

**Addressing attacks  
on privacy and  
access to  
information.**

**2021 Annual  
Report**

fipa@fipa.bc.ca

**FIPA**

**Your Data  
Your Rights**



## Territorial Acknowledgement

FIPA acknowledges with respect the Indigenous Peoples on whose traditional territory we conduct activities. We acknowledge the insight and knowledge of Elders past, present, and emergent and their relationship to this land and these issues. While striving to increase privacy protection and access to information for everyone, we recognize that colonization and associated attitudes, policies, and institutions have significantly changed Indigenous Peoples' relationship with this land. For many years, those same things served to exclude Indigenous Peoples from the privacy protection and access to information afforded to others. FIPA is committed to redressing those historic and continued barriers.

## Institutional Funders

The BC Freedom of Information and Privacy Association thanks the Law Foundation of BC and all our contributors including donors, funders, and volunteers for their ongoing support of our advocacy, programs, projects, and activities.

We also acknowledge the financial support of the Province of British Columbia (Gaming Policy and Enforcement Branch).



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## MESSAGE FROM THE PRESIDENT

Dear Members, Allies, and Partners,



I am very pleased to be able to write this short commentary on FIPA's activities over the past year, and on our plans for the future. I am even more pleased that this commentary is part of an AGM report that describes such an active and engaged year for the organization. We have, it is fair to say, been busy.

Rather than offering an overview of this work, I want to take this opportunity to highlight some important trends that are shaping FIPA's program delivery.

**Currency:** We have been working hard to build a commitment to regular review and updating into as many FIPA projects as possible. We are fortunate to be in a financial position that allows us to plan ahead in this way. I cannot overstate the importance of this effort. In the past, we have developed important and timely resources and made them available to Members, clients, and the general public. We have not always been able to invest the resources necessary to keep these resources current, however, and even the best resources can become outdated in time. Recently, we have been faced with changes in law due to the passage of Bill 22 in BC, and due to the pandemic's impact on health policy. These shifts highlighted the importance of planning ahead in order to ensure that the resources we develop are updated regularly. Our annual comparative scans of FOI and Privacy law, our soon-to-be-relaunched Health Privacy website, and our forthcoming suite of training materials are examples of how FIPA is putting this commitment to currency into action.

**Capacity:** FIPA has historically been a small organization, often lauded for 'punching above our weight'. We have asked a lot of our Staff, and our Directors have given generously of their time and expertise. Over the last year, we have worked to shift our staffing model in an effort to bring more people into the organization, give them the opportunity to focus on specific research, law reform, and education projects, and help them to build experience. With supervisory support from Board members, we have been able to host professional experience students in Library, Archives, and Information Sciences programs, as well as law students seeking applied legal research experience. We have provided competitive wages for temporary staff and contractors and benefited from having a team of specialists able to work - remotely, from across BC and Canada - on a range of projects simultaneously. Our updated web resources, multiple recent submissions and publications, and updated resources are 'proof of concept' for this approach. Speaking as an educator, I am also thrilled

that FIPA has been able to offer meaningful work experiences to a new generation of students getting started in law, journalism, and archival studies – future leaders in the information and privacy rights field.

**Collaboration:** It strikes me that FIPA almost never plans to go it alone on projects. We have always sought to foster partnerships and coalitions, but this has become increasingly central to our planning. We are now building consultations, reviews, coalition-building, and partnerships into all of our work, and in doing so we are connecting with long-standing allies and fostering new partnerships. This is driven by a recognition that, while organizations like FIPA make transparency and privacy our central focus, these issues are truly important for everyone. I think that growing, diversifying, and empowering the network of individuals and organizations in the field is the only way for there to be meaningful progress in advancing information and privacy rights.

These trends all give me hope for the future of FIPA. I think that Members can be proud of the work we have accomplished over the last year, and excited about the year to come. In closing, I encourage you to help grow FIPA by encouraging others to become Members or regular Donors, and by considering volunteering your time and expertise on our Board of Directors.

