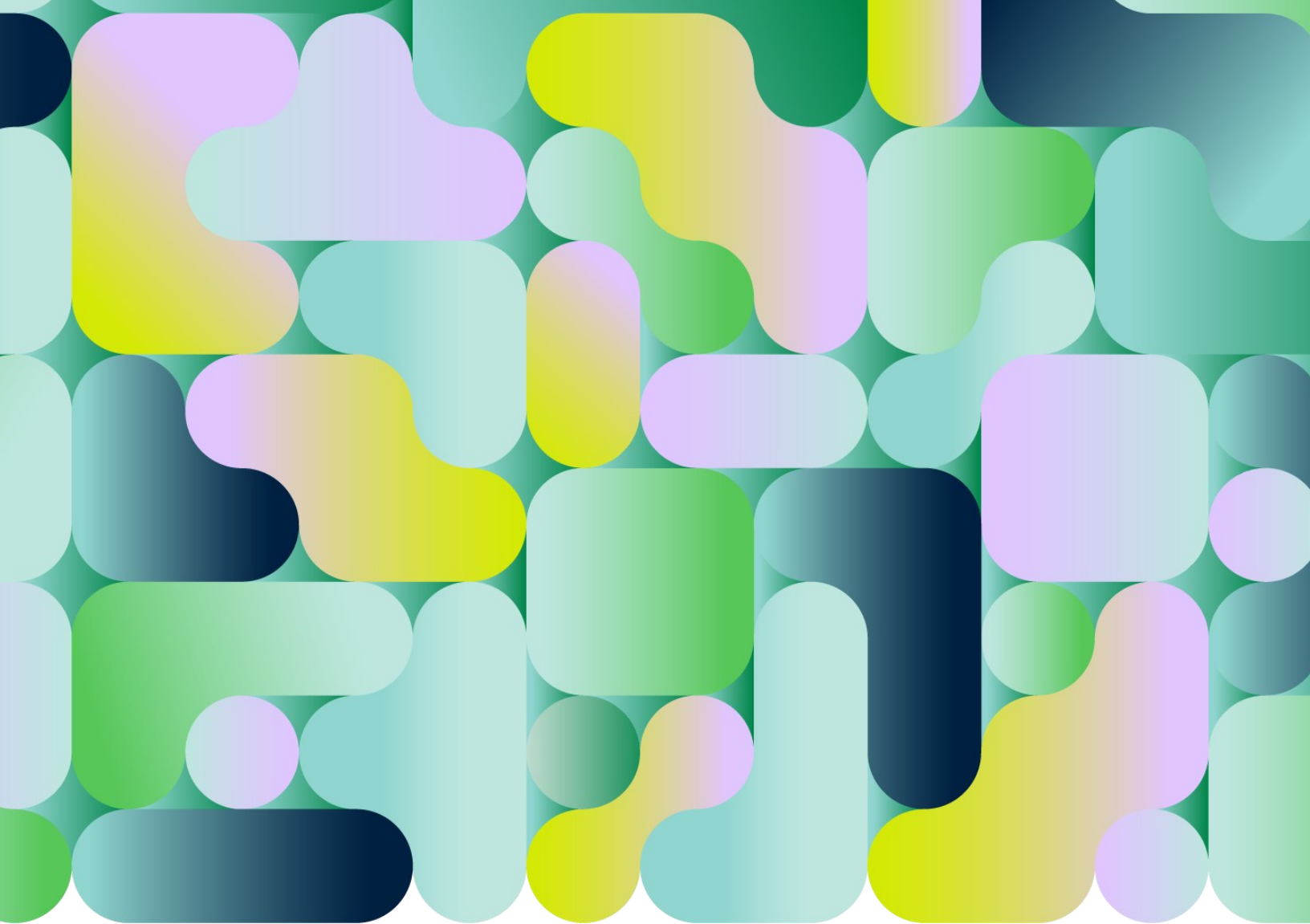




ANNUAL REPORT | 2024 – 2025



Canadian One Health Training Program on Emerging
Zoonoses | Programme canadien de formation Une
seule santé sur les zoonoses émergentes

Canopy is funded by the Canadian
Institutes of Health Research (CIHR)



Annual Report 2024 – 2025

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For context, the program followed a budget year of May 2024 to March 2025, and training activities for Canopy Year 1 ran from January 2025 to August 2025.

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CONTENTS

MESSAGE FROM THE EXECUTIVE COMMITTEE.....	2
NUMBERS AT A GLANCE	4
KEY ACTIVITIES.....	5
Workshops/symposia.....	5
Virtual meetings	7
Internships.....	8
Outcomes and activities for mentors	9
Developing Canopy's visual identity	9
GOVERNANCE.....	10
OUTCOMES	11
What trainees needed at the start	12
What trainees gained at the Montreal workshop, August 2025	14
Testimonials and reflections from first-cohort trainees.....	15
Suggestions for Future Training Events	18
BUDGET	19
Budget Summary.....	19
Institutional Contributions and Support	20
REFLECTIONS & LESSONS LEARNED	21
Communications and engagement.....	21
Reaching equity goals across the program.....	22
LOOKING AHEAD.....	23
Priorities for the next year	23
Expand the range of training activities	23
Communications.....	23
Opportunities for mentors to get involved in the program: a few ideas for you!.....	23
THANK YOU & ACKNOWLEDGEMENTS	24
PARTNERS.....	25

MESSAGE FROM THE EXECUTIVE COMMITTEE

About Canopy

Canopy is the Canadian One Health Training Program on Emerging Zoonoses, one of five new Health Research Training Programs funded by the Canadian Institutes for Health Research (CIHR) in 2024.

