



Delmore "Buddy" Daye
Africentric Learning Institute

2013-14 Annual Report

Our
People,
Our
Passion

Our
People,
Our
Passion





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Board of Directors’ Statement
The annual report of the Delmore “Buddy” Daye Africentric Learning Institute for the year ended March 31, 2014, is prepared to account for and report on our fiscal responsibilities, operating activities and achievements to government, community and the public and private sectors. This is our commitment to transparency in the planning and delivery of our services and strategic direction.

We acknowledge that this annual report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set for the reporting period.

It includes audited financial statements, report from the Institute’s Chair, and Committee reports.

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www.adamsphotography.ca

Message from the Chair

Jocelyn Dorrington



As stewards of the Delmore “Buddy” Daye Africentric Learning Institute, we know that the most powerful asset we have is our people. Educators, learners, community members, government partners, board members, staff members, the Daye family – all share the same passion for enabling African Nova Scotian learners and educators to achieve academic excellence.

This past year saw many important milestones for the DBDALI.

We officially opened our offices on Cornwallis Street in Halifax with a special ceremony in honour of the Institute’s namesake, Delmore “Buddy” Daye. Members of the community, the Board, the Daye family, local and provincial government were all on hand to mark the occasion.

Earlier this year, we undertook the work of connecting our service offerings to a new logo – an image that reflects the

services we provide, and captures the essence of what we represent from an organizational perspective illustrating our connection to learning, research and education.

We developed community engagement presentations with plans to roll these out across the province in the fall of 2014, and have designed and published two newsletters, updating the community on the people and activities that ground our work at the DBDALI.

We said goodbye to two Board Members who retired and moved on to new challenges – Karen Hudson and Travis Toussaint - both of whom made important contributions to the organization. We have recently put the call out to members of our community for new Board Members.

As part of our sponsorship initiatives, we formalized a partnership with Teens Now Talk Magazine in support of their Youth In Production (YIP) mentorship program. The YIP program is aligned with our goal of helping youth reach their full potential and find real opportunities to achieve success.

We have also initiated the process of building our leadership team with a full time Chief Executive Officer (CEO) and we are confident that in the coming months we will be successful in engaging a competent, passionate and skilled professional.

We continue to work collaboratively and strengthen our working relationships with our partners and the community to advance our primary goal - to address educational issues that impact African Nova Scotian learners and educators.

As we work to identify and address these issues, we are grateful for the support of the office of the Minister of Education and Early Childhood Development as well as other educational and community leaders who, over the years, have been instrumental in the development of the Institute.

We remain committed to African Nova Scotian learners as we continue to acquire new knowledge, create new ways of learning, deliver innovative programs and engage in educational research.

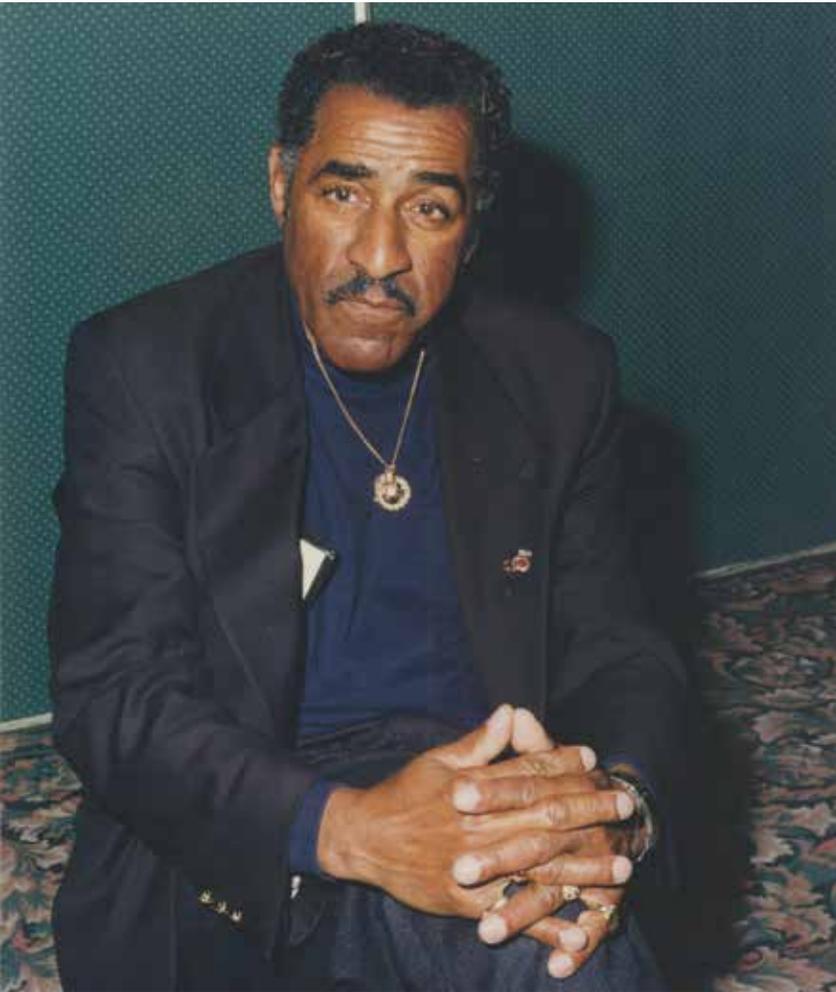
I want to commend my fellow Board members on all of their hard work this year as we worked diligently and cooperatively to pull together a strong, strategic plan and governance document to guide our future.