Sincerely,

Mike Larsen  
President, BC Freedom of Information and Privacy Association

## MESSAGE FROM THE EXECUTIVE DIRECTOR

2021 was my second year as Executive Director. It remained an interesting test of both my own abilities and those of the organization.

While the pandemic continued, the first months of 2021 provided an amazing opportunity to conduct activities in our mandate and further improve what FIPA does. I began drawing upon FIPAs extended network of experts and contacts to advance a variety of activities. This included work to prepare for the Special Committee to Review the Freedom of Information and Protection of Privacy Act (FIPPA). While the year started off slow it ended with a bang.



In hindsight 2021 was also the year this NDP Government turned its back on freedom of information, transparency and accountability. It started early in the year with delays to put in place Terms of Reference for the Special Committee to review FIPPA. When those were finally acted upon in June, the Government simultaneously conducted a public survey on FIPPA to inform subsequent recommendations. The bait and switch took place in the fall. Rather than enable a transparent open consultation through the Committee process, the Minister took the unprecedented action of introducing legislative changes to an Act while it was under parliamentary review. The NDP rammed these amendments through the legislature despite substantial opposition from a diverse cross section of the public and civil society.

The changes in FIPPA are fundamental. They undermine a central premise of freedom of information by enabling more fees. The impacts of these Transparency Taxes are still being assessed but it is clearly having a chilling affect on the ability of the public to find out what the government is doing and undermining our ability to trust it. Undoubtably, the outcome of these actions will haunt them into opposition.

FIPA continues to undertake the important work as a civil society organization you value. I continue to be excited by the opportunity to expand upon its capabilities and contribute everything I can to improve its ability to deliver. I look forward to continuing to expand upon the important work FIPA does.

Sincerely,  
Jason Woywada,  
Executive Director, BC Freedom of Information and Privacy Association

# 2021 - THE YEAR THAT WAS

## Operations

As previously reported, the physical office was fully closed in February 2021 with establishment of the mail and registered offices. Through continued remote work, FIPA operated with a more distributed manner that increased flexibility with modern online infrastructure. The savings realized by closing the bricks and mortar have been shifted to update and maintain the online tools of the trade needed to perform work and expand staff capacity. With an organized and classified record keeping system, FIPA and external researchers can access 30 years of history. This ease of access enhances the organization's program delivery and has already helped efforts to create an e-library. The reorganized records now provide staff, the board, and its members greater access and transparency with FIPA's records.

## FIPA Online

2021 saw FIPA continue to refine its website and social media infrastructure to improve online linkages. FIPA's web assets include [FIPA.bc.ca](https://www.fipa.bc.ca), [Health Info Privacy BC](#) , and [Info Summit](#). These integrate and link with our social media platforms on [Facebook](#), [Twitter](#), [LinkedIn](#), [YouTube](#) and [Instagram](#). These platforms were used in combination and provided an ideal opportunity to engage with a broader network on Bill 22. Using a variety of simple web ads to draw attention to the topic.



## Bill 22 Campaign and Battle

On October 18, 2021, Hon. Lisa Beare, Minister of Citizens' Services, introduced amendments to the [\*Freedom of Information and Protection of Privacy Act\*](#) (FIPPA) in Bill 22. On November 25, 2021, the Bill passed and became law leading to the most substantive changes to FIPPA since its introduction.

It is important to highlight that while Bill 22 made minor improvements in some areas it was seen as problematic by everyone other than the BC NDP Government.

Contrary to the purposes of FIPPA, the amendments reduced the transparency of public bodies and weakened privacy protections for British Columbians. The way in which Bill 22 was advanced and passed shows the government's disregard for a transparent democratic process, going back on its commitments to accountability and transparency reforms. They ignored many of the key recommendations made by prior all-party Special Committees and Information and Privacy Commissioners.

Given the impact, FIPA acted in a manner that we believe its members and the public can be proud of. Immediately after the Bill's introduction, FIPA mobilized and took the following campaign actions.

