

Curriculum Vitae - David G. Fletcher, PhD

Educator, Action Researcher and Capacity Building Consultant

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Antigonish, Nova Scotia
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CAREER FOCUS:

I work as an educator, action researcher and capacity building consultant specializing in community-driven development, transformative education and building resilient communities. I have over thirty years' experience in facilitation, program design, coordinating processes for sustainable learning, participatory action research, program evaluation, and management. I have a special interest in working with Indigenous Peoples and their knowledge systems. I have worked in organisational and community settings in more than 10 countries in Africa, in Asia, in Canada and in other parts of the world where people-centred development is pursued.

SPECIALIZATIONS:

A. Community-Driven Development and Building Resilient Communities

- Design and implement ecological, economic and cultural initiatives for community resilience and teach graduate programs in building resilient communities and strengthening local and indigenous knowledge(s)
- Lead programs in disaster management training and drought management
- Develop and deliver programs such as nutrition education initiatives, community-based water supply and sanitation projects, soil and water conservation projects, and integrated village health improvement projects
- Develop & implement successful projects for integrating marginalized groups into community health boards and including diverse youth in a consultative process on youth health issues

B. Transformative Education, Facilitation, Curriculum Design, and Material Development

- Design and implement transformative education programs using experiential adult education and participatory methods
- Facilitate team building, conflict resolution, problem solving and strategic planning in intercultural settings
- Develop and teach graduate level courses in community resilience, gender and power, international health, participatory research, advanced adult education and culture and development

C. Participatory Action Research, Qualitative Inquiry and Indigenous Research Methodologies

- Conduct participatory qualitative research programs using appreciative inquiry and indigenous and decolonizing methodologies
- Evaluate community health projects and coordinate participatory needs and capacity assessments

D. Program Design, Planning, Management and Evaluation

- Lead participatory processes with partners to design programs, develop annual operational plans, and lead program teams of national and international staff
- Lead organizational advocacy work with federal government and international agencies re: capacity building within the context of disaster management, and enhancing approaches for food security
- Conduct evaluations of institutional linkage projects and community development programs
- Manage finances, resources and personnel for projects from the community to the institutional level

PROFESSIONAL SKILLS AND EXPERIENCE:

Facilitation, Educational Curriculum Design, Teaching and Material Development

- * Implemented hundreds of training programs using experiential adult education and participatory methods
- * Designed and facilitated training programs for groups of 5 to 150; in non-formal settings, as in-service training for government staff, and within the university environment – both in Canada and various countries in Africa
- * Taught graduate level courses in international health, participatory research and culture and development
- * Integrated training, systems development and physical capacity building to enable people to fully utilize new knowledge, skills and attitudes
- * Developed instructional modules and educational materials for information, education and communications
- * Facilitated training in social mobilization and health education including HIV /AIDS awareness and prevention
- * Facilitated team building, conflict resolution, problem solving and strategic planning in intercultural settings

Research, Evaluation, Needs and Capacities Assessment

- * Developed research designs and implemented data collection using qualitative processes; conducted analysis, report writing and dissemination of research findings
- * Developed ethical protocols for community-based research processes
- * Led participatory action research teams in investigations in community and organizational settings
- * Assessed trainees' needs and capacities and evaluated training programs
- * Evaluated community health projects in Canada, the Gambia, Nigeria, Zambia and Ghana
- * Coordinated participatory needs and capacity assessments in rural Canada
- * Conducted evaluations of institutional linkage projects
- * Designed and implemented community-based health status surveys
- * Designed instruments for assessments, evaluations and feeding back survey results to stakeholders

Community / Organizational Development

- * Facilitated community team building in intercultural settings
- * Worked with partners to assess and develop appropriate organizational systems and structures including defining roles and responsibilities and lines of authority
- * Assisted organizations with strategic and operational planning, visioning and resource mobilization
- * Facilitated the development of youth health education and counseling centres, immunization education programs, integrated village health improvement projects, and nutrition education initiatives in the Gambia and Nigeria
- * Coordinated the planning and execution of community-based water supply and sanitation projects in rural Nigeria and soil and water conservation projects in Ethiopia
- * Directed the planning and implementation of anti-poverty and community building initiatives in urban environments
- * Coordinated the curriculum development and delivery of an International Institute on gender and HIV/AIDS

