

# **RICH JANZEN, PhD**

## **Executive Director, Centre for Community Based Research**

Associate Adjunct Professor, Conrad Grebel University College/University of Waterloo

Associate Adjunct Professor, Rensselaer University College/University of Waterloo

Associate Field Education Professor – Part-Time, Wilfrid Laurier University

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February 2025

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## **BACKGROUND INFORMATION**

### **Education**

- Ph.D. Community Psychology, Wilfrid Laurier University, Waterloo Ontario, 2012
- M.A. Community Psychology, Wilfrid Laurier University, Waterloo Ontario, 1992
- B.A. (honours) Psychology, Brock University, St. Catharines Ontario, 1990
- B.A. (general) Psychology/Religious Studies, University of Winnipeg, with transfers from Mennonite Brethren Bible College (now Canadian Mennonite University) and Ontario Bible College (now Tyndale University), 1987

### **Awards and Distinctions**

- Governor General's Gold Academic Medal, Wilfrid Laurier University, 2012 (top PhD student)
- Gold Medal for Academic Excellence, Faculty of Science, Wilfrid Laurier University, 2012
- SSHRC Joseph-Armand Bombardier CGS Doctoral Scholarship 2008-2011 (\$105,000)
- Canadian Evaluation Society's 2010 SEEK award.
- WLU President's Scholarship, 2008
- Stillmark Graduate Student Research Grant, 2011
- Gold Medal for Religious Studies, University of Winnipeg, 1987

### **Community-Based Research Interests**

Immigrant and refugee newcomers, community mental health, disabilities, faith and justice, family support, community-based research and evaluation

### **Employment/Appointments**

1996-present

**Centre for Community Based Research** (Formerly Centre for Research and Education in Human Services)

- Executive Director (2021-present)
- Co-Executive Director (2017-2021)
- Research Director (2004-2017)
- Senior Researcher (1999-2004)
- Centre Researcher (1996-1998)

2021-present

**Peace and Conflict Studies, Conrad Grebel University College, University of Waterloo**

- Adjunct Associate Professor (2023-present)
- Courses taught: Research for Social Action

- 2010-present      **Social Development Studies, Renison University College, University of Waterloo**
- Adjunct Professor (2012-present)
  - Assistant Professor – Half-time (2012-2013)
  - Courses taught/co-taught: Participatory Action Research/Community-Based Research; Community Engagement; Social Research
- 2001-present      **Faculty of Social Work, Wilfrid Laurier University**
- Associate Field Education Professor – Part-time (2021-present)
  - MSW Practicum Field Instructor (2013-present)
  - Part-time Faculty: Instructor for Techniques in Social Work Research (2001)
- 2021      **Canadian School of Peacebuilding, Canadian Mennonite University**
- Instructor for Community-Based Research as Peacebuilding course
- 1993-1995      **North York Inter-Agency & Community Council**
- Community Planner (1994-1995)
  - Acting Executive Director (1995)
  - Cross Cultural/Housing Coordinator (1993-1994)
- 1992      **Social Planning Council of Kitchener-Waterloo**
- Contract Cross-Cultural Researcher

## RESEARCH

### Publications and Presentations

Author of 37 peer-reviewed articles (2 more pending), 6 book chapters, 8 non-refereed articles, 198 technical research reports and 5 blogs/editorials. Presenter and/or organizer at 85 conference presentations, 66 guest and keynote presentations, and 43 community research forums.

#### a) Peer-Reviewed Articles

- Martin, J., Switzer, S., Janzen, R., McMurtry, L., & Sadati, H. (under revisions). Assessing equity: Systemic evaluations of community-based research programs. *The Engaged Scholar Journal: Community-engaged Research, Teaching, and Learning. Special 10<sup>th</sup> Anniversary Issue*.
- Fierheller, D., Zenlea, I., Mejia Lancheros, C., Abdullah, S., Hong, S., Parikh, E., Janzen, R., Isaqzai, S. Sadati, H., & Switzer, S. (under review). From reimagining to codesigning the future of healthcare research alongside community partners in Peel region. *The Engaged Scholar Journal: Community-engaged Research, Teaching, and Learning. Special 10<sup>th</sup> Anniversary Issue*.
- Janzen, R., Switzer, S., Basabosa, J., Docherty, M., & Heidebrecht, P. (2023). Community-based evaluation when localizing Sustainable Development Goals. *Canadian Journal of Program Evaluation*, 38(2), 396-407. <https://doi.org/10.3138/cjpe.75810>
- Janzen, R., Taylor, M., & Gokiart, R. J. (2022). Life beyond refuge. A system theory of change for supporting refugee newcomers. *Refuge: Canada's Journal on Refugees*. 38(2), 1-21. <https://doi.org/10.25071/1920-7336.40892>
- Cresswell, J., Janzen, R., & Ochocka, J. (2021). Illustrating the outcomes of community-based research: A case study on working with faith-based institutions. *Engaged Scholar Journal: Community-Engaged Research, Teaching, and Learning*, 6(2), 69-87. <https://doi.org/10.15402/esj.v6i2.70747>

- Janzen, R., English Leis, K., & Ochocka, J., (2021). The impact of the Syrian refugee influx on local systems of support. *Journal of International Migration and Immigration*, 22, 1221-1242. DOI: <https://doi.org/10.1007/s12134-020-00792-z>
- Janzen, R., & Ochocka, J. (2020). Assessing excellence in community-based research: Lessons from research with Syrian refugee newcomers. *Gateways: International Journal of Community Research and Engagement*. 13(1). DOI: <https://epress.lib.uts.edu.au/journals/index.php/ijcre/article/view/7037>
- Neufeldt, R., & Janzen, R. (2020). Learning from and with community-based and participatory action research: Constraints and adaptations in a youth-peacebuilding initiative in Haiti. *Action Research Journal*, 19(1). DOI: <https://doi.org/10.1177/1476750320916226>
- Janzen, R. (2019). Pathways to engaging cultural diversity by Canadian Mennonite congregations. *Conrad Grebel Review*. 37(3), 247-266. DOI: [https://uwaterloo.ca/grebel/sites/ca.grebel/files/uploads/files/fall\\_19\\_-\\_janzen.pdf](https://uwaterloo.ca/grebel/sites/ca.grebel/files/uploads/files/fall_19_-_janzen.pdf)
- Janzen, R., Brnjas, C., Cresswell, J., & Chapman, M. (2019). Faith and settlement partnerships: Perspectives of community stakeholders. *Journal of Immigrant and Refugee Studies*. DOI: <https://doi.org/10.1080/15562948.2019.1658007>
- Janzen, R., Chapman, M., Reimer, S., & Ochocka, J. (2017). Community-based research and the faith-based campus. *The Engaged Scholar Journal: Community-engaged Research, Teaching, and Learning. Special Faith Issue*. 3(1), 63-81. DOI: <http://dx.doi.org/10.15402/esj.v1i1.225>
- Janzen, R., Ochocka, J., Turner, L., Cook, T., Franklin, M., & Deichert, D. (2017). Building a community-based culture of evaluation. *Evaluation and Program Planning*. 65, 163-170. <https://doi.org/10.1016/j.evalprogplan.2017.08.014>
- Janzen, R., Ochocka, J., & Stobbe, A. (2016). Towards a theory of change for community-based research projects. *The Engaged Scholar Journal: Community-engaged Research, Teaching, and Learning*. 2(2), 44-64. DOI: <https://esj.usask.ca/index.php/esj/article/view/61445/46467>
- Janzen, R., Stobbe, A., Chapman, M., & Watson, J. (2016). Canadian Christian churches as partners in immigrant settlement and integration. *Journal of Immigrant and Refugee Studies*. DOI: [10.1080/15562948.2015.1123792](https://doi.org/10.1080/15562948.2015.1123792)
- Reimer, S., Chapman, M., Janzen, R., Watson, J., & Wilkinson, M. (2016). Christian churches and immigrant support in Canada: An organizational ecology perspective. *Review of Religious Research*. DOI: [10.1080/15562948.2015.1123792](https://doi.org/10.1080/15562948.2015.1123792)
- Janzen, R. van de Hoef, S., Stobbe, A., Carr, A., Harris, J., Kuipers, R.A., & Acero Ferrer, H. (2016). Just faith?: A national survey connecting faith and justice within the Christian Reformed Church. *Review of Religious Research*. 58, 229-247. DOI: [10.1007/s13644-015-0245-y](https://doi.org/10.1007/s13644-015-0245-y).
- Janzen, R., Nguyen N., Stobbe, A. & Araujo, L. (2015). Assessing the value of inductive and deductive outcome measures in community-based organizations: Lessons from the City Kidz evaluation. *Canadian Journal of Program Evaluation*. 30(1), 41-63.
- Ochocka, J. & Janzen, R. (2014). Breathing life into theory: Illustrations of community-based research hallmarks, functions, and phases. *Gateways: International Journal of Community Research and Engagement*. 7, 18-33.
- Janzen, R., Sesar-Hencic, D., Dildar, Y., & McFadden, P. (2012). Using evaluation to shape and direct comprehensive community initiatives: Evaluation, reflective practice, and interventions dealing with complexity. *Canadian Journal of Program Evaluation*. 25(2), 61-88.

- Janzen, R., Chapman, M., & Watson, J. (2012). Integrating immigrants into the life of Canadian urban Christian congregations: Findings from a national survey. *Review of Religious Research*. 53(4), 441-470.
- Janzen, R. & Wiebe, D. (2010). Putting God in the logic model: Developing a national framework for the evaluation of faith-based organizations. *Canadian Journal of Program Evaluation*. 25(1), 1-26.
- Ochocka, J., Moorlag, E., & Janzen, R. (2010). A framework for entry: PAR values and engagement strategies in community research. *Gateways: International Journal of Community Research & Engagement*. 3, 1-19.
- Westhues, A., Janzen, R., Roth, D. & Grant, J. (2010). Community mental health organizations in Ontario: Perceptions of responsiveness to the needs of diverse cultural-linguistic communities. *Canadian Journal of Community Mental Health*. 29(2), 99-111.
- Janzen, R., Pancer, M., Nelson, G., Loomis, C., & Hasford, J. (2010). Evaluating community participation as prevention: Life narratives of youth. *Journal of Community Psychology*. 38(8), 992-1006.
- Janzen, R., Ochocka, J., Jacobson, N., Maiter, S., Simich, L., Westhues, A., Fleras, A. & The Taking Culture Seriously Partners (2010). Synthesizing culture and power in community mental health: An emerging framework. *Canadian Journal of Community Mental Health*. 29(1), 51-67.
- Westhues, A., Ochocka, J., Jacobson, N., Simich, L., Maiter, S., Janzen, R. & Fleras, A. (2008). Developing theory from complexity: Reflections on a collaborative mixed method participatory action research study. *Qualitative Health Research*. 18(5), 701-717.
- Ochocka, J. & Janzen, R. (2008). Immigrant parenting: A new framework of understanding. *Journal of Immigrant and Refugee Studies*. (6)1, 85-111.
- Nelson, G., Janzen, R., Trainor, J. & Ochocka, J. (2008). Putting values into practice: Public policy and the future of mental health consumer-run organizations. *American Journal of Community Psychology*. Special issue on consumer self help. 42(2), 192-201.
- Nelson, G., Ochocka, J., Janzen, R., Trainor, J., Goering, P., & Lomotey, J. (2007). A longitudinal study of mental health consumer/survivor initiatives: Outcome at three year follow up. *Journal of Community Psychology*, 35(5), 655-665.
- Janzen, R., Nelson, G., Hausfather, N. & Ochocka, J. (2007). Capturing system level activities and impacts of consumer-run organizations: Methods that inform future action. *American Journal of Community Psychology*. Special issue on systems change evaluation, 39, 287-299.
- Jacobson, N., Ochocka, J., Wise J., Janzen, R., & the Taking Culture Seriously Partners (2007). Inspiring knowledge mobilization through a communications policy: The case of a Community University Research Alliance. *Progress in Community Health Partnerships: Research, Education and Action*. 1(1), 99-104.
- Nelson, G., Ochocka, J., Janzen, R., & Trainor, J. (2006). A longitudinal study of mental health consumer/survivor initiatives: Part I – Literature review and overview of the study. *Journal of Community Psychology*, 34, 247-260.
- Nelson, G., Ochocka, J., Janzen, R., & Trainor, J. (2006). A longitudinal study of mental health consumer/survivor initiatives: Part II – A quantitative study of impacts on new members. *Journal of Community Psychology*, 34, 261-272.
- Ochocka, J., Nelson, G., Janzen, R., & Trainor, J. (2006). A longitudinal study of mental health consumer/survivor initiatives: Part III – A qualitative study of impacts on new members. *Journal of Community Psychology*, 34, 273-283.

- Janzen, R., Nelson, G., Trainor, J., & Ochocka, J. (2006). A longitudinal study of mental health consumer/survivor initiatives: Part IV – Benefits beyond the self? A quantitative and qualitative study of system-level activities and impacts. *Journal of Community Psychology*, 34, 285-303.
- Ochocka, J., Nelson, G. & Janzen, R. (2005). Moving forward: Negotiating self and external circumstances in recovery. *Psychiatric Rehabilitation Journal*, 28, 315-322.
- Nelson, G., Ochocka, J., Janzen, R., Trainor, J., & Lauzon, S. (2004). A comprehensive evaluation framework for mental health consumer/survivor organizations: Values, conceptualization, design, and action. *Canadian Journal of Program Evaluation*. 19(3), 29-53.
- Ochocka, J., Janzen, R., & Nelson, G. (2002). Sharing power and knowledge: Professional and mental health consumer/survivor researchers working together in a participatory action research project. *Psychiatric Rehabilitation Journal*. 25(4), 379-387.
- Reeve, P., Cornell, S., D'Costa, B., Janzen, R., & Ochocka, J. (2002). From our perspective: Consumer researchers speak about their experience in a community mental health research project. *Psychiatric Rehabilitation Journal*. 25(4), 403-408.

#### **b) Book Chapters**

- Nelson, G., d'Ailly, H., Ochocka, J., Janzen, R., Maiter, S., & Jacobson, N. (2014). Planning transformative change for mental health services for diverse cultural-linguistic communities. In G. Nelson, B. Kloos, & J. Ornelas (Eds.), *Community Psychology and Community Mental Health: Towards Transformative Change*.
- Janzen, R., Walton-Roberts, M., & Ochocka, J. (2012). Waterloo Region. In C. Andrew, J. Biles, M. Burstein, V.M. Esses, and E. Tolley (Eds.), *Immigration, integration and inclusion in Ontario Cities*. (pp.131-157). Montreal PQ and Kingston ON: McGill-Queen's University Press.
- Nelson, G., Janzen, R., Ochocka, J., & Trainor, J. (2010). Participatory action research and evaluation with mental health self-help groups and organizations: A theoretical framework. In L. Brown & S. Wituk (Eds.). *Mental health self-help: Consumer and family driven initiatives*. New York: Springer. 39-58.
- Ochocka, J. & Janzen R. (2008). Blending commitment, passion and structure: Engaging cultural linguistic communities in collaborative research. In A. Williamson & R. DeSouza (Eds.) *Researching with Communities*. Wairua Press. Waitakere City, New Zealand. 323-338.
- Janzen R., Ochocka, J., & the "Taking Culture Seriously" Partners (2006). The road toward cultural empowerment: An invitation to inclusion. In D. Zinga (Ed.) *Navigating Multiculturalism Negotiating Change*. Cambridge Scholars Press. 58-70.
- Janzen R., & Ochocka, J. (2003). Immigrant youth in Waterloo Region. In P. Anisef, P. & K. Murphy Kilbride (Eds.) *Managing two worlds: The experience and concerns of immigrant youth in Ontario*. Toronto: Canadian Scholar's Press. 37-68.

#### **c) Non-Refereed Articles**

- Janzen, R., & Sumner, B. (2022). How do Mennonite Brethren congregations use the Confession of Faith? *Direction: A Mennonite Brethren Forum*. 51(2),142-159. <https://directionjournal.org/issues/index.html>
- Janzen, R., & Sumner, B. (2022). Introduction to special issue on Using the Confession of Faith. *Direction: A Mennonite Brethren Forum*. 51(2),139-141. <https://directionjournal.org/issues/index.html>

- Janzen, R. (2020). Research in service of community: Chapter 12 commentary. In M. Riemer, S.M. Reich, S.D. Evans, G. Nelson, & I. Prilleltensky (Eds.) *Community psychology: In pursuit of liberation and well-being* (3<sup>rd</sup> edition). 307-309. New York, NY: Red Globe Press - Macmillan.
- Janzen, R., Pomazon, A. & Hrynkow, C. (2017). Faith and engaged scholarship in the new millennium. Introduction to special faith issue. *The Engaged Scholar Journal: Community-engaged Research, Teaching, and Learning. Special Faith Issue*. 3(1), i-iii. DOI: <http://dx.doi.org/10.15402/esj.v1i1.222>
- Janzen, R., Stobbe, A., Dejean, F., & Ochocka, J. (2015). The role of churches in immigrant settlement. *Canadian Diversity/ Diversité Canadienne (CDC) Partnering for Settlement Success: Facilitating Integration and Inclusion*. An Association for Canadian Studies (ACS) publication.
- Roderick, K., Janzen, R., Ochocka, J. & Jenkins, J. (Fall, 2007). Pathways to success in Waterloo Region: Immigrant youth at high school. *Our Diverse Cities. No.4*. 139-144. A Metropolis publication. [http://canada.metropolis.net/publications/index\\_e.htm](http://canada.metropolis.net/publications/index_e.htm)
- McFadden, P. & Janzen, R. (Fall, 2007). The importance of immigrants to Waterloo Region's prosperity: A dynamic collaborative community process. *Our Diverse Cities. No.4*. 104-107. A Metropolis publication. [http://www.metropolis.net/pdfs/Pgs\\_ODC\\_Ontario2\\_e.pdf](http://www.metropolis.net/pdfs/Pgs_ODC_Ontario2_e.pdf)
- Janzen, R., & Buhel, O. (2007). A national review of immigrant access to professions and trades initiatives. *Canadian Issues*. Special issue on foreign credential recognition. Association for Canadian Studies. 59-62.
- d) Technical Reports**
- Sadati, S.M.H., & Janzen, R. (2025). *Evaluation framework of Hamilton community plan*. Prepared for the Hamilton Immigration Partnership Council. Waterloo, ON: Centre for Community Based Research.
- Basabose, J., Sadati, H., De Souza, D., Edelson, A., Janzen, R., Smith-Adams, L., Coutinho, T., Patterson, A., & Cascante, I. (2024). *Understanding the experiences of African asylum seekers in Peel, York, and Toronto*. Toronto, ON: United Way Greater Toronto.
- Martin, J., Janzen, R., & Sadati, S.M.H. (2024). *HIPC community plan 2025-2028*. Prepared for the Hamilton Immigration Partnership Council. Waterloo, ON: Centre for Community Based Research.
- Gallimore, A., Botwe, A., Cassels, K., Ewan, A., Janzen, R., & Jun, S. (2024). *Evaluation report of the Evaluation Capacity Network*. Edmonton, AB: Evaluation Capacity Network, University of Alberta.
- Janzen, R., & McMurtry, L. (2024) *Envisioning successful settlement and belonging for newcomers in Hamilton*. Prepared for the Hamilton Immigration Partnership Council. Waterloo, ON: Centre for Community Based Research.
- Martin, J., Rudy-Froese, M., Weber, L., Strathdee, K., & Janzen, R. (2024). *Youth engagement in Mennonite Church Eastern Canada (MCEC) churches*. Summary of research findings (PDF and video). Waterloo, ON. Centre for Community Based Research. <https://mcec.ca/get-involved/leadership>
- Sadati, S.M.H, Isaqzai, S., Janzen, R., Switzer, S. (2024) *Internal evaluation of four community-based projects under the Family and Child Health Initiative (FCHI)*, Waterloo, ON. Centre for Community Based Research.
- Kwik, J., Bangay, C., Alshammiry, A., Janzen, J., McMurtry, L., Taha, D., & Wilson, R. (2024). *Regional accountability models for settlement in Peel*. Peel and Waterloo, ON. Peel Newcomer Strategy Group and Centre for Community Based Research.
- Sadati, S.M.H., Taha, D., Alshammiry, A., De Souza, D., Cassels, K., & Janzen, R. (2024). *Equity in the broader settlement sector: Addressing systemic racism and digital equity across the settlement*



*journey*. Prepared for the Immigration, Refugees and Citizenship Canada (IRCC), Waterloo ON: Centre for Community Based Research. [36eba7\\_5eeb9a940bac4f1387290ad602d0c250.pdf \(communitybasedresearch.ca\)](#)

Martin, J., Taha, D., DeSouza, D., Janzen, R., & Arca, A. (2023). *Rethinking how we support heritage in Waterloo Region: A strategic program review of the Waterloo Regional Heritage Foundation*. Waterloo, ON: Centre for Community Based Research.

