipend

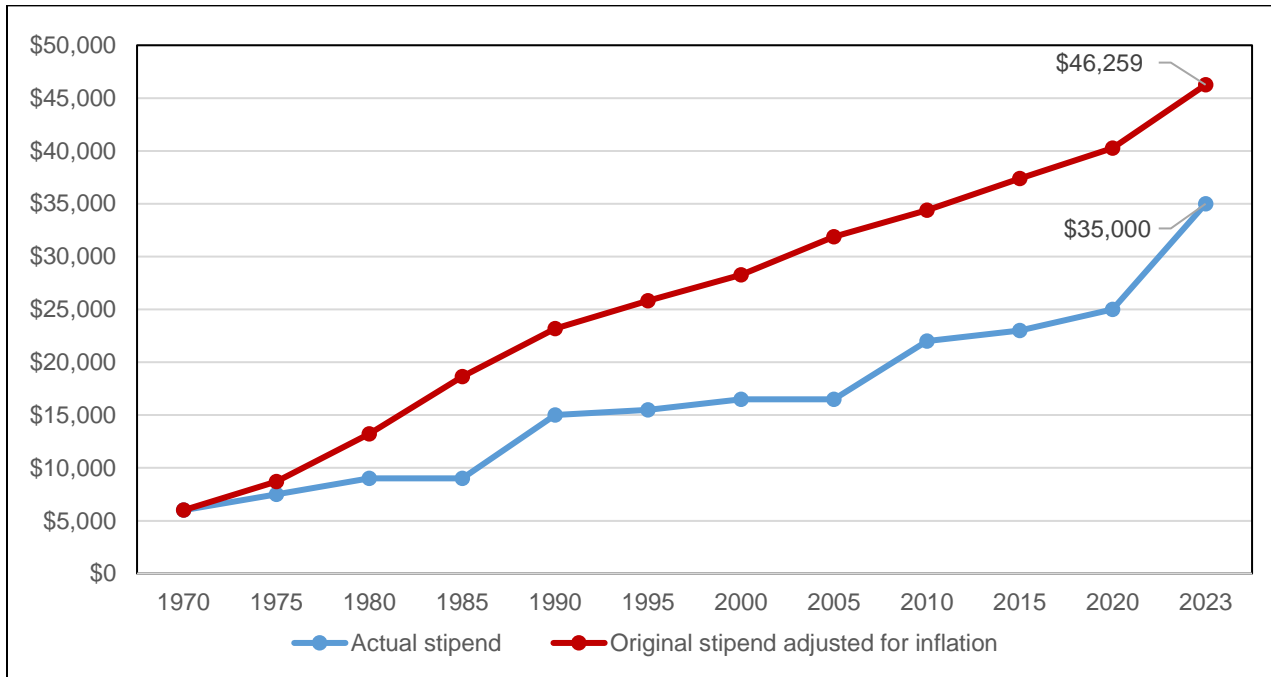
As can be seen in Figure III, the PIP stipend has failed to keep with inflation since the Programme's founding in 1970. Moreover, while increased support from sponsors and the House of Commons has enabled the PIP to significantly increase the Intern stipend in recent years, Table IV demonstrates that even with the rise to \$35,000, the PIP salary will still trail that offered by Manitoba and BC legislative internships. Indeed, during the Programme's 2023-24 recruitment campaign, many potential applicants indicated that they would still find it difficult to live on the new salary of \$35,000 given the high cost of rent, food, and other expenses.

While generally hindering the PIP's efforts to attract the most qualified candidates, financial considerations also remain a substantial barrier to improving participation in the Programme 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.

Figure III also shows the tendency for the PIP stipend to remain constant for extended periods, leading its value to erode with inflation. Once the PIP's new administrative arrangements have been decided, the Director will work with the Programme Advisory Board to develop a system for regular incremental increases in the stipend for future years.



