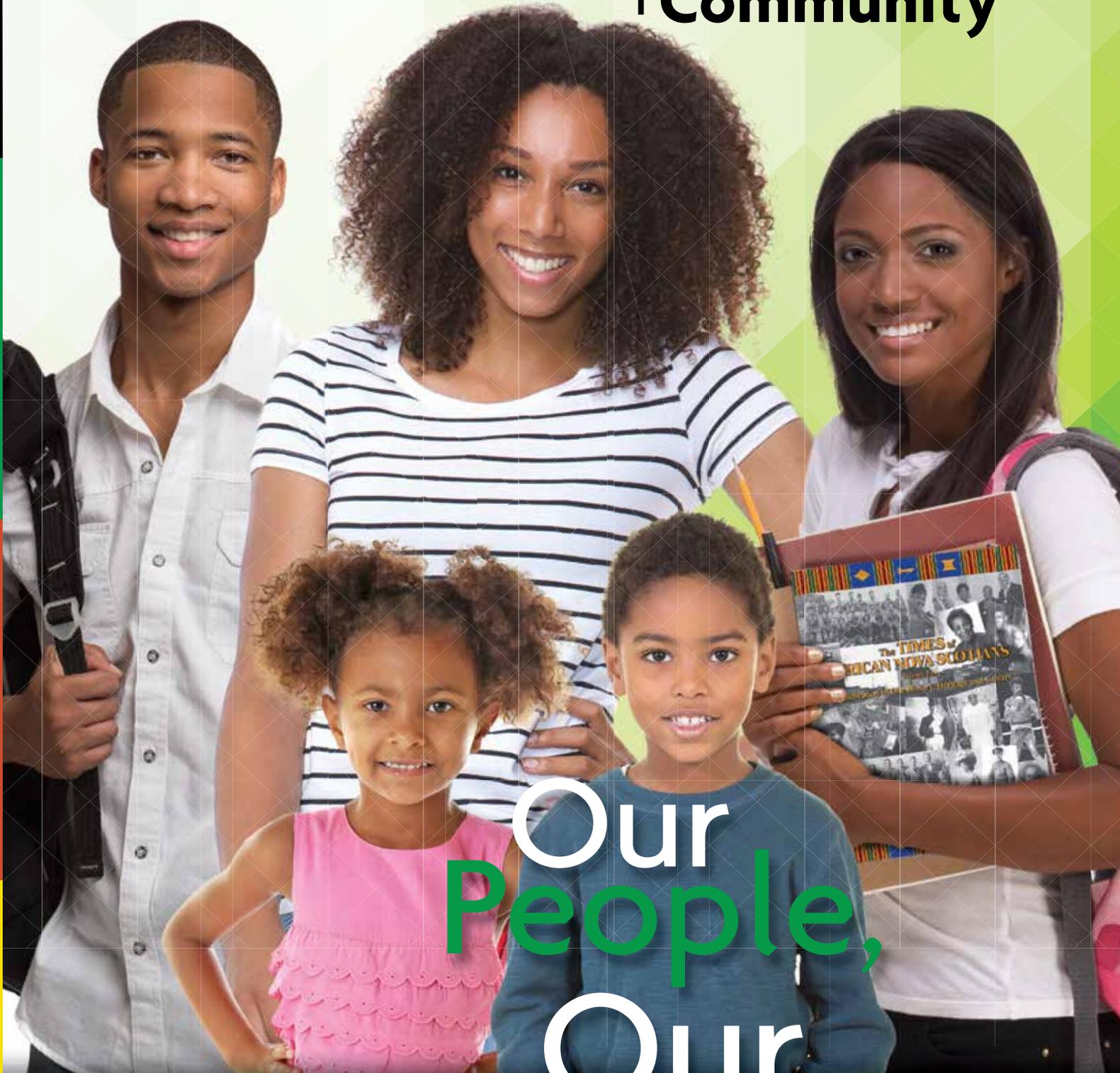




Delmore "Buddy" Daye  
Learning Institute  
*Excellence in Africentric Education*

# 2016-17 Report to the Community



Our  
People,  
Our  
Passion

# 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 the hand,  
may we forever stand,  
true to our God,  
true to our native land.





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5539 Cornwallis Street  
Halifax, Nova Scotia

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## Message from the Chair

Jocelyn Dorrington



This past year has been one of both growth and advancement for the Delmore “Buddy” Daye Learning Institute. I am so pleased to be sharing with you accomplishments from 2016-2017 as we continue to deliver on our mandate to help enable learners of African ancestry reach their full potential.

We have continued to work collaboratively with our existing partners and we have sought out meaningful new partnerships that will help us reach more communities and segments of our population. This, in turn, is helping to increase awareness of our activities and the initiatives we have in place.

Connecting with community and community education is an important part of what the Institute is mandated to do. To that end, we have made deliberate efforts to initiate and participate in several community engagement sessions across the province led by The Provincial African Nova Scotian Education Partners (PANSEP) – a partnership between the Institute, Black Educators Association, and the Council on African Canadian Education.

This year, our sponsorship activities and support were focused on youth and community and I am happy to report that we delivered successfully on both of these. We also made the move to add youth representation on our Board adding two youth members - Amber Beals and Mukisa Kakembo. Their addition to the Institute’s Board has brought important new perspectives and input that has helped to guide our efforts to reach young people in creative and engaging ways.

Our focus on youth learners continues to be a priority. In September, we started the Helping Students “Pack for Learning” initiative. In partnership with the BEA, this initiative addressed the need for students to enter the academic year well equipped with school supplies. We are pleased to report that this Nova Scotia-wide initiative reached approximately 70 African Nova Scotian learners. We hope to reach even more students in the next academic year.

*Connecting with community and community education is an important part of what the Institute is mandated to do.*

We also led several major youth events as part of African Heritage Month headlined by the return of Coach Carter, a two-day event delivered in collaboration with multiple community partners. More than 250 youth from across the province were inspired by Coach Carter who brought his message of the importance of education and athletics into the community, visiting the Black Cultural Centre, the Baptist Church and the North Branch Library.

I am proud to confirm that this year’s African Nova Scotian History Challenges were once again an overwhelming success. The quality and quantity of the submissions exceeded our expectations. The Awards ceremony was attended by students from every region of the province. Congratulations to all of this year’s award participants and recipients; the submissions were truly inspiring.

