



EPAC - APEC E-Bulletin

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Editor / Rédactrice

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Introduction

En tant qu'éditrice du bulletin électronique de l'APEC, le partage de connaissance et le support aux praticiens en éthique font intégralement partie de ma philosophie professionnelle et personnelle. Le réseautage en étant la clé, l'APEC est le moyen parfait pour atteindre ces objectifs.

J'aimerais vous encourager à faire partie de cette vision et à contribuer à l'un ou l'autre du Magazine ou du bulletin électronique. La survie des productions de l'APEC est dépendante de cette collaboration. Je suis certaine que vous avez une expérience à partager, un évènement à nous résumer, un nouveau site internet que vous avez découvert, un article auquel vous voulez réagir ou un dilemme éthique que vous aimeriez soumettre à la réflexion des membres.

De plus, en nous fournissant vos opinions et connaissances, l'écriture nécessaire aidera à garder votre capacité d'argumentation et de réflexion aiguisée. Voyez votre participation comme une opportunité de garder votre forme éthique!

Please note that **E-Bulletin** articles are published in the language in which they are submitted.

Veuillez noter que les articles du **E-Bulletin** sont publiés dans la langue dans laquelle ils sont soumis.

Nathalie Tessier-Heller, *éditrice*
du bulletin électronique

As the EPAC e-bulletin editor, knowledge-sharing and providing support to ethics practitioners are strongly embedded in my personal and professional philosophy. Networking is the key to both and EPAC is the perfect means to achieve these objectives.

I would like to encourage you to be part of this vision and contribute to either the e-bulletin or EPAC magazine. The survival of the EPAC products is dependent on this collaboration. I am sure that you have a story to share, an event to review, a new web site you discovered, an article you want to react to, or perhaps you want to challenge members with an ethical dilemma.

In addition to providing us with your opinions and knowledge, writing will help you keep your deliberation and reflection skills honed. Think of contributing to the e-bulletin or EPAC magazine as an opportunity to keep in good ETHICAL shape!

Nathalie-Tessier-Heller, E-bulletin editor

MESSAGE FROM THE CHAIR

Fellow EPAC members,

On behalf of the Board of Directors, I would like to wish each of you and yours best wishes for the holiday season and all the best in health and happiness in 2006.

We are aware that there has been a long absence in communication from EPAC itself over the past while and we are looking forward to providing you with more regular updates and current information in ethics in the New Year. I would ask that you provide us with your input for events and activities as well as your suggestions and insight for improvements.

I am very happy to present this edition of the e-bulletin. I also would like to take this opportunity to welcome new members and encourage you to utilize the e-bulletin as YOUR communication and networking tool as much as you can. In this issue, we present the report from the 2005 AGM, the upcoming roundtables and events and a list of interesting websites.

I would like to thank our Communications & Membership Committee individuals who have worked so hard to ensure we are able to communicate with our ethics community. Kindly stay tuned for more improvements in our communication abilities.

MESSAGE DU PRÉSIDENT

Par Bill Maxwell

Chers membres de l'APEC,

Au nom du conseil d'administration, j'aimerais vous souhaiter mes meilleurs vœux pour le temps des fêtes et une année 2006 remplie de bonheur et de santé.

Nous sommes conscients que l'absence de communication fût longue depuis quelques temps et nous envisageons de vous fournir des mises à jour et transmissions d'informations plus fréquentes dans la prochaine année. Je vous incite à nous fournir des informations sur des événements et activités à venir de même que vos suggestions et idées d'amélioration.

Je suis très heureux de vous présenter cette édition du bulletin électronique. J'aimerais de plus saisir l'opportunité de souhaiter la bienvenue aux nouveaux membres et vous encourager à utiliser le plus souvent possible le bulletin électronique comme VOTRE outil de communication et de réseautage. Dans cette version, nous vous présentons le rapport de l'assemblée générale 2005, les sujets des Tables Rondes et des Magazines à venir de même qu'une liste de sites internet intéressants.

J'aimerais remercier le Comité des communications et relations aux membres qui a travaillé si fort pour s'assurer que nous communiquons avec la communauté des praticiens en éthique. Demeurer à l'affût des améliorations dans notre capacité de communication à venir.

Reports on Ethics Events

EPAC AGM 2005

Report from Bill Maxwell covering the period since our last AGM on 24 SEP 2004.

Since our last AGM, I would like to report that we have continued to build towards the future direction of EPAC.