- Built a diverse [coalition](#) that crossed political boundaries to call on Government to rethink its actions.
- Maintained [background](#) and [tracking](#) with regular communication to ensure everyone was up to date.
- Used a variety of social media tools and ads to increase awareness of the issue.
- Made multiple calls to action sent to
  - [The Premier and Minister](#)
  - [The NDP Government MLAs](#)
  - [The Government House Leader Hon Mike Farnworth](#)

A few minor amendments were made to Bill 22 after it was introduced, reflecting the impact of the campaign and the broad and growing public dissatisfaction. The government ultimately used its majority and every tool at its disposal, including closing debate and invoking closure to pass the Bill. It may inevitably flip flop when it returns to opposition, more fully facing the impact of its decision to reduce Government accountability.



# Transparency Matters



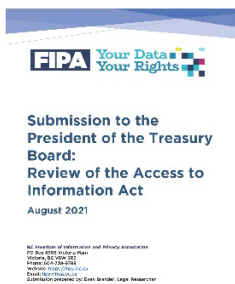
The introduction of Bill 22 necessitated the early launch of FIPA’s Transparency Matters law reform campaign as an online publication. This is now a standing law reform campaign on the website.

Taking a sectoral approach, the activities aim to maintain engagement across broader civil society. A [free press](#) depends on timely and accurate access to information – but the media are not the only ones who rely on it. Ultimately, everyone is impacted by a lack of transparency and lack of access to information from public bodies. Lack of transparency erodes trust and eats away at the foundations of our democracy. This isn’t about individual research needs or projects; it is about ensuring the Government is transparent with the information it is using to make decisions so we can trust the decisions they are making. It impacts everyone differently. To help connect the dots, we’ve created the following so that when you are asked “Why should I care about access to information?” you have the ability to answer. “Transparency Matters to all of us.”

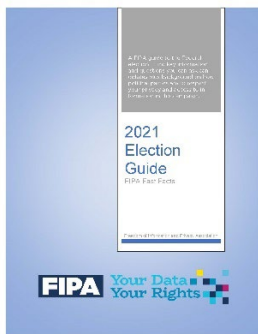
The sectors highlighted include: [Workers and unions](#), [Businesses and taxpayers](#), [Construction](#), [Parents, teachers, and students in the education system](#), [Patients, doctors, and nurses in the healthcare system](#), [Indigenous Peoples exercising jurisdiction over their lands and natural resources](#), [For the environment](#), [For people and groups addressing inequality](#), [For Lawyers representing people who have been the subjects of injustice](#), [For anyone in a democracy](#).

# Publications

2021 saw over 13 publications with a complete list of program deliverables at the back of the Annual Report. FIPA also made significant updates to its **governance** by posting policies online. Below are a few highlights.



[Submission to the Treasury Board re: Review of the AtIA \(2021\)](#)



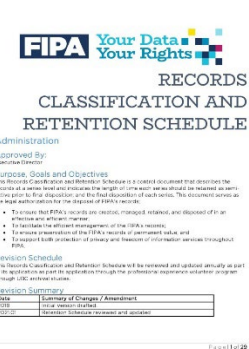
[2021 FIPA Election Guide](#)



[FIPA-BCTF Letter re: Use of Safe Return to Schools funds \(2021\)](#)



[Annual Mass Market Survey Bill 22 Components](#)



[Records Classification and Retention Schedule](#)



[Diversity, Equity, and Inclusion Policy](#)



[Strategic Management Plan](#)



[Our Purpose, Identity, and Perspective](#)

## 2022 AND BEYOND

### Capacity Building

FIPA reassessed its strategic human resource capabilities and needs. With current donations, and funding levels in a competitive market, the organization does not have the capacity to recruit and retain multiple full-time permanent positions at competitive rates while continuing to deliver the quality and diversity of activities required in the space. It does have the ability to recruit and support a full-time Executive Director working to ensure quality program delivery while hiring developing practitioners for research and drawing from experts through contract for task specific activities.

