EPID@WORK (ENHANCING THE PREVENTION OF INJURY AND DISABILITY AT WORK) RESEARCH INSTITUTE

OPERATIONAL
PLAN

2025 - 2026

Ontario

EPID at work

Lakehead UNIVERSITY

EPID at work

2025 - 2026

OPERATIONAL PLAN

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Lakehead
UNIVERSITY

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Introduction

The Enhancing the Prevention of Injury and Disability at Work Research Institute (EPID@Work) at Lakehead University has a mandate to bring people together to reduce work-related injury and disability through collaborative applied research and provision of education to enhance knowledge related to injury and disability prevention. The goals of the Institute are to 1) Conduct, high-quality, community-based, transdisciplinary research in the areas of work-related injury and disability prevention, with a focus on issues relevant to Northwestern Ontario; 2) Participate in, develop, and evaluate integrated knowledge exchange approaches with community stakeholders and the greater research community participating in all phases of the research process; and 3) Provide an exemplary training and experience opportunity for the next generation of community-based transdisciplinary researchers in Northwestern Ontario and beyond. Information generated from our research informs practice and policies aiming to improve work-related health and social outcomes in Northwestern Ontario and beyond.

Our research is driven by issues critical to our local stakeholders, focusing on areas including Workplace Mental Health; Equity, Diversity, and Inclusion (EDI); and Knowledge Mobilization and Implementation (KMI). These focus areas address significant challenges faced by workers and workplaces in Northwestern Ontario. Our dedicated KMI team maintains and strengthens relationships with stakeholders, ensuring a constant and reciprocal exchange of information. This commitment guarantees that our research outputs are not only relevant but are also effectively communicated and applied in practice.

The 2025-2026 Operational Plan is designed to expand upon these foundations, enhancing our operational capacities to better meet the evolving needs of our community and to continue our pursuit of the strategic objectives set forth by the Ministry of Labour, Immigration, Training and Skills Development. This plan delineates the structure of our Institute, outlines our operational methodologies, and sets forth our objectives for the year, with a focus on refining our impact and extending our reach within and beyond Northwestern Ontario.

Operational Priorities

Strategic Area 1: Advancing OHS Research Capacity

EPID@Work is dedicated to advancing OHS research capacity through high-quality, community-based research that addresses critical workplace challenges. By fostering collaborations, building research expertise, and integrating diverse perspectives, we aim to generate actionable knowledge that supports healthier, safer workplaces across Northwestern Ontario and beyond.

Objectives:
- Advance high-quality research to deepen our understanding and enhance support for workplace mental health, and to address the specific Occupational Health and Safety (OHS) needs of EDI-seeking groups, including Indigenous peoples, immigrants, and injured workers.
- Collaborate with community groups to accurately identify and understand their needs and challenges, thereby guiding our research efforts to produce more targeted and impactful outcomes.
- Develop a longitudinal qualitative component within the multi-purpose cohort study to capture the dynamics of workplace changes and their long-term effects on mental health and EDI.
- Enhance and continue the seed grant program to develop research capacity in new investigators, ensuring trainee involvement for practical experience and innovation. Actively monitor and assess the effectiveness of ongoing and completed grants to generate valuable knowledge products.
- Strengthen learning and development for researchers at the Institute by consistently providing professional development opportunities through both structured and informal sessions.
- Expand community training in research methods, knowledge mobilization, implementation, and equity, diversity, and inclusion through structured and informal sessions.

Commitments:
- Complete the projects scheduled for completion in 2025-26 as outlined in the 2025-26 Activity Report.
- Initiate at least three new projects, one in each core research area. See 2025-26 Activity Report.
- Hire a full-time biostatistician, post-doctoral fellow in KMI, and a part-time data analyst, to conduct projects and assist the team.
- To actively involve students in these projects, we will annually provide two new stipends: one for an incoming Master's student and another for an incoming PhD student.
- Maintain support for the Seed Grant program and actively track the progress of successful grants to enhance the development of knowledge products.

- Conduct training sessions on research methods and partnership development, engaging Institute members, community stakeholders, and partners to enhance collaboration and skills.

