



Racial Justice Conference

March 18 · 19 | 2024



Speakers' Biographies by Last Name



Aboka, Eva: 1977 – Restorative Justice

Eve is currently the C.E.O at Capability Career Group (CCG) and an Executive Director at Immigrant Champions of Canada (ICC). At CCG, Eve created employment services that serve Albertans regardless of immigration status. This has translated into training and employment opportunities for most as well as finding an opportunity to volunteer, connect with community members or find a career mentor. She designed an impeccable 8-step Diversity, Equity and Inclusion strategy that continues to help Alberta employers make justified decisions when providing opportunities to Albertans of all races. She has provided EDI services to several employers such as Emissions Reduction Alberta, Alberta Innovate, Work Nicer, Calgary Police Service, City of Calgary Strategy Development, YWCA Calgary and many more.



Afework, Bethel:

Bethel is an educator, poet, musician, entrepreneur, and nature-lover who is passionate about making cities more enjoyable. Passionate about making Calgary a more welcoming city for all, Bethel founded Raw Voices in 2016. Currently, Bethel is the Executive Director and Co-founder of [Alcove Centre for the Arts](#). Alcove is a non-profit recreational art space with the mission to make arts more accessible by creating welcoming spaces where everyone can foster their creativity. Visit the recreational art space in the heart of downtown: 244 7 ave SW which is open 5 days a week. My headshot was taken by Novio.



Ahenkorah, Elise: 1994 – 2SLGBTQ+ Gender Affirming Care and Racial Justice

Elise Ahenkorah is an award-winning global diversity, equity, and inclusion (DE&I) strategist and speaker, [inclusion FACTOR](#). As the Inclusion Strategist of inclusion FACTOR, Elise Ahenkorah uses data-driven strategies to show how an inclusive workplace increases the bottom line and employee satisfaction. With [inclusion FACTOR](#), Elise translates a company's vision into measurable and practical DE&I tactics aligned with business and talent retention outcomes. Her clients include Bayer Canada, the World Bank, IBM, Saje Natural Wellness, Hootsuite, Holt Renfrew, Waste Management, the City of Toronto, the Law Society of Ontario, and the United Nations of Canada –to name a few. Elise's innovative DE&I strategies and community contributions have been recognized by the Black Business and Professional Association, [the Canadian Centre for Diversity and Inclusion](#), and [the UN of Canada](#). Most recently – she has been recognized as a [L'Oréal Paris Woman of Worth, as an Avenue](#)

[Calgary and the Peak as a Top 40 Under 40 finalist](#), and by the Calgary Black Chamber and Calgary Chamber due to inclusion FACTOR's impact and reach. [LinkedIn Profile](#), inclusion FACTOR website.

Al Adani, Rinad: 18P15 – Anti-Racism Action Committee, 19A6 – Youth Forum

Rinad Al Adani is a passionate advocate for social justice and equity, serving as the Co-Chair of the Anti-Racism Action Committee of Calgary. With nearly three years of dedicated service to the committee, Rinad has been a driving force in its mission since joining as a co-chair from the outset. Recently, Rinad achieved a significant milestone by graduating with a Bachelor's degree in Psychology from the University of Calgary. Her academic background equips her with a deeper understanding of human behavior and the complexities of societal dynamics, further enhancing her advocacy efforts. Currently, Rinad channels her dedication to helping others as she works at the Calgary Distress Centre, providing vital support to individuals in need. Her role allows her to actively contribute to the well-being of her community, embodying her belief that everyone deserves compassion and assistance, regardless of their background or circumstances. Outside of her professional commitments, Rinad devotes much of her time to building connections within the community and amplifying the voices of marginalized groups. She is a steadfast support for those facing adversity, striving to create a more inclusive and supportive society for all.



Aryee, Lachlan: 19P3 – Allied Firefighters of Canada

Lachlan Aryee, a 19-year firefighter, started his career as a wildland firefighter and then transitioned to municipal firefighting with Edmonton Fire Rescue Services. That move was eye-opening as the inequity and cultural challenges were obvious. Lachlan became a tireless advocate, promoting equity in the fire service. Early on, his work in outreach and recruitment led to the creation of youth programs, recruitment systems reviews, influencing disability hiring programs, and developing high-level strategies and action plans to promote inclusion for the civic corporation. Lachlan has effectively built and supported employee groups and committees that have direct strategic importance in advancing and amplifying underrepresented people's voices. Lachlan's passion extends beyond his jurisdiction; he is a founding member of Allied Firefighters of Canada/l'Alliance des Pomiers et Pomprières du Canada, a non-profit organization of Fire service professions that are moving the needle to forward issues that are important to BIPOC+ equity deserving people.



Aujla-Bhullar, Sonia, Ph.D.: Reflecting Back: Looking Forwards, 19A7 – Anti-Asian Hate

Dr. Sonia Aujla-Bhullar is a Canadian woman, scholar, researcher, and educator residing in Calgary, Alberta. She holds a BA in International Development Studies, Master's in Educational Contexts and a PhD in Curriculum and Learning. As a public-school teacher and published author, Dr. Aujla-Bhullar has studied and researched the unique aspects and challenges of inclusion and diversity within Canada, through understandings of post-colonial and critical race theory in education. Her past and present work focuses on anti-racism as an institutional practice, and applications of diversity, inclusion, and equity between schools and racialized communities. As an advocate within community spaces, she continues to provide her time for local, provincial and national initiatives dedicated to defending and upholding human rights. Her passion and commitment to this work is rooted in the desire to enhance our means to realizing a truly equitable society that benefits future generations, including her own 3 young children.

B:



Bahlily, Noël: 19A1 – Supporting Systems Change Through Racial Equity

Noël Bahlily is the Director of Youth Programs at the Centre for Newcomers. Noël oversees the Real Me program, an identity-based wraparound intervention and crime prevention initiative for first- and second-generation newcomer youth considered high risk for criminal or gang

involvement. Noël is passionate about community building and supporting youth to reach their highest potential. Noël has completed his education in public policy and economics, with a focus on the intersection of employment, education, health, and justice systems. Noël firmly believes in the benefits of integrated youth services and holistic pathways to healing.



Bailey, Monetta, Ph.D.: 19A1 – Supporting Systems Change Through Racial Equity

Monetta Bailey is an Associate Professor of Sociology in the Social Science Department at Ambrose University, Calgary, Alberta. She has taught at Ambrose University since 2014. Prior to this, she worked in the non-profit sector in Calgary as a project coordinator, a researcher and an evaluator. Monetta completed her Ph.D. and MA degrees at the University of Calgary, both in Sociology; and her undergraduate degree in Political Science at the University of Alberta. Her research interests include the intersection of race, ethnicity and immigrant status and crime at an institutional level. In particular, she applies a Critical Race Theory perspective to her work where she investigates the impact of racialization on the experiences of racialized and/or immigrant individuals in society highlighting the criminal justice system. Monetta has published on the topic of racialized youth and their experiences of the criminal justice system. She is currently working on a project which looks at the impact of racist public discourse on racialized populations.

Bajwa, Surinder: 19A4 – Racial Equity and Health

Surinder Bajwa is a 3rd year Bachelor of Social Work student at MRU. He presently works with the Calgary Drug Treatment Court. His future goal is to continue working in the domain of addiction and mental health at the policy level.



