

### Professional Designations

- Registered Psychotherapist, College of Registered Psychotherapists of Ontario (2017 - grandfathered)
- Addictions Counsellor, Canadian Addiction Counsellors Certification Federation (2016 - grandfathered)
- Counselling, Case Management, and Community-based Training Provider, since 1988

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### University Education: Degrees and Certificates

<b>Master of Arts</b> <i>Lakehead University</i>	<b>2015</b> <i>Thunder Bay</i>
<b>Master of Arts (ABD)</b> <i>Carleton University</i>	<b>1990</b> <i>Ottawa</i>
<b>Professional Certificate in Psychology</b> <i>Ryerson University</i>	<b>2015</b> <i>Toronto</i>
<b>Post Graduate Certificate –International Food Policy Studies</b> <i>Ryerson University</i>	<b>2007</b> <i>Toronto</i>
<b>Honours Bachelor of Arts</b> <i>Trent University</i>	<b>1987</b> <i>Peterborough</i>

### Professional Training – Selected Highlights

<b>EMDR &amp; Flash Technique, AIP Model</b> <i>PESI (15 hours), Deany Lalotis (BASIC Training), Mary May (Consultations)</i>	<b>Current</b> <i>Online</i>
<b>Certified Clinical Anxiety Treatment Professional</b> <i>ICATP (Institute of Certified Anxiety Treatment Professionals)</i>	<b>2020</b> <i>Online</i>
<b>Telehealth and Distance Therapy Mental Health Professional</b> <i>PESI Behavioural Health Education Institute</i>	<b>2020</b> <i>Online</i>
<b>Inter-professional Comprehensive Course on Treating Tobacco Use Disorder</b> <i>CAMH-TEACH with University of Toronto (one more course to full certification)</i>	<b>2019</b> <i>Online</i>
<b>Certificate: Certified Clinical Trauma Professional - Individual &amp; Family</b> <i>International Association of Trauma Professionals</i>	<b>2018</b> <i>Online</i>
<b>Certified Specialist in Anger Management</b> <i>International Association of Trauma Professionals</i>	<b>2018</b> <i>Online</i>
<b>Certificate: Schema Therapy and Personality Disorders</b> <i>PESI: Dr. John Ludgate, Licensed Psychologist</i>	<b>2018</b> <i>Online</i>
<b>Letter of Completion: Introduction to Problem Gambling Interventions</b> <i>CAMH, Provincial Support System</i>	<b>2018</b> <i>Online</i>
<b>Certificate in Case Management: Collaboration &amp; Communication</b> <i>University of Manitoba</i>	<b>2008</b> <i>Winnipeg</i>

**Memberships and Affiliations**

<b>Institute of Certified Anxiety Treatment Professionals</b> <i>Certified Member</i>	<b>2020</b> <i>ICATP</i>
<b>International Association of Trauma Professionals</b> <i>Certified Member</i>	<b>2017</b> <i>IATP</i>
<b>Ontario Association of Mental Health Professionals</b> <i>General Member</i>	<b>2016</b> <i>OAMHP</i>
<b>Canadian Counselling &amp; Psychotherapy Association</b> <i>General Member</i>	<b>2016</b> <i>CCPA</i>

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**HIGHLIGHTS OF PROFESSIONAL EXPERIENCE**

- Employee & Family Assistance Program Affiliate Provider with Morneau-Shepell (since 2019) and Lifeworks-Ceridian (since 2018 prior to merger):
- Substance Abuse Expert providing Third Party **Return to Work Assessments** for Cann Amm Occupational Testing Services, Inc. since July 2016 doing counselling-based assessments
- Contract Counsellor with NAN Hope Mental Health and Addictions Program a project of Dalton and Associates Psychology Services, Sioux Lookout First Nations Health Authority, e-Health Keewatinook Okimakinak, and Nishnawbe Aski Nation since November 2020
- Comprehensive Aftercare **Assessments, Treatment Planning, and Counseling** with 95 participants in the Webequie First Nation Drug Strategy Program, 2016-2018
- Collaborated with remote and isolated First Nations to innovate and apply an **approach to evaluation which uses direct-to-person psychoeducation, counselling, and goal-setting** founded in stages of change, motivational theory, and open space design 2011-2018
- Skillful application of a **range of counseling, coaching, and psychoeducational approaches** as an employee or consultant in varied contexts with diverse clients using individual, small group, and large group formats since 1999 and mentored 1988-1999
- Experienced supervising, evaluating, continuously improving, and designing **innovative service models and team structures** for direct-to-client services
- Facilitated **academic and career counselling, career mentorship, and stress management interventions** with high risk youth and adults (1988-1991; 2001-2007) as an educator, community-based trainer, and employer
- Well-developed skills in **community development, team building, participatory inquiry, and adult education** which I achieved through formal training, practice in contexts, and mentorship of seasoned professionals since 1984
- I complete more than 100 hours of Clinical Continuing Education (CEU's) annually