**Figure III – Value of the PIP Stipend since 1970<sup>2</sup>**



**Table IV – Internship Compensation Comparison**

Program	Program duration	Stipend	Annualized salary
<b>Federal</b>			
Parliamentary Internship Programme (2023-24)	10 months	\$35,000	\$42,000
<b>Provincial</b>			
British Columbia Legislative Internship Program (2023)	25 weeks	\$29,325	\$60,996
Manitoba Legislative Assembly Internship Program (2023-24)	10 months	\$1786.40 biweekly	\$46,446
Ontario Legislative Internship Program (2023-24)	10 months	\$28,000	\$33,600
Stages de la Fondation Bonenfant de l'Assemblée Nationale du Québec (2022-23)	10 months	\$24,000	\$28,800

<sup>2</sup> Inflation adjusted data for 1975-2022 obtained through the Bank of Canada Inflation Calculator. Chart assumes an inflation rate of 4 percent for 2023.



## Increasing Programme Funding

With the direct support from the House of Commons due to commence for the 2023-24 year, the PIP has now begun a new funding model that includes grants from the House and SSHRC, contributions from sponsors at the Platinum, Gold, Silver, and Bronze levels, as well as project funding from diplomatic and other partners in support of our legislative study tours.

In addition to the new support announced by the House of Commons, the 2022-23 Programme year saw the full implementation of the 10 percent increase in sponsor levels that had first been proposed in 2019. The 2022-23 year should also have seen the regular three-year review of the Programme's sponsor levels. However, this process was put on hold given that the Programme will be fully funded for 2023-24 and in recognition of the uncertainty surrounding the additional costs that may emerge with the Programme's move to new administrative arrangements. Nevertheless, the need for regular increases in the Intern stipend means that the question of Programme funding must be revisited in the near future.

## Review of the Conflict of Interest Code for MPs

The House of Commons is currently reviewing the *Conflict of Interest and Ethics Code for Members of the House of Commons*. While the Code does not mention interns, in October 2018, the Conflict of Interest and Ethics Commissioner issued an [Advisory Opinion](#) which stated his view that services of interns provided by a third party at no cost to MPs 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 Code and so should be declared under the Code's provisions surrounding gifts to Members. In addition to providing transparency, this provision limited which organizations could operate internship programs since organizations that are registered to lobby cannot give gifts to MPs.

This interpretation was issued without warning and caused concern as to whether the PIP could continue under its provisions. The PIP ultimately received a letter from the Conflict of Interest and Ethics Commissioner confirming that the Programme could operate given that the CPISA is not registered to lobby. Under the opinion, each MP hosting a PIP Intern had to complete a declaration that they have received the "gift" of the Intern's service. However, the reality that the provisions pertaining to interns were contained in an Advisory Opinion rather than written in the Code meant that few MPs were aware of the obligation. Consequently, the PIP advised all host MPs of the need to submit the declaration provided the text to complete it.

As part of the mandatory five-year review of the Code, the Standing Committee on Procedure and House Affairs invited the current PIP Director, Paul Thomas, and the former PIP Director, Anne Dance, to testify on February 15, 2022 regarding the impact of the Advisory Opinion on the operation of the PIP and 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. The transcript from the Committee session is available on the [House of Commons website](#), as is the PIP Director's [written submission](#) to the Committee.

In June 2022, the Procedure and House Affairs Committee [issued an interim report](#) for its review of the Code in which it argued that Internships with MPs are "invaluable opportunities for individuals to gain first-hand experience about parliamentary work and the functioning of the



country's democracy" and should be "regulated in a transparent, accountable and consistent manner." The Committee therefore recommended that the *Code's* definition of "benefit" be amended to exclude Interns.

The Committee's report was deemed concurred by the House on March 30, 2023, with the result that the definition of "benefit" in the Code has been amended as follows:

"benefit" means:

- (a) an amount of money if there is no obligation to repay it; and
- (b) a service or property, or the use of property or money that is provided without charge or at less than its commercial value, **other than a service provided by an intern or a volunteer working on behalf of a member**; but does not include a benefit received from a riding association or a political party (emphasis added).

This new definition will mean that the PIP's host MPs will no longer need to declare receiving the "benefit" of the Intern's service, and will also permit those internship programs forced to close by the Advisory Opinion to resume operations. The Director will continue to monitor whether the House of Commons will take further steps to develop a new system to regulate internships with MPs.