Banerjee, Pallavi, Ph.D.:

Pallavi Banerjee is Associate Professor in the Department of Sociology and a University of Calgary, Research Excellence Chair. Her research is situated at the intersections of immigration, gender, families, unpaid and paid labour, intersectionality, and transnationalism. She is the author of the award-winning book *The Opportunity Trap: High-Skilled Workers, Indian Families and the Failures of Dependent-Visa Policy* published in March 2022 by New York University Press. Her other award-winning research has been published in many peer-reviewed journals including the *American Behavioral Scientist*, *Gender & Society*, *Contexts*, *Canadian Ethnic Studies*, *Sociological Forum*, *Gender, Work and Organization*, *Women, Gender and Families of Color* among others. She has also written opinion-pieces in venues such as *The Globe and Mail*, *The Conversations* and *Ms Magazine* and her research has been cited widely in the media in the U.S., Canada and India. She is the founder, lead researcher and Principal Investigator of the Youth and Anti-Racism Integration (YARI) Collective - a critical intersectional, anti-racist collaboration that brings together researchers from the University of Calgary, newcomer youth of colour, community partners from four Calgary-based resettlement agencies, and creative professionals. She directs the Critical Gender, Intersectionality and Migration Research Group at the University of Calgary, and her research is supported by Social Sciences and Humanities Research Council (SSHRC), Canada and Immigration, Refugees and Citizenship Canada (IRCC).



Beebe, Pamela: 18P8 - Indigenous Municipal Connections Circle

Pamela Beebe is from the Kainai Nation, also known as the Blood Tribe. She is happily married to Tito from Tohono O’Odham & Chippewa Cree Nations. They have 2 children, Brodie in year 2 at MRU and Leeann is grade 12. She currently works as the Indigenous Housing Strategist at The City of Calgary within the Housing Solutions team. Her role is to work on The Ways Forward report which is the implementation of the 25 action items within the Home is Here housing strategy. Pamela is an active volunteer in her community where she sits on the Alberta Anti-Racism Advisory Council and is a board member for Telus Storyhive. She enjoys producing short films, traveling to pow-wows, supporting her families’ art, walking her puppy Yogi and is an avid reader.



Black, Katie: A Panel Discussion on Leadership Commitment to Taking Anti-Racist Actions

For Katie, the whole is always greater than the sum of the parts. She has lived this foundational belief and achieved significant results in her 30+ years of public service. Katie has championed The City’s social wellbeing agenda and developed The City’s first homelessness strategy twenty years ago. As the City of Calgary General Manager of Community Services since 2018 Katie supports vital strategies such as Housing, Anti-Racism, Mental Health & Addiction, and Transit Safety, while overseeing The City’s Community Strategies, Partnerships, Recreation & Social Programs, Emergency Management & Community Safety and the Calgary Fire Department . She is also a member of the Arts Commons Advisory Committee, the Multisport Fieldhouse Committee, and the Calgary Convention Centre Authority. With a Master of Social Work (Management) degree and a Master’s Certificate in Municipal Leadership, Katie is passionate about making life better every day for all Calgarians - in strong neighbourhoods and vibrant communities, through an aligned municipal government and powerful partnerships.



Bromley, Jackie – Elder Jacke Bromley: 18P2 – Blanket Exercise, 18P9 – Blanket Exercise

Born in Cardston, from the Kainai First Nation of the Blackfoot Confederacy. Raised by her grandparents in a very traditional way. Jackie Bromley has worked for over 30 years to empower the Indigenous population in and around Calgary and assist them in gaining access to housing. She currently works at the Awo Taan Healing Lodge Society. Jackie also works in various capacities with Alberta Health Services, Calgary Police Service, University of Calgary, University of Alberta, Calgary Board of Education, and 113 Pathways to Justice: Alberta Joint Working Group on Missing and Murdered Indigenous Women and Girls. In 2017 Jackie was honoured to be the recipient of the Arthur R. Smith award through the Calgary Homeless Foundation. In 2018 Jackie was elated to receive an Esquao Award from the Institute for the Advancement of Aboriginal Women. Jackie is one of the Elders that is part of the Elders Knowledge Circle.

C:



Campbell, Heather: An Panel Discussion on Leadership Commitment to Taking Anti-Racist Actions

Heather Campbell has had a diverse, three decades long energy career in a full range of energy industries. Ms. Campbell holds a Bachelor of Engineering Science degree in Biochemical and Chemical Engineering from Western University in addition to a Master of Laws in Energy Law and Policy from the University of Dundee. She is a licensed professional engineer practicing in Alberta, Canada. Ms. Campbell is an engaged, lifelong community volunteer, actively sharing her talents, resources and time by participating and often leading a purposely diverse range of organizations. Ms. Campbell is a board director with Calgary’s performing arts centre Arts Commons, is a member of the Advisory Council for Western Engineering, and is a Commissioner with the Calgary Police Commission. Ms. Campbell

performs two clean technology advisory roles: an advisory council member of the B.C. Centre for Innovation and Clean Energy and an advisory board member of the National Research Council of Canada's Industrial Research Assistance Program. She is the former co-chair of Alberta's Anti-Racism Advisory Council and has been awarded the Queen Elizabeth II Platinum Jubilee Medal and the Calgary Black Chambers Black Achievement Award in Energy.



Chartrand, Faren: 19A8 – Bi-racial Experiences of Belonging and Identity

With 20 years of experience, Faren Chartrand has consistently demonstrated exceptional leadership in Human Resources. She is recognized as an influential change leader who builds consensus amongst and partners with key decision-makers to launch innovative policies, programs, and initiatives. She is also a strategic problem-solver with an impressive record of identifying needs, assessing potential, and introducing lasting solutions that align with performance and long-term objectives. As a strategic thinker and change agent, she has successfully navigated complex organizational challenges, driving innovation and fostering inclusive work cultures. Faren has worked in different sectors, including hospitality, logistics, and tourism and for the last 13 years, has been with the City of Calgary. Most recently, taking on the transformational change role of HR Leader, Restorative Workplace Strategy (RWS). The RWS project will advance restorative workplace practices and build on trauma-informed approaches to respectful workplace challenges. Faren is a first-generation Canadian and a proud mom of an active, bi-racial 11-year-old son.



Chep, Lanice: 19P4 – 2SLGBTQ+ Gender Affirming Care and Racial Justice

Lanice (Lanny) Chep is a non-binary singer-songwriter who has an affinity for all things honest and heartfelt, and creates a relaxing coffee shop-esque atmosphere for the audience. Beautifully matched with modern folk guitar, their lyrics are soft and yielding, and are deeply rooted in personal experiences. They are the Co-founder of Baklabayan, a show case that highlights local LGBTQ+ Filipino/a/x artists and strives to help nurture spaces that intersects queerness and culture.

Cheesman, Keshia: 19P5 – Fatphobia and Racism



Keshia Cheesman (She/Her) is a Caribbean-Canadian theatre creator, performer, and arts educator based in Mohkinstsis (Calgary, AB). She is passionate about experiencing, creating, and supporting art by diverse and marginalised communities, as well as uplifting children and youth through the power of theatre performance and creation. Along with Bianca Miranda, Keshia performed and co-created the play The F Word that was nominated for Best New Play at the 2023 Betty Mitchell Awards. Keshia's published play, Special, was featured in Obsidian Theatre (Toronto) and CBC Gem's 21 Black Futures, which won a 2022 Canadian Screen award for best web series.



Crane, Maria – Elder Maria Crane: Indigenous Elders Circle

Marina Crane (Hapan Kinyewakan) identifies culturally as 'The Oceti Sakowin Oyate' (People of Seven Council Fires, known to some as the Sioux Nation); her spiritual practices are Dakota, and her home is Tsuu T'ina First Nations growing up amongst this Dene language group within Treaty Seven Nations. Her art practice focuses on healing through traditional teachings, Marina's artistic spirit is guided by Kinyewakan (flying holy). Navigating the psychological and emotional wounds she experienced in Indian Day School, Residential School, and the Calgary public schools & universities she attended have

strengthened Marina's resilience and social activism. Through the years of resisting, moving through, and overcoming prejudice, discrimination, and racism, Marina has deepened her reflections on the extensive damage systemic racism has on humanity, culture, and identity. The fuel of these reflections continues to feed the fire in Marina's unyielding determination to name acts of oppression through art, activism, and the desire for authentic reparation.

