

2024-25 Impact Report

April 1, 2024 to March 31, 2025



CIPSRT OVERVIEW

In 2018, the Government of Canada announced funding for the Canadian Institute for Public Safety Research and Treatment (CIPSRT) in response to the National Action Plan on Post-Traumatic Stress Injuries. CIPSRT was funded to establish the National Research Consortium Knowledge Exchange Hub and the Development of the iCBT Pilot in Support of PTSI Among Public Safety Officers — what would come to be known as the Knowledge Mobilization Hub and PSPNET.

CIPSRT is committed to the effective knowledge mobilization of evidence-based research, treatment, and training that supports an overall mission to help current and former first responders and other public safety personnel, their leaders, and their families improve and maintain their overall health and wellness.



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MESSAGE FROM PUBLIC SAFETY STEERING COMMITTEE CO-CHAIRS (PSSC)

The past year has brought meaningful change and strong momentum in our work with CIPSRT, our academic and government partners, and public safety personnel across Canada.

With growth comes change, and the PSSC is no exception. This year, saw some changes to the make-up of the PSSC. We thank each of our previous members for their time, expertise, and dedication — and may they enjoy the new opportunities ahead! At the same time, we're pleased to welcome new voices to the table. We look forward to the perspectives and energy each new member brings.

We were also pleased to welcome the Honourable Gary Anandasangaree as the new federal Minister of Public Safety. Minister Anandasangaree's interest and engagement in the work CIPSRT does are deeply appreciated as we continue collaborating to address the challenges faced by public safety personnel.

As always, collaboration is at the heart of our efforts. There is real power in a united voice across the public safety sector, especially when advocating for the mental health and wellbeing of those on the front lines. When we come together with a shared message and purpose, we're better able to shape the systems and supports that PSP need and deserve.

One of the highlights of this past year was the 2025 CIPSRT Conference in Regina, Saskatchewan — CIPSRT's home city. The PSSC was proud to help lead the Conference's planning and delivery. It was a powerful example of what can happen when public safety leaders, researchers, and policymakers come together with a shared goal: to make meaningful progress on improving the mental health and overall wellbeing of Canada's public safety personnel.

CIPSRT has grown significantly this year—not just in size, but in reach and impact. Its voice in the national conversation on public safety wellness is stronger than ever. As you'll see in this year's report, there is important research underway, new tools being developed, and a growing focus on getting evidence-based resources into the hands of those who need them.

We look forward to continuing our work with CIPSRT and helping ensure that public safety personnel across Canada are heard, supported, and strengthened through collaboration, evidence, and shared purpose.

Thank you for all that you do.

**SSgt. Casey Ward O. O. M.
Chief Pierre Poirier**



MESSAGE FROM CIPSRT LEADERSHIP TEAM

The CIPSRT Leadership Team would like to take a moment to speak directly to you, the people at the heart of public safety in Canada.

Since stepping into our roles, all of us have gained a much deeper understanding of how much CIPSRT can — and must — do to support the full range of mental health and wellness needs across the public safety sector.

At CIPSRT, our goal is to support you through those demands by providing resources, research, and practical tools grounded in your realities. CIPSRT is here to serve you. That means listening to what matters, working closely with public safety leaders and frontline personnel, and sharing knowledge that's research-based, evidence-informed, and above all, useful.

Whether volunteer or career, the country's border services, corrections officers, emergency managers, firefighters, operational intelligence personnel, paramedics, police, public safety communicators, and search and rescue personnel are there for us in moments of crisis. They deserve the same support in return.

The challenges facing the public safety sector are real and growing. Recruitment and retention are long-standing challenges. Increasing community needs, mental health strain, and larger social issues continue to impact every corner of the sector. But what we also see, time and again, is a deep sense of commitment across the public safety sector. While every public safety role is unique, there is far more that connects us than separates us.

That spirit of connection is guiding our next chapter. CIPSRT is shifting from rapid growth to long-term sustainability. We're building a stronger foundation so we can be here for the long haul — offering dependable resources and staying focused on what works. Our priority is making sure the services and supports we offer are practical, evidence-informed, and easy to access. None of this would be possible without collaboration across public safety organizations, academia, and government.