After consultation with a variety of stakeholders, FIPA is pleased to have developed its strategic human resources with a focus on hiring and selecting students from post-secondary institutions through co-op's, professional experience, internships, and practicums to deliver many program activities. Quality is maintained through supervision, management, and mentorship from expert professionals in FIPA's network along with peer review in a team structure. This can include recommendations from lawyers and firms on retainers with pro bono components.

Prior to 2020, FIPA maintained an Executive Director and Program Director. It may have hired an additional law student for part time work, depending on the year and project funding. It may have hired additional researchers based on project activities. Human resources practices may have been repeatable but were neither defined nor managed.

Going forward FIPA is positioned to annually have:

- On Payroll: One Executive Director, one part time permanent volunteer manager and professional experience coordinator, two full time temporary (.6 Full Time Equivalent (FTE)) law co-op legal researchers, a combination of two to four part-time temporary (1 FTE) University students acting to support program areas,
- Unpaid: as many as nine students in post-secondary professional experience roles managed by staff on payroll, in partnership with leading credit-granting co-op programs in BC and across Canada.

The ability for FIPA to increase its impact by hiring students and providing a positive work experience in our mandate areas is enormous.

Embedded in this is FIPA’s improving human resource and procurement practice. Positions and contracts are defined with clear goals and deliverables within programs aligned to FIPA’s mandate. Onboarding and off-boarding is managed and is being optimized. In a fully remote environment, staff are consulted in onboarding to ensure they have the tools necessary to conduct their activities. While benefits are limited, they are provided access to professional training materials for possible certification through the International Association of Privacy Professionals and InfoGovANZ. This opportunity improves recruitment by providing not only FIPA mandate experience but also formal training in privacy, access, and records management with possible professional certification for career development.

Part Time Temporary	Learning Practicums	Law Co-ops
<p>Want to put your communications and volunteer management skills to work? Want to gain valuable insight in access to information and privacy by helping others?</p> <p>FIPA has structured a combination of activities to draw from and support professionals entering a variety of fields. We are seeking applicants who are post secondary students involved in related study. They are designed as flexible contracts that can vary between 10 to 20 hours per week. Be sure to send in your applications to join the team and help FIPA fulfill its mandate and increase its impact while contributing your skills, gaining experience, and supporting your education.</p>	<p>Complete your studies while contributing to our mission with your expertise as an archivist and librarian. FIPA draws from and supports archivists and librarians. They’re the best practise experts in records classification, retention, and cataloguing. In walking the talk, we’ve developed the following practicums for librarian and archival students. These opportunities are distributed through <a href="#">UBC iSchool</a>, <a href="#">Western University</a>, <a href="#">University of Toronto</a>, and <a href="#">McGill</a>. Successful applicants work for credit hours in their field of study. Supervision is provided from archival and library professionals through our Board of Directors. Interested in mentorship roles like this? Consider getting involved by <a href="#">joining</a> and <a href="#">becoming a director</a>.</p>	<p>FIPA’s legal research depends on the developing and experienced legal practitioners. With lawyers on the board of Directors, we can provide legal supervision for Co-op students and post in the summer through the University of Victoria Law Coop Program.</p>

## Law Reform Where It Matters

Working with pro bono counsel, FIPA is seeking intervenor status to ensure transparency in ministerial mandate letters. We are continuing to draw attention to political double standards in privacy protection and access to information through our new campaign [Your Political Privacy](#).

## Walking the Talk in Transparency

Walking the talk in transparency means not only publishing but clearly following our policies and bylaws. It also means supplying recognition where recognition is due. The following online materials have undergone major changes and will see further redevelopment in 2022.

- Staff <https://fipa.bc.ca/about-us/staff/>
  - Updated to cross link and promote staff and their deliverables.
- Contributors <https://fipa.bc.ca/about-us/contributors/>
  - Updated to crosslink and promote our extended network.
- Advisors <https://fipa.bc.ca/about-us/advisors/>
  - With an updated Terms of Reference, FIPA is re-engaging and diversifying its advisors.
- Governance <https://fipa.bc.ca/about-us/governance/>
  - Our governing policies including: [Purpose, Identity and Perspective](#), [Strategic Management Plan](#), [Diversity Equity and Inclusion Policy](#), [Records Classification and retention schedule](#), [Board Roles and Responsibilities](#), [Terms of Reference Advisors and Advisory Groups](#)
  - Combining these created the ability to improve strategic recruitment for both the [board of directors](#) and [advisors](#). This includes the ability to strategically recruit on third party job boards.
- Work With <https://fipa.bc.ca/get-involved/work-with/>
  - Existing defined and developing employment opportunities.