Alignment with Occupational Health and Safety Priorities:
- The objectives listed here align with all the OHS Priorities except preventing occupational illnesses. As the suite of projects listed in our Activity Report demonstrates, our research is designed to build the best research evidence to improve OHS knowledge and practices for workers and workplaces, including a focus on small businesses and workplace mental health, violence, and harassment.

Alignment with the Research Management Framework-Objective:
- Activities in this strategic area include leading and conducting high quality primary prevention research, especially in the areas of workplace mental health and equity, diversity, and inclusion-seeking groups, such as Indigenous, immigrant, women, and injured workers.
- The seed grant program will allow us to create opportunities for future OHS researchers in Northern Ontario. Requiring both Institute members and trainees to participate in these applications will build research capacity among new investigators and develop the next generation of OHS researchers.

Outputs:
- Produce at least ten peer-reviewed publications in high-quality journals, with accompanying relevant knowledge products.
- Award three seed grants with an expectation of a research proposal for the full project to be developed in the next year and/or a published article within two years.

Outcomes:
- New knowledge and skills (short-term).
- Increased understanding of research, partnership development, and OHS concepts (short-term).
- New ideas for research and evaluation projects (short-term).
- Increased collaboration between academia and OHS stakeholders (short-term).
- Stakeholder actions directly informed by research (short-term).
- Reductions in work injury and disability (medium/long-term).

Approach to Tracking Evidence of Outcomes:
- We will use the RE-AIM approach to measure Reach (who is participating in the Institute's research?), Effectiveness (are projects successfully achieving their goals?), Adoption (are results of projects being used?), Implementation (is the capacity for research increasing?), and Maintenance (are researchers and stakeholders maintaining connections with the Institute?).
- Our Knowledge Mobilization and Implementation (KMI) team is conducting research and gathering data to assess the impact of our research initiatives

Strategic Area 2: Driving Research-to-Action

EPID@Work is committed to driving research-to-action both through our KMI strategic planning, implementation, and evaluation initiatives. The following outline details how our outreach efforts, dissemination activities, KM products and strategies, capacity-building initiatives and research will help to support community-led research and mobilize the research conducted within the institute to facilitate change within our communities (from a local to provincial level).

Objectives:
- Strengthen and expand the existing Knowledge Mobilization and Implementation (KMI) framework to further drive research-to-action. Building on previous progress, the framework will focus on the following key areas:
    - Continuously evaluate and update the framework based on lessons learned and data collected from past and ongoing projects, ensuring project-specific planning and evaluation remain effective for all EPID research initiatives.
    - Strengthen the evaluation of KMI unit performance, research impact, and partnerships. Emphasis will be placed on refining processes for identifying, capturing, and tracking key indicators of impact in collaboration with community partners.
    - Continue training researchers and community partners on co-produced research, with refined modules on KMI strategies and partner engagement to address gaps identified in previous implementation.
    - Build on established community networks and partnerships while seeking new collaborations. Enhance co-produced research and knowledge exchange activities to increase the relevance and uptake of research findings. Focus on improving dissemination and evaluation processes by leveraging the strengths of existing partner networks and ensuring consistent stakeholder engagement for sustained collaboration.
- Continue to develop and deliver knowledge products tailored to the specific needs of knowledge users, ensuring that findings are accessible and actionable. These products will include: Peer-reviewed publications, presentations, infographics, plain language summaries, research syntheses, tip-sheets, educational and training materials, video series, arts-based knowledge translation products and interactive web-based tools.
- Advance integrated, partner-engaged OHS research by broadening our outreach through existing venues and networks with the following activities:
    - Online dissemination: Share research findings via the Institute's website, social media platforms, and the EPID NOWWHS study-specific webpage (www.workinghealth.ca).
    - In-person dissemination: Present research at local, provincial, and national conferences, and host the second annual Research Into Action Conference 2025, bringing together researchers, community members, workers, and employers to exchange insights and discuss EPID's initiatives.