The shift towards long-term sustainability means planning wisely, building strong foundations, and delivering results that will stand the test of time. We're focusing on what matters: strengthening partnerships, sharing knowledge, and helping public safety personnel, their leadership, and their families access the resources they need, when they need them.

Looking ahead, we'll keep pushing forward. New collaborations. Stronger outreach. Clearer communication of our work and its impact, and making sure our efforts meet your needs.

Thank you for being part of this journey. We look forward to what we can accomplish together.

Dr. Leslie Anne Keown (LA)
Executive Director

Donna King
Director of Finance and Operations

Dr. Kimberly Bitz
Knowledge Mobilization Lead

Mary Erolyn Garcia
Senior Client Services Manager

Shaylee Spencer
Clinical Operations Manager

MESSAGE FROM PSPNET DIRECTOR

Research consistently shows that psychological well-being is closely tied to frequently engaging in certain *adaptive actions*—such as maintaining healthy habits, nurturing deep connections, staying hopeful, pursuing meaningful activities, and setting personal goals.

However, life's demands—whether from work, family, or other responsibilities—can naturally disrupt these actions. This is especially true for public safety personnel (PSP), who shoulder the responsibility of keeping Canadians safe and are often exposed to potentially psychologically injurious events in the course of their work. These demands can leave less time and energy for the very things that keep you well, and at times, may lead to choices that further strain your mental health.

This is where Internet-delivered Cognitive Behaviour Therapy (ICBT) can help. Research shows that ICBT not only improves mental health but also helps people re-engage in adaptive actions—actions that enhance quality of life and provide stability during times of stress.

If some of these areas feel out of balance for you, we invite you to explore PSPNET. We offer therapist-guided ICBT programs—including the Wellbeing, PTSD, and Sleep Courses—available in many provinces, as well as self-guided Wellbeing Courses accessible across Canada for PSP and their spouses or significant others. Our programs are free, flexible, and confidential, making it easier to care for your mental health regardless of your location, schedule, or privacy concerns.



Over the past five years, we've built PSPNET with lived experience and feedback. This past year, we launched the Sleep Course in English (with a French version coming soon) and gathered input from diverse PSP, including leaders, Indigenous PSP, and those experiencing mild symptoms. This feedback ensures our programs remain deeply connected to the realities of PSP life.

Thank you to the thousands of PSP across Canada who have prioritized their mental health and have taken part in our programs. If you're looking for a new way to support your mental health, we're here to help.

Sincerely,

Dr. Heather Hadjistavropoulos Ph.D.
Founder, Principal Investigator,
Director – PSPNET

CIPSRT KNOWLEDGE MOBILIZATION AND CLIENT SERVICES HIGHLIGHTS

The CIPSRT Knowledge Mobilization and Client Services Teams mobilize research by translating, synthesizing, and disseminating evidence-based and evidence-informed knowledge, making it accessible and actionable for public safety personnel (PSP), their leaders, their families, as well as policy makers and other interested and impacted groups.

In 2024-25, our knowledge mobilization efforts were rewarded with audience growth and new opportunities for knowledge mobilization collaboration:



Print materials distributed

12,906



Webinar registrations

2,271



Outreach engagements

222



Social media impressions

1.59M



CIPSRT CONFERENCE 2025

THRIVING IN PUBLIC SAFETY: RESEARCH TO ACTION

CIPSRT proudly welcomed delegates to Regina, SK for the inaugural 2025 conference, **Thriving in Public Safety: Research to Action!** The 2025 conference theme emphasized the critical connection between the latest research and practical action, with a focus on fostering wellbeing across all levels of public safety.

Over two days, participants engaged with thought-provoking keynote speakers and presentations tailored to the realities of public safety personnel (PSP), organizational leadership, and the research community. The sessions provided actionable tools, evidence-based strategies, and innovative approaches designed to support the mental health and wellbeing of those serving in public safety.

The conference also featured a vibrant trade show, creating opportunities for direct engagement between exhibitors and attendees from across the public safety landscape, including public safety personnel, public safety leadership, and policy influencers. These interactions enabled attendees to share information and build lasting connections with key stakeholders committed to enhancing wellness in public safety.

