

# ANNUAL REPORT

# 2024



Human  
Resources  
Professionals  
Association

[HRPA.CA](http://HRPA.CA)

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# CEO Message



Over the course of 2024, we advanced our strategic vision with clarity and purpose. We strengthened our internal infrastructure, redefined our priorities, and invested in the capabilities that will enable us to successfully provide the services and support that our members have come to rely on. These foundational changes are not just operational—they are cultural. They reflect our belief in the power of people, and the essential role that HR leaders play in shaping inclusive, innovative, productive, and human workplaces across Ontario and beyond.

At the heart of our work remains a steadfast focus on our members. In 2024, we launched new initiatives designed to better serve your evolving needs—providing programming and content to reflect the evolving face of the HR profession today and build stronger regional connectivity. We also continued our work to ensure that the HRP A is a champion of inclusivity, diversity, equity, and accessibility (IDEA), both in our own operations and through the resources we provide to our community.

Among the most energizing moments of the year was the launch of our inaugural HRP A Summit, a province-wide celebration of community, learning, and professional excellence. With more than 2,600 HR professionals participating—in person in Toronto, at regional gatherings in Kitchener, Ottawa, and Sudbury, and virtually from across Ontario—the Summit was a resounding success and a powerful reflection of the strength and vibrancy of our network.

We also delivered outstanding financial performance, achieving \$15.86 million in revenue and closing the year with net income of \$3.51 million, a significant increase from the \$21,918 achieved in 2023. These results reflect not only a significant financial turnaround, but also the effectiveness of our strategic investments and the strong engagement of our membership community.

Speaking of our community—2024 marked our highest membership numbers in over a decade. To each of our members: thank you. Your commitment to the HRP A and to the HR profession drives everything we do. We are grateful for your continued trust, for your engagement, and for the privilege of serving you.

Throughout the year, we piloted several new programs to meet the diverse and evolving needs of our members. Your candid feedback has been instrumental in shaping these offerings, and we look forward to expanding upon them in 2025. Your voices are helping to build better, more relevant solutions—thank you for sharing your insights with us.

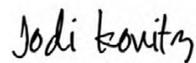
I would like to express my sincere appreciation to our Board of Directors for their thoughtful leadership and steadfast guidance; to our Executive Leadership Team for their discipline, drive, and dedication; and to our entire HRP A team, whose passion and focus make our progress possible every single day.

To our more than 550 volunteers, thank you for your generous commitment of time, energy, and expertise. You are integral to our impact, and we are deeply grateful for all that you do to support our members and the broader HR community.