These Challenges not only raise the bar on educating and engaging our learners and educators on African Nova Scotian history, but they are producing incredibly special results. Our publishing team recognized the opportunity to more broadly share one of last year’s submissions from the Grade 2/3 class at William King Elementary School called the “ABC’s of Viola Desmond”. Written by elementary school students for elementary school students, the “ABC’s of Viola Desmond” illustrates the basic history of Canadian icon and courageous civil rights advocate, Viola Desmond.

In partnership with the Nova Scotia Department of Education and Early Childhood Development, we have officially published this wonderful and important resource, which is now used by all grade 3 classes in Nova Scotia.

We are pleased to welcome Dr. George Frempong, our new Director of Research. Dr. Frempong will lead our research activities allowing us to delve deeper into data that relates directly to African Nova Scotian learners, the results of which will inform actions designed to positively impact the outcomes of our learners.

After a long and exhaustive search, the Institute has purchased a building that will become our new home in 2018. Located at 5450 Cornwallis Street, we are fortunate to have found a facility that allows us to remain in the North End community while enabling us to meet our current needs and future growth.

On behalf of the Board, I’d like to congratulate Paul Ash, former Institute Board Member, who was recently named the first school board superintendent of African descent in Nova Scotia.

I would also like to thank our two departing Board members - Martin Morrison and Sheila Lucas Cole for their long and dedicated service, particularly during the early days of our journey.

In closing, I offer special thanks to my fellow Board members and the staff of this organization who work passionately and tirelessly to move our mandate forward.



## Message from the CEO

Sylvia Parris



In conjunction with our education partners: the African Canadian Services Division (ACSD), Black Educators Association (BEA) and the Council on African Canadian Education (CACE), we participated in consultations with communities across the Province throughout the year. The resulting Provincial African Nova Scotian Educational Partnership (PANSEP) report – (available on our website) - informed strong and important recommendations for the Institute, which we have incorporated into our strategic plan. It was truly empowering to hear from the community and we look forward to reconnecting with these folks, and more, as we plan for follow-up sessions.

This Spring, we welcomed to the Institute’s staff team, Dr. George Frempong. Dr. Frempong took on the role of Director of Research. As the saying goes, he has hit the ground running, taking the lead in research looking at African Nova Scotian learner school participation and success, exploring programs that can meet the needs of learners in the early years, and seeking collaborations / partnerships with post-secondary institutions in the areas of recruitment and retention. We are indeed advancing Africentric education and lifelong learning. We look forward to providing updates to the community on this work as part of visits to the community this Fall and next Spring, as well as our education summits.

Once again, our signature event, the African Nova Scotian History Challenges, was a tremendous success. Submissions continue to grow and culminate in a wonderful recognition ceremony. We were successful this year in obtaining a grant from Multiculturalism, Citizenship and Immigration and want to thank them for their support as this helped to enhance the recognition ceremony.

The purchase of our future home was completed in August 2016. I am truly excited as I think about the potential this provides for collaborations to deliver future projects and initiatives. We are working hard to ensure that the community will find this new space welcoming and a bit like coming home. The location is 5450 Cornwallis Street and it is marked by our announcement sign – Our Future Home - Spring 2018.

We are pleased to be a member of the Decade for Persons of African Descent Coalition (DPADC). This Coalition arises from the group of organizations who contributed to the Civil Society presentation made to the Working Group of Experts on the Decade for Persons of African Descent (Nov- 2016). It continues to expand with a general mandate to be responsive to African Nova Scotians as a People and to advance the Decade.

I am pleased to report that we have finalized our 3-year Strategic Plan. We have articulated our ongoing priorities in the areas of Youth, Research, Publications, Community Engagement and Sustain-

ability. A user-friendly version is under development for sharing with the community.

The Africentric Mentoring & Leadership and Africentric Career Fair and Symposium were commitments that began in November and were scheduled to be completed in March, but due to extenuating circumstances were actualized in May 2017.

The Africentric Mentorship and Leadership event was achieved as a result of a partnership with all school boards across the Province. The first phase was to bring students together to learn about Africentric leadership. The second component is to engage participating youth in follow up sessions in their respective boards. This will grow capacity and build pride in youth. The Africentric Career Fair and Symposium offered traditional career booths, including an opportunity for hands-on learning as well as a chance to explore Africentricity. Both are models of delivery that we would like to explore in the future. (Though scheduled for the fiscal year 2016-2017, due to extenuating circumstances, both events took place after year end).

Enhancing our support for the Science, Technology, Engineering and Medicine (STEM) fields of study has allowed us to develop partnerships that support the literacy initiatives of the Department of Education and Early Childhood Development and our provincial school boards. We look forward to the delivery of more of these programs in support of African Nova Scotian Learners.

*“If you’re walking down the right path and you’re willing to keep walking, eventually you’ll make progress.”*  
- Barack Obama

On my electronic signature, I have the word – Ubuntu. It is defined in my context as the belief in the universal bond that connects all humanity. It is applied by our staff and board operations through working as a team, valuing each individual’s strengths, and having shared responsibility for the work we do. I want to acknowledge Ramona Hill, Executive Assistant, John Wedderburn, Communications Officer, George Frempong, Director of Research and as well, Ferdinand Makani (Accountant), Tony Colaiacovo (Publishing Consultant), and Cyril Smith (Janitorial Services) for their commitment to excellence and the success of the Institute through their staff and contract roles, respectively.

As I noted earlier, we have a 3-year Strategic Plan, which rests foundationally on the Institute’s values. I want to acknowledge the Board for their leadership in that regard and thank them for their ongoing support. I am pleased to work with such dedicated individuals who collectively provide governance and oversight to ensure the mission and vision of the Institute is foremost in all we do.

Finally, I would like to congratulate our Chair, Jocelyn Dorrington on her retirement from the Cumberland County Regional School Board. Her retirement from the education system after more than 30 years of service means she will be missed. However, we are looking forward to having more of her time to advance the Institute’s mandate.



## Finance Report

**Darrin Talbott**, Chairperson, Finance Committee

The financial management of the Delmore “Buddy” Daye Learning Institute (DBDLI), for fiscal year 2016-17, was handled primarily by the Executive team.

The Institute’s funding agreement with the Department of Education and Early Childhood Development (EECD) is part of a multi-year Memorandum of Understanding (MOU) with the EECD, which is scheduled to expire on March 31, 2020.

The process developed between the CEO and the staff of the Department includes the development of an annual business plan that provides an itemized account of the Institute’s spending. Funds are issued by the EECD on a quarterly basis. Our current funding proposal for fiscal year 2017-18 has been submitted to EECD and we are awaiting their response.