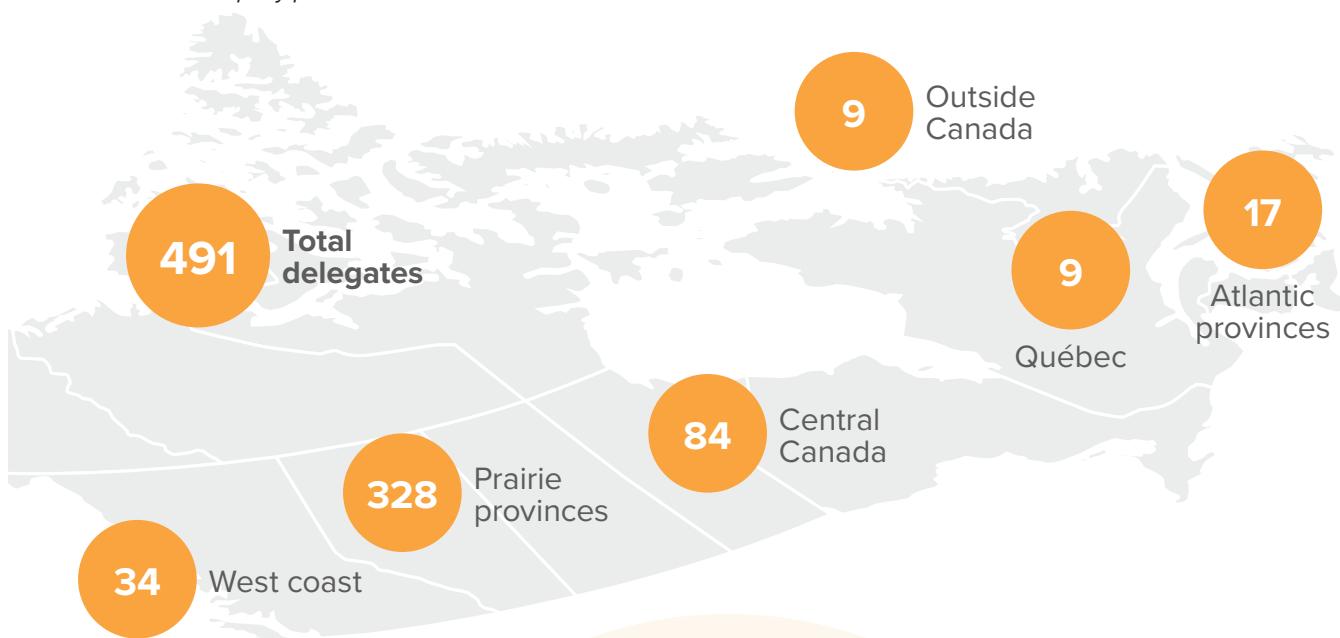
WHO ATTENDED

Conference delegates at our CIPSRT 2025 Conference included PSP, national organizations, researchers, clinicians, and leaders from across Canada and beyond.

“This conference was great... The connection to action and involvement of the people the work is meant to support was evident and admirable.”

“Every element made it clear that we, as First Responders, family members, researchers, and all others who attended, truly mattered.”

“The resources and materials are very useful. I found a lot of them useful to read and remind ourselves... I now have many more resources to help my peers.”



CHAMPIONS OF MENTAL HEALTH (CoMH) AWARDS

Nominated and selected by their peers, our Champions show exemplary passion and commitment to mental health. Their work impacts not only their organizations, but the work we do at CIPSRT.

By shining light on their contributions, we hope to reduce stigma and inspire others to be champions of mental health, and to engage with CIPSRT's evidence-based resources. This year, we awarded 20 incredibly well-deserved Champions with a CoMH award. Congratulations once again to [this year's recipients](#), and all those who were nominated!

"I have lived with a mental health condition for most of my life and have seen the significant impact it has on my physical, mental, occupational, social and financial wellbeing. Over the course of my career, I've seen the effect that leaders can have on their staff, especially when they are burnt out. This has fueled my determination to support leaders in taking care of themselves, so they can better support their public service teams to deliver thoughtful, excellent quality service."
– Niya Bajaj, 2024 CoMH Award recipient



Champions of Mental Health | de la santé mentale



Engagements
1,636



Engagements
171



Engagements
3,754



Engagements
60

Website views
4,584

Impressions
1,535

Impressions
97,227

Impressions
864

PSP CONNECT

Our online community of practice for frontline PSP is now in its third year of operating.

