



About me

For more than 25 years, my work has reflected my belief in human dignity, capacity and potential. Drawing on my extensive experience in collaborative decision-making, cross-cultural community capacity-building, facilitation, leadership training and reconciliation, I provide the tools individuals and communities need to feel empowered, to achieve a sense of belonging and to work more cohesively together. I have developed proven approaches to help diverse stakeholders do their best work together, generate innovative strategies and ultimately increase effectiveness in achieving their common goal.



Specialties

NEWCOMER INTEGRATION INDIGENOUS AND NON INDIGENOUS RECONCILIATION
Public Speaking **COMMUNITY ENGAGEMENT FACILITATION**
VALUES-BASED PROBLEM SOLVING Social Innovation
LEADERSHIP DEVELOPMENT **COLLABORATIVE DECISION-MAKING**

Recent Accomplishments

Collaborative Decision-Making

- Design and facilitation of a Board of Directors fund development planning and action session, *Richmond Cares, Richmond Gives* (2016).
- Design and facilitation of 2 non profits decision-making process to combine their efforts and resources, *Richmond Cares, Richmond Gives* (2014-15).
- Design and facilitation of a collaborative decision-making process for 4 non profits in conflict over the allocation of shared funds, *City of Burnaby* (2015).
- Design and facilitation of a collaborative decision-making process for the creation of bully-proof meeting guidelines and processes, resulting in developing a strategic plan (2014).
- Design and facilitation of a decision-making process with 15 stakeholder groups on a governance model for *Public Legal Education and Information Working Group* (2013).
- Municipal wide decision-making processes for allocating funds to lead the *United Way's Better at Home* program in the North Shore and Richmond (2011-13).
- Design and facilitation of a collaborative decision-making process for the creation of neighbourhood advisory groups for *Vancouver's Downtown Community Court* (2008-9).

Finding Home—How to Belong In A Changing World

I developed *Finding Home*, an award winning, strengths-based community development process that fosters a sense of belonging and generates innovative, citizens-led, self-organizing projects. *Finding Home* addresses a community's priority social issue such as newcomer integration, elder abuse, affordable housing and poverty.

Selected Timeline Highlights:

- British Columbia funded a year long project to develop sustainability tools with the goal to scale out *Finding Home* throughout BC (2015-16).
- Neighbourhood *Finding Home* programs addressing: poverty; building welcoming and inclusive community gardens; and ways to support newcomer settlement and integration (2014-5).
- Regional *Finding Home* project funded by HRSDC to address elder financial abuse in ethno-cultural communities (2010-12).
- Friends of Social Policy (HRSDC) invited *Finding Home* to present at its monthly meeting in Ottawa to showcase its innovative approach to fostering a sense of belonging, engagement and community action (2009).
- Neighbourhood *Finding Home* pilot programs for seniors, youth, LGBTQ, newcomers, people with developmental disabilities, street involved elders, indigenous people, and people living with mental health issues, in 8 languages (2007-9).
- Concept development and application, resulting in a discussion paper, launch of a national dialogue piloting a new values-based problem solving approach, 155 participants from diverse sectors, including over 100 youth volunteers (2007).

Results

- Personal transformation for participants: increased confidence, awareness and capacity to address personal and community challenges using core values.
- Public education tools created with participants: 50 learning posters in 8 languages on social issues such as newcomer settlement & integration, poverty, housing, elder abuse, transitions and belonging.
- Community action: culturally relevant, participant-led, self-organizing projects. Participants work together to address root causes of their priority social issues.
- Community change: increased awareness, cross-cultural understanding and collaboration amongst residents and community groups.

Indigenous and Non Indigenous Reconciliation

Selected Highlights:

- Researched national reconciliation processes from around the world and created a new framework, described in the best-selling book I authored, **Worldview Skills: Transforming Conflict From the Inside Out** (2001-4).
- Developed and delivered reconciliation trainings and courses to Aboriginal, government, post secondary, church and community leaders across Canada, as well as internationally to Sierra Leonean government, NGO and warlord leaders, and to Australia's National Sorry Day founding team (2004-7).
- Created and facilitated, with an Indigenous colleague, Katsitionni Fox, cross-cultural curriculum for Aboriginal and non-Aboriginal school exchanges for KIDS FROM KANATA and Student Exchange Visits Canada, reaching 20,000 youth per year (2004-6).
- Founded, designed and facilitated Canada's first national public conversations series on Indigenous and Non Indigenous reconciliation—digital recordings now housed at *Canada's Truth and Reconciliation National Archives* for its pioneering and innovative work and accomplishments (2004-6).
- Facilitator, educator and group leader for Cree, Innu and Francophone youth exchanges (Chantier Jeunesse, 1997-8), First Nations Youth orientation into 6-month training placements in Indigenous organizations in Pacific Islands (Pacific People's Partnership, 2001-2); and a facilitator for an Aboriginal residential school survivors' healing retreat (Mostly Salish Consulting, 2002).

AWARDS & RECOGNITION

- City of Vancouver, Year of Reconciliation, Remarkable Women, Nominee (2014).
- Province of British Columbia Innovation Award for *Finding Home's* innovative work in the seniors sector (2008).
- James Boskey International Essay Competition Award Winner, Association for Conflict Resolution and American Bar Association Annual Competition, (2004).
- Dean of Graduate Studies Scholarship, Centre for Global Studies Scholarship, University of Victoria (2001-4).
- Dean's List for Outstanding Academic Achievement. B.A Honours with Distinction, Concordia University (1998).