Demmer, A., & Janzen, R. (2023). *Community-based research planning retreat mini report*. Prepared for the Scarborough Centre for Healthy Communities. Waterloo, ON: Centre for Community Based Research.

Botwe, A., Cassels, K., Janzen, R., & MacPherson P. (2023). *Evaluation report of the Evaluation Capacity Network*. Edmonton, AB: Evaluation Capacity Network, University of Alberta.

Dueck, C., Durant, K., Martin, J., & Janzen, R. (2023). *Hold in Common research report for Canadian Mennonite University*. Waterloo, ON: Centre for Community Based Research.

Martin, J., Dueck, C., Durant, K., Janzen, R., & Peronto, C. (2023). *An equity, diversity, and inclusion strategy for Canadian Mennonite University*. Waterloo, ON: Centre for Community Based Research.

Martin, J., Isaqzai, S., Areguy, F., & Janzen, R. (2023). *CAPC/CPNP projects reflecting together: Promising adaptations and future directions toward equity, diversity, and inclusion*. Waterloo, ON: Centre for Community Based Research.

Gauthier, J., Dzunic, A., Janzen, R., de Vos, P., & MacPherson P. (2022). *Evaluating ourselves: What we learned*. A summary of findings of the second year of our Evaluation Capacity Network partnership grant. Edmonton, AB: Evaluation Capacity Network, University of Alberta.

Janzen, R., & Sumner, B. (2022). *Exploring congregational use of the Mennonite Brethren Confession of Faith: Past, present, future*. Waterloo, ON: Centre for Community Based Research.

Martin, J., Wilson, R., & Janzen, R. (2022). *Digital engagement project evaluation report*. Waterloo, ON: Centre for Community Based Research.

Jean-Francois, N., Basabose, J., & Janzen, R. (2022). *Community sponsorship monitoring and evaluation toolkit*. Prepared for the Global Refugee Sponsorship Initiative. Waterloo, ON: Centre for Community Based Research.

Bell, S., Martin, J., & Janzen, R. (2021). *Ontario Network of CAPC/CPNP Projects Network evaluation report*. Waterloo, ON: Centre for Community Based Research.

Janzen, R., Martin J., Freston, R., & Knar Dodds, B. (2021). *Mennonite Central Committee Ontario Inclusion Nexus: Design phase report*. Waterloo, ON: Centre for Community Based Research.

Antoniuk, A., Walton, J., Janzen, R., Jun, S., de Vos, P., & Razzouk R. (2021). *Evaluating ourselves: What we learned*. A summary of findings of the first year of our Evaluation Capacity Network partnership grant. Edmonton, AB: Evaluation Capacity Network, University of Alberta.

Martin, J., Janzen, R., & Dickson, V. (2021). *Guelph Wellington newcomer youth mental health study: Final report*. Waterloo, ON: Centre for Community Based Research.

Janzen, R., Rezvani, S., & Charron, E. (2021). *Evaluation of the Employer Engagement Program*. Prepared for the Waterloo Region Immigration Partnership. Waterloo, ON: Centre for Community Based Research.



- Martin, J., Janzen, R., Bandabla, S., & Hassan, M. (2021). *The Working Together Project: Year 3 evaluation report*. Waterloo, ON: Centre for Community Based Research
- Bell, S., Martin, J., & Janzen, R. (2020). *Ontario Network of CAPC/CPNP Projects Network evaluation report*. Waterloo, ON: Centre for Community Based Research.
- Janzen, R. & Martin J. (2020). *Hamilton Immigration Partnership Council evaluation framework 2021-2025*. Waterloo, ON: Centre for Community Based Research.
- Martin, J., & Janzen, R. (2020). *New Canadian Youth Connections Program (NCYC): Year 2 evaluation report*. Waterloo, ON: Centre for Community Based Research.
- Janzen, R., Enns, T., Yang, L., Jun, S., Taylor, M. Ochocka, J. Notwell, J., & Rezvani, S. (2020). *Outcome inventory: Evaluating Refugee Programs*. Waterloo, ON: Centre for Community-Based Research. Retrieved from: <https://www.eval4refugee.ca/indicator-inventory>
- Yessis, J., Janzen R., & Rezvani, S., (2020). *Food Banks Canada's tax clinic evaluation framework*. Waterloo, ON: Centre for Community Based Research.
- Ochocka, J., Rezvani, S., Janzen R., Notwell, J., & Janna, M. (2020). *First Link Care Navigation Program; Evaluation report year 3*. Waterloo, ON: Centre for Community Based Research.
- Martin, J., Janzen, R., Bandabla, S., & Hassan, M. (2020). *The Working Together Project: Year 2 evaluation report*. Waterloo, ON: Centre for Community Based Research
- Martin J., Yessis, J., Johannesen, L., & Janzen, R., (2020). *Paths to Support: Year 3 evaluation report*. Waterloo, ON: Centre for Community Based Research.
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- Janzen, R., Martin, J., Folkerts, K., & Dyck, J. (2019). *Youth-led research in the Ann Viv Ansanm Project Haiti: Technical research report*. Waterloo, ON: Centre for Community Based Research.
- McLean-Purdon, E., & Janzen, R., (2019). *Ontario Network for the Community Action Program for Children: May 30<sup>th</sup> planning meeting report*. Waterloo, ON: Centre for Community Based Research.
- McLean-Purdon, E., & Janzen, R., (2019). *Ontario Network for the Community Action Program for Children: Survey results and environmental scan*. Waterloo, ON: Centre for Community Based Research.
- Janzen, R., Doung, L-T., Martin, J., Folkerts, K., & Dyck, J. (2019). *Youth-led research toolkit*. An online resource featuring the *Ann Viv Ansanm Project Haiti*. Waterloo, ON: Centre for Community Based Research.
- Yessis, J., Janzen R., Martin, J., & Ochocka, J. (2019). *Food Banks Canada's collaborative evaluation for collective impact: Final report and executive summary*. Waterloo, ON: Centre for Community Based Research.
- Ochocka, J., Enns, A., McCordic, C., Notwell, J., & Janzen, R. (2019). *First Link Care Navigation Program; Evaluation report year 2*. Waterloo, ON: Centre for Community Based Research.
- Enns, T., Janzen, R., Martin, J., Bandabla, S., & Hassan, M. (2019). *The Working Together Project: Year 1 evaluation report*. Waterloo, ON: Centre for Community Based Research
- Yessis, J., Janzen, R., McLean-Purdon, E., Yang, L., Martin J., & Adams, M. (2019). *Paths to Support: Year 2 evaluation report*. Waterloo, ON: Centre for Community Based Research.

- Janzen, R. (2018). *Narrative report for the Ann Viv Ansamn project*. Waterloo, ON: Centre for Community Based Research.
- Kafashan, S. & Janzen, R. (2018). *Paths to Support: Year 1 evaluation report*. Waterloo, ON: Centre for Community Based Research.
- Ochocka, J., Janzen, R., Stobbe, A. & Taylor, M. (2018). *Community-Based Research Excellence Tool (CBRET)*. Waterloo, ON: Centre for Community Based Research.
- Stobbe, A., & Janzen, R. (2017). *Narrative report for the Ann Viv Ansamn project*. Waterloo, ON: Centre for Community Based Research.
- Janzen, R., Fuentes, J., English, K., & Ochocka, J. (2017). *The impact the Syrian refugee influx on local systems of support: Final report slide deck*. Waterloo, ON: Centre for Community Based Research.
- Janzen, R., & Ochocka, J. (2017). *The impact the Syrian refugee influx on local systems of support: Policy brief*. Waterloo, ON: Centre for Community Based Research.
- English, K., Ochocka, J., & Janzen, R. (2017). *Exploring the pathways to social isolation: A community-based research study with Syrian refugee parents and older adults in Waterloo Region*. Waterloo, ON: Centre for Community Based Research.
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- Aviles, C., Janzen R., Kiernan, P. & Bullock, N. (1993) *Serving the whole community: Helping organizations deliver services which reflect a multicultural community*. Social Planning Council of Kitchener Waterloo. Kitchener, ON.

#### **e) Research Blogs/Open Editorials**

- Janzen, R. (2021). It Takes a Community to Welcome Refugees. Remember? Open Editorial in *The Waterloo Region Record*. <https://www.therecord.com/opinion/2021/12/01/it-takes-a-community-to-welcome-refugees-remember.html>
- Janzen, R. (2021). *Let's Fund Community-Driven Research*. Reflections on Community Building blog series. Centre for Community Based Research. [Blog: Let's Fund Community-Driven Research \(communitybasedresearch.ca\)](https://communitybasedresearch.ca/blog/let-s-fund-community-driven-research)
- Janzen, R. (2020). *Building Community at a Distance*. Reflections on Community Building blog series. Centre for Community Based Research. <https://www.communitybasedresearch.ca/post/building-community-at-a-distance>
- Basabose, J., & Janzen, R. (2020). *Weaving the Invisible Threads of Resilience*. Reflections on Community Building blog series. Centre for Community Based Research. <https://www.communitybasedresearch.ca/post/blog-weaving-the-invisible-threads-of-resilience>
- Janzen, R. (2015). Our Heritage of Welcoming Refugees. Open Editorial in *The Waterloo Region Record*.

#### **f) Conference Presentations**

- Janzen, R., Gokiart, R. (2024). Renewing evaluation capacity building practices: A collective exploration of sustainable approaches in the post-pandemic social sector. Thematic breakfast discussion at

*Canadian Evaluation Society 2024 Conference*. Renewal and Confluence: Navigating the Future of Evaluation. Fredericton, NB.

Martin, J., DeSouza, D., & Janzen, R. (2024). Unsettling and reorienting organizational practices: Engaging equity-deserving community voices in strategic program reviews. Presentation at *Canadian Evaluation Society 2024 Conference*. Renewal and Confluence: Navigating the Future of Evaluation. Fredericton, NB.

Kwik, J., Janzen, R., Alshammiry, A., & Kalwahali, J-P. (2023). Exploring models for community governance of newcomer services. L'exploration de modèles de gouvernance communautaire des services aux nouveaux arrivants. Workshop presenter. *Pathways to Prosperity Conference, Online Workshop Series*. Montreal, PQ.

Atallah, N., Kurfust, D., Janzen, R. & Roger, M. (2023). Making evaluation useful. Workshop presenter for panel called: Building a culture of evaluation in settlement organizations. *Pathways to Prosperity Conference, Online Workshop Series*. Montreal, PQ.

Wilson, R., Alshammiry, A., Carr-Pries, L., Janzen, R., & Dyck, B. (2022). Best Practices in Evaluating Refugee Sponsorship. *CARFMS22: Crisis and Forced Migration: Manifestations of Power in a Changing World*. Waterloo, Ontario.

Wilson, R., Alshammiry, A., Carr-Pries, L., Janzen, R., & Dyck, B. (2022). An Equity-based Approach to Evaluating the Private Sponsorship Refugees Program. *The 5<sup>th</sup> Metropolis Identity Summit. Diversity, Equity, and Inclusion: Practices, Policies, and Programs*. Winnipeg, Manitoba.

Switzer, S., de Dieu Basabose, J., Docherty, M., Martin, J., Janzen, R., & Heidebrecht, P. (June, 2022) Community-Based Evaluation to Advance and Localize Sustainable Development Goals (SDGs). *The Living Knowledge Conference*. Groningen, Netherlands.

Janzen, R., Ochocka, J., Atallah, N., Kurfust, D. & Hamilton, L. (2021). Making evaluation meaningful: Building capacity for community-based evaluation in times of disruption. Workshop chair and presenter. *Pathways to Prosperity Conference, Online Workshop Series*. Waterloo, ON.

Janzen, R., Ochocka, J., Atallah, N., & Hamilton, L. (2019). Building a community-based culture of evaluation. Workshop chair and presenter. *Pathways to Prosperity Conference*. Toronto, ON.

Cresswell, J., Leonard, K., & Janzen, R. (2019). Illustrating the outcomes of community-based research. A case study of institutional transformation to support marginalized groups. *Mobilizing Knowledge on Newcomers Symposium*. Newcomer Research Network. University of Calgary. Calgary, AB.

Janzen, R., & Ochocka, J. (2019). Excellence in community-based research with immigrants and refugees. Workshop presenter. *2019 National Metropolis Conference: 21<sup>th</sup> Annual Conference*. Halifax, NS.

Janzen, R., Ochocka, J., Hamilton, L., & Atalla, N. (2019). Evaluating refugee programs: A national capacity-building project. Roundtable organizer and presenter. *2019 National Metropolis Conference: 21<sup>th</sup> Annual Conference*. Halifax, NS.

Neufeld, R., & Janzen, R. (2019). Learning from and with Participatory Action Research: Constraints and Adaptations in a Youth-Peacebuilding Initiative in Haiti. *International Studies Association Conference*. Toronto, ON.

Janzen, R. (2018). Pathways to engaging cultural diversity by Canadian Mennonite congregations. *Mennonite Historical Society of Canada's 50<sup>th</sup> Anniversary Conference*. A People of Diversity: Mennonites in Canada since 1970, Winnipeg, MB.

- Janzen, R., Brjnas, C., Cresswell, J. & Ramos, R. (2018). Faith and settlement partnerships: Current realities and future directions. Presenter and panel chair. *2018 National Metropolis Conference: 20<sup>th</sup> Annual Conference*. Calgary, AB.
- Janzen, R. (2017). Faith and settlement partnerships: Making them work. Presenter and session chair. *Pathways to Prosperity Conference*. Toronto, ON.
- Janzen, R. & Ochocka, J. (2017). Impact of the Syrian refugee influx on local systems of support. Presenter on a panel related to the role of the settlement sector, community members, and Local Immigration Partnerships in the resettlement of Syrian refugees. *Pathways to Prosperity Conference*. Toronto, ON.
- Janzen, R., English, K., Bedard, T., & Ochocka, J. (2017). Conducting collaborative research on faith and settlement partnerships. *C<sup>2</sup>U Expo 2017: For the Common Good*. Simon Fraser University, Vancouver, BC
- Ochocka, J., Janzen, R., Stobbe, A., & Taylor, M. (2017). Assessing excellence in community-based research: Beyond values and principles. *C<sup>2</sup>U Expo 2017: For the Common Good*. Simon Fraser University, Vancouver, BC
- Nusantara, C., & Janzen, R. (2017). Engaging diverse stakeholders in industrial disaster management through community-based research. *C<sup>2</sup>U Expo 2017: For the Common Good*. Simon Fraser University, Vancouver, BC
- Janzen, R. (2017). The impact of the Syrian refugee influx on local systems of support: Disruption leading to innovation. *2017 National Metropolis Conference: 19<sup>th</sup> Annual Conference*. Montreal, PQ.
- Janzen, R. (2017). Faith and settlement partnerships: Setting immigrants and Canada up for success. Presenter and panel chair. *2017 National Metropolis Conference: 19<sup>th</sup> Annual Conference*. Montreal, PQ.
- Janzen, R. (2016). Global refugee crises and local systems of support. Session chair and presenter on a community response to Syrian refugees in Waterloo Region. *Pathways to Prosperity Conference*. Ottawa, ON.
- Janzen, R. (2016). Churches, immigrants and peacebuilding: What we are learning in Canada. *Global Mennonite Peacebuilding Conference*. Conrad Grebel University College, Waterloo, ON.
- Esses, V., & Janzen, R. (2016). Roundtable discussion facilitator on research priorities for immigration to Ontario. *Pathways to Prosperity Conference*. Ottawa, ON.
- Watson, J., Chapman, M., & Janzen, R. (2015). Canadian congregational ministry practice with recent immigrants. *World Evangelical Theology Conference*. Toronto, ON.
- Ochocka, J., Janzen, R., de Grosbois, S., Stobbe, A., Fontan, J.M., & Findlay, I. (2015). Pursuing excellence in community based research: Clarifying and expanding on emerging indicators from the 2014 National Summit. *C<sup>2</sup>U Expo 2015: Citizen Solutions, Better World*. Carleton University, Ottawa, ON.
- English, K., Rodrigues, K., Janzen, R., & Ghomeshi, K. (2015). Evaluating in the midst of change: Working to improve the applied behaviour analysis (ABA) program. *C<sup>2</sup>U Expo 2015: Citizen Solutions, Better World*. Carleton University, Ottawa, ON.
- Carr, A., Ochocka, J., Janzen, R., & van de Hoef, S. (2015). Just faith: Mobilizing people and knowledge through community-based research practices. *C<sup>2</sup>U Expo 2015: Citizen Solutions, Better World*. Carleton University, Ottawa, ON.