- Hybrid dissemination: Continue the EPID Talks Seminar series, Tri-Annual meetings with research institute members, and project-specific webinars tailored to knowledge users.
- Community and workplace engagement: Host community workshops, workplace learning sessions, and field visits to directly connect research with practical applications.
- Simplified knowledge sharing: Use videos and infographics to present research findings in an accessible and engaging way, while mentoring new researchers to enhance their skills in translating knowledge into practice.
- Develop and implement a KMI training program aimed at fostering community-engaged scholarship by strengthening the capacity of stakeholders and researchers to collaboratively conduct research and apply new knowledge and interventions effectively.

Anticipated Commitments:
- Continue to develop and disseminate project-specific knowledge products, with regular evaluations to measure reach, usability, and relevance.
- Develop a video series to highlight EPID's research initiatives and key findings, subject to funding availability.
- Expand the reach and engagement of online platforms, including the EPID website, social media channels, and NOWWHS website, with ongoing metric collection and evaluation.
- Host the third annual conference in October 2025 to bring together researchers, community members, and stakeholders to share insights and foster collaboration.
- Continue the EPID Talks Seminar Series, with a focus on increasing audience size and engagement.
- Define and implement an overarching KMI plan to enhance capacity for research impact and to capture, analyze and communicate impact.

Alignment with Occupational Health and Safety Priorities:
The KMI activities described above have the potential to align with all of the OHS priorities outlined by the Ministry, depending on the project and the needs of the knowledge users.
- Build and use best evidence to target initiatives and measure performance:
  - Both in the application of KMI principles/practices, and in the creation of knowledge products and KM strategies tailored to target audiences, we will reference best practice from KM, impact, and implementation peer-reviewed literature, combined with data collected from practice examples and community knowledge exchange. For example, consultation with samples from intended audiences will provide data to aid relevant interpretation of research results and tailoring of messaging and communication formats of knowledge products to maximize accessibility and useability. User consults will also provide feedback on how to improve such products and on gaps in needed knowledge.
  - This evidence-based or evidence-informed approach will also be applied to the selection/development of tools, instruments, and methods for capturing

and evaluating both KMI efforts and impact of EPID research. Our iterative evaluations will further produce a growing body of evidence for how to create impact-as-positive-change for workers of NWO through EPID research partnerships.
  - o By using a variety of platforms, venues and strategies for sharing our research findings, the KMI group will ensure our research and knowledge products are available and accessible to a wide variety of audiences.
- Improve occupational health and safety (OHS) knowledge and practices:
  - o By partnering with local businesses and organizations and making our research accessible to these knowledge users, we are providing knowledge users with the tools to improve their OHS knowledge and practices.
- Support workplace parties to fulfill their OHS roles and responsibilities and achieve excellence:
  - o By partnering with local businesses and organizations and making our research accessible to these knowledge users, we hope to provide knowledge users with a better understanding of their OHS roles and responsibilities and the importance therein.
- Make OHS easier for small businesses:
  - o By partnering with local businesses and organizations and by using an integrated KMI approach to stakeholder-engaged research, our knowledge mobilization strategies and products will be more likely to:
    - ▪ address the specific needs of these knowledge users.
    - ▪ make implementation of OHS interventions easier for small businesses.
- Addressing workplace mental health and workplace violence and harassment.
  - o By supporting researchers and community to engage in co-produced research, the knowledge produced should be relevant, timely and useable, and proposed solutions should have a better fit, produce real positive change and be more sustainable.
  - o By sharing our research with appropriate knowledge users in a format that is accessible to them, relevant parties can then advocate and work to address workplace mental health and workplace violence and harassment.

Alignment with the Research Management Framework Objectives:
The KMI activities described above have the potential to align with all the Research Management Framework Objectives outlined by the Ministry, depending on the project and the needs of the knowledge users.
- Expanding OHS research outreach through sharing, dissemination activities and tailoring research findings to the needs of potential audience to ensure access to evidence.
  - o We will expand OHS research capacity through our existing venues/platforms as well as new and emerging venues/platforms and we will ensure research findings are tailored to the needs of potential knowledge users.