Professor / Educator



Selected Course and Lecture Topics

- Quality Projects and Proposals: Working Effectively with Non Profit Agencies
- Approaches to Solving Problems Together for Planners
- Community Engagement and Collaborative Decision-Making for Planners
- Diversity Training for Community Policing
- False vs Genuine Reconciliation
- 4 Touchstones for Genuine Reconciliation
- Indigenous and Non Indigenous Reconciliation in Canada

Leadership Development Trainer

Selected Highlights:

Design and facilitation of courses and trainings for non-profit, resident, Indigenous, newcomer, government, faith-based, student and academic leaders on the following topics: community engagement, cross-cultural competencies, asset inventories, fostering a sense of belonging, values-based decision-making, conflict resolution, collaborative decision-making, reconciliation, worldview skills, transcending victim-offender paradigm, newcomer engagement, Aboriginal-newcomer relations, community celebrations and sustaining resident-led self-organizing projects.

PUBLICATIONS

Best selling Book

Worldview Skills: Transforming Conflict From The Inside Out, Sooke: Worldview Strategies Publications (2005).

Award Winning Article

Colonialism, Crime, and Dispute Resolution: A Critical Analysis of Canada's Aboriginal Justice Strategy, Winner of the James Boskey International Law and Dispute Resolution Essay Competition (2002).

Journal Articles

Doorways To Home: Indigenous – Newcomer Neighbourhood Dialogues, Canadian Issues, (2012).

Moving Beyond Entrenched Positions: A Dialogue for a Pluralistic and Unified Quebec, Cantilevers, an international journal on peace-building initiatives (1999).

Chapter in Book

Re-Thinking Responsibility, in A Legal Handbook for the Helping Professional, edited by Max Uhlemann and David Turner, Victoria (2007).

Newsletters

Coast to Coast—Inspiring Stories of Reconciliation, National Day of Healing and Reconciliation Newsletters, issues #1 & 2 (2004).

Annotated Bibliography

First Nations Dispute Resolution Annotated Bibliography, Institute For Dispute Resolution, University of Victoria (2003).

Discussion Paper

Finding Home Discussion Paper, SFU Dialogue Program (2007).

Training Manuals

Finding Home Facilitators' Manual (2011).

Finding Home: Community of Practice and Leadership Development Manual (2011).

Indigenous International Development Training Manual (2001).



Public Speaking & Panel Presentations

Selected Highlights:

- *Engaging Effectively with Newcomers*, Richmond Diversity Symposium, City of Richmond (2015).
- *Aboriginal-Newcomer Roundtable* presenter at Metropolis Conference, Vancouver (2011).
- *Finding Home-Community Innovations* presentation, Friends of Social Policy, HRSDC, Ottawa (2009).
- *Worldview Skills for Reconciliation, Peace, Restorative Justice and Human Rights Conference*, Opening panel presentation, Regina (2007).
- *False vs Genuine Reconciliation*, New Authors, New Strategies to Manage and Resolve Conflict, Opening and closing panel presentations, Justice Institute of BC (2007).
- *Pathways to Indigenous and Non Indigenous Reconciliation*, Initiatives of Change, Annual General Meeting, Richmond (2007).
- *Youth Engagement*, World Urban Forum, Vancouver (June 2006).
- *Intercultural Skills for Reconciliation*, International Peace Research Association, Calgary (June 2006).
- *Four Touchstones for Reconciliation*, Conflict Resolution Canada Network Conference, Winnipeg (2006).
- *The Worldview Imperative*, International Human Rights Training Program Panelist, Montreal (June 2005).
- *Indigenous and Non Indigenous Reconciliation*, Public Conversations Learning Circle Institute for Management and Community Development, Concordia University, Montreal (June 2005).
- *The Wars at Home, The Wars Abroad*, University of Victoria Conference, Victoria (February 2005).
- *Worldview Skills for Reconciliation*, Indian Residential Schools Resolution Canada Aboriginal Working Caucus, Vancouver Island (February 2005).
- *Intercultural Pathways for Reconciliation*, Legacy of Hope, Aboriginal Healing Foundation, Ottawa (January 2005).
- Healing and Reconciliation Panel Member, Victoria (March 2004).
- *Nonviolent Alternatives for Human Security*, Agenda For Reconciliation Conference, Switzerland (August 2003).
- *Justice, Reconciliation and Peacebuilding*, University of Victoria (Fall 2002).

KEYNOTES

- Diversity keynote speaker for the City of Richmond's annual symposium (2016).
- Gender and culturally relevant approaches to reconciliation National Aboriginal Advisory Council (2011).
- Seniors Food Forum, Douglas College (2009).
- Fostering a Restorative Worldview conference, Keynote, Lethbridge (2008).
- Aboriginal Reconciliation Series, Keynote, Douglas College (2008).
- Quaker Western Half Yearly Gathering (May 2006).
- Ferndale Institution Community Forum (November 2005).
- Pilgrimage Towards Right Relationships, Parksville (April 2004).

Volunteer Work

Great Canadian Shoreline Clean-up

Volunteer in annual shoreline clean up, Vancouver (current).

Aboriginal Front Door

Downtown East Side, Soup Kitchen (2007).

Global Indigenous Dialogue, Switzerland

Global Indigenous Dialogue, Switzerland – leadership development training on false vs genuine reconciliation (2005).

Canadian Heritage

Motivational Speaker for French Immersion Middle School Students, Colwood (June 2005).

National Day of Healing and Reconciliation

Co-organizer, convener and speaker, Esquimalt Bighouse (2004) and Parliament Hill (2003).

Good Governance and Human Security Conference, Switzerland

Leadership development training on culturally relevant approaches to governance and reconciliation (2003).

CUSO

Human Rights Worker, Peru. As part of a team, provided human rights advocacy, resulting in intervention by the Organization of American States (2002).

[Languages] English & French