There's still a lot of work to do in developing our policies and governance. FIPA's Privacy Management Program will be going online by year's end. On the horizon are policies for transparent procurement, strategic management plan update, and considerations for our next bylaw update to include director strategic recruitment and term limits.

## Upcoming Deliverables

A major redraft of our Get Help online materials is underway. Over 30 years, FIPA's Get Help website section has been cobbled together from a variety of contributors in a variety of formats compiling a lot of different information in our mandate areas, and may have been reviewed or re-written at different times. With a combination of legal review and work by our practicum and law co-op students, FIPA has undertaken a top to bottom review and rewrite of our Get Help Sections. Most of the work should be completed in the winter of 2022. These activities are likewise being restructured in a manner that will ensure annual legal review for accuracy and quality.

As our first example, FIPA's [Health Information Privacy in British Columbia](#) was first launched in 2011. Legal review was conducted by Jackson Doyle at Harper Grey LLP in the fall of 2021. It was then implemented by Noah Escandor as part of his 2022 Law Co-op placement. We are in the process of transitioning it into FIPA's main Get Help architecture under [Your Health Information](#). The process and cycle will repeat in the year ahead.

In addition, three major FIPA training activities are in various stages of development. They will result in a certificate of completion and be available online through our training partner at ProDio. The programs will focus on: Privacy Management Programs, Duty to Document, and Access to Information Research. A two-year refresh cycle is being examined and aim to make the activity cost neutral to our funders and donors after the first iteration.

We've already held a number of events with hundreds of participants in 2022, with more on the way. We're getting better at making sure they are online and available as part of our [YouTube Channel](#). In addition, through a contract with Canadian Press and a targeted professional experience posting for librarians, FIPA is enhancing both its content, news monitoring capabilities, and Transparency Spotlight. Be sure to [Subscribe](#) to FIPA's email for all the updates in the weeks and months ahead.

## A Fond Farewell

It was with mixed feelings that we said a heartfelt ‘farewell’ to FIPA’s long-serving Program Director, Joyce Yan, this year. Joyce left FIPA to pursue opportunities for further advancement in the information and privacy field. The FIPA Board and Staff fully supported Joyce in this important step in her career. Joyce joined FIPA as Program Director in 2016. She worked with two Presidents and three Executive Directors during her time with us and stepped into the role of Interim Executive Director prior to the hiring of our new ED. Joyce brought energy, dedication, curiosity, and wit to her work with FIPA. She lined up public education workshops, co-organized Info Summits, supported Board governance activities, authored submissions to policy consultations, responded to questions from FIPA clients, prepared reports to our funders, and generally played a vital part in keeping this organization moving. We are profoundly grateful for Joyce’s contributions to FIPA, and we wish her all the very best in her new position, and in the future.



## SPOTLIGHT ON THE NUMBERS

### FIPA Website

	2015	2016	2017	2018	2019	2020	2021
Website Visits	14,756	20,831	17,269	8,617	20,187	19,419	20,415
Help Visits	6,812	13,108	12,074	9,845	8,961	11,014	4,048*
Research Resources							4,257*

\* = Unique Page Views / UPV

### 2021 Workshops & Webinars Tracking

FIPA	Host	Attendees
Workshops	0	
Webinar	2	217
3rd Party**	Speaker	Attendees
Workshops	0	
Webinar	5	

\*\* FIPA does not have access to 3rd party workshop attendance numbers. These figures do not include the number of attendees for three national events.



# WHO WE ARE

## Vision Mission Mandate

### Mission

Improve and defend privacy and transparency as vital components of a free and democratic society.