Canopy was co-designed by experts representing academic institutions, provincial and federal government agencies and not-for-profit organizations from across Canada and beyond. These individuals bring a diversity of lived experience and expertise ranging from lab sciences and medicine to equity and communications and are committed to working together, learning from each other and sharing responsibility for the success of the platform.

The vision for Canopy is a robust and highly functional workforce supporting resilient health and ecosystems in Canada. The Canopy mission is to train highly competent personnel capable of excellence in One Health research on Emerging Zoonoses. Towards this mission, Canopy is developing an inclusive and connected community of skilled researchers with different disciplinary knowledge and lived experience who are able to collaborate and innovate together and accelerate the implementation of One Health to better prevent, prepare for and respond to current and future threats caused by emerging zoonoses.

Canopy is creating and supporting mentorship, training and experiential learning opportunities across three priority areas: 1) health sustainability and resilience, 2) disease prevention, and 3) disease preparedness and response. Spanning these priorities are four training competency domains: systems thinking, transdisciplinarity, collaboration and leadership, and gender equity and social justice. Find out more about Canopy and our team at www.canopytraining.ca.

Reflections on Year 1

Year One of Canopy was a whirlwind of activity from the moment the award was announced. In the first few months, our executive committee met every two weeks to establish and then start implementing a plan to get the training program rolled out. Among the first tasks, we hired a program manager, established the Working Groups, and launched the first call for trainee applicants (both scholars and interns). This first call for trainees was intentionally limited in scope to give executive committee members and mentors additional time to deliver training while simultaneously developing the Canopy platform. It's not easy to fly the plane while you are still building it!

When we reflect on the past year however, a tremendous amount has been accomplished. Natasha Bowser started her position as the Canopy Program Manager in January 2025, our first cohort of 25 scholars and 7 interns was accepted in February 2025, we co-hosted the One Health, Antimicrobial Resistance and Emerging Zoonoses conference with the Canadian Antimicrobial Resistance Network (CAN-AMR-Net) and the Antimicrobial Resistance – One Health Consortium (AMR-OHC) in March 2025, and delivered in-person and virtual training and networking sessions. When we proposed the idea for Canopy, our intention was to bookend each trainee cohort with an in-person workshop and symposium. To establish a regular annual cycle, the first cohort was reduced in length to 7 months of training, and our second cohort of trainees was accepted to start in August 2025. This rapid engagement of trainees from across Canada was necessary to provide the opportunity for trainees wrapping up their time with Canopy to reconnect, meet the new cohort and begin their transition from trainee to mentor.

At the training workshops in Calgary in March 2025, we spent a half day with Canopy and CAN-AMR-Net trainees learning about training gaps they were experiencing and seeking input on which of the One Health competencies to prioritize in future training opportunities. This helped set the course for the remainder of the training year for Cohort 1. It also guided the workshops that were developed and delivered at the second in-person training week co-organized with CAN-AMR-Net and hosted at l'Université de Montréal in August 2025. These workshops marked the end of the formal engagement of Cohort 1 in Canopy and the start of their Canopy journey for Cohort 2.

Canopy is still a work in progress, but our team remains committed and excited to be part of such an inclusive and creative community. We are looking forward to another year as we continue to develop and improve our training program. A note on our name – it took a long time to figure out an identity for the program. We wanted something that was easy to say in both French and English, to reflect our commitment to bilingualism, and that represented our vision for a connected community, grounded in Eco and One Health. Canopy represents that for us as a branching network of connections that supports new growth and is grounded by our commitment to inclusion of different expertise and ways of knowing, the importance of curiosity and creativity, and building excellence in research and collaboration.

We extend our sincere thanks to the trainees, mentors, partners, collaborators, and CIHR, whose commitment and support make Canopy possible.

Executive Committee, Canopy



Jane Parmley



Cécile Aenishaenslin



Arinjay Banerjee



Tarra Penney



Finlay Maguire



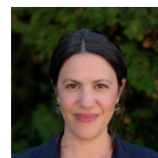
Sean Hillier



Patrick Leighton



Samira Mubareka



Natasha Bowser

NUMBERS AT A GLANCE

A snapshot of Canopy's members, activities, and impacts during the first year
(Cohort 1: January 2025 – August 2025):

Members



36

Mentors and co-applicants



25

Scholarship trainees



07

Internship trainees

Activities



03

Virtual training
meetings



01

Virtual networking
meetings



02

In-person
workshops/symposia



24

Executive Committee &
Working Group meetings

Impacts



CA\$212,861

Total funding awarded to trainees



02

Jobs obtained through internships

KEY ACTIVITIES

Workshops/symposia

Two workshops/symposia were organised, one in March and one in August 2026, book-ending the first cohort's term in Canopy.

One Health AMR & Emerging Zoonoses Conference, Calgary, March 10-14, 2025

Canopy and the Canadian Antimicrobial Resistance Network (CAN-AMR-Net) co-organised the first joint event for trainees of the respective CIHR-funded One Health training programs, alongside the Antimicrobial Resistance – One Health Consortium. Twenty-three Canopy trainees were funded to attend this event.