Looking forward, we are ready to implement the Graduate Research Fellowship Program, which is expected to begin in the fall with the first call for submissions. This will go a long way towards supporting up and coming researchers in the African Nova Scotian community.

I am truly encouraged by what lies ahead.

Great things happen when we work together.

Institute named after Delmore “Buddy” Daye



Delmore William “Buddy” Daye was born in 1926 in New Glasgow Nova Scotia and moved to Halifax at an early age.

Perhaps most widely known for his boxing career, Buddy Daye raised nine children with his wife Laura Barton and was an active and passionate advocate for his community.

During the 1960s, Daye was inspired by leaders of the civil rights movement and resolved to do whatever he could to create racial dignity and equality in Nova Scotia. He sat on countless committees and met with numerous organizations as an advocate for social change addressing racism,

inequality and poverty issues affecting African Nova Scotians across the province.

Among his countless activities, he was involved in the Nova Scotia Human Rights Commission, the Black United Front, the Halifax Neighborhood Improvement Project, the Council of the Company of Young Canadians and Nova Scotia Mental Health to name a few.

He was honoured by the Privy Council of Canada for outstanding community service, awarded the Confederation of Canada’s Centennial Medal, received a Saint Mary’s University Honorary “M”, and was named the First African Canadian Sergeant-at-Arms in a Canadian Legislative House of Assembly.

Buddy Daye helped bring issues affecting African Nova Scotians to all levels of government, especially the provincial government. He was instrumental in the hiring of the first African Nova Scotians to the Halifax Police Force and the city’s bus service.

In 1990, when the African Nova Scotian community demanded that the government of Nova Scotia address systemic racism and the affects of inequality in the education system, the provincial government of the day consulted with Buddy Daye. As part of his counsel, he brought forward the names of key people in the African Nova Scotian community that would go on to establish the Black Learners Advisory Committee (BLAC) from which the BLAC Report addressing the educational needs of African Nova Scotians was born.

BLAC, later named the Council on African Canadian Education (CACE), committed to the development of an Africentric Learning Institute (ALI) to provide support and resources for students of African descent.

The Provincial Government commemorates and recognizes Buddy Daye’s lifelong commitment to building unity, strength and awareness among African Nova Scotians, and racial equality in Nova Scotia with the Delmore “Buddy” Daye Africentric Learning Institute.

A picture of Buddy Daye still hangs in the Nova Scotia Provincial Legislature.



Financial Statements of the DBDALI



Independent auditor's report

To the Directors of Delmore "Buddy" Daye Africentric Learning Institute

We have audited the accompanying financial statements of the Delmore "Buddy" Daye Africentric Learning Institute, which comprise the statement of financial position as at March 31, 2014 and the statements of operations, changes in net assets and cash flows for the year ended March 31, 2014 and the six-month period ended March 31, 2013 and the related notes, which comprise a summary of significant accounting policies and other explanatory information.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Delmore Buddy Daye Africentric Learning Institute as at March 31, 2014 and the results of its operations and its cash flows for the year ended March 31, 2014 and the six-month period ended March 31, 2013 in accordance with Canadian accounting standards for not-for-profit organizations.