### **Chronological Employment History**

**Policy/Program Analyst, Youth Justice Division (YJD), MCCSS** 2009-Present

- Develop internal partnerships and working relationships to lead research and consultations for human resource and wellness projects that aim to build management capacity and organizational effectiveness.
- Provide advice and expertise on program issues, options, and implications in my day-to-day role developing performance indicators to strengthen talent management; and assigned as a corporate resource to support “employee experience” initiatives in collaboration with the Strategic Business Unit and other stakeholders.
- In 2009-2010 I led consultations with ministry programs and transfer payment agencies to provide advice to the multi-ministry Aboriginal Justice Initiative and based on my succinct review of “what works” literature.
- I received a Deputy Minister Pinnacle Award in 2010 for my part in coordinating the Knowledge Mobilization & Exchange (KME) Project Team as designated by the Northern Regional Director. The award acknowledged our team’s achievements, improving youth outcomes and mobilizing the new ministry strategic framework.

**Deputy Youth Centre Administrator, Youth Justice Division, MCYS** 2008-2009

- Based on matrix reporting to Youth Centre Administrator and Northern Regional Manager and Director, I led the delivery of specialized training to lateral transfer and new staff prior to the corporate training unit being developed divisionally. I contributed expertise in change management, inclusive diversity, and continuum planning to provide strategic oversight of a secure custody residential facility in line with ministry plans.

**Director, Intergovernmental Network, Nishnawbe Aski Nation** 2007-2008

**Community Development Advisor, Nishnawbe Aski Nation** 2007-2007

- Advised a tripartite decision table, led projects, and positively impacted First Nations’ health workforces in 32 high risk communities. Negotiated and delivered a \$6M annual budget that addressed complex social issues and fulfilled recommendations of a 1999 Coroner’s Inquest. Sustained projects using integration.

**Senior Manager/Executive Assistant, Anishnawbe Health Toronto** 2006-2007

**Mental Health Project Manager/Interim Manager, Anishnawbe Health Toronto** 2005-2006

- Key contributor to capital planning activities, using research; consultation; and stakeholder onboarding, as Executive Assistant, a Senior Manager function; and supervised a staff group. Transitioned into this role after leading the implementation of a new Mental Health Unit and managing the Unit on an interim basis.

**Contractual Consulting and Project Management Roles**

1993-Present

- **Affiliate Provider**, Employee & Family Assistance Programs (2017-Present):
  - Provide Cognitive Behavioural Counselling with all age groups, couples, and families.
- **Counsellor/Navigator**, NAN Hope Mental Wellness by Dalton Associates (2020-Present)
- **Substance Abuse Professional**, CannAmm Occupational Testing, Inc. (2016-2020):
  - Provide counselling-based assessments, using motivational and relapse prevention approaches for return-to-work and post-treatment decision-making by third party employers in varied sectors.
- **Trauma Therapist**, Registered Provider to referrals by health provers, clients (2017-2020):
  - Provide long-term counselling with individuals, couples, families, and groups using approaches that fit clinical case presentations and in scope of a Registered Psychotherapist, and other training.
- **Trauma Team Supervisor**, Sioux Lookout First Nations Health Authority (2017-2018):
  - Provide clinical supervision and facilitate caring-for-the-caregiver strategies to a team of consulting social worker/counsellors in Wapekeka First Nation using trauma-responsive approaches.
  - Provide training in individualized treatment planning to community programs staff and leadership.
  - Deliver multi-systemic therapy in community that was in early recovery from suicide pandemic.
  - Advise the Health Authority Clinical Executive and Shibogama Tribal Council Health Leadership for strategies and resources in long-term case management, directly assisting more than 100 clients with Complex Post-traumatic Stress Disorder and other mental health diagnoses.
- **Clinical Consultant**, Matawa First Nations Management and Partners (2006-2018):
  - Advise, plan, deliver, and monitor quality assurance of pre-treatment and aftercare counselling and case management to more than 300 adults ages 16 to senior and their families, in 10 First Nations.
  - Pilot an approach to evaluation using direct-to-person psychoeducation, counselling, and goal-setting founded in stages of change, motivational theory, and open space design. Health Canada used results to substantiate ongoing funding models.
- **Case Manager**, Aboriginal Circle of Life Services, Native Centre Toronto (Jan to Apr, 2007):
  - Supervised a team of 25 Personal Support Workers. Represented the centre on the LHIN's system planning and Canadian Diabetes Network. Advised strategy for system integration to modernize and strengthen long-term care initiatives.
- **Nursing Information and Community Relations Manager**, Heritage Nursing Home in Lesleyville area of Toronto (Oct 2004 to June 2005):
  - Coordinated resources in a multi-union context to meet compliance and align with new legislation.

