



Delmore "Buddy" Daye  
**Learning Institute**  
*Excellence in Africentric Education & Research*

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# Our People, Our Passion

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**2022-23**  
REPORT TO THE COMMUNITY



**10**

Celebrating  
10 Years!

# Lift Every Voice and Sing

(The Black National Anthem)

*poem by: James Weldon Johnson  
music by: John Rosamond Johnson*



Lift every voice and sing  
till earth and heaven ring  
ring with the harmonies of Liberty;  
let our rejoicing rise,  
high as the listening skies, let it resound loud as the rolling sea.  
Sing a song full of faith that the dark past has taught us,  
sing a song full of the hope that the present has brought us;  
facing the rising sun of a new day begun,  
let us march on till victory is won.



Stony the road we trod,  
bitter the chast'ning rod,  
felt in the day that hope unborn had died;  
yet with a steady beat,  
have not our weary feet,  
come to the place for which our fathers sighed?  
We have come over a way that with tears has been watered,  
we have come, treading our path through the blood of the slaughtered,  
out from the gloomy past, till now we stand at last  
where the white gleam of our star is cast.



God of our weary years,  
God of our silent tears,  
Thou who has brought us thus far on the way;  
Thou who has by Thy might,  
led us into the light,  
keep us forever in the path, we pray.  
Lest our feet stray from the places, our God, where we met Thee,  
lest our hearts, drunk with the wine of the world, we forget Thee,  
shadowed beneath Thy hand,  
may we forever stand,  
true to our God,  
true to our native land.





# Contents

- 2 Message from the Chair
- 4 Message from the CEO
- DBDLI “Habari Gani”**
- 7 Financial Report
- 8 Human Resources Report
- 9 Annual African Nova Scotian History Challenges & Art Exhibit
- 10 Communications and Community Engagement Report
- 12 Youth and Initiatives Report
- 14 Research Committee Report
- 18 DBDLI “Tyee” Board and Staff
- 20 2022-23 in Pictures
- 22 DBDLI Vision - Mission - Values

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# Message from the Chair

Randy Headley



**I**t's hard to believe that we've come to the end of another fiscal year—however, it is with great pleasure and excitement that we gather to reflect upon the past year's accomplishments and set our sights on the future.

*“Those who plan for the morrow, plant seeds today.”*

*-African proverb*

As a non-profit organization, the Delmore “Buddy” Daye Learning Institute (DBDLI) is dedicated to Africentric education and research in African Nova Scotian communities and a shared passion for knowledge, innovation, and the transformative power of learning. We are most certainly planning for tomorrow with a vision and mission to improve the educational experiences, opportunities, and outcomes that empower African Nova Scotian learners.

In the past year, we have witnessed significant achievements and milestones that have propelled our organization forward. We have tirelessly pursued our vision of connecting with Black communities by recognizing each community's unique perspective. Through the dedication and collaborative efforts of our Staff, volunteers, Board members, and partners, we have made notable strides in research, research collaboration, and community engagements, as is noted in this report.

These efforts have advanced our knowledge of the African Nova Scotian communities' needs and opened doors to new possibilities and

solutions to the challenges we all face. None of this would have been possible without the unwavering support of our members, volunteers, and community partners. Your contributions, whether through time, expertise, or financial support, have been instrumental in our success. Together, we have made a tangible impact on the lives of countless individuals and communities, and we are immensely grateful for your continued belief in our mission.

The Board of Directors played a pivotal role in shaping the success and trajectory of the organization by ensuring that the policies developed and changed throughout the last year reflect our community's needs. You responded promptly to affect change and our stakeholders' voices were championed. I want to express my sincere gratitude to the Board members who have diligently served the organization and whose shoulders we will continue to stand on as we build this organization. I also want to acknowledge the appointment of new Board members, who bring fresh perspectives and diverse experiences that will undoubtedly enrich our decision-making process and strategic planning. We encourage all new Board members to bring their contributions, whether big or small, to the table, as they'll be instrumental in shaping the strategic direction of the DBDLI and driving positive change in the communities we serve.

Similarly, the organization has welcomed several new staff members and interns who contributed significantly to the growth of the DBDLI. To all staff members, your efforts have helped us navigate numerous challenges and uncharted territory with resilience and grace. Despite the uncertainties, you have continued to show up and give your best, profoundly impacting the lives of those we serve.

I am proud to say that through the ongoing activities of the DBDLI, we have created meaningful connections, fostered inclusivity, and empowered individuals to reach their full potential. These were experienced through our recent Africentric conference: “Transformation Through Ubuntu: An Africentric Perspective,” by inviting Elders and community members to participate in board meetings, ongoing research collaboration, through our online learning platforms, and

participating in cultural engagement sessions. In the spirit of collaboration and shared purpose, let us embark on this Report to the Community with enthusiasm, a sense of purpose, and a collective determination to make a difference.