Crkvenac, Mikayla: 19A4 – Racial Equity and Health

Mikayla Crkvenac is a graduate of the social work diploma program and in the third year of the BSW program. She is interested in policy development. Her goal is to critically examine the dynamics of oppression and to advocate for fair and equal rights.

Cunningham, Arthur – Elder Art: Indigenous Elders Circle



Mr. Arthur Cunningham was born and raised in a Metis family and worked as a Senior Aboriginal/Tribal Relations Policy advisor of TransCanada for 30 years. . He has also participated in multiple non-profit organizations such as the United Way of Calgary, Momentum, the Calgary Chamber of Commerce, Metis Calgary Children and Family Services, and the Circle for Aboriginal Relations. He was governor of the Children and Family Services in Calgary for 16 years. He is the recipient of the Chief David Crowchild Memorial Award. His excellent form of connecting indigenous communities with corporations can be noted through various forms. Mr. Cunningham has mainly focused throughout his career on designing, planning, and managing corporate and project-specific negotiations with Aboriginal communities. His expanded and diversified knowledge in the area of public participation in relation to Indigenous communities has allowed for successful partnerships in various resource development projects.

D:



Dagleish, Stuart: A Panel Discussion on Leadership Commitment to Taking Anti-Racist Actions

Stuart is a Chief Operating Officer and a long-serving City of Calgary employee. He holds a finance-based MBA degree, an Advanced Bachelor of Arts degree in Public Administration, and is both a professional accountant and assessor. Stuart creates value for Calgarians through leadership across four City operating departments, who collectively delivery services for people and places. He is committed to advancing equity, diversity, inclusion, and belonging in the community and corporation. Stuart takes great pride in being a public servant and is committed to delivering services that meet citizen expectations, while positioning Calgary to compete on the world stage for talent and business.

DeSantis, Ruth: 19P2 – Climate Adaptation Action Program and Racial Equity



Ruth DeSantis is a Corporate Environmental Specialist with Climate Adaptation at the City of Calgary. She is committed to elevating the voices of equity denied Calgarians in climate programming through the privilege that she holds. Ruth has worked on a variety of projects including the hemp industry development, the 2013 Flood Taskforce, human wildlife conflict in the Bow Valley, the Caribou Tasks Force, expansion of Kitaskino Nuwenene Wildland area, the Wapiti Recreation area plan and air quality management with the Government of Alberta. She holds a Master and Bachelor in Geography and considers herself a lifelong learner.

Dongworth, Steve, Chief: An Panel Discussion on Leadership Commitment to Taking Anti-Racist Actions



As Fire Chief, Steve has provided servant leadership to over 1600 incredible members of the Calgary Fire Department since January 2015. Steve's professional fire service journey started almost 48 years ago. Steve is passionate about creating a psychologically safe, inclusive and respectful workplace where equity deserving groups see that their diversity is embraced and they are given every opportunity to succeed, and where they feel valued, and most importantly feel a true sense of belonging.

Downie, Caitlin, Ph.D.: 18P4 – Minding Inclusion Addressing Racial Discrimination with the Alberta Human Rights Commission

Dr. Caitlin Downie is a Policy & Program Consultant with the Alberta Human Rights Commission and is serving her second terms as the Chair of the Canadian Commission for UNESCO's Coalition of Inclusive Municipalities. She comes to the Commission having worked in local government for almost a decade, most recently as a Manager with the Regional Municipality of Wood Buffalo where she was the lead on the Equity & Inclusion Office. She holds a PhD in Education and Social Justice from Lancaster University and a Master of Arts and Bachelor of Arts in Sociology and Social Anthropology. Her research interests include queer activism, public policy, addressing white supremacy and critical consciousness. She has been recognized for her work with awards from StopHate Alberta and the Alberta Diversity Awards, was named to the Top 50 under 50 YMM and a Woman of Inspiration by Girls Inc, and most recently was named to the Involve Role Models Top 10 International Lists as a Future Leader.

Duckworth, David: Welcome and Opening Remarks

As Chief Administrative Officer, David oversees all City departments and works closely with the Mayor and Council on matters of importance to Calgarians. David appreciates the opportunity to lead, and to serve as a team member with, all City employees as we work together to provide exceptional public service to make Calgarians' lives better every day and Calgary a great place to make a living and a great place to make a life. David brings close to 30 years of progressive local government experience and a strong passion for exemplary public service. Prior to serving as Chief Administrative Officer, David served as the General Manager of Utilities and Environmental Protection with a focus on protecting public health and the environment for current and future generations, and helping all employees work safely. David is a civil engineer with an MBA from the University of British Columbia. David wholeheartedly embraces The City's 4C essential qualities of Character - behaving the right way, Competence - doing the right things the right way, Commitment - dedication to the greater public good, and Collaboration - working together for a common purpose. His leadership philosophy is built around achieving outcomes through teamwork, collaboration, and open, honest communication. He places significant emphasis on listening and engaging with citizens, elected officials, and staff. Over his career, he has built a reputation for developing successful, empowered teams that thrive in a caring, positive, and fun work environment.



Duhaney, Patrina, Ph.D.: 18P5 – Racial Equity Conversation

Dr. Patrina Duhaney is an activist scholar whose research grapples with issues related to race, racism, victimization, and criminalization and is informed by critical race theory, critical race feminism and anti-Black racism. Dr. Duhaney has played a pivotal role in advocating for change on micro, mezzo, and macro levels. She is actively involved in various initiatives within the Faculty of Social Work, broader university, and communities to center Black experiences and perspectives and confront anti-Black racism. These include leading the Anti-Black Racism Task Force in the Faculty of Social Work, collaborating with organizations such as the Calgary Police Service, National Judicial Institute, participating in various government of Canada initiatives (e.g., IRCA

Assessor), and advising funders and training institutions.

E:



Elford, Lisa: 19A1 – Supporting Systems Change Through Racial Equity

Lisa Elford, Principal Habitus Consulting Collective; MA International Relations is a researcher and evaluator with long-term experience working with non-profits in Canada, Australia, South Africa, and Ethiopia. She has over 20 years of extensive experience building sustainability into community projects and community-based research by applying her experience in community engagement and consultation, strategic planning, governance, and program activation, and has participated in all aspects of the programming cycle. Lisa has led principles based and developmental evaluations for a range of projects and initiatives including large scale community engagement with the City of Calgary, with marginalized communities across multiple sites in Alberta, and creative pilot projects addressing scarcity and poverty in Calgary. Prior to Habitus, she managed an international research grant (with projects in South Africa and South-east Asia) with Monash University and Oxfam Australia and consulted to the International Organization for Migration on research into cross-border migration with South Africa. She leads in the development and the facilitation of creative methodologies (such as journey mapping), knowledge mobilization tactics (such as dashboards, presentation, social media, community engagement), skills building (such as peer research training, community data skills development), and academic research partnerships.



El-Lahib, Yahya, Ph.D.: 18P5 – Racial Equity Conversation

Dr. Yahya El-Lahib is an Associate Professor with the Faculty of Social Work, University of Calgary. His research and teachings question the operation of coloniality and colonial powers that manifest through dominant knowledge and culture. Situated within disability justice, critical migration and refugee studies, Yahya's academic and community work focuses on disability activism and centers on the intersection of disability and displacement to challenge the racist, ableist and colonial construction disabled displaced populations. His current research focuses on interrogating social work's role in facilitating coloniality and white supremacy that manifest through neoliberal and neocolonial professional spaces.