- **Project Consultant**, YSIN: Youth Shelter Inter-agency Network (Oct 2003 to Oct 2004):
  - Advised senior executives of 10 youth centres for mobilizing projects for operational sustainability.
- **General Manager**, Hillcrest Village Business Improvement Area (Oct 2003 to Oct 2004):
  - Led projects that improved visibility, commercial viability, and social vitality and helped business owner's position for resilience to the financial impacts of pending streetcar track construction. Led youth employment initiatives featured in Caledon's Community Stories in October 2004.
- **Organizational and Community Planning Consultant**, Roles in Agencies (1993 to Present):
  - Advised, delivered, and advised continuous quality assurance for innovative, multi-agency organizational change projects that achieved outcomes (as a consultant).
  - I have led, coordinated, and governed the set-up and operation of initiatives in mental health, health promotion, and reducing stigma.
  - I have managed, monitored, and competently reported budgets up to \$6M.
  - My system-change and clinical support roles date back to the 1990's Mental Health Reform Initiatives in Ontario when I was involved in varied ways with many agencies
- **Professional Roles Concurrent with Education & Mentoring** (1984 to 2003):
  - Research Associate and Assistant to professors in Sociology, Community Development, and Psychology for varied academic and community-based projects, and included writing funding proposals and ethical statements.
  - Sessional Instructor and Teaching Assistant for Introductory Sociology, Methodology, and Social Theory Courses with Trent University, Carleton University, and Sir Sandford Fleming College. My contracts included responsibilities for academic counselling with my students, and these discussions often focused on issues of lifestyle and stress.
  - Administrative Support positions with Trent University Development Office reporting to Vice President Financial, Trent Alumni Association reporting to Director of Alumni Relations, Trent International Program reporting to Director, and Senior Executive Secretaries in Presidents' Offices. During the school year I worked up to 25 hours per week and during 4-month summer vacations I worked full-time 40 hours per week.
  - Case Worker and Community Development positions with agencies in Peterborough and surrounding Five County Region such as Crossroads Women's Shelter, Family Violence Safety Network, Peterborough YWCA with Ontario Women's Directorate, Peterborough Housing Corporation, Trent Radio, Peterborough Safe Communities Coalition, Ontario Health Communities Association, Peterborough Deaf Association, Person's United for Self-help, Canadian Mental Health Association, Big Brothers and Sisters Association, The Brotherhood Program with Millbrook Jail, and Standing Offer for Offender Substance Abuse Program with Warkwarth Penitentiary.
- **Dietary & Recreation Aide**, Hillcroft Haven Nursing Home in Bobcaygeon (1982-1985):
  - Reporting to the Nurse Administrator, a Registered Nurse, support programs in a 16-bed facility.