- Stepping up the interpretation of research and data to ensure research is interpreted into solutions to practical OHS problems.
    - We will align with this priority by implementing an integrated KMI approach to research: we will build capacity among our researchers for developing community-driven research questions, consult with knowledge users on interpretation and use of results and seek partnerships to co-produce, test and evaluate solutions/interventions.
- Strengthening evidence-based implementation through implementation research, piloting and testing new OHS solutions.
    - The KMI plan and its implementation will include project-by-project definition and application of processes for capturing and documenting the implementation of OHS solutions, their successes, flaws, lessons learned and recommendations for updates (and new iterations where feasible). This evidence will be communicated in peer-reviewed journals, conferences, reports to partner organizations, toolkits, tip sheets, white papers, case studies, short videos and more. Thus, these implementation research results will contribute to academic research but will also be accessible to private and public sectors, OHS associations and more.

Anticipated Outputs:
- Five EPID Talks Seminars
    - Grow attendance from 30 to approx. 40 guests per talk.
- Research Into Action Conference 2025.
    - Grow attendance at the conference from 90 to 105 guests.
- Minimum of three informal workshops with research staff and students on doing engaged research.
- Three community training opportunities to build capacity among researchers and knowledge users for stakeholder integrated research.
- Grow social media platforms.
- Double our following on all social media platforms (Instagram, Facebook, Twitter & LinkedIn).
- Grow traffic to both our institute and NOWWHS website (www.lakeheadu.ca/epid & www.workinghealth.ca).
    - www.workinghealth.ca: Grow from 2,000 unique visitors to 3,000 unique visitors.
    - www.lakeheadu.ca/epid: Grow from 2,200 unique visitors to 3,000.

Anticipated Outcomes:
- New knowledge generated and shared with knowledge users.
- New understanding about OHS concepts shared with knowledge users.
- Increased collaboration among system partners via our research projects.

Approach to Tracking Evidence of Outcomes:
- The KMI plan will leverage existing evidence in implementing processes to track and capture a wide variety of qualitative and quantitative metrics. This data will be used to evaluate outcomes of EPID research and their benefits to knowledge users.

Examples of metrics:
- Dissemination and outreach tracking (attendance at events, web & social media traffic, number of reads/downloads of knowledge products); partnerships (number, quality/scope, number of new projects developed); outputs (number and types of knowledge products, number of peer-reviewed publications, number of events); outcomes (changes in policy or practice, skills or knowledge acquired, number of people trained); impacts - this is long-tail and may not be measurable within 2025 (improved employer evaluations from workers, improved well-being of workers, reduced staff turnover, reduction in injury/illness incidence).

Strategic Area 3: Building Evaluation Capacity within the OHS system

EPID@Work focuses on building evaluation capacity within the OHS system by developing frameworks to assess the impact of prevention interventions. Through collaborative evaluation processes, we aim to provide evidence-based insights that inform decision-making, improve practices, and enhance worker health and safety outcomes.

Objectives:
- Recruit KMI postdoctoral fellow with a focus on KMI and evaluation research.
- Define goals for impact and evaluation criteria (overall, project-by-project, updates).
- Identify what has been measured to date, assess gaps in measurement opportunities.
- Develop resources, materials, and tools to facilitate collaboration between researchers and partners in planning for impact. Collaboration should include identification of impact goals, determination of indicators and processes for tracking and capturing quantitative and qualitative metrics.

Commitments:
- Targeted recruitment of students focusing on evaluation projects.

Alignment with Occupational Health and Safety Priorities
- The objectives listed here align with "Building and using the best evidence to target initiatives and measure performance". Our KMI team will co-develop research projects with partners to best evaluate research impacts within the OHS system. We will improve OHS knowledge and practices related to understanding the impact of research by conducting research to identify the best ways to capture/measure impact.