F:



Ferguson, Marva J., Ph.D.: 19A4 – Racial Equity and Health

Dr. Marva J. Ferguson MSW, RSW is currently an Associate Professor in the Department of Child Studies and Social Work, Mount Royal University. Marva is trainer, and educator in anti-Black racism. Her current interest is in anti-Black racism, anti-oppression, and critical race theory approaches to social work practice. She encourages students to stay curious and to question knowledge continuously. Marva received her undergraduate and master's in social work degree from the University of Calgary. She has a Ph.D. degree from Memorial University, Newfoundland, and Labrador, specializing in social work education.



Foshole-Luke, Rebecca: 18P16 – Bringing Abolitionist and Anti-Racist Perspectives to Youth and Families Impacted by Substance Use

Founder & Co- Executive Director, Family Advocacy Support Centre (FASC). Rebecca Foshole-Luke is a proud African, Black, Zimbabwean mother of two, and a forensic social worker passionate

about the intersection of social work and the law. Rebecca is currently interested in exploring how moving from mandated reporting to support can be a means of prevention, and disrupting the system of surveillance, intrusive interventions, and family separation. Through her work at FASC, Rebecca hopes to continue to support projects and initiatives that strengthen the eco-system of support for families, ensuring intergenerational health, healing, and wellbeing for all families seeking support. For more about FASC see: familyadvocacysupportcentre.ca

G:



Giroux, Daisy: 18P2 – Blanket Exercise, 18P9 – Blanket Exercise

Daisy Giroux is Cree from the Driftpile First Nation on Treaty 8 territory but has been a visitor of Treaty 7 since 2011. Her traditional name means ‘keeper of the sacred medicines’ in Cree gifted by Elder Alma Kitwyhat from Saskatchewan. Daisy’s other traditional name which means “Driftpile woman” in Blackfoot that was gifted by Elder Reg Crowshoe of Piikani First Nation. Her pronouns are SHE/HER. Daisy is a single mother of 3 living children, who are 27, 22 and 17 and 1 child in the spirit world. She is also a ‘kookum’ or grandmother, to 2 grandsons. She is a Strategy Lead for United Way of Calgary and Area’s Akaks’timan Indigenous Strategy. She has a Bachelor of Education degree and was a teacher and then principal for 8 years. Daisy has a master’s in social work through the University of Toronto, which is a specialization in Indigenous Trauma and Resiliency.



Giroux, Henri: 18P2 – Blanket Exercise, 18P9 – Blanket Exercise

Henri Giroux is Woodland Cree from Driftpile First Nations in Treaty 8 territory and has made Calgary her home for over 20 years. Henri has spent 15 years of her working career in the Social Work sector, working with many Indigenous families. Henri has been involved in the work of reconciliation for many years during her 5 years with the Calgary Public Library. This also includes various facilitation aspects involving Blanket Exercises, delivering Indigenous Awareness training, as well as delivering many Land acknowledgments for such events as the Scotiabank Marathon. During her time with the library Henri has received many teachings from various Treaty 7 Elders as she was the Elders Guidance Coordinator. Currently Henri has returned to school attending the University of Calgary, working towards a double major in International Indigenous Studies as well as Law and Society.

Grandison, Shanice: 19A4 – Racial Equity and Health

Shanice Grandison is a BSW student and is presently completing her final year in the program. She is interested in Policy Development.

H:



Haile, Lemlem: 18P5 – Racial Equity Conversation

Ms. Lemlem Haile is a community social worker and activist who is strongly committed to promoting social justice through community development. Her main areas of focus include economic justice, anti-racism, anti-Black racism, and fostering reconciliation. Her work primarily involves amplifying the strengths of marginalized communities and breaking down the barriers of racism, sexism, colonization, hetero/cis discrimination, and other forms of oppression through collective action. As an Eritrean settler on Treaty 7 land, she is dedicated to learning and applying an anti-colonial perspective in both her work and personal life.



Haines-Saah, Rebecca, Ph.D.: 18P16 – Bringing Abolitionist and Anti-Racist Perspectives to Youth and Families Impacted by Substance Use

I am an Associate Professor in the Department of Community Health Sciences, Cumming School of Medicine at the University of Calgary. I am a public health sociologist, with a PhD in Behavioural Health Sciences and Addiction Studies from the University of Toronto. My research interests are in public health and harm reduction approaches to substance use and drug policy reform. My recent projects have focused on youth and young adult cannabis use, the family contexts of substance use, and parent advocacy for action on Canada's toxic drug death emergency. You can learn more about me and my research at rebeccasaah.com



Higgins, Lorelei: 18P1 – Anti-Racism Program Strategic Plan

Lorelei Higgins Parker is a Métis Canadian Cultural Mediator, a Rotary Peace Fellow and Positive Peace Activator as well as a Governor General's Canadian Leadership Program alumna. She has worked on community-based projects locally and internationally with government agencies, non-government organizations and the business sector. These projects centre on peace and conflict transformation, Indigenous matters and the elevation of female voices in leadership. Lorelei has worked across the globe in communities in Africa, Asia, Europe, North America and South America. Lorelei is the Community Lead for the City of Calgary's Anti-Racism Program and is working to advance The City of Calgary's commitments to anti-racism and Truth and Reconciliation. Lorelei is also a consultant with Mediators Beyond Borders International and Canadian Equity Consulting, cultivating projects that focus on Indigenous relations and enhanced diversity, equity, inclusion and belonging efforts. Lorelei has an MBA, with a specialization in leadership. She is passionate about creating bold, open spaces for building peace through cross-cultural learning and the establishment and nurturing of enduring, positive relationships. As the reigning Mrs. Unity World Canada and Mrs. Canada Globe 2020-2023, Lorelei is leading efforts to increase female leadership in peacebuilding efforts locally and globally. She is often found adventuring around the world with her family.

J:



Johnson, Nicole, MD: Expert Panel Discussion - Family Wellbeing and Anti-Racism Actions

Dr. Nicole Johnson is a pediatric rheumatologist at the Alberta Children's Hospital and a Clinical Associate Professor at the University of Calgary. Dr. Johnson is a passionate advocate for community awareness for children with rheumatic diseases. She has received many awards for education including the STEM award from the Calgary Black Chambers in 2021, the 2023 Department of Pediatrics CARE award for Education and Mentor for Black Physicians of Canada and recently the Distinguished Educator/Teacher for Canadian Rheumatology Association in 2024. She has multiple educational roles locally, nationally and internationally through which she does clinical teaching for medical students, residents and faculty on various topics in pediatrics, rheumatology and now anti-racism. She is the Associate Director for MD admissions for the University of Calgary. Her anti-racism work has led to leadership positions including Co-Curriculum Lead for Post Graduate Medical Education for Racial Equity in Healthcare at the Cumming School of Medicine, Chair for the Diversity and Inclusion Task Force for the Canadian Rheumatology Association and Student Mentorship physician lead the Black Physicians' Association of Alberta. Her current research area is focused on health care equity, and she is a member of the Equity Diversity and Inclusion team for the One Child Every Child research initiative at the University of Calgary.

K:

Kirumira, Feisal: 18P1 – Anti-Racism Program Strategic Plan, 19A5 – Anti-Racism Public Safety

Feisal is the Public Safety Lead, Anti-Racism Program, City of Calgary. Feisal has extensive experience teaching in post-secondary institutions in Canada and Germany, including languages, applied linguistics, humanities, Black studies, and community service learning pedagogy. Feisal has delivered scholarly presentations and published on anti-racism pedagogy through an Afro-centric lens as well as racially just public safety service design and delivery. Prior to joining The City, Feisal served as founding member of the Alberta Anti-Racism Advisory Council and inaugural Vice-Chair, City of Edmonton Anti-Racism Advisory Committee. Feisal is currently pursuing a PhD in Secondary Education on anti-racism pedagogy using an Afro-centric lens.



