



IWA YWP CANADA

WORK PLAN AND ANNUAL REPORT

2025

1. SUBMITTER INFORMATION

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YWP CHAPTER: Canada Chapter

Chapter Email: iwa.canada.ywp@gmail.com

Work Plan Date: 15/02

Position in Chapter: Co-Chairs and Chair

Annual Report Date: 15/02 | **Year:** 2025

2. RATIONALE AND MISSION STATEMENT

Canada's Water Reality

Canada is often described as a water-rich nation. We hold nearly 20% of the world's freshwater resources, are home to the Great Lakes, the largest freshwater system on Earth, and possess some of the most advanced drinking water and wastewater treatment technologies globally. Yet abundance does not mean immunity.

Canada faces increasing water challenges that are both local and global in nature: intensified flooding across provinces, accelerating glacier melt in northern and alpine regions, eutrophication and climate impacts on the Great Lakes, aging infrastructure in growing cities, drinking water advisories in Indigenous and remote communities, greenhouse gas emissions from water systems, and emerging contaminants such as PFAS and microplastics. As a northern country, Canada is disproportionately exposed to climate change, and as a nation deeply integrated with global systems - economically, environmentally, and socially - our actions resonate beyond our borders. Addressing these challenges requires a skilled, engaged, and forward-looking workforce capable of integrating technical expertise with sustainability, resilience, and social responsibility.

At the same time, Canada is a country shaped by immigration and diversity. Each year, new professionals, researchers, Indigenous, and students arrive, bringing local or global experience and technical knowledge. This makes Canada uniquely positioned as a platform for knowledge exchange and bridging local practice with global innovation. In a period where some international actors are retreating from environmental and climate commitments, Canada has an opportunity to lead, to convene, and to demonstrate how youth-driven collaboration can strengthen global water governance.

Canada is also geographically vast and officially bilingual, with English and French-speaking communities across provinces and territories. Effective national collaboration therefore requires deliberate effort to bridge regional and linguistic differences. Young professionals (YP) in Atlantic Canada, the Prairies, Ontario, Québec, British Columbia, and the North often work in different regulatory, climatic, and operational contexts. It is essential to strengthen connections among young professionals across Canada through intentional social engagement, regional collaboration, joint initiatives, and improved internal coordination. Dedicated effort is required to prevent regional isolation and to foster trust, shared identity, and sustained collaboration nationwide.

Role of IWA YWP Canada

The International Water Association (IWA) Young Water Professionals (YWP) Canada is a national chapter committed to advancing a strong, inclusive, and collaborative network of early-career professionals, researchers, and students across Canada's water sector. Our chapter supports YPs from diverse disciplines, including drinking water, wastewater, water resources, environmental engineering, research, policy, and innovation, by providing a national platform for connection, professional growth, and leadership development.

Mission and Commitment to SDG 6

Within this context, the mission of IWA YWP Canada is not simply to host events or grow membership. Our mission is to institutionalize youth leadership within the Canadian water sector and contribute meaningfully to the global water agenda. We aim to empower early-career professionals to influence decision-making, advance innovative solutions, and translate global commitments, particularly the United Nations Sustainable Development Goal 6 (Clean Water and Sanitation), into tangible action.

SDG 6 calls for universal access to safe water and sanitation, improved water quality, sustainable water management, and strengthened international cooperation. In Canada, this means addressing inequities in access, investing in climate-resilient infrastructure, managing emerging contaminants, and protecting freshwater ecosystems. Through professional development, knowledge exchange, regional engagement, and international collaboration, IWA YWP Canada equips YPs to work on these issues directly, within utilities, consulting firms, academia, government, and industry.

Strategic Commitments and Priorities

In alignment with broader IWA recommendations on youth accountability and engagement, as mentioned in the Youth Action for SDG 6 report “expected and encouraged to drive the implementation towards the globally agreed water-related goals and targets at the country level in an inclusive and action-oriented manner”, our chapter is committed to:

- Increasing awareness and visibility of IWA YWP Canada across Canada’s water community, so that more YPs can connect, participate, and grow within the network.
- Strengthening measurable impact through robust indicators and transparent reporting.
- Creating structured opportunities and strengthening the role for young professionals with formal and meaningful roles in leadership discussions, technical committees, and sector decision-making processes.
- Evaluating and developing replicable toolkits from regional initiatives and implementing successful approaches nationally to strengthen consistency and enable adoption across provinces.
- Building long-term support structures and partnerships that extend beyond single events.
- Engaging in mutual knowledge exchange with other IWA YWP chapters by sharing Canadian experiences and learning from international practices to collectively advance progress toward SDG 6.
- Nurturing a culture of open, supportive, professional, and respectful knowledge exchange.
- Building stronger regional ties across Canada through collaboration, mentorship, social events, shared programming, and peer support.

Through its national network and engagement with the global IWA community, IWA YWP Canada serves as both a learning hub and a leadership incubator. We aim to elevate the voice of YWPs, strengthen Canada’s contribution to the global water agenda, and position our chapter as a proactive contributor to SDG 6 implementation, at home and internationally. Our mission is rooted in responsibility: to steward Canada’s freshwater resources wisely, to share knowledge across borders, and to prepare the next generation of water leaders capable of responding to climate uncertainty, technological change, and evolving global challenges.

3. CURRENT STEERING COMMITTEE



POSITION	NAME	EMAIL
Chair	Hadi Mokarizadeh	Hadi.mokarizade@gmail.com
Co-chair	Emily Quecke	quecke@ualberta.ca
Co-chair	Lin Sun	lsun228@uwo.ca
Secretary	Sabrina Rashid Sheonty	sheonty077@gmail.com
Treasurer	Samantha LeValley	samantha.levallay@mail.utoronto.ca
Treasurer	Pranav Sampara (Interim)	pranav.sai.4@gmail.com
Communication Co-Director	Nimitha Choran	nimithachoran@gmail.com
Communication Co-Director	Afrida Nurain	afridanurain21@gmail.com
Programming Director	Kiera Greenaway	kgreenaw@ualberta.ca
Partnership Director	Daria Popugaeva	dpopuga@uwo.ca
Publishing Director	Nada Hosni	nhosni@torontomu.ca
Membership Director	İrem Şimşek	iremsimsek@cmail.carleton.ca
Regional Co-Director – Eastern	Soureyatou Hamidou	hamidou.soureyatou1@gmail.com

Regional Co-Director - Eastern	Shruti Tanga	stang035@uottawa.ca
Regional Director - Western	Juan Fernando Diaz Salazar	diazsajf@myumanitoba.ca
Regional Director - Central	Maha Dassouki Dit Tahan	maha.dassouki@torontomu.ca
Regional Director - Atlantic	Junzhang Chen	junzhangc@mun.ca
Regional Director - Pacific	Wei Deng	wdeng@unbc.ca