*“A single stick may smoke,  
but it will not burn.”*

*-African proverb*

As we close this chapter and embark on a new year, let us continue to work together, inspire one another, and strive for excellence—Ubuntu! Together we can continue to make a meaningful difference in the lives of those we serve and create lasting impact in African Nova Scotian communities. Thank you for your unwavering support and for joining this organization's journey. ☺



# Message from the CEO

Sylvia Parris-Drummond



Nicola Davison

We completed phase one of a multi-phase project which explored the existing Recognition for Prior Learning framework and processes from the perspective of African Nova Scotians. The project, funded by the Department of Labour Skills and Immigration, *Africentric Recognition for Prior Learning - Starting with Experience: Asset & Resiliency Mapping - An Africentric Recognition of Prior Learning (RPL) Framework*, was led by Rajean Willis with her team of community engagement specialists and community researchers. The overall purpose of the project was to develop a culturally-relevant Africentric RPL framework which aims to improve educational/workplace experiences, opportunities, and outcomes for African Nova Scotians. The funder noted: *"The Africentric RPL (ARPL) Framework is a significant achievement for the DBDLI. This project demonstrates that Recognition of Prior Learning can be a valuable and transformative process to help adults of African descent heal from trauma and achieve their learning and employment goals."*

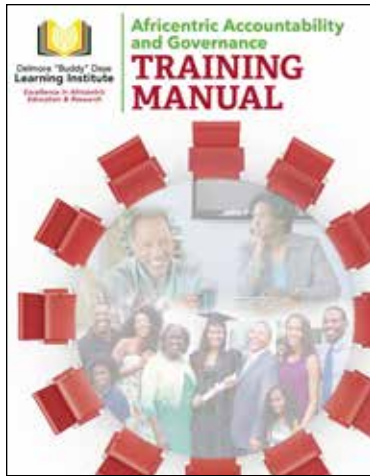
**A**s we gather for our annual Report to the Community (RTC), it is exciting that we have been able to continue our commitment to host our RTC across the province, alongside our livestream. We are eager to connect to the deep roots of African Nova Scotians and waves of immigrants in our host location of Whitney Pier/Glace Bay and surrounding communities.

At the writing of this report, we are experiencing the feeling and reality of loss and devastation caused by wildfires in some regions of the Province of Nova Scotia. Amidst uncertainties due to evacuations, the effect of emergency alerts and the media reports of loss of dwellings, we are cocooned by hope, strength, and resilience. We experienced the outpouring of support, deep expressions of caring and faith, and the brilliance of acts of humanity. We experienced Ubuntu.

With the signing of an enhanced research agreement with our key funder, Education and Early Childhood Development, the Research Department was able to advance projects that enabled us to deepen our partnerships with Regional Centres of Education, post-secondary institutions, and community scholars. This gave teachers access to promising practices to enhance their classroom delivery. In the Research Committee's Report, you will learn about the use of Artificial Intelligence (AI) and Machine Learning, which will help enhance teaching and learning. We launched a webpage (**DBDLI Research Highlights (facebook.com)**) for our research communities. This expansion supports our Researchers of African (Black) Ancestry Network, is additional space for our DBDLI fellowship recipients to converse and network, and is a learning hub.

We led the **Enhancing Hairstylist Service Delivery Initiative**, a multi-level consultation and engagement process to develop recommendations to enhance hairstylist service delivery in Nova Scotia in order to meet the needs of our African/Caribbean Nova Scotian and Black community members when seeking and receiving services for textured/Black hair. With the funding provided by the Department of Labour and Advanced Education, our project coordinator, Ashley Preston, led the consultation and engagement, which provides recommendations for the Cosmetology Association of Nova Scotia, the government, and communities.

A graphic for the Enhancing Hairstylist Service Delivery Initiative. It features a white background with orange and black text. At the top, it asks "Are you a hairstylist or a haircare service provider?". Below that, it says "WE ARE INVITING YOU TO JOIN OUR CONVERSATION ON ENHANCING HAIRSTYLIST SERVICE DELIVERY". A smaller line of text reads "Brought to you by the Enhancing Hairstylist Service Delivery Initiative (EHSD)". The date "December 13th" is prominently displayed. At the bottom, it says "If you are interested or have any questions, please contact EHT@dbdli.ca". The graphic also includes an illustration of three people sitting on a bench and talking.



We have completed the development of an **Africentric Accountability and Governance Training Manual**. This project, led by my Lillian Omosa, will be the foundation for the creation of a training manual for delivery to Black-led not-for-profit organizations

in Nova Scotia. We are thankful for the funding provided by the Black Business Initiative - Supporting Black Communities Initiative of the federal government.

Within the vision statement of the Delmore "Buddy" Daye Learning Institute is a commitment to be a national influencer of research and education. We are uniquely situated with our excellence in Africentric Research and Education framework to contribute to national initiatives such as the National Black Canadian Summit, the Atlantic Black Policy Conference and national board memberships such as the Foundation for Black Communities, and Meeting of the Minds (MOTM) TALKS.

*"If you want to go fast, go alone. If you want to go far, go together."*

*-African proverb*

This proverb offers the framing for our collaborations with Dalhousie University as a community partner in the delivery of the **Africentric Social Workers Cohort**. It also aligns with our partnership with United Way Halifax and Nova Scotia Community College (NSCC) with the offering of a **Public Policy Training Institute** via our e-Learning platform and in-person offering in our community space.