Ko, Gina, Ph.D.:

Gina Ko, Ph.D. (Educational Leadership), is a Registered Psychologist in Alberta. She resides in Calgary, Treaty 7 Territory. Gina is a Founding Co-Chair of the Asian Psychology Section of the Canadian Psychological Association. She has a private practice, Ko Psychology, and works with individuals, couples, and families using culturally responsive, socially just, anti-racist, and anti-oppressive positionalities. She is currently supervising racialized Provisional Psychologists to mentor the next generation of mental health professionals. She is the producer and host of a podcast, "Against the Tides Racism," whereby she interviews diverse racialized guests. The podcast aims to generate awareness, foster community, and create transformation by coming together to lean into the inspiring work of anti-racism. Each episode ends with calls to action. Gina has been an educator for several post-secondary institutions in a Bachelor of Education program (University of Calgary) and Master of Counselling programs (Athabasca University, City University, Calgary). Gina received the 2022 Psychologists' Association of Alberta "Excellence in Teaching Psychology Award."

L:

Laverdure, Tara: 19A4 – Racial Equity and Health

Tara Laverdure (they/them) is a racialized settler, born and raised in Mohkinstis. They are third-year social work student at Mount Royal University and is interested in community development!



Leason, Jennifer, Ph.D.: Expert Panel Discussion – Family Wellbeing and Anti-Racism Actions

Boozhoo, Aniin Keesis Sagay Egette Kwe nindiznikaaz.

Dr. Jennifer Leason is an off-reserve member of Pine Creek Indian Band, Manitoba and the proud mother of Lucas and Lucy.

Dr. Leason is a Canadian Institute of Health Research (CIHR), Canada Research Chair, Tier II, Indigenous Maternal Child Wellness (2020-2025) and an Associate Professor at the University of Calgary. Her research aims to address First Nations, Métis and Inuit perinatal and maternal-child health disparities and inequities by examining maternity experiences, healthcare utilization, and social- cultural contexts of Indigenous maternal child wellness. To date, she has held over \$158 million in tri-council research funding that has advanced health equity through Indigenous and decolonized community-based research. Dr. Leason is an Associate Member of the CIHR College of Reviewers and serves on the CIHR Institute of Indigenous Peoples Health, Institute Advisory Board (2020-2025). She is an Associate Editor of the Canadian Journal of Public Health and has served on a variety of community, university, and national advisories including the national advisory for the Public Health Agency of Canada opioid and acute toxicity deaths review, and Indigenous perinatal mental health.



Lickers, Michael. Ph.D.: Plenary Session – Indigenous Elders Circle Dr. Michael Lickers is a well-known Kanien'kehá:ka educator from Six Nations of the Grand River. Michael is a Specialist in Indigenous and Community Relations for Suncor Energy. A founder and past Executive Director of the Ghost River Rediscovery program, Michael has over 30 years of

experience in leadership, cultural outdoor education, community development and youth leadership development. Michael is well recognized for his knowledge and work with Indigenous peoples in Canada and internationally, he is continuously engaged in presentations, training seminars and conferences.

Michael holds a Master's in Leadership and Training (MALT) and a Doctor of Social Sciences (D.Soc.Sci.) from Royal Roads University with a focus on Indigenous Youth Leadership Development. Michael is author of "Urban Aboriginal Leadership: The Delicate Dance Between Two Worlds," and has published several articles on Indigenous epistemology, Indigenous youth leadership, international youth programs, non-profit management, community development and Indigenous methodology. Michael currently teaches at Royal Roads University in the School of Leadership (MAL) and Interdisciplinary Studies (Global Indigenous Ways of Knowing), serves as the Indigenous Scholar in Residence for the School of Leadership and the MA in Climate Action Leadership in the School of Environment and Sustainability. Michael has previously taught courses at the University of Calgary (Werklund School of Education and International Indigenous Studies: Indigenous Knowledge Land Based Course) and St. Mary's University (Introduction to Indigenous Studies and Indigenous Ways of Knowing - Cultural field course). Michael brings a unique combination of rigorous professionalism, wide program development, including International teaching and work, outdoor education, cultural education and leadership experience, grounded in traditional cultural teachings.



Lopez, Lina: 18P3 – Our Journey towards Becoming an Anti-Racist, Inclusive, and Equitable Police Service Calgary Police Service-Racial Equity Office

Lina Lopez was born in Colombia, moving to the United States as a teenager and Canada a few years later. She credits her observant personality for helping her notice the social inequalities present in Colombian society at an early age, along with experiencing many of the challenges that teenagers must deal with as newcomers, for wanting to focus her career on supporting people and communities to engage in meaningful systemic change. She studied Social Work at the University of Calgary and is in her final year of her master's degree in Social Work, International and Community Development at U of C. Lina has been working with immigrants and refugees for over 10 years and volunteering for different social issues committees in Calgary, including the Calgary Local Immigration Partnership and the Women's Centre of Calgary. She joined CPS in April 2023 as a Community Mobilizer as part of the Diversity Resource Team, working with the Latino community, and supports the Racial Equity Office as the office implements the CPS anti-racism strategic roadmap.



Lorenzetti, Liza, Ph.D.: 18P5 – Racial Equity Conversation

Dr. Liza Lorenzetti (she/they) is from Italian heritage, born in Tiohtià:ke (Montréal) and living in Mokhinistsis (Calgary), Treaty 7. She lives in an intercultural and multilingual family with her partner Arya Boustani, from Iranian roots, and inspirational teen Parisa. As an activist-educator in the Faculty of Social Work at the University of Calgary, Liza's teaching and research is informed by three decades of practice and activism on issues such as gender-based violence, wealth inequality, racism, and settler colonialism. She continues to work within the community to impact policies and practices, and

strengthen the capacities of leaders, researchers, and students to advance social justice and well-being through an intersectional lens. Liza is an active member of the Alberta Assembly of Social Workers, the Anti-Black Racism Task Force, The Anti-Racism and Anti-Colonial Learning Series, and the Transformative Masculinities Project, among others. As a white settler, Liza is committed to walking a path of learning and action towards Truth and Reconciliation.

M:



Marshall, Sarah: 19P2 – Climate Adaptation Action Program and Racial Equity

Sarah Marshall is a community and environmental planner driven to help shape resilient and equitable communities in response to complex social-ecological challenges. She works as a Senior Water Resources Planner with The City of Calgary, bringing over 7 years' experience with projects related to integrated water management and climate resilience. Her work has spanned research, education and outreach and planning projects related to water efficiency, riparian management, drought resilience and flood policy. She enjoys bridging research and practice and seeks to bring an ethic of continuous learning to her work - particularly around nature-based approaches and reconciliation and decolonization in planning and policy. Sarah holds a Master of Community and Regional Planning degree (University of British Columbia) as well as a Bachelor of Arts in Geography (University of Victoria).



Martin, Avril: 18P3 – Our Journey towards Becoming an Anti-Racist, Inclusive, and Equitable Police Service Calgary Police Service-Racial Equity Office

Inspector Avril Martin is a 22-year sworn member of the Calgary Police Service currently in charge of the Racial Equity Office, Diversity Resource Team, Community Mobilizer Team, Indigenous Relations Team, Indigenous Community Mobilizer Team, Hate Crime Prevention Team, Re-Direct Team, and Crime Prevention Team. Inspector Martin obtained her Bachelor of Science Degree from the University of Alberta and is a Board Member with the social profit agency Carya.