This event included:

- three training sessions:
 - 'Applying Systems Thinking: Tackling Wicked Problems Effectively' (Dr Tarra Penney, York University)
 - 'Bridging the Gaps in One Health Education: What Are Trainees Missing?' (Dr Jane Parmley, University of Guelph & Dr Cécile Aenishaenslin, Université de Montréal)
 - 'Inclusion, Diversity, Equity, and Accessibility (IDEA) and Mentorship in Research Workshop' (Dr Malinda Smith, University of Calgary)
- many presentations from subject matter experts
- an interactive session on 'Art, Science, One Health and Learning to Draw'
- opportunities for trainees to present an oral or poster presentation
- oral and poster presentation competitions
- several networking opportunities for trainee and mentor members of both Canopy and CAN-AMR-Net programs, including a Gala Dinner.



Participants of the One Health AMR & EZ conference

Canopy & CAN-AMR-Net workshop, Montreal, August 25-29, 2025

This workshop provided networking opportunities for trainees of both first and second cohorts and mentors across programs, and for many, opportunities to strengthen connections already established in March. Forty-three Canopy trainees were funded to attend (20 and 23 from the first and second cohort, respectively).

This event included:

- a 'Symposium Day' in which Canopy trainees had the opportunity to:
 - present their work through 3-minute speed presentations
 - attend two presentations:
 - Introduction to the Network for Ecohealth and One Health (NEOH) (Dr Gabrielle Laing, NEOH)
 - One Health Approaches to Risk Assessment (OHARA) (Dr Antoinette Ludwig, Public Health Agency of Canada)
 - attend a panel discussion - 'Science communications in today's world'
- a networking event which
 - featured a panel discussion - 'Success in advancing One Health in Canada', and
 - gave trainees and mentors the opportunity to network with One Health stakeholders from across Montreal and beyond
- five training sessions:
 - 'Finding success in complex circumstances' (Dr Craig Stephen, McEachran Institute)
 - 'Applying Systems Thinking: Tackling Wicked Problems Effectively' (Dr. Tarra Penney, York University)
 - 'Finding realistic ways to drive change' (Dr Craig Stephen, McEachran Institute)
 - 'One Health Use in Indigenous Communities' (Dr Sean Hillier, York University), which included some land-based learning
 - 'What does it mean to do One Health? Competencies for One Health practitioners' (Dr Gabrielle Laing, NEOH)
- a careers path session with several sectors and disciplines represented, and
- opportunities for trainees of both training programs to provide feedback on their respective experiences



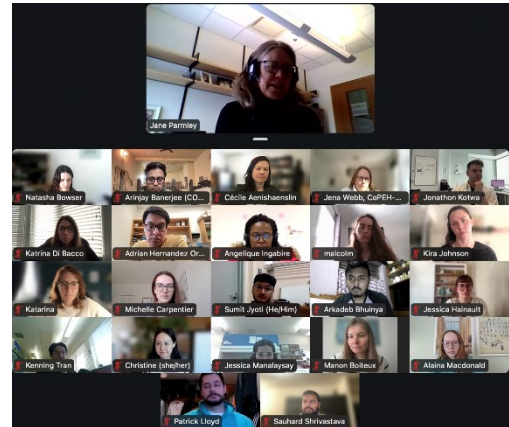
L-R: systems-thinking workshop, land-based learning, One Health competencies workshop, workshop participants

Virtual meetings

The first cohort attended four virtual meetings during their enrollment. Three meetings served as training sessions, using highly pathogenic avian influenza (HPAI) as a case study, and one meeting served as a networking event.

Kick-off meeting (February 2025)

We welcomed the first cohort in February: trainees were introduced to certain members of the program and learned about the planned activities and what participation in the program entails. This meeting also introduced trainees to HPAI as the case study topic, with presentations given by Dr Samira Mubareka (Sunnybrook Health Sciences Centre), Dr Jolene Giacinti (ECCC), and Dr Andrea Osborn (CEZD).



Virtual case-based activity (April 2025)

This activity was led by Dr Arinjay Banerjee (University of Saskatchewan) and Dr Cécile Aenishaenslin (Université de Montréal) and built upon systems maps created as part of the systems-thinking workshop in Calgary, March 2025. Trainees considered systems thinking in the context of the initial outbreak of HPAI in dairy cattle, conducted a stakeholder analysis, and considered who should be present in a hypothetical response team.

Networking event (May 2025)

Invitations were sent to all Canopy trainees, mentors, and co-applicants. Breakout rooms were used to facilitate discussions on several themes related to the program, and participants could move between the rooms to join different discussions.

Virtual case-based activity (June 2025)

This session focused on transdisciplinarity and was led by Dr Jena Webb (CoPEH-Canada). Trainees discussed in groups different types of collaboration, the types of expertise needed to facilitate transdisciplinary collaboration, and creative processes which could be put into place to support it. Trainees then had the opportunity to hear Dr Theresa Burns (Office of the Chief Veterinarian, British Columbia), Dr Brad Pickering (CFIA), and Dr Alana Wilcox (ECCC) share their experiences of what it means to collaborate in a transdisciplinary way.

Internships

Seven internships were funded in the first year, five of which were completed at the time of writing and two of which were planned to continue past August 2025:

These internships took place at Health Canada, l'Université de Montréal, the University of Tokyo, Ontario Ministry of Natural Resources, Sunnybrook Health Sciences, British Columbia Centre for Disease Control, and the University of Waterloo.