(signed) "PricewaterhouseCoopers LLP

Chartered Accountants

PricewaterhouseCoopers LLP
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"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.

Statement of operations for the periods ended March 31, 2014 and 2013

	2014	2013 (6 months)
Revenues:		
Provincial government grant (note 8)	\$ 441,110	\$ 65,852
Investment income	10,288	1,200
Miscellaneous	-	50
	451,398	67,102
Expenses:		
Audit and accounting	15,605	5,000
Legal services	28,595	4,653
Marketing and communications	48,696	1,923
Payroll processing services	1,382	-
Professional and consultants services	5,554	-
Research	-	2,500
Publishing	5,000	-
Board members expenses (note 11)	100,423	5,460
Rent, building occupancy expenses (note 12)	43,386	31
Special events - community interactions	13,402	-
Sponsorships and grant expenses	57,170	1,500
Equipment and art purchases	2,776	-
Equipment leases	958	-
Telecommunications	4,637	-
General office and admin expenses	25,171	-
Bank charges	551	106
Salaries, wages and fringe benefits	41,491	3,233
Executive stipend	12,000	3,000
Staff travel expenses	2,089	-
Amortization of capital assets	19,568	-
	428,453	27,407
Excess of revenues over expenses	22,945	39,695
Unrestricted net assets, beginning of year	1,250	-
Excess of revenues over expenses	22,945	39,695
Net change in capital assets	(12,657)	(38,445)
Unrestricted net assets, end of year	11,538	1,250



Statement of changes in net assets for the periods ended March 31, 2014 and 2013

Net Assets	Invested in Capital Assets		Unrestricted	Total	
Balance, October 1, 2012	\$	-	\$	-	\$ -
Excess (Deficiency) of revenue over expenses		-		39,695	\$ 39,695
Purchase of capital assets		38,445		(38,445)	\$ -
Amortization of capital assets		-		-	\$ -
Balance, March 31, 2013	\$	38,445	\$	1,250	\$ 39,695
Excess (Deficiency) of revenue over expenses		-		22,945	\$ 22,945
Purchase of capital assets		32,225		(32,225)	\$ -
Amortization of capital assets		(19,568)		19,568	\$ -
Balance, March 31, 2014	\$	51,102	\$	\$11,538	\$ 62,640

Statement of financial position as of March 31, 2014

	2014		2013	
Current Assets				
Cash and cash equivalents (note 10)	\$	1,146,716	\$	525,608
Accounts receivables (note 4)		570,019		553,618
Accrued interest receivable		7,870		1,200
Prepaid expenses		8,061		3,243
		1,732,666		1,083,669
Capital assets (note 5)		51,102		38,445
	\$	1,783,768	\$	1,122,114
Current Liabilities				
Accounts payable and accrued liabilities (note 7)		28,090		48,271
Deferred contribution (note 8)		1,693,038		1,034,148
		1,721,128		1,082,419
Net Assets				
Net assets invested in capital assets		51,102		38,445
Unrestricted net assets		11,538		1,250
		62,640		39,695
Commitments (note 6)				
	\$	1,783,768	\$	1,122,114

On behalf of the Board

 June 21/14 _____ Director
 June 21/14 _____ Director

Statement of cash flows for the periods ended March 31, 2014 and 2013

	2014	2013 (6 months)
Cash from operating activities		
Excess of revenues over expenses	\$ 22,945	\$ 39,695
Add (deduct) items not involving cash:		
Amortization (note 5)	19,568	-
Changes in non-cash operating working capital:		
(Decrease) increase in accounts payable & accrued liabilities	(20,182)	48,271
Increase in deferred contribution	658,890	1,034,148
Decrease (increase) in accounts receivable	(23,071)	(554,818)
Decrease (increase) in prepaid expenses	(4,818)	(3,243)
Net cash provided by operating activities	653,333	564,053
Investing Activities		
Acquisition of capital assets	(32,225)	(38,445)
Net cash used in investing activities	(32,225)	(38,445)
Increase (Decrease) in cash	621,107	525,608
Cash, beginning of year	525,608	-
Cash, end of year	\$ 1,146,715	\$ 525,608
Cash and cash equivalents consist of:		
Cash on hand and balance in bank	43,115	225,608
Short term investments	1,103,600	300,000
	\$ 1,146,715	\$ 525,608



The accompanying notes to the financial statements are an integral part of this financial statement.

