

# Curriculum Vitae

## Education

**Registered Social Worker – ACSW Registration # 5688 (continuing competency requirements up to date).**

1981 - 1983      Diploma of Social Work, GMCC, Edmonton, AB.

1986 - 1989      Bachelor of Social Work, U of C, Edmonton Campus

2010      Masters of Social Work, U of C, Calgary

- Various workshops and courses including:      suicide intervention, first aid, WHMIS, community development, organizational management, addictions, FASD/ARBD, program evaluation, computer training (Microsoft Office - Word, Excel, Access, PowerPoint, moodle), family intervention techniques, Transtheoretical Model of Change, Motivational Interviewing, Diversity Training, Aboriginal Cultural Training, Mid Management Level Training, best practices in philanthropy (YMCA), APAS Evaluation Systems, Cultural Competency – Train the Trainer Certification, SAP (Substance Abuse Professional) Training.

## Student Practicums

1981-82      **Department of Indian and Northern Affairs** - Income Security  
Diploma Student Practicum 1: Supervisor - Pauline Harper-White

1982      **City of Edmonton Social Services**, Duggan Office, Diploma Student Practicum 2, working with Juvenile Probation. This was prior to Juvenile Probation moving to the jurisdiction of Solicitor Generals.

1988      **Edmonton Social Planning Council** – BSW Student Practicum 1  
Social Policy Research, interagency systemic advocacy (Income Security Action Committee member), writing proposals, writing reports and media briefs.

1989      **Bissell Centre** - BSW Student Practicum 2:  
Performed a variety of front-line duties in a multi service inner city agency. Researched the Banking and Money Management issues of inner city residents.

2005      **Sustainable East African Education & Development Society (SEEDS) of Alberta** – MSW Practicum  
Board and Organizational Development of this non-profit International Development organization working in East Africa.

## Front-line Human Services Work History

1982 Summer      **City of Edmonton Social Services**, Westmount and Jasper Place Offices.  
Developed an early intervention program in collaboration with Edmonton Police Services, Westend Division for children under 12 and their families, who came into conflict with the law.

1984-86      **AF&SS, Child Welfare**, Permanent Wards Unit  
Contract -- continued on a contract basis to work with high risk, street involved youth. (See 1983-89 below).

1984-86      **Edmonton Youth Emergency Shelter Society**  
CRASH Program Coordinator -- Intake of youth, coordination of program, crisis counseling/intervention, family reunification, and advocacy with government systems. Also developed an outreach, street work initiative.

- 1986-89      **AF&SS, Child Welfare**, various offices. Did contract fee-for-service work in the areas of youth work, family support, mandatory family supervisions, while going to University.
- 1990      **AF&SS, Permanent Wards Unit**, Whyte Avenue District Office  
*Case Aide* -- 4 month cover off position.
- Sept, 2001 – March, 2002 (6 mo. Temp. Cover-off Position) **City of Edmonton Community Services, Central and River Valley Office -- Social Work Position**
- Major duties in this position include sharing responsibilities in the Assessment and Short-term Counseling service. In addition to these counseling duties, this role includes Community Development tasks in the areas of Fetal Alcohol Spectrum Disorder, Immigrant Youth, Community Economic Development, Housing, etc. I was also the City of Edmonton employee seconded to the Success by 6 Team. The Success by 6 team, is a multi sector community development team with a focus on serving children 0-6 years of age, with membership from United Way, Foundations, City of Edmonton Community Services, Alberta Children's Services, Capital Health Authority and the Edmonton Police Services.
- 2015-Present      TRANSCEND Counselling & Management Services
- Working in private practice providing counselling services. I have also been providing consulting services to some First Nations organizations.

**\*Note – All the supervisory and management positions I have held have involved some work with clients (although to a lesser degree) as well as providing clinical supervision to staff.**