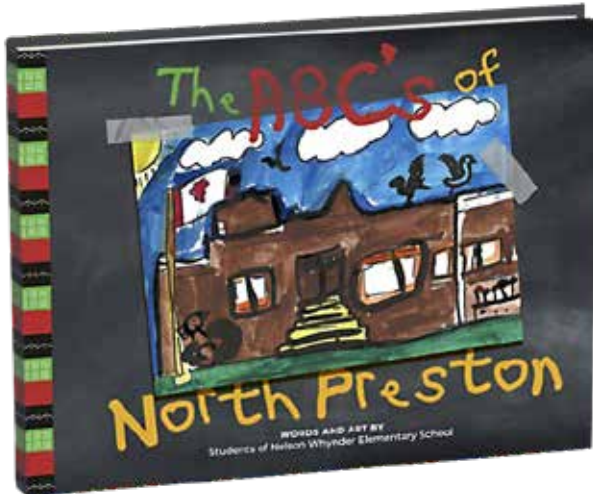
Public Policy Training Institute

We are partnering with Dalhousie's management department to explore Africentric perspectives in management. We are playing a co-lead role with the African Nova Scotian Road to Economic Prosperity through the development of a research framework and the development of the first draft of the **Black Prosperity Index (BPI)**.

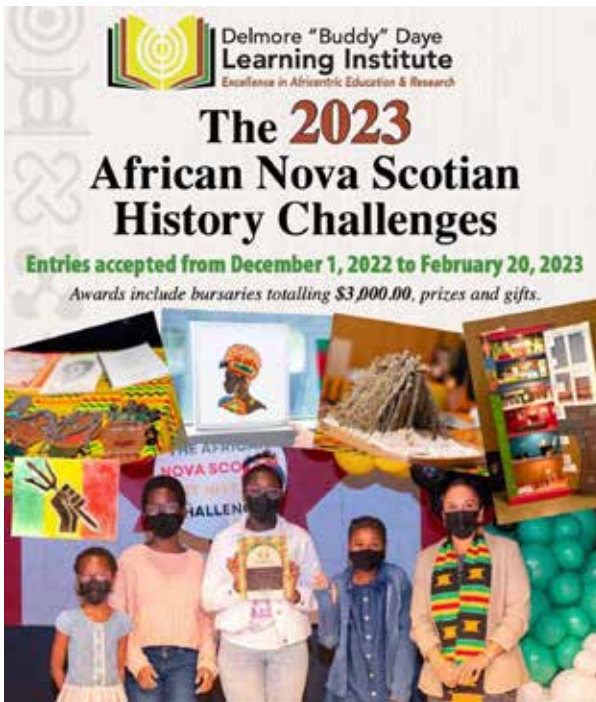
As an Africentric institute embracing and actioning Ubuntu, I am proud of the leadership of our program departments, Research, Youth, Community Engagement and Africentric Education/Training, Publishing and Operations, who seamlessly hold unique department delivery and co-deliver initiatives and projects.

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The Youth and Research departments collaborated on a project that culminated in an offering via our e-Learning platform on environmental racism. The Publishing and Operations departments collaborated in the production and launch of a recent publication, **The ABC's of North Preston.**



The Africentric Education/Training and Youth departments collaborated on execution of the **African Nova Scotian History Challenges.** The History Challenges continue to be one of our all-schools, all-age and ability levels offerings with thousands of submissions annually.



Thank you to the DBDLI Board for its leadership and ongoing support. I am pleased to work with such dedicated individuals who collectively provide governance and oversight in support of our mission. I am thrilled how Board and Operations honour servant leadership and maintain our focus of doing in ways that is best for our communities.

*"Two leaders do not fight in one house."*

*-Ugandan proverb*

We welcomed four new staff members to our team: Kay-Ann Scott, Manager, Research and Projects; Jones Awe, Administrative/Research Assistant; Lilian Fernandes, Administrative Assistant; and Loice Busingye, Special Projects/e-Learning.

I want to acknowledge and thank our staff team: Ramona Hill, George Frempong, Mc'Edward Jones, Brittany Oakley, Trevor Silver, Lindsay Ruck, Kay-Ann Scott, Raavee Kadam, Jones Awe, Lilian Fernandes, and Loice Busingye for their modeling of Ubuntu, their commitment to excellence, and their contributions to the ongoing success of the Institute.

As we moved out of the pandemic, an opportunity arose when our tenant space became available. The wisdom of the spirit of our ancestors lead us to an opportunity to be able to have a tenant relationship with the Black Business Initiative (BBI). We welcomed them into our second-floor space, and it has enhanced our impact in our North End Halifax location and across the province. We welcome visitors.

As we continue, with purpose and focus, I close with this African proverb:

*"A little rain each day will fill the rivers to overflowing." ©*



# DBDLI Habari Gani\*

## Financial Report

**James Makonyere**  
Treasurer

**A**fter two years of isolation, which saw closed schools and businesses, 2022-23 was a welcomed return to some normalcy in our lives. This fiscal year was incredibly busy as we rebounded from the lows experienced in the presiding COVID years.

I would like to first thank DBDLI's Manager of Finance, Mc'Edward Jones, for continuing to ensure the smooth day-to-day running of the department, including bills paid on time, cash flow management, and tracking funding appropriately.