Massiah, Adam: Reflecting Back: Looking Forward



Adam Massiah is a passionate advocate dedicated to addressing the challenges faced by minority communities in areas such as public housing, healthcare, and encounters with law enforcement. His commitment extends to implementing measures that safeguard the well-being of racialized Calgarians and their families, challenging institutions plagued by historical biases and systemic discrimination, both conscious and unconscious. A graduate of Mount Royal University, finishing with a major in International

Business and a minor in Computer Information Systems, Adam has channeled his education into becoming a prominent community leader and activist, championing solutions to combat systemic racism and anti-Black racism in Alberta. As a Community Relations Advisor for Ward 2 with Calgary's City Council, he plays a role in shaping policies and initiatives that foster inclusivity and equality. In addition to his civic engagement, Adam serves as an executive and co-founder of the United Black People's Allyship (UBPA). This organization, renowned for orchestrating Calgary's Black Lives Matter protests throughout the summer of 2020, has been instrumental in raising awareness and applying external pressure on local and provincial officials to prioritize anti-Black and systemic racism. Beyond his advocacy work, Adam is the CEO of New West Entertainment, a music networking hub that focuses on creating a safe and inclusive space for young adults to express themselves.



Mehdizadeh, Shahin: 19P1 – Shame and Honour Based Violence Shahin Mehdizadeh is the Chief of Police at Lethbridge Police Service. He began his policing career with the RCMP in 1989. He is an accomplished police executive with more than 34 years of national and international policing experience. Mehdizadeh has lived and served in four provinces and worked projects in every province throughout Canada in policing disciplines including general patrol duties, major crimes, drugs and organized crime, covert operations and national security. He has worked internationally with law enforcement partners in Europe, the US and Mexico as well as many Canadian agencies in numerous joint forces operations spanning from Vancouver to Halifax. Mehdizadeh is a Member of the Order of Merit of the Police Forces (M.O.M.) and has a proven track record of success in leading initiatives to counter and prevent crime, promote public safety and build strong relationships with communities. His greatest accomplishment in life is his daughter Alexandra.



Millare, Tet: 19P4 – 2SLGBTQ+ Gender Affirming Care and Racial Justice

Tet M. (she/they) is a local Calgary community organizer, artist and writer. She has volunteered in many ways for the local 2SLGBTQIA+ community in many ways – giving her time as a board member of various organizations, like the Calgary Queer Arts Society, Calgary Outlink and Calgary Pride. She is a jack-of-all-trades and acknowledges that she has been lucky to be given the platform for her art expressions, which includes: photography, writing, dancing, singing and even theatre. She has been an organizer of the Treaty 7 Trans and Dyke March since 2015 where she had the privilege to work with fellow 2SQTBiPOC Calgarians in

an organization named VOICES.



Miranda, Bianca: 19P5 – Fatphobia and Racism Born and raised in the Philippines, Bianca Miranda is a fat, queer, Filipino performer, playwright, and producer, thankful to be living and working in Treaty 7. She is also the Associate Producer at Downstage, ‘theatre that creates conversation’. As a theatre-maker and playwright, their works most often start from a personal place and examine the intersections of her identities. She is the co-creator and performer of *The F Word* (World Premiere by Downstage, presented by Alberta Theatre Projects). Bianca believes

in the transformative power of theatre & storytelling. @TheBiancanator

Mohamed, Bashir: 19P6 – Art and Anti-Racism: Impact on Youth & Black History of Activism in Alberta

Bashir Mohamed is a writer and researcher based in Calgary Alberta. In his free time, he enjoys cycling, stargazing and history.



Moorthi, Gayatri, Ph.D.: Indigenous Elders Circle, 19A1 – Supporting Systems Change Through Racial Equity

Dr. Moorthi is Principal Habitus Consulting Collective; PhD Social Work; MSW Social Work and has over a decade of international experience in India, United States and Canada, specializing in mixed method evaluation design, policy partnerships and supporting community innovation. She also has experience working within the immigrant sector in Calgary and extensive experience in training students as well community members. Over the course of the past few years, she has been involved in a number of research and community projects extending over areas such as community health, migration, gender studies and social inequity. Gayatri has led multi-sector municipal engagement and strategic planning

projects for the City of Calgary, Calgary Polices Services, and numerous community based non-profits. The range of engagements has spanned numerous intersecting groups, including diverse racialized and ethno-cultural groups, and other equity seeking groups. Gayatri also led a strategic planning and provided project support for a proposed palliative care housing project for people living with HIV for the SHARP Foundation.

N:

Ncube, Zolani: 18P4 – Minding Inclusion Addressing Racial Discrimination with the Alberta Human Rights Commission

Zolani Ncube is the Acting Tribunal Registrar for the Alberta Human Rights Commission. Originally from Zimbabwe, Zolani considers herself a 'citizen of the world' on account of traveling the world as the child of a diplomat. She has an LL.B. and LL.M in International Human Rights and Gender and prior to her career in human rights, practiced as a Family Lawyer. In addition to being the Tribunal Registrar, Zolani previously served as a Human Rights Officer. Her depth of knowledge and expertise provides a unique perspective n to speak on the human rights complaint process generally, and more specifically, explore how race complaints have been resolved by the Tribunal.

O:



Odiase, Adediwura (Wura): 18P14 – Racial Justice: Our Actions, Our Legacy – City of Calgary Equity, Diversity, Inclusion and Belonging Team

Wura is an HR professional with over 25 years of experience advancing HR service delivery. She is described as a people-centric and strategic partner with a track record in creative leadership initiatives that strengthen the workplace, inspire performance, and promote employee experience. Wura's philosophy is etched in this statement, "Take care of your people and they will take care of the business." In her current role, she strives for collaborative work with partners and teams to foster a safe, inclusive and engaged workplace where all employees have a sense of belonging and are inspired to do their best work. Wura believes that we can build and sustain a workplace where differences are valued, respected, and celebrated and looks forward to the Racial Justice Conference, as it provides us with the opportunity to learn, grow and advance The City's commitment to becoming a Racially Just organization. Wura is proud to serve a great City!



Okafor, Cynthia: 18P3 – Our Journey towards Becoming an Anti-Racist, Inclusive, and Equitable Police Service Calgary Police Service-Racial Equity Office

Cynthia Okafor is a nationally recognized community leader living and working in the unceded territory of Treaty 7 (Calgary, Alberta). She earned her Bachelor of Social Work Degree from the University of Calgary and later obtained a Master's Degree with a specialization in community development and social policy. She holds a Diversity, Equity, and Inclusion in the Workplace certificate from the University of South Florida and additional certification in anti-racism and strategic planning. Cynthia brings over 20 years of experience in both the public and private sector and currently works with Calgary Police Service as an Anti-Racism Manager with the Racial Equity Office. Cynthia is passionate about human rights and social justice and works tirelessly to create an environment that acknowledges, embraces and values differences. She believes that true change happens when individuals are given the tools to engage and actively promote change at a systemic level.



Oyasiji, Abisola, PhD.: 18P1 – Anti-Racism Program Strategic Plan

Abisola Oyasiji holds a PhD in Urban and Regional Planning. Her research and work experience have centered around addressing complex social issues such as social inequities among vulnerable populations, marginalization, social determinants of health, policy development, and racial equity. In 2019, Abisola led a community-based research on the impact of racism on Racialized parents, youth, and school workers in Calgary’s K-12 education system. She also co-authored a resource toolkit to empower youth to address interpersonal and systemic racism within the school system. Abisola is currently the Acting Organizational Lead in the Anti-Racism Program at The City of Calgary.

Owusu, Emmanuel: 18P15 – Anti-Racism Action Committee

Emmanuel Owusu is a senior leader with experience working in academia and in the field of Human Rights, Diversity, Equity, and Inclusion. In his current role, Emmanuel is part of the senior leadership of an independent government organization that has a mandate of reducing discrimination in Alberta. He was an instructor in the Law and Society program at the University of Calgary and the Justice Studies program at Athabasca University. He also worked with the Yukon Human Rights Commission in Whitehorse, Yukon. Emmanuel has significant experience serving in several capacities in the Calgary community including as a member of a Calgary Youth Justice Committee where he supported vulnerable youth through extrajudicial sanctions programs. Currently, Emmanuel serves as the co-chair of the City of Calgary's Anti-Racism Action Committee where he leads a group of community experts to support the City's efforts to make Calgary an anti-racist city.

