



**OMSSA EXCHANGE**

PRELIMINARY PROGRAM

**May 2-4, 2022**  
**Virtual Conference**

Updated April 14



## NOTE FROM OMSSA'S PRESIDENT



*On behalf of OMSSA's Board of Directors and staff, I'm excited to share our 2022 Exchange Conference program.*

*Coming to you virtually over three mornings from May 2-4, our Conference brings together hundreds of human services professionals from front-line employees to service managers, and community organizations, from across Ontario to exchange knowledge, best practices, and creative solutions.*

*As we emerge from a lengthy period of disruption due to the COVID-19 pandemic, the silver lining for our Association has been found in adaptation and new ways of thinking related to how we deliver services for clients, professional development and sharing information. **We took great care to ensure the 2022 OMSSA Exchange Conference offers something for everyone in our sectors.** I'm confident that you will find valuable sessions that pique your interest and give you a compelling reason to participate.*

*Consider what you learn at our annual Exchange Conference as enhancing your key skills and competencies on your immediate team and as training to become a volunteer leader within OMSSA and human services.*

*Hear from experts, partners, and members about timely and relevant information and practical take-aways. This includes insights into issues like national child care service delivery, hybrid workplaces, workplace equity, mental health and resiliency, health and human services, enhancing Indigenous relationships, and so much more!*

**Many thanks to our conference planning committee, who helped to ensure that we could build a program focused on today's realities and tomorrow's big questions:**

- **Tod Duncan**, OMSSA (Chair)
- **Beth Ann Boros**, OFIFC
- **Sophia Brown**, City of Toronto
- **Rebecca Carman**, Northumberland County
- **Kelly Emery**, Municipality of Chatham-Kent
- **Susan Evenden**, City of Brantford
- **Christie Herrington**, OMSSA
- **Rob Kirsic**, OMSSA
- **Miranda Mackie**, City of Greater Sudbury
- **Juliette Nicolet**, OFIFC
- **Ken Ranta**, TBDSSAB
- **Mervat Rizk**, Region of Peel
- **Nalisha Sankrecha**, OMSSA
- **Heather Tillock**, York Region
- **Lori Watson**, Niagara Region
- **Heidy Van Dyk**, OMSSA Board Member, County of Norfolk

*I encourage you to take a closer look at the 2022 Exchange Conference program, and I look forward to welcoming you virtually from May 2-4.*



**Cathy Cousins**  
OMSSA President

## OMSSA EXCHANGE

Where Human Services Professionals and Ideas Meet

Have a look through the pages below for everything you'll need to know about registering for and attending the conference, including:

[\*Schedule-at-a-Glance\*](#)

[\*Session Descriptions and Speakers\*](#)

[\*Awards Recipients\*](#)

[\*Conference Fees and Registration\*](#)

***We look forward to seeing you virtually!***



## SCHEDULE-AT-A-GLANCE

### MONDAY, MAY 2

9:00 - 9:15 AM	WELCOME & OPENING REMARKS		
9:15 - 10:00 AM	KEYNOTE: TRANSFORMATIONAL LEADERSHIP IN THE POST-PANDEMIC		
10:00 - 10:20 AM	OMSSA AWARDS: LOCAL MUNICIPAL CHAMPIONS		
10:20 - 10:45 AM	BREAK		
10:45 AM - 12:00 PM	<b>A</b>	<b>B</b>	<b>C</b>
	National Child Care in Ontario: Expert Insight as We Move Towards Implementation	Building an Effective Hybrid Workplace Culture	Improving Common Assessment: Using Equity-Based and Trauma- and Violence-Informed Care Approaches



## SCHEDULE-AT-A-GLANCE

### TUESDAY, MAY 3

9:00 – 9:05 AM	OPENING REMARKS		
9:05 – 10:20 AM	PLENARY: MOVING FORWARD RESPONSIBLY WITH THE NATIONAL ACTION PLAN FOR MMIWG2S+		
10:20 – 10:25 AM	OMSSA AWARDS: YOUNG LEADER AWARD		
10:25 – 11:00 AM	KEYNOTE: MITIGATING UNCONSCIOUS BIAS IN HUMAN SERVICES		
11:00 – 11:15 AM	BREAK		
11:15 AM – 12:30 PM	<b>A</b> Supporting the Housing-Related Needs of Specific Vulnerable Populations	<b>B</b> Programs in Action: Anti-Black Racism and Workplace Equity	<b>C</b> Human Services Programs at the Intersection of Mental Health and Addiction