- Janzen, R., Watson, J., Ochocka, J., & Chapman, M. (2015). Learning to learn together: A faith-based guide to action for immigrant settlement. *C<sup>2</sup>U Expo 2015: Citizen Solutions, Better World*. Carleton University, Ottawa, ON.
- Janzen, R., Wilkinson, M., & Oegema, A. (2015). Broadening the conversation: Churches as settlement partners. *2015 National Metropolis Conference: 17<sup>th</sup> Annual Conference*. Vancouver, BC.
- Chapman, M., & Janzen, R. (2015). Learning to Learn from Each Other: Overarching Lessons About Churches and Immigrants. Congress 2015 of the Humanities and Social Sciences. Ottawa, ON.
- Janzen, R. (2014). Immigrant settlement and integration: Introducing a national research partnership. *Congress 2014: 83<sup>rd</sup> Conferences of the Humanities and Social Sciences*. Canadian Society for the Study of Religion. St. Catharines, ON.
- Janzen, R. & Araujo, L. (2013). Measuring hope for children living in poverty: Engaging stakeholders in evaluation at City Kidz. *CUExpo2013 Conference*. Corner Brook, Nfld.
- Ochocka, J., Janzen, R., Aumann, K., Duncan, S., Court, S., & Hart, A. (2013). Engaging voices, stories of change: Mobilizing community university partnerships and informing national agendas for change. *CUExpo 2013 Conference*. Corner Brook, Nfld.
- Ochocka, J., Janzen, R., DeGrosbois, S., Hawkins, L., Lydon, M. & Macaulay, A. (2013). Seeking meaningful engagement of community partners: Clarifying guiding principles of community-based research practice. *CUExpo 2013 Conference*. Corner Brook, Nfld.
- Janzen, R. (2012). Evaluating community participation as prevention: Life narratives of youth. Poster presentation at *Second Canadian Community Psychology Conference*, Waterloo, ON.
- d'Ailly, H., Janzen, R., & Ochocka, J. (2012). Planning transformative change for mental services for cultural linguistic communities. Presented at *15th Anniversary of Community-Campus Partnerships for Health Conference*, Houston, Texas.
- Janzen, R., Watson, J., & Chapman, M. (2012). Building on each other's strengths: A participatory action research (PAR) partnership on the need for churches to better respond to Canada's immigrant reality. Poster presentation presented at *15th Anniversary Community-Campus Partnerships for Health Conference*, Houston, Texas.
- Janzen, R. (2012). Immigration, integration and inclusion in Ontario Cities. Panel presentation at *Metropolis Conference*. Toronto, ON.
- Janzen, R., Ochocka, J., & Roth, D. (2011). Navigating community-university partnerships. *Community University Exposition 2011*. Waterloo, ON.
- Watson, J., Janzen, R., Chapman, M., Dildar, Y., & Clark, J. (2011). Churches responding to the immigrant reality in Canada: A national participatory action research project. *Community University Exposition 2011*. Waterloo, ON.
- Dildar, Y., Janzen, R., Seskar-Hencic, D., & McFadden, P. (2011). Evaluation shaping the comprehensive community initiative: The case for Waterloo Region Immigrant Employment Network. *Community University Exposition 2011*. Waterloo, ON.
- Ochocka, J., & Janzen, R. (2011). Community based research and social innovation: The Centre for Community Based Research. Poster presentation. *Community University Exposition 2011*. Waterloo, ON.



- Dildar, Y., Kramer, T., Janzen, R., Walton-Roberts, M., & Hennebry, J. (2011). Settling, working and belonging: An innovative and collaborative approach to intergrating newcomers. *Community University Exposition 2011*. Waterloo, ON.
- Ochocka, J., & Janzen, R. (2011). Knowledge mobilization through theatre: Cutting to the heart of research. *Community University Exposition 2011*. Waterloo, ON.
- Janzen, R. (2010). Putting God in the logic model: A national faith-based evaluation framework. *Annual Canadian Evaluation Society Conference*. Victoria, BC.
- Janzen, R. (2010). The narrative potential to inform collective action. *Narrative Matters*. Fifth Biennial Interdisciplinary Conference on Narrative Research, Perspectives, and Approaches across the Humanities and Social Sciences. Fredericton, NB.
- Janzen, R., Walton-Roberts, M., & Ochocka, J. (2009). Immigrant integration and inclusion in Waterloo Region. *81st Conferences of the Canadian Political Science Association, Congress of the Humanities and Social Sciences*. Ottawa, ON.
- Janzen, R., Nelson, G., Trainor, J., & Ochocka, J. (2009). Participatory action research and evaluation with mental health self-help groups and organizations: A theoretical framework. *117th Annual Convention of the American Psychological Association, Division of Community Psychology*. Toronto, ON.
- Nelson, G., Janzen, R., Ochocka, J., & Trainor, J. (2009). Putting values into practice: Public policy and the future of mental health consumer-run organizations. *Society for Community Research and Action 12th Biennial Conference*, Montclair, NJ.
- Janzen, R., Ochocka, J., & Moorlag, E. (2008). Invitation into the taboo: Engaging ethno-racial communities in mental health research. *Community University Exposition 2008*. Victoria, B.C.
- Moorlag, E., Ochocka, J., Janzen, R., & Marsh, S. (2008). Seeing the "C" in community university partnerships: Pathways between diversity engagement and community research. *Community University Exposition 2008*. Victoria, B.C.
- Ochocka, J. & Janzen, R. (2008). Social Innovation: The Centre for Community Based Research celebrates twenty five years. *Community University Exposition 2008*. Victoria, B.C.
- Ochocka, J., Moorlag, E., Marsh, S. & Janzen, R. (2008). Challenges and solutions in university and community partnerships. *Community University Exposition 2008*. Victoria, B.C.
- Westhues, A., Ochocka, J., Jacobson, N., Simich, L., Maiter, S., Janzen, R. & Fleras, A. (2008). Developing theory from complexity. Presentation co-author for the *2nd Qualitative Research on Mental Health Conference*. Tampere Hall, Tampere, Finland.
- Janzen, R., Ochocka, J. & Marsh, S. (2008). Knowledge mobilization through theatre. *Second International Conference on Community Psychology*. Lisbon, Portugal.
- Janzen, R. (2008). Immigrant employment as a community concern: Using participatory action research (PAR) to mobilize diverse stakeholders Towards Immigrant Employment. *Second International Conference on Community Psychology*. Lisbon, Portugal.
- Ochocka, J. & Janzen, R. (2008). Using participatory action research with immigrant populations. *Second International Conference on Community Psychology*. Lisbon, Portugal.
- Wosinski, M., Ochocka, J., Janzen, R., Arcidiacono, C., Tuccillo, M., Bokszczanin, A., Cunningham, L. & Winkowska-Nowak, K. (2008). Why global networking? University-community partnership of social

- action research network. *Second International Conference on Community Psychology*. Lisbon, Portugal.
- Janzen, R. (2007). Evaluating a community's response to cultural diversity: The Waterloo Region Immigrant Employment Network. *Canadian Evaluation Society Conference*. Winnipeg, Manitoba.
- Janzen, R. (2007). Taking Culture Seriously in Community Mental Health: Overview of a Community University Research Alliance. Poster presentation at the *Canadian Evaluation Society Conference*. Winnipeg, Manitoba.
- Janzen, R. (2007). Responding to diversity in community mental health: Towards Cultural Empowerment. Panel chair and theoretical overview for the *Ninth National Metropolis Conference*, Toronto, ON.
- Janzen, R. (2007). Why a rethink of community mental health is needed within multicultural Canada. *Ninth National Metropolis Conference*, Toronto, ON.
- Ochocka, J. & Janzen, R. (2006). Participatory action research & needs assessment: Mobilizing culturally diverse communities. *Second International Congress of Qualitative Inquiry*, Urbana-Champaign, Illinois.
- Janzen, R. & Hogarth, K. (2006). Engaging multiple stakeholders towards social change: The Immigrant Skills Initiative. *Second International Congress of Qualitative Inquiry*, Urbana-Champaign, Illinois.
- Wise, J., Ochocka, J., Janzen, R. & Roderick, K. (2006). Engaging ethno racial communities on sensitive issues: Gaining entrée in a community mental health project. *Second International Congress of Qualitative Inquiry*, Urbana-Champaign, Illinois.
- Westhues, A., Janzen, R. & Ochocka, J. (2006). Engaging communities through open forums: The Immigrant Youth in Schools project. *Second International Congress of Qualitative Inquiry*, Urbana-Champaign, Illinois.
- Ochocka, J. & Janzen, R. (2006). Participatory action research & mental health consumer survivors: Imagining a new future. *Second International Congress of Qualitative Inquiry*, Urbana-Champaign, Illinois.
- Ochocka, J. & Janzen, R. (2006). Setting the stage for mental health knowledge mobilization in cultural diversity. *Making Gains in Mental Health and Addictions*. Healthcare Transformation in Ontario: Evolution or Revolution? Fourth Annual Conference, Toronto, ON.
- Janzen, R., & Ochocka, J. (2005). An evaluation of system-level activities and impacts of mental health consumer/survivor initiatives. Presentation at *Crossing Borders, Crossing Boundaries*. Joint ES/AES Conference (Canadian Evaluation Society; American Evaluation Association), Toronto, ON.
- Janzen, R., Hogarth, K. & Hatzipantelis, M. (2005). Needs assessment as community mobilization: The Immigrant Skills Initiative of Waterloo Region. Presentation at *Crossing Borders, Crossing Boundaries*. Joint CES/AES Conference (Canadian Evaluation Society; American Evaluation Association), Toronto, ON.
- Lomotey, J., Hatzipantelis, M. & Janzen, R. (2005). Family dental stories: An assessment of the social inclusiveness of dental policy in Ontario. Poster presentation at *Crossing Borders, Crossing Boundaries*. Joint CES/AES Conference (Canadian Evaluation Society; American Evaluation Association), Toronto, ON.
- Nelson, G., Ochocka, J. & Janzen, R. (2005). A comprehensive evaluation framework for mental health: Consumer/survivor organizations: Participation, conceptualization, design and action. Presentation

co-author for *Crossing Borders, Crossing Boundaries*. Joint CES/AES Conference (Canadian Evaluation Society; American Evaluation Association), Toronto, ON.

Ochocka, J. & Janzen R. (2005). Considering both power & culture in community mental health: Towards a model of cultural empowerment. *Multicultural Days Conference*, Brock University, St. Catharines, ON.

Ochocka, J. & Janzen R. (2004). Towards a model of cultural empowerment: Considering both power and culture in community mental health. *Making Gains in Mental Health and Addictions Conference* Toronto, ON.

Janzen R. & Ochocka, J. (2004). The benefits of consumer/survivor initiatives for service systems and communities. Presentation at the Fifth International Interdisciplinary Conference *Advances in Qualitative Methods*. Edmonton, AB.

Ochocka, J. & Janzen R. (2004). Participatory action approach to evaluate consumer/survivor initiatives in Canada. Fifth International Interdisciplinary Conference *Advances in Qualitative Methods*. Edmonton, AB.

Janzen, R., Nelson, G. & Ochocka, J. (2003). The place of consumer/survivor initiatives in stories of recovery. *Fourth International Interdisciplinary Conference Advances in Qualitative Methods*. Banff, AB.

Nelson, G., Janzen, R., Troeger, A. & Sherman, D. (2003). Meaningful involvement: Participatory action research within a community mental health study. *Canadian Psychological Association*, 64<sup>th</sup> Annual Convention. Hamilton, ON.

Nelson, G., Ochocka, J., Janzen, R., Troeger, A. & Chapman, R. (2002). A longitudinal study of consumer/survivor initiatives in community mental health in Ontario: Research process and preliminary findings. *International Association of Psychosocial Rehabilitation Services*, 27<sup>th</sup> Annual Conference. Toronto, ON.

Janzen, R. & Chakkalakal, A. (2002). Making a change together: Promoting better access to professions and trades in Ontario. *NATCON Conference*, Ottawa, ON.

Ochocka, J. & Janzen R. (2001). Parenting issues of newcomer families in Ontario, *Fifth National Metropolis Conference*, and Ottawa, ON.

Ochocka, J. & Janzen, R. (2000) Newcomer youth settlement: Needs, services and emerging best practices. *Fifth International Metropolis Conference*, Vancouver.

Janzen, R. (1992). Case studies in participatory research. *Canadian Psychology Association Annual Conference*, Quebec City, PQ.

#### **g) Guest/Keynotes Presentations**

*Community-Based Evaluation in Community Sponsorship*. Panelist at an international live on-line event for the SHARE (European Settlement Network) Quality Sponsorship Network. June 2021.

*Monitoring and Evaluation in Community Sponsorship*. Panelist at an international live on-line event for the Global Refugee Sponsorship Initiative. June 2020.

*Building Community at a Distance*. Keynote presenter at a national live on-line event for the Canadian Refugee Sponsorship Agreement Holders Association. June 2020.

*Becoming Neighbours at a Distance*. Keynote presenter at live on-line event marking World Refugee Day in Waterloo Region. June 2020.

*Faith and Settlement Partnerships*. Presentation to Faith and Welcoming Communities Forum. Hosted by North Toronto Local Immigration Partnership. Toronto, ON. March 2019.

*Youth-led Community-Based Research in the Ann Viv Ansman Program in Haiti*. Presentation at Conrad Grebel University College, Waterloo, Ontario. January 2019

*Youth-led Community-Based Research in the Ann Viv Ansman Program in Haiti*. Presentation to Canadian Embassy, Port-au-Prince, Haiti. November 2018

*Youth-led Community-Based Research in the Ann Viv Ansman Program in Haiti*. Presentation to Global Affairs Canada, Ottawa, Ontario. October 2018

*The Impact of the Syrian Refugee Influx and Local Systems of Support: Disruption Leading to Innovation*. Presentation to policy-makers at Immigration, Refugees, and Citizenship Canada (IRCC). Ottawa, Ontario. March 2018.

*Taking Faith Seriously in Newcomer Family Support*. Panel presentation at the Symposium on Gender, Family, and Marital Relationships among Arab Refugee Families in Canada. London, Ontario. February 2018.

*Faith and Settlement Partnerships*. Presentation to Faith and Welcoming Communities Forum. Hosted by North Toronto Local Immigration Partnership. September 2017. Toronto, ON.

*Refugees and Church Ministry*. Three panel presentations at the Canadian Network of Muslim Ministry conference, November 2016.

*Community Based Research and Faith*. Guest presentation at the Cardus think tank, Hamilton, Ontario. February, 2016.

*Being Faithful: The Place of Faith Communities in Supporting Newcomer Social and Cultural Integration*. Guest presentation at Pathways to Prosperity Conference, Toronto, Ontario. November, 2015.

*National Denominational Survey*. Presentation at the Canadian Council of Churches 70th Anniversary Assembly. Mississauga, Ontario. November, 2014.

*The Potential of Community Based Research*. Guest presentation for Children's Health Research Integration Stimulus Project (CHRISP): Community Based Research Collaborations in Northeastern Ontario. Sponsored by the Echo Research Centre, Laurentian University. Sudbury, Ontario. April 2014.

*Evaluation of Applied Behavioural Analysis (ABA) Services and Supports in the Central West Region*. Guest presentation to Regional Autism Providers of Ontario (RAPON) committee. Toronto, Ontario. March, 2014

*Thirty Years of Collaborative Research with Communities and Universities*. Presented to Indonesian Delegation and the Institute of Governance (Ottawa) at the Centre for Community Based Research. June, 2013.

*Community Based Research and Social Development*. Guest presentation for Social Development Studies' Research Roundtable series, Renison University College, Waterloo, Ontario. April, 2013

*Fundamentals of Community Based Research*. Keynote address at EmPeace LABS 2012 conference. Jalgaon, India (via Vimeo video produced by Lyndon Horsfall, Dragon Gem Productions, Waterloo, Canada). September, 2012.

*Fundamentals of Community Based Research*. Guest presentation and workshop facilitation for Corner Brook CUExpo2013 partners, multiple site community members and academics across Newfoundland and Labrador. Corner Brook, Newfoundland. February, 2012.

*Community Based Research.* Guest presentation and meeting facilitation with provincial government policy makers. St. John's, Newfoundland. February, 2012.

*Researching together: Community based research that balances relevance and rigour.* Presented to the Rural Secretariat of the Government of Newfoundland and Labrador, community representatives and academics. St. John's, Newfoundland. June, 2011.

*Closing Address.* Presented at CU Expo 2011 conference, Wilfrid Laurier University, Waterloo, Ontario. May, 2011.

*Pathways to Social Work for Internationally Educated Professionals.* Moderator of a panel of Social Work representatives from University of Waterloo, Wilfrid Laurier University and Conestoga College for an event organized by The Working Centre. Kitchener, Ontario. June, 2010.

*Main findings from CURA "Taking Culture Seriously in Community Mental Health.* Presented at the Second CURA conference, Wilfrid Laurier University, Waterloo, Ontario. December, 2009.

*Research Inspired Mental Health Innovation: Insights Gained from a Community University Research Alliance.* Presenter at a seminar hosted by the Centre of Excellence for Research on Immigration and Settlement (CERIS). Toronto, Ontario. November, 2009.

*Participatory action research and community mental health.* Guest presentation at the Bridging the World virtual meeting hosted by University Community Partnerships for Social Action Research Network (UCP-SARnet), SAIS International University, Zhengzhou, China. May, 2009.

*Responding to Cultural Diversity in Mental Health.* Joint keynote presentation to the Annual General Meeting of the KW Multicultural Centre, Kitchener, Ontario. October, 2008.

*Community Change: The WRIEN Story.* Guest presentation to Leadership Waterloo Region, Kitchener, Ontario. December, 2008.

*Mobilizing a Community's Response to Immigrant Employment.* Guest presentation to the Municipal Immigration Committee. Waterloo, Ontario. April, 2008.

*Understanding and Leading Change: The WRIEN Story.* Guest presentation to Leadership Waterloo Region, Kitchener, Ontario. December, 2007.

*A Comprehensive Regional Response to Immigrant Employment: The Waterloo Region Story.* Welcoming Workplaces, Winning Workplaces Conference. Chatham-Kent, November, 2007.

*A Local Diversity Initiative.* Waterloo Wellington Local Health Integration Network (LHIN) Champions of Change Symposium. September, 2007.

*A Dynamic & Collaborative Community Response to Immigrant Employment.* Presentation to the Maytree Foundation National Learning Exchange. Toronto, Ontario. June, 2007.

*Summary of WRIEN Year 1 Evaluation Findings.* Presentation to the Waterloo Region Immigrant Employment Network Year in Review. May, 2007.

*A Cross-Sectoral Regional Response to Immigrant Employment: Waterloo Region Immigrant Employment Network (WRIEN).* Presentation to the Canadian School of Public Service. Kitchener, Ontario, November, 2006.