Alignment with the Research Management Framework-Objective:
- Activities in this strategic area align with all the Research Management's Framework objectives related to building evaluation capacity within the OHS system (Engaging in the evaluation of prevention interventions within and beyond the OHS evidence to support OHS system decision making; Supporting the OHS system design and conduct evaluations of their initiative).
- We will partner with stakeholders to evaluate prevention interventions and conduct research to better understand approaches to evaluation.
- We will conduct primary research to better understand approaches to evaluation.

Anticipated outputs:
- At least one KMI postdoctoral fellow recruited with a focus on KMI and evaluation research.

Anticipated outcomes:
- Selection and tailoring of framework(s), construction of an overall strategy.
- Selection, adaptation, development of tools and processes for tracking and capturing impact and contributions to impact.
- Ongoing implementation, testing, evaluation and updating of KMI & impact strategy.
- Knowledge mobilization and Impact measures, reports and narratives.
- Measures and comparisons through time of KM capacity and impact literacy.
- New ideas for evaluation projects.

Approach to Tracking Evidence of Outcomes:
- We will use the RE-AIM approach to measure the Reach (Who is participating in the societal evaluation/impact of research? What are we evaluating?), Effectiveness (Are the evaluations successfully achieving their goals?), Adoption (How may evaluations are we conducting? Who are the evaluations for?), Implementation (How are we conducting the evaluations/assessing research impact? Are our approaches efficient?), and Maintenance (Are the results of our evaluations/research impact sustained over time?) of our KMI evaluation research.
- Implementing the impact measurement strategy which is being developed through project #3000 (Building an impact measurement strategy in a new, mission-driven research institute).

Strategic Area 4: Collaboration and Partnerships

EPID@Work is committed to fostering meaningful collaborations and partnerships through our KMI activities as well as our KMI evaluation initiatives. The following outline details how our various collaborations and partnerships will help to mobilize the research conducted within the institute and facilitate change within our communities (from a local to provincial level).

Objectives:
- Increase EPID's visibility among the research and general Northwestern Ontario (NWO) community as a credible source of research evidence in the sphere of workplace physical and mental health.
- Foster and maintain current collaborations and partnerships through continued communication and through the development of a research partnership framework.
- Create opportunities for new partnerships which can inspire future research projects.
- Facilitate and support knowledge exchange both within and outside of the institute.
- Disseminate research findings and facilitate the uptake of research by knowledge users and partner organizations.
- Support co-creation of research that is tailored to the needs of our partners and knowledge users.
- Leverage partner networks to improve the reach and uptake of our research findings and to utilize multiple dissemination venues to maximize impact of research.
- Promote a collaborative and supportive approach to research initiatives.

Anticipated Commitments:
- Develop and implement a research partnership framework to help guide existing and future partnership agreements.
- Work with partners and internal staff to reach an agreed definition of "partner" to help define roles, responsibilities, and expectations.
- Establish tracking protocol of partnership engagement efforts.
- Engage partners through our various events (both in-person, online and hybrid) and continue to grow our communication venues.
- Provide ongoing opportunities for feedback and discussion with partners to ensure maintenance and health of these relationships.
- Provide opportunities for capacity building among partners to enable more active participation in the research process.

Alignment with Occupational Health and Safety Priorities:
- The collaboration and partnership activities described above allow the Institute to support the OHS priorities outlined by the Ministry (Build and use the best evidence to target initiatives and measure performance; Improve occupational health and safety knowledge (OHS) and practices; Support workplace parties to fulfil their OHS

roles and responsibilities and achieve excellence; Make OHS easier for small businesses; Addressing workplace mental health and workplace violence and harassment) through fostering supportive and effective partnerships, EPID can better respond to the needs of knowledge users and better create/tailor knowledge products that communicate the Ministry's priorities.