## SCHEDULE-AT-A-GLANCE

### WEDNESDAY, MAY 4

9:00 – 9:05 AM	OPENING REMARKS		
9:05 AM – 10:20 AM	OPENING PLENARY: HEALTH AND HUMAN SERVICES INTEGRATION		
10:20 – 10:30 AM	OMSSA AWARDS: LIFETIME ACHIEVEMENT AWARD		
10:30 AM – 11:00 AM	KEYNOTE: ROUNDING THE CORNER: STRATEGIES TO REFUEL AND RECALIBRATE FOR THE ROAD AHEAD		
11:00 – 11:15 AM	BREAK		
10:30 AM – 12:00 PM	<b>A</b> Innovative Housing Solutions	<b>B</b> Indigenous Cultural Safety	<b>C</b> Life Stabilization Learnings: Practical Takeaways from the Prototypes

## SESSION DESCRIPTIONS

MONDAY, MAY 2

### 9:15 – 10:00 AM KEYNOTE Transformational Leadership in the Post-Pandemic



Dr. JP Gedeon is an award-winning corporate and motivational speaker and one of North America's foremost experts on Personal Transformation and Transformative Leadership. He has developed a model of Transformative Leadership that bases itself on the empirical insights of scientific research in transformative psychology and combines it with the stark realities of the business environment.

In this presentation, Dr. Gedeon will help attendees think through the complexities of pandemic recovery. How do we lead at this time of profound social and economic change? Not only will his talk appeal to managers within CMSMs and DSSABs, but his work will also provide practical skills whereby all staff can nurture their ability to be leaders within their organizations.

#### Speaker:

- **Dr. JP Gedeon**, Leadership Psychology and Transformation Expert; Chief Executive Officer, Transformative Directions

### 10:00 – 10:20 AM OMSSA AWARDS Local Municipal Champions



OMSSA's Local Municipal Champion Awards recognize the great work done in advancing excellence in human services integration and service system management by teams from CMSMs and DSSABs across the province. Teams may include CMSM and DSSAB staff in partnership with community organizations and/or initiatives where CMSM and DSSAB staff work together with their communities. Our Local Municipal Champion Award recipients will be recognized at our 2022 Exchange Conference.

#### Recipients:

- **Chatham-Kent Employment and Social Services: Income Tax Support**
- **City of Windsor: Centralized and Automated Intake**
- **County of Renfrew: Human Services Integration**
- **County of Simcoe: Supporting Relationships for Learning (SRL)**
- **Lanark County Children's Services: Early Childhood Recruitment and Retention**
- **York Region: Homelessness COVID-19 Response Team**

### 10:20 – 10:45 AM BREAK

## 10:45 AM – 12:00 PM BREAKOUT SESSIONS

### A. Implementing National Child Care: Expert Insight as we Move Towards Implementation



Ontario has signed a deal to implement the National Child Care program with the hope that it will bring affordable childcare throughout the province. Now, the question on everyone's mind is how do we effectively implement this program within our CSM or DSSAB? The unique shape of Ontario's child care and early years' service delivery makes it difficult to learn from the experiences of other provinces as they worked towards implementing the program. Fortunately, there are experts in Ontario who have been working hard to think through this. In this session we've invited child care and early years experts who will discuss what this program could and should look like here.

#### Speakers:

- **(Moderator) Miranda Mackie**, Manager, Children Services, Children Services Section, City of Greater Sudbury
- **Jane Bertrand**, Program Director, Margaret and Wallace McCain Family Foundation
- **Carolyn Ferns**, Public Policy and Government Relations Coordinator, Ontario Coalition for Better Child Care
- **David Lee**, Consultant, Program and Policy Development, Child Care, City of Toronto
- **Dan McCormick**, Chief Administrative Officer, Rainy River DSSAB and OMSSA Past-President
- **Kerry McCuaig**, Fellow in Early Childhood Policy, Atkinson Centre for Society and Child Development, Ontario Institute for Studies in Education, University of Toronto

### B. Building an Effective Hybrid Workplace Culture



Over the last two years, efforts to create more flexible workplaces have accelerated. Organizations that were already experimenting with hybrid work arrangements, as well as those that hadn't reached this point, were forced to adapt quickly to the challenges of the pandemic, including the need to support staff working from home. With hope that the pandemic is finally winding down, management and staff are now trying to figure out what the workplace should look like going forward. They have begun the challenging work of sorting through what has and hasn't been effective with a remote workforce with the goal of building a fully functioning and sustainable hybrid workplace. This panel will include a

discussion of successful hybrid workplace programs in Ontario. Additionally, experts will provide insights into the benefits of providing remote work flexibility and will raise awareness around Ontario's Right to Disconnect law, which is set to come into effect on June 2nd, 2022.