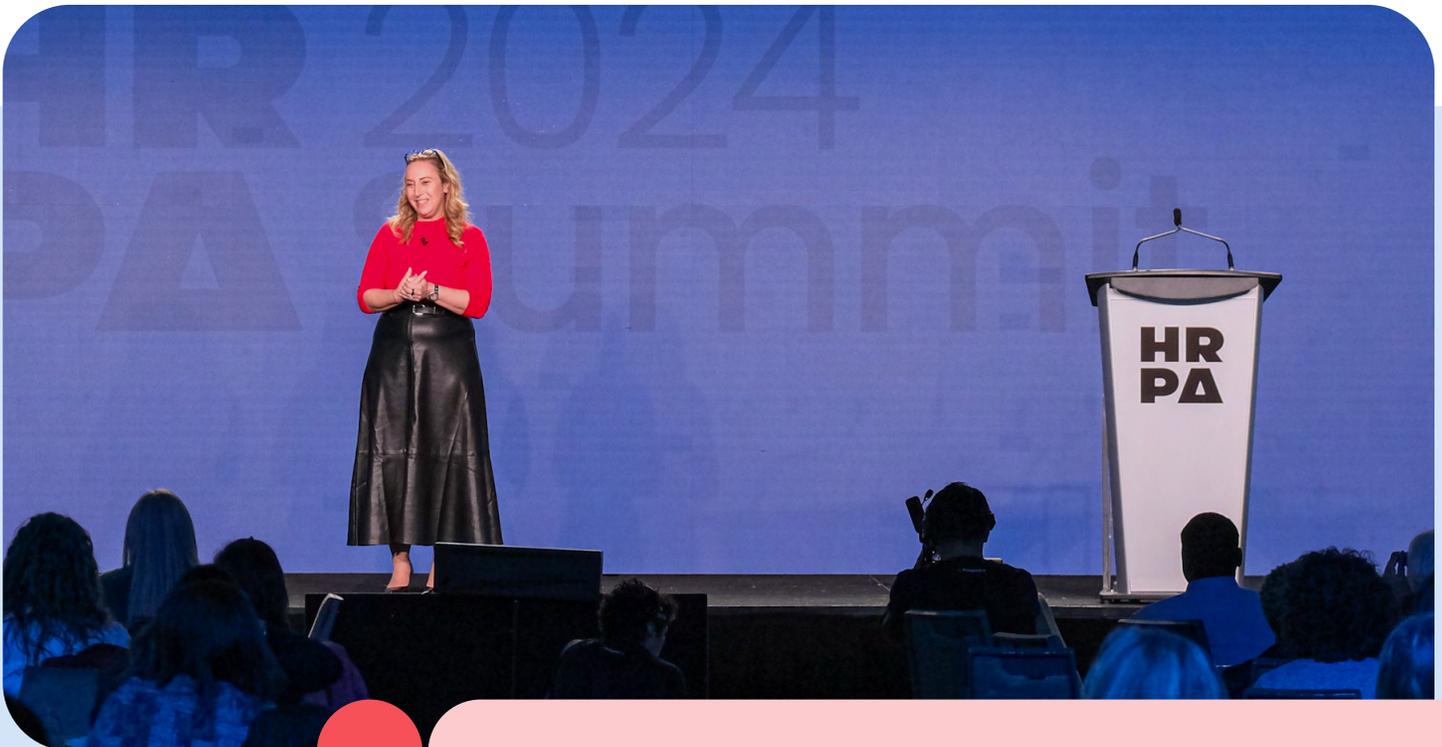
As we look toward 2025, we acknowledge that the world around us is changing rapidly—from economic pressures to global uncertainty. But in the face of this complexity, our role becomes even more vital. The HRP A remains resolute in our mission to support, empower, and connect our members while safeguarding the public interest and advancing the practice of human resources in Ontario.

Thank you for being part of this journey. Together, we are building a stronger HRP A, a stronger profession, and a stronger future for the people and organizations we serve.

With deep gratitude,



**Jodi Kovitz**  
CEO, HRP A



# About HRPA

At the Human Resources Professionals Association (HRPA), our vision is bold: to be one of the most relevant, respected, and valued HR associations—empowering professionals across Ontario at every stage of their careers with the knowledge, skills, community, and inspiration they need to lead and prosper.

Under our strategic plan, Vision 2027, we are committed to deepening our connection with our members by delivering opportunities that enrich their professional journeys. The more our members engage with the HRPA and one another, the more value they derive—creating a ripple effect that enhances our collective impact and strengthens public trust in the HR profession.

In an ever-evolving world of work, one truth endures: people remain our most powerful and essential resource. As HR professionals, you are at the forefront of navigating change, driving innovation, and providing the stability and foresight that organizations need to succeed. We are proud to be your trusted partner in supporting you—offering practical tools, fostering meaningful connections, and upholding the highest standards of excellence to ensure that you, your people, and companies flourish.

Your continued commitment to the HRPA and for helping us grow stronger together. With your leadership, we are shaping the future of HR in Ontario and beyond, and inspiring prosperity in the province and country.



# Who We Are



## VISION

### Empowering Members, Inspiring Prosperity

Creating economic growth, engaged talent, and safe workplaces for businesses and the people who power them with the highest calibre of HR professionals in Ontario and beyond.



## MISSION

### Elevating the Human in HR

Beyond the profession, the HRP is here to serve the community of fiercely passionate and skillful human beings dedicated to HR.



## VALUES

**We inspire each other to raise the bar.** We lift ourselves and our members to new and unexpected heights to discover what we're truly capable of.