**COMMUNITY PLANNING EXPERIENCE – HIGHLIGHTS: 1990 to PRESENT**

**Case Management, Service Engagement, and Team Building – Wellness Services**

- Webequie COVID19 Recovery Planning November/December 2020
- Webequie COVID19 Specialized Mental Health Resources for Youth Planning Nov/Dec 2020
- Webequie First Nation Drug Strategy Program – Aftercare Program Intake Assessments, Treatment Planning, and Ongoing Counselling: Contract Provider April 2016 to Present
- Webequie First Nation Case Management Services and Design: 2011-2016, ongoing
- Neskantaga First Nation Case Management and Intake Design: 2012-2013; 2015
- Constance Lake First Nation Case Management Enhancement Strategy: 2013-16
- Indian Residential Schools Commemorative Project Funding Strategy, Webequie: 2012-13
- Maternal Continuum of Care Project – Facilitate Team Capacity, Shibogama: 2012-13
- Facilitation of Food Security and Food System Planning Workshops with Kawartha World Issues Centre and Peterborough Farmers' Market Association: 2000-2006
- Facilitation of Mother-to-Mother Support Network: Sharing and Teaching Circles, Nijikiwendidaa Anishnawbe Kwewag Services Circle: 1999-2003
- Facilitation of Food Access, Healthy Lifestyles, and culturally based Self-Help Interventions, Peterborough Native Friendship Centre: 1996-2000
- Volunteer Initiatives, Consumer Survivor Development, CMHA-Peterborough: 1995-2005
- Volunteer Initiatives, Direct-to-client services, CMHA-Peterborough: 1993-2005

**Needs Assessment, Service Design, and Program Evaluation – Wellness Services**

- Nishnawbe Aski Nation Community Crisis Program Brief Consultation: CURRENT
- Nibinamik Ontario Works Full Program – Community Readiness Assessment: 2017-2019
- Constance Lake First Nation Residential Healing Program Model Proposal: January 2017
- Matawa Opiate Recovery Model Development-Transfer-and Implementation: 2010-12
- Matawa Opiate Recovery Program and Outcome Evaluation Model: 2011-13
  
- Aroland Opiate Recovery Service Design and Professional Writing: 2011-12
- Constance Lake Opiate Recovery Service Design and Professional Writing: 2011-16
- Eabametoong Opiate Recovery Service Design and Professional Writing: 2011-15
- Ginoogaming Opiate Recovery Service Design and Professional Writing: 2012-15
- Long Lake First Nation Opiate Recovery Service Design and Professional Writing: 2011-12
- Marten Falls Opiate Recovery Service Design and Professional Writing: 2011-12
- Neskantaga First Nation Opiate Recovery Service Design and Professional Writing: 2012-15
- Nibinamik First Nation Opiate Recovery Service Design and Professional Writing: 2012-15
- Webequie First Nation Opiate Recovery Service Design and Professional Writing: 2012-16
  
- Nibinamik First Nation Non-insured Health Programs Framework (16 programs): 2015
- Nibinamik First Nation Reinvestment Funding Framework: 2015, 2016
- Nibinamik First Nation Recreation Services Framework: 2006, 2008, 2014, 2016
- Nibinamik Therapeutic Recreation Concept Development: 2012
- Nibinamik First Nation Emergency Planning Supports: 2015
- Nibinamik First Nation School-based Psychoeducation Framework: 2012; 2013
- Nibinamik First Nation Security Services Framework: 2013
  
- Webequie First Nation Security Services Framework: 2012, 2015

- Peetawanakang Land Camp Services Framework, Webequie: 2015; 2016
- 9-Phase Opiate Recovery Program and Outcome Evaluation, Webequie First Nation: 2012-16
- Peetawanakang Land Camp Outcome Evaluation, Webequie: 2015-16
- Neskantaga First Nation Security Services Framework: 2013
- Neskantaga First Nation Shared Care Model Intake and Referrals Framework: 2014
- Reconciliation Historical Research Project, Sioux Lookout First Nations Health Authority: 2015
- Regional Evaluation of Opiate Recovery System, Matawa First Nations Management: 2013-15
- Victim Services Evaluation, Matawa First Nations Management: 2014-16
- Wellness Continuum and Opportunity Mentorship Strategy, Matawa: 2012-15
- Communications Planning, Kawartha Lakes Training Adjustment Board: 2001-2002
- Team Supervision and Evaluation of Young Workers' Awareness Program: 2000-2001
- Recreation Planning with Marmora Sled Dog Races and the Ontario Federation of Sled-dog Sports (Co-consulting with G. Conchelos: Applied Information Associates): 1999-2003
- Diversity & Inclusion Strategy Facilitation, Ontario Healthy Communities Coalition: 1999-2002
- Community Organizing Handbook Consultations, OHCC: 1999-2003
- Volunteer Development with Peterborough Community Housing Development, Inc: 1999-2001
- Anti-poverty development initiatives, Peterborough Social Planning Council: 1993-1999
- Health promotion initiatives, Peterborough Social Planning Council: 1993-1999