#### Speakers:

- **(Moderator) Jacqueline Johnson**, Director, Community Access, Regional Municipality of Peel
- **Adam Christmas**, Property Manager, Community Services & Social Development, Housing & Homelessness Department, City of Brantford & Unit Chair – Ontario Works Brant and Housing Unit, CUPE Local 181
- **Justin Diggle**, Counsel, Miller Thomson LLP
- **Marianne Fenton**, Manager, Human Resources Strategy and Workplace Culture, Municipality of Chatham-Kent
- **Brian Hutchings**, Chief Administrative Officer, City of Brantford
- **Dr. Arif Jetha**, Scientist, Institute for Work & Health, Assistant Professor, Dalla Lana School of Public Health, University of Toronto

### C. Improving Common Assessment: Using Equity-Based and Trauma- and Violence-Informed Care Approaches



Within human services, intake or assessment for service is the first point of contact on a continuum of interactions with people we support. For that reason, this initial process is hugely important for creating a foundation of trust between the human services organization and the service user. This session will look at ways for improving intake and assessment from equity-based and trauma- and violence-informed approaches. Experts will discuss the benefits that come from these approaches, and we will hear from a CMSM that has been successfully incorporating these approaches to enhance their common assessment tools.

#### Speakers:

- **(Moderator) Heidi Van Dyk**, Acting General Manager, Health & Social Services, County of Norfolk
- **Monica Riutort**, Manager, Peel Institute on Violence Prevention, Family Services of Peel
- **Sandra Rupnarain**, Executive Director, Family Services of Peel
- **Additional speakers to be announced**

## SESSION DESCRIPTIONS

TUESDAY, MAY 3

### 9:05 – 10:20 AM PLENARY

#### Moving Forward Responsibly with the National Action Plan for MMIWG2S+ Presented by the Ontario Federation of Indigenous Friendship Centres (OFIFC)

The 2021 National Action Plan (NAP) was developed in response to the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the many demands to eliminate violence against Indigenous women, girls and 2SLGTBQQIA+ people. This plenary led by Gertie Mai Muise, Chief Executive Officer of the Ontario Federation of Indigenous Friendship Centres, and member of the Urban Sub-Working Group for the NAP, will introduce participants to the urban chapter of the NAP entitled Urban Path to Reclaiming Power and Place, Regardless of Residency. Participants will be informed on who the USWG is, hear important highlights of the work around the National Action Plan for MMIWG2S+ and how to responsibly move the work forward in a good way.

#### Speakers:

- **Gertie Mai Muise**, Chief Executive Officer, Ontario Federation of Indigenous Friendship Centres & Member, Urban Sub-Working Group, 2SMMIWG Urban National Action Plan

### 10:20 – 10:25 AM OMSSA AWARDS

#### Young Leader Award

#### Nohad Abou-Hamad and Ben Reyes-Landicho, City of Ottawa



OMSSA's Young Leader Award honours an individual(s) 30 years or younger who has been recognized as a leader, created change, and strengthened leadership in their community. Our Young Leader Award recipients will be recognized at our 2022 Exchange Conference.

### 10:25 – 11:00 AM KEYNOTE: CATHERINE CHAMBERS

#### Mitigating Unconscious Bias in Human Services



Unconscious bias can influence decision-making and health and wellness and organizational performance, and thus have a profound effect on the service users that CMSMs and DSSABs are assisting. This plenary session will introduce you to essential strategies for identifying biases and mitigating their impact. It will be facilitated by Catherine Chambers, a social researcher and organizational development consultant. Catherine will provide an overview of structural and cognitive biases while elaborating on specific actions that can be taken to reduce their impact on staff development and the provision of human services. She will also

share relevant insights from her work with organizations in a number of industries and sectors.