As part of our long-term growth strategy, the Institute purchased a property, in August 2016, that will become the new and permanent home of the Institute. Located at 5450 Cornwallis Street, the building is one block from our current location and provides the Institute with a 12000+ square feet facility that will contain the Institute’s offices and some leased space. The new location is currently undergoing renovations with a projected move-in date of March of 2018.

In January, Sheila Lucas Cole retired from the Institute’s Board and vacated the position of Finance Chair. We thank Sheila for her service in the role of committee Chair. In January 2017, Darrin Talbot, our newest member of the Institute’s Board, accepted the position of Finance Chair. Darrin is a Tax Associate Partner in EY’s Halifax office and is the Tax Account Leader for many of Atlantic Canada’s largest public companies. Through his 18 years of tax experience in both public practice and private industry, he provides a full range of taxation services to public and private companies.

We have begun the search for a full time Finance Officer, whose role will be to ensure that all financial aspects of the organization are managed efficiently and effectively. The position will be responsible for the management of all finance, budgeting, tax, accounting and related functions of the Institute. The Finance Officer will oversee our financial systems, financial planning and banking arrangements and financial relationships. The position will also develop and oversee a fundraising strategy.

\* Swahili for “What’s New

Ferdinand Makani continues to serve as our Bookkeeper and once again has provided support to the 2016-2017 financial audit conducted by PriceWaterhouseCooper (PwC). He also provides payroll services for our casual term hires, presents to the Board of Directors on a quarterly basis, and ensures that our financial statements are prepared in accordance with Canadian Accounting Standards for not-for-profit organizations.

It should be noted that the Institute’s Board of Directors continues to maintain financial and management control systems and practices to ensure our financial operations are carried out effectively, efficiently and to the highest standard. Through Mr. Makani’s work with our executive and board, we have reasonable assurance that transactions are properly authorized and recorded, financial information is reliable, assets are safeguarded, and liabilities are recognized and mitigated.

The Board of Directors would like to express thanks and appreciation to Ferdinand Makani, our CEO, Sylvia Parris, and Executive Assistant, Ramona Hill for their diligent work in handling the day-to-day financial operations of the Institute, as well as John Wedderburn for his support of our Resource sales efforts.

We would also like to acknowledge, with thanks, the work of PriceWaterhouseCooper in the preparation of our 2016-2017 financial audit.

On behalf of the Finance Committee it is our recommendation that PriceWaterhouseCooper (PwC) be appointed as our auditors for the upcoming 2017-2018 fiscal year.

## Human Resource Committee Report

**Yvonne Atwell**, Chairperson, Human Resource Committee

This year, the HR committee welcomed a new Committee Chair as Sheila Lucas-Cole departed the Board, turning the reigns over to Yvonne Atwell.

On behalf of the committee, we extend our most sincere thanks and appreciation to Sheila for all of her hard work and commitment to both the committee and the organization as a whole.

The primary focus of the Human Resource Committee this past year has been on filling the position of Director of Research.

Our first step in this process was to engage the services of a Human Resource Firm. A “Request for Proposals” was developed and distributed to various organizations as well as posted on our website. The HR committee met and reviewed all proposals; the successful firm was Royer Thompson.

We then proceeded to collaborate with the firm on the development of the job description as well as the job advertisement. As part of that work, we also determined the appropriate channels in which to advertise the position to gain the widest distribution possible.

The selection committee, comprised of Jocelyn Dorrington, Chair, DBDLI, Dr. Susan Brigham, Chair of the Program & Research Committee, Sheila Lucas-Cole, Human Resource Committee representative, Dr. Patrick Kakembo, Board member at large and Sylvia Parris, CEO. Supported by Royer Thompson, the committee met to review the applicants and select four candidates to be interviewed.

Interviews were held over the winter and we’re pleased to confirm

that the successful candidate was Dr. George Frempong. We are pleased to welcome Dr. Frempong to the Institute's family, who joined us this Spring. He brings tremendous knowledge, understanding and experience to this vital role.

Staff performance appraisals were completed on or before anniversary dates.

The HR committee, in conjunction with Board Chair, Jocelyn Dorrington, successfully completed a detailed performance review of the CEO. Goals and objectives have been established for this upcoming year, which further strengthen the profile and mandate of the Institute.

As part of the Institute's capacity development approach, we engaged a student from the Dalhousie School of Social Work, Yolande Grant, to aid in the completion of her practicum/work term.

The HR committee's main priorities for this coming year are as follows:

- continue the review, update and professional assessment of our HR Manual.
- work with the CEO to engage the services of a new Finance Officer, as well as other key staff positions as required.
- work with the Finance Committee to assess and determine the funding requirements that support the future staffing of positions for the Institute.

In closing I would like to recognize and thank Sheila Lucas Cole for her work as past Committee Chair for all of her past work. I also would like to thank committee members, Jocelyn Dorrington, Dean Smith and CEO Sylvia Parris for their continued support and dedication to our mandate.

## Communications Update

**Dean Smith**, Chairperson, Communications Committee

Through our strategic communications plan, we have been focused on positioning the Delmore "Buddy" Daye Learning Institute as the go-to resource for African Nova Scotian learners and educators. The establishment of a permanent Communications Committee has also become a reality for the Institute this year, helping to enhance our role and visibility in Nova Scotia and beyond.

Our communications activities over the past year have included internal development and social media training for board members and staff, equipping them as informed promoters of the Institute. As part of our social media strategy, board and staff members began training on Twitter as a means of extending our networks. Additional training on LinkedIn, Facebook and Instagram are forthcoming.

The Institute continues to cultivate its reputation as a leading organization on matters of African Nova Scotian history and Africentric education. This past year, we did numerous mainstream radio and television presentations and interviews. The media increasingly calls upon the Institute to provide commentary on an ever-expanding range of topics and issues.

Our media exposure this past year included:

- a CBC series exploring Black communities from across Nova Scotia;

- introduction and profile for the book "The ABCs of Viola Desmond" featuring student authors and illustrators;
- featured stories within the African Nova Scotian History Challenges;
- commentaries on African Heritage Month; and
- profile on the Institute's Retrospective Photo Exhibit.

We also continue to enhance our presence online. This past year we updated our website by reformatting, simplifying its design and adding new content. We also made the website easier to navigate. Our educational resource offerings continue to expand as well. We are currently developing an inventory and sales component that will track and report on our resource sales activities. As our inventory of publications expands, so does our need for sales and inventory controls.