*A Comprehensive Regional Response to Immigrant Employment.* Guest presentation to the PRAGMA Council, University of Waterloo, April, 2006.

*How the Ministry of Training, Colleges and Universities can help integrate the skills of internationally educated immigrants: A Waterloo Region perspective.* Private presentation to Chris Bentley, Ontario Minister of Training, Colleges and Universities, Kitchener, Ontario, January, 2006.

*The Waterloo Region Immigrant Employment Network (WRIEN).* Presentation at the Immigrant Skills Workforce Integration Community Consultation, Hamilton, Ontario, December, 2005.

*Engaging Local Communities in Immigration Matters.* Work group reporter at the Public Policy Forum Conference, Toronto, Ontario, June, 2005.

*Researching Immigrant Skills in Hamilton.* Presentation at the Hamilton Immigration Summit and wrote Summit proceedings, Hamilton, Ontario, June, 2005.

*The Waterloo Region Immigrant Employment Network (WRIEN).* Presentation at the Immigrant Skills Workforce Integration Community Consultation, Hamilton, Ontario, May, 2005.

*Waterloo Region: A Community Where Immigrants Matter.* Presentation to panel of Asian Journalists hosted by Canada's Technology Triangle, Inc., Kitchener, Ontario, March, 2005.

*Rae Review of Higher Education.* Roundtable discussant. Waterloo, Ontario, October, 2004.

*Towards a New Approach to Funding and Implementing Immigrant Employment Initiatives.* Presentation of research findings to the Policy Roundtable Mobilizing Professions and Trades (PROMPT) Toronto, Ontario, August, 2004.

*Longitudinal Study of Consumer/Survivor Initiatives in Ontario.* Final feedback session in Hamilton, Ontario, May, 2004.

*Community Needs Assessment and Service Evaluation.* Presentation at the Parameters for Practice Leadership Forum. Director Military Family Services. Cornwall, Ontario, April, 2004.

*Voices for Change: Making Use of Immigrant Skills to Strengthen Our Communities.* Presentation at the Network of United Ways in Southwest Ontario. Guelph, Ontario, March, 2004.

*In the Public Interest: Immigrant Access to Regulated Professions in Today's Ontario.* Presentation of research findings to the Policy Roundtable Mobilizing Professions and Trades (PROMPT) Toronto, Ontario, March, 2004.

*In the Public Interest: Refining the Roles and Accountabilities of the Regulatory Process in Ontario.* Presentation of preliminary research findings to the Policy Roundtable Mobilizing Professions and Trades (PROMPT) Toronto, Ontario, January, 2004.

*Getting to the Root: Understanding and Addressing Inter-Group Conflict Between Somali and Other Ethnic Minority Youth in Etobicoke.* Presentation to Toronto area funders. Toronto, Ontario, January, 2004.

*Roundtable Discussion on Immigration and Settlement.* Discussant at Roundtable hosted by the Ontario Minister of Citizenship and Immigration and the Ontario Minister of Training, Colleges and Universities. Toronto, Ontario, December, 2003.

*Waterloo Region Calls for Change: Making Use of Immigrant Skills to Strengthen Waterloo Region.* Presentation to the United Way of Kitchener-Waterloo and Area. November, 2003.

*Self Help: Present Benefits and Future Directions.* Keynote Address at the Waterloo Region Self Help Annual General Meeting. September, 2003.

*Making Use of Immigrant Skills to Strengthen Our Community.* Presentation to the Funder's Alliance. Waterloo, Ontario, September, 2003.

*Access to Professions and Trades: Policy Environmental Scan.* Presentation of Environmental Scan findings to the Policy Roundtable Mobilizing Professions and Trades (PROMPT) Toronto, Ontario, May, 2003.

*Making a Change Together.* Presentation to the Policy Roundtable Mobilizing Professions and Trades (PROMPT) Toronto, Ontario, March, 2003.

*Participatory Action Research in Community Settings: Case Study of Immigrant Youth.* Presentation for the Multicultural Placement Program Workshop Series of the Faculty of Social Work, Wilfrid Laurier University. Kitchener, Ontario, May 2002.

*Study on Parenting Issues of Newcomer Families in Ontario.* Presentation at the Celebration of New Canadian Families in Guelph, Ontario, March, 2002.

*Systemic Change and Foreign Trained Newcomers,* Maytree Foundation Leadership Training Program, Toronto, Ontario, August, 2001.

*Child Welfare Agencies and School Boards Collaborating to Promote Healthy Child Development,* School-Based Social Work Program Conference, Ottawa, Ontario, April, 2001.

*What's it Like to be an Immigrant Parent?* Community forum presentation for the Study of Parenting Issues of Newcomer Families in Ontario, Kitchener, Ontario, March, 2001.

*Needs of Newcomer Youth.* OASIS Settlement Sector Conference, Toronto, Ontario, November, 2000.

*Immigrant Youth in Waterloo Region.* Teaching English as a Second Language Regional Conference, Kitchener, Ontario, March, 2000.

*Dignity and Opportunity: Assessing the Economic Contribution of Foreign Trained Newcomers.* Immigrant Settlement and Adaptation Program Conference, Toronto, Ontario, December, 1998.

#### **h) Research Community Forums**

*Toward Improving Support Systems for African Asylum Seekers.* Organizer and co-lead facilitator for in-person community forum held by Univerd Way Greater Toronto. Toronto, ON. November 2024.

*Hamilton Immigration Partnership Council Community Plan.* Co-lead facilitator for community forum held by the Hamilton Immigration Partnership Council. Hamilton, ON. November 2024.

*Researching Barriers to Gender-based Violence Services for Canadian Muslim Women through Community-driven Knowledge Mobilization.* Organizer and co-presenter of an in-person community forum lead by the Muslim Advisory Council of Canada, Oakville, ON. September 2024.

*Youth Engagement in Mennonite Church Eastern Canada (MCEC) Churches.* Organizer and facilitator of an online community forum to share and discuss research findings. Waterloo, ON. March 2024.

*Envisioning Successful Settlement and Belonging for Newcomers in Hamilton.* Co-lead facilitator for community forum held by the Hamilton Immigration Partnership Council. Hamilton, ON. March 2024.

*Equity in the Broader Settlement Sector: Addressing Systemic Racism and Digital Equity across the Settlement Journey.* Helped prepare virtual community feedback session at event organized by Peel Newcomer Strategy Group. March 2024.

*Equity in the Broader Settlement Sector: Addressing Systemic Racism and Digital Equity across the Settlement Journey.* Helped prepare in-person community feedback session at event organized by Waterloo Region Immigration Partnership. Waterloo, ON. March 2024.



*Regional Accountability Model for Settlement (RAMS) in Peel Region.* A series of five in-person and online community engagement forums related to developing a plan for how settlement funding could be governed in Peel Region. Co-facilitated with the Peel Newcomer Strategy Group. Brampton, ON. 2022-2024.

*Newcomer Youth Wellbeing.* Organizer and facilitator of an online community forum to present findings and prioritize local action related to a newcomer youth mental health research project conducted in partnership with the Guelph Wellington Local Immigration Partnership. Guelph, ON. February 2021.

*Knowledge Mobilization in the Immigration and Settlement Sector: Revisiting Goals and Learning from Practices.* Panelist on forum organized by the Centre for Excellence for Research on Immigration and Settlement (CERIS). Toronto, ON. June 2019.

*The Impact of the Syrian Refugee Influx on Local Systems of Support: A Community-Based Research Project in Waterloo Region.* Presentation at the Fostering Gender Responsiveness Migration Resilience, Research and Action Forum at the Balsillie School of International Affairs. Waterloo, ON. April 2019.

*Faith and Settlement Partnerships: Setting Immigrants and Canada Up for Success.* Presenter at London & Middlesex Local Immigration Partnership faith forum. London, ON. October 2018.

*Youth-led Research within the Ann Viv Ansamn Project.* Four forums held to share Cycle 2 learnings and engage community members in addressing conflict and violence in three communities in Haiti. June 2018. Haiti.

*Youth-led Research within the Ann Viv Ansamn Project.* Three local forums held to share Cycle 1 learnings and engage community members in addressing conflict and violence in three communities in Haiti. October 2017.

*The Impact of the Syrian Refugee Influx on Local Systems of Support. Research forum hosted by Waterloo Region Local Immigration Partnership.* Waterloo, ON. September 2017.

*Our Home Your Home: A Community Celebration of Syrian Newcomers in Waterloo Region.* Community forum at Kitchener city hall. March 2017.

*Finding our Way: The Role of Churches in Immigrant Settlement and Integration. An Evening of Discerning, Learning, and Sharing.* Presented at St. Peter's Lutheran Church, Kitchener, ON. June, 2015.

*Just Faith?* Organizer and facilitator for a community forum on the Justice and Faith: Individual Spirituality and Social Responsibility in the Christian Reformed Church of Canada project at a forum held in Toronto. February 2015.

*Community Planning Sessions.* Organizer and lead facilitator for Drug Strategy Accommodation Needs Assessment forums held in Thunder Bay. June 2012; January 2013.

*Beyond the Welcome: Churches Responding to the Immigrant Reality in Canada.* Organizer and facilitator at forums held in Toronto, Hamilton and Vancouver. September 2010.

*Waterloo Region Pay Day Lending Alternative.* Facilitator at a forum based on a CCBR research project. Kitchener, ON. January 2010.

*Somali Muslim Hate Crime Summit.* Organizer for community forum done in partnership with the Somali Canadian Association of Etobicoke. Etobicoke, ON. July 2008.

*Enhancing the Sustainability of After School Programs.* Organizer and facilitator at a forum based on a CCBR research project. Kitchener, ON. June 2008.

*The Year in Review: Year 2 WRIEN Evaluation Findings.* Organizer and presenter at the WRIEN check-up open forum. Kitchener, ON. June 2008.

*Taking Culture Seriously in Community Mental Health.* Presentation at Punjabi community forum. Community University Research Alliance. Brampton, ON. May 2007.

*Together We are the Paulander Community.* Organizer of neighbourhood forum based on CCBR needs and resource assessment. May 2007.

*Taking Culture Seriously in Community Mental Health.* Organizer and presenter at cultural-linguistic community forum. Community University Research Alliance. Wilfrid Laurier University. Kitchener campus. March 2007.

*Cultural Empowerment Framework.* Organizer and Presentation at “Towards Cultural Empowerment” conference. Taking Cultural Seriously in Community Mental Health, Community University Research Alliance. Wilfrid Laurier University. Waterloo, Ontario, December 2006.

*Preparing for Today: Launching the Waterloo Region Immigrant Employment Network (WRIEN).* Organizer and presenter at the Kitchener and Waterloo Community Foundation Town Hall meeting, May 2006.

*Pathways to Success: Immigrant Youth in High School.* Organizer of public forum. Kitchener City Hall. May 2006.

*Consumer Run Co-op Housing Forum.* Organizer of public forum. Hamilton, November 2006.

*Building a Hospitable Community.* Organizer of community forum for the Mennonite Coalition for Refugee Support. November 2006.

*Immigrant Skills Summit Waterloo Region.* Lead organizer and closing address at community forum held at Lutherwood Great Hall. Waterloo, Ontario, April 2005.

*Youth United Against Violence.* Organizer of community forum for the Somali and Caribbean Communities in Etobicoke. June 2003.

*Supporting Families with Young Children in Perth County.* Organizer and presenter at county forum. April 2002.

*London Hate Crime and Bias Activity.* Organizing and facilitator at community forum. June 2001.

*A Celebration of New Canadian Families.* Organizer and presenter of public forum on immigrant parenting. Kitchener City Hall. May 2001.

*Enhancing Supports and Services for Immigrant Youth in Waterloo Region.* Organizer and presenter at public forum. Kitchener City Hall. February 2000.

## **Research Grants and Contracts**

Involved in 16 academic-funded grants and 144 other research-related contracts (e.g., program evaluation, needs assessment, policy research, other applied research and knowledge mobilization).

### **a) Academic Research Grants**

2022-2024

#### **A Collaborative Response to Addressing Family Violence with Racialized and Diverse Communities During Pandemic Recovery in Peel Region**

Funded by Canadian Institutes of Health Research (CIHR) Operating Grant: Addressing the Wider Health Impacts of COVID-19 (\$343,860)

- Co-Principal Investigator

- Building on Peel Region's Community Safety and Well-being plan, this project led by Trillium Health Partners engaged a diverse group of community members who experienced family violence, service providers, and researchers to guide all project activities. Through photo-narrative methods, a community prioritization activity, and a hackathon-style event, we explored experiences of family violence and co-created preventative interventions during pandemic recovery that are evidence-informed and culturally sensitive to help racialized and diverse families at-risk of experiencing family violence in Peel.

2021-2024

**Peer Support and Type 1 Diabetes: Incorporating Experiential Knowledge into Service Design with Adolescents and Their Caregivers**

Funded by Canadian Institutes of Health Research (CIHR) Spring Project Grant (\$285,000)

- Co-Principal Investigator
- A collaborative project of 21 partners under the leadership of Trillium Health Partners that used participatory research to understand how peer support is helpful for improving Type 1 Diabetes disease self-management among adolescents. The project had 4-phases each involving adolescents and their caregivers, including as peer researchers. This project demonstrated that Type 1 Diabetes services can be more meaningful, accessible, and inclusive if they are intentionally co-designed with service users and align with community needs and values.

2022-2023

**Understanding and Mitigating the Impacts of the COVID-19 Pandemic on Children, Youth and Families in Canada**

Funded by Canadian Institutes of Health Research (CIHR) Operating Grant (\$162,204)

- Co-Investigator
- A collaborative project under the leadership of Trillium Health Partners and in partnership with the Peel Family Support Network. The project used photo-based methods, a community prioritization activity, and a "hackathon-style" event to explore the physical activity experiences of adolescents and their caregivers throughout the pandemic and to co-create physical activity interventions to move knowledge to action to promote and sustain physical activity during pandemic recovery. This project engaged a Community Advisory Board of adolescents, caregivers, service providers, and researchers to guide all project activities.

2022-2023

**Evaluating the Peel Community Health Ambassador (CHA) Program: Building trusting, equitable, and responsive healthcare during the COVID-19 pandemic**

Funded by Canadian Institutes of Health Research (CIHR) Operating Grant (\$216,391)

- Co-Investigator
- The purpose of the CHA Program led by Trillium Health Partners was to provide culturally specific community outreach, education, and support during the COVID-19 pandemic. Through partnership between community agencies, healthcare workers, researchers, Community Health Ambassadors, and community members in Peel, this mixed methods evaluation of the CHA Program filled a critical research gap about how communities can respond effectively to the ongoing pandemic and minimize the direct and indirect impacts on people who identify from racialized communities experiencing structural inequalities. These findings will be valuable for diverse communities experiencing disproportionate impacts of COVID-19 across Canada and globally.

2019-2026

**Evaluation Capacity Network: Collaborating for Community-Driven and Culturally Relevant Early Childhood Practices, Programs, and Policies**

Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) Partnership Grant (\$2,500,000)

- Co-Investigator
- A national research collaboration, led by the University of Alberta, to develop community-driven and culturally relevant approaches for producing and using

evidence to improve early childhood practice, programs, and policy toward system effectiveness. Community and campus partners are being engaged to co-create and implement research and evaluation that supports innovative capacity-building in evaluation. An Evaluation Hub will connect people to evaluation resources and creative learning opportunities.

2016-2018

**Faith and Settlement Partnerships: Setting Immigrants and Canada Up for Success**

Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) Partnership Development Grant (\$200,000)

- Project Director (i.e., Primary Investigator)
- A provincial research collaboration to study and promote partnerships among faith-based groups and government-funded immigrant settlement organizations. Research activities included surveys, focus groups and case studies, while knowledge mobilization activities promoted effective faith/settlement partnership within policy and practice.

2016-2017

**The Impact of the Syrian Refugee Influx on Local Systems of Support**

Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) in collaboration with Immigration, Refugees and Citizenship Canada (\$25,000)

- Primary Investigator
- Using Waterloo Region as a case study, a collaborative study that explored the disruptive impact of the recent Syrian refugee influx on the way local communities support newcomers. This was done in order to: 1) determine innovations in how local communities can better support refugees, and then 2) determine how public policy can reinforce these innovations.

2015

**Just Faith?: Exploring Individual Spirituality in Justice Mobilization**

Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) Connection Grant (\$20,000)

- Co-Investigator
- A grant to mobilization knowledge of the SSHRC-funded Justice and Faith project led by the Institute for Christian Studies in partnership with Christian Reformed Church. The grant included developing a DVD of previously commissioned professional theatre and presenting the theatre and research findings at the CUExpo2015 conference in Ottawa.

2013-2015

**The Role of Churches in Immigrant Settlement and Integration**

Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) Partnership Development Grant (\$200,000)

- Project Director (i.e., Primary Investigator)
- The purpose of this project was to develop a national research partnership to investigate how to better equip church groups across Canada to help immigrants and refugees settle and integrate into Canadian society. Partners included academics, denominations, and inter-denominational networks.

2013-2015

**Justice and Faith: Individual Spirituality and Social Responsibility in the Christian Reformed Church of Canada (\$200,000)**

Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) Partnership Development Grant

- Co-Investigator
- A research partnership conducted with the Institute for Christian Studies and the Christian Reformed Church to more fully understand the relationship between justice and faith and to mobilize Christian Reformed Church people to embrace justice as an integral aspect of Christian faith and life.

- 2014 **Excellence in Collaborative Community Campus Research: A National Summit**  
Funded by a variety of sponsors including a Social Sciences and Humanities Research Council of Canada (SSHRC) Connection Grant (\$50,000)
- Co-Investigator
  - A national convening of leading practitioners of collaborative research involving university and community partners to develop indicators of excellence.
- 2008-2011 **CUExpo 2011 (Community University Exposition)**  
Funded by a variety of local and national sponsors including SSHRC Connection Grant (\$50,000)
- Co-Investigator and Conference Coordinating Team Member
  - Mobilizing Waterloo Region to host an international conference on the topic of Community university partnerships: Bringing global perspectives to local action. 530 people from 16 countries attended this conference which held over 200 presentations.
- 2005-2009 **Community University Research Alliance (CURA) – Taking Culture Seriously in Community Mental Health**  
Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) and Ontario Trillium Foundation (\$997,000)
- Co-Investigator and Alliance Co-chair
  - The purpose of this CURA was to bring together over 40 university and community partners in Toronto and Waterloo Region to explore, develop and evaluate how best to provide community-based mental health services and supports that will be effective for people from culturally diverse backgrounds. Six innovative demonstration projects were developed, implemented and evaluated through this project.
- 2005-2006 **Pathways to Success: Immigrant Youth at School**  
Funded by Social Sciences and Humanities Research Council of Canada (SSHRC) via Wilfrid Laurier University (\$25,000)
- Co-Investigator
  - Used Waterloo Region as a case study in exploring how secondary educational institutions can maximize positive outcomes for immigrant youth. The project concluded with a community forum with active youth involvement.
- 1998-2005 **Longitudinal Study of Consumer/Survivor Initiatives in Ontario**  
Funded by the Ontario Ministry of Health and Canadian Institutes of Health Research. (\$400,000)
- Senior Researcher
  - A seven-year study to examine processes and outcomes at both the individual and systems level. Four sites include Niagara, Hamilton, Cambridge and Kitchener-Waterloo. Consumer/survivor researchers were hired, trained and supported.
- 1996-1998 **Shifting the Paradigm in Community Mental Health: A Community Study of Implementation and Change**  
Funded by Social Science and Humanities Research Council of Canada and the Status of Disabled Persons Secretariat of HRDC. (\$50,000)
- Assistant Project Manager
  - A two-year comprehensive research study designed to develop an understanding of the changes in community mental health policy and practice.