**Speaker:**

- **Catherine Chambers, Economic Development Researcher and PhD Student**

*Catherine Chambers has facilitated learning and development programs for a range of professionals across Canada and the United States. She has recently worked on racial-justice and equity and inclusion initiatives with the House of Commons, Dairy Farmers of Ontario, CBC-Radio Canada, and the Anglican Diocese of Ottawa. Her research is grounded in social change at the intersection of anti-racism, innovation, sustainability and economic development. Catherine is an Ontario Certified Teacher and she holds two graduate degrees in education (Master of Teaching and Master of Education) from the University of Toronto where she is currently completing her PhD.*

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**11:00 – 11:15 AM      BREAK**

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**11:15 AM – 12:30 PM      BREAKOUT SESSIONS**

**A. Supporting the Housing-Related Needs of Vulnerable Populations**



In this presentation, you will hear MCCSS funded service providers provide insights about supporting the housing related needs of specific vulnerable populations, namely, survivors of human trafficking, survivors of domestic violence and adults with developmental disabilities. This session, highlighting both challenges and opportunities, will share leading collaboration and practices with service system managers.

**Speakers:**

- **(Moderator) Craig Cooper, Director of Housing Stability Services, City of London**
- **Deborah Everley, Chief Executive Officer, Kenora Association for Community Living**
- **Haily MacDonald, Director of Operations, Huronia Transition Homes**
- **Additional speakers to be announced**

**B. Programs in Action: Anti-Black Racism and Workplace Equity**



Last year's OMSSA Exchange brought together several presenters in a plenary series to discuss anti-Black racism and workplace equity in broad terms. These presentations dealt with foundational issues of race and representation, strategies for equity and inclusion, and the importance of psychologically safe spaces for racialized workers. But what programs have been implemented by OMSSA members that have made measurable change? In this session we will hear from CMSMs and DSSABs that have developed effective programs that can be

emulated by other members who are still seeking to enhance their work around anti-Black racism and workplace equity.

**Speakers:**

- **(Moderator) Heather Tillock**, Manager of Community Partnerships & Support Services, The Regional Municipality of York
- **Jenna Dolly**, Policy and Project Development Specialist, the Regional Municipality of York
- **Moira Eichenberg**, Program Supervisor – Youth Inclusion Program, Recreation & Culture Division, Community Services Department, City of Thunder Bay
- **Hanna Samater**, Program Manager (A), Addressing Anti-Black Racism and Inclusion Initiatives Strategies and Partnerships, Community and Health Services Department, the Regional Municipality of York
- **Additional speakers to be announced**

**C. Human Services Programs at the Intersection of Mental Health and Addiction**



Access to appropriate mental health and addiction services continues to be a significant barrier for many clients throughout the province. And while supports from the provincial government need to be maintained or increased, this panel will focus on the innovative programs that have been implemented by CMSMs and DSSABs as they have sought to overcome the challenges related to better assisting these vulnerable clients. Experts will provide insights into how to effectively mobilize limited resources to provide mental health and addiction support for service users. Additionally, this panel will include lived experience insight from a former client.

**Speakers:**

- **(Moderator) Stuart Beumer**, Director of Ontario Works, County of Wellington
- **Denise Andrea Campbell**, Executive Director, Social Development, Finance and Administration, City of Toronto
- **Additional speakers to be announced**

## SESSION DESCRIPTIONS

WEDNESDAY, MAY 4

### 9:05 – 10:20 AM PLENARY

#### Health and Human Services Integration



For all the negatives that have been brought on by the pandemic of the last two years, there have also been a few faint positives that have come from this crisis. In particular, important lessons have been learned about how to bring health and human services together. This plenary will draw on the experiences of several CMSMs and DSSABs to provide a pathway towards meaningful integration between health and human services, including through innovative best practices and the development of Ontario Health Teams.

#### Speakers:

- **Jessica Logozzo**, Executive Vice President, Regional Transformation and Integration, Thunder Bay Regional Health Services Centre
- **Henry Wall**, Chief Administrative Officer, Kenora District Service Board and OMSSA Vice-President
- **Additional speakers to be announced**

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### 10:20 – 10:30 AM OMSSA AWARDS

#### Lifetime Achievement Award

#### Grace Mater, City of Hamilton



OMSSA's Lifetime Achievement Award recognizes the long-standing contribution of exceptional OMSSA members who have recently retired or who plan on retiring in the year that the award is given. Our Lifetime Achievement Award recipient will be recognized at our 2022 Exchange Conference.