## Part III: Looking Forward to 2023-24

### **The 2023-24 Recruitment Campaign**

The online application system opened December 1, 2022 with submissions due by January 31, 2023. Given its effectiveness during the pandemic and significantly lower cost, the Programme continued to focus 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 invisible disabilities. Selection committee members are briefed on the Special Program’s objectives, giving them the information needed to build candidate pools that reflect 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. 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. 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.

### **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.

The Programme produced the usual recruitment posters as well as advertising images that were optimized for use on social media. These images were shared on the PIP's four social media channels as well as through paid Facebook and Instagram posts. Unfortunately, changes in Facebook's ad-targeting for job postings meant that this year's ads were less targeted than in past, and attracted more negative or harassing comments than in previous years. The Interns also hosted several "Instagram takeovers" to answer questions about the Programme.

### **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 100 potential applicants in attendance. The presentations were also posted on the PIP website for those who were unable to attend. In addition, the Director and several current Interns presented about the PIP to participants in Operation Black Vote's 1834 Fellowship.

### **Results**

Applications to the Programme rose to 141 from 128 in 2022-23. As shown in Table V, the PIP made mixed progress on its inclusive recruitment initiative. Most notably, the proportion of candidates identifying as racialized grew sharply after holding steady for the past few years. The proportion of candidates identifying as living with a visible or invisible disability remained largely constant relative to the previous year, and considerably above levels from 2020-21. However, just two candidates identified as Indigenous, the lowest number in recent years. The Director will further engage with indigenous organizations prior to the next recruitment phase in hopes of attracting more indigenous youth to apply in 2024-25.

**Table V – Applicant Diversity 2020-21 to 2023-24**

<b>Category</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
Indigenous	4 (2%)	5 (2%)	5 (4%)	2 (1%)
Racialized	51 (31%)	95 (31%)	42 (33%)	64 (45%)
Persons with visible or invisible disabilities	11 (7%)	23 (10%)	19 (15%)	20 (14%)
<b>Total in group</b>	<b>165</b>	<b>237</b>	<b>128</b>	<b>141</b>





## The 2023-24 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:

- Rayna Sutherland – *PIP 2021-22*
- Alison Smith – *Assistant Professor of Political Science, University of Toronto Mississauga*
- Stéphanie Haché – *Clerk Assistant, House of Commons*
- André Lecours – *Professor of Political Studies, University of Ottawa*
- Samuel MacLennan – *PIP 2020-21*

The selection committee reviewed the applications in February to develop a shortlist of 25 candidates who were interviewed in March, 2023. 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.

## The 2023-24 Parliamentary Interns

The Programme is looking forward to welcoming the 54<sup>th</sup> cohort of Parliamentary Interns to Ottawa starting September 1, 2023. Next year's Interns are:

### **Jared Borgersen** – *Surrey, BC*

- Master of Management (Business), University of British Columbia
- BA (Political Science), University of British Columbia

### **Katie Campbell** – *Winnipeg, MB*

- BA (Political Science), Western University

### **Paulina Chan** – *St. Catharines, ON*

- Masters of Management (Public Policy), Fudan University
- MSc (International Social and Public Policy), London School of Economics
- BA (Political Science and East Asian Studies), University of Toronto

### **Camille Cournoyer** – *Sainte-Cécile-de-Whitton, QC*

- MA (International Development and Globalization), University of Ottawa
- BA (International Studies), Bishop's University

### **Catherine Despatie** – *Ottawa, ON*

- Master of Global Affairs, University of Toronto
- BA (Global Development Studies), Queen's University

### **Sahib Dhaliwal** – *Abbotsford, BC*

- Bachelor of Social Science (Economics and Public Policy), University of Ottawa

### **Jean-Samuel Houle** – *Sherbrooke, QC*

- MA (Public and International Affairs), University of Ottawa
- BA (International Relations and International Law), University of Ottawa



**Cynthia (Changxin) Huo** – Markham, ON

- BA (Political Science), Western University

**Michael Nolan** – Valley, NS

- MA (Political Science), McMaster University
- BA (Philosophy, Politics, and Economics), Mount Allison University

**Ariane Joyce Padillo** – Mississauga, ON

- BA (Political Science and French Studies), University of Toronto

**Rodney Stehr** – Coquitlam, BC

- MSc (Interdisciplinary Studies), University of British Columbia
- BA (Political Science), Simon Fraser University