Interns had the opportunity to present their experiences at the Montreal workshop in August, providing inspiration for other trainees.



Internships, clockwise from top left: Kenning Tran at the BCCDC, Jessica Manalaysay at the University of Tokyo, Jonathon Kotwa at the Ontario Ministry of Natural Resources, Adrián Hernández-Ortiz at Health Canada.

Outcomes and activities for mentors

Beyond participation in virtual activities, mentors engaged with and benefited from the platform in other ways:

- Indigenous knowledge capacity development at University Northern British Columbia (Dr Margot Parkes, UNBC) was supported.
- Mentorship and EDI were key discussion themes during the Calgary workshop. Each Canopy mentor received a copy of 'How to Mentor Anyone in Academia' (by Maria LaMonaca Wisdom), and additional copies are available for mentors who have not yet received one.
- Canopy mentors and co-applicants were invited to attend the Calgary and Montreal events, and travel support was provided to those without other funding.
- 13 new mentors were brought into Canopy via trainees who enrolled in the second cohort (August 2025), bringing the total number of mentors and co-applicants to 49.

Developing Canopy's visual identity

Much work has been happening behind the scenes to develop Canopy's visual identity!

Polygon was contracted to develop the name, logo, colours, branding, and website. The name, logo, branding, and landing page for the new website were unveiled at the August event, with the full website launched in early 2026: www.canopytraining.ca & www.canopyformation.ca.

We have also created a LinkedIn page, which we are using to share information about our workshops, scholarship and internship opportunities, and program members. We hope that all Canopy members will feel free to tag Canopy Training-Formation on events/experiences relevant to or featuring Canopy mentors and trainees so we can re-post and share the great work being done!

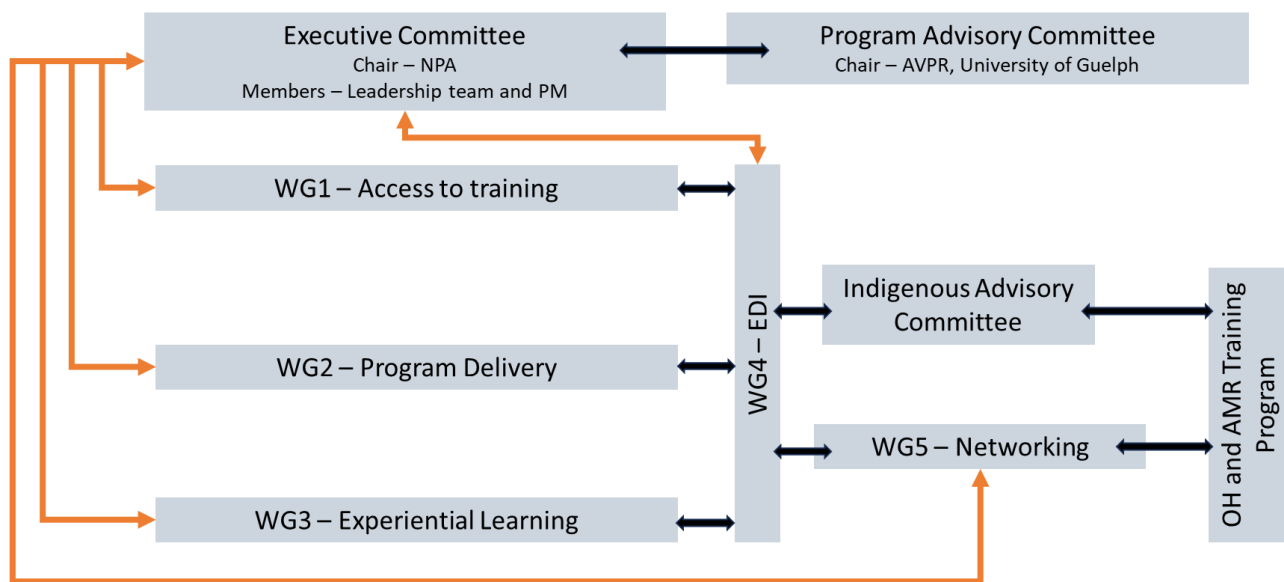
In line with these new additions, we have two new email address which can be used at any time, and especially for when we launch calls for applications: info@canopytraining.ca and info@canopyformation.ca.



GOVERNANCE

Canopy benefits from a governance structure whereby:

- the training program is governed by the Executive Committee (EC) and Program Advisory Committee (PAC), with the EC being responsible for overall decisions about program implementation, budget, and reporting and the PAC helping to guide and monitor the progress of the platform and future directions
- the day-to-day management is facilitated by the Program Manager (PM, Natasha Bowser) and Nominated Principal Applicant (NPA, Jane Parmley)
- five working groups (WGs) deliver and facilitate training (WG1: Program Access; WG2: Training Delivery; WG3: Experiential Learning; WG4: Equity, Diversity, and Inclusion; WG5: Networking)



Canopy governance structure.
(AVPR: Associate Vice President of Research)