The major strength of EPAC is the men and women who are members of this association. It is to enhance the advantages of being members of EPAC that your Board has dedicated its energy in the past year.

Highlight the following developments on the infrastructure of EPAC:

Pat McGregor, our Office Services Provider. Pat is a critical component of our team and is busy looking after membership matters, financial bookkeeping and electronic services.

Mr. Mel Embury, is coming on board to EPAC as our Strategic Research Analyst as of September 1st. Mr. Embury will be working with the Chair and/or Committee Chairs to assist in defining the prioritized steps to be taken by EPAC to achieve its mission as outlined in the Strategy Paper, assisting in implementing special projects and review initiatives and develop and maintain an inventory of all EPAC resources and tools.

Ms. Julee Moroz has accepted an assignment as our Editor of the EPAC Magazine. Nathalie Tessier is involved in our eBulletin and both are members of the Membership & Communications Committee.

Brian has completed his term and decided not to continue his involvement with the Board. Dr. Keen had been very dedicated in this role and has

assembled a group of very professional individuals to work with him. He will continue to be involved in EPAC in general and the Toronto Round Table in particular.

The development of the Strategy Paper occupied a significant amount of time in the deliberations of the Board over the past year. Your Board is in agreement that we now have articulated a clear direction for EPAC for the near future. I now look to 2005/06 as a CAN DO year in implementing the direction we have outlined. We have initiated a partnership with the Cercle d'Ethique in Europe and have received a memorandum of understanding from that organization which will be presented to the Board for consideration. Recent discussions have been held with Keith Darcey, Executive Director of the Ethics Officers Association in the USA with a view of establishing a similar arrangement with the EOA, all to our mutual advantage.

The membership of EPAC has remained constant with an increase of 5 (org + individual members) for a total of 207 active people.

The financial situation remains very positive. EPAC as a national non-profit has appointed an external auditor for 2004, Deanne Metzloff.

When I assumed the duties of EPAC Chair, I asked two fundamental questions:

What is the value added for anyone to belong to EPAC and why would anyone want to join EPAC?

What can/should EPAC do for the Ethics community?

I also emphasized three main priorities for the Board:

- 1) creating partnerships and alliances, both domestically and internationally;
- 2) increasing regional representation both in individual and organizational memberships (public and private sector); and
- 3) creating a strategic direction both for EPAC and for ethics in Canada.

We will also be looking at expanding our alliances within Canada, especially in the major urban centers such as Toronto, Montreal, Vancouver and Calgary and Edmonton, with a particular focus on networking with private sector organizations.

As I mentioned at the beginning of my presentation, the strength of EPAC is the people that belong to it. We will be encouraging our members to come forward to work with the Board. I would also like to see an enhanced role for our Advisory Council.

On a final note, I would like to thank my fellow members of the Board. Remember, your Board is comprised of volunteers who take time out of their personal and professional lives to dedicate their time to attend Board meetings and other events throughout the year. To each of you, I thank you.

I look forward to the year ahead and hope that EPAC, as an organization, will be an effective partner to you in the ever-changing world of ethics.

In 2005, the Council was consulted on the draft strategic plan, and its comments were passed on to the planning committee. As the strategic plan is implemented, the Council will be kept informed, and it is hoped that the Council will continue to offer advice on keeping EPAC's activities relevant and pan-Canadian.

The chair of the Advisory Council would welcome suggestions for possible additional members.

For more information, visit our EPAC website and link to the AGM page:

<http://www.epac-apec.ca/cont-ang/agm-09-2005.htm>

For completed minutes, [access MEMBERS ONLY section on the web site.](#)

Election Results 2005

Board positions were filled by acclamation: Pierre Cronier (returning after a year away), Zachariah Ezekiel (new), and re-elected members Jack Gallagher, Joan Grass, Noela Inions, Bill Maxwell and David Simpson.

Three persons remain on the Board from last year's elections: Paul Maillet, Gordon Parks, and Norman Steinberg. There is one Director Position left vacant intentionally for a director from outside the National Capital Region.

Cornelius von Baeyer is still on the Advisory Committee.

For 2005-2006, the officers of the Board are:

- Chair, Bill Maxwell
- Vice-Chair, Norm Steinberg
- Secretary, Gordon Parks
- Treasurer, Pierre Cronier

Congratulations to the team!

Membres de l'APEC 2005

Tous les membres ont été réélus. Les sièges du conseil d'administration sont comblés par: Pierre Cronier, Zachariah Ezekiel, Paul Maillet, Gordon Parks et Norman Steinberg.