Over the past year, we have produced two Community Update Newsletters highlighting some of the amazing events and activities the Institute has supported. In an attempt to make our Community Newsletter more representative and inclusive we are looking for content from communities we have yet to feature.

As part of our youth targeted activities, we were pleased to welcome the return of Coach Ken Carter to Halifax. Our objective in bringing Coach Carter back to Halifax was to enhance our youth's excitement and their ability to dream. We want our youth to realize their potential through a focus on academics, the value of athletics and to reconnect with Nova Scotia success stories on education and entrepreneurship.

Coach Carter shared his inspirational messages on life and success with our youth, parents and coaches as part of African Heritage Month. His two-day visit was packed with activities for students, parents and coaches. He connected with more than 250 youth from across the province who were inspired by his words. All events were well attended, media exposure was very good, and more importantly community feedback was very positive.

The Retrospective Photo Exhibit was another outreach event that took place at the Halifax Central and North Branch Libraries, and the McPhee Centre in Dartmouth. This unique and powerful exhibit featured historical photos that captured the lives of African Nova Scotian people and communities throughout 1940s and 1950s Halifax. The exhibit, and the venues hosting the exhibit, attracted significant media coverage.

Sponsorships are an important means by which the Institute supports African Nova Scotia communities. We have recently updated our sponsorship application and process. The updates address issues such as, what the Institute is able to support, deadlines for submissions, and the level of support available. These changes will help the Institute connect with and support more African Nova Scotian communities. Please visit the sponsorship section of our website for additional details.

In closing, we will continue to connect with more African Nova Scotian communities across this province in an effort to develop more unique partnerships with the Institute. Our communication platforms will continue to play an important role in the way we connect, gather and share information.

# Publishing and Knowledge Management Report

## Tony Colaiacovo

Our success with *The Times of African Nova Scotians, Volume Two* has inspired us to establish an ambitious target - to develop and publish at least one book or learning resource for every grade level in the province.

As stated in last year's report, "our emphasis for developing new teaching resources in the near term (2016/17) will be children's books." We began where the need was the greatest, developing and publishing a book for early and new readers in grades 2 and 3.

*The ABC's of Viola Desmond* provided an ideal opportunity to accomplish this. Released in late February, this resource has quickly become a favoured book by teachers and students alike. By any measure, this book has been an unqualified success. It received rave reviews and became an instantaneous best seller.

An attractive and colourful reader, *The ABC's of Viola Desmond* was developed by the Institute in conjunction with the Nova Scotia Department of Education and Early Childhood Development (EECD). Dr. Wanda Robson, Viola's youngest sister, provided comment and oversight. This exceptional book was crafted specifically for early readers and is listed by the province as an Approved Learning Resource (ALR). It is available through the Nova Scotia School Book Bureau (NSSBB), both individually, and in Shared Reading Resource Packs. A Resource Pack is comprised of four hardcover copies and one copy of the "big book" format. To date, Resource Packs have been purchased and distributed to all grade 3 classes in the province. *The ABC's of Viola Desmond* has garnered attention nationwide, both as an early reader and as a children's history book.

Created by students for students, this book offers a unique and thoughtful portrayal of Viola Desmond's story. It was written and illustrated by students from grades 2 - 3 at William King Elementary School under the guidance of teachers Pam Caines and Beatrice MacDonald. The original manuscript for *The ABC's of Viola Desmond* was submitted to the 2015 African Nova Scotian History Challenges and was a recipient of a DBDLI Award for Excellence in African Nova Scotian History.

Besides the NSSBB, *The ABC's of Viola Desmond* is sold in numerous bookstores throughout the province. We are also developing a national network of booksellers. Spurred by the ongoing interest about Viola's struggle for equal rights and the impending release of the new \$10.00 banknote in 2018 on which Viola's image will appear, we expect that sales of this book will continue to grow well into the future.

*The ABC's of Viola Desmond* has been chosen as a featured book for the upcoming 2017 Word on the Street Festival and the student authors have been invited to read at this year's Festival.

The book has been produced in braille by the Atlantic Provinces Special Education Authority (APSEA) and is now available across Canada to students with visual disabilities.

Most recently, the Elementary School Teachers Federation of On-

tario has reviewed *The ABC's of Viola Desmond* in their federation's magazine [73,000 members] and will be including it on their approved reading list.

Needless to say, the addition of *The ABC's of Viola Desmond* to our list of education resources has further strengthened credibility of the Institute as an important regional publisher, and has enhanced our sponsorship, grants, and eligibility for funding.

We currently have four other books in different stages of development. *Black History: Africa, the Caribbean and the Americas*, is a learning resource currently used in African Canadian Studies, grade 11. We have successfully completed procuring most of the photo permissions required for the reprinting and updating of this textbook and, despite numerous obstacles, it was done on time and on budget. Furthermore, we have succeeded in extending the photo permissions in the book to 10 years, double their previous term. Other book projects we have in development target grades P-1, grades 5-6 and Junior High grades 7-9. Each of these books is being developed collaboratively with EECD.

The list of books and teaching resources that we have developed in-house continues to grow. Among the more popular of these resources is the 'Notable Nova Scotians' poster. A third edition of this unique teaching resource is now in development. Our goal is to organize information sessions in each of the school regions in the province so that every community has the opportunity to participate and nominate a Notable Nova Scotian.

The 2017 African Nova Scotian History Challenges and the DBDLI Awards Ceremony were an outstanding success. Despite labour disruptions throughout the school year, we had great participation, with entries received from schools in every region of the province and from every grade level. To help encourage and facilitate participation, we produced our first Challenges Magazine. It was published in both English and French, prompting entries from schools that previously had never participated in the Challenges. The Challenges Magazine also served to raise the profile of the Institute. In total, more than 500 separate entries from 44 different schools were received and 23 prizes were awarded making the DBDLI Awards ceremony one of the premiere events on the school calendar. There was a full house at this year's ceremony which was held at Chebucto Heights School. Despite the long journey that many award winners had to make to attend the ceremony, we had 100% turnout. Awards were again presented by special guests, most notably the Honourable Lieutenant Governor of Nova Scotia J.J. Grant and Mrs. Grant, Senator Wanda Thomas Bernard and Dr. Walter Borden.