OUTCOMES

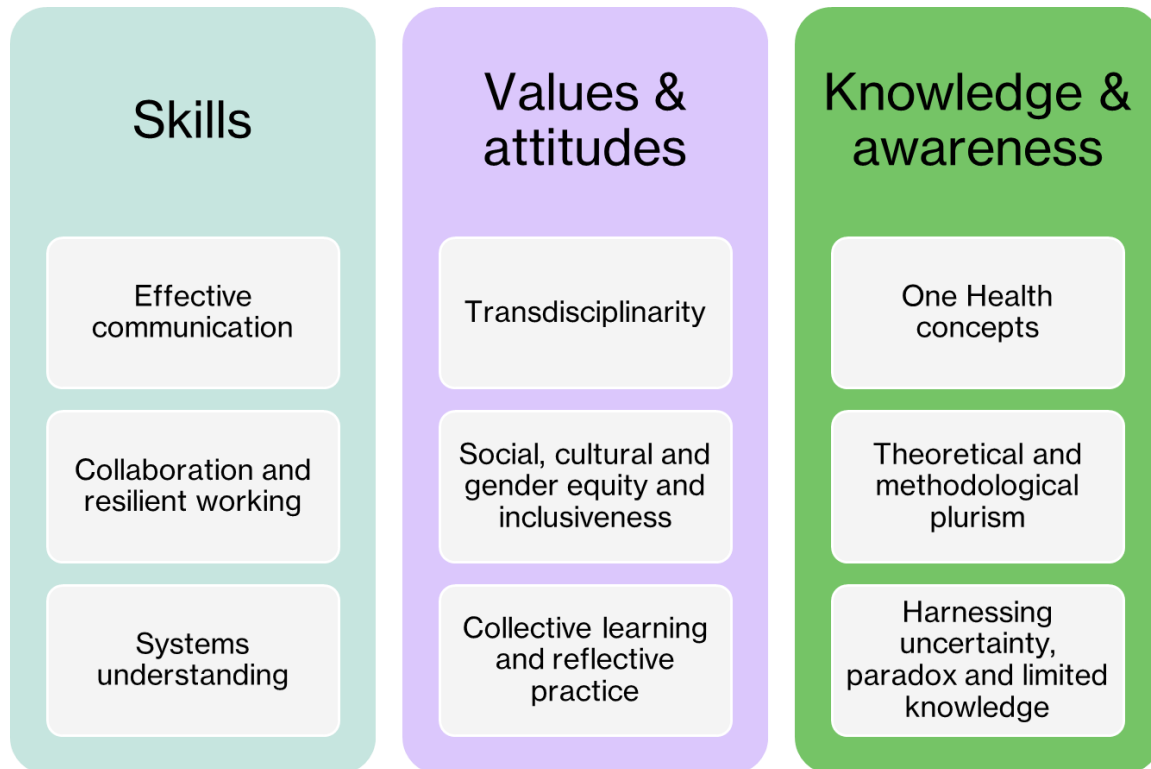
This section summarises what trainees are looking for in Canopy, and what they gained at the Calgary and Montreal workshops.

Overall, trainees described Canopy as:

- A safe and supportive environment for learning and experimentation
- A catalyst for professional growth and clearer understanding of One Health principles
- A transformative experience that encourages holistic thinking, collaborative problem-solving, and integration of equity, diversity, inclusion and systems thinking into research

What trainees needed at the start

A workshop at the March 2025 Calgary conference provided an opportunity to find out what trainees needed to develop One Health competencies, as defined by Laing et al. (2023)¹.



One Health competencies; figure adapted from Laing et al. (2023)¹

One Health competencies: often challenging to understand or apply

Trainees highlighted that while many One Health competencies are conceptually important, several remain difficult to understand or apply in practice – especially systems thinking, effective communication across diverse audiences, transdisciplinarity, methodological pluralism, and meaningful EDI integration. Most participants reported informal or inconsistent exposure to these competencies, often learning through immersion rather than structured training, and facing barriers such as time, funding, supervision, location, dependence on supervisors, and institutional limitations. In their work, trainees apply systems thinking, communication, collaboration, and methodological pluralism to varying degrees, often relying on co-supervision and stakeholder engagement. They emphasized the need for more foundational training, guidance in career transitions, supportive

¹ Laing, G., Duffy, E., Anderson, N., Antoine-Moussiaux, N., Aragrande, M., Luiz Beber, C., Berezowski, J., Boriani, E., Canali, M., Pedro Carmo, L., Chantziaras, I., Cousquer, G., Meneghi, D., Gloria Rodrigues Sanches da Fonseca, A., Garnier, J., Hitziger, M., Jaenisch, T., Keune, H., Lajaunie, C., ... Häslér, B. (2023). Advancing One Health: Updated core competencies. CABI One Health, 2023, ohcs20230002. <https://doi.org/10.1079/cabionehealth.2023.0002>

environments that foster humility and psychological safety, and opportunities for networking, mentorship, and cross-disciplinary advice.

What did trainees ask for?

Several tangible ideas were raised relating to resources, opportunities, and mentorship.

Trainees:

1. would like centralized, easily accessible databases listing training opportunities, resources, mentors, and open data.
2. Would like to take advantage of real-time communication tools (e.g., Slack) and guidance on how to use them to support cross-disciplinary collaboration.
3. Would like access to independent, platform-wide resources, as access often depends on supervisors.
4. Have expressed strong interest in training on Indigenous knowledge, community engagement, policy communication, and science communication (including storytelling and social media).
5. Have expressed a need for mentorship, including both peer and traditional models, with consistent, ongoing contact and mentorship options beyond the academic setting.
6. Have suggested mentorship pathways between undergraduate and graduate students which would benefit both mentees and mentors.
7. Consider experiential learning – such as job shadowing, switching labs, or informal “coffee talks” – to be essential for understanding different fields.
8. Prioritise opportunities to practice both French and English, as well as multilingual events.
9. Consider networking with diverse professionals and creating community-building activities (e.g., dinners, human library events) as important for strengthening the trainee community.
10. Suggested the following concrete initiatives: webinars/retreats, peer support working group, OH career fair, interactive online OH courses, and training for PIs on mentorship practices.