**b) Other Research-Related Contracts**

2025

**Designing an Evaluation Hub for Canada's Settlement Sector**

Funded by the Evaluation Capacity Network via University of Alberta

- Team Leader
- CCBR developed an on-line Evaluation Hub for the settlement sector in Canada in partnership with the Evaluation Capacity Network. The Hub is directed at service provider organizations, networks and umbrella organizations and provides numerous resources and services to support community-based evaluation.

2025

**Evaluation of the Rural Settlement Network (RSN) Project**

Funded by New Brunswick Multicultural Council

- Team Member
- CCBR conducted a process and outcome evaluation of the Rural Settlement Network (RSN) that includes seven communities: Sussex, Miramichi, Chipman, Campbellton, Acadian Peninsula, Saint-Quentin, and Richibuctou/Kent County. The evaluation used a mixed method design with findings helping to inform funder (Immigration, Refugees, and Citizenship Canada) and organizational learning.

2024-2025

**Supports for Youth Substance Use Prevention Program**

Funded by Public Health Agency of Canada (PHAC) via the Knowledge Development and Exchange (KDE)

- Team Member
- CCBR collaborated with the KDE Hub to support the Youth Substance Use Prevention Program (YSUPP) through co-development of tools and resources for community-based research and strategic community-based evaluation approaches. KDE Hub is a knowledge partner for Public Health Agency of Canada's Youth Substance Use Prevention Program (YSUPP).

2024-2025

**Dialogue for Shared Futures Pilot**

Funded by Conrad Grebel University College

- Team Member
- CCBR supported Conrad Grebel in a project that paired dialogue with community-based research to design, conduct, and evaluate multiple forms of dialogue on the University of Waterloo campus. CCBR provided support with research design, implementation, analysis, and reporting as a consultant, coach, and team member.

2024-2025

**Community Planning Support for HIPC**

Funded by Hamilton Immigration Partnership Council (HIPC)

- Team Leader
- CCBR supported HIPC to develop HIPC's 2026-2028 Community Plan. The project involved holding two community forums and working collaboratively with HIPC staff and leadership to develop the plan and a corresponding evaluation framework. The project aimed to make Hamilton a welcoming community where newcomers can settle and belong.

2024

**Understanding Experiences of African Asylum Seekers in Toronto, Peel, and York  
Funded by United Way of Greater Toronto**

- Team Advisor
- A collaborative study to understand how African asylum seekers/refugees claimants connect and interact with complex systems of government organizations, departments and agencies that help them navigate the systems throughout their journeys. The project's intent is to formulate recommendations to inform actions aimed at improving system services to asylum seekers at various levels.

- 2024 **Family and Children Services of the Waterloo Region (FACS) Community-Led Needs and Resources Assessment**  
Funded by Family and Children Services of the Waterloo Region
- Team Advisor
  - A community-led needs and resources assessment to identify needs and enhance support services by engaging a diverse, under-engaged, and equity-deserving cross-section of community members. The project involved 23 community partner groups who selected Community Researchers from their staff who are members of the communities they serve and fluent in their preferred languages.
- 2024 **Rural and Remote Mental Health Needs Assessment**  
Funded by Canadian Mental Health Association (CMHA) National
- Team Advisor
  - CCBR engaged with federation members and folks with lived experience in rural and northern communities across Canada to identify gaps in the provision of mental health and substance use health services. Findings were intended to support the creation of a rural and remote mental health strategy led by CMHA.
- 2023-2026 **Barriers to Gender-based Violence Services for Canadian Muslims**  
Funded by Muslim Advisory Council of Canada
- Team Advisor
  - CCBR in partnership with Muslim Advisory Council of Canada (MACC) led a 2.5-year project to explore ways to overcome the barriers for Muslim women (e.g., language, status, Islamophobia, health limitations, disabilities) in Halton region in (a) disclosing GBV and (b) seeking support from formal services and informal networks (e.g., family, friends, and community leaders).
- 2023-2024 **Equity in the Broader Settlement Sector: Addressing Systemic Racism and Digital Equity across the Settlement Journey**  
Funded by Immigration, Refugees, and Citizenship Canada
- Team Advisor
  - The purpose of this project was to collaboratively gather evidence-based information to improve the settlement sector's ability to recognize, analyze, and address digital barriers and obstacles faced by racialized newcomers as they integrate into Canadian society, leading to recommendations for more equitable policies and programming.
- 2023-2024 **Youth Engagement in the Mennonite Church**  
Funded by Mennonite Church Eastern Canada
- Team Member
  - CCBR collaborated with Mennonite Church Eastern Canada (MCEC) to explore how best MCEC can be a resource to its congregations and pastors regarding engaging youth in faith formation. A literature review, an online discussion board, Photovoice with youth, and focus groups with pastors and youth leaders were conducted.
- 2023 -2024 **Community-Based Evaluation Resource Development for the Knowledge Development and Exchange (KDE) Hub**  
Funded by the KDE Hub
- Team Member
  - The KDE Hub supports mental health projects funded by the federal government and engages with stakeholders in the mental health promotion field. CCBR and KDE Hub worked collaboratively to develop a series of events and resources to be hosted on the KDE hub website, providing community-based evaluation support for its funded projects in promoting the mental health and well-being of Canadians.

- 2023 **Re-thinking How We Support Heritage in Waterloo Region**  
Funded by Regional Municipality of Waterloo
- Team Advisor
  - This strategic program review of the Waterloo Regional Heritage Foundation (WRHF) explored diverse stakes and interests in heritage in Waterloo Region, gained input on promising practices for engaging under-represented groups in heritage, and sought recommendations for WRHF next steps in providing more equitable, diverse, and inclusive programming.
- 2023 **Scarborough Centre for Healthy Communities (SCHC) Capacity Building in Community-Based Research**  
Funded by Scarborough Centre for Healthy Communities
- Team Member
  - CCBR partnered with the Research & Innovation Committee of SCHC to plan and deliver activities to build organizational capacity for community-based research. These activities, including a workshop series and interactive planning retreat, helped SCHC determine research priorities and procedures for conducting internal community-based research and engaging with external research partners.
- 2023 **Developing an Evaluation Framework for Reception House Waterloo Region**  
Funded by Reception House Waterloo Region
- Team Advisor
  - The purpose of this project was to propose an evaluation framework for Reception House Waterloo Region. This framework was based on two of its flagship programs (i.e., Refugee Assistance Program – RAP, and Client Support Services - CSS). Combined these two programs offer a range of supports to Government Assisted Refugees (GARs) within the first two years of their arrival.
- 2022-2023 **Developing an Equity, Diversity, and Inclusion Strategy**  
Funded by Canadian Mennonite University (CMU)
- Team Leader
  - The purpose of this project was to collaboratively identify a strategy to better promote equity, diversity and inclusion across the CMU community. This was done by engaging CMU stakeholders (students, faculty, staff, and governors) in a community-based research project using multiple qualitative methods over seven months.
- 2022-2023 **Holding Institutions in Common**  
Funded by Canadian Mennonite University (CMU)
- Team Leader
  - The purpose of this project was to engage an extensive number of persons from diverse CMU constituent groups to explore what it means for broadly-defined communities to hold institutions such as CMU in common. This was done in order to cultivate shared understandings so as to significantly strengthen the depth and range of grassroots “ownership” of CMU (and also other institutions and organizations with similar interests and concerns).
- 2021-2024 **Peel Regional Accountable Model for Settlement**  
Funded by Immigration, Refugees, and Citizenship Canada via Peel Newcomer Strategy Group
- Team Leader
  - The purpose of this project was to facilitate a comprehensive community consultation process to develop a specific plan for how IRCC funding could be governed in Peel Region going forward. CCBR co-facilitated and evaluated this process under the leadership of the Peel Newcomer Strategy Group.



- 2022 **Guelph-Wellington Local Immigration Partnership Evaluation Framework**  
Funded by Guelph-Wellington Local Immigration Partnership (GWLIP)
- Team Advisor
  - CCBR worked with the Guelph-Wellington Local Immigration Partnership (GWLIP) to prepare them for a community-based evaluation of their network. CCBR conducted a document review and conversations that informed the design of the evaluation framework. The final evaluation framework included an evaluation purpose, evaluation questions, a network logic model, a measurement matrix, and a year 1 evaluation workplan.
- 2021-2023 **Private Refugee Sponsorship Evaluation Framework**  
Funded by Immigration, Refugees, and Citizenship Canada
- Team Leader
  - The purpose of this project was to collaboratively design and disseminate a framework to monitor and evaluate the settlement activities of Sponsorship Agreement Holders (SAHs) and Private Sponsorship Constituent Groups (CGs). The project built the capacity of CGs by clarifying roles, responsibilities and promising practices, while providing more national consistency for SAHs to assess their efforts towards evidence-based support. The project was led by CCBR in partnership with Mennonite Central Committee Canada (MCCC).
- 2021-2022 **Global Refugee Sponsorship Initiative Monitoring and Evaluation Toolkit**  
Funded by Immigration, Refugees, and Citizenship Canada
- Team Advisor
  - The purpose of this project was to develop a Monitoring and Evaluation Toolkit to support governments and civil society in building monitoring and evaluation mechanisms into refugee community sponsorship programs at the design stage and as part of ongoing program review and improvement. The Toolkit was intended to be an accessible and versatile resource that can be flexible in its applicability to a wide range of national, regional, or local contexts and of program size and maturity.
- 2021-2022 **Building Community-Based Evaluation Capacity to Advance Sustainable Development Goals**  
Funded by Employment and Social Development Canada
- Team Advisor
  - CCBR, in partnership with Conrad Grebel University College and guided by a cross-stakeholder steering committee, led this project: 1) to build the community-based evaluation capacity of organizations that are attempting to eliminate violence and promote peaceful and equitable societies, and in the process, 2) strengthen the implementation of Canada's Sustainable Development Goals (SDG) 2030 Agenda.
- 2021-2022 **Mennonite Brethren (MB) Confession of Faith Community-Based Research**  
Funded by Mennonite Brethren Historical Commission
- Team Leader
  - This research project explored the diverse ways that Canadian MB congregations have used the Confession of Faith to guide their thought and action. The project involved qualitative interviews the MB pastors across Canada using peer researchers, and online feedback forums.
- 2021-2022 **Connecting Refugees to Virtual Waterloo**  
Funded by Reception House Waterloo Region
- Team Advisor

- CCBR completed a process and outcome evaluation of a project designed to ensure that refugee families have technology access and are supported from the point of arrival in building their digital literacy.

2021

**Social Inclusion Nexus Design Phase**

Funded by Mennonite Central Committee Ontario (MCCO)

- Team Leader
- The purpose of this project was to design a Social Inclusion Nexus - a center for collaborative action-oriented learning to initiate and evaluate innovative strategies for social inclusion. Using MCCO as a case example, this design phase will help to create the Nexus plan to be implemented in subsequent years.

2020

**Collective Impact Evaluation Framework**

Funded by Hamilton Immigration Partnership Council (HIPC)

- Team Leader
- CCBR designed a collective impact evaluation framework that will guide HIPC's evaluation activities over the next five years.

2020

**Newcomer Youth Mental Health Study**

Funded by Guelph Wellington Local Immigration Partnership

- Team Advisor
- CCBR completed a study to understand the broader challenges newcomer youth experience with mental health in the city of Guelph and County of Wellington.

2020

**Food Banks Canada Tax Clinic Evaluation Framework**

Funded by Food Banks Canada

- Team Advisor
- CCBR completed an evaluation framework for the Tax Clinic Program of Food Banks Canada in collaboration with a cross-stakeholder Steering Committee made up of representatives from Food Banks Canada, Saskatoon Food Bank and KPMG.

2020

**Supporting Community-Based Research on Cannabis**

Funded by Mental Health Commission of Canada

- Trainer and Consultant
- CCBR supported the Mental Health Commission of Canada in developing a research program to address knowledge gaps in the relationship between cannabis and mental health. CCBR supported proposal development and provided coaching to projects in implementing a community-based approach to research.

2019-2021

**Evaluation of New Canadian Youth Connections Program**

Funded by Ontario Trillium Foundation via Reception House Waterloo Region

- Team Advisor
- CCBR supported an internal evaluation of the New Canadian Youth Connections (NCYC) program led by Reception House Waterloo Region in partnership with Community Justice Initiatives (CJI). The program supported newcomer youth as they connect to the Waterloo Region community through recreational programming and homework support with peer volunteers.

- 2018-2021      **Evaluation Capacity-Building for Refugee Resettlement**  
Funded by Immigration, Refugees, and Citizenship Canada
- Team Leader
  - This project built evaluation capacity among organizations and groups who support refugees across Canada. The project was led by CCBR in partnership with the Evaluation Capacity Network at the University of Alberta. The project had 3 phases over 3-years: 1) developing a national evaluation capacity-building strategy, 2) holding evaluation capacity-building events across the country, and 3) providing evaluation support as organizations do their evaluations.
- 2018-2021      **Evaluation of The Working Together Project**  
Funded by Immigration, Refugees, and Citizenship Canada via Reception House Waterloo Region
- Team Leader
  - The Working Together Project engaged partners in developing innovative approaches to improve the vocational and language skills of refugees in the workplace. CCBR led a developmental evaluation to maximize innovation by actively engaging stakeholders throughout the evaluation process.
- 2018-2020      **First Link Provincial Evaluation**  
Funded by Alzheimer Society of Ontario
- Team Member
  - CCBR developed a framework and then conducted an evaluation of the enhanced and expanded First Link program involving First Link Navigators in all 30 Alzheimer Society sites across Ontario. This First Link initiative was part of Ontario's Dementia Strategy.
- 2017-2022      **Ontario Network of CAPC/CPNP Projects**  
Funded by Carizon Family and Community Services
- Team Leader/Advisor
  - CCBR supported Carizon in developing and implementing an evaluation of the Ontario Network of Community Action Program for Children and the Canada Prenatal Nutrition Program.
- 2017-2020      **Peel Developmental Disability Poverty Reduction**  
Funded by Ontario Local Poverty Reduction Fund via Community Living Brampton Caledon
- Project Leader/Advisor
  - Designed and conducted a developmental evaluation of an innovative inter-agency collaborative that developed and tested an integrated system of support for people with developmental disabilities accessing homeless shelters.
- 2018-2019      **Food Banks Canada's Collaborative Evaluation for Collective Impact**  
Funded by Food Banks Canada
- Team Advisor
  - This project laid the foundation for Food Banks Canada to evaluate its recently developed Strategic Planning Framework. The project involved two main sets of activities designed to: 1) develop evaluation capacity-building resources, and 2) develop an evaluation framework.

- 2017-2019      **Ann Viv Ansamn Youth Research in Haiti**  
Funded by Global Affairs Canada via Mercy Corps
- CCBR Lead: Research Trainer and Coach
  - CCBR partnered with Conrad Grebel University College and Mercy Corps to conduct youth-led research within a 26-month program designed to increase community security and reduce violence in four locations within the country of Haiti.
- 2017-2019      **Community-Based Research Self-Assessment Tool**  
Funded by Community-Based Research Canada and event fees
- Team Member
  - Developed a tool for people to assess the quality of their community-based research proposals or projects. Presented this tool at the CUExpo (Community University Exposition) conference in Vancouver BC and through a series of national launch events.
- 2017-2019      **Food Banks Canada: Reporting on Capacity Grants**  
Funded by Food Banks Canada
- Team Co-Lead
  - CCBR conducted a summary of findings from Capacity Grants reports submitted by grantees.
- 2017-2018      **Homelessness in Belleville Research Project**  
Funded by County of Hastings via Bridge Street Church Food Ministry
- Advisor
  - CCBR supported a research project that provided a demographic description of the population experiencing homelessness and housing instability. It also provided in-depth, first-hand descriptions of the experience of homelessness and housing instability in Belleville.
- 2017      **The Experiences of Syrian Refugee Parents and Youth**  
Funded by Immigration, Refugees, and Citizenship Canada
- Team Co-Lead
  - Two simultaneous participatory research projects designed to explore barriers and suggest supports for Syrian refugee: 1) parents who stay at home with their children and seniors, and 2) youth (age 15-20). Syrian parents and youth were hired as community researchers and local service providers formed a steering committee to guide the research and help plan a community forum.
- 2016-2017      **Evaluation of Supported Independent Living**  
Funded by Bob Rumball Associations for the Deaf (BRAD)
- Team Member
  - The purpose of this evaluation was to develop an evaluation framework and to support its implementation for the Supported Independent Living (SIL) program. The SIL evaluation wanted to: 1) ensure quality improvement as the program adapts to changing client needs, and 2) determine the extent to which its programming is consistent with best practice in the current disability field.
- 2016-2017      **Food Banks Canada Evaluation**  
Funded by Food Banks Canada
- Team Leader
  - Conducted an evaluation to determine what types of investments, resources and support contribute to the strongest outcomes within Food Banks Canada's new multi-faceted capacity-building initiative designed to increase food donations from retailers.
- 2016-2017      **ConnectABILITY Website Research**

Funded by Kerry's Place Autism Services (KPAS)

- Team Member
- The purpose of this study was to determine Autism Spectrum Disorder-specific content for a website called ConnectABILITY.ca. Teens/adults on the spectrum, parents/ caregivers and service providers were surveyed and interviewed to give insight about useful about the DSO passport funding process, and service providers for ASD transitioning teens and adults.

2016

**Far From the Heart Evaluation Framework**

Funded by Sheatre

- Team Member
- CCBR developed a mixed-method evaluation framework to evaluate a forum theatre presentation acted by young professional actors. The theatre deals with issues of healthy sexual relationships among high school students.

2016

**Common Thread Initiative Evaluation**

Funded by Central West Community Network of Specialized Care

- Team Member
- The purpose of this evaluation was to assess the implementation and outcomes of the Common Thread Initiative, a team-based, problem solving approach to making evidence-based decisions that best support persons with a dual diagnosis and challenging behaviours in a residential program.