**Ahdithya Rajan Visweswaran** – Edmonton, AB

- BA (Political Science and History), University of Alberta - Campus Saint-Jean



## Appendix I – Sponsors and Friends 2022-23

### **Academic partner**

- Social Sciences and Humanities Research Council

### **Platinum sponsor**

- BMO Financial Group

### **Gold sponsors**

- Bombardier Inc.
- Canadian Bankers Association
- Canadian Life and Health Insurance Association
- Canadian Real Estate Association
- CN
- CropLife Canada

### **Silver sponsors**

- BIOTECanada
- Business Development Bank of Canada
- Canadian Automobile Dealers Association
- Canadian Canola Growers Association
- Canadian Media Producers Association
- Chicken Farmers of Canada
- CIBC
- College of Immigration and Citizenship Consultants
- Estée Lauder Inc.
- Fondation Desjardins
- Forest Products Association of Canada
- Innovative Medicines Canada
- RBC Financial Group
- TD Bank Financial Group
- Universities Canada

### **Bronze sponsors**

- Abacus Data
- Business Council of Canada
- Canadian Association of Broadcasters
- Canadian Association of Petroleum Producers
- Canadian Cattle Association
- Canadian Credit Union Association
- Canadian Wireless Telecommunications Association
- Chartered Professional Accountants Canada
- Conference for Advanced Life Underwriting
- Civic Engagement Foundation
- Federation of Canadian Municipalities
- Genome Canada
- Sagen
- Rogers
- Tech-Access Canada

### **Friends of the Programme**

- British High Commission Ottawa
- Clayton H. Riddell Graduate Program in Political Management, Carleton University
- European Union Delegation to Canada
- Embassy of the United States in Ottawa
- Fednav
- Institute on Government
- Metropolitan Brasserie
- Parliamentary Internship Alumni Association
- The Hill Times
- VIA Rail Canada