What trainees gained at the Montreal workshop, August 2025

At the end of the workshop, Canopy and CAN-AMR-Net trainees participated in an evaluation session of the respective training programs and completed an evaluation survey for the Montreal workshop.

What Participants Enjoyed Most

- Networking & collaboration: Participants valued meeting peers, mentors, and professionals across disciplines, and appreciated group work and collaborative exercises.'
- Career development sessions: The career paths discussion helped trainees understand transferable skills and explore diverse trajectories with mentors in small-group settings.
- Systems thinking & practical tools: Hands-on sessions using causal loop diagrams and system maps provided practical tools that participants felt confident applying to their own work.
- Indigenous knowledge & ways of knowing: Teachings from Dr. Hillier were seen as impactful and helped participants consider respectful inclusion of Indigenous perspectives.
- Supportive learning environment: Participants appreciated the interactive, cross-disciplinary and bilingual atmosphere and enjoyed experiential components such as outdoor activities.

New Things Learned / Planned Applications

Trainees reported learning practical systems thinking tools, strategies for career development and networking, and respectful engagement with Indigenous ways of knowing. They strengthened skills in community engagement, project design, and core One Health competencies – including collaboration, communication, and systems thinking – and experienced shifts in mindset that emphasized reflection, celebrating small wins, and identifying actionable opportunities for impact.

Testimonials and reflections from first-cohort trainees

First-cohort trainees were asked to provide reflections and feedback on their time in Canopy. These are illustrated across four themes: Strengthening One Health Competencies; Alignment Between Objectives and Competencies; Personal and Professional Growth; and Internship Experiences.

Strengthening One Health Competencies

Effective Communication

Trainees reported that Canopy contributed to enhance their ability to communicate across disciplines, sectors, and cultural contexts, presenting complex research to both scientific and community audiences. This included bilingual presentations, panel discussions, and creating educational materials.

“Through the Canopy coursework, I learned how to effectively communicate across disciplines, bridging the gap between scientific research, policy, and community engagement. This was further reinforced during my internship, where I worked with professionals from different backgrounds, including entomologists, virologists, and public health practitioners.” – Kenning Tran, Canopy intern

Collaborative and Resilient Working

Working within diverse teams, trainees learned to navigate differences, adapt to challenges, and support others, reinforcing resilience in complex, real-world research situations.

“Group discussions and conversations with students helped me to practise taking different perspectives and listening openly”. – Alaina Macdonald, Canopy scholar

Transdisciplinarity, Inclusion, and Cultural Awareness

Participants integrated knowledge from multiple disciplines – including ecology, epidemiology, social sciences, and Indigenous perspectives – and applied these insights in project design and ethical decision-making.

“I think that having the whole Canopy cohort at the different in-person and virtual meetings also contributed to my experience ... with theoretical and

methodological pluralism. We had a significant number of trainees with a scientific background, but it was really interesting to learn with trainees with the social science and medicine backgrounds, as their perspectives were very different to how I saw things. I found it was easier to understand concepts like systems thinking when you are discussing and learning with people who come from different backgrounds than you, as it forces you to consider things in ways you otherwise wouldn't." – Emily Halajian, Canopy scholar

Systems Thinking

Through workshops, systems mapping, and case studies, trainees developed their ability to understand complex social-ecological systems, identify leverage points, and refine research questions to account for ecological, social, and economic interconnections.

"I also learned the value of slowing down, taking a system-wide view, and understanding that sometimes the most meaningful impact comes from understanding relationships rather than rushing to solve problems". - Angélique Ingabire, Canopy scholar

Equity, Diversity, and Inclusion

Trainees reflected on the importance of social, cultural, and interspecies equity, gaining awareness of historically excluded perspectives and integrating these insights into research and community engagement.

"These discussions encouraged me to consider inclusiveness in a new light, especially for my own research on parasitic zoonoses in Canada. Historically, the voices of Indigenous peoples and other marginalized communities were rarely included in study design on parasitic zoonoses in Canada, but they were often targeted as study subjects. This realization has influenced how I now think about integrating diverse perspectives and ensuring that my work contributes to more equitable approaches in health research." - Katrina Di Bacco, Canopy scholar

Collective Learning and Reflective Practice

Reflection and group discussion enabled participants to critically evaluate their research, personal values, and decision-making processes, improving self-awareness and guiding professional growth.

“Throughout the program, reflection was encouraged as a means of evaluating not only what I learned but how I learned. This approach helped me recognize the iterative nature of research and the importance of adapting methods and perspectives as new information becomes available. Engaging in reflective discussions with peers and mentors within the Canopy community allowed me to learn from others’ experiences and perspectives, fostering a deeper appreciation for the collaborative nature of One Health work”. - Kenning Tran, Canopy intern

Alignment Between Objectives and Competencies

Participants noted strong alignment between their learning goals identified in their personal learning plans – such as improving communication, transdisciplinary integration, field and lab experience, and reflective practice – and the competencies strengthened through Canopy activities. Workshops, symposia, and case studies reinforced practical applications, while mentorship and peer networks offered guidance and feedback.