Quarterly meetings serve as a collaborative and informative forum to discuss mental health and wellbeing topics for PSP. Through PSP Connect, we are working to provide a supportive community to foster open dialogue, share knowledge, and reduce stigma.



ARCNET

As a pan-Canadian network, the Academic, Researcher, and Clinician Network (ARCNET) fosters coordination among academics, researchers, clinicians, and other subject matter experts, creating a mechanism for meaningful engagement between these groups and public safety personnel (PSP) stakeholders.

The ARCNET supports the exchange and dissemination of new research knowledge to benefit PSP, their leaders, and their families, ensuring evidence-informed practices are widely shared and applied. As a result, CIPSRT's role as a trusted national hub for collaboration, knowledge mobilization, and the advancement of PSP mental health and wellbeing is strengthened.

PSPNET has been specifically designed for the unique challenges and experiences PSP face and offers free, evidence-based online therapy courses designed with first responders, for first responders.

INSIGHT

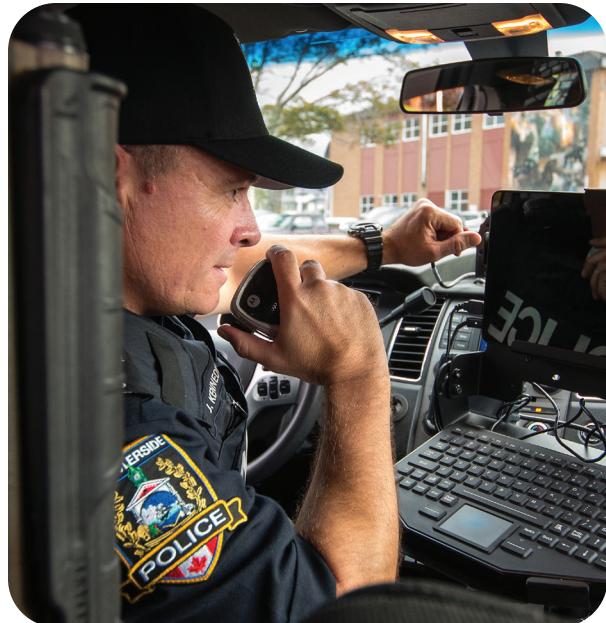
*"It made me **more aware** of how the human brain works, including my own and others. This made me less judgemental and **more understanding** to both myself and my co-workers."*

SUPPORT

*"This course provided a **wealth of useful information** in an organized, scheduled manner, which made it **easy to do** despite a lack of time on many weeks. The bonus is that I retain all the information / files and I can use it later to further work on the material."*

MAKE CHANGES

*"My personal relationships have **improved greatly**... I realized I became so serious and applied my police personality to so much that only required me to be me, and not my police-me. Not everything is a threat to harm."*



PSPNET HIGHLIGHTS



217

engagement and outreach activities



550

new clients enrolled in a PSPNET course



98,853

unique visitors to the website

28

organizations who agreed to work with PSPNET

53

new enrollments in the therapist-guided PSP PTSD Course

98%

average user satisfaction

New

sleep course launched in March 2025

193

new enrollments in the therapist-guided PSP Wellbeing Course

5,011

PSPNET presentation attendees

49

organizations provided with PSPNET promotional materials

246

new enrollments in the self-guided PSP Wellbeing Course

54

presentations and meetings completed

14

agencies and other organizations who incorporated PSPNET into workplace practices

58

new enrollments in the self-guided SSO Wellbeing Course

SERVICE DELIVERY OUTCOMES

The following metrics are a snapshot of how PSPNET services were utilized in the 2024-25 fiscal year between the therapist-guided and self-guided clients.