## 10:30 – 11:00 AM KEYNOTE

### Rounding the Corner: Strategies to Refuel and Recalibrate for the Road Ahead



With some CMSMs and DSSABs reporting that the past two years have seen significant turnover and retirement of staff, it is evident that the mental health toll of the pandemic has been a key driver of this trend. In this session, mental health expert Françoise Mathieu will guide both leaders and frontline staff through ways to recognize burnout and exhaustion in both themselves and others. Her talk will also offer practical tools on how to refuel and recalibrate to counter the effects of isolation and other challenges brought on by the pandemic. This forward-looking session will offer participants evidence-based strategies to help refuel, repair and recalibrate for the path ahead.

#### Speaker:

- **Françoise Mathieu, Psychotherapist and Executive Director, Tend Academy**

*Françoise is a Registered Psychotherapist in the province of Ontario and a subject matter expert on topics related to psychological trauma, empathic strain and secondary trauma. Françoise has worked for nearly 25 years in community mental health, crisis intervention and with the military and law enforcement. Françoise's company TEND developed a training program in 2002 to help professionals recognize and manage the impact of working in high stress, trauma exposed settings. This program has grown in size and scope since its early inception and TEND is now present across North America, offering training and consulting to a wide variety of workplaces. Françoise has worked with the Los Angeles Police, St Jude Children's Hospital, Cirque du Soleil, the Chief Coroner's Office, several many other organizations who do high stress exposed work. Please visit the [TEND Academy website](#) for more information.*

## 11:00 – 11:15 AM BREAK

## 11:15 AM – 12:30 PM BREAKOUT SESSIONS

### A. Innovative Housing Solutions



This session focuses on what role municipalities have in creating and planning affordable housing by looking at successful projects that have been completed or are underway. Experts will discuss successful projects focused on modular housing solutions, projects that help train OW recipients, as well as other programs that can be used to both train staff and educate the public about housing needs in Ontario. This panel will also include insight from a housing client that has benefitted from a unique project in Sault Ste. Marie.

#### Speakers:

- **(Moderator) Rebecca Carman, Housing Services Manager, Northumberland County Housing Corporation, Northumberland County**

- **Jennifer Murdoch**, Manager, Housing Programs, Region of Waterloo
- **Mike Nadeau**, Chief Executive Officer, Sault Ste. Marie DSSAB and OMSSA Treasurer
- **Amy Osika**, Manager, Housing and Client Services, Region of Waterloo
- **Additional speakers to be announced**

## B. Indigenous Cultural Safety



Whereas training in Indigenous Cultural Competency acts a foundation by helping people understand Indigenous history, belief systems and traditions, Indigenous Cultural Safety is a training program that focuses on how to deliver human services to Indigenous People in an equitable and safe way. This session will provide a primer on the benefits of this training by introducing attendees to the key concepts and practices that underpin this work. This session will benefit both leaders and frontline workers by introducing them to the skills that can better inform their work with Indigenous clients.

### Speakers:

- **Nicole Meawasige**, Interim Post-Secondary Director, Ontario Federation of Indigenous Friendship Centres
- **Lorena Garvey**, Interim Continuous Learning Director, Ontario Federation of Indigenous Friendship Centres

## C. Life Stabilization Learnings: Practical Takeaways from the Prototypes



It is increasingly understood that a more holistic look at the needs of individuals receiving Ontario Works and Ontario Disability Support Program benefits can improve outcomes. Efforts to develop a program around life stabilization have shown promise in the early stages, allowing individuals to better prepare for employment and find independence. Now, as the program expands and transitions towards ensuring stability supports, what has been learned from the experiences of the prototype regions? This session will bring together some of the prototype members to discuss employment services transformation in the context of their practical and day-to-day work. Among the topics to be covered in this session are common assessment, coordination with Employment Ontario, and staff training.