P:



Phillips, M. Ann, Ph.D.: 18P7 – Conversations about Confronting Racism

Dr M. Ann Phillips works at the intersection of social determinants of health, environmental justice, anti-racism, gender equity, public health, social and racial justice. As a Master’s level molecular genetics researcher, Ann took Women’s Studies courses at York University which enhanced her scientific analysis by incorporating a race, class and gender analysis. This intersectional interdisciplinary approach facilitated her ability to shift from genetic determinants of health to social, political, environmental and ethnocultural determinants of health. Ann is a big picture thinker and a life-long learner who brings intersectional thinking to the work she does.



Porter, Shuana: 18P3 – Our Journey towards Becoming an Anti-Racist, Inclusive, and Equitable Police Service Calgary Police Service-Racial Equity Office

Shuana Porter is a first-generation Kingston, Jamaica, immigrant who migrated to Canada with her mother at seventeen. Like many immigrants, Shuana faced challenges adjusting to the weather and navigating the North American culture, particularly in the workplace. As a child, Shuana was that kid in class who would ask all the tough questions no one else wanted to ask. Because they were either too afraid or did not want to stand up or raise their hands, but not Shuana. From an early age, she valued standing up and challenging systems, even standing alone. As an activist, Shuana played a pivotal role in organizing and leading the civil rights and social justice protests in Calgary over the summer of July 2020 to raise awareness of anti-blackness and racism within our city, institutions, and overall country. Shuana has also been the chair of the Calgary police service External Anti-racism Action Committee for the past three years. And has been the Calgary police service’s Anti-Racism Strategic Advisor who helped build the framework of what is now established as the Racial Equity Office under the community services sector for the past year. In addition to her professional work and advocacy for public safety, Shuana is also the Vice President of the Jamaican Canadian Association Alberta and the Chief Creative Director of the AllthingsBossy Brand,

which is a community mentorship platform for Black women and girls, supporting them in holistic wellness, focusing on business, professional and personal development.



Provost, Caren: 18P2 – Blanket Exercise, 18P9 – Blanket Exercise

Oki, my name is Caren Provost, a proud member of the Piikani Nation. I live, work, and play in the city of Calgary and currently work for the Chiefs of Treaty 7, more specifically those of the Stoney Nakoda and Tsuut'ina nations. I have been very fortunate to be working for Treaty 7 for the last 16 years in various capacities. Aside from work, which I really enjoy, I love to travel, sew, bake, read about politics, and of course anything that has to do with the great outdoors. I wish to continue my education and finish post-secondary with a major in political science and a minor in policy development. I aspire to be a leader one day making systemic change for the future generation and those yet unborn.

“For as long as the grass grows, rivers flow, and the sun shines we are all treaty people.” – unknown



Provost, Sarena: 18P2 – Blanket Exercise, 18P9 – Blanket Exercise

Okii niitaniikoo Maatsowakii, my name is Sarena Provost, proud member of the Piikani First Nation which is part of Treaty #7. I am currently Indigenous Manager for YMCA Calgary's Indigenous Programs, as well as current Board Chair for Urban Society for Aboriginal Youth (USAY). I have worked with youth and children, both in my home community and in the city of Calgary, for the last 20 years. Developing culturally enriched programs and curriculum for our young people in numerous capacities. I've been fortunate enough to experience many opportunities to learn about other Indigenous cultures from across Turtle Island that I have incorporated into our programs to enhance cultural teachings for our diverse First Nations, Métis, and Inuit youth in our programs. As Indigenous Manager for YMCA Calgary, I am currently providing cultural leadership and consultation which is guiding YMCA Calgary and YMCAs across Canada through strategic work on reconciliation with an Indigenous world view and cultural perspective.

R:



Reid, Bree: 19A1 – Supporting Systems Change Through Racial Equity

Bree Reid has been in the Social Work field for over 15 years. She has spent the last 10 years at the Calgary John Howard Society where she has worked in different capacities and is currently working within the leadership team for 3 years as the Community Outreach and Advocacy Services Manager. Bree has a degree in Child and Youth Care from the University of Victoria, that has helped inform her practice for supporting young people experiencing criminal involvement, addictions, mental health, and other barriers to develop the tools for a healthy, proactive life. Bree is passionate for working within the Indigenous culture and strives to promote cultural inclusion and awareness for youth and adults within the Calgary area.

S:



Salami, Bukola Oladunni, Ph.D.: Family Wellbeing and Anti-Racism Actions

Dr. Salami is Professor at the Faculty of Nursing, University of Alberta. She has a Master in Nursing and a PhD from the University of Toronto. Her doctoral research was titled: “All for the Family: A Case Study on the Migration of Philippine Educated Nurses to Ontario Through the

Live-in Caregiver Program". She drew on the work of third-wave feminist scholars, including Gayatri Chakravorty Spivak, Rachael Parrenas, Chandra Talpade Mohanty, to shed light on how gender, race, and nationality intersect to contribute to pathways of Philippine-educated nurses. Since she joined the University of Alberta in January 2014, she has been involved in over 65 research projects with funding from national and international agencies. She has published over 70 papers in peer reviewed journals over the last 7 years. These lines of work have produced important insights including the role of gender relations and race in the experience and outcomes of Black children with single mothers. Her work with temporary foreign workers (TFWs) illustrated how gender intersects with immigration status and class status to influence the health decisions of TFWs, including reproductive health decisions. She has provided consultations to policy makers and practitioners at local, provincial, and national levels. For example, she was invited by the Honorable Prime Minister of Canada Justin Trudeau to present to him and his cabinet on how to improve the lives of Black Canadians, and ensure adequate response to the COVID-19 pandemic among this population. Her work on mental health of Black youths contributed to the creation of a mental health clinic for Black populations in Alberta. In 2020, she founded the Black Youth Mentorship and Leadership Program at the University of Alberta with the support of 15 Black faculty members. In 2018, she created the African Child and Youth Migration Network, a network of 35 researchers across the globe focused on African child and youth migration. In addition, she is the co-chair of the health caucus of the Black Opportunities Fund, a national initiative to raise funds to address anti-Black racism in Canada. As an Associate Editor of the Canadian Medical Association Journal, she provides expertise on critical race theory and intersectionality. She has mentored several students and early career researchers, some of whom are currently tenure track faculty members. She has received several awards for research excellence and community engagement.



Sauer, Matthew: 19A8 - Bi-racial Experiences of Belonging and Identity

Born and raised in Calgary to a German-Romanian father and a Trinidadian mother, I am a father of three girls, educator, unapologetic social justice advocate, Feminist, football coach, avid reader and lover of hearing people's stories. After having taught High School English Language Arts for over a decade, I have spent the past three working as a Racial Justice, Equity, Diversity and Inclusion Consultant for the Calgary Catholic School District while working with the Black Teachers Association and alongside numerous passionate, knowledgeable and inspirational people across Canada. I spend most of my days attempting to amplify, honour and celebrate all voices, especially those who have been previously silenced, while educating others on the importance of valuing people's stories, being culturally responsive and understanding that we all are shaped and influenced by our lived experiences; experiences that are ever so unique and exclusive.



Shelton, David, Chief: 19P3 – Allied Firefighters of Canada

Born into the disharmonious racial landscape of the 1960's on land of Anishinaabe Nations, David has been intrigued by the social dynamics of North America from an early age. He was raised in Detroit Michigan's vibrant black community with a keyhole view into white family life and society that animated his curiosity that much more. His family was active in arts, sports, cultural exchange and politics. He studied biology, primarily, and was a student leader and activist through his university years. In 1988 he became a member of the Detroit Fire Department. In the early 90s he relocated to Montreal where he became a member of the Montreal Fire Department. There he served the diverse

communities of Montreal for nearly 30 years. When he retired he held the rank of Battalion Chief and was the Diversity Officer and founding coordinator of the department's Bureau of Equity, Diversity and Inclusion.