Throughout the year, the Finance Committee continued to play its part in supporting and providing guidance to the Board and Staff. The committee endeavoured to review the institution's financial reports on a monthly basis. The reports increasingly depicted an increase in work compared to the previous year, showing an overall increase in expenditures of 35%, which was mostly in the deliverable programs.

I want to thank the DBDLI's CEO, Sylvia Parris-Drummond, for continuing to provide outstanding stewardship of the DBDLI's resources. Sylvia led the search to find a new tenant to occupy the second floor of our building, negotiating the terms of the new lease early in the year. The uninterrupted occupancy of the second-floor space is important because it provides funding for the mortgage premiums and maintenance of the building.

\* Swahili for "What's New"

In May, we reached a funding agreement for the year with our partners at the Department of Education and Early Childhood Development. I would like to thank the Staff at the Department of Education who continue to support and foster a good working relationship with the DBDLI. Much of what we do would not be possible without that support.

To augment the funding support from the Department, our Staff and Board were able to obtain additional grants totaling over \$1,192,680, and \$102,683 in charitable donations. Charitable donations were down 18% from the previous years, while grants were up by over 200%. This was mainly due to future programs that the Department of Education would like the DBDLI to administer, namely the B.Ed. Cohort and the Student Support Workers (SSW) support programs.

This fiscal year saw excess revenue over expenses of \$31,197, down by \$112,558 from last year. This was mainly due, as mentioned earlier, to an increase in work. Our net assets were \$550,563.

We would like to acknowledge, with thanks, the work of PricewaterhouseCoopers (PwC) for their work in the completion of our 2022-2023 financial audit. 🌀

### Members of the 2022-23 DBDLI Finance Committee

**James Makonyere (Chair)**

**Gilbert Daye**

**Randy Headley**

**Mc'Edward Jones**



# Human Resources Report

**Gilbert Daye**

Secretary, Human Resources Committee Chair  
and **Sylvia Parris-Drummond**, CEO

**I am pleased** to submit this report for the 2022/2023 fiscal year ending March 31.

The committee met on three separate occasions over this reporting period for the purpose of discussing staffing needs, the need to fill vacant and proposed positions, reviewing staff benefits, and what the organization may need in order to remain competitive in today's labour market.

The staff of the DBDLI collaborated with external Human Resource experts to co-develop their Core Behaviours. This work is in line with continuing to action Africentricity in all of our operational practices. These core behaviours influence all interactions and programming. They also form part of staff performance development and measurement. The process was transparent and involved all staff in the development of procedures and support materials.

There has also been a focus on implementing **Ubuntu** (my success is your success, and your success is my success) in team operations. For staff, they have the chance to bring their strengths to all DBDLI projects while leading from their departments. The CEO is working towards the development of an organizational chart structure that displays servant leadership and integrated team collaborative leadership, which are component leadership styles that are part of Africentricity.

We look forward to continuing this work and managing the new and emerging Human Resource issues and items in this new fiscal year. 🌍

## Members of the 2022-23 DBDLI Human Resources Committee


**Gilbert Daye (Chair)**

**Randy Headley**

**Jason Jeremie**

**Sylvia Parris-Drummond**


# Annual African Nova Scotian History Challenges & Art Exhibit



Delmore "Buddy" Daye Learning Institute  
Excellence in Africentric Education & Research

## The 2023 African Nova Scotian History Challenges

Entries accepted from December 1, 2022 to February 20, 2023  
Awards include bursaries totalling \$3,000.00, prizes and gifts.



Delmore "Buddy" Daye Learning Institute



# Communications and Community Engagement Report

Lindsay Ruck, Manager, Africentric Learning and Resource Management and Missy Searle, Chair

The purpose of the DBDLI's Communications and Community Engagement Department is to inform our community and our stakeholders of new and existing initiatives, program offerings, special events, educational opportunities for African Nova Scotians, and to ensure our messaging is clear and our purpose is precise. Community engagement and new and already-solidified connections is at the core of how we show up and where we show up. And this year, we made strong showings in various ways throughout the province.

It was a busy year for the DBDLI's Communications Department. Staff dove back into in-person programming and events, most times with a virtual option for added accessibility. We continued to find new and engaging ways to promote the DBDLI, including reels, resource trailers, promotional posters, fresh graphics, creative captions, branded swag, and much more.

Our engagement on social media reached an all-time high with increased followers on Twitter and Instagram. Our videos were viewed hundreds of times and our likes and shares also saw solid increases from previous years. We also continue to connect with community organizations through social media and are sure to share their offerings in the same way they share ours. This unified promotion is a solid example of Ubuntu in action as another organization's success, with the common goal of supporting African Nova Scotians, is also our success.