**Budget 2022-23 and forecast spending**

Fiscal Year: July 1 to June 30; Updated 12/5/23

**CASH ACCOUNT**

	2018-19	2019-20	2020-21	2021-22	2022-23	2022-23	2023-24
	Actual	Actual	Actual	Actual	Original Budget	Projected as of 12/5/23	Projected as of 12/5/23
<b>REVENUES (* January invoice)</b>							
<b>Grants</b>							
SSHRC	55,000	55,000	55,000	66,000	66,000	66,000	66,000
House of Commons							186,047
<b>Platinum</b>							
BMO Financial Group*	40,000	50,000	50,000	50,000	50,000	50,000	50,000
<b>Gold</b>							
Bombardier Inc.	20,000	20,000	20,000	20,000	22,000	22,000	22,000
Canadian Bankers Association	20,000	20,000	20,000	22,000	22,000	22,000	22,000
Canadian Life and Health Insurance Association	20,000	22,500	20,000	22,000	22,000	22,000	22,000
CN	20,000	20,000	20,000	20,000	22,000	22,000	22,000
CropLife Canada	20,000	20,000	20,000	20,000	22,000	22,000	22,000
Canadian Real Estate Association	20,000	20,000	20,000	22,000	22,000	22,000	22,000
<b>Silver</b>							
Amazon (New 2021)				14,000	14,000		
BIOTECanada	10,000	10,000	10,000	10,000	11,000	11,000	11,000
Business Development Bank of Canada*	10,000	10,000	10,000	11,000	20,000	20,000	20,000
Canadian Automobile Dealers Association	10,000	10,000	10,000	11,000	11,000	11,000	11,000
Canadian Canola Growers Association (was Bronze)					11,000	11,000	11,000
Canadian Media Producers Association (new 2019)*	10,000	10,000	5,000	10,000	11,000	11,000	11,000
Chicken Farmers of Canada (new 2018)*	10,000	10,000	10,000	10,000	11,000	11,000	11,000
CIBC*	10,000	10,000	10,000	11,000	11,000	11,000	11,000
College of Immigration and Citizenship Consultants (New 2021)				10,000	11,000	11,000	11,000
Estee Lauder (Silver for 2022-23)					12,750	12,750	11,000
Fondation Desjardins	10,000	10,000	10,000	11,000	11,000	11,000	11,000
Forest Products Association of Canada	10,000	10,000	10,000	11,000	11,000	11,000	11,000
Innovative Medicines Canada	10,000	10,000	10,000	10,000	11,000	11,000	11,000
RBC Financial Group	10,000	10,000	10,000	10,000	11,000	11,000	11,000
TD Bank Financial Group	10,000	10,000	10,000	11,000	11,000	11,000	11,000
Universities Canada*	10,000	10,000	10,000	10,000	11,000	11,000	11,000
Dairy Farmers of Canada							11,000
Chartered Professional Accountants Canada (moved to Bronze)	10,000	10,000	10,000	11,000			
Microsoft (new 2019)		10,000	10,000	10,000			
Unifor*	10,000	10,000	10,000	10,000			
Food, Health, and Consumer Products Canada	10,000	10,000	10,000				
Canadian Health Food Association	10,000	10,000					
International Union of Operating Engineers	10,000						
<b>Bronze</b>							
Abacus Data (New 2021-22)				2,500	2,750	2,750	2,750
Business Council of Canada (new 2022)					2,750	2,750	2,750
Canadian Association of Broadcasters (new 2022)					2,750	2,750	2,750
Canadian Association of Petroleum Producers (ending 2022)	2,500	2,500	2,500	2,500	2,750	2,750	
Canadian Association of Professional Employees (new 2021)				2,500	2,750		
Canadian Cattlemen's Association (new 2020)			2,500	2,750	2,750	2,750	2,750
Canadian Credit Union Association (previously Silver)	2,500	2,500	2,500	2,750	2,750	2,750	2,750
Canadian Wireless Telecommunications Association (new 2021)				2,500	2,750	2,750	2,750
Chartered Professional Accountants Canada (previously Silver)					2,750	2,750	
Civic Engagement Foundation*	2,500	2,500	2,500	2,500	2,750	2,750	2,750
Conference for Advanced Life Underwriting (new 2022)					2,750	2,750	2,750
Federation of Canadian Municipalities (new 2022)					2,750	2,750	2,750
Genome Canada (new 2020)			2,500	2,500	2,750	2,750	
Rogers Communications*	2,500	2,500	2,500	2,750	2,750	2,750	2,750
Sagen (previously Silver)	2,500	2,500	2,500	2,500	2,750	2,750	2,750
Tech-Access Canada (new 2021)				2,500	2,750	2,750	2,750
Chemical Industry Association of Canada	2,500						2,750
Amazon Web Services (new 2023-24)							2,750
Estée Lauder Companies (moved to Silver 2022-23)	2,500	2,500	2,500	2,500			