Un siège demeure inoccupé intentionnellement pour recruter un directeur de l'extérieur de la capitale nationale!

Cornelius von Baeyer demeure sur le comité adviseur.

Pour l'année 2005-2006, les directeurs du conseil sont :

- Président - Bill Maxwell
- Vice-présidente - Norm Steinberg
- Secrétaire - Gordon Parks
- Trésorier - Pierre Cronier

Félicitations à l'équipe !

Pour plus d'informations, visitez notre page internet de l'APEC et suivez le lien de l'AGA:

<http://www.epac-apec.ca/cont-fr/agm-09-2005.htm>

Pour le procès-verbal complet, [accéder la section réservée aux membres sur le site internet.](#)



Merry Christmas

Joyeux Noël

COMING EVENTS / ÉVÈNEMENTS À VENIR

Pour plus de détails sur le calendrier à long terme, voyez le site internet de L'APEC à www.epac-apec.ca.

Keep checking the Calendar on our website at www.epac-apec.ca for events in your city -- there are a considerable number of listings for the rest of the year!

We will be pleased to post your event as long as you provide us with ALL of the following information/Nous serons heureux de publier vos évènement, si vous nous fournissez TOUTES les informations suivantes:

- 1- Name of the Host / Nom de l'organisme organisateur
- 2- Title or Type of event / Titre ou Genre d'activité
- 3- Main lecturer /conférencier principal
- 4- Speaker's topic / La matière des conférenciers
- 5- Place / lieu: (address) 6- Time / heure:
- 7- Contact: Name and phone of a contact Person email@adress.com / nom, téléphone et adresse électronique de la personne contact
- 8- VIEW /VOIR INFORMATION – We provide a Link to your specific event and/or to the information document emailed to us. / Nous fournissons un lien pour l'évènement si existant, et/ou à votre document d'information envoyé à nous par le courriel.

OTTAWA ETHICS ROUND TABLE – 2005-2006 PROGRAM

Contact Marc Terreau 613-837-8746 or by e-mail at terreau@sympatico.ca

TABLE RONDE D'OTTAWA SUR L'ÉTHIQUE - PROGRAMME pour 2005-2006

Veuillez communiquer avec Marc Terreau au 613-837-8746 ou par courriel à terreau@sympatico.ca

See our Web site / Consulter notre site Internet:
www.epac-apec.ca

Vous avez assisté à « ÉTHIQUE, GESTION ET GOUVERNANCE : AU-DELÀ DE LA RÉGLEMENTATION » qui a eût lieu à Montréal le 17 novembre à la Chaire de Management Éthique?

Alors soyez notre reporter officiel et faites nous part de :

**Des points saillants
Vos impressions
Vos réactions**

Je suis prête à vous aider dans la rédaction.....

Ou vous avez des contacts avec le Comité Organisateur et pouvez nous mettre en contact... Toute collaboration sera appréciée.

FAITH AND VALUES AT WORK: A Seminar in Ethical and Spiritual Integration FOR MANAGERS AND EXECUTIVES

<http://www.stewarhouse.ca/>

What makes this seminar different?

- It hits bedrock – it invites people to become better acquainted with the God-given resources of the human mind and heart that guide us in our day-to-day activities and in our quest to discover the ultimate meaning of our lives.
- It looks at the big picture – it opens up a broad, integrated perspective on the world and our place in it.

For the fall session, please contact:

Peeter Millistver, Executive Director
Stewart House-6 Epworth Avenue
Nepean, ON- K2G 2L5
Tel: 613 224 5318 ext 17
Cell: 613 324 9924
Fax: 613 224 5620
Email: peeter@stewarhouse.ca

Letter from the New Editor of EPAC Magazine:

Greetings! It is a pleasure to introduce myself as the new editor of your EPAC online magazine! I was recruited as a University of Ottawa graduate student in the field of applied ethics. This is my final year of study, and I welcome the opportunity to engage the discipline as an editor for your publication. I look forward to working with you to provide a revamped forum for debate and reflection on the hot topics in organizational ethics across Canada. Let me tell you a little about our upcoming issues.

EPAC is committed to producing a high-quality and compelling thematic publication for its members. Starting in 2006, the magazine will be releasing regular quarterly issues for January, April, July, and October. The themes chosen for the magazine will be posted on your EPAC e-Bulletin with information on how to submit a contribution. Suggestions are also welcome.