1. Purpose of the institute

Delmore Buddy Daye Africentric Association (“DBDALI”) is a not-for-profit organization which, in partnership with the Nova Scotia Department of Education, works collaboratively with other government departments and community organizations to effect educational change for learners of African Ancestry through programs, collaborative research, rooted in Africentric principles to better meet their demands to enable them to reach their full potential.

The Institute was incorporated as a corporation under the Canada Corporations Act on October 1, 2012. The Institute is a not-for-profit organization and, as such, is exempt from income taxes under the Income Tax Act (Canada).

The Institute fiscal year is from April 1 to March 31 of every year and current year financial statements are its first complete 12-month fiscal year. Prior year financial statements were for a partial-year covering the period from the Institute’s incorporation date, October 1, 2012 to year-ended March 31, 2013.

2. Economic dependence

DBDALI’s operational funding is derived from the Nova Scotia Department of Education and Early Childhood Development (the “Department”). There is currently no signed funding agreement between DBDALI and the Department. The Department is conducting a review to clarify the roles of DBDALI as they relate to the African Canadian Services Division of the Department and other related organizations. The review will consider the purpose of each organization with respect to the impact on educational outcomes for African Nova Scotian learners and identify any areas of overlap and any gaps in service or program provision. The Department plans to work with DBDALI to develop an agreement with DBDALI that will best serve the needs of the Department and the African Nova Scotian community. The character of the agreement, including funding arrangements, terms and conditions and reporting requirements have yet to be determined. Any additional funding will be contingent on the successful completion of an agreement between the Department and DBDALI.

Although the funds have been received for both fiscal 2013 and 2014, without a signed agreement in place, the impact on future funding and restrictions that could be imposed when the final agreement is signed is not known at this time. Should the Department substantially change its funding or the related terms and conditions with DBDALI upon completion of the review by the Department, there could be a significant impact to the continued viable operations of DBDALI.

3. Significant accounting policies

These financial statements were prepared in accordance with the Canadian accounting standards for not-for-profit organizations (“ASNFP”) and include the following significant accounting policies:

(a) Fund accounting:

The accounts are maintained in accordance with the principles of fund accounting. This method ensures observance of restrictions, if any, on the use of the resources by maintaining separate accounts for each fund. Funds that have limitations placed on their use by internal or external parties are classified as restricted.

The following provides a brief description of each fund group:

The **Unrestricted Fund** is for the general operating funds.

The **Internally Restricted Fund** holds those funds that have been internally restricted by the Institute for future program delivery.

The **Investment in Capital Assets** is the balance in the capital assets less the associated amortization.

(b) Cash and cash equivalents

Cash includes petty cash and amounts on deposit with financial institutions. Cash equivalents includes include highly liquid term-deposits in the form of redeemable Guaranteed Investment Certificates (GIC). All are measured at fair market value.

(c) Revenue Recognition

DBDALI follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Endowment contributions are recognized as direct increases in net assets.

(d) Capital assets

Capital assets are capitalized in the year acquired and are amortized from the month of acquisition on a straight line basis over the years as indicated below. Leasehold improvements are amortized over the length of the lease.

Asset	Basis	Useful Life (Years)
Computer hardware	Straight-line	3
Computer software	Straight-line	3
Website development	Straight-line	3
Leasehold improvements	Straight-line	3
Furniture, equipment & technology	Straight-line	5

Assets not-in-use or under-construction are not amortized. Tangible capital assets received as contributions are recorded at fair market value at the date of receipt and also recorded as revenue.

(e) Contributed services

DBDALI does not record the value of volunteers and contributed material in the statement of operations.