Alignment with the Research Management Framework-Objective:
The collaboration and partnership activities described above allow the Institute to support the Research Management Framework Objectives outlined by the Ministry.
- Expanding OHS research outreach through sharing, dissemination activities and tailoring research findings to the needs of potential audience to ensure access to evidence:
  - Through strong collaborations and partnerships, EPID@Work can ensure that all research findings are tailored to the needs of potential knowledge users and can improve access to this evidence/research.
- Stepping up the interpretation of research and data to ensure research is interpreted into solutions to practical OHS problems:
  - Through strong collaborations and partnerships, interpretation of research and data will be done in consultation with knowledge users and partners to ensure practical solutions and products are provided
- Strengthening evidence-based implementation through implementation research, piloting and testing new OHS solutions:
  - Existing research and practice evidence will be leveraged to enhance partnership practices. Strategies for effective partner engagement in integrated research will be piloted, tested and evaluated, increasing knowledge on how to do effective academic-community partnerships for implementing effective and sustainable OHS solutions.

Anticipated outputs:
- Gain at least three (3) new partners, particularly throughout the NWO region in hub communities such as Sioux Lookout, Kenora, etc.
- Increase the number of co-led research projects.
- Establish tracking protocol of partnership engagement efforts to better quantify anticipated outputs & outcomes.
- Implementation & evaluation of evidence-informed partnership strategies for effective co-led research – used for updating approaches and adding to the research knowledge on engaged research. Minimum 1 peer reviewed article, and various knowledge translations of results for different audiences
- Research Into Action Conference 2025.
- Grow attendance at the conference to 105 guests and increase the number of partners in attendance.

Anticipated outcomes:
- Increased capacity among members for developing collaborations and partnerships through internal KMI training.

- Increased collaboration between academia, OHS system partners and knowledge users.
- Continued enhancement and expansion of partnership engagement efforts.
- Better the well-being of workers and workplaces in Northwestern Ontario by sharing research findings and collaborating on effective and practical solutions to OHS problems (ultimately leading to reductions in work injury and disability due to the increased involvement of partners and knowledge users).
- Development of co-led research projects that directly address the needs of knowledge users
- Increase visibility of research institute and increase participation rates for our various research projects.

Approach to Tracking Evidence of Outcomes:
- The KMI unit's current data and tracking processes of partnership engagement efforts will be analyzed, compared to literature sources and good practice examples. Processes will be updated and expanded, also using consultation from partners on what and how to evaluate successful partnerships. Qualitative and quantitative data will be assessed.

