



THE PROFESSIONAL ASSOCIATION
OF FOREIGN SERVICE OFFICERS
L'ASSOCIATION PROFESSIONNELLE
DES AGENTS DU SERVICE EXTÉRIEUR

60th Annual General Meeting

Monday, October 20, 2025

Report from the Professional Committee

Over the past year, PAFSO has established a balance of virtual and in-person events and continue to see strong participation a wide range of members both abroad and in the National Capital Region.

60th anniversary of PAFSO and Diamond Jubilee Award

This year was the 60th anniversary of PAFSO's formation as a professional association, and we held a major gala reception at the National Art Gallery on June 5 to present the Diamond Jubilee Award to **Janine Cocker**, International Assistance Program Manager at Canada's High Commission in Nairobi, Kenya. More than 200 current and past colleagues and friends came to celebrate our history and honour Janine's dedication, innovation, creativity, adaptability and ability to inspire others. Attendees included several friends and colleagues, as well as ADMs, DMs, Senator Peter Harder, Minister Caroline Desrochers from Trois Rivières, and Shadow Minister for Treasury Board, Stephanie Kusie.

We've also been working on "Dip Notes," our anniversary book telling the stories of Canada's Foreign Service through articles in **bout de papier** magazine. Although we've hit a couple of snags in our production, most notably with the departure of Adam Beauchemin, our lead project officer to a great new job, we're still hoping to have the book available this year or early next.

Mentorship Programme with the Canadian International Council

One of the highlights of our year has been the launch of our mentorship programme with the Canadian International Council (CIC) in January. The pilot ran from January through April and more than sixty of you participated as both mentors and mentees. It was a great success, and we have agreed to make it a permanent part of our programming.

Regular events

Since the last AGM, we've hosted several successful and well-attended events including our monthly virtual PAFSO breakfasts. Topics included a discussion of the Foreign Service's contribution to Canada's mission in Afghanistan with former colleague Tim Martin, author of *Unwinnable Peace*, information sessions on the new Foreign Service Directives, a session on the legal aspects of the US tariff decision with former PAFSO member Rambod Behboodi, and a presentation by Neil Cochrane, author of *Beyond the Numbers*, on Canada's immigration policy. We also sponsored the premiere of "A Shining Light," an extraordinary mother-daughter story spanning an escape from war-torn Vietnam to a birth on a sinking ship and a heroic rescue at sea to a new life in Canada, showcasing the work of several of our immigration members.

Reconciliation

PAFSO continue to pursue concrete measures to implement our Reconciliation commitment to support the proper representation of Indigenous people in Canada's Foreign Service. We continue to work with AMBCANADA to promote and expand the Deborah Chatsis Indigenous Scholarship at the University of Ottawa, which has now become fully endowed.

Our PAFSO Indigenous Mentorship Initiative (PIMI), launched in 2024, is still going strong, with mentorship pairs continuing to meet, and we are looking on ways to expand it over the next year.

Randy Orr Memorial Award for Service to the Foreign Service Community

The 2024 Randy Orr Memorial Award for service to the Foreign Service Community was awarded to our colleague Meaghan Dalby for her outstanding work on spousal and family issues, including by promoting the establishment of the Canadian Diplomatic Family Network.

Support for implementation of the Strategic Plan

As part of our regular planning cycle, the Professional Committee supported discussions with members and the Executive Committee on the implementation of the Strategic Plan adopted at last year's AGM. including consultations in preparation for the next round of collective bargaining, hosting a strategic game to help analyze and assess our options in light of significant changes to our political environment, and follow-up to our PAFSO60 activities.

Plans for 2026

We expect a large part of our work in 2026 to be devoted to supporting the next round of collective bargaining and dealing with the effects of the Comprehensive Economic Review. We will also be preparing for the 60th anniversary of our establishment as a federal bargaining agent in 2027. That celebration, tentatively called PAFSO 60 Too, will be a look to the future our profession, and will feature the next award to an outstanding Foreign Service Officer.

We intend to continue our regular virtual breakfasts, normally on the second Tuesday of every month, as well as a round of tradecraft events in June, and to record them whenever possible for members who cannot attend the live sessions. We are committed to holding events at other times where scheduling permits, and welcome efforts by members to organize and host sessions at times that suit them. If you are planning something and would like us to help with the publicity and/or platform, or if you would like to get involved in any of our activities, please contact pamela.isfeld@pafso.com.

Pam Isfeld

President and Professional Committee Chair