Canadian Canola Growers Association (moved to Silver)	2,500	2,500	2,500	5,000			
Co-operatives and Mutuals Canada	0	2,500	2,500	2,750			
Arcadia Advisory Services Ltd (new 2020)			2,500				
Scotiabank	2,500	2,500					
Nelligan O'Brien Payne	2,500						
<b>Total Grants and Sponsorship</b>	<b>410,000</b>	<b>420,000</b>	<b>407,500</b>	<b>461,500</b>	<b>481,750</b>	<b>465,000</b>	<b>657,547</b>
<b>Project Contributions</b>							
British High Commission/FCO (exchange rate var.)	13,507	13,422		22,650	21,000	22,894	28,000
Delegation of the European Union (exchange rate var.)	21,983	22,161		25,433	26,500	28,274	26,500
Embassy of the USA/US State Department (exchange rate var.)	26,032	29,089	5,266	21,814	30,000	33,900	33,000
Samara Centre for Democracy - Hales Prize Sponsorship			2,000				
Institute on Governance - Hales Prize Sponsorship						2,000	2,000
Special Contribution - NU Study Tour (Fednav)	5,000			5,000	5,000	5,000	5,000
One-time Special Contributions - 50th Anniversary	25,000						
<b>Total Project Contributions</b>	<b>91,522</b>	<b>64,672</b>	<b>7,266</b>	<b>74,897</b>	<b>82,500</b>	<b>92,068</b>	<b>94,500</b>
<b>Other Revenues</b>							
PIAA Hales and Hurley Parliamentary Foundation (est. 2017)	500	1,931	2,133	4,000	4,000	3,958	4,000
Interest (bank account and PIP Legacy Fund)	5,432	4,364	2,180	2,634	2,400	15,400	12,400
Recovery of prior year expenses	0	0					
Candidates' administration fees	3,500	4,025	5,950	2,540			
Miscellaneous	0		2	131			
<b>Total Other Revenues</b>	<b>9,432</b>	<b>10,320</b>	<b>10,265</b>	<b>9,305</b>	<b>6,400</b>	<b>19,358</b>	<b>16,400</b>
<b>Fundraising Activities</b>							
BMO Financial Group (Annual Reception Sponsorship)	10,000	10,000	10,000		10,000	10,000	10,000
CropLife Canada (Annual reception Sponsorship)				2,731			
Bombardier (Annual Reception Sponsorship)	7,500	5,000		3,000	5,000	5,000	5,000
Direct Donations	120	120	120	120	120	120	120
<b>Total Fundraising Activities</b>	<b>17,620</b>	<b>15,120</b>	<b>10,120</b>	<b>5,851</b>	<b>15,120</b>	<b>15,120</b>	<b>15,120</b>
<b>TOTAL REVENUES</b>	<b>528,573</b>	<b>510,112</b>	<b>435,150</b>	<b>551,553</b>	<b>585,770</b>	<b>591,546</b>	<b>783,567</b>
<b>EXPENDITURES</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2022-23</b>	<b>2023-24</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Original Budget</b>	<b>Projected as of 12/5/23</b>	<b>Projected as of 12/5/23</b>
<b>Programme Committees</b>							
Anti-harassment and Discrimination Advisory Committee			500	400			
Selection Committee Meeting Expenses	962	775	250	200	350	250	350
Selection Committee Honoraria	800	600	1,200	1,200	1,200	1,200	1,200
<b>Total Program Committees</b>	<b>1,762</b>	<b>1,375</b>	<b>1,950</b>	<b>1,800</b>	<b>1,550</b>	<b>1,450</b>	<b>1,550</b>
<b>Internships</b>							
Orientation program and training	1,481	3,038	2,318	2,046	3,000	2,594	3,000
Brown Bag Lunches	109	83	150	139	400	1,500	400
Interns' stipends	240,000	225,800	250,000	268,818	290,000	290,000	420,000
Employers' EI and CPP contributions for Interns			18,232	19,374	21,628	21,628	32,492
Interns' non-travel expenses	150	2,836	5,087	5,018	2,500	4,000	4,000
Interns' travel (included moving expenses in 2019-20)	1,301	5,534	682	131	750	139	750
Interns moving expenses to Ottawa (separated from travel 2020-21)			5,373	6,373	6,000	5,610	9,000
Interns' academic and training expenses	216	2,926	1,539	463	500	500	600
Interns' CPSA Conference registration/posters/Hill reception	0	0	0	250	1,000	1,300	
Alf Hales Prize/Travel Expenses for Winner	0	2,000	2,000	2,000	2,000	2,000	2,000
<b>Total Internships</b>	<b>243,257</b>	<b>242,217</b>	<b>285,381</b>	<b>304,613</b>	<b>327,778</b>	<b>329,271</b>	<b>472,242</b>
<b>Fundraising</b>							
Annual Alumni Celebration and Other Fundraising	12,431	5,867	29	5,287	6,000	4,325	6,000
<b>Total Fundraising</b>	<b>12,431</b>	<b>5,867</b>	<b>29</b>	<b>5,287</b>	<b>6,000</b>	<b>4,325</b>	<b>6,000</b>
<b>Special Events and Projects</b>							
Year end bonus for pandemic cohorts		4,500	11,000				
Former Prime Ministers	0	218					
50th Anniversary Celebration May 2019	32,299						
<b>Total Special Events</b>	<b>32,299</b>	<b>4,718</b>	<b>11,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Study Tours - Outgoing</b>							
Montréal (previously Former Prime Ministers)	1,001				1,700	1,453	1,800
Nunavut	21,496			9,216	21,000	17,585	23,000
Ontario	4,965			4,343	6,000	7,600	7,000
Québec	6,028	9,292		7,157	7,200	7,200	9,000
UK (did not include air travel pre-2019-20; now includes one flight)	13,793	13,626		31,278	21,000	24,500	29,000