4. CHAPTER STATISTICS

Beginning of the year	End of the Year
Number of Chapter Members: 500+	Number of Chapter Members: 500+
Number of IWA Members: 50+	Number of IWA Members: 50+
Social Media Platforms: IWA YWP CANADA • Website: 7,274 viewers + 3,164 visitors • Instagram: 250 followers • LinkedIn: 3,700 followers • X: 81 followers • Facebook: 815 followers • YouTube channel (1): +50 subscriber + 3,514 views • Newsletter: 400 subscribers • Blogs: 8 posts + 555 views	Social Media Platforms: IWA YWP CANADA • Website: 17,543 viewers + 6,595 visitors • Instagram: 238 posts + 312 followers • LinkedIn: 4,210 followers + 118,738 impressions • X: 87 followers • Facebook: 860 followers • YouTube channel (1): 55 subscriber + 3,517 views • YouTube channel (2): 15 subscribers + 363 views • Newsletter: 466 subscribers • Blogs: 19 posts + 1,104 views
Number of events planned (host or attendee): 10+	Number of events hosted/attended: 10+
Note: Further details for each event, including descriptions and photos, are provided in Appendices A, B, and C.	
Social Media Presence 1. Blogs: at least 6 posts (technical and non-technical) 2. Newsletters: Published monthly, sharing professional news, technical content, industry updates, key chapter milestones 3. Announcements: promoting major international days and IWA Initiatives	Social Media Presence 1. Blogs: 9 posts (technical and non-technical), 2. Newsletters: 11 newsletters in English and Spanish, highlighting professional developments, technical insights, and chapter activities, 3. Added a Spanish version to the monthly newsletter and expanded the content to include an "IWA Education Series," a section highlighting upcoming webinars, an "Upcoming Events in the Water Industry" section covering major events across North America and globally, an "Opportunities in the Water Sector" section featuring job postings, research positions, and study

	opportunities, and a “People of the Month” section to recognize and promote active volunteers.
Professional development events and Technical Programming 1. Host - 3rd IWA YWP Canada conference, 2. Host – 2nd International Hackathon 3. National Conferences with Our Partners (CAWQ, Water Canada, and Others) 4. Continue the Waterside Chat series (minimum 3 sessions) 5. Continue podcast or technical talk postings	Professional development events and Technical Programming 1. Co-organized the 60th Central Canadian Symposium on Water Quality Research, February 23–24, 2025, Toronto Metropolitan University. 2. Co-organized the 12th Western Canadian Symposium on Water Quality Research, June 17, 2025, University of Alberta 3. Hosted the 3rd IWA YWP Canada conference, June 18-20, 2025, University of Alberta 4. Hosted the 2nd International Hackathon, June 20, 2025, Hybrid 5. Hosted a social night event with IWA YWP Japan, June 19, 2025, Alberta 6. Organized the Waterside Chat webinar “Thinking with machines: when to trust GenAI, when to learn and work without it”, September 18, 2025 7. Co-hosted the 38th Eastern Canadian Symposium on Water Quality Research, October 16, 2025, Concordia University 8. Co-hosted the Civil Night Fall 2025 in November 17, 2025, Memorial University 9. Attended and represented Canadian chapter in the Emerging Water Leaders Forum at the IWA Water and Development Congress & Exhibition, December 8-12, 2025, Bangkok, Thailand 10. Co-hosted the Connect'25: UMWEF Alumni Reunion & Networking Reception, December 11, 2025, University of Manitoba.
Collaboration, Partnerships, Regional Engagement, and Community Building: 1. Organize at least 1 collaborative event YWP chapters or other organizations 2. Organize at least two events per region (networking, technical sessions, or social gatherings)	Collaboration, Partnerships, Regional Engagement, and Community Building: 1. Organized multiple collaborative workshops with our partners (see Appendix A) and hosted the 2nd International Hackathon, with 5 YWP chapters participating as finalists

3. Increase the number of partners by the end of 2025 and secure new sponsors for chapter events. 4. Ensure YWP representation in at least 2 national or international panels. 5. Encourage cross-regional collaboration through joint programming 6. Promote bilingual engagement where applicable (English/French inclusion)	2. Organized multiple regional events and networking sessions (See Appendix A) 3. Strengthened current partnerships with Canadian Association on Water Quality (CAWQ), Canadian Water and Wastewater Association (CWWA), and Water Canada, and established a new partnership with Western Water Centre, and secured over 10 sponsors for multiple events. 4. Planned and discussed with multiple IWA YWP chapters, including the USA Chapter, Japan Chapter, Bangladesh chapter, and UK Chapter, for potential collaborations (will be announcement soon with YWP Japan) 5. Promoted YWP Chapters in 3 national and one international Conferences including Water and Development Congress & Exhibition 2025 (Bangkok, Thailand) 6. Hosted a bilingual workshop at 38th Eastern Canadian Symposium on Water Quality Research, October 16, 2025, Concordia University
Leadership Development & Internal Engagement: 1. Maintain monthly committee meetings to ensure alignment and shared planning 2. Conduct the 2025–2027 Executive Committee elections and onboarding 3. Recognize and promote active volunteers and executives through social media 4. Organize at least two events per region to facilitate networking and promote knowledge sharing 5. Mentorship and experience transfer sessions	Leadership Development & Internal Engagement: 1. Maintained monthly committee meetings to ensure alignment and shared planning 2. Elected new committee members for the 2025–2027 term (August 2025), held transition meetings for new members, onboarding meeting for new volunteers, and conducted biweekly meetings for conference preparation. 4. Announced and presented multiple awards to volunteers and executive committee members, including awards for Best Chapter and Conference Volunteers and Committees, during the 3rd IWA YWP Canada Conference (June 18–20, 2025) at the University of Alberta 5. Attended and shared lessons learned from 3rd IWA YWP Canada Conference the IWA YWP Global Coordination Call, August 2025 6. Attended the IWA YWP Global Coordination Call, October 2025 7. Held multiple team-focused meetings with committee members and co-chairs, led by

	the Chapter Chair, to share experience and provide mentorship.
Partner/Sponsor organisations: • Sponsors: 1. Toronto Metropolitan University (TMU); 2. Brown and Caldwell; 3. GHD; 4. EOCP; 5. MetroVancouver; 6. McElhanney; 7. Continental Carbon Group; 8. KWL; 9. USP Technologies; • Partners: 1. Water Canada Magazine; 2. Canadian Water and Wastewater Association (CWWA); 3. Canadian Association on Water Quality (CAWQ); 4. CentrEau – Water Management Research Centre; 5. Urban Water Research Centre (UWRC); 6. Rain It In; 7. Future Waters; 8. PEOPLE Network; 9. Environmental Science & Engineering Magazine;	Partner/Sponsor organisations: • Sponsors: 1. University of Alberta; 2. University of Alberta-Graduate & Postdoctoral Studies (GPS); 3. University of Alberta-Future Energy Systems (FES); 4. Jacobs; 5. Veolia; 6. EPCOR; 7. Core GeoScience Services; 8. Montrose Environmental Canada Ltd; 9. Toronto Metropolitan University (TMU); 10. Carollo; 11. Stantec; 12. TREK Geotechnical; 13. Dillion Consulting; 14. University of Manitoba; • Partners: 1. Water Canada Magazine; 2. Canadian Water and Wastewater Association (CWWA); 3. Canadian Association on Water Quality (CAWQ); 4. CentrEau – Water Management Research Centre; 5. Urban Water Research Centre (UWRC); 6. Rain It In; 7. Future Waters; 8. PEOPLE Network; 9. Environmental Science & Engineering Magazine; 10. Partnership for Sustainable Development Nepal (PSDN); 11. WesternWater Centre (WWCTR);
Budget: 10k+ CAD	Budget: 10k+ CAD

Selected Event Highlights (Visuals):



Figure 1. Group picture during hosting the 3rd IWA YWP Canada Conference, June 2025, Edmonton, Alberta.