### Other projects and initiatives of note:

The DBDLI Photographic Retrospective Exhibit continues to be popular. It was hosted by the North Branch Library during the month of February and has been on display at the McPhee Centre in Dartmouth since March. The Institute participated in and were presenters at numerous conferences and events relating to education and Africentric resources throughout the year. Among the most noteworthy were the annual Social Studies Teachers Conference and the Word on the Street Book Festival. We expect to attend and participate in these and other similar conferences this coming year.

We are proud of this year's many successes in publishing; we have achieved significant milestones and have set lofty goals for the future. We are well on the way to becoming the region's foremost publisher of Africentric Books and Learning Resources.

## Research & Programs Committee Report

**Susan Brigham**, Chairperson, Research & Programs Committee

The Institute continued key research initiatives this year including the hiring of a new Director of Research, the African Nova Scotian Student Achievement Gap Research, developing a network of researchers of African descent, and the Master of Education in Counselling cohort at Acadia among other activities.

**New Research Director:** The search for a Research Director was successful with the help of the recruitment firm Royer Thompson Associates. We were pleased to receive applications from excellent candidates locally, nationally and internationally. We are happy to announce that Dr. George Frempong was appointed after a rigorous hiring process last winter. Dr. Frempong joined the Institute's team in April 2017 and will enhance the Institute's capacity and capability in education policy and research. He received his Ph.D. in Curriculum and Instruction and his M.A. in Mathematics Education, both from the University of British Columbia, Vancouver. Prior to obtaining these advanced degrees, he earned a B.Sc. in Physics from the University of Science and Technology in Ghana. Dr. Frempong has conducted research with the Canadian Research Institute of Social Policy, Human Science and Skills Development Council (HRS-DC), Canada and MESA, and the School of Policy Studies at Queens University. He has taught at York University and the University of New Brunswick, at both the Undergraduate and Graduate levels.

**Research on African Nova Scotian Student Achievement Gap** refers to any significant and persistent disparity in academic performance or educational attainment between different groups of students, such as white students and minorities. Dr. Clem Marshall is the Institute's contracted researcher on this initiative. With the assistance of the Institute's new Director of Research, Dr. Frempong, and a research assistant, good progress is being made with an anticipated completion date of summer 2017.

### Researchers of African (Black) Ancestry Network

Our research network continues to grow. One of the network's first events, called "Hidden Figures," occurred during African Heritage Month. Held at the NSCC – IT Campus in Halifax, the event was moderated by Dr. Kevin Hewitt, Dalhousie University and explored the personal narratives of a group of panelists in the STEM fields. A video of the event is available on YouTube (a valuable interesting resource): <https://www.youtube.com/watch?v=ojiLLO8DUc0&feature=youtu.be>.

**Acadia MEd cohort with a focus on Africentricity:** The three year part-time, nationally accredited program is designed for teachers pursuing a career in school counselling and for individuals pursuing counselling careers in the agency environment. These cohort students are nearing completion of their second year of courses. They are arranging to do their practicum placements in September in either the school or agency environment.

**Graduate Research Fellowship Grant:** These grants are for students of African ancestry enrolled in a Canadian university who are conducting original research (for a thesis) on a topic that fits the research

needs identified by the Institute. Each fellow received a maximum of \$5000 per academic year for a maximum of two years to use toward tuition, textbooks and supplies. We extend special congratulations to those Fellows who have completed their degrees – Cinera States, Rejean Boudreau, Ayo Aladejebi, and K-Lee Fraser. The last recipient who had been eligible to reapply in the final year of our fellowship offering was K-Lee Fraser studying at McGill University in Master of Information Studies. She recently graduated from her degree. Her study was called "Library Anxiety and Retention: Exploring African Canadian Undergraduate Experiences in Montreal and Halifax." A report of her research will be available via the Institute's website. Other Institute graduate research fellows who are still working on their research include doctoral students El Jones, Kwesi Firempong, Kesa Munroe Anderson, and Joseph Nyemah. Full details of the research topics being undertaken by all Research Fellows are available on the Institute's website.

**Research with community partners** the Delmore "Buddy" Daye Learning Institute and the Intercultural Dialogue Institute (Toronto, ON)

Social Sciences and Humanities Research Council (SSHRC)-funded research "Diversities of Resilience: Understanding strategies for Success" used by underserved students in Canadian universities with Susan Brigham (Mount Saint Vincent University, NS), Alyson King (University of Ontario Institute of Technology) Fiona McQuarrie (University of the Fraser Valley, BC) Allyson Eamer (University of Ontario Institute of Technology) Nawal Ammar (Rowan University, US) and Lorena Fontaine (University of Winnipeg, MB)

The goal of this research is to identify success strategies used by students from various backgrounds and experiences (ethnic/cultural, immigration, self-identified visible minority, etc.) to persist to graduation at the post-secondary level.

Research data has been collected with participants from Institutions in three provinces: UOIT (Ontario), University of Winnipeg (Manitoba), and Mount Saint Vincent University (Nova Scotia). 1555 students completed online surveys and 30 students were interviewed at MSVU, UOIT and UWinnipeg. Preliminary findings are being shared at academic conferences this spring and summer.



## Teens Now Talk



The DBDLI Partnership with Teens Now Talk is in its 3rd year and the partnership is going strong. To date the Youth in Production Program (YIP) has exposed 59 African Nova Scotian youth to more than 20 professionals from various professions.

The opportunity to connect in this one-on-one atmosphere has boosted the confidence, self-esteem and desire of the participants. The discovery process allows the youth to hone their skills and learn first hand about what it takes to pursue a specific profession.



This past March, nine youth participated in the Youth in Production program in the Strait Region covering Guysborough, Antigonish and Port Hawkesbury. The Institute has endeavored to reach all parts of the province; TNT has been an excellent partner in delivering this youth program.

## Delmore “Buddy” Daye Learning Institute and Department of Education and Early Childhood Development MOU Ceremony

A small ceremony was held in August to announce the Memorandum of Understanding (MOU), between the Delmore “Buddy” Daye Learning Institute and the Department of Education and Early Childhood Development (EECD).

The MOU expresses the commitment of both parties to maintain close ties for the collective educational improvement of Nova Scotian learners of African ancestry.