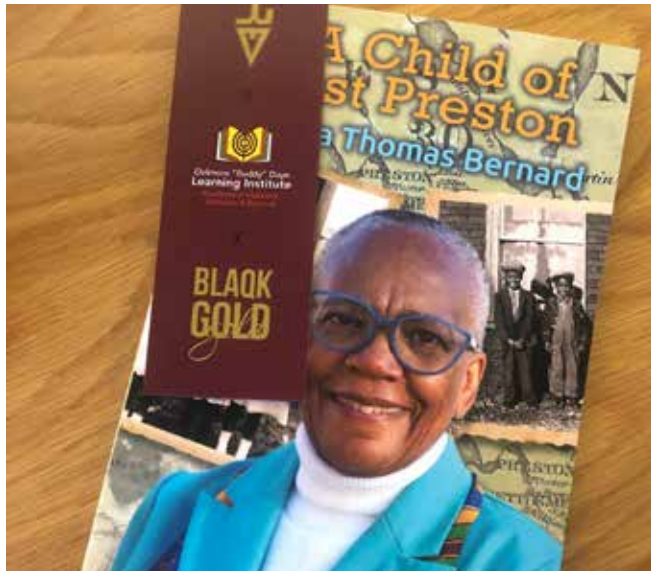
This idea of unified success and support was also seen when we were invited to take part in a number of conferences and displays, where

we were able to showcase the many facets of the DBDLI. These invitations included taking part in the National Black Canadian Summit, the Summer Leadership Conference, the Social Studies Teachers Association Conference, and the NSCC Community Expo. These were all opportunities to connect, to engage, and to share about the DBDLI and what we offer.

We continue to have a close relationship with media partners as DBDLI-led events and initiatives are consistently making headlines through television, radio, and print journalism streams. Top highlights that were covered by multiple media platforms include the African Nova Scotian History Challenges, *The ABC's of North Preston* book launch, and our 10-year anniversary celebration. We also had the opportunity to amplify one of our publications, *A Child of East Preston*, as it was nominated for the George Borden Writing for Change Award, as part of the Nova Scotia Book Awards. DBDLI staff members are oftentimes sought out to be interviewed on a multitude of topics relating to African Nova Scotians, proving our presence is strong and our knowledge and connection to the community is recognized and well-respected.



The ABC's of North Preston book launch



*A Child of East Preston*

We had an exciting relaunch of our subscribed newsletter this past year and stayed consistent with monthly releases. Our newsletter offers fresh content, keeps our subscribers up-to-date on what has happened and what's to come, and always includes calls to action to ensure there is engagement and continual online communication. We also began an in-house newsletter that is sent to staff at the top of the week. This encourages keeping communication lines open and makes sure we are all on the same page going into each week. It is also used to recognize and celebrate one another's successes and milestones.

It is also exciting to see our community room be filled with numerous events, meetings, conferences, and workshops. We consistently



Visiting with Dr. Julius Garvey in our Community Room

hear from visitors how beautiful our space is at 5450 Cornwallis Street and being able to host community members and stakeholders within this space is all part of our efforts to connect and build relationships. It's also an opportunity to share our history and do a brief deep dive into the meaning behind Adinkra symbols, the library of books on our shelves, the beautiful bust of Viola Desmond, and, for a few months of the year, the hundreds of African Nova Scotian History Challenges submitted by students from across the province.



Celebrating 10 Years

Our 10-year anniversary was a wonderful reminder of how much we've done and how much there's still to do. Our Staff and Board is dedicated to doing that work as we go into the next 10 years, and the Communications Department is determined to ensure these efforts are always properly shared and celebrated. 🌍

### Members of the 2022-23 DBDLI Communications Committee

- Missy Searl (Chair)
- Templeton Sawyer
- Lindsay Ruck

# Youth and Initiatives Report

**Templeton Sawyer, Chair, and Brittany Oakley, Manager, Youth Programming and Engagement**

**T**he Delmore “Buddy” Daye Learning Institute (DBDLI) is committed to assisting our youth by ensuring they are able to seize every opportunity for growth and success. Our work is rooted in understanding and tackling the unique challenges African Nova Scotian youth face.

We continually seek and secure new partnerships and external grants, which enhance our programming and create greater influence. Our collaborations with diverse organizations help us fine-tune our programs to align with the needs of our community. The Youth Department continues to emerge as a resource for educational presentations, professional development, and government-level discussions.

The Youth and Initiatives Committee is focusing its annual report on youth growth and involvement.

## Future Leaders

This past year was marked by notable advances in leadership and mentorship programs, as we reached both rural and central African Nova Scotian youth. These initiatives align with our Provincial Youth Strategy, which focuses on encouraging leadership and providing the necessary support for professional development.



Ancestral Roots Summit

## Celebrating Our Heritage: Ancestral Roots Summits

We proudly hosted two Ancestral Roots Summits this past year. These summits provided a supportive platform for African Nova Scotian and Black youth to connect, to share their experiences, and to celebrate their rich heritage. The gatherings were held at post-secondary institutions, which served as windows for our students, as they had a small glimpse of university life and its various offerings.



Ancestral Roots Summit

## Connecting with Communities

In February, we had the pleasure of connecting with Black educators in Cape Breton to better understand how we can support them and how we can connect with students to support them on their future career paths. We are hoping to continue these conversations with other communities across Nova Scotia to build more connections, collaborations, and strong partnerships.

## Ubuntu Collective



The DBDLI launched the Ubuntu Collective, a community-led initiative spanning seven regions, designed to inspire and empower African Nova Scotian youth. The African philosophy of Ubuntu (I am

because we are) resonates with our youth, and these celebrations of our shared history are a testament to our unified strength and creativity!