**Research, Community & Program Development Contract/Consulting Positions**

- 1983-84      **Alberta Family and Social Services**, Child Welfare, Permanent Wards Unit  
Special Project -- Locating and working with high risk, street involved youth under the care of Child Welfare.
- 1990-92      **Bissell Centre - Banking and Money Management Project Coordinator:**  
Needs Assessment (mixed methods approach), Program Development and evaluation, service coordination, project management of partners (CIBC down town branch, City Police, United Way, AF&SS, other inner city agencies, Canadian Bankers Association).
- 1999      **Poundmaker's Lodge – Consulting Contract (3 months) \*also see below**
- Assessed AADAC Organizational Audit and Ernst & Young Audit/Financial Review. Developed strategic plan accepted by funders (AADAC, Solicitor General, Correctional Services Canada) to respond to compliance requirements of audits.
- December 1, 2003. – December 31, 2004      **Terra Association - Project Facilitator**
- Terra Association, traditionally serving pregnant and parenting teens (mainly female) was exploring how to offer programs to young fathers. This position was a one year contract to conduct research, entailing a literature review, key informant questionnaire, environmental scan of services, and focus group and 1 to 1 interviews with young fathers and immigrant fathers, to determine what types of services were needed for this client population and how such services should be delivered in the Edmonton region.
- 1997 to present      **Eye of the Horn Project – Ethiopia (now S.E.E.D.S. – Sustainable East African Education and Development Society of Alberta)** (Co-founder, Board Chair position term ended May, 2009. Presently holding the Treasurer position).

This is a non-profit initiative that I co-founded, to assist impoverished children and their families in Ethiopia. This initiative focuses on improving access to education to street involved, vulnerable and orphaned children. The organization operates pre school programs, increases access to existing school systems and works long term with their parents, usually single parents, to develop more secure forms of income through loan circles and micro business initiatives.

- 2011-12      **Edmonton Family Violence Centre – Consulting**  
Researched best practices for treating youth who are violent at home. Developed program model and program curriculum as well as a funding proposal for the organization.
- 2015      **Driftpile First Nations**  
Researched and delivered a workshop for members of Driftpile First Nations on the subject of ‘personal directives, power of attorney, trusteeship & guardianship orders, and wills, including how these legal matters mesh with the Indian Act.
- 2016 (Presently)      **Yellowhead Tribal College**  
Developing curriculum for the Indigenous Social Worker Diploma Program, including a practicum manual.

### **Senior Leadership Positions**

- 1989-99      **Bissell Centre**
- 1993-95 **Director of Adult Services:**  
Managed services and staff under the Adult Services Department. This included: intake/assessment and referral services, an Adult Drop-in, women’s programs, social recreation programs, a food bank, family services (perinatal services), mental health program, employment programs, and children’s recreational programs for ages 6-12.
- 1996-99 **Manager of Community Services** -- Most senior organization manager next to Executive Director.  
Overall responsibility for management of all service departments which included Emergency drop off child care, Youth Programs, Adult Services and the Moonlight Bay Camp Program.  
Acting Executive Director in the absence of the E.D.
- 1998      **Acting Executive Director** -- E.D. took a 6 month leave of absence.  
In addition to service delivery, responsibilities included other functional areas including a \$500,000/year thrift store operation, Public Relations Department, Finance Dept., Board liaison.
- 1999-2000 (18 months)      **Poundmaker’s Lodge - Manager of Program Development and Evaluation:**
- To Implement Strategic Plan:  
Major duties included supporting existing department managers, program evaluation, management of the Problem Gambling Program, development of new initiatives, and developing new organizational operational systems (as a result of an AADAC and Ernst and Young Audit done in 1998). I sat on a management team to oversee the operations of the organization in the absence of an Executive Director. I was also responsible for maintaining contact with AADAC to ensure the organization continued to work towards complying with conditions as a result of the organizational review done in 1998 prior to my employ. My employ finished when all of the conditions were met.

June, 2005 – August, 2009      **YMCA of Edmonton**

**Program Director** (June/05 – Nov/05)

(Transitional Housing, Breast Health, Family Ties Program, Youth Internship, Youth Exchange Programs). Immediately after being hired, I was asked to write the proposal in response to the RFP for the service delivery contract for Families First Edmonton initiative, of which we were successful in receiving.

***Manager – Family Programs/Families First Edmonton Research Initiative*** (Nov./05 to April/08)

Upon receiving the contract for the Families First Edmonton initiative and through restructuring, my role changed to assume responsibilities for Family Programs, including the Families First initiative. This initiative was a 3 year research project with a budget of \$10 million. It was a multi-sectoral initiative involving 4 Universities and 12 government and community partners. The service interventions under my management had a \$6 million budget, 24 staff, and involved 3 additional service delivery partner agencies. The interventions had a particular focus on assisting low-income families to better link to a range of existing services, testing 3 service delivery strategies, within a Randomized Control Trial research framework. Serving Immigrant/Refugee as well as Aboriginal families was of particular interest to the research with specific service strategies and in coordination with immigrant/refugee and aboriginal serving agency partners.