Figure 2. Sponsors and partners of 3rd IWA YWP Canada Conference, June 2025, Alberta.



Figure 3. Group picture for 38th Eastern Canadian Symposium on Water Quality Research, October 16, 2025, Montreal, Quebec.



Figure 4. Picture from Civil Night, November 17, 2025, St. John's, Newfoundland and Labrador

YWP CANADA CHAPTER 2025 ACTIVITIES

About the chapter
IWA YWP Canada is an inclusive, forward-thinking community that connects and empowers the next generation of water leaders across Canada.

Founders: 17 Executives, 40+ Volunteers, Strong Partnerships Support Network

Key Activities of the Year:

- 3rd IWA-YWP Canada Conference and 2nd International Hackathon
- Co-Organizing Two Conferences with CAWQ
- Networking Events & Technical Tours
- Two New Partnerships
- E-Learning Sessions & "Waterside Chat" Series
- Monthly Newsletters (in three languages)
- Monthly Blogs

Impact & Outcomes

- 130+ Conference Registrants
- 10+ Sponsors & Partners
- 10+ Events Hosted
- 5 Finalists from YWP Chapters in the International Hackathon
- 8 Blog Posts Published

Looking ahead

- Enhance Member Engagement
- Deliver High-Quality Regional Events
- Strengthen and Sustain Partnerships
- Expand Training and Mentorship Opportunities
- Increase Global Collaboration

Connect with us, collaborate, and build partnerships for impact.

#WaterDevelopmentCongress www.waterdevelopmentcongress.org iwa.canada.ywp@gmail.com



Figure 5. Forum poster during the IWA Water and Development Congress & Exhibition, December 8-12, 2025, Bangkok, Thailand

5. YEAR GOAL AND KEY OBJECTIVES

In alignment with its mission to empower the next generation of water leaders in Canada, IWA YWP Canada has defined a set of strategic goals and objectives to be achieved by the end of 2026. These goals reflect the priorities identified by the Executive Committee for the 2025–2027 term and are designed to strengthen governance, expand engagement, and increase the chapter's national and international impact.

Goal 1: Strengthen Internal Governance and Continuity

A strong internal foundation is essential for sustained impact. To achieve this, IWA YWP Canada has outlined the following

Objective 1.1

Improve internal organization of documents, templates, and operational procedures to ensure continuity and smoother transitions between executive terms.

Objective 1.2

Enhance coordination among directors and regional leads to support clearer communication, defined responsibilities, and effective implementation of initiatives.

Objective 1.3

Support leadership development and succession planning through structured knowledge transfer and mentorship within the Executive Committee.

Goal 2: Grow and Connect the National YWP Network

As part of its ongoing commitment to empower YPs) across Canada, IWA YWP Canada recognizes that the country's geographic scale and bilingual landscape require intentional coordination to ensure inclusive engagement across.

Objective 2.1

Expand engagement of students and early-career professionals across academia, industry, utilities, research institutions, and government.

Objective 2.2

Increase representation of francophone communities and diverse voices within the water sector.

Objective 2.3

Strengthen regional activity by supporting locally relevant networking events, panels, and technical sessions, while encouraging cross-regional collaboration.

Goal 3: Deliver Relevant and Impactful Professional Development

Professional growth remains central to the value offered by the chapter. IWA YWP Canada aims to provide high-quality learning and engagement opportunities that support the development of early-career water professionals

Objective 3.1

Advance planning and development of flagship national programming, including the 4th IWA YWP Canada Conference.

Objective 3.2

Sustain and expand recurring initiatives such as Waterside Chats, webinars, and technical panels to provide consistent learning opportunities.

Objective 3.3

Enhance onboarding and volunteer engagement to support meaningful participation within chapter activities.

Goal 4: Strengthen Partnerships and External Engagement

Collaboration across sectors enhances long-term impact. IWA YWP Canada seeks to build and maintain strong relationships that amplify its initiatives, foster knowledge exchange, and increase the chapter's visibility nationally

Objective 4.1

Maintain and develop partnerships with universities, professional associations, utilities, and industry sponsors to support programming and chapter sustainability.

Objective 4.2

Expand collaboration with other IWA YWP chapters nationally and internationally through joint initiatives and knowledge exchange.

Objective 4.3

Increase representation of IWA YWP Canada in national and international water forums.

Goal 5: Enhance Communication and Visibility

Clear and consistent communication is essential to expanding reach and impact. IWA YWP Canada aims to increase its visibility and ensure that information about its programs, initiatives, and opportunities reaches all early-career water professionals locally and globally.

Objective 5.1

Maintain regular newsletters, blog publications, and social media updates to share professional developments and chapter activities.

Objective 5.2

Promote a balanced content strategy that includes technical insights, career perspectives, and regional highlights.

Objective 5.3

Strengthen accessibility and inclusivity in communications, including bilingual engagement where possible.

Goal 6: Contribute to the Global Water Agenda and SDG 6

Local engagement in Canada connects directly to global water challenges. IWA YWP Canada seeks to align its initiatives with the SDG 6 (Clean Water and Sanitation) and support global water leadership among YPs.

Objective 6.1

Ensure that chapter programming reflects priority themes aligned with SDG 6, including climate resilience, water quality, emerging contaminants, and equitable access.

Objective 6.2

Encourage participation of young professionals in international initiatives and forums, reinforcing the link between Canadian practice and global collaboration.

6. CONTRIBUTION TO IWA STRATEGIC PLAN AND COMMUNITY HIGH LEVEL AIMS

The objectives and activities of IWA YWP Canada are closely aligned with the values, priorities, and expectations outlined in the IWA Strategic Plan 2025–2030 and directly support the high-level aims of the global IWA YWP community. Through its national and regional initiatives, IWA YWP Canada contributes to IWA’s mission to advance water as a foundation for sustainable development, resilience, and equity.

Alignment with the IWA Strategic Plan (2025–2030)

IWA YWP Canada’s objectives support key strategic directions of IWA, including:

- **People and Capacity Building:** The chapter prioritizes professional development, leadership training, mentorship, and volunteer engagement, directly contributing to IWA’s goal of strengthening human capacity across the water sector. By empowering early-career professionals, IWA YWP Canada helps build a skilled and future-ready water workforce.
- **Knowledge Exchange and Innovation:** Through conferences, webinars, Waterside Chats, publications, and digital platforms, the chapter facilitates the exchange of technical and non-technical knowledge. These activities align with IWA’s emphasis on innovation, evidence-based decision-making, and the translation of research into practice.
- **Collaboration and Partnerships:** IWA YWP Canada actively collaborates with academic institutions, utilities, industry partners, water associations, and other IWA YWP chapters nationally and internationally. These partnerships reflect IWA’s strategic focus on cross-sector and cross-regional collaboration to address complex water challenges.
- **Equity, Inclusion, and Global Engagement:** The chapter promotes inclusive participation across regions, disciplines, languages, and backgrounds, supporting IWA’s commitment to diversity, equity, and representation. By engaging YPs across Canada and connecting them to the global IWA network, the chapter contributes to a more inclusive and connected water community.