"Reflecting on how my objectives and competencies aligned throughout the program, I see that everything fit together naturally." - Angélique Ingabire, Canopy scholar

Personal and Professional Growth

The experiences fostered confidence, cultural sensitivity, adaptability, and resilience. Trainees developed technical and conceptual skills, applied ethical reasoning, and gained appreciation for complex, interdisciplinary approaches to zoonotic disease research. Exposure to Indigenous knowledge and cross-cultural collaboration enriched understanding of health systems and guided reflective, inclusive practice.

“... I had set myself the goal of having coffee with at least one or two mentors/experts per workshop. These meetings, which had no formal purpose, really allowed me to put my skills into practice and also to gain confidence in my abilities.” - Manon Boiteux, Canopy scholar

Internship Experiences

Internship trainees gained hands-on experience in field and laboratory settings that enhanced understanding of human-animal-environment interactions. Tasks included developing best practice guidelines, performing molecular diagnostics, conducting genomic analyses, and carrying out epidemiological tracking. These experiences deepened technical

expertise and inspired new research questions. Furthermore, two of the seven interns secured a job!

"I've done field work in the past, but it was quite different to what I was able to do through the Canopy internship. Not only was the experience very rewarding from a personal perspective, but it also really got me thinking about how I could further connect my experience in the field to my research...This gave me ideas about further research questions I could be asking to better connect the infectious disease epidemiology with the ecology of the animals I'm studying. This part of the experience in particular was energizing and made me really excited for what will come next in my research career." – Jonathon Kotwa, Canopy intern

"This internship not only deepened my skills but also gave me a stronger appreciation of what One Health really means in practice. It's not just a framework, it's a way of working that values communication, collaboration, and learning together across cultures and disciplines. I know these lessons will stay with me as I continue my career, reminding me to stay open, resilient, and reflective in everything I do." – Jessica Manalaysay, Canopy intern

Suggestions for Future Training Events

Ideas for future events emerged from trainees at multiple moments over the course of the year.

Trainees expressed strong interest in future workshops that provide hands-on case studies and applied learning, deeper systems thinking and methodological training, and broader coverage of equity, diversity, and inclusion. They also requested sessions on translating research to policy, communication, and community engagement, along with career development support including mentoring, networking, and resilience strategies. Additional topics of interest included technical and emerging skills such as epidemiology, machine learning, climate change, AMR, global zoonoses, a stronger focus on ecology and the environment, and clearer guidance on social sciences and transdisciplinary approaches involving community and non-academic partners. Finally, trainees requested more intentional grouping into interdisciplinary teams, as well as opportunities to be paired with trainees from other cohorts.

BUDGET

Budget Summary

An aggregated budget for funds administered by CIHR between May 2024 and March 2025 is provided below:

	Planned budget	Actual expenses	Difference
Trainee compensation			
Internships	\$85,000	\$70,982	\$14,018
Scholarships	\$142,000	\$141,390	\$610
Indigenous Canada MOOC ²	\$0	\$489	-\$489
Total	\$227,000	\$212,861	\$14,139
Administration/Operations			
Project manager (January – March 2025)	\$70,000	\$25,000	\$45,000
Website development, translations, IT equipment	\$13,000	\$28,807	-\$15,807
Development & delivery of training (COPEH-Canada)	\$8,500	\$10,000	-\$1,500
Indigenous knowledge capacity development	\$10,000	\$5,000	\$5,000
Travel support for mentors	\$34,000	\$23,170	\$10,830
Total	\$135,500	\$91,977	\$43,523
Annual workshop			
Calgary conference March 2025 ³	\$50,000	\$50,000	\$0
Registration fees for trainees	\$0	\$4,410	-\$4,410
Total	\$50,000	\$54,410	-\$4,410
TOTALS	\$412,500	\$359,248	\$53,252²

² A decision made together with CAN-AMR-Net was that future trainees would be required to complete the Indigenous Canada MOOC, and it was strongly recommended for first cohort trainees.

³ The Montreal August 2025 workshop and travel support for Year 1 trainees to attend the workshop will fall under the Year 2 budget.

Institutional Contributions and Support

CIHR funding enabled Canopy to leverage additional support from the University of Guelph, l'Université de Montréal, the University of Saskatchewan, and the Emerging & Pandemic Infections Consortium (EPIC). In addition to the funds provided by CIHR (see table above), \$312,000 in additional contributions were provided by partner institutions to directly support their trainees and provide additional administrative support for the program (details below).

Furthermore, Canopy enjoyed a very successful collaboration with the CAN-AMR-Net health research training platform.

University of Guelph

- The One Health Institute provided cash contributions to support Canopy trainees at University of Guelph, as well as many hours of administrative support through its program manager, Katherine Heyland.
- Ontario Veterinary College provided cash contributions to support Canopy trainees at the University of Guelph.

L'Université de Montréal

- Les Études Supérieures et Post-doctorales (ESP) provided cash contributions to support Canopy trainees at l'Université de Montréal.
- The Faculté de médecine vétérinaire (FMV) provided cash contributions to the labs of three Canopy mentors within the faculty.
- The Vice-Rectorate for Research, Discovery, Creation and Innovation provided financial support, along with in-kind support for planning and organizing the Montreal workshop through the participation of Nicolas Macia, senior coordinator of l'Initiative Une seule santé.