***Manager – Housing & Family Support Programs*** (April/08 to August/09)

In this role, I continued to manage the Family Ties Program and acquired responsibility for Housing Services, including a 124 unit Transitional Housing facility. During this year we were successful in obtaining a \$25 million capital grant to develop the Y-Welcome Village, and had a pending grant submission of \$ 1million to expand and amalgamate our family and housing services. The position had focused on rectifying previous management practices and decisions, human resource and policy development, and operational/program systems. As Manager, I also had extensive contact with clients, crisis management, supportive counseling, addictions and mental health counseling.

August 20, 2009 to January, 2011 **Edmonton Catholic School District**

**Manager, Intercultural Services – Learning Services Enhancement**

Managed Intercultural Centre, which included supervision of ESL Liaison Workers and other project staff working in high school completion programs, supporting Immigrant/Refugee youth-at-risk, Out-of-School Time Programming. Also represented the school district on the Schools As Community Hubs, Racism Free Edmonton, In-school Settlement Support Pilot, School Space Pilot Project, Out-of-School Time Secretariat initiatives.

June to August 18<sup>th</sup> 2011 **S.E.E.D.S.** Traveled to Ethiopia to monitor existing programs and implement new programming as a result of a funding grant; hire a new Country Director; and scale-up operations. I travel for shorter periods almost annually, to support and monitor operations in Ethiopia.

January 2012 to April 2015 **NorQuest College.**

**Instructor, Social Work Diploma Program**

Taught all but one course in the program, both at rural sites in Drayton Valley & Whitecourt, as well as at the downtown main campus. Developed course curriculum, solicited new practicums and supervised student placements. Developed a program delivery manual for rural delivery, and worked on developing a partnership with the U of C for international practicum. Developed a proposal to IRDC for an International Research Project. Conducted market and student demand research for new programs in the areas of International Development as well as for an extension certificate in Addictions & Mental Health.

September to Present **Yellowhead Tribal College**

**Instructor, Social Work Diploma Program**

Yellowhead Tribal College is a college mandated by the Yellowhead Tribal Council to serve members of First Nations communities part of Treaty 6 tribal territories. The social work diploma program is brokered through Blue Quills University.

May 2015 to Present **TRANSCEND Counselling & Management Services**

**Private Practice**

I've been working in private practice since 2015, providing a range of counselling services as well as programming & management consulting services.

### **Volunteer Positions**

- 1992-94      **Edmonton People In Need Shelter Society -- Board Member - Treasurer**  
Inner city housing organization for hard to house individuals with severe and persistent mental illness.
- 1997 – present      **Sustainable East African Education & Development Society – Founding Member**
- 2007 – 2009      **Sustainable East African Education & Development Society – Board Chair** (term ended May 3/09).

I also have a keen interest in assisting new comers to Canada and have on a volunteer basis assisted many individuals and families with parenting, employment, legal and other challenges particularly within the Ethiopian, Sudanese and Philipino communities.

### **Conferences Presentations**

2008 Alberta College of Social Workers Annual Conference:

Presented two, 3 hour workshops on the following topics:

- Articulating a Model of Service Integration for low-income families
- The use of Logic Modeling in Community Based Research

2011 Dispelling The Myths Forum

Presentation based on Ted.com format on: “Globalization & Civil Society: Critical Issues for Small INGOs. Social Work Praxis”

2013 Alberta College of Social Workers Annual Conference:

Globalization & Civil Society: Critical Issues For Small International Non-Government Organizations.  
Social Work Praxis

### **Other Involvements**

I have been a member of the following inter-agency networks/committees:

Edmonton Coalition on Housing and Homelessness, Homeless Connect, HUB (Housing Services Sector Hub), Homeward Trust Planning Groups, S.O.S. (Shelter Options Strategies) Committee, City of Edmonton 10 Year Plan on Homelessness consultations including the Pathways To Housing initiative, Urban Core Support Network, Income Security Action Committee, Children In Poverty Action Committee, Children’s Services Work Groups, AADAC Community FASD Committee, Health For Two Management Committee (a collaboration of 35 agencies and 55 sites to serve at risk pregnant women - funded through Health Canada and Capital Health Authority), Health For Two inner city network, Inner City Tuberculosis Project Management Committee, Edmonton Coalition Against Family Violence, Ma’ mowe Family and Children’s Aboriginal Coalition, Bill 1 Aboriginal Committee, Homelessness-Programs Subcommittee, Whole Family Treatment Program Collaboration, Canadian Health Network – Men’s Health Task Force, Meninc., REACH Edmonton Consultations and Schools As Community Hubs initiatives, In-schools Settlement Support Collaboration, OST Secretariat, Strategic Alliance for the Advancement of Immigrant & Refugee Children and Youth, Racism Free Edmonton, etc.

### **Inter-Agency Collaborative Programs Developed**

Inner City Banking & Money Management Program: Collaboration between Bissell Centre, Edmonton Police Services, Canadian Imperial Bank of Commerce (Main Branch), Alberta Family and Social Services.

Brighter Futures – Federal Government Funded Family Services Initiative with The Family Centre, Boyle Street Coop, Capital Health Authority and Bissell Centre

Roots and Wings - In Home Family Support Program.

Health For Two Family Support Program -- In home family support program to serve Health For Two program participants utilizing best practice approaches.

Community Parents -- Early Intervention Funded (Children's Services), Mentoring Program to assist inner city parents with their parenting needs. Focus is to find natural helpers in the community and support them to assist other women with their parenting needs thus increasing the capacity of the community.

Inner City Youth Housing Project -- Provides safe-house and long-term residential and support services to street involved youth.

Inner City Tuberculosis Project -- Large scale TB testing, monitoring and prophylactic outreach services for inner city residents. This project is a large mobilization of efforts in response to some active cases of TB and urgent trends of increased TB infection rates and conversions amongst residents and agency workers in Canadian inner cities.

Fetal Alcohol/Effects Intervention Project (Healthy Families – Healthy Communities Program) -- Bissell Centre in collaboration with Success By Six, Capital Health Authority, Provincial FAS Coordinating Committee, Family and Community Support Services, and Health Canada, became one of three secondary intervention pilot project sites in Alberta. This project has received 5 sources of funding from 3 levels of government.

Inner City Mental Health Program – Collaboration between Alberta Mental Health, Canadian Mental Health Association, Boyle Street Co-op, and the Bissell Centre. Is a program to support individuals with severe and persistent mental health problems maintain stability within the community, and reduce recidivism to hospital and conflict with the legal system.

Families Matter Partnership Initiative – The largest research study of its kind in Canada exploring the benefits of improving service integration models for low-income families. Manage the service delivery component of the Families First Project, a collaboration of 12 government and funding partners, 4 service organizations, and 4 universities.

MATHS – Men's Alternative Transitional Housing Services. This is a collaboration between the YMCA, Edmonton John Howard Society, Changing Ways, Native Consulting Services and the Edmonton Police Services. It is a diversion program to house male offenders of domestic violence, rather than displacing other family members.

PAAFE – Prostitution Action Awareness Foundation, Alberta Employment and Immigration, DECSA, and the YMCA work collaboratively to house women involved in prostitution wishing to leave the streets.

George Spady Society – Worked collaboratively with YMCA Housing to provide housing bridging services for individuals leaving detoxification services and waiting for substance abuse treatment services.

Housing First Edmonton – Participated in collaborative initiatives as part of the development of Housing First initiatives under the umbrella of Homeward Trust.

Regional Mental Health – Work collaboratively with YMCA Housing to provide transitional housing for those leaving hospital and part of their outreach program.

In-School Settlement Support Program – A CIC funded in-school settlement practitioner initiatives in partnership with Mennonite Centre for Newcomers, Catholic Social Services, Edmonton Immigrant Settlement Association, Edmonton Public School Board and Edmonton Catholic Schools.

Faster Alone, Farther Together – Out of School Time Programming Shared Services Initiative. Under the leadership of Big Brothers Big Sisters of Edmonton, participated as a member of the OST Secretariat to steer the development, support and coordination of OST programs in Edmonton.

Racism Free Edmonton – A UNESCO initiative with the Canadian Association of Municipalities and the City of Edmonton, Office of Diversity. Represented School District on the Management Action Committee.

References Available Upon Request