(f) Financial instruments

The fair value of cash, short-term investments, receivables, and accounts payable and accrued liabilities is approximately equal to their carrying value due to the relevant terms to maturity. Unless otherwise noted, it is management's opinion that the Institute is not exposed to significant interest, currency or credit risk arising from the financial instruments.

(g) Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial and the reported amounts of revenues and expenditures during the reporting period. Actual results may differ from the estimates.

4. Accounts receivable

	2014		2013	
Grant	\$	550,000	\$	550,000
HST rebate		19,985		3,384
Other		34		100
	\$	570,019	\$	553,484

5. Capital assets

	Original cost		2014 accumulated depreciation		2014 net book value		2013 net book value	
Computer equipment	\$	3,593	\$	881	\$	2,712	\$	-
Computer software		1,006		112		894		-
Website development		2,000		445		1,556		-
Leasehold improvements		41,104		13,576		27,527		-
Furniture, equipment & technology		22,968		4,555		18,413		-
Asset-under-construction		-		-		-		38,445
	\$	70,670	\$	19,568	\$	51,102		38,445

6. Commitments

The Institute signed a 3-year term lease agreement and has committed to the following annual lease payments for the remaining future fiscal years:

2015	\$	37,715
2016		37,715
Thereafter		-
	\$	75,430

7. Account payables and accrued liabilities

Included in accounts payable and accrued liabilities are accrued accounting and auditing services fees (\$16,310).

8. Government grant and deferred revenue

Programs/ Projects	2013 deferred	2014 funding	2014 repayment	2014 revenue	2014 deferred
General	\$ 934,148	\$ 995,000	\$ -	\$ 429,110	\$ 1,500,038
Research	-	-	-	-	-
Evaluation of programs	-	-	-	-	-
Policy development	-	-	-	-	-
Community education development	-	-	-	-	-
Youth programming	100,000	100,000	-	7,000	193,000
Publishing & knowledge management	-	5,000	-	5,000	-
	\$ 1,034,148	\$ 1,100,000	\$ -	\$ 441,110	\$ 1,693,038

Programs/ Projects	2012 deferred	2013 funding	2013 repayment	2013 revenue	2013 deferred
General	\$ -	\$ 997,500	\$ -	\$ 63,352	\$ 934,148
Research	-	2,500	-	2,500	-
Evaluation of programs	-	-	-	-	-
Policy development	-	-	-	-	-
Community education development	-	-	-	-	-
Youth programming	-	100,000	-	-	100,000
Publishing & knowledge management	-	-	-	-	-
	\$ -	\$ 1,100,000	\$ -	\$ 65,852	\$ 1,034,148

9. Credit facility

DBDALI has a credit agreement with its bank for a \$10,000 limit on credit card purchases.



10. Supplementary cash information

(a) Cash and cash equivalents consist of:

	2014	2013
Cash	\$ 43,116	\$ 225,608
Redeemable Guaranteed Investment Certificate (GIC) matured Dec 7, 2013 @1.2000% annual interest rate	-	200,000
Redeemable Guaranteed Investment Certificate (GIC) matured Dec 7, 2013 @1.2000% annual interest rate	-	100,000
Redeemable Guaranteed Investment Certificate (GIC) maturing Apr 30, 2014 @1.2000 % annual interest rate	500,000	-
Redeemable Guaranteed Investment Certificate (GIC) maturing Oct 22, 2014 @1.2000% annual interest rate	300,000	-
Redeemable Guaranteed Investment Certificate (GIC) maturing Jan 11, 2015 @1.1250% annual interest rate	303,600	-
	\$ 1,146,716	\$ 525,608

11. Board members expenses

	2014	2013
Travel and accommodation	\$ 25,311	\$ 1,106
Meetings	5,760	4,354
Professional development	9,675	-
Honorarium	59,300	-
General expenses	376	-
	\$ 100,423	\$ 5,460

12. Rent, building occupancy expenses

	2014	2013
Rent	\$ 35,951	-
Utilities	1,280	31
Security monitoring	2,870	-
Repairs and maintenance	1,900	-
Insurance	1,385	-
	\$ 43,386	31

13. Contingency

In June 2014, the Africentric Learning Institute of Nova Scotia Inc. (ALI) launched an application for judicial review related to the Registrar of Joint Stock Companies (the "Registrar") refusing to direct a change of name for DBDALI, despite the similarity in names of ALI and DBDALI. The outcome of this application is unknown at this time; however, the outcome relates only to the naming of DBDALI and would have no impact on the ongoing operation of DBDALI.