Diversity, Inclusion and Work with Marginalized Groups

- * Facilitated numerous strategic planning, educational and evaluative teams in multi-cultural settings including work in West Africa and with African Nova Scotians, First Nations, disability and youth groups in Canada
- * Developed and implemented a successful project integrating marginalized groups into community health boards in Halifax
- * Designed a model for inclusion of diverse youth in the Atlantic provinces in a consultative process on youth health issues
- * Participated in anti-racism and valuing diversity education and advocacy work with community and international organizations
- * Developed and delivered graduate level course: "culture and diversity in international development practice"

Policy Development, Advocacy and Representation

- * Led organizational advocacy work with federal government and international agencies re: capacity building within the context of disaster management, and enhancing approaches for food security
- * Contributed to policy development in primary health care to establish community health boards
- * Coordinated a regional youth team which led to establishment of a youth reference group
- * Represented NGO, community groups and networks in advocacy, liaison and negotiations with government, international agencies and donors
- * Promoted media / policy advocacy work on antiracism, anti-apartheid and participatory development issues

Program Management, Planning and Coordination

- * Direct the post graduate diploma and professional development certificate programs for the Coady International Institute. This includes overseeing all academic staff and educational curriculum; recruitment, admittance and scholarship allocations; and participant supports in orientation, counseling, and accommodations. Annual budget of approximately \$1.5 million per year.
- * Directed a 4 year, \$6 million institutional capacity building project that included a successful external audit and evaluation, leading to negotiation of an additional 4 year, \$5 million third phase
- * Managed and reformulated the plan of operations for a \$1.6 million community health university linkage project
- * Managed planning, fundraising, team building and implementation of an Institute on Gender and HIV/AIDS in southern Africa
- * Managed finances, resources and personnel for project from the community to the institutional level
- * Coordinated internal program strategic and operational planning
- * Led program teams of national and international staff
- * Led participatory processes with partners to develop annual operational plans
- * Coordinated international conferences with up to 600 participants
- * Established documentation and communication systems for planning and monitoring various size projects

EDUCATIONAL BACKGROUND:

PhD (Endogenous Development) (2018)

Dissertation: Illuminating community resilience from an indigenous perspective: insights from a qualitative case study with Dagara communities in Lawra District, Ghana.

University for Development Studies; Wa, Ghana

PhD Candidate (Interdisciplinary Studies) (2004 - 2008)

Completed course work and comprehensive exam.

Dalhousie University, Halifax, Canada

Master of Adult Education (Community Development) (1993)

Thesis: Helping Community Development Workers Learn: An action research project with health workers in rural Nigeria.

St Francis Xavier University, Antigonish, Canada

Certificate in Teaching English as a Second Language (1985)

University of British Columbia, Canada

Bachelor of Arts and Science (Development Studies) (1984)

McMaster University, Hamilton, Canada

Professional Development Courses (1990's to date)

i.e. Mi'kmaq Science, Values in Health Care, Raja Yoga Meditation, Collective Wisdom, Peace of Mind, Health Policy Institute, Health and Development, Project Management, Popular Theatre, Social Marketing, Unlearning Racism, Community Leadership and Analysis

Awards and Scholarships:

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| 2004-2008 | Doctoral Fellowship: Social Science and Humanities Research Council of Canada |
| 1992 | Young Canadian Researchers Fellowship: International Development Research Centre |
| 1982 | Undergraduate Research Award for Special Achievement: McMaster University |

EMPLOYMENT:

07-19 to present

Co-Creator, Consultant and Community Partner / Vice President

People Development Ltd, Antigonish, Canada

Private consultant in transformative education, strategic facilitation, and capacity building in the international development and social justice context. Co-create interventions with communities and organizations in Canada, India, Nepal, Ghana, Uganda and elsewhere that make a difference. Also serve as Vice President of this global network of like-minded consultants that work collaboratively and collectively to create a just and more equitable world.