Contribution to IWA YWP High-Level Aims

IWA YWP Canada’s objectives directly advance the high-level aims of the IWA YWP community by:

- Empowering young water professionals to develop leadership skills and professional confidence
- Creating opportunities for networking, collaboration, and international engagement
- Providing platforms for young professionals to contribute to IWA activities and global water dialogues
- Supporting the long-term sustainability and relevance of the IWA network through active youth engagement

By aligning national priorities with IWA’s global strategic vision, IWA YWP Canada strengthens the connection between local action and global impact. Through its structured objectives and planned activities, the chapter contributes meaningfully to IWA’s strategic goals while advancing the development, visibility, and influence of young water professionals in Canada and beyond.

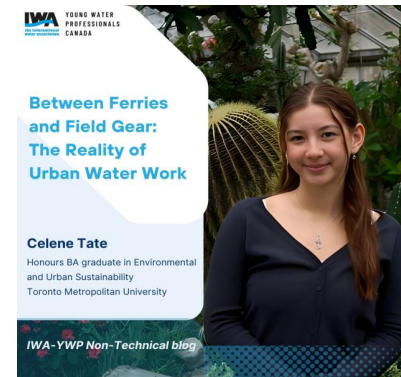
7. WORK PLAN

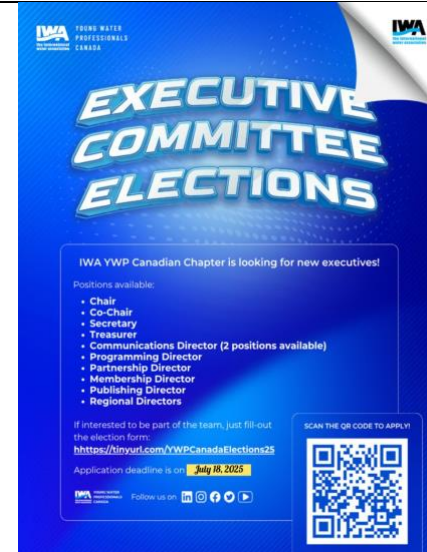
Annual Objective	Annual Activity	Verifiable Indicator	Timeline	Responsibility
What do you hope to achieve? (i.e., skills, investments, partnerships, target audience)	What specific activities are you doing to achieve this, and are you collaborating with anyone? (i.e. conferences, webinars, sponsor)	Through what measure can you determine the success of the activity? (i.e., report, attendance, agreements)	When is the activity planned? (i.e., Jan, Q1, year-round)	Who is responsible for organising and carrying out the activity? (i.e., chairs, events planner)
1. Strengthen Chapter Governance and Organizational Capacity	1.1 Review and update organization of chapter procedures, templates, and shared resources. 1.2 Strengthen collaboration and coordination among directors and subcommittees to ensure efficient delivery of chapter initiatives and consistent communication. 1.3 Support leadership development and succession planning by fostering knowledge transfer and mentoring within the Executive Committee.	1.1 Maintain a template folder with updated documentation for each regular chapter activity (e.g., blog post templates). 1.2 Hold monthly executive meetings, along with occasional check-in meetings among executives. 1.3 Conduct an internal review of knowledge transfer processes, identifying successes and challenges, and update templates or produce a written report based on the outcomes.	1.1 Year-round with focused efforts in Q1 and Q2 1.2 Year-round 1.3 Q2	1.1 Chair/Co-chairs and secretary 1.2 Chair/Co-chairs and secretary with support from all executive directors 1.3 Chair/Co-chairs and secretary
2. Expand and diversify the IWA YWP Canada Network	2.1 Introduce IWA YWP Canada members to the national and international water community and ensure that members are recognized for their contributions.	2.1 Grow membership and provide regular recognition through the “People of the Month” section of the newsletter.	2.1 Year-round 2.2 Year-round 2.3 Year-round 2.4 Year-round	2.1 All executive directors play a part in this with leadership from chair/co-chair 2.2 Publications and Programming directors

	2.2 Increase representation of diverse disciplines and perspectives within the chapter. 2.3 Engage with diverse audiences across regions and sectors. 2.4 Prioritize, track, and support volunteer engagement and participation in chapter activities.	2.2 Track blog posts, technical talks, and events to ensure diversity in subjects and authors/speakers. 2.3 Translate the newsletter into English, French, and Spanish. 2.4 Maintain an up-to-date volunteer list, ensuring active participation of all volunteers as reported by the relevant executive member.		2.3 Communications directors 2.4 Membership Director
3. Deliver High-Impact Professional Development and Programming	3.1 Organize regular local Organize meetups across regions and host a national conference for IWA YWP Canada members. 3.2 Initiate planning for the 4th IWA YWP Canada Conference.	3.1 Host 1–2 regional events per year across the Pacific, Western, Central, Eastern, and Atlantic regions. 3.2 Form the conference committee, including subcommittees, and develop a roadmap plan for the 2027 conference.	3.1 Year-round 3.2 Q3, and Q4	3.1 Regional directors 3.2 Chair/co-chairs to lead with support from entire executive
4. Strengthen Partnerships and External Collaboration	4.1 Launch new joint events with other IWA YWP chapters 4.2 Strengthen and manage partnerships through joint events, event support and cross promotion	4.1 Co-Organize at least 2 joint events 4.2 Maintained relationships with CAWQ, Water Canada, CWWA and expand new partnerships	4.1 One event in spring and one in fall 4.2 Year-round	4.1 Leadership team, and Partnership director with support from Programming 4.2 Leadership team and Partnership director

5. Enhance Communication, Outreach, and Knowledge Sharing	5.1 Publish at least one blog post per month. 5.2 Share 1–2 updates per week on social media to maintain an active online presence. 5.3 Organize one Waterside Chat or technical talk every two months. 5.4 Release a monthly newsletter.	5.1 Publish 10-12 blog posts by the end of the year. 5.2 Share a minimum of 24 social media posts by the end of the year, with a target of 36. 5.3 Organize six podcast episodes or technical talks/e-webinars/waterside chats 5.4 Publish 10-12 newsletters, ensuring all are available to members.	5.1 Year-round 5.2 Year-round 5.3 Year-round 5.4 Year-round	5.1 Publications director 5.2 Communication directors 5.3 Programming director 5.3 Communications directors
6. Support the Global Water Agenda and SDG 6	6.1 Collaborate with other IWA YWP chapters and international partners to organize joint events or discussions on global water challenges. 6.2 Raise awareness of SDG 6 through targeted communication campaigns, including World Water Day, SDG 6 messaging, and other global water observances. 6.3 Encourage young professional participation in global water initiatives by sharing opportunities, such as IWA task forces, specialist groups, and youth forums.	6.1 Deliver at least two joint international events or collaborations by the end of the year. 6.2 Publish a minimum of six SDG 6–focused social media posts by the end of the year, targeting ten posts. 6.3 Participate in at least two international IWA events, with post-event summaries or presentations shared.	6.1 Year-round 6.2 Year-round 6.3 Year-round	6.1 Chair/Co-chairs; Partnership director 6.2 Chair/Co-chairs; Secretary; Communications directors 6.3 Chairs/co-chairs to lead with support from entire executive