**We get things done.** We are tenacious about being there and delivering for our members—in big and small ways.

**We take our why seriously.** We hold ourselves and our members to a benchmark of excellence in order to serve our larger purpose for the province.

**We stand up for inclusivity, equity, accessibility, and diversity.** We create an inclusive and equitable community with accessible programming that reflects the diversity of our members. We are all accountable to hearing and making space for each other.

**We act and react with integrity.** We do the right thing, not just when it's easy. Whether behind closed doors or on centre stage, we stand up for what's fair and ethical—for and with our members.

**We bring the wow.** We deliver a little amaze and delight to the everyday for our members.

# Strategic Pillars

To achieve our mission, the HRPAs will pursue four strategic pillars for the future, underpinned by 16 key priorities.

## RELEVANCE & IMPACT: AMPLIFY OUR INFLUENCE AND ENHANCE RELEVANCE.

- Evolve and build HRPAs’s purpose and brand.
- Modernize and enhance HRPAs’s designations and offerings while enabling ‘right touch’ regulatory compliance.
- Develop robust partnerships and cultivate community.
- Better promote and amplify voice of the HR profession.

## VALUE & GROWTH: EXPAND MEMBERSHIP, ENHANCE RETENTION AND DIVERSIFY REVENUE STREAMS.

- Create greater value in offerings to deeply engage members.
- Elevate member experience to ‘wow’.
- Optimize, improve, and grow existing non-dues programs and services.
- Build and scale new programs to expand reach and grow higher margin non-dues revenue.

## HRPA INNOVATION & HEALTH: ENABLE FINANCIAL SUSTAINABILITY AND OPERATIONAL EXCELLENCE.

- Optimize organizational structure and streamline systems and processes.
- Improve financial discipline and financial health.
- Create modern and unified technology experience.
- Continue to invest in and simplify the HRPAs’s governance.

## PEOPLE & CULTURE: AS ONE HRPAs, LEAD THE MARKET AS PROGRESSIVE AND GREAT PLACE TO WORK.

- Attract and retain talent, enable our people to grow and thrive, and deliver our mandate.
- Develop best in class people, culture, and sustainability programs.
- Create refreshed IDEA Strategy for the HRPAs ecosystem.
- Drive performance, measure impact, enable continuous improvement, and foster transparency.

# 2024 at a Glance

Building on the foundation set in 2023, the HRP A continued its trajectory of growth in 2024—strengthening our community, expanding our reach, and deepening our impact. We are proud to share some of this year’s key milestones:



  We are proud of the progress we have made and remain deeply committed to strengthening HRP A’s relevance and the value we deliver to our members.

## THE 2024 HRP A SUMMIT

Our inaugural 2024 HRP A Summit united over 2,600 HR professionals across Toronto, Ottawa, Sudbury, Kitchener, and online to envision and shape the future of work. It was an extraordinary day filled with inspiring conversations, bold ideas, and meaningful connections that will undoubtedly ripple across our profession and workplaces. Notably, we had:



**2,600+**  
Participants



**50+**  
Sponsors



**50**  
Speakers



**58,000+**  
Website views



**130,000**  
Social impressions



**4 CITIES**  
Toronto, Ottawa,  
Sudbury, Kitchener



The Summit reinforced what is possible when our community comes together with a shared purpose—to lead with vision, courage, and care.



The HRP A Summit was more than just an event—it was a transformative experience packed with insights, inspiration, and personal growth... For me, this Summit wasn't just about listening—it was about rethinking how I approach my work, my challenges, and my aspirations. It was a powerful reminder that adaptability, courage, and a commitment to continuous learning can help me lead not just in my professional roles but in my personal lives as well.



# Member Spotlight



I've always been a people person and I've always been curious about what makes workplaces thrive. Questions like 'How do you attract and retain the right talent?' or 'How do you encourage positive workplace behaviours?' have always intrigued me.

I believe that HR plays a vital role in shaping the culture and success of an organization, along with every employee's experience. Exploring questions and developing solutions has always motivated me to continue to pursue this profession.