Achievements 2013/2014



The Opening of the Delmore “Buddy” Daye Africentric Learning Institute Offices

June 29, 2013 marked the official opening of the DBDALI offices located at 5539 Cornwallis St. in Halifax. The newly completed 1589 sq ft facility contains offices and meeting space.

Strategic Plan and Governance Document

The undertaking and completion of a comprehensive strategic plan provides the DBDALI with its short, mid and long term organizational direction. The development of the Governance document outlines the roles, responsibilities and accountabilities of the Board of Directors, its members and its committees.

The DBDALI Logo



Delmore “Buddy” Daye Africentric Learning Institute

The development of a brand identity was undertaken and completed including an illustrative logo. Our new logo reflects the organization and its mandate including our purpose and values.

The DBDALI Quarterly Newsletter

Building on our goal to strengthen DBDALI’s platform as a centre for excellence in African Nova Scotian research and education, we created a quarterly newsletter to help build awareness of DBDALI activities including people, places and events of African Nova Scotian relevance.

Sponsorships and Partnerships

Teens Now Talk Youth in Production Program



In support of youth skills development, the DBDALI established a partnership with Teens Now Talk Magazine in support of their Youth In Production Program. As a publication for youth written by youth, TNT Magazine is an ideal fit for DBDALI to connect with our youth.

Imhotep Legacy Academy

Imhotep Legacy Academy (ILA) engages university/college students, faculty and community leaders to encourage African Nova Scotian students in grades 7-12 and beyond in the areas of Science, Technology, Engineering and Math (STEM). Through programs in regional school boards across Nova Scotia, the ILA connects role models in the STEM disciplines with students in hands-on learning projects that prepare the students to do well in school, continue with post secondary education and become leaders in their careers and communities.

DBDALI Graduate Research Fellowship Programme

The creation of the DBDALI Graduate Research Fellowship Programme grant is designed to assist students of African ancestry to complete post-secondary education at the graduate level. Graduate Research Fellows receive mentorship from established academics and provide mentorship to undergraduate students of African ancestry. Selected students are awarded up to \$5000 annually for a maximum of two years. The call for applications will begin summer/fall 2014.

Literacy Research Grant with Mount Saint Vincent University

To contribute to the creation of a meaningful dialogue aimed at improving education for African Nova Scotians, the DBDALI hired Joseph Nyemah, a doctoral student at Mount Saint Vincent University under the Literacy Research Grant. He was engaged to complete a review of literature about the education of learners of African descent in NS and draft a background paper that would serve as a guide for DBDALI’s future activities in research and programs. In September 2013, he submitted a final draft of a paper called “Improving Education for African Nova Scotians: A Critical Review of the Literature”.





Our People, Our Passion



Committee Reports

Finance Report

Sheila Lucas-Cole, Committee Chair

Last Fall, The Executive team took on the responsibility for financial management of the Institute.

DBDALI's financial priorities for this fiscal year revolved around the development of a strong set of financial policies and the strict management of the organization's finances.

To that end, we acquired the services of a bookkeeper to manage the financial needs of the Institute. A request for proposals was circulated, which resulted in the engagement of services from Mr. Ferdinand Makani, who came highly qualified for the position. Mr. Makani commenced his services with DBDALI in December, 2013. With his assistance, we selected a financial software package that fulfills the financial requirements of the Institute.

As the fiscal year end drew near, the committee worked towards acquiring the services of an Audit firm to audit DBDALI's financial records for fiscal year 2012-13 and fiscal year 2013-14. The successful company was PricewaterhouseCoopers LLP.

As a result, the 2012-13 and 2013-14 financial statements of the Delmore Buddy Daye Africentric Learning Institute have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

The DBDALI Board of Directors maintains financial and management control systems and practices to provide reasonable assurance that transactions are properly authorized and recorded, financial information is reliable, assets are safeguarded and liabilities recognized, and that our financial operations are carried out effectively and to the highest standard.