Articles accepted for publication will be selected in a representative manner. They will be representative of our national mosaic of members, and representative of the facets of the debate in question. To that end, proposals or queries to me your editor on the nature of your article would be helpful to ensure the greatest possibility for publication. This process will provide our readers with a balanced approach towards our theme. As a result, the issue will read in the appealing format of a dialogue or conversation.

Contributions are currently being accepted for the January and April 2006 issues! Our January Theme is **Whistleblowing and Internal Disclosure Mechanisms**.

The Theme for April is **The Notion of Conferring Certification and Professional Accreditation for Ethics Practitioners**.

We would like to see submissions from all regions of Canada, from all sectors, and from the legal and theoretical positions as well as the points of view of practice. *Submission length should be in the neighbourhood of 750 words, in French or in English, and written in the third person.* Letters to the Editor regarding previous articles are also welcome. Your responses will keep the conversation alive and well!

Please send queries and submissions to: epaceditor@yahoo.ca. Best of the season to you!

Your EPAC Magazine editor, Julee Moroz

EDUCATION OF ETHICS/ ÉDUCATION EN ÉTHIQUE

A request for collaboration to all universities and college: Tell us about ethics related activities and researches you do!

Appel à toutes les équipes universitaires et collégiales : Faites-nous savoir ce qui se fait en éthique chez vous !

Coming soon: a special membership offer for academic sector!

A surveillez bientôt : des avantages spéciaux en tant que membre relié au milieu de formation !!!!

*****Publications*****

Tool for achieving ethical and efficient workforce.

Professionalism in Practice is a self-study course, developed by CTHRB, as a guide for professionals and new graduates to understand ethical responsibilities and managerial performance realistically, and as an aid for experienced managers with the motivation to improve their performance.

Rather than teaching a person about good and bad in Sunday School, Professionalism in Practice identifies employees' responsibilities: to themselves, to the company and to the client. Rather than quote the Law, Professionalism in Practice provides a balanced guide based on common sense and legal implications.

Included in the Professionalism in Practice self-study manual are:

- Short scripted conversations outlining problems that students and/or managers are required to identify and then prepare an ethical solution
- Increasingly complex issues where ethical solutions are provided

Professionalism in Practice is available in print only. We sell this module for \$29.95 plus taxes, shipping and handling. Professionalism in Practice is available in English and French.

*****Web Site Findings*****

The IPAC Statements on Public Sector Ethics

To codify these beliefs, IPAC conducted two exercises. The first process started in 1985, and yielded the *Statement of Principles Regarding the Conduct of Public Employees* in 1987. To celebrate the 15th anniversary of the *Statement*, IPAC undertook a revision of the document. Staff at IPAC drafted a declaration of [A Public Servant's Commitments](#) in 2004 and it was submitted to the membership in 2005.

<http://www.ipac.ca/ethics/index.html>

Additional Workplace Ethics Resources

Do Online Business Ethics Exist?

In the world of online business something has gone badly wrong. In the pursuit of wealth and success business ethics have not so much fallen by the wayside as been torn up. . .

Ethics in Speaking: A Practical Point of View

Often managers have to deliver presentations with unpleasant content. The vice president has to announce that there is a hiring freeze or a downsizing.

Find Ethics with Business.com

Business Ethics - Business.com will help you find just what looking for. Browse through more than 65,000 categories. Find all the vendors and goods you need to grow your business.

http://www.business.com/search/rslt_default.asp?nav=dir&query=Bussiness+ethics&search=Search&type=web&vt=all

Ethics around the world- L'éthique Internationale

The UK research group Ethical Investment Research Services recently released its study into global corporate governance systems. The study assessed 1,600 companies in 24 countries in North America, Europe and Asia-Pacific. The project, "How Global is Good Corporate Governance?", judged companies' performance based on criteria such as separation of the roles of chief executive and chairman, the number of independent directors and the number of women on boards.

The UK and the Netherlands emerged as winners on EIRIS's scale of corporate governance. While the UK's performance can be attributed to its long history of governance improvements driven by scandals and shareholder activism, the Netherlands owes its success to a new corporate governance code - the Tabaksblat Code - established in 2004.

The Tabaksblat Code prescribes how companies/institutions should handle corporate governance. The most important principle is 'comply or explain'. Companies should indicate whether they live up to the Tabaksblat rules, and if not they should explain why.