06-13 to 04-19

Team Lead / Senior Program Staff. Building Resilient Communities

Coady International Institute, St Francis Xavier University, Antigonish, Canada

Teaching, capacity building, partnership development and research in the areas of indigenous knowledges for community resilience, transformative education, community change, participatory methods, gender, power analysis, environment, and agricultural value-chains for experienced development professional from the global south. Secured research and program funding from multiple donors.

06-09 to 06-13

Associate Director - Education Programs

Coady International Institute, St Francis Xavier University, Antigonish, Canada

Directed and managed the growth of on-campus leadership education programming in citizen-led and community-driven development from one five-month diploma and 4 certificates annually to one diploma and 17 certificates annually. Led curriculum development and planning and expanded scope of programming to include courses on building resilient communities and strengthening indigenous knowledges, while teaching a full load of courses. Supervised teaching faculty and staff, and contributed to the overall management of the Institute as it grew from an annual operational budget of \$3.5 to \$7 million.

03-07 to 06-09

Senior Program Staff. Adult Education and Community Development

Coady International Institute, St Francis Xavier University, Antigonish, Canada

Teaching, capacity building and research in the areas of transformative education, community change, participatory methods, gender, power analysis, environment and development, and health and development for experienced development professional from the global south.

12-93 to 03-07

Owner / Principal Consultant

Holistic Community Pursuits (Intn'l); Halifax, Canada and various African countries

Owned and ran a consulting firm in training, evaluation and participatory action research for groups around the Atlantic Rim. Included a wide variety of assignments from 2 day to 6 month contracts in facilitation, evaluation, community building and program management for community groups, government departments and international NGOs in such fields as community health, participatory development, youth programming, anti-racism and soil and water conservation. Selected Examples:

Evaluator: CPHA funded immunization projects in Nigeria and Zambia; Nova Scotia – Sierra Leone Cotton Tree Partnership; Mabou Alive! Community Health Project; Cheticamp Primary health care Project; Impact evaluation annotated bibliography; President's leadership class;

Educational Designer and Facilitator: Art of Facilitation Training for Red Cross, Ethiopia; Introducing Participatory Action Research for SRES, Dalhousie University; Community Participation in Health Action Research Project in rural Nigeria; Atlantic Think Tank on youth health issues; Maritime Area Leadership Training; Cultivating Leadership for Community

Economic Development; Health Education and Counselling Training Program; CUSO volunteer health cooperants' training program; Aga Khan Hope exhibition community health education training.

Strategic Planning Facilitator: Sustainability Initiative for Provincial Dept of Environment; Inclusion and Diversity Initiative for Provincial Dept of Health; STFX University Nutrition Department; St Mary's University International Development Studies Program; Association of Guidance Counsellors of the Gambia.

Program Manager: International Gender and HIV/Aids Program; Mainland South and Area SEARCH Project (Seeking to Empower Area Residents for Community Health); McMaster – Jos, Nigeria Drought Research Project.

04-99 to 11-02

Program Director & Training Advisor, Institutional Support Project

Save the Children (UK) – Ethiopia

Led a 4 year, \$6 million institutional capacity building project in disaster management that included a successful external audit and evaluation, leading to an additional 4 year, \$5 million third phase. Managed budget, international and national staff and implementation of a national program.

01-96 to 09-04

Adjunct Professor, International Development Studies (sessional)

Designed curriculum and taught graduate level courses in International Development Studies, including courses in The Gambia and within community outreach locations.
Saint Mary's University, Halifax, Nova Scotia

02-90 to 12-93

Co-ordinator: Kumasi, Ghana Community Health Linkage Project

Coordinated planning, delivery and reporting for a \$1 million annual university linkage project that included capacity building and collaborative research. Added value by initiating a study tour to rural northern communities.