The Finance Committee would like to thank PricewaterhouseCoopers LLP, our auditors, for their support in auditing the financial records of the DBDALI and rendering the first required Financial Audit for our Report to the Community.

Communications Report

Sheila Lucas-Cole, Committee Chair

Underscoring our mandate are the principles of transparency and accountability. To that end, we have developed a multi-pronged communications strategy that aligns with our strategic business plan. We spent time this past year assessing what we believe is a strong, consistent approach to reaching our African Nova Scotian learners, educators, partners and community.

We believe that the development of an Annual Report and Annual General Meeting serves as a strong example of our

passionate commitment to report back to community on our activities, challenges and accomplishments.

Building on last summer's official grand opening event, the Communications Committee, chaired by Sheila Lucas-Cole, undertook the task of developing initial brand standards including a new DBDALI logo. After evaluating several designs and their symbolic meanings, the committee made its recommendation to the Board, illustrated in the logo you see throughout this report.

The Pan-African colours - red, yellow, black and green - represent the African Community. Each colour is represented by a different page in a book, which reflects the connection to learning, research and education. The symbol in the middle is, "Chief of the Adinkra symbols" – a symbol of greatness, charisma and leadership signifying the importance of our leadership role.

Building on our need to develop a strong brand as a centre for excellence in African Nova Scotian research and education, we created a DBDALI Newsletter to help increase awareness of people, places and events of African Nova Scotian relevance. This piece of communications will be distributed quarterly both in hard copy and online via our website.

We also built a Community Engagement presentation, designed to engage African Nova Scotian learners, educators and communities from across the province, which we will begin to deliver this fall. The objective of these visits is to introduce our mandate and services while fueling a first-hand understanding of the specific concerns and needs within each community, and identifying additional community partners that align with our mandate.

We are committed to a reciprocal relationship with our communities as we work to identify and incorporate their ideas for enhancing the opportunities and experiences of African Nova Scotian learners, educators and partners.

We continue to populate our website and social media platforms with information about who we are, what we do, our past and current activities as well as leveraging our other communications assets. In the coming months, we will be aligning our online presence with our new brand look and feel as well as further populating these platforms with more details around our programs and research activities.

Human Resource Report

Sheila Lucas-Cole, Committee Chair

The DBDALI team continues to strengthen as we move closer towards having a full complement of staff.

Our Human Resources (HR) Committee, including Yvonne Atwell (former Chair), Sheila Lucas-Cole (current Chair), W. Dean Smith worked hard to move key HR initiatives forward this past fiscal year.

Our first Human Resource Committee Chairperson, Ms. Yvonne Atwell, held the position until October, 2013, at which time she needed to step down from this role due to an increased workload at her place of employment. The position was then assumed by Ms. Sheila Lucas-Cole.

The committee's first order of business was to hire an administrative support person to help establish an office and assist in the daily administrative duties for the Institute. A competition poster for the position was developed and distributed via various social media networks; we were blessed with acquiring the services of Ms. Ramona Hill, who has helped to create a highly efficient business office.

Upon completion of filling this position, we turned our attention to completing work on a Human Resource Policy Manual, which is currently in review by our Executive team.

One of the major priorities set for this past fiscal year was to hire a Chief Executive Officer (CEO). The HR Committee developed a Request for Proposal to hire a Human Resource firm to handle this recruitment. The successful firm was Royer/Thompson and with their assistance the CEO position profile was developed, the competition poster established and posted on relevant social media sites, interviews were conducted, and a strong candidate emerged. At this time, we remain in discussion with this candidate.

The HR committee has benefited additionally from our time with Royer/Thompson as we had them review our Human Resource Policy Manual. That exercise identified a few areas for improvement. We are currently incorporating those improvements, which we expect to be formalized within the Manual in early September.

As the Chairperson of the Human Resource Committee, I would like to thank our committee members, namely Yvonne Atwell and Dean Smith, for their hard work and support during this first year of operations. I would also like to express my appreciation to the Board for their invaluable assistance in reviewing documents and providing feedback, and to Ramona Hill whose eye for detail ensures that our

documents are of the highest professional caliber.