When I first became aware of HRP, I realized that it could be a game changer for me. Being new

to Canada, I was looking to support my career development, help me build connections, and ensure a smoother transition into HR in Canada.

Being a part of HRP has been incredibly beneficial to me thus far. It has helped me build my professional network, enhanced my confidence and communication skills, and given me a sense of belonging in the HR community. Attending HRP events and engaging with seasoned HR professionals has accelerated my learning and adaptability.

One thing I truly appreciate is how HRP members treat each other with respect—whether you're a student, an early-career professional, or a senior leader, you are treated as an equal. The experience has been invaluable for my professional development.

During my time as an HRP member, I've had several impactful experiences. A standout moment for me was volunteering at my second in-person event: How HR Leaders Drive Cultural Transformation.

The lessons I took from that event have had a huge impact on me, both personally and professionally. It reinforced how HR can shape workplace culture, and it deepened my understanding of credibility, trust-building, and employee engagement. This event was a turning point for me as an HR professional.

HR is a rewarding but ever-evolving field. It's not always going to be an easy road, but it's well worth the journey. My advice? Be open to learning, networking, and stepping outside your comfort zone.

As for joining HRP: don't think twice! The benefits are endless. You get access to valuable events, learning opportunities, and a strong professional community. And the best part? Many of these experiences come at no cost to members!

**Damilola Osinowo**

# Member Spotlight

I learned quickly in school that I really enjoyed learning about businesses and what makes them work. I also learned that my strength came in working with people, providing leadership and being part of a team. I always wanted to be in “the business of people” and have certainly enjoyed my career thus far.

Obtaining my CHRL really elevated the knowledge and understanding I had about HR. It helped open additional opportunities in my career and supported my overall advancement. Also,



having the tools and resources provided by the HRP A along different points of my career from mentorship, to networking, research, and toolkits have made all the difference for me. I have certainly been able to consider being a part of the HRP A a key ingredient to supporting my overall success.

Throughout my career, I've had opportunities to help businesses grow through strategic workforce planning and solve issues to increase impact and efficiencies within departments. These projects have helped me to be a part of creating environments where people can do their best work and enjoy the work they do.

When I first signed up as an HRP A student member, I utilized the services provided for projects and papers in school, which was incredibly helpful. Once I joined the professional world, I took part in many in-person events where I was able to meet people working in HR and start to build a network.

I also attended the workshops to help me get my CHRP shortly after finishing school.

Beyond these experiences, one of my favourite aspects of HRP A membership was my participation in the mentorship program, and I still have a mentee I meet with regularly from that experience. I also volunteered on my Chapter board, which led to being a Board Member for 2 years. This was very rewarding in supporting the development of Chapter events, as well as getting to meet many HR professionals and leaders. Through my experiences with HRP A, I've built an incredibly valuable network.

My advice to those starting out in HR is to learn as much as you can about HR and the various aspects within it. Not all HR practitioners are generalists, there are many specialties and areas that can align specifically with your background and interests. Take part in any in-person events and other mentoring opportunities to build your network. And make use of all the services and benefits of being an HRP A member!

**Zack MacPherson, CHRL**

# Member Spotlight

Reflecting on my 15+ years in HR, what continues to inspire me is the continuous opportunity to make a real, lasting impact—on people, on teams, and on how organizations grow. HR is a dynamic, ever-evolving profession that touches every business. And to me, that's what makes it exciting.

What first drew me in, and still drives me today, is the opportunity to support people through change, help leaders lead more effectively and contribute to building workplaces where people feel safe, respected and valued. I'm motivated by creating environments where people can thrive while aligning their growth with organizational success.

I was fresh out of school when I joined HRPA in 2009, trying to start my HR career during a very difficult economic period. My parents encouraged me to get involved with my professional association, and it turned out to be the best decision I made as a new HR professional. Navigating a new career is difficult on its own, so having a community to connect with and obtain career advice, all while gaining relevant experience has proven invaluable.