8. ANNUAL REPORT

Objective	Activity	Timeline	Verifiable Indicator and Reflection	Relation to Criteria	Attachments (More information provided in Appendix A, B, C)
1. Share community knowledge and member voice	Published and promoted both technical and non-technical blogs via LinkedIn and the chapter website	Year-round (2025)	Share posts linking to blog articles, tracking engagement through likes, comments, shares, and click-throughs to the full	These activities increased visibility of IWA and IWA YWP Canada, supported knowledge exchange, and aligned with IWA objectives on professional development and innovation.	 Further details for each blog are provided in Section of Appendix B or Blog repository.

2. Boost social media presence and visibility	2.1 Post announcements about events, opportunities, member recognitions, and committee updates. 2.2 Improved our visibility on a Connect Plus Page Some examples 2.3 Appreciation of outgoing Executive Committee (2023-2025) 2.4 Announcement of new IWA YWP Canada Executive Committee (2025–2027)	2.1 Year-round 2.2 Year-round 2.3 Q3 2025 2.4 Q3 2025	2.1 Total posts by the end of the year, with engagement tracked through comments, likes, and reports. Election announcement encouraged community participation in leadership and volunteer roles within the chapter. 2.2 Total posts by the end of the year on IWA YWP Page on Connect Plus 2.3 Public recognition posts acknowledged contributions of outgoing executives and volunteers, reinforcing a culture of appreciation. 2.4 Announcing the new Executive Committee received strong engagement and formally introduced leadership transition to the community.	2.1 Showed our effort to increase visibility and inspire YWPs to engage with the various events we host and promote leadership development and member empowerment. 2.2 Showed our effort to increase visibility and inspire YWPs to engage with the various events we host and promote leadership development and member empowerment. 2.3 Supported inclusive and respectful knowledge exchange and volunteer recognition. 2.4 Supported transparency, governance continuity, and community engagement	 EXECUTIVE COMMITTEE ELECTIONS IWA YWP Canadian Chapter is looking for new executives! Positions available: • Chair • Co-Chair • Secretary • Treasurer • Communications Director (2 positions available) • Programming Director • Partnership Director • Membership Director • Publishing Director • Regional Directors If interested to be part of the team, just fill-out the election form: https://tinyurl.com/YWPCanadaElections25 Application deadline is on July 18, 2025 SCAN THE QR CODE TO APPLY!  More Information  Thank You, 2023-2025 IWA YWP Canada Executive Committee!! Stay tuned, we'll be introducing our new committee members for 2025-2027 very soon..... More information
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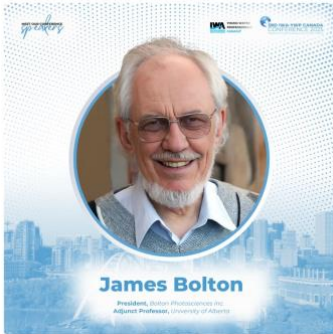
					 Video of the introduction of new committee team
3. Provide professional development and knowledge exchange opportunities	Waterside Chat – “Thinking with Machines: When to Trust GenAI”	Sept. 2025	Waterside Chats were delivered focusing on different topics including GenAI, academic integrity, and professional practice. The session attracted strong interest from students and early-career professionals.	Directly contributed to professional development and contemporary skills training for YWPs.	 More information

4. Strengthen international engagement and IWA presence	Participation in IWA Water and Development Congress & Exhibition	Q4 2025	IWA YWP Canada had a strong presence at the Emerging Water Leaders Forum and presented 2025 plans via poster, increasing international visibility.	Aligned with IWA global engagement, SDG 6, and leadership development objectives.	 YWP CANADA CHAPTER 2025 ACTIVITIES About the chapter IWA YWP Canada is an inclusive, forward-thinking community that connects and empowers the next generation of water leaders across Canada. Founding Year Founded in 2019 17 Executives 40+ Volunteers Strong Partnerships Support Network Key Activities of the Year: 3rd IWA-YWP Canada Conference and 2nd International Hackathon - Co-Organizing Two Conferences with CAWO - Networking Events & Technical Tours - Two New Partnerships - E-Learning Sessions & "Waterside Chat" Series - Monthly Newsletters (in three languages) - Monthly Blogs Impact & Outcomes 130+ Conference Registrants 10+ Sponsors & Partners 10+ Events Hosted 5 Finalists from YWP Chapters in the International Hackathon 8 Blog Posts Published Looking ahead - Enhance Member Engagement - Deliver High-Quality Regional Events - Strengthen and Sustain Partnerships - Expand Training and Mentorship Opportunities - Increase Global Collaboration Connect with us, collaborate, and build partnerships for impact. #WaterDevelopmentCongress www.waterdevelopmentcongress.org iwa.canada.ywp@gmail.com More information
5. Maintain consistent communication with members	Promotion of 2025 Monthly Newsletters	Year-round (2025)	Newsletter promotion shared updates on events, blogs, and international engagement, supporting ongoing communication with members.	Strengthened outreach, transparency, and engagement across the YWP network.	 IWA YWP CANADA NEWSLETTER DECEMBER NEWSLETTER IS OUT! Get updates on opportunities, conferences, news and upcoming events Follow us on      Subscribe here More information

	Year-End greeting and transition to 2026	Dec. 2025	Year-end message reflected on 2025 achievements and welcomed the community into 2026.	Reinforced community cohesion and continuity.	 WELCOME TO OUR NEW EXECUTIVE MEMBERS! FOLLOW US ON in ig fb tw yt More information  HAPPY NEW YEAR ! Video of New Year Greeting from committee

6. Support local and regional engagement	Civil Night Fall 2025 at Memorial University	Nov. 2025	Networking event brought together students and professionals, strengthening regional engagement and partnerships.	Supported regional outreach and professional networking.	 More information
	Connect'25: UMWEF Alumni Reunion & Networking Reception	Q4 2025	Event fostered collaboration with the University of Manitoba Water Environment Federation student chapter and alumni network.	Strengthened academic partnerships and YWP engagement.	 More information

	Workshop at 38th Eastern Canadian Symposium on Water Quality Research	Q4 2025	Workshop supported professional development and cross-sector dialogue among YWPs and researchers.	Aligned with knowledge exchange and collaboration objectives.	 More information
	Organization and promotion of the 12th Western Canadian Symposium on Water Quality Research	Q2–Q3 2025	Co-organized and promoted the 12th Western Canadian Symposium on Water Quality Research through collaboration with CAWQ/ACQE. The activity strengthened engagement with researchers and young professionals in Western Canada and increased the chapter's visibility in regional academic and professional forums.	Contributed to professional development, regional collaboration, and knowledge exchange aligned with IWA YWP objectives.	 More information