### Vision

Public agencies transparent in action and decision.

People in control of their privacy.

Privacy and transparency in law and policy.

### Mandate

FIPA is one of Canada's few advocacy groups dedicated to access to information, transparency, and privacy issues. We conduct research into the public opinion, policy and law that intersect access to information and privacy frameworks in BC and across Canada. This includes monitoring the performance of public bodies, governments, and regulators in the sector. FIPA commissions studies and provides material that empower lawyers, journalists, students, and the public. In turn, we are frequently consulted on policy issues by politicians and government officials.

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**FIPA is a cornerstone of civil society in BC with an extended network across the country.**

**Our advocacy work focuses on transparency and privacy.**

**Our activities deliver programs that include:**

**legal research, public legal education, public assistance and aid, and law reform.**

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# Core Activities

## Operations

FIPA maintains operation expenses below 10% of its annual budget. It remains focused on repeating and defining activities so that they can be managed and optimized. Recognizing our fiduciary responsibility means acting in a manner that provides value for the resources the organization receives. Acknowledging that these resources are limited requires that we strive to be both efficient and effective.

## Legal Research Program

As a law-centered organization, legal research is a foundation in all of FIPA's program areas and activities. FIPA strives to consistently apply legal research methodology in all that it does. This includes ensuring strong representation and review by legal professionals and academics familiar with relevant case law and legal research practices. Current resources enable FIPA to hire law students to undertake legal research. This includes analysis of legislation, rulings, and orders. It also includes activities on specific access to information and privacy related matters through a combination of staff, contract, and pro bono contributors. In addition to conducting and commissioning our own studies, we supply research support in areas within our mandate to lawyers, journalists, students, and the public. Resources based on our research are published and available through our website and through our archives at Simon Fraser University.

## Public Legal Education Program

Many FIPA activities are designed to increase public awareness of legal rights in areas of privacy and access to information. Education is the process of facilitating learning, or the acquisition of knowledge, skills, values, morals, beliefs, and habits. FIPA's program reflects many of the educational methods of teaching, training, storytelling, discussion, and directed research. FIPA's public legal education program area includes both passive and active delivery supported by multiple funders. Passive delivery is primarily web based. Our website [Get Help](#) as well as [Research Resources](#) provide a searchable form of public legal education. Their content is designed to supplement the materials provided by governments and industry, and to increase the dissemination of legal information to the public and increase their access to justice in mandate areas. The content is to be reviewed and updated annually to ensure accuracy and relevance. Active delivery includes specific planned presentations on topics related to our mandate areas. Repeatable training includes [FOI 101](#)

and FOI 201 workshops. On an ad hoc basis it includes presentations developed and delivered on request and through solicitation to target audiences. This material is to be reviewed at regular intervals and part of our delivery cycle.

## Public Assistance and Aid Program

Although generally part of public legal education efforts, specific individual inquiries received through community contact require responses which can be time intensive in comparison with passive or active education efforts. For this reason, and to facilitate and separate the supporting activities from education, we designate assistance and aid as a separate program area. Distinctions between assistance and aid are defined within the legal profession through time allocation. For this reason, FIPA estimates and tracks the time it spends per contact and can also track province of origin. Assistance is defined as any inquiry (e.g., telephone, email, social media) requiring a customized response in areas aligned with FIPA's mandate. Aid is defined as any assistance that requires more than 30 minutes of staff time to address. If aid requires legal intervention, it shifts to other sources of funding and may be referred to another party.

## Law Reform Program

FIPA has a 30-year track record of constructive law reform activities. Law reform is a continuous process that needs sustained activities that culminate in advocacy to affect change that benefits people. It is reflective of and informed through activities that are part of public legal education, which includes stakeholder engagement and legal research with quantitative and qualitative components. Advocacy in law reform is best achieved when multiple groups act together on common issues. FIPA has more clearly established its own law reform efforts and regularly engages with an extended network of civil society groups in BC and across Canada to discuss and align activities to advance law reform in its mandated area. FIPA is an active member of both the Right to Information Alliance Canada and the federal Office of the Privacy Commissioner Civil Society Round Table. It remains a member of the Protect our Privacy Coalition, a group of more than 50 civil society and public interest organizations working to protect privacy and fight repressive legislation such as the *Anti-Terrorism Act*, 2015.