## Africentric Approaches to Peace

Alongside our partners, we hosted the Africentric Approaches/Representation of Peace series. This initiative aimed to uplift the African Nova Scotian community by offering an Africentric perspective on peacebuilding and facilitating meaningful conversations within our community.

## Youth Engagement Specialists

To further our commitment to youth empowerment and engagement, we welcomed three dynamic Youth Engagement Specialists to the DBDLI. Their key responsibilities were developing workshops and presentations, overseeing event registration, and providing technical oversight for online events. They also managed program budgeting and secured necessary facilities. This strategic move underlines our dedication to designing, planning, and executing youth outreach initiatives catering to African Nova Scotian youth and the broader community.



## Looking Ahead

- **Launch of the Youth Council:** The Youth Initiatives Committee is currently working on relaunching the Youth Council to amplify more voices and bring forth further innovation.
- **African Heritage Month:** We are currently in the building phase of preparation and planning for African Heritage Month 2024.

We will actively be reaching out to our youth and young adults to ensure they are key contributors in the planning and execution process.

The Youth and Initiatives Committee is looking forward to continuing to amplify and empower the voices of our young people and supporting them as they grow. 🌍

## Members of the 2022-23 DBDLI Youth and Initiatives Committee



Templeton Sawyer (Chair)  
Nicholle Morrison  
Tyree Haley  
Brittany Oakley

# Research Committee Report

**Randy Headley,**  
Chair, Research Committee and  
**Dr. George Frempong,**  
Director, Research

## *Ubuntu-Inspired Africentric Transformative Research and Education through Collaborative Partnerships*

### **Introduction**

The Delmore "Buddy" Daye Learning Institute (DBDLI) is steadfast in its mission of promoting and supporting transformative Ubuntu-inspired research and education that uplifts and empowers African Nova Scotian communities. The DBDLI endeavours to foster a more inclusive and equitable education system and society by nurturing collaborative partnerships, engaging with communities, and advocating for transformative systemic change. We are delighted to present the 2022-23 research report to the community, titled "Ubuntu-Inspired Africentric Transformative Research and Education through Collaborative Partnerships." This report provides an overview of the DBDLI's primary activities, achievements, and future directions in promoting Africentric education and research through collaboration with local communities, academic institutions, and other stakeholders.

The report highlights the DBDLI's continuous efforts in fostering Ubuntu-inspired research, education, and partnerships to uplift and transform Black/African Nova Scotian communities. Over the past five years, the Africentric philosophy of Ubuntu (I am because we are) has informed and guided our research. This concept emphasizes interconnectedness, collective well-being, and the importance of fostering positive relationships.

Our CEO, Sylvia Parris-Drummond, the entire DBDLI staff, and the research team, including

Dr. George Frempong (Director, Research), Kay-Ann Scott (Manager, Research and Projects), Jones Awe (Administrative Research Assistant), the DBDLI's Board research committee, led by Randy Headley and Tunde Awoyiga, have shown unwavering support and encouragement in the spirit of Ubuntu. Additionally, we thank Dr. Raavee Kadam, our Saint Mary's University Mitacs post-doctoral fellow, for her valuable contributions to the Research Team and the DBDLI as a whole.

In 2022-23, the team launched several unique Ubuntu-inspired community initiatives and research projects with a significant transformative impact. This report outlines the major activities, key achievements, and future research directions of the DBDLI.

### **Major Activities**

Over the past year, we have engaged in various significant research activities, strategically collaborating with academic researchers, community organizations, and critical stakeholders in education. Our joint efforts have facilitated the following collaborative initiatives:

1. We've partnered with Dalhousie University on multiple projects, including a SSHRC COVID-19 household survey project led by Dr. Joyline Makani, the development of Africentric features for our e-Learning website through Machine Learning, and AI models with Dr. Rita Orji, and the Road to Economic Prosperity (REP) research project guided by Dr. Heidi Weigand. Dr. Helene Deacon also cooperated with us on a project aimed at bridging the achievement gap in Nova Scotia.
2. Saint Mary's University, with Dr. Pawan Lingras, is aiding us in the EECD Data Analysis project.
3. Professors Lisa Lunney Borden and Wendy Mackey from St. FX University are working with us on a SSHRC research project addressing the overrepresentation of learners of African descent in IPP.



4. Professor Susan Brigham from Mount Saint Vincent University (MSVU) supervises the Mitacs post-docs project on the 'It takes a village' research initiative.
5. Professor George Sefa Dei from the University of Toronto is serving as our Extraordinary Fellow in Africentric Research (eFAR), supporting policy reviews and presentations about inclusive education in Nova Scotia.



6. We collaborated with the University of Venda in South Africa and St. FX University to plan our 2023 Africentric Conference.
7. Jocelyn Boyd-Johnson from the Nova Scotia Community College (NSCC) is exploring OG reading intervention strategies to address reading challenges faced by Black learners.
8. We have established a data-sharing agreement with EECD gaining access to data and analysis to develop achievement profiles of learners of African descent and the Africentric Ubuntu-inspired practices that can improve the profile.
9. Collaborations with Regional Centres of Education (RCEs) and their Student Support Workers.
10. We are supporting Ubuntu-inspired inclusive education at Bridgewater Elementary School, fostering cultural space creation at Springhill Junior Senior High, and encouraging and supporting the Charles P. Allen High School Cheetahs for Change program.