### Speakers:

- **(Moderator) Susan Evenden**, Director, Family and Income Stability, City of Brantford
- **Becky Lala**, Manager, Family and Income Stability, City of Brantford
- **Deborah Semiwoles**, Team Lead, Income and Family Stability, City of Brantford
- **Jim Watts**, Service Coordinator, Income and Family Stability, City of Brantford
- **Amanda Rocha-White**, Program Support Analyst, Region of Peel
- **Irene Rushworth**, Caseworker, Region of Peel
- **Paula D'Angelo**, Supervisor – Client Services, Region of Peel
- **Additional speakers to be announced**

## 2021 AWARDS RECIPIENTS

*Our Sector is Worth Celebrating!*

*At the 2022 Exchange Conference we will recognize several 2021 Awards recipients who have made outstanding contributions to both OMSSA and their communities, recognizing their commitment to planning, managing and delivering quality human services in Ontario. They include:*

### LIFETIME ACHIEVEMENT AWARD GRACE MATER (CITY OF HAMILTON)

*Recognizing the long-standing contribution of exceptional OMSSA members who have recently retired or who plan on retiring in the year that the award is given.*



### YOUNG LEADER AWARD NOHAD ABOU-HAMAD & BEN REYES- LANDICHO (CITY OF OTTAWA)

*Honouring an individual 30 years or younger who has been recognized as a leader, created change, and strengthened leadership in their community.*



### LOCAL MUNICIPAL CHAMPIONS

*Recognizing the great work done in advancing excellence in human services integration and service system management by teams from CMSMs and DSSABs across the province.*

- Chatham-Kent Employment and Social Services: Income Tax Support
- City of Windsor: Centralized and Automated Intake
- County of Renfrew: Human Services Integration
- County of Simcoe: Supporting Relationships for Learning (SRL)
- Lanark County Children's Services: Early Childhood Educator Recruitment and Retention
- York Region: Homelessness COVID-19 Response Team

# CONFERENCE FEES

## MEMBER RATES

	Member Early Bird Rate (By April 27)	Member Rate (After April 27)
<b>Registrations of 1 to 4 People</b>		
Full Registration (May 2-4)	\$275 + HST	\$375 + HST
One-Day Registration (May 2, 3 OR 4)	\$95 + HST	\$195 + HST
Two-Days Registration (May 2, 3 OR 4)	\$195 + HST	\$295 + HST
<b>Registrations of 5 or More People</b>		
Full Registration (May 2-4)	\$220 + HST	\$325 + HST
One-Day Registration (May 2, 3 OR 4)	\$76 + HST	\$156 + HST
Two-Days Registration (May 2, 3 OR 4)	\$156 + HST	\$236 + HST

## NON-MEMBER RATES

	Non-Member Early Bird Rate (By April 27)	Non-Member Rate (After April 27)
<b>Registrations of 1 to 4 People</b>		
Full Registration (May 2-4)	\$360 + HST	\$460 + HST
One-Day Registration (May 2, 3 OR 4)	\$125 + HST	\$225 + HST
Two-Days Registration (May 2, 3 OR 4)	\$250 + HST	\$350 + HST
<b>Registrations of 5 or More People</b>		
Full Registration (May 2-4)	\$288 + HST	\$368 + HST
One-Day Registration (May 2, 3 OR 4)	\$100 + HST	\$180 + HST
Two-Days Registration (May 2, 3 OR 4)	\$200 + HST	\$280 + HST



## REGISTRATION

Online registration is available on our website at the link below. Please review the following information before completing your registration:

- One or more attendees from the same organization may be included in a single registration and invoice.
- Payment options include Credit Card, Cheque, or Electronic Funds Transfer.
- Credit Card payments are made online at time of registration.
- If you opt to pay by Cheque or Electronic Funds Transfer, an invoice will be provided to you by email upon completing your registration.

[REGISTER ONLINE NOW](#)

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### CANCELLATION AND SHARING POLICY

*Requests for refunds will be honoured, less a \$50.00 administration fee, provided a written notice of cancellation and request for refund is received more than five (5) business days prior to the event (on or before April 22, 2022). When cancellation is received five business days or less, (on or after April 25, 2022) no monies will be refunded. Persons who register but do not attend and fail to provide notice of cancellation are not eligible for a refund. Registrations cannot be shared, however, substitutions will be accepted up to April 28, 2022. Substitutions cannot be accepted after April 28, 2022. OMSSA reserves the right to cancel or change the program without notice and will be responsible for refunding the registration fee only.*