Singer, Shawn: 18P11 – Pan Indigenous Perspective

My name is Naatoyi'ikinasoyi (Shawn Singer) born and raised in Kainai Nation within the Blackfoot Confederacy. Current employed with the City of Calgary as an Indigenous Relations Consultant since June of 2021. Where I contribute to portfolios including Anti-Racism, EDIB, Indigenous engagement and many areas. I also advise in areas of local Indigenous history, language, land, and Blackfoot ontology. I am educated as a Social Worker with a Bachelor of Social Work. In addition, I hold a Master's degree in Education from the University of Calgary. For the past two decades my focus had been in the field of social work, however within that time I have also been educating about Blackfoot history, language, relationships as well as storytelling. Within this scope there is many additional educational opportunities for city employees to participate. Further to this, I have been researching Blackfoot 2-Spirit people and excited to discover historical accounts of individuals along with specific gender names. I am hopeful that this newfound traditional knowledge would contribute to a more inclusive Blackfoot spiritual practice. I am also a Blackfoot speaker and artist.

Singer, Tiffany: 19A4 – Racial Equity and Health

Tiffany Singer is a 3rd year Bachelor of Social Work, post-diploma, student minoring in Indigenous Studies at Mount Royal University. She plans to practice in the medical social work field with future sights working at the Human Rights Commission.



Sureshkumar, Anne: 19P1 – Shame and Honour Based Violence

Anne is an educator, speaker, counselor and a registered Social Worker. She is a Strategist for Racial Trauma and Anti-Hate, Anti-Racism Program, City of Calgary and the founder of Unique Pathways Counselling Services. Anne's professional work in India was in public health and counselling. In Canada, she focuses on immigrant populations and counselling. Her experience of working internationally as a social worker in India and Canada lends her the insight on how collective and individualistic societies function thus rendering Anne with the competencies to engage with immigrant populations. Her areas of interest include anti-racism work, mental health, domestic violence, intersectionality, identity development for ethnic and sexual minorities, research, public speaking and free-lance writing. Preventing women from being limited in the name of 'honour', breaking the silence and reconstructing social norms remains close to her heart. Anne's public speaking experiences include speaking internationally and in Canada.

T:

Tailleur-Marshall, Amanda: 19A4 – Racial Equity and Health

Amanda Tailleur-Marshall is a 3rd year social work student at Mount Royal University and hopes to practice in hospice care or in partnership with Indigenous Communities.



Tran, Brittany: 19P2 – Climate Adaptation Action Program and Racial Equity

Brittany Tran is driven by her passion for equity and sustainability, striving to make a tangible difference in communities through inclusive solutions to tackle the challenges of climate change. With over seven years of experience as an environmental professional, she has been at

the forefront of driving energy efficiency initiatives and supporting strategic planning efforts. She currently leads the Energy Equity portfolio at the City of Calgary, working towards developing an Energy Equity Strategy and programs aimed at supporting households struggling with utility bills while also improving home energy efficiency.



Tzeng, Pam: 18P6 – Dance/Anti-Racism and Arts

Pam Tzeng 曾小桐 (they/she) is a second-generation Taiwanese-Canadian choreographer, interdisciplinary performance maker and arts worker based in Mohkinstsis, Treaty 7 Territory. Pam's work is an evolving collection of intimate and visceral reflections on the politics of the body. Pam takes pleasure in extremes to craft honest and animated performances and immersive installations. Led by their embodied curiosities, Pam graciously traverses charged thematic territories to reveal and empower unseen truths. Pam is a commitment to offering the

breadth of their experiences, creativity and intelligences to the work of equity and anti-oppression in the arts and cultural sector. They are dedicated to transforming conflict into connection through the many dimension of their practice including their work as an artist, facilitator, conflict resolution practitioner and somatic coach. For more about what Pam cares about, does and has made or contributed to visit: pamtzeng.com

U:



Uwibereyeho King, Régine, Ph.D.: 18P5 – Racial Equity Conversation

Dr. Régine Uwibereyeho King is Associate Professor, Faculty of Social Work, University of Calgary. Her research bridges national and international themes of racial justice, cross-cultural mental health, post-conflict recovery processes, women's rights, critical pedagogies, and Indigenous knowledges.

King's contributions to research and scholarly activities were recognized by the 2023 University of Calgary Research Excellence Chair Program and the 2021 Killam Award as an Emerging Research Leader. Her critical pedagogical approaches were recognized by the 2022 award for team-teaching of the Taylor Institute, University of Calgary. King's community engagement includes being a co-founder of the Anti-Black Racism Task Force (Faculty of Social Work) and an active member on various local and international committees. These include the current Presidential Task Force on EDI at the University of Calgary, a community development organization in the Dominican Republic, and a past cross-cultural roundtable advisory group of the federal government on public safety.

Walcott, Courtney, Councillor: An Panel Discussion on Leadership Commitment to Taking Anti-Racist Actions

Since 2021, Councillor Courtney Walcott has represented Ward 8. He brings a wealth of experience as an educator and community advocate. His background includes teaching at Western Canada High School, coaching community sports, and serving as an equity, diversity, and inclusion facilitator. With degrees in history and education, Courtney is committed to revitalizing urban spaces and fostering inclusive communities.

Courtney played a pivotal role in creating the Housing and Affordability Task Force. The task force recommendations shaped the development of Calgary's innovative housing strategy, "Home is Here." Courtney believes in making housing a human right and has consistently worked towards making housing affordability, availability, and choice a priority for City Council and the City of Calgary.

Beyond housing advocacy, Courtney's vision extends to enhancing community safety through initiatives that promote harm reduction and equity. His dedication to building a more equitable and anti-racist Calgary is evident in his ongoing efforts to address systemic inequalities and create opportunities for all residents to thrive. From advocating for anti-racism policies to supporting marginalized communities, Courtney's leadership exemplifies a steadfast commitment to fostering a city where diversity is celebrated and everyone has equal access to resources and opportunities.



Warria, Ajwang, Ph.D.: 18P5 – Racial Equity Conversation

Dr. Ajwang' Warria is an Associate Professor working on multiple projects to find out the connections that child protection and transnational migration (and communities) have with other development issues. Warria strongly believes that if we can figure out the relationships between the interconnecting factors, we can co-create sustainable interventions. Her goal is to demystify human trafficking trends, exploitation and migration patterns, allowing coherent and holistic narratives to be constructed and prioritizing relationality and building impactful connections in research. Her research projects help to figure out context-related ways to engage with victims and survivors and strengthen implementation of interventions. Previously, she has worked on child migration and trafficking and exploitation studies in sub-Saharan Africa, using qualitative photovoice, story telling, life stories and other narrative approaches. Besides feeling the rush of research and trying to get the answers to social challenges, she gets her adrenaline from hiking, travelling, and watching crime channels.

Y:



Yellow Old Woman, Evans: 19P4 – 2SLGBTQ+ Gender Affirming Care and Racial Justice

Evans Yellow Old Woman is from Siksika Nation, Alberta. His Blackfoot name is Apsipistoo, which means White Owl. He is a member of the Blackfoot Confederacy and the Runs Away Buffalo Clan. He is a Two-Spirit man living in Strathmore, Alberta and working in his community as a Case Manager at the Siksika Support Centre. He is a co-founder of Voices: Calgary's Coalition of 2S, Trans, Queer People of Colour. He co-parents his 13-year-old niece, Teshay, and is engaged to his partner, Apoyiinam (Shilo Clark).