University of Saskatchewan

- The Vaccine and Infectious Disease Organization (VIDO) matched stipends for two Canopy trainees based at VIDO.

Emerging & Pandemic Infections Consortium (University of Toronto)

- EPIC provided in-kind financial support for trainees who are part of EPIC.

CAN-AMR-Net

- In line with CIHR requirements of both grants, CAN-AMR-Net also contributed \$50,000 towards the Calgary conference co-organised by the training platforms.

REFLECTIONS & LESSONS LEARNED

This year marked important achievements for Canopy. We launched the program, built a national community of mentors and trainees, and fostered meaningful connections that promise to continue beyond the program. We also supported the development and strengthening of One Health competencies among a diverse cohort of trainees.

As with any new initiative, we encountered challenges and areas for growth. Key themes are outlined below.



Communications and engagement

- Building a new program while staying connected with co-applicants and mentors and keeping everyone informed – with limited human resources – has been challenging.
- Similarly, operationalising the working groups and Program Advisory Committee has taken longer than expected.
- To date, most communication has been via email. Trainees have identified the need for a dedicated communication platform.
- A quarterly newsletter is also being considered. We welcome suggestions on how best to share updates, opportunities, and program requests in ways that work for the entire community.

Reaching equity goals across the program

- We successfully met our targets for three of four federally designated equity-deserving groups – women, visible minorities, and persons with disabilities – but did not reach our goal for Indigenous trainee representation. We included a priority call for Indigenous trainees in the most recent internship competition and will continue to do so until this goal is achieved.
- We have not yet recruited early-career researchers as interns and will explore targeted strategies to encourage and support their engagement in the program.
- We are also developing equitable approaches to distributing additional training support funds. Many learning opportunities are concentrated in major urban centres (e.g., Montréal, Toronto), making participation easier and more affordable for trainees in those regions. We aim to ensure trainees across Canada have equitable access to enrichment opportunities.
- We are committed to fostering a bilingual training environment. While this remains a work in progress, meaningful steps have been taken. After experiencing the benefits of an AI-based simultaneous translation tool (Wordly) at the March conference, Canopy purchased a subscription that has since been used at the August workshop and in all subsequent virtual sessions. We recognize that our bilingual delivery is not perfect, and we continue to learn and adapt. Moving forward, we will explore additional strategies and tools to better support collaboration and transdisciplinary activities across both official languages.

LOOKING AHEAD

Priorities for the next year

- Strengthening Canopy co-leadership governance model by supporting the active engagement of the Working Groups and Program Advisory Committee.
- Reaching and supporting more Indigenous trainees and early career researchers
- Supporting meaningful mentor engagement and encouraging regular communication within the mentor community.

Expand the range of training activities

- The second cohort is structured a little differently: interns will not be required to participate in the virtual training but will be required to attend the workshop at the end of their enrollment. Furthermore, there are now two calls per year instead of one, offering greater flexibility for potential applicants.
- We are offering trainees additional budget to support attendance at local training events.
- Trainee feedback has been invaluable and will continue to shape programming, as described under 'Outcomes'. We have already begun to incorporate many of the requested topics into this year's training.

Communications

- The development of a dedicated communication platform is underway (Discord). We anticipate that this will be a place to discuss anything directly or indirectly related to One Health or emerging zoonoses, but also to advertise graduate positions and jobs, discuss mentorship, current events, and much more.
- Work on the new website is ongoing.

Opportunities for mentors to get involved in the program: a few ideas for you!

- Host an informal coffee meeting around a topic or idea you are interested in.
- Engage with the LinkedIn page – please tag Canopy Training-Formation so we can share what mentors and trainees are doing.
- Look out for invitations to participate in virtual or in-person sessions or – even better – reach out and let us know how you could best contribute to the training.
- Attend a workshop (we have some budget to support travel).
- If you are available to mentor one or more trainees, please let us know so that we can indicate this on the website.
- When it is available – engage with program members on the Discord forum.

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PARTNERS

Academic and non-academic institutions and organisations represented among Canopy members as of August 2025 (includes trainees and mentors of the first and second cohorts):

Academic

Carleton University	University of Lethbridge
Cornell University	University of Manitoba
Dalhousie University	University of Northern British Columbia
Simon Fraser University	University of Ottawa
Toronto Metropolitan University	University of Oxford
Trent University	University of Prince Edward Island
Université de Montréal	University of Saskatchewan
Université du Québec à Montréal	University of Toronto
University of British Columbia	University of Waterloo
University of Calgary	York University
University of Guelph	

Non-academic

Canadian Food Inspection Agency (CFIA)
Canadian Wildlife Health Cooperative (CWHC)
L'organisme français de recherche agronomique et de coopération internationale pour le développement durable des régions tropicales et méditerranéennes (CIRAD)
Community for Emerging and Zoonotic Diseases (CEZD)
Canadian Community of Practice in Ecosystem Approaches to Health (CoPEH-Canada)
Environment and Climate Change Canada (ECCC)
McEachran Institute
Ontario Ministry of Natural Resources
Public Health Agency of Canada
Sunnybrook Health Sciences Centre
Vaccine and Infectious Disease Organization (VIDO)



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