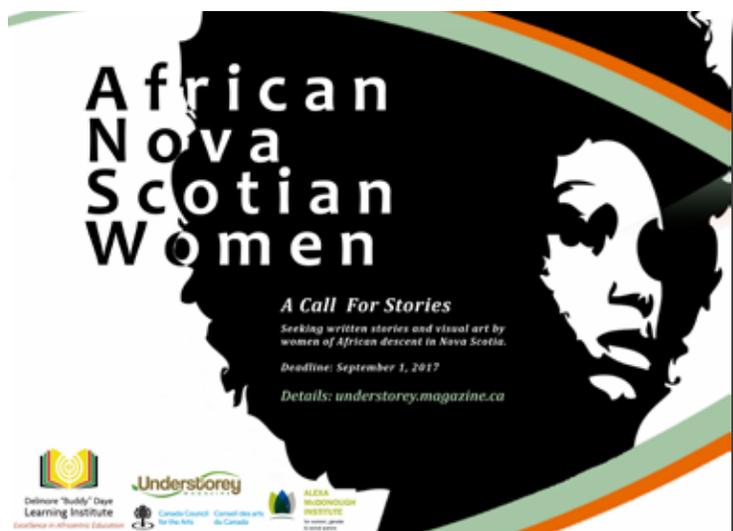
It also established the framework for collaborative work in the design, implementation and dissemination of educational research as

## Understorey Magazine Writers Program

The DBDLI has partnered with Understorey Magazine in an initiative that cultivates stories of African Nova Scotian women and girls. The project provides workshops for writing and visual art/craft by women and girls in African Nova Scotian communities, as well as recent immigrants of African descent. From the submitted work a special digital and print issue of Understorey Magazine will be produced, dedicated to the writing and visual art by women and girls either from or living in the African Nova Scotian community along with recent immigrants of African descent.

Containing approximately 15 written and 15 visual art pieces that reflect a diversity of voices including age, writing experience and geographic location in Nova Scotia, the initiative will showcase works from this talented segment of our population. A call for stories and visual art by women of African descent in Nova Scotia has been announced and the completed digital issue will be released in late 2017.

For additional information visit [www.understoreymagazine.ca](http://www.understoreymagazine.ca) and click on Submissions, Issue 12



well as determining appropriate responses to address the Achievement Gap - a commitment, outlined in the Education Action Plan.

As part of that work, the Institute is updating and publishing the textbook - Black History: Africa, The Caribbean and the Americas, a critical classroom resource.

Thank you to all of our partners: Council on African Canadian Education (CACE), African Canadian Services Division (ACSD), Black Educators Association (BEA), Black Business Initiative (BBI) and HRM's office of Diversity & Inclusion.

# DBDLI Tyee\*



**Jocelyn Dorrington**  
**Chairperson**

Jocelyn is currently the Coordinator of African Nova Scotian Cultural Services for the Chignecto Central Regional School Board. She has over 30 years of experience working in education in Nova Scotia, in both the classroom and administrative positions. Jocelyn spent several years as Executive Director of the Black Educators Association and almost seven years as Assistant Director of the African Canadian Services Division of the Department of Nova Scotia.



**Yvonne Atwell**  
**Vice Chair**

Yvonne is presently the Executive Director of the Community Justice Society. She is the owner of Atwell & Atwell Human Resource Consultants and has worked as a Policy Officer and Diversity Programs Officer at the Atlantic Centre of Excellence for Women's Health. Yvonne won a Provincial seat in the Nova Scotia Legislative Assembly in 1997 representing the riding of Preston, making her the first Black woman in Atlantic Canada to sit as an MLA.



**Darrin Talbot**  
**Treasurer**

Darrin Talbot is a Tax Associate Partner in EY's Halifax office and is the Tax Account Leader for many of Atlantic Canada's largest public companies. From his 18 years of tax experience in both public practice and private industry, he provides a full range of taxation services to public and private companies. In his role Darrin helps companies identify and implement tax minimization opportunities through working business insights, including: restructuring supply chain and procurement functions, licensing intangibles (e.g., trade names, patents), and financing and structuring for acquisitions. His client base includes real estate and consumer products companies with national and global operations.

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





Paul Adams

## Dean Smith

### Secretary

Dean is currently employed as legal counsel with the Federal Department of Justice. Prior to joining Federal Public Service, Dean was employed as legal counsel to the Provincial Department of Justice. He has litigated civil matters on behalf of the Attorneys General at all levels of court including the Supreme Court of Canada, Federal Court of Appeal, and the Courts of Appeal for Nova Scotia, Prince Edward Island and Newfoundland and Labrador. He is co-chair of the Dr. P. Anthony Johnstone Scholarship Committee for human rights sponsored by the Department of Labour and Advanced Education.



## Amberina Beals

Amberina Beals is currently a 3rd year Communications and Public Relations student at Mount Saint Vincent University. She is passionate about being involved in changing the dynamics of African Nova Scotians and she feels compelled to have our youth voices heard. Amberina recently completed a summer internship with the DBDLI as our Researcher/Writer.



## Gilbert Daye

### Director

Gilbert Daye has worked for close to 25 years in the field of multicultural engagement specializing in program and service delivery primarily to the African Nova Scotian communities and First Nation organizations. His experience is broad and includes the facilitation of conferences, training events and strategic planning sessions relating to community issues. He is passionate about human rights as it relates to community development, literacy and cultural differences. He is the Chair of the Buddy Daye Scholarship Advisory Committee, member of the Black Loyalist Heritage Society, and Past Chair of the Dalhousie Legal Aid Society.



**Mukisa Kakembo**  
**Director**

Mukisa Kakembo is currently in her 3rd year of Psychology at Dalhousie University. As an African Nova Scotian youth, she brings an important firsthand perspective of the education system to the DBDLI. For the past two years, she has participated in the DalConnects World-wide Committee, where she has helped shape service learning programs and organized local fundraisers in support of aid for developing countries. Through the program she has travelled abroad and gained an appreciation for what it takes to affect real change. She has been engaged in her local community as a volunteer at Ronald McDonald House and Feed Nova Scotia.



**Susan Brigham**  
**Director**

Susan M. Brigham is Full Professor in the Faculty of Education at Mount Saint Vincent University (MSVU). She is the Program Coordinator of the Master of Education in Graduate Studies in Lifelong Learning (GSLL) program and the Chair of the Alexa McDonough Institute for Women, Gender and Social Justice. Since 2006 Susan was the cohort advisor of the Master in Education Africentric Leadership and the Africentricity Policy and Research cohorts in the GSLL program. Susan has conducted research and presented her work in North America, the Caribbean, Africa, Asia, and Europe. She is co-editor of the book *Africentricity in Action* (2012, Halifax: Fernwood) and *Building on Critical Traditions: Adult Education and Learning in Canada* (2013, Toronto: Thompson).