2016

**Indigenous Mentoring Model Development**

Funded by Ontario Ministry of Education

- Team Member
- Worked with St Paul's University College and the Keewatin Patricia District School Board to develop an Indigenous mentorship model, connecting Indigenous high school students living in Kenora/Dryden with Indigenous post-secondary students/alumni at the University of Waterloo.

2015-2016

**Evaluation of Immigrant Employment Internship Program**

Funded by Region of Waterloo

- Team member
- The purpose of this project was to evaluate the internship program for New Canadians run by Waterloo Region Immigration Partnership, Conestoga College and partners.

2015

**An Evaluation Framework for The Salvation Army Correctional and Justice Services: Chaplains within the Court System**

Funded by The Salvation Army

- Team Leader
- Informed and equipped The Salvation Army to evaluate the value of including a chaplain within the court system. Activities included facilitating a logic model workshop with chaplains, designing the logic model, and creating evaluation tools.

2015-2016

**Evaluation Support Program of the Ontario Brain Institute**

Funded by Ontario Brain Institute

- Evaluation Specialist
- Helped to build a culture of evaluative thinking that strives to produce continual evidence-based improvements among participating community organizations. Each year activities included the facilitation of three workshops and evaluation planning/support for selected cohort organizations (2015: Alzheimer Societies of South West Ontario and the Epilepsy Support Centre in London; 2016: Alzheimer Society of Ontario).

- 2014-2015      **Young Women and Cyberviolence**  
Funded by St. Stephen's House Youth Services
- Team Member
  - An evaluation implemented by three frontline agencies to engage girls and young women aged 14 – 24 of diverse racial and ethno-cultural backgrounds across the City of Toronto to identify and address issues of cyberviolence.
- 2013-2014      **MCC Canadian Advocacy Research Project**  
Funded by Mennonite Central Committee Canada
- Team Leader
  - This project assessed the commitment of Canadian MCC supporters to advocacy that is directed toward government. This project served to build the advocacy capacity of MCC Canada.
- 2014      **The Salvation Army (Eastern Ontario) Evaluation Framework**  
Funded by The Salvation Army
- Team Leader
  - CCBR developed an evaluation framework to evaluate The Salvation Army's congregational life activities within the 52 corps located across Eastern Ontario.
- 2014      **Reception House of Waterloo Region Organizational Review**  
Funded by Reception House of Waterloo Region
- Team Advisor
  - CCBR conducted an organizational review to describe how the program is presently being implemented and to make concrete suggestions as to future directions.
- 2013-2014      **Smallwood Community Centre Evaluation**  
Funded by Government of Newfoundland and Labrador
- Team Member
  - CCBR provided support to an internal participatory evaluation conducted by the Smallwood Community Centre in Marystown, Newfoundland.
- 2013-2016      **Evaluation of Applied Behavior Analysis (ABA) Services**  
Funded by Kerry's Place Autism Services
- Team Co-Leader
  - CCBR evaluated the process and outcomes for ABA services serving children living with Autism Spectrum Disorder and their families. This research was conducted in five regions: Halton, Peel, Wellington, Dufferin and Waterloo.
- 2013-2014      **Primary Care and Rehabilitation Integration with Self-Management (PRISM)**  
Funded by Centre for Family Medicine (CFFM)
- Team Member
  - CCBR provided research support for two pilot projects to CFFM's Primary Care and Rehabilitation Integration with Self-Management (PRISM) project. The first was development of an e-consultation system. The second was the development of a self-management approach for people with spinal cord injuries.
- 2012-2014      **Mobilizing Newcomers and Immigrants to Cancer Screening Program**  
Funded by London Health Sciences Centre and Southwest Regional Cancer Program
- Team Member
  - CCBR was contracted to a complete a developmental evaluation of this innovative program to encourage cancer screening among newcomer communities in London.
- 2012-2013      **City Kidz Evaluation**  
Funded by World Vision Canada

- Team Leader
- The purpose of this evaluation was to assess the outcomes and implementation of City Kidz' core programs for children living in poverty in Hamilton, and to identify future directions for improving on and replicating these programs across Canada.

2013

**Shibogama Family Healing Centre**

Funded by Shibogama Health Authority

- Team Member
- CCBR conducted a needs assessment and action plan for a Family Healing Centre and Land-Based Healing services operated by the Shibogama Health Authority.

2012-2013

**Evaluation of the Shibogama Health Innovation Project**

Funded by Shibogama Health Authority

- Team Member
- CCBR carried out an evaluation of the Shibogama Health Innovation Project (SHIP) to assess this community-driven model of primary health care implemented in Kingfisher Lake in order to make recommendations for the next phase of implementation.

2012-2013

**Mental Health Needs Validation**

Funded by Centre for Addiction and Mental Health

- Team Member
- CCBR worked with CAMH in three communities (Hamilton, Kitchener/Waterloo and Timmins/Cochrane) to identify, review, and synthesize existing information about mental health system gaps within each community related to transition points within and across sectors.

2012-2013

**Blueprint Engaging Youth to Prevent Violence Against Girls and Women**

Funded by Women's Multicultural Resource and Counseling Centre of Durham

- Team Member
- CCBR conducted an evaluation of this initiative which included developing data collection tools, data analysis and writing of the final report.

2012

**Identifying Healthy Eating Needs and Priorities**

Funded by Chatham-Kent Public Health Unit

- Team Advisor
- Provided research support to a community food security initiative in Chatham-Kent. The initiative identified community needs, priorities and desired policies in order to improve access to healthy and local foods.

2011-2012

**Drug Strategy Accommodation Needs Assessment**

Funded by City of Thunder Bay

- Team Leader
- The purpose of the needs assessment was to understand and assess the housing and accommodation needs of people in Thunder Bay who use substances, and to develop a community plan to address the needs identified. The community plan outlines a system for providing housing and accommodation services and supports for people who use substances at each stage of their journey of recovery.

- 2012                      **Community Perspectives on Diversity and Inclusion**  
Funded by Regional Municipality of Waterloo
- Team Advisor/Member
  - CCBR provided 'snapshots' of systemic barriers that diverse communities face in accessing Waterloo Region's services and program. 'Snapshots' were "to provide awareness about the issues the diverse group faced as well as provide awareness on some actions that staff could take in order to improve inclusion".
- 2012                      **Expansion of the Direct Funding Program Evaluation**  
Funded by Centre for Independent Living Toronto (CILT)
- Team Advisor/Member
  - The Direct Funding program provides funds for adults with physical disabilities to manage their own attendants. The purpose of this evaluation was 1) to assess the impacts of the expansion on the participants, family members, and the healthcare system and 2) to understand any barriers to participation in the program.
- 2011-2013              **Independent Facilitation Across Ontario**  
Funded by Facile, Perth County, PLAN Toronto and Facile, Waterloo
- Team Advisor/Member
  - A process and outcome evaluation of three independent facilitation sites that support people with disabilities and their families. The sites that were evaluated were Facile, Perth County, PLAN Toronto and Facile, Waterloo.
- 2011-2012              **Evaluation of Immigrant Job Search Workshop Curriculum**  
Funded by COSTI Immigrant Services
- Team Advisor
  - This project's purpose was to 1) assess the effectiveness of the implementation of the new JSW curriculum (process); and 2) to evaluate the impact of the new JSW curriculum (outcomes). Specific JSW delivery models (evenings and weekends) and client groups (youth and Francophones) were the focus of this evaluation.
- 2011-2012              **Socio Drama Topography to Support Cross Generational Conversation in the Immigrant Community**  
Funded by Ontario Trillium Foundation
- Team Advisor
  - A developmental evaluation of an arts-based intervention led by Aiding Dramatic Change which facilitated cross-generational dialogue and relationship building among adults and youth in newcomer communities in Niagara Region.
- 2011                      **Partners to End Child Poverty Outcome Evaluation**  
Funded by World Vision Canada
- Team Advisor/Member
  - An outcome evaluation of World Visions' Partners to End Child Poverty (PECP) program designed to develop national strategies with community-based organizations (54 across Canada) to advance the well-being of children, their families, and the communities in which they live.
- 2011                      **Free Form Evaluation: An Organization Capacity Building Project**  
Funded by World Vision Canada
- Team Advisor/Member
  - An evaluation to describe and understand the activities (process) and short-term impacts (outcomes) and future directions (recommendations) of organizational capacity building program.



- 2010-2012      **ECHO: Cancer Screening Project**  
Funded by Province of Ontario
- Team Member
  - CCBR collaborated with Echo: Improving Women's Health in Ontario, to facilitate an engagement process that mobilized knowledge related to key learnings from community based initiatives designed to increase cancer screening in women who are seldom or never screened.
- 2010-2012      **ECHO: Young Women and Smoking**  
Funded by Province of Ontario
- Team Member
  - CCBR collaborated with Echo: Improving Women's Health in Ontario, to facilitate an engagement process that mobilized knowledge related to key learnings from community based initiatives designed to support smoking cessation during and after pregnancy.
- 2010-2012      **Healthy Lifestyle Ambassador Evaluation**  
Funded by KW Multicultural Centre
- Team Advisor
  - A process and outcome evaluation of an initiative designed to train immigrant youth leaders to encourage greater uptake of leisure activities (including swimming) by immigrant communities.
- 2010-2011      **Evaluation of a School Based Initiative**  
Funded by Child & Family Services Timmins & District
- Team Advisor
  - The project supported an evaluation of the tri-district *Lions-Quest Skills for Adolescence* initiative in and four school boards in Cochrane North, Cochrane South, and Timiskaming.
- 2010-2011      **Evaluation of the First United Church Seniors' Nutrition Program**  
Funded by First United Church of Waterloo
- Team Leader
  - An evaluation of an outreach nutrition program designed to improve knowledge around healthy eating and meal preparation, social support, and independent living for seniors in a church community.
- 2010-2011      **Case Studies of Strategies used by Internationally Educated Professionals for Success in the Workplace in the Toronto Region**  
Funded by Progress Career Planning Institute
- Team Advisor/Member
  - The project was aimed at identifying the experiences and strategies used by IEPs in integrating into their fields of work in the Greater Toronto labour market.
- 2010-2011      **Evaluation of the Welcoming Community Initiative**  
Funded by Council of Agencies Serving South Asians
- Team Advisor
  - The purpose of this project was to conduct an evaluation of the Welcoming Communities Initiative (WCI) in order to assess the progress that the project has made in achieving its objectives.

- 2010                      **Development of Guelph Immigrant Settlement and Integration Strategy**  
Funded by the City of Guelph
- Team Advisor/Member
  - This project focused on what the future should look like in regards to immigrant settlement and integration efforts in Guelph-Wellington.
- 2010                      **An Environmental Scan of English Language Services for Newcomers in Waterloo Region**  
Funded by CIC via Regional Municipality of Waterloo/Interim LIPC
- Team Member
  - The purpose of this project was to conduct an environmental scan to provide an overview of existing English language services for newcomers in Waterloo Region.
- 2010                      **Welcoming Churches: Responding to the Immigrant Reality in Canada**  
Funded by World Vision
- Team Leader
  - The purpose of this national research project was to: 1) to explore how and to what extent established Canadian churches are welcoming and including recent immigrants in their church-life, and 2) to determine the necessary strategies and structures that would better facilitate the active participation of recent immigrants within Canadian churches.
- 2009-2010              **Leaders Mobilizing Change Workshop and Theatre Series**  
Funded by a Citizenship and Immigration Canada
- Organizer/Facilitator
  - A series of workshops (including professional theatre) for senior mental health, settlement and cultural community leaders in 10 regions across Ontario. The workshops were designed to make mental health services more culturally responsive. A CURA demonstration project.
- 2009-2010              **Payday Lending Alternative Needs Assessment**  
Funded by the Wellesley Institute
- Team Advisor
  - The purpose of this study was to look at the existing practice of payday loan facilities and to explore the need of a 'made-in-Waterloo' solution as an alternative.
- 2009-2010              **Enhancing Local Immigrant Partnerships in Waterloo Region**  
Funded by Citizenship and Immigration Canada via the Region of Waterloo
- Team Advisor/Member
  - This project facilitated local community stakeholders to identify a comprehensive and coordinated settlement approach within the region.
- 2008-2010              **Internationally Educated Social Work Bridge Training Project Evaluation**  
Funded by Ontario Ministry of Citizenship and Immigration via The Working Centre
- Team Advisor/Member
  - This project evaluated the activities and outcomes of a project intended to move internationally educated social workers toward further education and / or employment in their field.
- 2008-2010              **London Middlesex Employer Leadership Strategy Evaluation**  
Funded by London/Middlesex Immigrant Task Force
- Team Advisor/Member
  - This project evaluated a local employer-driven strategy to ensure that the regional business community is connected with immigrant talent.

- 2008-2009      **Exploring the Community Impact of Alleged Hate-Motivated Crimes**  
Funded by Department of Justice Canada
- Team Advisor
  - The purpose of the research was to better understand the impact of alleged hate motivated crimes on specific ethnic communities and the community as a whole in Kitchener and Georgina.
- 2008      **Immigrant Employment Logic Model for Atlantic Canada**  
Funded by Citizenship and Immigration Canada, Atlantic Region
- Team Leader
  - This project developed a logic model for the immigrant employment initiative proposed for Atlantic Canada by Citizenship and Immigration Canada, Atlantic Region.
- 2008      **Facilitating Immigrant Access to Professional Employment**  
Funded by BC International Trained Professionals Network
- Team Leader
  - This project conducted research on provincial government best practices that have facilitated access to professional employment by immigrant professionals. The research will help the BC International Trained Professionals Network to influence government of British Columbia policy.
- 2008      **Somali Muslim Hate Crime Summit**  
Funded by Ontario Ministry of the Attorney General via Somali Canadian Association of Etobicoke
- Team Advisor
  - Organized and facilitated a Somali Muslim Hate Crime Summit that raised the level of public awareness about hate crimes and their victims, and that built multi-stakeholders strategies to prevent future incidents.
- 2008      **Prior Learning Assessment and Recognition (PLAR) Waterloo Region Pilot**  
Funded by Ontario Ministry of Education via Waterloo Catholic District School Board
- Team Advisor/Member
  - An evaluation of a pilot project designed to assess the prior learning of Spanish speaking newcomers and provide additional educational support towards receiving a high school diploma.
- 2008      **Waterloo Region Vital Signs Evaluation**  
Funded by KW Community Foundation
- Team Leader
  - An evaluation designed to understand how satisfied stakeholders were with the process and end result of Waterloo Region Vital Signs as a community-building tool. The evaluation also made suggestions to improve future rounds of Vital Signs –an annual community check-up intended to measure the vitality, identify significant trends, and assign grades in 11 key areas critical to Waterloo Region’s quality of life.
- 2007-2010      **Engaging Youth from Diverse Ethno-Cultural Communities: A Working Model for Ontario**  
Funded by Ontario Ministry of Citizenship and Immigration (MCI) via the KW Multicultural Centre
- Team Advisor/Member
  - This project explored how diverse ethno-cultural youths in the Waterloo Region are currently volunteering, the perceptions and values that these youths and their ethno-cultural communities have about volunteerism, and strategies on how to strengthen ethno-cultural youth volunteer engagement.

- 2007-2008      **CACL – Community Inclusion Phase II**  
Funded by Canadian Association for Community Living
- Team Advisor
  - Developed an evaluation and monitoring framework of the transition year of the Community Inclusion (CI) project, a pan-Canadian initiative to enhance the citizenship and inclusion for people with disabilities.
- 2007-2008      **CMHC Recovery Evaluation**  
Funded by Guelph Community Mental Health Clinic
- Team Advisor/Member
  - Conducted an evaluation of recovery-focused case-management services in Waterloo-Wellington-Dufferin for the Guelph Community Mental Health Clinic (CMHC), on behalf of the Support Coordination Management Committee of Waterloo-Wellington-Dufferin.
- 2007-2008      **Identifying a Sustainable Model for After School Programs**  
Funded by House of Friendship via Hallman Foundation
- Team Advisor/Member
  - A review of community needs, promising practices and partnership opportunities in after school programming towards the establishment of a sustainable model for after school programs for disadvantaged neighbourhoods in Waterloo Region.
- 2007      **Pre-Arrival Immigrant Information**  
Funded by Ontario Ministry of Citizenship & Immigration (MCI) via Chartwell Inc.
- Team Leader
  - This project, completed in collaboration with Chartwell, identified pre-arrival services tailored to the needs of potential immigrants that will facilitate their entry into Ontario's labour market and the broader community.
- 2006-2009      **Evaluation of Waterloo Region Immigrant Employment Network (WRIEN)**  
Funded by Greater Kitchener Waterloo Chamber of Commerce
- Co-Team Leader
  - This 3-year systems change evaluation examined the activities and outcomes of the Waterloo Region Immigrant Employment Network (WRIEN) in order to determine the extent to which a collaborative, multi-stakeholder and region-wide process strengthened immigrant lives, the local economy and the community-at-large.
- 2006-2007      **Developing an Evaluation Framework for Recovery Focused Case-Management Services**  
Funded by Guelph Community Mental Health Clinic
- Team Advisor/Member
  - Support Coordination Management Committee of Waterloo-Wellington-Dufferin developed a multi-leveled evaluation framework of recovery-focused intensive case management services in Wellington-Dufferin-Waterloo. The framework incorporated a logic model and measurement methodology within consumer-driven participatory approach.
- 2006-2007      **Strengthening a Neighbourhood: Paulander Community Needs and Resource Assessment**  
Funded by City of Kitchener, United Way of KW and Area, KW Community Foundation
- Project Advisor/Member
  - This community needs and resource assessment mobilized residents and community partners in an effort to identify means to strengthen the Paulander community.