THERAPIST-GUIDED PSP COURSES

DEMOGRAPHICS

100% Working

62% Populations < 100,000 citizens

48% Women

5% Racialized groups

INTAKE (%)

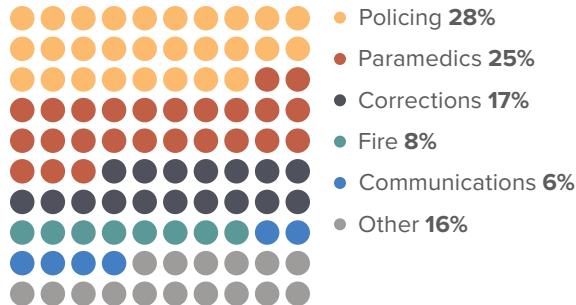


Therapist screens completed



Clients enrolled

PUBLIC SAFETY SECTOR (%)



TREATMENT SATISFACTION (%) (as of March 31, 2025)

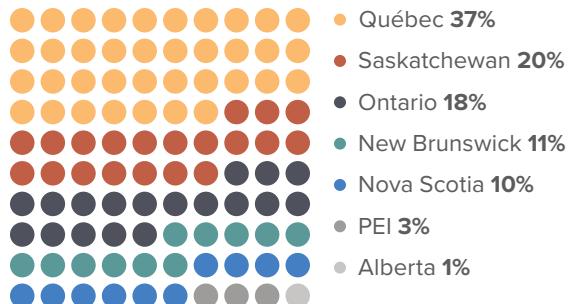


Worth time / Recommend



Increased confidence to self-manage symptoms

PROVINCE OF RESIDENCE (%)



SELF-GUIDED PSP COURSE

DEMOGRAPHICS

97% Working

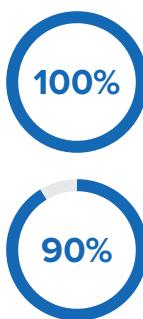
52% Populations < 100,000 citizens

55% Women

10%

Racialized groups

INTAKE (%)

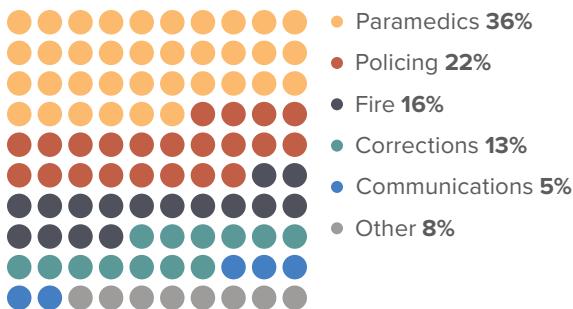


Prescreens completed



Clients enrolled

PUBLIC SAFETY SECTOR (%)



TREATMENT SATISFACTION (%)

(as of March 31, 2025)



Worth time

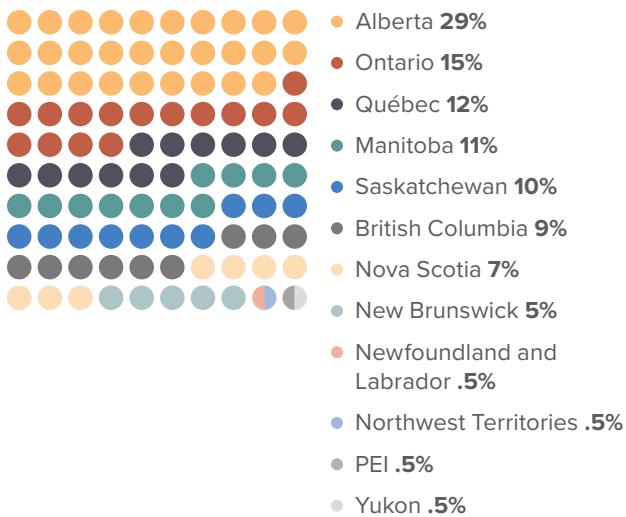


Recommend



Increased confidence to self-manage symptoms

PROVINCE OF RESIDENCE (%)



SELF-GUIDED SSO COURSE

DEMOGRAPHICS

97% Working

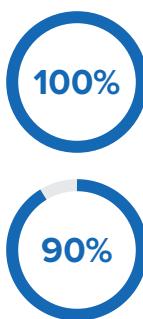
60% Populations < 100,000 citizens

93% Women

12%

Racialized groups

INTAKE (%)