Detailed information about the *Tabaksblat code* can be found on

www.commissietabaksblat.nl

European Corporate Governance Institute

www.ecgi.org

See our Web site / Consulter notre site Internet:
www.epac-apec.ca

The European Corporate Governance Institute (ECGI) is the successor to, and has taken over the functions of, the European Corporate Governance Network (ECGN) Institute is an international non-profit association, in accordance with the Belgian Law of 27 June 1921, granting legal personality to non-profit associations and establishments of public utility, as amended. Copies of the ECGI's Articles of Association are available on this website in (original) [French](#) or in an [English translation](#).

European Corporate Governance Service

www.ecgs.net

The **European Corporate Governance Service (ECGS)** provides a single source of consistent governance information and proxy voting advice for the main European quoted companies.

EUROPA > European Commission

http://europa.eu.int/comm/internal_market/company/ecgforum/index_en.htm

Coordination nationale des ONG françaises de solidarité internationale

http://www.coordinationsud.org/rubrique.php3?id_rubrique=156

You might also want to visit the sites described below, many of which are **bilingual**.

Éthique de la santé et bioéthique/Bioethics

<http://www.cihr-irsc.gc.ca/f/186.html>

<http://www.genomecanada.ca/GCethique/aPropos/index.asp?l=f>

Éthique de la technologie et l'éthique télématique/Computer Ethics

<http://www.ethique.gouv.qc.ca/fr/index.html>

L'Agora, vol 5, no 4 (juillet 98)

<http://agora.qc.ca/textes/floridi3.html>

<http://www.wolfson.ox.ac.uk/~floridi/ie.htm>

Éthique de la recherche/Research Ethics

<http://www.pre.ethics.gc.ca/francais/index.cfm>

Éthique gouvernementale/Government Ethics

http://pm.gc.ca/fra/eth_conduct.asp

Sites internet francophones destinés à l'éthique (ou abordant l'éthique)

N'oubliez pas de nous faire part de vos découvertes en matière de ressources francophones en éthique sur internet - **Voir aussi les sites ci-dessus...Certains sont bilingues.**

*****Site en vedette*****

Déclarations de l'IAPC sur l'éthique du secteur public :

http://www.iapc.ca/ethique/engagements_du_fonctionnaire/index.html

Depuis sa création, les membres de l'Institut d'administration publique du Canada ont eu pour objectif d'assurer que la fonction publique du Canada soit perçue comme une institution neutre, non-partisane, efficace et innovatrice, chargée de servir au mieux les intérêts des gouvernements et des citoyens de ce pays.

Afin de codifier ces convictions, l'IAPC a lancé deux exercices. Le premier exercice a démarré en 1985 et a abouti, en 1987, à « [La Déclaration de principes concernant les employé\(e\)s du secteur public](#) ». Cette déclaration s'est révélée être une source d'inspiration pour nombre d'administrateurs publics et de gouvernements qui cherchaient également à définir un code de conduite pour la fonction publique dans laquelle ils travaillaient.

En vue du 15^e anniversaire de cette Déclaration de principes, l'IAPC a entrepris de réviser le document. Un atelier à ce sujet s'est tenu à Toronto en mai 2003 et des recherches ont été amorcées dans le but de mesurer la pertinence de la Déclaration dans le Canada du 21^e siècle. Évidemment, la Déclaration a bien vieilli, mais les nombreux appels entendus suggéraient une révision du document afin de capter un nouvel esprit.

Plusieurs membres du personnel de l'IAPC ont préparé la version préliminaire d'un énoncé portant sur « [Les engagements d'un fonctionnaire](#) ». Le document a été soumis en 2005 aux membres de l'IAPC et approuvé par son Conseil d'administration lors de la réunion de celui-ci à Regina en août cette même année.

Le Conseil d'administration a choisi de garder ces deux déclarations dans l'espoir qu'elles inspireront les employé(e)s du secteur public de tout le Canada, mais aussi invite-t-il toujours avec plaisir tous [commentaires et suggestions](#).

Write to us / Écrivez-nous...

We always appreciate receiving your comments on the EPAC e-bulletin. Please do not hesitate to send us your comments or submit articles to the below addresses:

Il nous fait toujours plaisir de recevoir vos commentaires à propos du e-bulletin de l'APEC. N'hésitez pas à nous faire parvenir vos commentaires ou encore à soumettre des articles aux adresses suivante:

**Bulletins : E-Bulletin@epac-apec.ca Magazine: Editor@epac-apec.ca
Membership: service@epac-apec.ca**

Comité éditorial / Editorial Committee

Nathalie Tessier, Rédactrice-en-chef / Editor in Chief
Pat McGregor, Production & Distribution / Production et distribution

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