7. Deliver flagship national conference activities	7.1 3rd IWA YWP Canada Conference – speaker promotion, abstract calls, registration, and event communications 7.2 Promote and post conference highlights and recognitions	7.1 Q1 and Q2 7.2 Q3 2025	7.1 Multiple posts promoted keynote speakers, abstract submissions, registration deadlines, partnerships, and post-conference highlights. 7.2 Winner announcements and group photos highlighted participant achievements and event success.	7.1 Supported professional development, national collaboration, and leadership visibility. 7.2 Reinforced recognition and community-building objectives.	 Conference Page Speaker invitations and promotions:  More information Partnership development and promotions: More information Abstract collection and review: More information Registration: More information
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					Event promotion - International hackathon: More information Event promotion - Experience sharing: More information Conference scientific committee introduction: More information 3rd IWA YWP Canada Conference, Post-conference posts for awards:  More information 3rd IWA YWP Canada Conference, post-conference Group pics:
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					 More information
8. Advocate for global water awareness	World Water Day recognition	March 2025	World Water Day post raised awareness of global water challenges and sustainability.	Aligned with IWA advocacy, SDG 6, and public engagement.	Video for World Water Day (member contribution) More information

9. CHAIR SIGNATURE

This document has been reviewed by: Hadi Mokarizadeh

Date of Review: 15/02/2026

APPENDIX A: EVENTS

Event Name: 60th Central Canadian Symposium on Water Quality Research	Date: February 23–24, 2025 Toronto Metropolitan University
Description The 60th Central Canadian Symposium on Water Quality Research brought together researchers, utility professionals, policymakers, and industry leaders to discuss emerging challenges and innovations in water and wastewater quality across Canada. The symposium fostered cross-sector collaboration and knowledge exchange on the intersection of research, operations, and policy. As part of the program, a Young Water Professionals panel explored the future of water and wastewater research, its role in utility decision-making, and the career implications for the next generation of water professionals. The event also featured a dedicated networking session, providing attendees with practical insights and opportunities to build meaningful professional connections within the water sector. More Information	
Responsible team from the chapter:	Samantha LeValley (previous Regional Co-Director-Central)
 The poster for the 60th Central Canadian Symposium on Water Quality Research, held at the Sears Atrium, George Van Engineering and Computing Centre, 245 Church St, Toronto, ON, M5B 1Z4, on February 23-24, 2025. The poster features a large image of the Toronto skyline at night with the CN Tower. It lists the event title, dates, and location. It also highlights pre-conference activities led by IWA-YWPs-Canada, including a session on 'The future of water/wastewater research and the intersection with operations and career implications' on February 23, 1:00 - 3:00 pm, and a 'Conference Networking' session on February 23, 3:30 - 4:30 pm. The poster includes portraits and names of several speakers and panelists, such as Samantha LeValley, Steven N. Lee, and others. Logos for CAWQ ACQE, Toronto Metropolitan University, and various academic and professional organizations are displayed at the bottom.	

Event's Photo



Event Name: 12th Western Canadian Symposium on Water Quality	Date: June 17, 2025, University of Alberta
Description This symposium brings together researchers, professionals, and students to share the latest in water quality science, technology, and policy. Don't miss the opportunity to connect, collaborate, and contribute to the future of water research in Canada! More Information	
Responsible team from the chapter:	Hadi Mokarizadeh (Chair), Calvin Chung (Previous Co-chair)
12TH WESTERN CANADIAN SYMPOSIUM ON WATER QUALITY RESEARCH June 17, 2025 Electrical and Computer Engineering Research Facility (ECERF), University of Alberta, Edmonton, Alberta CAWQ ACQE UNIVERSITY OF ALBERTA FACULTY OF ENGINEERING UNIVERSITY OF ALBERTA Supported by: Canadian Association on Water Quality (CAWQ); Faculty of Engineering, University of Alberta; IWA YWP Canada Chapter For questions, please contact Conference Chair, Dr. Bipro Dhar: bipro@ualberta.ca 	
Event Name: 3rd IWA-YWP Canada Conference	Date: June 18-20, 2025, University of Alberta
Description The IWA YWP Canada Conference is an in-person event that brings together passionate and enthusiastic young water professionals (under 35) from across Canada, with a special session dedicated to hosting Latin American YWPs. Organized by and for young professionals and students, this conference highlights the leadership and technical	

expertise of YWPs across Canada. Under the theme “Leading from the Future,” participants will have the opportunity to develop skills and expand their professional network through technical sessions, poster competitions, workshops, and networking events.

[More Information](#)

Responsible team from the chapter:





Event's Photo







Event Name: Waterside Chat webinar	Date: September 18, 2025, Online
Description Our session, “Thinking with machines: when to trust GenAI, when to learn and work without it,” is presented by Dr. Brenda Stoesz. Through her presentation, Brenda Stoesz provided the attendees with important insights about the use of Generative Artificial Intelligence (GenAI) in learning, work, and research activities, a technology whose use is expanding every day around the world. Between 115 and 180 million people use GenAI daily worldwide. In Canada, approximately 12.5 million people (30% of the population) use GenAI on a daily or weekly basis for different purposes such as leisure, work, and studies. Brenda suggests that the use of GenAI in learning contexts should be carefully applied. This technology should be utilized as an assistant to support users in their tasks, assignments, and learning activities, without replacing them, as GenAI cannot reflect on the knowledge acquired. On the other hand, educators need to regulate the use of GenAI. However, they should clarify why this technology is permitted or discouraged in class. Although we might think GenAI will save us time, it can actually end up wasting more time since it requires a lot of practice to master the skills needed to craft the right prompts. GenAI can be a helpful collaborator to increase and improve our creativity, productivity, and exploration. Although we may think that using this technology leads people to lose their jobs, Brenda showed interesting statistics. A total of 12.2% of Canadian businesses used GenAI for their activities. Of all of them, only 89.4% reported no change to their employment levels, suggesting that although GenAI is being involved more frequently in our activities, it is not replacing the critical thinking and skills that only humans can offer. Despite the advantages that GenAI has brought to our lives, it remains a technology that needs further improvement and development. Users of GenAI are constantly exposed to risks that can impact their academic integrity, skill development, research ethics, and data security. Because of this, we need to review and supervise the information provided to GenAI and the responses obtained from it. It is our duty to know the strengths and limitations of GenAI. Remember that not all information is available on the internet, and not everything you find online is true or accurate. Our human judgment, critical thinking, and effort are essential for deciding when to use GenAI and when not to. Only humans can accurately interpret complex data in specific contexts, develop innovative solutions to existing problems, and establish professional relationships. More Information	
Responsible team from the chapter:	Juan Fernando Diaz Salazar (Regional Director – Western)



WATERSIDE CHAT
A Young Water Professionals Canada Webinar Series

Thinking With Machines: When to Trust GenAI, When to Learn and Work Without It

September 18, 2025
11:00 AM CDT
Free Event

Scan the QR code to register!