11. The United Way is supporting the development and piloting of our e-Learning system via the East Coast Public Policy Training Program.
12. We are cooperating with HRM and Halifax Partnership through the Road to Economic Prosperity (REP) initiative.
13. We have received a \$3,000 grant from the Gorsebrook Research Institute's Community Initiative Grant to develop an Africentric Play-based Learning framework in collaboration with the Pilolo Multicultural Playtime Society (PMPS) and Kudzi Marufu.

The key achievements of these activities include:

1. **Strengthened Community and Academic Engagements:** The DBDLI has implemented several participatory action research initiatives to increase community engagement in schools supporting the implementation of Ubuntu-inspired inclusive policies. Our initiatives address the unique needs of African Nova Scotian communities and offer a discussion on inclusive transformation strategies.
2. **Enhanced Academic Collaborations:** The DBDLI has established productive relationships with local universities and



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academic institutions supporting and developing capabilities in Africentric research strategies that make a difference—our research collaboration with Dr. Brigham (MSVU) has led to the formation of Elders Circle, which creates intergenerational space to serve as a platform for Elders to empower and share their knowledge and experiences with the younger generation, fostering a sense of cultural pride and understanding—thanks to Randy Headley for leading this initiative.

3. **Improved DBDLI e-Learning system:** The Research Team, along with Professor Orji of Dalhousie University and two post-doctoral fellows, have designed and submitted a proposal for the development and pilot of a culturally-sensitive e-Learning system to Mitacs. The submission was successful, and two Mitacs post-doctoral fellows are working on the project. The project is intended to develop an AI-driven adaptive e-Learning system based on machine learning models to support the e-Learning system.
4. **Graduate Research Capability Development:** Provided Africentric research capabilities to four Mitacs post-docs and ten graduate interns.
5. **Advocacy for Policy Change:** Through local, national, and international presentations and publications, the DBDLI Research Team has actively advocated for increased resources and interventions that lead to formulating and implementing inclusive, transformative policy changes. The team was involved in over ten policy paper publications and presentations, drawing attention to how Ubuntu-inspired interventions can support the development of inclusive systems. Furthermore, at the municipal, provincial, and federal levels to address systemic barriers people of African descent face. The organization's academic presentations and publications on the educational paradigm with Ubuntu mindset, online learning experiences of Canadian Black Nova Scotians during COVID-19, and Canadian Nova Scotian

Black Learners in the Individualized Program Plan (IPP) are informative and insightful. They provide evidence-based decision-making tools to inform education policy decisions and improve the educational experiences of Black learners.

6. **Sustainable External Funding:** The Deveau Achievement Endowment Fund renewed and increased its financial support from \$50,000 a year for the past three years to \$75,000 a year for the next five years. The \$25,000 increase per year will support the research on upgrading the DBDLI e-Learning system with AI. With Mitacs matching funds, we expect over \$500,000 in funding support from the Deveau Endowment fund in the next five years.

### Future Directions

- **Expanding Community Outreach:** The DBDLI plans to increase engagement with African Nova Scotian communities, providing resources and support to foster community involvement in decision-making processes.
- **Enhancing Educational Opportunities:** The DBDLI aims to collaborate with community partners and educational institutions to develop evidence-based Africentric curricula, workshops, and programs at all education levels through our e-Learning system.
- **Fostering International Partnerships:** The DBDLI seeks opportunities to collaborate with international organizations and institutions to promote Africentric research, knowledge exchange, and cultural preservation.
- **Increasing Research Capacity:** The DBDLI intends to strengthen its research capacity by assisting researchers, academics, and community-based organizations in conducting Africentric research to inform interventions and transformative systemic change.
- **Developing Sustainable Funding Models:** The DBDLI Research Team will work to expand our funding models to ensure long-term financial stability and continued support for our transformative research initiatives. We have applied for funding through the

Community Services Recovery Fund (CSRF) for around \$200,000 to continue the pilot phase of the DBDLI e-Learning system within the African Nova Scotian community.

With the successful implementation of these future directions, we look forward to the evolution of an educational environment that recognizes, respects, and reflects the identity and cultural heritage of African Nova Scotian learners, thereby making a difference to the African Nova Scotian community and Nova Scotia's diverse society as a whole.

## Conclusion


In summary, the DBDLI has significantly promoted Ubuntu-inspired Africentric transformative research and education through collaborative partnerships. The organization's focus on understanding the educational challenges faced by African Nova Scotian learners is noteworthy. Using the Africentric concepts of Ubuntu is a unique approach that has shown positive results. The DBDLI's primary research activities, including strategic collaborations with academic researchers, community organizations, and education stakeholders, are significant steps toward system transformation and narrowing the racial achievement gap.

The East Coast Public Policy Training Program, through the DBDLI's culturally-sensitive e-Learning system, is an exemplary initiative aimed at developing critical thinking and problem-solving skills related to public policy, enhancing research, analysis, and communication skills, understanding advocacy and lobbying in shaping public policy, and the ability to work effectively in a policy-related field. Africentric Conference 2023, titled "Transformation Through Ubuntu: An Africentric Perspective," offered an opportunity to explore and critically examine the concepts of Ubuntu in relation to Africentric perspectives on education, health, cultural restoration, and systemic transformation.