I started by joining the mentoring program, which led to volunteering, then joining the York Region Chapter board, and eventually stepping into the Chair role. It gave me leadership opportunities I didn't have yet fully at work. I was managing people, shaping strategy and leading initiatives—all outside of work. This increased my confidence, supported my growth, and gave me hands-on learning and experience.

Beyond the skill-building, what truly resonated with me is the power of community. Over the years, I've cultivated a network that goes beyond colleagues—it's a group of lifelong friends, trusted mentors, and invaluable resources. This community constantly evolves, yet remains supportive,



collaborative, and deeply enriching. In a profession as complex as HR, being part of a network that not only understands the challenges we face but is also willing to share their expertise, guidance, and support has been instrumental to my growth. The HRPA community has opened many doors for me, including leading me to an unexpected connection at a local HRPA event which eventually led me to my current organization—TELUS Health, where I have worked for the last 9 years—a testament to the lasting impact these connections have had on my career.

Our profession holds endless opportunities. But none of it happens in isolation. We move forward by learning from each other, by showing up for one another, by staying connected. That's what made the difference for me.

So, my advice is simple: get involved in the HR community and invest in your personal and professional growth. Step out of your comfort zone and try new experiences that you won't find in a traditional office setting. Join HRPA to build lasting connections, take advantage of membership opportunities, and gain shared experiences that open doors and can even lead to new roles. This investment in yourself will pay off many times over.

**Renee Rotman, CHRL, CHRP**

# Key Accomplishments

## REFLECTING ON 2024:

### BUILDING MOMENTUM, SHAPING THE FUTURE

In 2024, our momentum was undeniable. As we set our sights on a bold and transformative path forward, the HRPAs made significant strides in laying the foundation for our four-year strategic roadmap. Guided by our four strategic pillars—Relevance & Impact, Value & Growth, Innovation & Health, and People & Culture—we delivered results that not only reflect progress but position us for lasting impact. This was a year defined by engagement, excellence, and evolution.

## RELEVANCE & IMPACT:

### ENGAGING MEMBERS, ELEVATING THE HR VOICE

At the heart of our mission is our commitment to members. We are grateful to every HRPAs member for your trust and engagement. Thanks to your continued support, 2024 marked a year of exceptional member participation and growth. We proudly achieved our highest membership in the last 10 years—24,077 members, alongside a 4.6% increase in membership and a record 88% retention rate.

Our student engagement efforts also thrived. From the 5th Annual Case Competition with 25 competitive teams, to monthly student coffee chats earning an NPS score of 87%, to launching our first resume clinic (which sold out in under two weeks), we continued to nurture the next generation of HR leaders.



The HRPAs also expanded its public presence and influence. In 2024, we amplified the voice of the profession through 15+ media interviews with leading outlets like The Globe and Mail and Financial Post, positioning the HRPAs as a key thought leader on pivotal issues—from AI's impact on HR to workplace dynamics in a post-pandemic world. These media efforts generated over 28 million impressions.

To deepen our engagement with the wider HR community, we launched LinkedIn Live, spotlighting timely insights on mentorship, workplace law, community building, and more—further strengthening the HRPAs's visibility and digital reach with thousands of impressions.



## VALUE & GROWTH:

### GROWING STRONGER TOGETHER

2024 was a milestone year in convening the HR community. We proudly hosted our inaugural HRPAs Summit, drawing over 2,600 HR professionals across four locations, in-person and virtually. With over 50 distinguished speakers, the Summit explored critical themes such as artificial intelligence, global talent, and inclusive leadership—bringing transformative learning to life.

We also welcomed record attendance at our HR Law Conference, which grew by 27% over the prior year to 868 attendees. Through 12 sessions led by 18 industry experts, we examined legal issues through a human-centric lens—centering compassion and care at the heart of complex HR law discussions.

In addition, 2024 saw the launch of our newly branded HRPAs LeaderLab, a platform designed to connect and empower senior HR leaders. Over the course of six events—including an exclusive executive session at the HRPAs Summit—leaders engaged in high-impact dialogue, including a keynote from renowned expert Ajay Agrawal on HR's essential role in AI adoption.