Dr. Brenda M. Stoesz
Research Lead - Science of Teaching and Learning,
The Centre for the Advancement of Teaching and Learning; Founder & Chair, Manitoba Academic Integrity Network (MAIN)

FOLLOW US ON: LinkedIn, Instagram, Facebook, Twitter, YouTube

Event Name: 38th Eastern Canadian Symposium on Water Quality Research	Date: October 16-17, 2025, Concordia University
Description The symposium aims to bring together professionals from diverse sectors of water quality management and research to share advancements and innovations in science, engineering, and policy. Its goal is to promote the exchange of knowledge for the public good in Canada and to foster collaboration among universities, consultants, industry, and government agencies. Invite submissions for Oral and Poster presentations, as well as One-Slide, 3-Minute presentations aligned with the symposium's themes. The organizing committee also welcomes high-quality abstracts on topics beyond the listed themes, particularly those based on innovative research or commercial applications relevant to water quality issues in Canada. Our chapter co-hosted an interactive YWP session that brings together emerging professionals and established leaders from academia, industry, and government. Hear personal career stories, gain professional insights, and grow your network within the water and wastewater community. More Information	
Responsible team from the chapter:	Soureyatou Hamidou (Regional Director - Eastern), Maha Dassouki Dit Tahan (Regional Director - Central)

38th
Eastern Canadian Symposium on Water Quality Research
16-17th Oct, 2025

IWA YOUNG WATER PROFESSIONALS CANADA

IWA YWP Canada presents
YOUNG WATER PROFESSIONALS
SESSION | SÉANCE DES JEUNES
PROFESSIONNEL-LE-S DU SECTEUR
DE L'EAU

Thursday, October 16th | Jeudi 16 octobre
1:00 - 4:30 PM (with coffee & networking until 5:00 PM)
Room EV 2.260 (2nd floor), Concordia University, Montreal

PARTNERS

CAWQ ACQE  **Concordia** UNIVERSITY  YOUNG WATER PROFESSIONALS CANADA



Event's Photo



Event Name: Civil Night Fall 2025	Date: November 17, 2025 Memorial University
Description IWA-YWP Canada, in collaboration with CSCE Memorial University Student Chapter and Canadian Society for Civil Engineering / La Société canadienne de génie civil (CSCE) NL Section, organized the event Civil Night Fall 2025 at Memorial University, Newfoundland and Labrador on November 17th, bringing together over 60 undergraduate and graduate students, faculty members, and early-career professionals for an engaging evening of learning, networking, and career development. The event featured five talks: 1) NSERC USRA Seminar by Dr. Helen Zhang (Chair, CSCE NL Section) 2) PEGNL Registration Seminar by Heather Appleby (Director of Registration, Professional Engineers and Geoscientists Newfoundland and Labrador (PEGNL)) 3) C-CORE Tech Seminar by Gerry Piercey (Team Lead, Experimental Systems, C-CORE) 4) Introduction to CSCE Memorial University Student Chapter and Canadian Society for Civil Engineering / La Société canadienne de génie civil by Dr. Noori Saady (Faculty/Student Advisor, CSCE-MUN) 5) Introduction to IWA-YWP Canada (Atlantic) by Junzhang Chen, EPT, President, CSCE-MUN and Regional Director (Atlantic), IWA-YWP Canada More Information	
Responsible team from the chapter:	Junzhang Chen (Regional Director – Atlantic)
 	

Event's Photo



Event Name: IWA Water and Development Congress & Exhibition	Date: December 8-12, 2025 Bangkok, Thailand
Description The Water and Development Congress & Exhibition 2025 took place in Bangkok, Thailand from 8-12 December 2025. It was built on the resounding success of the 2023 edition in Kigali, Rwanda, which was a landmark event for water, sanitation, and climate resilience in low- and middle-income countries. Attracting nearly 2,700 participants from 85 countries, the 2023 Congress featured an engaging programme of 39 technical sessions, 40 workshops, and 5 forums, including the High-Level Summit on Sanitation and the Climate Smart Utilities recognition programme. The event was held at the Queen Sirikit National Convention Center, Bangkok. IWA-YWP Canada was thrilled to have a strong presence at the Emerging Water Leaders Forum, presenting our 2025 plans via poster. More Information	
Responsible team from the chapter:	Hadi Mokarizadeh (Chair), Sabrina Rashid Sheonty (Secretary)
 YWP CANADA CHAPTER 2025 ACTIVITIES About the chapter IWA YWP Canada is an inclusive, forward-thinking community that connects and empowers the next generation of water leaders across Canada. Founded in 2018 17 Executives 40+ Volunteers Strong Partnerships Support Network Key Activities of the Year: 3rd IWA-YWP Canada Conference and 2nd International Hackathon - Co-Organizing Two Conferences with CAWQ - Networking Events & Technical Tours - Two New Partnerships - E-Learning Sessions & "Waterside Chat" Series - Monthly Newsletters (in three languages) - Monthly Blogs Impact & Outcomes 100+ Conference Registrants 10+ Sponsors & Partners 10+ Events Hosted 5 Finalists from YWP Chapters in the International Hackathon 8 Blog Posts Published Looking ahead - Enhance Member Engagement - Deliver High-Quality Regional Events - Strengthen and Sustain Partnerships - Expand Training and Mentorship Opportunities - Increase Global Collaboration Connect with us, collaborate, and build partnerships for impact. #WaterDevelopmentCongress www.waterdevelopmentcongress.org iwa.canada.ywp@gmail.com	

Event's Photo

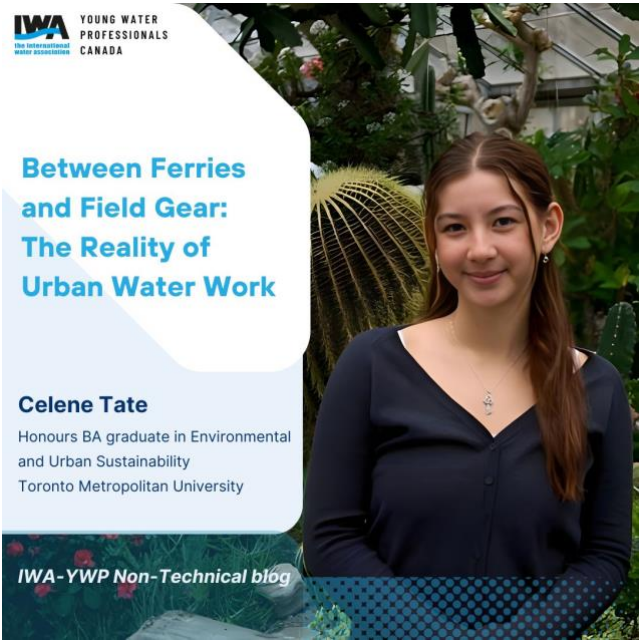


Event Name: Connect'25: UMWEF Alumni Reunion & Networking Reception		Date: December 11, 2025 University of Manitoba
Description IWA-YWP Canada is thrilled to partner with the University of Manitoba Water Environment Federation (UMWEF) Student Chapter to co-host “Connect'25: UMWEF Alumni Reunion & Networking Reception”. It’s a festive evening dedicated to connecting UM students, alumni, faculty, and industry professionals from across the water and environmental sector. This is a wonderful opportunity for our members and the broader community to expand their networks, celebrate the season, and engage with emerging water leaders. More Information		
Responsible team from the chapter:		Juan Fernando Diaz Salazar (Regional Director – Western)
 		