## DBDLI Staff



**Sylvia Parris**  
**CEO**



**Dr. George Frempong**  
**Director of Research**



**Ramona Hill**  
**Executive Assistant**



**John Wedderburn**  
**Communications Officer**



# DBDLI Sponsorships for Fiscal Year 2016-2017

The Institute is proud to have supported the following groups, organizations and individuals that have contributed to improving the experiences, opportunities and outcomes for African Nova Scotian learners and educators. The Institute is pleased to have had 70% of its support allocated to Youth Initiatives and 30% towards Community Programs.

## **Africville Genealogy Society**

- 33rd Annual Festival and Picnic Event (Children's Day)

## **African Nova Scotian Music Association**

- ANSMA Awards Event

## **African United Baptist Association**

- 33rd Annual AUBA Women's Institute Retreat

## **Alexa McDonough Institute for Women, Gender and Social Justice**

- 6th Annual Girls Conference 2017

## **Babatunde Balogun**

- Saint Mary's University Student Mobility Program

## **BNUZ Summer Program, China**

- Ulsan International Program, Korea

## **Black Educators Association**

- Regional Educators Spelling Bee

## **Black Educators Association**

- Kamp Kujichagulia

## **Beechville Education Society**

- Beechville Days

## **Black Loyalist Society**

- Djembe African Drummers

## **Bridging Bus**

- Level Two Sponsor

## **Charles Taylor Theatre & Arts Association**

- The Wiz Musical Production

## **Community YMCA**

- Midget Boys Basketball

## **Health Association of African Canadians**

- Senior Health Symposium (Sydney, Cape Breton)

## **Hope Blooms**

- Urban Agricultural and Social Entrepreneurship Summer Camp

## **Imhotep**

- DBDLI Truro After School Program

## **Los Primos Project**

- Preston Primos

## **New Beginnings Ministries**

- Pot of Blessings Fund Raising Event

## **Nova Scotia Mass Choir**

- The Dream Continues

## **Paint the Park**

- 4th Wall Justice and Youth Forum

## **Restorative Inquiry- Nova Scotia Home for Coloured Children**

- Auntie B Gets a New Home Life Size Puppet Show

## **Southwest African Heritage Month Committee**

- Southwest African Heritage Month Dinner and Dance Gala

## **United African Canadian Women's Association**

- 20th Year Thanksgiving event and Multicultural Gala

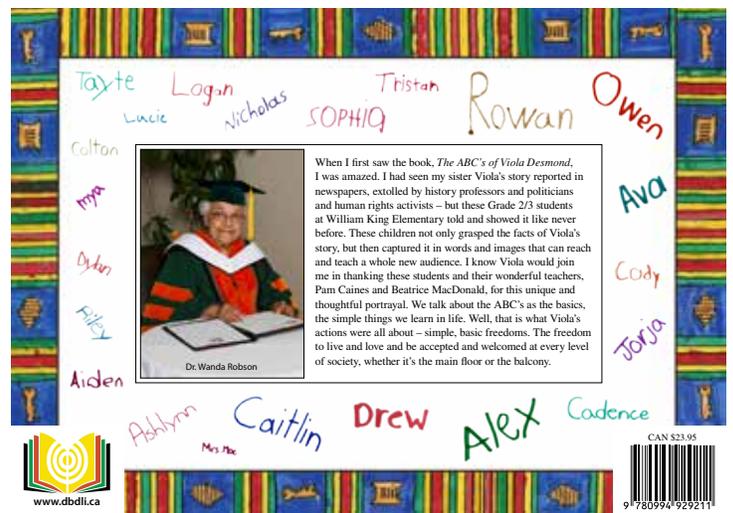
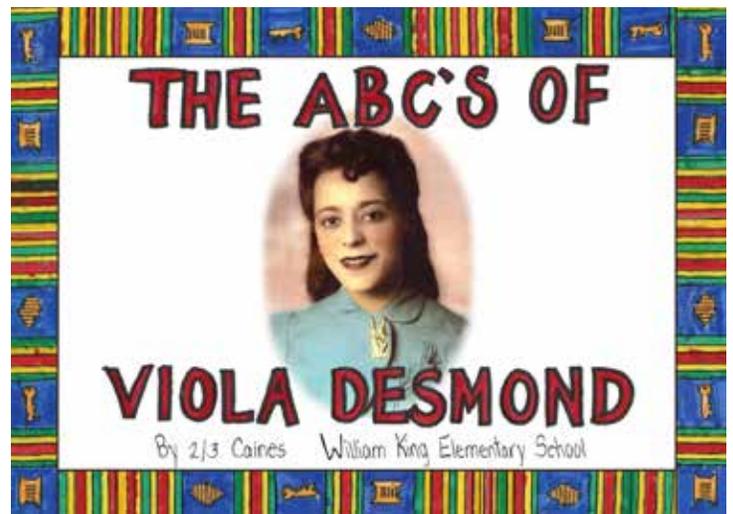
# Resource Profile: The ABC's of Viola Desmond

The ABC's of Viola Desmond was submitted to the 2015 African Nova Scotian History Challenges by the Grade 2/3 students from William King Elementary School and was a recipient of a Delmore "Buddy" Daye Learning Institute Award for Excellence in African Nova Scotian History.

The ABC's of Viola Desmond was written by students for students. With input from the Nova Scotia Department of Education and early Childhood Development and insightful

advice from Dr. Wanda Robson this book was crafted specifically to meet the needs of elementary level readers.

This important resource is now used by all Grade 3 classes in Nova Scotia and relates the history of a Canadian icon and courageous civil rights advocate, Viola Desmond. This is a wonderful book to have in schools and in homes throughout Nova Scotia and beyond.