## **INNOVATION & HEALTH:** **STRENGTHENING OUR FOUNDATION**

Our commitment to innovation was evident across several milestones in 2024. We introduced our first-ever micro-credential—HR Skill UP: Leveraging AI in the Workplace—offering agile, accessible learning for modern HR professionals.

To further enhance member value and financial sustainability, we launched a comprehensive Corporate Partnerships and Sponsorships Program. This new initiative helped us attract over 50 sponsors at the 2024 Summit alone, expanding our capacity to deliver enriched experiences and services to members across the province and convene the ecosystem of people-focused organizations.

In 2024, the HRPAs reimagined its Chapter structure to better serve members and strengthen connections across Ontario. We moved from 26 local Chapters to 7 regional communities—creating a more inclusive, accessible, and flexible model. This new structure supports province-wide hybrid programming and makes it easier for members to engage and volunteer in ways that fit their lives. More than a structural shift, this redesign reflects our commitment to belonging, member empowerment, and a future-ready HR community.



## PEOPLE & CULTURE:

### BUILDING A PROGRESSIVE, PURPOSE-LED WORKPLACE

In 2024, the HRPAs took significant steps to strengthen our internal culture and align our people strategy with the evolving needs of a modern, purpose-led organization. With a focus on high performance, inclusion, and growth, we advanced our commitment to creating a workplace that mirrors the very principles we champion across Ontario's HR community.

This year marked the launch of several foundational initiatives: our inaugural Leadership Retreat for Directors and Senior Directors, the introduction of a new enterprise-wide growth planning framework, and meaningful progress on our IDEA Strategy, developed in partnership with Feminuity. We also expanded our mental health benefits, recognizing the impact of change on our workforce. These efforts reflect our deepening investment in a culture where inclusion, diversity, equity, and accessibility are more than aspirations—they are embedded in how we lead and operate.

As we continue to refine our People & Culture strategy, our focus is on attracting and retaining top talent, implementing robust performance management practices, and ensuring the HRPAs remains a workplace of choice. This culture transformation is not just internal—it is directly tied to our ability to serve and empower our members, who themselves are shaping better workplaces across the province.

To support the execution of our strategy and deepen organizational alignment, the HRPAs welcomed the following new senior leaders in 2024:

- Louise Tagliacozzo, previously Vice President, Corporate Affairs, assumed responsibility for Membership and Governance on February 14, 2024, further aligning operations and governance excellence.
- Ana Cecil Perez joined as the Vice President, Finance on February 28, 2024, to steward the financial strategy, financial governance, and long-term fiscal sustainability.
- Sarah Tarrant joined as the Chief of Staff to the CEO on June 3, 2024, working cross-functionally with the ELT to improve operational efficiency, focus, and drive forward critical strategic projects for the business.
- Lena Foran joined as the Senior Vice President, Marketing and Growth on September 16, 2024, bringing a bold focus on expanding brand visibility and enhancing member engagement.

These leadership transitions mark a new chapter, as we move forward with a fully rounded and strategically aligned Leadership Team. Together, we are building a resilient, high-performing organization that reflects the future of HR leadership.

# Financial Results

## FISCAL YEAR 2024

The Human Resources Professionals Association (HRPA) concluded 2024 in a position of renewed strength, delivering improved financial performance while laying the groundwork for sustainable growth under Vision 2027. As we deepened our member value proposition and expanded our offerings, we remained grounded in sound fiscal stewardship and intentional investment.

## REVENUE

Total revenue for 2024 reached \$15.86 million, \$1.1 million more than 2023. This strong result was driven by balanced growth across both membership dues and non-dues revenue.

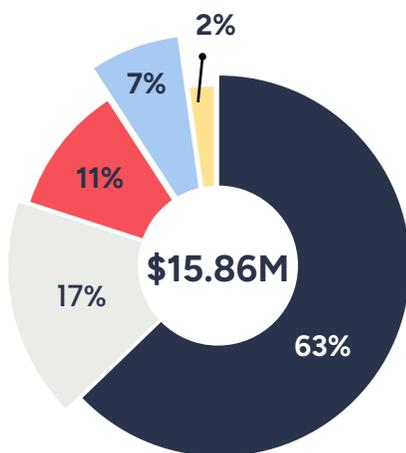
Our membership base expanded to 24,077—the highest in more than a decade—driving dues revenue to \$10.01 million, a 6.8% increase over the previous year.