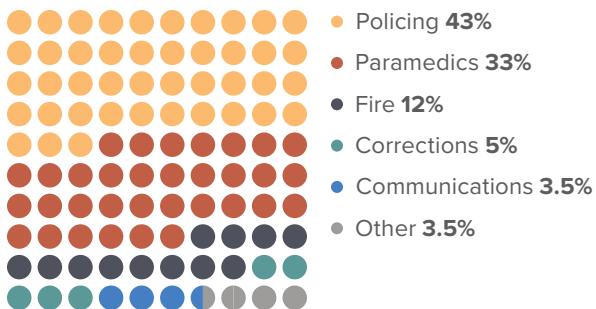


Prescreens completed



Clients enrolled

PUBLIC SAFETY SECTOR (%)



TREATMENT SATISFACTION (%)

(as of March 31, 2025)



Worth time

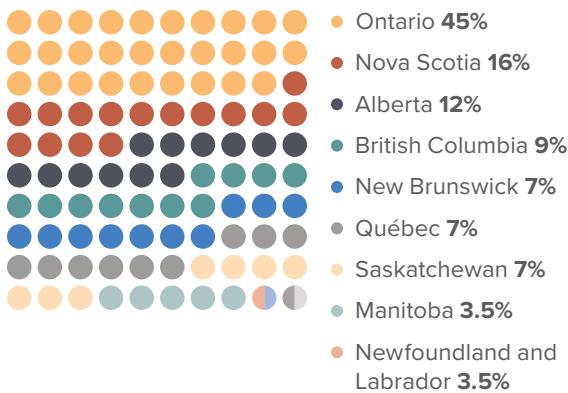


Recommend



Increased confidence to self-manage symptoms

PROVINCE OF RESIDENCE (%)



PSPNET OUTREACH

The PSPNET Team continues to conduct outreach efforts across the country, serving PSP from coast-to-coast-to-coast.

PSPNET ENGAGEMENT

The PSPNET team seeks ways to continuously improve our materials and treatment options by engaging PSP along the way. This year, the PSPNET team has worked with a PSP Engagement Group and PSPNET Advisory group to review our current content and inform future materials, services, outreach, and research activities.

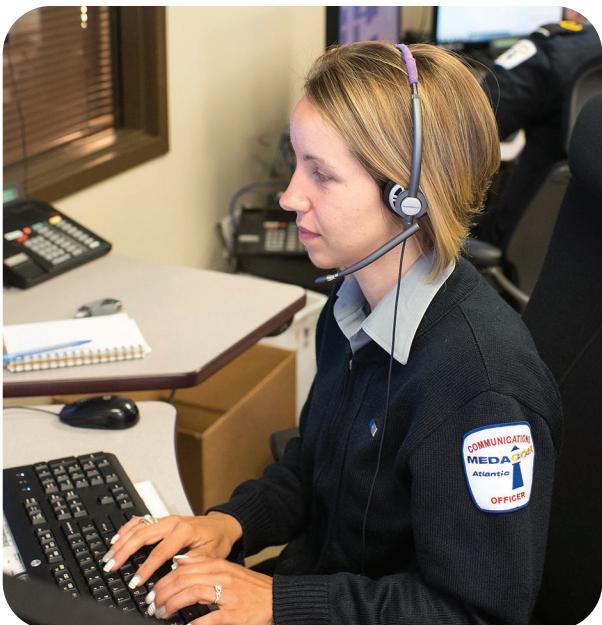
2024-2025

PSPNET TREATMENT

The clinical team continued to provide support to public safety personnel seeking internet-delivered cognitive behavioral therapy. In addition to offering the Wellbeing Course and PTSD Course in both English and French, a major initiative involved the launch of a new Sleep Course in English, with plans underway to make this course available in French in the near future. These efforts reflect PSPNET's ongoing commitment to expanding access to tailored, evidence-based mental health support for diverse PSP populations across Canada.

RESEARCH

PSPNET advanced several innovative research projects to enhance internet-delivered cognitive behavioral therapy for public safety personnel. This work led to multiple peer-reviewed publications, including a mixed methods study exploring client perspectives on case stories in ICBT, a randomized trial examining the impact of an online discussion forum, and a longitudinal study evaluating outcomes of transdiagnostic ICBT tailored to PSP. We also published a qualitative study focused on optimizing ICBT for Canadian leaders in public safety. In addition, we initiated exciting new work aimed at understanding how PSPNET supports clients with subthreshold symptoms, sleep difficulties, and Indigenous PSP, with findings expected in the coming year.





CIPSRT | ICRTSP

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