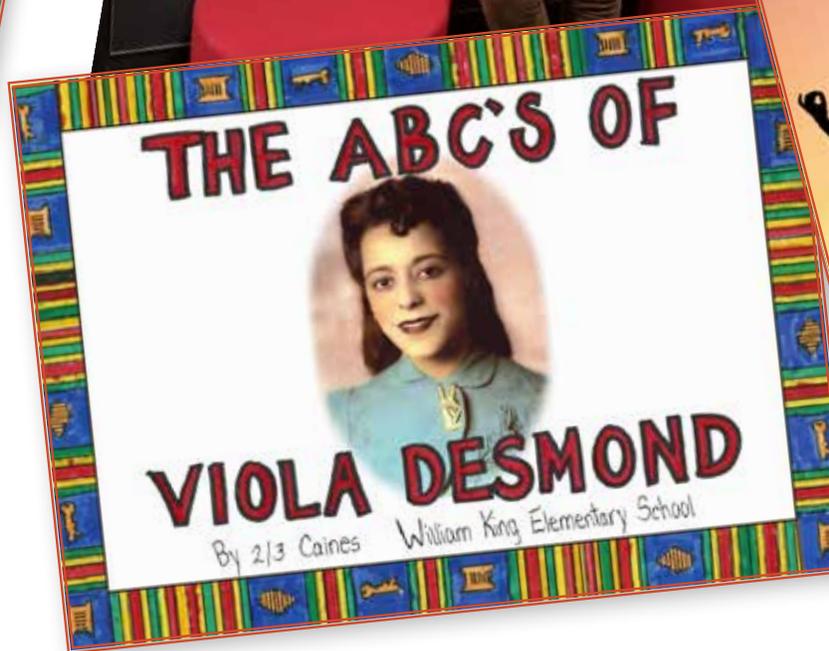
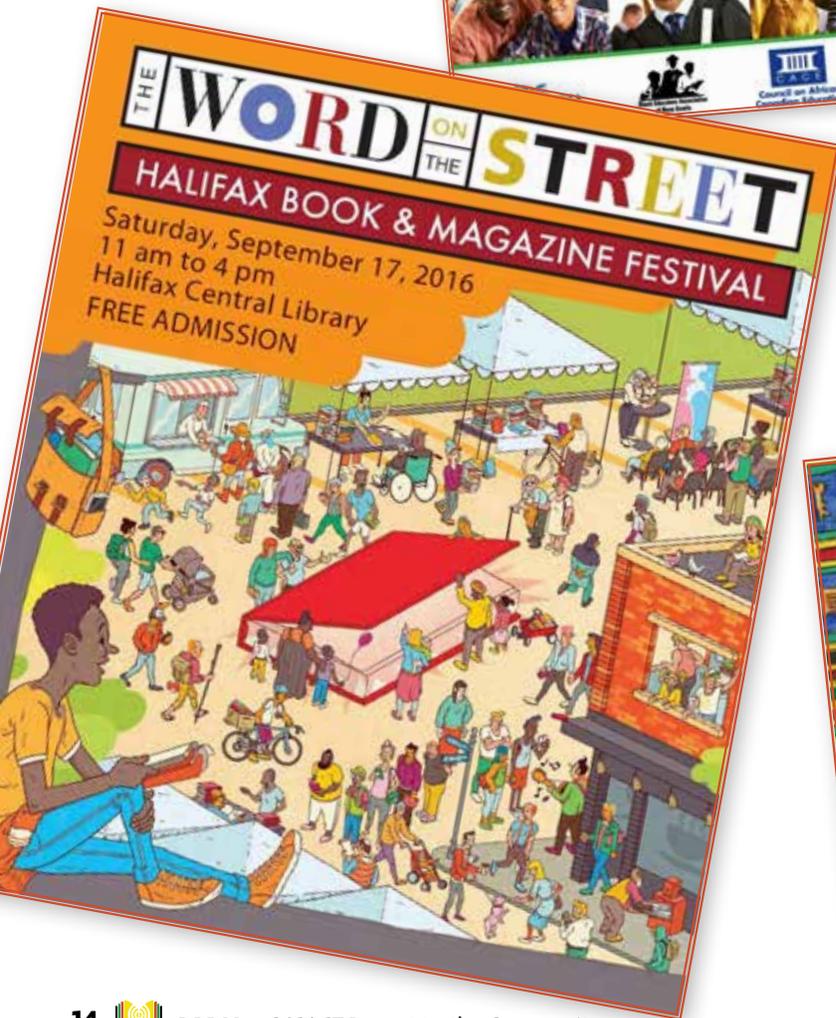
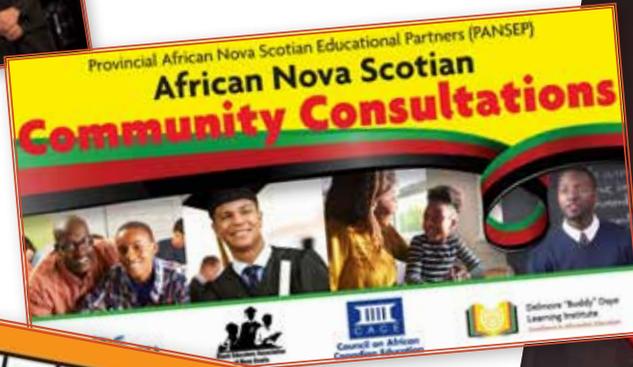
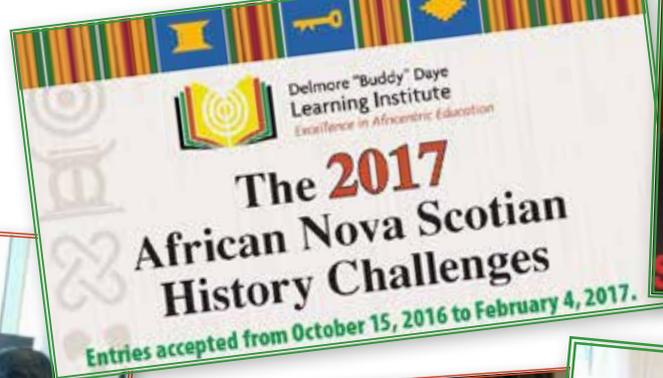


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CAN \$23.95



# The Year in Pictures



COMING BACK TO HALIFAX!  
AN EVENT FOR PARENTS & YOUTH

# COACH CARTER

SAVE THE DATE! FEB. 11 & 12



**girls2017**  
CONFERENCE

NEW HORIZONS, NEW CHALLENGES - GIRLS MAKING A DIFFERENCE.

Friday March 3rd, 2017  
8:30 am - 2:30 pm  
Rosaria Conference Centre

2017@msvu.ca | www.msvu.ca/girls2017 | 166 Bedford Highway Halifax Nova Scotia B3M 2

**African Nova Scotian Community in Halifax**  
A RETROSPECTIVE PHOTO EXHIBIT

SEPTEMBER 22/6:30 PM / 5TH FLOOR CAFÉ

Delmore "Buddy" Davis  
Learner







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



# Delmore "Buddy" Daye Learning Institute

*Excellence in Africentric Education*



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