Non-dues revenue grew an impressive 16.3%, surging to \$5.85 million, powered by high-performing programs.

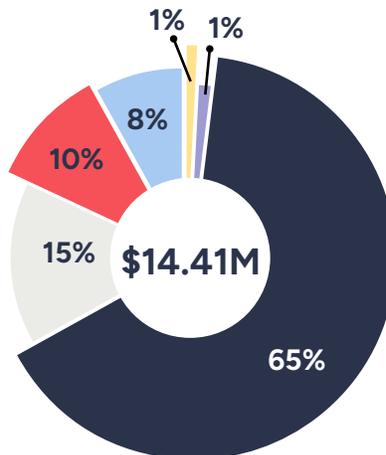
Key contributors included:

- Flagship events, including the HRPA Summit and HR Law Conference, which exceeded plan by \$316K.
- Learning programs and certifications, which attracted over 665 professionals and generated \$109K above budgeted revenue.
- Webinars, which reached \$60K, bringing in 163% of the planned revenue.
- Certification exams, which generated \$95K more than budget, supported by increased registrations and other fees of \$57K.

2024 TOTAL REVENUES



2023 TOTAL REVENUES



- Registration Dues
- Member Learning
- Office of the Registrar
- Member Services
- Interest & Other Income
- Chapter Programs

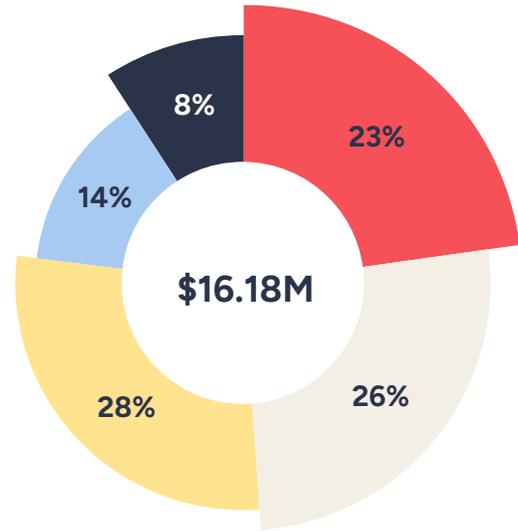
## EXPENSES

HRPA entered 2024 with a commitment to delivering “wow” experiences for members while managing resources wisely. Total operating expenses for the year were \$16.18 million, reflecting a 8.8% increase over 2023, in line with our expanded programming and operational investments.

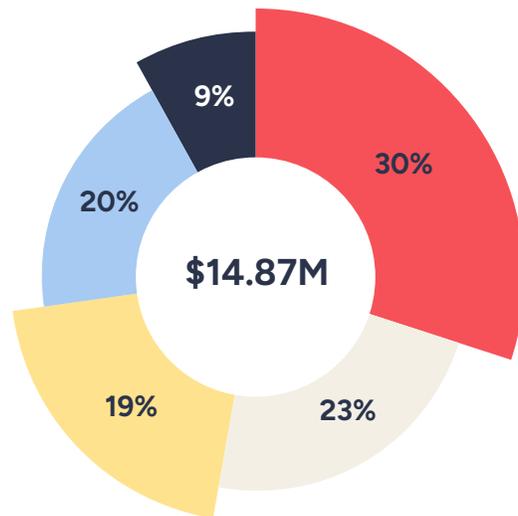
Key developments include:

- Chapter realignment generated \$83K in savings by transitioning from 21 local Chapters to 7 streamlined regional hubs—enhancing reach while reducing delivery costs.
- Board governance costs were tightly managed, finishing \$80K under budget—a 37% savings—while maintaining strong oversight and governance quality.
- Marketing and Growth functions operated \$98K under budget, due to talent transitions earlier in the year that delayed some campaigns.
- Regulatory efficiencies helped reduce legal expenditures by \$97K.
- Exam costs rose by \$50K but were fully offset by corresponding revenue growth.
- Insurance negotiations reduced costs by \$23K while increasing coverage.
- Credit card processing fees rose 2%, consistent with increased transaction volume.
- Event delivery costs increased by \$645K due to the expanded scale and reach of the HRPAs Summit and HR Law Conference. However, these investments yielded both financial and reputational returns, with combined attendance exceeding 3,400 HR professionals.
- One-time strategic investment to make required changes to ELT in support of Vision 2027, made possible by increased revenue and investment income.

### 2024 TOTAL EXPENSES



### 2023 TOTAL EXPENSES



- Office of the Registrar
- Member Learning
- Member Services & Marketing
- Chapter Programs
- Governance

## FINANCIAL POSITION

### A RESILIENT FOUNDATION FOR THE FUTURE

HRPA's financial health remains strong, supported by disciplined stewardship and strategic foresight. Our Contingency Fund continues to cover six months of full operations, underscoring our commitment to long-term sustainability.

In 2024, favorable market conditions contributed to \$3.83 million in investment income—\$3.35 million higher than 2023. Key balance sheet highlights include:



- \$1.5 million increase in cash, enhancing liquidity and operational agility.
- \$3.82 million growth in investment value, strengthening our capital position.
- \$633,000 rise in deferred revenue, driven by early renewals and advance sales.
- \$87,600 reduction in receivables, reflecting improved collection efforts.
- HRPA reclassified its net assets to ensure accurate representation of financial health by returning excess funds from completed projects to unrestricted reserves.
- HRPA created a \$200K Legal Reserve to safeguard against potential litigation costs associated with member complaints.

These results provide a strong foundation for continued innovation, growth, and member service in the years ahead.



## LOOK AHEAD

As we look to 2025 and beyond, our commitment to members is unwavering. Guided by a spirit of innovation, service excellence, and enduring support, we will continue to elevate the HRPAs member experience. Now in the second year of our Vision 2027 strategy, we remain focused on delivering meaningful value through relevant learning, rich networking opportunities, and digitally enabled experiences powered by our Digital First Strategy.

Our financial resilience provides a solid foundation for continued growth, enabling us to invest in programs and services that support HR professionals at every stage of their journey.

Our 2024 outcomes represent more than fiscal strength—they are a testament to our mission to champion HR excellence and shape a more human and prosperous world of work.

# HRPA Leadership

## BOARD OF DIRECTORS

### Assad Mallick

Chair, HRPALeading of Directors |  
VP and Head of Total Rewards and HR Operations

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### Samuel Bodunrin

Academic, Author, Keynote Speaker

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### Nicole Desloges

Human Resources Executive

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### Louis Kan

Special Advisor to the Minister of Health

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### Jodi Kovitz

Chief Executive Officer,  
Human Resources Professionals Association

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### Tim Lang

President and Chief Executive Officer,  
YES - Youth Employment Services

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### Émilie Le Tual

Director Enterprise Risk Culture and Ethics,  
Scotiabank

### Trina Pharand

Chief Advisory Officer, NORCAT  
Advisory, Talent and Human Capital

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### Lisa Salvini

Owner/Principal,  
Salbridge Consulting

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### Sartaj Sarkaria

Chief Executive Officer,  
Holstein Canada

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### Alison Staples

Chief People Officer | Chief Privacy Officer,  
March of Dimes Canada

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### Lindsay Temple

Human Resources Executive

# HRPA Leadership

## EXECUTIVE TEAM



**Jodi Kovitz**

Chief Executive Officer



**Lena Foran**

Senior Vice President,  
Marketing & Growth



**Peninah Brickman**

Registrar



**Louise Tagliacozzo**

Vice President,  
Membership & Governance



**Ana Cecil Perez**

Vice President,  
Finance & IT



**Sachi Kittur**

Vice President,  
People & Culture (Interim)

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