## 2021 Publication Links

1. FIPA-2021-Omnibus Detailed Tables Combined (Annual)
  - <https://fipa.bc.ca/product/2021-fipa-ipsos-omnibus-detailed-tables-combined/>
2. FIPA-RTIAC Federal Election Letters (One-time)
  - <https://fipa.bc.ca/product/2021-federal-election-letters/>
3. FIPA-BCTF Letter re: Use of Safe Return to Schools fund (Ongoing)
  - <https://fipa.bc.ca/product/joint-letter-regarding-school-division-79-overt-video-surveillance/>
4. Submission to the Ontario Ministry of Government and Consumer Services: Modernizing Privacy in Ontario (Ongoing)
  - <https://fipa.bc.ca/product/submission-to-the-ontario-ministry-of-government-and-consumer-services-modernizing-privacy-in-ontario/>
5. Submission to the President of the Treasury Board: Review of the Access to Information Act (Ongoing)
  - <https://fipa.bc.ca/product/submission-to-the-president-of-the-treasury-board-review-of-the-access-to-information-act-2/>
6. 2021 Information Access and Privacy Survey (Ongoing)
  - <https://fipa.bc.ca/wp-content/uploads/2021/06/20210629-Fast-Facts-BCGov-Ministerial-Survey.pdf>
7. 2021 Election Guide (One-time)
  - <https://fipa.bc.ca/product/2021-election-guide/>
8. FIPA-BCCLA Submission to Review the PIPA (addendum) (Ongoing)
  - <https://fipa.bc.ca/product/fipa-bccla-joint-supplementary-submission-to-the-special-committee-to-review-the-personal-information-protection-act/>
9. Privacy Act Law Reform Submission (Ongoing)
  - <https://fipa.bc.ca/product/privacy-act-law-reform-submission-2020/>
10. Joint letter to the Prime Minister re: fulfilling commitments to transparency (One-time)
  - <https://fipa.bc.ca/wp-content/uploads/2021/10/20211026-Bill-22-Coalition-Letter-to-Premier-and-Minister.pdf>
11. Transparency Spotlight - ATI News story index (Annual)
  - <https://fipa.bc.ca/transparency-spotlight/>
12. Update on interprovincial comparison on FIPPA (Annual)
  - <https://fipa.bc.ca/wp-content/uploads/2021/11/2021-Bill-22-FOI-SCAN-Master.xlsx>
13. Update on interprovincial comparison on PIPA (Annual)
  - <https://fipa.bc.ca/a-comparison-of-canadas-private-sector-privacy-legislation/>

## 2021 Directors and Staff

Executive	<p><b>President:</b> Mike Larsen - Faculty and Co-Chair, Criminology Department, Kwantlen University</p> <p><b>Vice-President:</b> Robert Tremonti - Privacy Professional</p> <p><b>Treasurer:</b> Nazli Jelveh - Lawyer, Privacy Professional</p> <p><b>Secretary:</b> Bruno Godin - Software Developer</p>
Members At Large	<p>Samantha Delechantos - Lawyer, Privacy Professional, Law Co-op Supervision</p> <p>Keith Reynolds - National Research Representatives, Canadian Union of Public Employees</p> <p>Alexandra Wieland - Information and Privacy Archivist, Simon Fraser University, Professional Experience Supervision</p> <p>Ali Yusuf - Lawyer, Faculty , Criminology Department, Kwantlen University, Law Co-op Supervision</p>
2021 Staff	<p>Jason Woywada - Executive Director</p> <p>Joyce Yan - Program Director</p> <p>Elizabeth Day - Legal Researcher</p> <p>Evan Brander - Legal Researcher</p> <p>Jiwan Sangha - Legal Researcher</p>

# Thank You

to

Donors and Members Across Canada

and

Our BC Institutional Funders