Operations

Organizational Chart
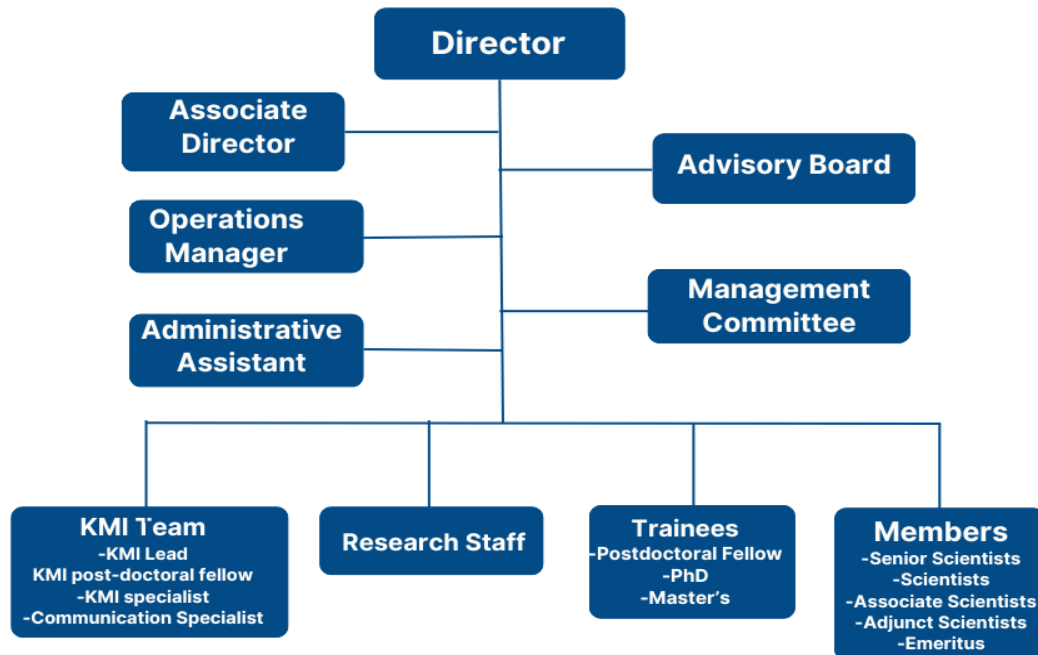
Advisory Board

Introduction:
The Advisory Board is a group of representatives from different groups which add perspective to the development of EPID@Work's core research areas. The members will advocate for the Institute. Meetings occur three times a year: June, October, and January with at least one being in person at the EPID@Work office. The committee reports to the Director and the Management committee.

Objectives:
- To provide the Director and Management Committee with recommendations for action: research project ideas, reports, finance, and events.
- To ensure guidance from all vital stakeholders: injured workers, unions, employers, health care, compensation, and legislation.

Members:
- Dr. Batia Stolar - Lakehead University Associate Vice-President, Research & Graduate Studies
- Jules Tupker - Worker and Union Representative, Retired, Previous CUPE Union
- Steve Mantis - Worker Representative, Ontario Network of Injured Workers, Thunder Bay and District   Injured Workers Support Group
- Amy Kembel - Employer Representative, Synergy North
- Elizabeth Widdifield - Small Business Employer Representative, RegenMed
- Dr. Joel Anderson - Health Care Representative. Occupational Physician
- Melissa Bruno - Compensation Representative, Workplace Safety and Insurance Board
- Margaret Cernigoj – Government Representative, Ministry of Labour, Immigration, Training and Skills Development

Management Committee

Introduction:
The Management Committee operationalizes recommendations from the Advisory Board Committee to direct Institute activities. The Committee consists of a representative from each of the theme areas for the Institute and reports to the Advisory Board Committee. The Committee makes recommendations for topics of research, training, consultation, staffing and provides direction for the Director and Associate Director. Meetings are quarterly: May, September, November, and February. The minutes from the meetings are shared with the Advisory Board.

Objectives:
- To ensure there is active research occurring in each of the theme areas: EDI, Mental Health, and KMI.
- Advise on operational aspects of the Institute.

Members:
- Dr. Vicki Kristman – Director; Department of Health Sciences
- Dr. Kathy Sanderson – Associate Director; Equity, Diversity, and Inclusion Lead; Department of Business Administration
- Dr. Abigale Sprakes– Mental Health Lead; School of Social Work
- Vacant – Knowledge, Mobilization, and Implementation Lead; Department of Health Sciences

Triannual Meetings

Introduction:
The Institute hosts three (3) meetings for all members, students, and affiliates. They are held in May, September and December in hybrid format with the contents of each available to all EPID@Work affiliates afterwards. The meetings present an opportunity for all those involved with EPID@Work to come together and discuss research and relevant updates and issues.

Each meeting will include a professional development session and will concentrate on a different focus of the Institute: mental health; equity, diversity and inclusion; and knowledge mobilization and implementation. These opportunities will be led by an expert in the field, either internally or externally. They will include participation, networking and resource opportunities.

Objectives:
- To encourage networking between all levels of EPID@Work's membership regarding research, planning, and activities.
- To encourage the involvement of all EPID@Work's membership through regular updates and discussions.
- To provide professional development opportunities in fields that EPID@Work focuses on to improve understanding and research.

Year at a Glance

2025 - 2026
YEAR AT A GLANCE

APRIL	MAY	JUNE
Community Engagement/Training	Tri-Annual Meeting Management Committee Meeting EPID Talks	Advisory Board Meeting

JULY	AUGUST	SEPTEMBER
Community Engagement/Training	Community Engagement/Training	Tri-Annual Meeting Management Committee Meeting Research Into Action Conference

OCTOBER	NOVEMBER	DECEMBER
Advisory Board Meeting	Management Committee Meeting EPID Talks	EPID Talks

JANUARY	FEBRUARY	MARCH
Advisory Board Meeting Tri-Annual Meeting	Management Committee Meeting EPID Talks	EPID Talks

THANK **YOU**

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