At the DBDLI, we don't just conduct research; we engage in research that makes a real difference. The DBDLI's collaborative efforts in promoting Ubuntu-inspired Africentric

research and education through partnerships are commendable, and we eagerly anticipate further collaborations and initiatives to drive our inclusive transformation journey. A journey that we believe will contribute significantly to the successful implementation of the Nova Scotia inclusive education policy and the improvement of the educational experiences of Black Nova Scotian learners.

## The latest policy-related academic publications:

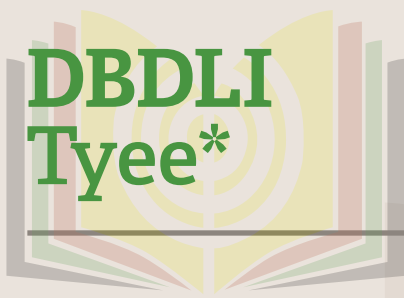
1. Frempong, G., Kadam, R., Makani, J., McPherson, M., Mandeya, N. & Idris, T. (2023) Online Learning Experiences of Canadian Black Nova Scotians during COVID-19: Adopting an Intersectionality Framework. *Alberta Journal of Educational Research*, 69 (1), 86-102.
2. Frempong, G. & Kadam, R. (2022) Educational Paradigm with Ubuntu Mindset: Implications for Sustainable Development Goals in Education, doi: 10.5772/intechopen.104929.
3. Joyline Makani, George Frempong, Nyasha Patience Mandeya, Michelle McPherson & Timi Idris (2022) Remote learning experiences of African Nova Scotian households in Canada during the COVID-19 temporary school closure: implications for inclusive education policy implementation, *International Journal of Inclusive Education*. 

## Members of the 2022-23 DBDLI Research Committee

Randy Headley (Chair)

Tunde Awoyiga

George Frempong



## DBDLI 2022-23 Board



**Randy Headley**  
Chairperson



**Lillian (Missy) Searl**  
Vice-Chair



**James Makonyere**  
Treasurer



**Gilbert Daye**  
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**Babatunde (Tunde) Awoyiga**  
Board Member



**Nicholle Morrison**  
Board Member



**Jennifer Desmond**  
Board Member



**Tyree Haley**  
Board Member



**Jason Jeremie**  
Board Member



**Shelly C. Whynot**  
Board Member



**Shantia (Tia) Upshaw**  
Board Member



**Templeton Tyler Sawyer**  
Board Member

\* Swahili for "the Chieftain - council of chiefs, leadership"

## DBDLI 2022-23 Staff



**Sylvia Parris-Drummond**  
Chief Executive Officer



**Dr. George Frempong**  
Director of Research



**Mc'Edward Jones**  
Manager of Finance



**Brittany Oakley**  
Manager, Youth  
Programming & Engagement



**Jones Awe**  
Administrative Research  
Assistant



**Lindsay Ruck**  
Manager, Africentric  
Learning & Resource  
Management



**Kay-Ann Scott**  
Manager, Research  
and Projects



**Ramona Hill**  
Executive Assistant



**Loice Busingye**  
Special Projects and  
E-Learning



**Lilian Fernandes**  
Administrative Assistant



**Trevor Silver**  
Social Media & Branding



**Raavee Kadam**  
Postdoctoral Fellow







# Delmore "Buddy" Daye Learning Institute

*Excellence in Africentric Education & Research*

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## DBDLI Vision

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The DBDLI, an Africentric institute, creates educational change for learners and communities of African ancestry to have genuine opportunities to reach their full potential.

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## DBDLI Mission

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Improving educational experiences, opportunities, and outcomes for Nova Scotian learners of African ancestry.

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## DBDLI Values

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The DBDLI is guided by the following values:

**Integrity:** We are committed to demonstrate integrity through being ethical, honest, and transparent in all that we do.

**Community:** We hold the interest of the African (Black) community at the forefront of our vision and mission.

**Africentricity:** We are committed to reclaiming and delivering African-derived world views and values.

**Social Responsibility:** We are committed to ensuring our research and activities effectively support and benefit community. We promote engagement and empowerment that leads to societal transformation.

**Access & Equity:** We are committed to advancing our vision/mission by creating pathways towards opportunities that strive to ensure inclusiveness and equity.

**Anti-Oppression:** We are committed to challenging, educating, and raising awareness about oppression in all its forms.

**Excellence in Africentric Education & Lifelong Learning:** We are committed to supporting and advancing the highest qualities and standards in academic achievement and ongoing learning and development for the community, utilizing an Africentric orientation.

**Excellence in Africentric Research:** We are committed to providing research that is informed by data (quantitative and qualitative), understands the community as central, and is grounded in the values and traditions of the African (Black) community. ©





# NOTES



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**Dedicated to improving the  
educational experiences,  
opportunities and  
outcomes for African Nova Scotian  
learners and educators.**



**Delmore "Buddy" Daye  
Learning Institute**

*Excellence in Africentric  
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