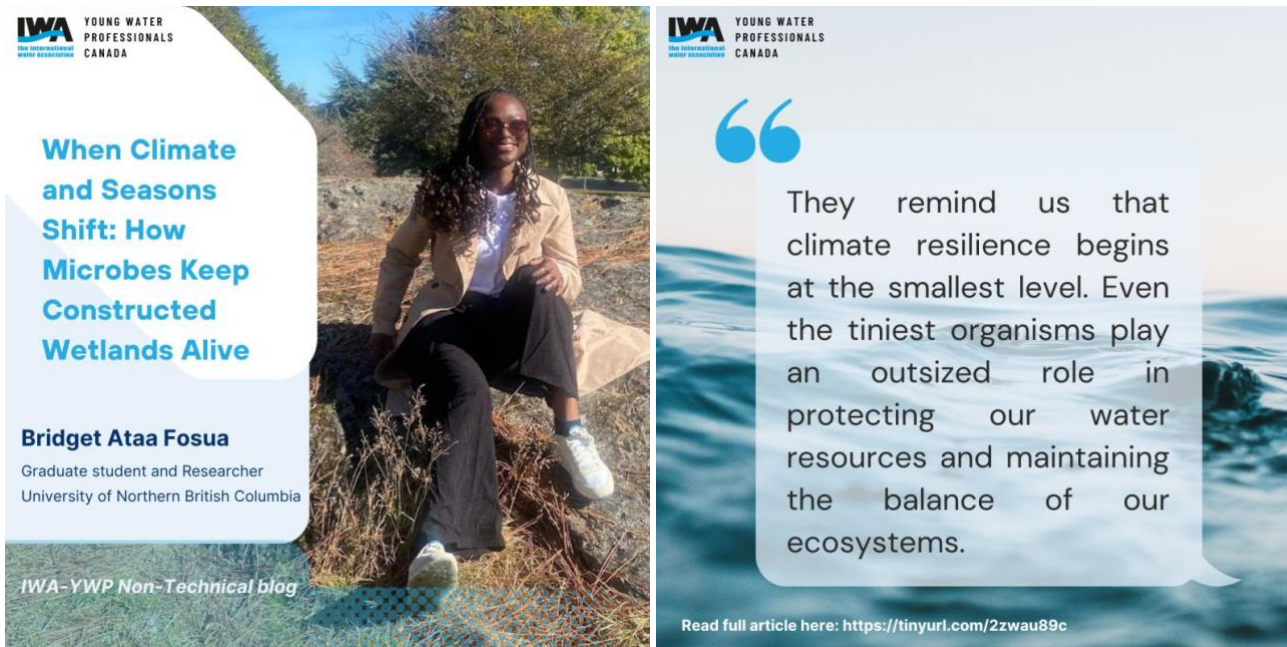
Event's Photo



APPENDIX B: BLOGS

NO	Details
1	Title: Between Ferries and Field Gear: The Reality of Urban Water Work Published Date : January 12, 2026 Read More 
2	Title: Holding Water, Building Resilience: The Case for Smart Blue Roof Systems in Urban Canada Published Date : December 12, 2025 Read More

	 Holding Water, Building Resilience: The Case for Smart Blue Roof Systems in Urban Canada Dima Balaa PhD candidate Environmental Applied Science and Management Toronto Metropolitan University <i>IWA-YWP Technical blog</i>   “From the floods of my youth to the Smart Blue Roofs of today, this research shows how innovative water management can safeguard communities, conserve vital resources, and build a future where cities adapt effectively to the challenges of a changing climate.” Read full article here: https://tinyurl.com/4nxt44p7
3	Title: When Climate and Seasons Shift: How Microbes Keep Constructed Wetlands Alive Published Date : November 13, 2025 Read More

	 When Climate and Seasons Shift: How Microbes Keep Constructed Wetlands Alive Bridget Ataa Fosua Graduate student and Researcher University of Northern British Columbia <i>IWA - YWP Non-Technical blog</i> “They remind us that climate resilience begins at the smallest level. Even the tiniest organisms play an outsized role in protecting our water resources and maintaining the balance of our ecosystems.” Read full article here: https://tinyurl.com/2zwau89c
4	Title: Rethinking Chemical Risk Assessment: Incorporating Dynamics into the Dose-Dependent Paradigm Published Date : October 16, 2025 Read More

	 Rethinking Chemical Risk Assessment: Incorporating Dynamics into the Dose-Dependant Paradigm Bryant Serre PhD candidate, Urban Water Toronto Metropolitan University <i>IWA-YWP Non-Technical blog</i>   “ We need to remind ourselves of the fundamental ecology in which we operate. We know organisms in nature are rarely exposed to one constant concentration, as they are in laboratory tests. Read full article here: https://tinyurl.com/3s4xzwxy
5	Title: My Water Journey: From Academia to Consulting Published Date : August 17, 2025 Read More
6	Title: Cold Plasma for a Sustainable Future: Advancing Water Treatment and Nitrogen Fixation Published Date : July 15, 2025 Read More
7	Title: What is Water? Published Date: April 2, 2025, Read More
8	Title: My Journey to Becoming a Wastewater Engineer Published Date : February 15, 2025 Read More

	
9	Title: Biodegradation of plastic materials in various aquatic systems Published Date : January 13, 2025 Read More



IWA YOUNG WATER PROFESSIONALS CANADA

IWA-YWP Canada Technical Blog

Biodegradation of Plastic Materials in Various Aquatic Systems

Youngju Kim
MSc Student, Department of Civil and Environmental Engineering
WITHLAB | KAIST

IWA YOUNG WATER PROFESSIONALS CANADA

“

My findings revealed distinct degradation patterns across the aquatic systems, evident from changes in the physicochemical properties of PBAT and PVA films and the microbial composition of plastic-associated biofilms. [...] **A more context-specific evaluation is crucial to accurately assess the degradation potential of these materials.**

Read the full article here: <https://tinyurl.com/TBplastics>

APPENDIX C: Partnership

New Partner: WesternWater Centre		Date: March 2025 Western University	
Description We are excited to welcome WesternWater Centre (WWCTR) as an official partner of the IWA Young Water Professionals (YWP) Canada Chapter! WWCTR is at the forefront of groundbreaking research and innovation in water management, leading the charge in addressing the most pressing global water challenges. From advanced water treatment technologies to cutting-edge resource recovery solutions, their work is driving meaningful, real-world change that shapes a sustainable future for us all. More Information			
Responsible team from the chapter:		Lin Sun (Previous partnership director, current co-chair)	
			



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