University Science & Technology Kumasi, Ghana / Dalhousie University, Canada

08-87 to 07-89

Assistant Director

Directed a small sub-office of staff and international volunteers that delivered community health, WATSAN, nutrition and immunization projects with government, community and institutional partners.

Health Programs, CUSO Nigeria

08-85 to 07-87

Community Development Facilitator & Teacher Trainer

CUSO Nigeria / Nigerian Ministry of Education

INTERNATIONAL PROFESSIONAL EXPERIENCE:

Canada	15 years	<u>Principal Consultant</u> Holistic Community Pursuits (International); Halifax, Canada
Ethiopia	¼ year	<u>Training Consultant</u> Oxfam Canada – Beneshangul Food Security Project
	¼ year	<u>Strategic Planning Consultant</u> Ahmara Development Organization
	2 years	<u>Manager</u> Institutional Support Project, Save the Children (UK)
	1 ½ year	<u>Training Advisor</u> Institutional Support Project, Save the Children (UK)
Nigeria	½ year	<u>On-Site Project Advisor</u> Jos-McMaster Drought & Water Resource Management Research Project; Jos
	½ year	<u>Team Leader/ Community health research Project Trainer</u> Michika LGA/ International Development research Centre, Michika
	2 years	<u>Assistant Director, Community Programming</u> State-Local Government Authority/ CUSO; Michika
	2 ½ years	<u>Teaching Training Workshop Coordinator/ Community Development Facilitator</u> Ministry of Education/ CUSO; Jalingo/ Deukusum,
	¼ year	<u>Planning & Evaluation Consultant</u> Health First/ CPHA; Michika,
The Gambia	½ year	<u>Curriculum Designer/ Lead Instructor</u> Ministry of Education/ Nova Scotia Gambia Association
	½ year	<u>Development Course Instructor</u> Saint Mary's University Extension Program; Fajara, The Gambia
	¼ year	<u>Strategic Planning Facilitator</u> Ministry of Education; Banjul, the Gambia
Ghana	¼ year	<u>Co-Director / Educator</u> African Learning Institute on Local and Indigenous Knowledges
	1 year	<u>Principal Participatory Researcher</u> Producer-led Value Chain and Indigenous Food Revitalization, Comart Foundation
	1 ½ year	<u>PhD Researcher</u> Community Resilience from an Indigenous Perspective
	½ year	<u>Researcher / Consultant on context and partnership opportunities</u> Coady International Institute, Canada
	¼ year	<u>Independent Researcher on Indigenous values</u> Dalhousie University / Ghana NGO community
	¼ year	<u>Educational Resource Centre Consultant/ Trainer</u> University of Science and Technology; Kumasi, Ghana
	¼ year	<u>Evaluator</u> Dalhousie –UST Linkage Project; Kumasi, Ghana
Zambia	¼ year	<u>Program Evaluator</u> Canadian Public Health Association; Zambia
Southern Africa	¼ year	<u>Coordinator</u> , International Institute on Gender and HIV/AIDS South Africa, Botswana, Lesotho and Swaziland
Caribbean	¼ year	Institutional study tour of the University of West Indies (Barbados, Jamaica and Trinidad) and the University of Guyana
China/Nepal	¼ year	<u>Educator / Curriculum Designer</u> Shining Stone Community Organization, Beijing / APRO, Kathmandu
India	¾ year	<u>Organizational Development Consultant / Educator / Curriculum Designer</u> APMAS & NIRD, Hyderabad and RDT, AF-EC & SACRED CBR, Anantapur
	½ year	Study tour of intentional communities and transformational training Institutes
	1 year	Participant in annual spiritual retreats (2002 - ongoing)

SELECTED PUBLICATIONS AND PRESENTATIONS:

- 2019 Seeds of Radical Education at the Coady Institute: An anthology of personal essays. (Editor with Olga Gladkikh and Deborah Castle). Kindle Direct Publishing / Amazon and People Development Limited.
- 2019 Catalyzing Learning about Gender in Diverse Environments, in Castle, D., Fletcher, D. & Gladkikh, O. (Eds) Seeds of Radical Education at the Coady Institute: An anthology of personal essays. Kindle Direct Publishing / Amazon and People Development Limited, p. 45-60.
- Leadership with a Difference: Flavouring Your Own Transformation (with Anuj Jain), in Castle, D., Fletcher, D. & Gladkikh, O. (Eds) Seeds of Radical Education at the Coady Institute: An anthology of personal essays. Kindle Direct Publishing / Amazon and People Development Limited, p. 71-84.
- Learning to Facilitate: Blending the Philosophical and the Practical (with natalie (natty) abdou), in Castle, D., Fletcher, D. & Gladkikh, O. (Eds) Seeds of Radical Education at the Coady Institute: An anthology of personal essays. Kindle Direct Publishing / Amazon and People Development Limited, p. 113-125.
- Appreciating Indigenous Knowledges: opening spaces for learning and unlearning (with Bernard Y. Guri), in Castle, D., Fletcher, D. & Gladkikh, O. (Eds) Seeds of Radical Education at the Coady Institute: An anthology of personal essays. Kindle Direct Publishing / Amazon and People Development Limited, p. 153-168.
- Introduction: Planting Seeds of Radical Education (with Debbie Castle and Olga Gladkikh), in Castle, D., Fletcher, D. & Gladkikh, O. (Eds) Seeds of Radical Education at the Coady Institute: An anthology of personal essays. Kindle Direct Publishing / Amazon and People Development Limited, p. 1-8.
- Closing Thoughts: An Invitation to Plant Seeds (with Olga Gladkikh and Debbie Castle), in Castle, D., Fletcher, D. & Gladkikh, O. (Eds) Seeds of Radical Education at the Coady Institute: An anthology of personal essays. Kindle Direct Publishing / Amazon and People Development Limited, p. 241-246.
- 2018 Shifting from climate change to catalyzing community change : a view, in SouthAsiaDisasters.net No 177, November 2018. Ahmedabad, India: All India Disaster Mitigation Institute
- 2018 Using producer-led value chain research to revitalize indigenous foods and launch social enterprises: lessons from Ghana. (with Yogesh Ghore, Bernard Y. Guri, Daniel Banuoku and Elham Mumuni). Innovation Series, No. 18; Antigonish, NS: Coady International Institute.
- 2018 Innovations, investments, incentives and impact: what can rural women in Ghana teach us about social enterprise? (with Yogesh Ghore and Fati Abdulai). Innovation Series, No. 9; Antigonish, NS: Coady International Institute.
- 2018 Risk Taking in University Multicultural Classrooms: facilitating experiences to reawaken an appreciation of indigenous knowledges. (with Bernard Y. Guri) Poster presentation at Indigenizing the Academy Conference, May 3 and 4, 2018. Association of Nova Scotia University Teachers / Cape Breton University, Canada.
- 2017 Illuminating Community Resilience from an indigenous perspective: insights from a qualitative study with Dagara communities of Lawra District, Ghana. PhD Dissertation. Wa, Ghana: University for Development Studies.
- 2015 Learning about community resilience from the language of the Dagara in Apusigah, A.A. (Ed) Bridging Worlds: interfacing indigenous and conventional knowledges for development in Ghana. Accra: Sundel Services.
- 2014 What does community resilience mean to you? Discussion paper. Coady International Institute. 2010