- 2006 **A National Review and Analysis of Access to Professions and Trades Processes**  
Funded by Capacity Canada, Council of Agencies Serving South Asians
- Team Leader
  - This policy research project helped Capacity Canada to better understand the Access to Professions and Trades (APT) processes across Canada, and determine which components can be standardized at the national level.
- 2006 **Living on a Survival Budget**  
Funded by Kitchener Downtown Community Health Centre
- Team Advisor
  - An evaluation of a program of the Kitchener Downtown Community Health Centre that works with individuals who are living on a low income in helping them to make healthy food and nutrition choices on a budget.
- 2006 **Ontario Community Action Program for Children**  
Funded by Public Health Agency of Canada
- Team Member
  - An analysis and reporting of CAPC intake data for 39 CAPC projects across Ontario.
- 2005-2006 **Review of Mennonite Coalition for Refugee Support**  
Funded by Ontario Trillium Foundation
- Team Advisor/Member
  - An organizational review to assess current and emerging needs of refugee claimants identify existing support services in the community and develop a strategic plan that strengthens the role and effectiveness of the Coalition in its support of refugee claimants.
- 2005-2006 **Feasibility Study for a Consumer Run Housing Coop in Hamilton**  
Funded by Supported Housing Coordination Network, represented by Mental Health Rights Coalition
- Team Advisor/Member
  - Conducted a feasibility study for a consumer run housing cooperative in Hamilton, Ontario, for the Supported Housing Coordination Network.
- 2004-2005 **Immigrant Skills Summit—Waterloo Region**  
Funded by KW United Way; Regional Municipality of Waterloo, KW Community Foundation, Canadian Heritage and 12 other local institutions
- Team Leader
  - A research and community mobilization project that organized a one-day event bringing together a cross section of stakeholders in order to build a local Waterloo Region strategy to make sure that immigrant skills are more optimally used.
- 2004-2005 **Immigrant Skills in Hamilton**  
Funded by the Hamilton Training Advisory Board
- Team Advisor/Member
  - A research project that built the case for making better use of immigrant skills in Hamilton.
- 2004-2005 **CAPC/CPNP Rural Think Tank**  
Funded by Catholic Family Counselling Centre
- Team Advisor/Member
  - Provided research and evaluation expertise to Waterloo CAPC/Catholic Family Counselling Centre as they carried out a national project to determine rural family needs and how CAPC can best respond.

- 2004 **Facilitating Community Planning for People Living with HIV and Communities at Risk in Waterloo Region, Wellington, Dufferin, Bruce & Grey**  
Funded by ACKWA & AIDS Committee of Guelph
- Team Advisor
  - Facilitated a multi-stakeholder, collaborative planning process to develop a five-year community plan for strengthening the coordination and effectiveness of services for people living with HIV and communities at risk.
- 2004 **An Assessment of the Need for Licensed Group Child Care on Canada's Military Bases**  
Funded by Directorate Military Family Services, PSP Division, Canadian Forces Personnel Support Agency
- Team Member
  - Conducted a national survey of Military Family Resource Centres to assess the need for licensed group child care on military bases, and the current and potential roles of MFRC's in providing child care.
- 2004 **Towards A New Approach to Employment Supports for Immigrants**  
Funded by the Policy Roundtable Mobilizing Professions and Trades (PROMPT)
- Team Leader
  - A study that analyzed the current funding environment of immigrant employment services, and provided a framework of the necessary elements of programming and associated supports required to effectively integrate immigrants with a diversity of needs into the labour market.
- 2003-2005 **Evaluation of Huron County Community Action Program for Children (CAPC)**  
Funded by Rural Response for Healthy Children.
- Senior Researcher
  - Evaluated programs designed to support at risk families and their young children in Huron County.
- 2003-2005 **Evaluation of Bruce Grey Community Action Program for Children (CAPC).**  
Funded by Bruce Grey Brighter Futures.
- Senior Researcher
  - Evaluated programs designed to support at risk families and their young children in Bruce and Grey Counties
- 2003-2005 **Evaluation of Community Action Program for Children (CAPC) Northeastern Sites**  
Funded by Timiskaming, North Cochrane and South Cochrane Brighter Futures.
- Senior Researcher
  - Evaluated programs designed to support at risk families and their young children in three large Northeastern Ontario regions.
- 2003-2004 **Access to Professions and Trades: Occupational Regulatory Bodies Roles and Accountabilities**  
Funded by Policy Roundtable Mobilizing Professions and Trades (PROMPT).
- Team Leader
  - A project to develop and test a new model for occupational regulation that would increase accountabilities to internationally education persons.

- 2003-2004      **Community Needs Assessment and Evaluation Guide**  
Funded by Directorate Military Family Services.
- Team Leader
  - A project to develop a good practice and resource guide that will help Military Family Resource Centres across Canada and Overseas to conduct their own community needs assessment and program evaluations.
- 2003-2004      **Determining Family Dental Health**  
Funded by Catholic Family Counselling Centre and the Ontario Coalition of CAPC/CPNP Projects.
- Team Advisor/Member
  - An action research project towards influencing healthy public policy surrounding dental reform for at-risk families with young children in Ontario.
- 2003      **CAPC Evaluation Workplans**  
Funded by Waterloo; Bruce Grey; South Cochrane; North Cochrane and Timiskaming.
- Senior Researcher
  - Development of a detailed evaluation workplan and toolkit according to Health Canada guidelines for the Community Action Program for Children (CAPC) in Waterloo Region and Bruce/Grey Counties.
- 2003      **Access to Professions and Trades: Policy Environmental Scan**  
Funded by the Policy Roundtable Mobilizing Professions and Trades (PROMPT).
- Team Leader
  - A project to identify key governmental/nongovernmental individuals and initiatives working on access to professions and trades issues; their mandates, roles challenges and opportunities.
- 2002-2003      **Getting to the Root: Understanding and Addressing Somali Inter-Group Youth Violence**  
Funded by Somali Canadian Association of Etobicoke with support from the Department of Canadian Heritage.
- Team Leader
  - An action research project aimed at understanding and addressing inter-group youth conflict in West Toronto and then to develop an action plan.
- 2002-2003      **Making Use of Immigrant Skills to Strengthen our Communities: A Call for Change from Three Southwestern Cities**  
Funded by Department of Canadian Heritage.
- Team Leader
  - A project to raise awareness and mobilize citizens of Waterloo, London and Brantford about the need to better utilize the skills held by local foreign-trained people as a means of strengthening their community.
- 2002      **Perth Early Years Four-Year Program Plans**  
Funded by Perth District Health Unit.
- Team Leader
  - A community consultation to develop four-year plans to promote healthy pregnancies/child development, and prevent injury/family abuse in Perth County.
- 2002      **OP2000 Evaluation**  
Funded by OP2000.
- Team Member
  - Evaluation of an innovative anti-poverty group in Waterloo Region.

- 2001 **Civic Participation: Diverse Meanings and Practice**  
Funded by Department of Canadian Heritage.
- Team Leader
  - Seed grant to develop collaborative research proposal with partners from diverse ethno-cultural groups in Toronto and Kitchener.
- 2001 **A Rent Bank for Waterloo Region**  
Funded by House of Friendship.
- Team Leader
  - A participatory feasibility study to develop a Rent Bank in Waterloo Region.
- 2000-2001 **Parenting Issues of Newcomer Families in Ontario**  
Funded by Citizenship and Immigration Canada.
- Co-Investigator
  - Major provincial study exploring the parental practices and existing sources of support for over 300 immigrants in Toronto, Ottawa and Waterloo. Completed in partnership with the Centre of Excellence for Research on Immigration and Settlement.
- 2000-2001 **Hate Crime and Bias Activity in the City of London**  
Funded by the Department of Canadian Heritage with support from the City of London.
- Team Advisor/Member
  - An investigation of the extent and impact of hate crime and bias activity with an integrated action plan.
- 2000 **Working on a Dream**  
Funded by Niagara District Health Council.
- Team Member
  - A project to develop an employer marketing strategy and coordinate a training conference aimed at facilitating meaningful employment for people with mental health challenges in Niagara Region.
- 1999-2003 **Safe and Sound**  
Funded by National Crime Prevention Council Canada through the Regional Municipality of Waterloo.
- Team Member
  - An evaluation project in Waterloo Region to help build crime prevention capacity through community development work within three neighbourhoods in the region.
- 1999-2001 **Ontario Network for Access to Trades and Professions in Ontario**  
Funded by Skills for Change and the Ontario Council of Agencies Serving Immigrants.
- Lead Evaluator
  - An internal evaluation of provincial network promoting the better access to professions and trades for people educated outside of Canada.
- 1999-2000 **Immigrant Youth in Waterloo Region**  
Funded by Citizenship and Immigration Canada.
- Team Leader
  - An immigrant youth needs assessment within Waterloo Region.



- 1999-2000      **Making a Change Together Handbook**  
Funded by Department of Canadian Heritage.
- Team Leader
  - A study developing a resource manual promoting the better access of foreign trained professionals and tradespeople in Ontario. Partners included Skills for Change and the Ontario Ministry of Training, Colleges and Universities.
- 1999-2000      **Rural Response for Healthy Children**  
Funded by Community Action Program for Children (CAPC) Huron County.
- Team Leader
  - An evaluation of 12 programs designed to support families and children (from birth to 6 years of age) in Huron County.
- 1999-2000      **Books for Birthdays**  
Funded by Lutherwood/CODA.
- Team Leader
  - An evaluation an evaluation of a program providing new books for children in low income neighbourhoods in Kitchener, Cambridge and Guelph.
- 1999-2000      **Peer Youth Health Worker Project**  
Funded by Kitchener Downtown Health Centre and the Region of Waterloo.
- Team Leader
  - An evaluation of a program testing the use of a “peer helper health promotion” model for reaching downtown youth in Kitchener.
- 1998-2007      **Evaluation of Community Action Program for Children (CAPC) of Waterloo Region**  
Funded by CAPC of Waterloo Region.
- Lead Evaluator
  - Ongoing annual evaluations and related projects involving up to 27 programs designed to support at risk families and young children.
- 1998-2000      **Evaluation of the Integrated School Based Social Worker Project**  
Funded by Children’s Aid Society of Huron Count and Family and Children’s Services of Renfrew County.
- Team Member
  - A comprehensive evaluation for school-based programs in two Ontario CAS agencies.
- 1998-2000      **Canada Prenatal Nutrition Program Baseline Data Study**  
Funded by Health Canada.
- Team Leader
  - A study to establish a baseline for Health Canada’s Prenatal Nutrition Program in selected sites across Ontario.
- 1998-2000      **Routes to Real Work**  
Funded by Canadian Mental Health Association National Office.
- Team Leader
  - A national evaluation of a project exploring ways to create employment opportunity for people with mental health issues in six sites across Canada.
- 1998-1999      **Navigating the Waters**  
Funded by John Lord, Social Research Consultant.
- Team Leader
  - Research support for studying an employment support program for people with disabilities offered in 22 sites across Canada.

- 1997-1998      **Family Day Care Training Project, Phase I**  
Funded by HRDC Child Care Visions, administered through the Canadian Child Care Federation.
- Team Member
  - A national study about the training needs of people who provide child day care in their own homes.
- 1997-1998      **Dignity and Opportunity: Assessing the Economic Contribution of Foreign Trained Newcomers**  
Funded by Department of Canadian Heritage and Atkinson Foundation.
- Team Leader
  - An exploratory research project to design a framework to compare the economic benefit of successfully using skills of foreign-trained newcomers in the Ontario labour force with the loss if such skills are not used.
- 1997      **Timiskaming's Brighter Futures: Children Matter**  
Funded by Timiskaming's Brighter Futures: Children Matter.
- Team Member
  - An evaluation of a northern Community Action Program for Children organization, located in two sites.
- 1996-1998      **Evaluation of Kitchener-Waterloo Habilitation Services**  
Funded by Kitchener-Waterloo Habilitation Services.
- Team Member
  - An evaluation to review the satisfaction with the type and quality of services provided for adults and to generate recommendations of future service directions. Over 700 people associated with K-W Habilitation Services were involved.
- 1996-1997      **Evaluation of the Community Action Program for Children in Simcoe County**  
Funded by Community Action Program for Children in Simcoe County.
- Team Member
  - An evaluation of a program for parents of young children who are "at risk".
- 1992-1993      **Serving the Whole Community: Helping Organizations Deliver Services Which Reflect a Multicultural Community.**
- Team Member
  - An applied research study of the Social Planning Council of Kitchener-Waterloo.

## TEACHING

### Courses Taught

Taught and co-taught 9 University courses and 1 Continuing Education Certificate course.

Conrad Grebel University College, University of Waterloo

- Research for Social Action (4<sup>th</sup> year undergraduate/Masters) Peace and Conflict Studies

Canadian Mennonite University

- Community-Based Research as Peacebuilding (undergraduate/Masters) Canadian School of Peacebuilding
- Essentials of Action Research (undergraduate/Masters) Peacebuilding and Collaborative Development

Renison University College, University of Waterloo

- Social Research (2<sup>nd</sup> year undergraduate) Social Development Studies

- Participatory Action Research/Community-Based Research (4<sup>th</sup> year undergraduate/Masters/Doctoral) Social Development Studies
- Community Engagement (4<sup>th</sup> year undergraduate/Masters/Doctoral) Social Development Studies

Wilfrid Laurier University

- Techniques in Social Work Research (Masters) Faculty of Social Work

Wilfrid Laurier University Continuing Education

- Certificate in Program Evaluation as Organizational Development - Centre for Community Research, Learning and Action (CCRLA),

## **Guest Lectures**

Made 30 guest lectures in 6 undergraduate and 23 graduate student classes.

*Community Based Research and Campus Dialogue.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. February, 2025.

*Community Based Research and Engagement.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. November, 2024.

*Overview of Community Based Research.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. March, 2023.

*Overview of Community Based Research.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. March, 2021.

*Overview of Community Based Research.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. March, 2020.

*Community Based Research and Systems Change.* Guest presentation to Social Development Studies undergraduate students at Renison University College, Waterloo, Ontario. November, 2019.

*Community Life and Mental Health.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. November, 2019.

*Community Based Research in Haiti.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. March, 2019.

*Community Based Research and Systems Change.* Guest presentation to Social Development Studies undergraduate students at Renison University College, Waterloo, Ontario. November, 2018.

*Community and Mental Health.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. November, 2018.

*Community Based Research: Research as Development Practice.* Guest presentation to International Development undergraduate students at St. Paul's University College, Waterloo, Ontario. June, 2018.

*Community Based Research and Systems Change.* Guest presentation to Social Development Studies undergraduate students at Renison University College, Waterloo, Ontario. November, 2017.

*Taking Culture Seriously in Community Mental Health: An Example of Community Based Research.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. February, 2017.

*Community Based Research and Peace.* Guest presentation to Peace and Conflict graduate students at Conrad Grebel University College, Waterloo, Ontario. February, 2016.

*Community Complexity and Development Evaluation: Immigrant Employment in Waterloo Region.* Guest presentation to graduate community psychology class. Wilfrid Laurier University, Waterloo, Ontario. February, 2015.

*Immigrant Employment as a Community Concern: Using Participatory Action Research (PAR) to Mobilize Diverse Stakeholders towards Immigrant Employment.* Guest presentation to graduate community psychology class. Wilfrid Laurier University, Waterloo, Ontario. February, 2008.

*Qualitative Methods in Community Based Research.* Guest presentation to undergraduate qualitative methods course. Renison College, University of Waterloo, Waterloo, Ontario. March, 2008.

*Research as Community Mobilization: The Immigrant Skills Summit in Waterloo Region.* Presentation to MSW students, Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario, November, 2006.

*Conducting Community Needs Assessments: Immigrant Youth Case Study.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, October, 2006.

*Waterloo Region Immigrant Youth Needs Assessment.* Guest presentation for the undergraduate Community Psychology course at Wilfrid Laurier University, January, 2006.

*Conducting Community Needs Assessments: Immigrant Youth Case Study.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, Waterloo, Ontario, October, 2005.

*Orientation to Qualitative Data Analysis: Immigrant Parenting Case Study.* Guest lecture for MSW Data Analysis course at the Faculty of Social Work, Wilfrid Laurier University, Waterloo, Ontario, January, 2005.

*Conducting Community Needs Assessments: Immigrant Youth Case Study.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, Waterloo, Ontario, October, 2004.

*Orientation to Qualitative Data Analysis: Immigrant Parenting Case Study.* Guest lecture for MSW Data Analysis course at the Faculty of Social Work, Wilfrid Laurier University. Waterloo, Ontario, June, 2004.

*Doing Cross Cultural Research.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, Waterloo, Ontario, February, 2003.

*Participatory Action Research and Social Work Practice.* Guest lecture for MSW evaluation course at the Faculty of Social Work, Wilfrid Laurier University. Kitchener, Ontario, September, 2002.

*Doing Cross Cultural Research.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, Waterloo, Ontario, January, 2002.

*Overview of the Participatory Action Research Approach.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, Waterloo, Ontario, 2001.

*Overview of the Participatory Action Research Approach.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, Waterloo, Ontario, 2000.

*Overview of the Participatory Action Research Approach.* Guest presentation for the Research Methods Course in Community Psychology graduate program at Wilfrid Laurier University, Waterloo, Ontario, 1999.

## **Student Mentorship**

Mentored 7 undergraduate and 42 graduate students as practicum/interns, major research paper, and research assistants.

### ***a) Undergraduate/College Students and Other Interns (practicum/interns)***

A. Stobbe (Social Development Studies 2013); K. Gal (Social Service Worker Diploma 2018); M. Adams (Theron Kramer intern 2018-2019); J. Basabose (Theron Kramer intern 2019-2020); B. Knarr Dodds (Theron Kramer intern 2021); M. Veeravel (Theron Kramer intern 2022); S. Rosli (International Undergraduate Work-Study Program 2024).

### ***b) Undergraduate Students (major research paper supervision)***

T. Garad (Social Development Studies 2012)

### ***c) Graduate Students (practicum/interns)***

J. Brown (Community Psychology 1997); M. Quickfall (Community Psychology 1998); M. Pound (Community Psychology 1999); C. Fuller (Community Psychology 2000); A. Rice Roberts (Community Psychology 2000); S. Kuntz (Community Psychology 2001); A. Kissen (Community Psychology 2002); M. Lymburner (Community Psychology 2002); K. Hogarth (Community Psychology 2003); J. Vinograd (Community Psychology 2004); C. Currie (Community Psychology 2004); M. McKay (Community Psychology 2005); S. Cushing (Community Psychology 2006); B. Sandbeck (Community Psychology 2006); L. Buckingham (Community Psychology 2007); D. Friesen (Community Psychology 2007); A. Johnson (Community Psychology 2008); R. Gokani (Community Psychology 2009); K. Worton (Community Psychology 2011); S. van de Hoef (Public Health 2012); S. Fraser (Social Work 2013); M. Abidi (Public Health 2013); L. Stuyt (Social Work 2015); Y. Kuo (Social Work 2017); J. Costello (Peace and Conflict Studies 2017); L. Duong (Public Health 2018); M. Gritzan (Community Psychology 2018); S. Bandabla (Social Work 2018); L. Yang (Social Work 2019); L. Johanneson (Social Work 2020); R. Vandenburg (Social Work 2020); V. Dickson (Social Work 2020); J. Walton (Social Work 2021); H. Bowley (Social Work 2022); D. De Souza (Social Justice and Community Engagement 2022); K. Short (Social Work 2022-23); E. Berg (Social Work 2022-23); K. Cassells (Social Work 2023-2024); H. Clin (Social Work 2024-2025), A. Brotman (Social Work 2025).