EU (included round trip travel pre-2019-20; now includes one flight)	26,580	32,519		29,191	26,000	28,500	32,000
US	24,458	26,347		23,847	30,000	33,900	33,000
US Embassy Speaker Series Honoraria			5,266				
<b>Total Study Tours - Outgoing</b>	<b>98,320</b>	<b>81,784</b>	<b>5,266</b>	<b>105,032</b>	<b>112,900</b>	<b>120,738</b>	<b>134,800</b>
<b>Study Tours - Incoming</b>							
British Columbia Interns	112	0		295	400	400	400
Manitoba Interns	0	0			300	247	300
Ontario Interns	390	131		453	450	200	400
Québec Interns	307	0			200	160	250
US Congressional Fellows	442	0		276	500	600	500
<b>Total Study Tours - Incoming</b>	<b>1,252</b>	<b>131</b>	<b>0</b>	<b>1,023</b>	<b>1,850</b>	<b>1,607</b>	<b>1,850</b>
<b>Directorship</b>							
Salary (includes unrecovered HST prior to 1 Jan. 2021)	88,349	88,349	88,964	90,497	90,515	90,515	93,320
Director CPP + EI contributions (from 1 January 2021)			3,257	4,774	4,800	4,800	5,000
Expenses	170	394	136	221	500	700	700
Transition period for new Director	0	7,661					
CPSA Annual Conf/Board Meeting	778	50					
<b>Total Directorship</b>	<b>89,296</b>	<b>96,454</b>	<b>92,357</b>	<b>95,492</b>	<b>95,815</b>	<b>96,015</b>	<b>99,020</b>
<b>Administration</b>							
Audit	4,853	4,648	5,164	6,971	7,000	7,000	7,000
Legal	313	7,915	8,768		1,500		1,500
Bank Fees and Financial Services Charges	163	225	548	282	300	300	300
Insurance	0	0					1,500
Office Supplies (non-HOC)	164	1,151	189	158	200	200	200
Printing/Publications (non-HOC)	1,392	1,142		658	800	1,536	1,800
Promotion/Recruitment	7,722	6,585	1,357	827	1,500	1,783	2,000
Stakeholder Relations (PIAA, Youth Outreach, Event Support)	2,966	7,270	489	2,735	1,700	1,500	2,000
Website and Communications	3,965	3,743	3,257	1,268	3,000	1,800	3,000
Reconciliation (prior years)	0			0	0	0	0
Misc. Administration (included Prog. Asst. overtime until 2019-20)	692	758	7,145	637	1,000	450	1,000
Programme Assistant (includes overtime from 2020-21 onward)			374	419	500		500
<b>Total Administration</b>	<b>22,230</b>	<b>33,437</b>	<b>27,292</b>	<b>13,955</b>	<b>17,500</b>	<b>14,570</b>	<b>20,800</b>
<b>CPSA Management Fee</b>	<b>9,000</b>	<b>9,000</b>	<b>9,000</b>	<b>9,000</b>	<b>9,000</b>	<b>9,000</b>	<b>11,000</b>
<b>TOTAL OPERATING EXPENDITURES</b>	<b>509,847</b>	<b>474,984</b>	<b>432,275</b>	<b>536,202</b>	<b>572,393</b>	<b>576,975</b>	<b>747,262</b>
<b>Operating Surplus</b>	<b>18,727</b>	<b>35,128</b>	<b>2,875</b>	<b>15,351</b>	<b>13,377</b>	<b>14,571</b>	<b>36,305</b>
<b>Transfers to reserve fund</b>							
Investment - PIP Legacy Foundation (reserve fund)	20,900						
<b>Total Annual Surplus</b>	<b>-2,173</b>	<b>35,128</b>	<b>2,875</b>	<b>15,351</b>	<b>13,377</b>	<b>14,571</b>	<b>36,305</b>
<b>Accumulated Surplus</b>	<b>304,862</b>	<b>339,990</b>	<b>342,865</b>	<b>358,217</b>		<b>372,788</b>	<b>409,093</b>