- Coady's approach to adult education and developing leadership capital. Podcast. Coady International Institute.
- Illuminating community resilience. Learning Forum. Coady International Institute.
- 2009 Nurturing community development to achieve community health. Invited guest lecture, International nursing course, St Francis Xavier University.
- 2008 Facilitating Transformative Learning for Participatory Governance: Inspired by the Antigonish Movement, challenged by the Great Turning. Learning Democracy by Doing-Alternative Practices in Citizenship Learning and Participatory Democracy Conference. Paper presentation. OISE at University of Toronto. October 16-18, 2008.
- Learning about participatory governance in global / local contexts: the challenge of translating workshop exercises to community action. Learning Democracy by Doing-Alternative Practices in Citizenship Learning and Participatory Democracy Conference. Workshop. OISE at University of Toronto. October 16-18, 2008.
- 2007 Exploring Assets and Capacities for Community Resilience Linking African field experiences and emerging theory. Invited speaker. IDS Lecture Series. Saint Mary's University.
- Considering Participatory Action Research (PAR): making the "new research" a reality. Invited guest speaker. Interdisciplinary seminar series, Dalhousie University
- Going back and forth: finding the complimentarity between contextualizing and theorizing methodologies. Graduate seminar, Dalhousie University
- 2006 Do the right thing: choosing from Ghanaian cultural values and professional development Values. Mimeograph. IDPhD Program, Dalhousie University.
- Embracing the paradox of transformational change: exploring the occupation and reawakened spirituality of an international development professional. Mimeograph. IDPhD Program, Dalhousie University.
- 2005 Creating sustainable happiness: focusing our energy on living spiritual values from the inside out. Poster presentation. Rethinking Development Conference, STFX, Antigonish, Canada.
- Integrating concepts of community resilience: an analogical model. Oral presentation. Pathways to Resilience Conference, Halifax, Canada.
- What's spirituality got to do with it?: reflections of a burnt-out/rejuvenated development worker. Invited guest presentation. Pearson Institute International Seminar Series, Halifax, Canada.
- 2003 The Institutional Support Project: success, but not sufficient change: the challenges in building the capacity of a government department to contribute to reducing vulnerability. Save the Children, Ethiopia.
- 1998 Youth empowerment and health understanding (YEAHU): A think tank on youth health issues in the Atlantic region. (with Kelly Thomas) Health Canada, Population and Public Health Branch Atlantic, Halifax.
- 1997 Introducing Participatory Action Research. (With Wotton et al) in *Health Research for Development: A manual* ed. Joyce Pickering, CUCHID: Montreal, Canada
- 1995 Participation, poverty and politics: working in international health into the 21st century. *Pearson Notes. 8(5)*, Feb 1995.

- Introducing Participatory Action Research. (with Wotton, Allen-Peters & McDowell) Workshop at Canadian Conference on International Health. November 1995
- 1993 Essential Training for Community Health Workers: experiencing participatory action research. Paper presentation at Canadian Assoc. of Teachers of Community Health Conference. July 1993
- Promoting the sustainability of community health programs with participatory needs assessments. Poster presentation. Canadian Public Health Association. Conference St John's, Canada
- Sharing the knowledge: the right of communities to know their health status. (with Nosa Orobato) Poster presentation. Canadian Public Health Assoc. Conference. St John's Canada.
- Helping community development workers learn: an action research project with health workers in rural Nigeria. Master Adult Education thesis, St Francis Xavier University.
- 1991 The primary health care bicycle: using analogy to teach the PHC concept. Holistic Community Pursuits, Halifax
- 1990 Evaluation of CPHA immunization projects in Nigeria(with Tim Stone) Cowater International Ottawa. Canada
- Evaluation of CPHA Immunisation Projects in Zambia (with Tim Stone) CoWater International, Ottawa, Canada.
- What do NGOs overseas want from Development Education in Canada. Invited paper presentation at UNAC conference, MSVU, Halifax, January 1990
- 1984 The Role of Information in Development. Econometric Research, Burlington, Canada 1984

FORMAL ACADEMIC TEACHING:

Saint Francis Xavier University / Coady International Institute

Building on Local and Indigenous Knowledges for Community Resilience (2013-2018)
Building Resilient Communities (2015-2018)
Foundations in Leadership and Adult Education (2007 –2018)
Facilitation and Training Approaches for Community Change (2010 -2018)
Gender and Power (2009 – 2016)
Capacity Building for Community Driven Planning (2007 – 2009)
Participatory Training and Collaborative Facilitation (2007-2009)
Development Leadership Integration Workshops (2007-2009)
Indigenous Knowledges for Development (2009)
Cooperative Inquiry Seminars (2007-2010)

Saint Mary's University, Canada

IDS 501: Participatory action research- cases and tools (1996& 1997)
IDS 502: Health in the context of development (1996& 1997)
IDS 503: Culture and Diversity in International Development practice (1996)
IDS 301: Introduction to Development Studies: Theories (2003)
IDS 504: Independent study / Reading course: Community Development and social transformation (1996)

University Extension Program, in The Gambia with Saint Mary's University, Canada

IDS 301: Introduction to development studies (1995& 1996)
IDS 401: Health in the context of development (1995&1996)

McGill University, Canada

Community Health and Epidemiology/ CUCHID (co-taught participatory research methods) 1995

Dalhousie University, Canada

Cross-cultural nursing- guest lecturer- Working in international health: passion and power (2005&2006)
Independent Study/ Reading course: Community health and development (1993)
Health Education: International Health (co-taught with Lynn McIntyre and Michael Cohen)

ACADEMIC SUPERVISION:

External Examiner

Nyarko-Mensah, Janice. (2009). Assets and constraints: women micro-entrepreneurs and their contributions to community development in Ghana. (MA IDS, SMU)

Graduate Thesis Committee Member

Mitchell, Max (2016) We thank God: community radio in Ghana. (Dev Studies Honors Thesis, STFX)
Campbell, Meredith (1996) Redefining health in development: a feminist approach to HIV/AIDS as a development issues (MA-IDS, Saint Mary's University).
Marschke, Melissa (1999) Using environmental knowledge: a case study of mangrove resource management practices in Peam Krasaop wildlife sanctuary, Cambodia (MA-SRES; Dalhousie University)
Mohamed, Adan (1999) Pastoral development in N.E. Kenya: past efforts, present experiences, future options (MA-IDS; Saint Mary's University).
Pereira, Joanne (2002) A preliminary case study of perceptions of access to ethnomedicine in the

environment in the Mi'kmaq community of Indian Book. (MA-SRES; Dalhousie University).
Roest, Nellie (2001) Opportunities for environmental health risk management: a case study of the Point
Lisas industrial estate in Trinidad (MA-SRES; Dalhousie University).

Independent Study Advisor – Coady International Institute

Vdayakumar, George Lazarus (2015). Comparison of community-based rehabilitation services for people with intellectual disabilities in Chittor district in Seemandra State in India and in Antignish, Nova Scotia, Canada

Bande, Elvis (2008) Promoting Girls education at Mawadama Millenium Village in Zomba, Malawi.

Gayed, Nawal (2007) Approaches to transforming volunteers from needs-based to rights-based approaches:
Coptic Orphans, Egypt.

Maulana, Rev. Alex (2008) Managing unity in diversity within interdenominational communities: a case of
Chilema Ecumenical Training and Conference Centre, Malawi.

Thomas, Lissama (2007) The learning from life stories of empowered women at the Coady International Institute.

VOLUNTERISM, MEMBERSHIPS AND PROFESSIONAL AFFILIATIONS:

COMPAS-Africa Network for Endogenous Development

East Coast Credit Union Study Group

Brahma Kumaris World Spiritual Organization – Halifax (Board Member)

Metro Coalition for a Non-Racist Society (Board Member)

P7 - Peoples' Summit Core Organizing Team

Nova Scotia - Sierra Leone Cotton Tree Partnership (Board Member)

Nova Scotia – Gambia Association (Board Member)

Canadian Public Health Association

Canadian Society for International Health

CUSO Nigeria Annual Retreat Committee

REFERENCES AVAILABLE ON REQUEST