### ***c) Graduate Students (SSHRC research assistants)***

M. Baily-Dick (Adult Education and Community Development 2014-2015); C. Brjnas (Spirituality & Psychotherapy 2016-2018)

## **SERVICE**

### **Academic Service**

Conducted 8 consultations and 7 training sessions within academic settings.

#### ***a) Academic Consultations/Peer Review Panels***

*Menno House*: Participating in a consultation to develop a peace centre on the University of British Columbia campus, 2023

*Naming Exercise*: Facilitated hybrid in-person/on-line session to explore a new name for this post-secondary institution. St. Paul's University College, Waterloo, Ontario. 2021.

*HIV/AIDS and STBBI Community-Based Research (CBR)*: Peer Review Panel member for Canadian Institutes of Health Research, 2021

*International Development Capstone Day:* Guest judge for student presentations and posters. Faculty of Environment, University of Waterloo. Waterloo, Ontario. 2019

*Mission, Values & Vision Statements:* Facilitated two campus-wide sessions about new Mission, Values and Vision statements for St. Paul's University College, Waterloo, Ontario. 2018-2019

*Student Wellbeing:* Conducting a needs assessment to support student well-being at St. Paul's University College, Waterloo, Ontario. 2016

*Graduate Program Development:* Conducted formal needs assessment and subsequently employed as part-time faculty (limited term appointment) to explore the feasibility of a Masters program in community-based research for social development at Renison University College, Waterloo, Ontario. 2012-2013

*Strategic Planning:* Provided consultation and training for the University of Waterloo, Institutional Analysis and Planning in their University-wide strategic planning process. Waterloo, Ontario. 2012

### **b) Academic Training**

*Conducting Community-Based Research.* Led a series of training sessions on various aspects of community-based research for academic and community partners of four CHIR-funded projects led by the Family and Child Health Initiative (FCHI) of Trillium Health Partners. May 2022 - March 2024.

*Community-Based Research Excellence Tool (CBRET).* Led a capacity-building workshop for academics and community partners in Toronto on conducting community-based research with excellence. University of Toronto, Toronto, Ontario, Canada. June 2019.

*Community-Based Research Excellence Tool (CBRET).* Led a capacity-building workshop for academics and community partners in Ottawa on conducting community-based research with excellence. Carleton University, Ottawa, Ontario, Canada. April 2019.

*Community-Based Research Excellence Tool (CBRET).* Led a capacity-building workshop for academics and community partners in Hamilton on conducting community-based research with excellence. Office of Community Engagement, McMaster University, Hamilton, Ontario, Canada. November 2018.

*Community-Based Research Excellence Tool (CBRET).* Led a capacity-building workshop for academics and community partners on conducting community-based research with excellence. Conrad Grebel University College, Waterloo, Ontario, Canada. May 2018.

*Engaging Communities through Research: A Capacity-Building Event for Faith-Based Campuses.* Led a 2-day event for academics from across Canada and their community partners. Conrad Grebel University College, Waterloo, Ontario, Canada. Funded by Stronger Philanthropy. November 2017.

*Indonesia Community-Based Research Training:* Provided a series of lectures and workshops in both Canada and Indonesia for Islamic scholars from various Indonesian universities and government officials to build capacity for university-community engagement through community-based research. Funded by CIDA via Cowater International Inc. 2014-2016.

## **Community Service**

Provided 24 consultations to community organizations/networks, 59 workshops/webinars/toolkits for community audiences, and 11 volunteer involvements.

### **a) Community Consultations**

*Community-Based Evaluation and Research.* Provided coaching support sessions to selected organizations on community-based research and evaluation as part of CCBR's 40<sup>th</sup> anniversary, 2023.

*Mennonite Central Committee Canada.* Facilitated discussions on how to develop an evaluation framework for their private refugee sponsorship program, 2023.

*Evaluating for Local Impact.* Provided coaching support sessions to selected organizations on designing community-based evaluation to help localize Sustainable Development Goals (SDGs), 2022.

*Evaluating with Refugee Newcomers.* Provided coaching support sessions to selected organizations on designing community-based evaluation as part of the Evaluating Refugee Program project, 2021.

*Sponsorship Agreement Holders (SAH) Association.* Facilitated discussion on how to develop an evaluation framework for private refugee sponsorship, 2020.

*Immigrant Services Association of Nova Scotia (ISANS).* Facilitated discussion on how to develop an organizational evaluation strategy in complement of the new strategic plan of this large immigrant settlement organization, 2020.

*Mennonite Central Committee (Ontario) Strategic Planning.* Facilitated strategic planning for this relief, development and peace agency, 2014.

*Rural Secretariat of the Government of Newfoundland and Labrador.* Guest presentation and workshops facilitation for various partners in three locations in Newfoundland, 2012.

*Rural Secretariat of the Government of Newfoundland and Labrador.* Guest presentation and workshop to community representatives and academics. St. John's, Newfoundland, 2011.

*Waterloo Region Immigration Partnership Council.* Facilitation of a series of sessions to launch the beginning of this partnership council. Kitchener, 2011.

*Community Living St. Mary's and Area:* Support to complete Ontario Trillium Foundation grant report for a program called Facile: Independent Facilitation Perth County, 2010.

*Integrated Evaluation in the Best Start Pilot Communities: Moving to an Evaluation Workplan.* A half day workshop to develop an integrated evaluation workplan across three Best Start demonstration sites in Hamilton, Timiskaming and Lambton/Chatham-Kent, 2007.

*Preparatory Phase - Waterloo Region Immigrant Employment Network (WRIEN):* Developing the necessary infrastructure to launch an immigrant employment council in Waterloo Region, 2005.

*Getting to Know Our New Neighbours:* Assisting church in gathering and interpreting census information about their new neighbourhood and designing a community survey. Contracted Salvation Army Hamilton, Ontario, 2003.

*Somali Inter-Group Youth Conflict.* Funded by Department of Canadian Heritage. Collaborative development of a research proposal with the Somali Canadian Association of Etobicoke on inter-group youth conflict in West Toronto, 2002.

*Investing in Children.* Advised in the development of a community report card on the well-being of children in the London area, 2001.

*Healthy Babies, Healthy Children – Waterloo Region Community Health Department.* Obtained feedback and input from parents and professional service providers on the feasibility of an early identification process, 1999.

*Peel Addiction Assessment and Referral Centre.* Designed draft tracking tool to learn more about the effectiveness of their referrals, 1999.

*Notre Dame of St. Agatha Children's Centre.* Developed workplan for reaching out to ethno-racial and rural communities, 1999.

*Our Place: The Family Enrichment House.* Provided data entry and analysis for a program offering activities for pre-schoolers and their parents/caregivers in Kitchener-Waterloo, 1999.

*The Salvation Army:* Supported the church in Kitchener to understand its new neighbours through the interpretation of 1996 Census information, 1998.

*Cultural Interpretation.* Leader in developing an innovative Cultural Interpreter Project in North York, 1993-1995.

*Organization change:* Coordinator of Multicultural/Anti-Racist Organizational Development cluster of organizations in North York, 1994-1996.

*Conference organizer:* Lead organizer for 2-day professional development conference in Toronto entitled, Access and Diversity: More than Just an Open Door, 1995.

## **b) Workshops/Webinars/Toolkits**

*Needs Assessment and Impact Evaluation.* Co-facilitator of two on-line workshops for the Community Action Program for Children/Canada Nutrition Prenatal Program (CAPC/CPN). October -November, 2024.

*Community-Based Data Collection and Tool Development.* Organizer and co-facilitator of in-person workshops for Family and Children Services of the Waterloo Region. Waterloo, ON. September-October 2024.

*Engaging Communities in Evaluation.* Co-led in-person workshop for the KDE Hub's Mental Health COVID Capstone Event: Connect, Celebrate, Create Change, Mississauga, ON. February 2024.

*Community-Based Research Planning Retreat.* Co-led in-person planning retreat for the Scarborough Centre for Healthy Communities to set priorities when launching an internal community-based research centre. September 2023.

*Unlocking Community-based Evaluation Workshop Series:* Co-led two on-line workshops for the KDE Hub (national mental health promotion network). June and September 2023.

*Community-Based Research Capacity Building.* Led a series of on-line training sessions for the Family and Children Health Initiative (FCHI) of Trillium Health Partners as they implemented four academically funded community-based participatory research projects in Peel Region. April 2022-June 2023.

*Doing Community-Based Research.* Led on-line training session for the Scarborough Centre for Healthy Communities as they begin to build organizational capacity and set priorities for community-based research. June 2023.

*Sponsorship Agreement Holders (SAH) Evaluation Toolkit.* Designed an online community-based guide for SAHs to conduct their own internal community-based evaluation in refugee sponsorship. March 2023. Posted on: <https://www.eval4refugee.ca/sah-evaluation-toolkit-home>.

*Evaluating for Local Impact Toolkit.* Designed an on-line toolkit of community-based evaluation resources to help localize Sustainable Development Goals (SDGs) in community settings. June 2022. Posted on [www.eval4localizingsdgs.ca](http://www.eval4localizingsdgs.ca).

*Global Refugee Sponsorship Initiative Monitoring and Evaluation Toolkit.* Designed an on-line toolkit to support governments and civil society in building monitoring and evaluation mechanisms into the design of refugee community sponsorship programs. June 2022. Posted on <https://refugeesponsorship.org/resource-directory/monitoring-evaluation-toolkit/>.



*Evaluating Sustainable Development Goals (SDGs) for Local Impact.* Led a series of four on-line webinars about using community-based evaluation to advance local SDG efforts. April - May 2022. Posted on [www.eval4localizingsdgs.ca](http://www.eval4localizingsdgs.ca)

*Building Community-Based Evaluation Capacity to Advance Sustainable Development Goals (SDGs).* Led a series of four online workshops designed to localize SDGs through community-based evaluation. October - November 2021.

*Evaluating Early Childhood Development Programs Toolkit and Workbook.* Designed an on-line toolkit and workbook for the Evaluation Capacity Network in community-based evaluation. June 2021. Posted on: <https://www.evaluationcapacitynetwork.com/evaluate-ecd-programs-5-parts>.

*Doing Community-Based Evaluation.* Led on-line webinar for the Evaluation Capacity Network, University of Alberta related to Evaluating Early Childhood Development Programs. May 2021.

*The Usefulness of Community-Based Evaluation.* Led on-line webinar for the Evaluation Capacity Network, University of Alberta related to Evaluating Early Childhood Development Programs. May 2021.

*Acting on Findings in Community Based Research.* Led on-line workshop for the Supporting Lived Experiences with Cannabis through Community-Based Research initiative of the Mental Health Commission of Canada. March 2021.

*Implementing Community Based Research.* Led on-line workshop for the Supporting Lived Experiences with Cannabis through Community-Based Research initiative of the Mental Health Commission of Canada. February 2021.

*Competing Agendas?: Bridging Funder and Organization Expectations in Evaluation.* Led national live event webinar for the Evaluating Refugee Program project. February 2021. Posted on <https://www.eval4refugee.ca/webinars>

*Planning Community Based Research.* Led on-line workshop for the Supporting Lived Experiences with Cannabis through Community-Based Research initiative of the Mental Health Commission of Canada. January 2021.

*Laying the Foundation for Community Based Research.* Led on-line workshop for the Supporting Lived Experiences with Cannabis through Community-Based Research initiative of the Mental Health Commission of Canada. December 2020.

*Life Beyond Refuge: Stories of Impact.* Led national live event webinar for the Evaluating Refugee Program project. December 2020. Posted on <https://www.eval4refugee.ca/webinars>

*Overview of Community Based Research.* Led on-line workshop for the Supporting Lived Experiences with Cannabis through Community-Based Research initiative of the Mental Health Commission of Canada. November 2020.

*Ethics When Evaluating with Refugee Newcomers.* Led national live event webinar for the Evaluating Refugee Program project. October 2020. Posted on <https://www.eval4refugee.ca/webinars>

*Building an Organizational Culture of Evaluation.* Led national live event webinar for the Evaluating Refugee Program project. September 2020. Posted on <https://www.eval4refugee.ca/webinars>

*Overview of Community-Based Evaluation.* Led national live event webinar for the Evaluating Refugee Program project. May 2020. Posted on <https://www.eval4refugee.ca/webinars>

*Evaluating Refugee Programs: A Workshop in Evaluation Capacity-Building.* Designed and facilitated a series of national workshops to equip the refugee sector to conduct community-based evaluations. Waterloo, Halifax, Winnipeg, Toronto, Ottawa, Moncton. May 2019 – January 2020.

*Youth-Led Research Toolkit.* Designed an online resource featuring the *Ann Viv Ansanm Project Haiti*. June 2019. Posted on: <https://www.communitybasedresearch.ca/youth-led-research-toolkit>

*Interpreting for Community-Based Research.* Facilitated workshop for multi-lingual interpreters wishing to interpret for qualitative and quantitative research interviews. Kitchener, Ontario, Canada. August & September 2019.

*Food Banks Canada Collaboration Lab.* Facilitated workshop entitled “Collaboration Evaluation for Collective Impact.” February 2019.

*Kerry’s Place Strategic Planning Leadership Retreat.* Facilitated organizational managers in strategic planning. September, 2016.

*Ontario Brain Institute Evaluation Support Program Workshop #1: Evaluative Thinking.* Presented at the Doubletree by Hilton. Toronto, Ontario, Canada. January, 2016.

*Ontario Brain Institute Evaluation Support Program Workshop #3: Reflecting on Collaborative Evaluation.* Presented at the Doubletree by Hilton. Toronto, Ontario, Canada. November, 2015.

*The Salvation Army Correctional and Justice Services: Program Logic Model Development Workshop.* Presented at The Salvation Army District Headquarters, Scarborough, ON. February, 2015.

*Ontario Brain Institute Evaluation Support Program Workshop #1: Evaluative Thinking.* Presented at the Doubletree by Hilton. Toronto, Ontario, Canada. January, 2015.

*CMHA Research Assistants Training. Two-day Research Training Workshop.* Presented at the Canadian Mental Health Association (CMHA), Toronto, Ontario, Canada. April, 2014.

*Development Program Logic Models for the Salvation Army.* Series of eight workshops for Salvation Army leaders to develop logic models about congregational life and social service activities, Eastern Ontario, 2014.

*Researching Together...Community Based Research on Housing and Homeless in Rural Newfoundland.* Workshop for Community Advisory Boards and Regional Planners. Clarenville, Newfoundland. February, 2012.

*Knowledge mobilization through theatre: Cutting to the heart of research.* Workshop presented to the Rural Secretariat of the Government of Newfoundland and Labrador, St. John’s, Newfoundland. June, 2011.

*Leaders Mobilizing Change: Making Community Mental Health More Culturally Responsive.* Training and facilitation at a series of workshops for service providers and immigrant leaders in 10 locations in Ontario. February-March 2010.

*Taking Cultural Seriously in Community Mental Health.* Workshop presented to Waterloo Wellington Local Health Integration Network (LHIN) joint board and staff. Guelph, Ontario. September 2008.

*Responding to Diversity in Community Mental Health: Towards Cultural Empowerment.* Workshop presented to the Hamilton Addiction and Mental Health Network Workshop. Hamilton, Ontario. June 2007.

*Responding to Diversity in Community Mental Health: Towards Cultural Empowerment.* Workshop presented to the Canadian Psychiatric Research Foundation. Mississauga, Ontario. April 2007.

*Integrated Evaluation in the Best Start Pilot Communities: Moving to an Evaluation Workplan.* Workshop presented to Best Start Pilot Community Evaluation Teams, Hamilton, Ontario. March 2007.

*Being Participatory and Action-Orientated in Your Evaluation.* Workshop for the Toronto Military Family Resource Centre. Toronto, Ontario, July 2004.

*Making Evaluation Meaningful and Useful for Everyone: A Participatory Action Approach to Evaluation.* Workshop at the Tools for Excellence Conference, London, Ontario, March 2004.

*Dental Reform Project Planning Day:* Facilitated one-day discussion to bring together diverse stakeholders from across the province to further refine the Dental Reform Project work plan of the Ontario Coalition of CAPC/CPNP Projects. A summary report was written. Catholic Family Counselling Centre, 2003.

*Catholic Family Counselling Centre Program Logic: A Collective Exercise:* Facilitated half-day session with staff to collectively develop a program logic model. A written report summarized the model and made recommendations for next steps in developing a comprehensive evaluation framework, 2002.

*Taking Stock of the Seniors and Medications (SAM) Program:* Facilitated half-day discussion to review past efforts and strategize for future action of a program designed to increase the wise use of medications of seniors. Contracted by Catholic Family Counselling Centre, 2002.

*Prepare to Evaluate: The Fundamentals of Participatory Action Approaches.* Two-day service provider workshop presentation. Niagara District Health Council, St. Catharines, Ontario. October 2002.

*Participatory Action Research and Evaluation.* Two-day service provider workshop presentation. Four Points Hotel, Kitchener, Ontario. May, 2002.

*Civic Participation of Ethno-Racial/Aboriginal Communities in London.* Facilitated half day discussion and wrote summary report for the United Way London and Middlesex, 2002.

*Making a Change Together Promoting Better Access to Professions and Trades in Ontario.* Series of five workshops across southwestern Ontario, October 2001-February 2002.

*Making a Change Together: Promoting Better Access to Professions and Trades in Ontario.* Ontario Council of Agencies Serving Immigrants Annual Professional Development Conference, Orillia, Ontario, October 2000.

*Promoting Access to Trades and Professions.* Two workshops for the Ontario Network For Access to Professions and Trades (ONAPT), Toronto, Ontario, July 2000.

*Promoting Access to Trades and Professions.* Newcomer Settlement Professional Development Workshop, London, Ontario, June 2000.

*Participatory Action Evaluation.* Ontario Community Support Association Conference Toronto, Ontario, 1996.

*Researching Racism.* North York Community Workers Network, North York, Ontario, 1992.

### **c) Volunteer Involvements**

- Board member, Mennonite Central Committee Ontario, 2017-2022; Vice-Chair, 2019-2022.
- Active member of community-minded Mennonite church (e.g., elder, soccer camp, English Conversational classes, refugee support, etc.) 1999-present.
- Soccer Coach for City of Waterloo, 1992; 2015-2017.

- Evaluation support for the Canadian Conference of Mennonite Brethren Churches, 2008-2014.
- Volunteer for Mennonite Coalition for Refugee Support, 2011-2012.
- Member of Toronto District Health Council's Healthy Communities grants panel, 1995.
- Member of Host Refugee Program, Waterloo Region, 1991-1993.
- Co-founder of non-profit organization called Working for Work: Intercultural Skills Partnerships offering employment support to recent immigrants, 1991-1995.
- Advisory committee member of Waterloo Region Multicultural Health Coalition, 1990-1993.
- Volunteer for Habitat for Humanity, Waterloo, Ontario, 1992.
- Big Brother, Winnipeg, Manitoba, 1985-87.