Research & Programs Report

Susan Brigham, Committee Chair

The DBDALI has a passionate commitment to improve educational outcomes for African Nova Scotian students from pre-school to adulthood by engaging in educational research and best practices, and developing informed policies and programs.

This past year, we initiated key activities to help us deliver on that commitment.

We have established a DBDALI Graduate Research Fellowship Grant 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 DBDALI. The online application form is ready and attached to the DBDALI website. The maximum grant is \$5000 per student per year up to 2 years maximum. The program allows for 10 students in year one; if 10 more were awarded the following year there would be a maximum of 20 students to receive a grant in any other given year.

The committee has been in discussion with two researchers, Dr. Saad Chahine and Dr. Clem Marshall, regarding a research proposal in which the progress, achievements, and educational future for students of African ancestry will be the focus. A research assistant will be required to support this research report. It is planned that the research will be completed by October. We are working on an application to the Department of Education for access to data to be used in this report.

Earlier this year, we developed an idea for a cohort and alternative models for a post-secondary program. Most recently, after meeting with the faculty and administration at Acadia University, we established a Cohort for 2015-2018 in the School Counselling Program at Acadia University for about 20 students.

It was our goal to hire a youth coordinator who would support youth groups across the province. We advertised for this position, which was posted widely and for which we received excellent applications. However, after careful thought and discussion with the Board, we made the decision to postpone filling this position until after key leadership staff is in place.

The committee proposed that the DBDALI support a workshop as part of EduFest featuring speaker Dr. Noma LeMoine. This will occur in August 2014.

Finally, we are in discussions with the Department of Education regarding the DBDALI's involvement in the upcoming BLAC anniversary conference.



DBDALI Board of Directors



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.



Sheila Lucas-Cole

Treasurer

Sheila has extensive involvement with the three major African Nova Scotian educational organizations. She is a long-time member of the Black Educators Association (BEA) having provided 35 years of service to the Association, serving in various executive positions including several terms as President. Sheila is still active in the BEA and currently sits on the Executive as the chairperson of the Operations Committee. Ms. Lucas-Cole was a founding member of the Black Learners Advisory Committee (BLAC) and was a Board member for the entirety of its mandate.



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.





Paul Ash

Director

Paul is currently Assistant Director with African Canadian Services Division at the Nova Scotia Department of Education and Early Childhood Development (DoEECD). Prior to joining DoEECD, Paul worked for the Strait Regional School Board, the Halifax Regional School Board and the Annapolis Valley Regional School Board both in the classroom and as an administrator. Paul has extensive experience working in the African Nova Scotian community but is most proud of his time with the Black Learners Advisory Committee (BLAC) working as a Regional Educator during the development of the BLAC Report.



Susan Brigham

Director

Susan is an Associate Professor in the Faculty of Education, Mount Saint Vincent University. She teaches the Graduate Studies in Lifelong Learning program. Susan is currently the cohort advisor of the Africentricity Policy and Research cohort in the Graduate Studies of Lifelong Learning program, and the Chair of the Alexa McDonough Institute for Women, Gender and Social Justice.



Ed Matwawana

Director

Ed is the past Chief Operations Officer for the Black Business Initiative (BBI). Ed moved to the Halifax Regional Municipality in 1988 where he began working in the field of people development and training through the Regional Residential Services Society, Black United Front of Nova Scotia, and the African Nova Scotian Training Centre. He worked with youth in transition through the Centre for Entrepreneurship Education & Development (CEED) and helped develop and deliver personal development and entrepreneurship programs in Canada, Portugal, Bahamas, South Africa, Ghana and Angola.



Martin Morrison

Director

Martin is currently the Race Relations, Cross Cultural Understanding and Human Rights (RCH) Coordinator for the Tri-County Regional School Board (TCRSB). Prior to being the RCH Coordinator, he taught for the Halifax Regional School Board at Graham Creighton Jr. High School and, more recently, at the Digby Regional High School for (TCRSB). Martin has extensive experience working for the interests of the African Nova Scotian Community on community projects and as a member of the Black Educators Association.



DBDALI Sponsored Groups, Organizations and Individuals

The DBDALI is proud to have supported the following groups, organizations and individuals that have contributed to improving the the experiences, opportunities and outcomes for African Nova Scotian learners and educators.

Digby Education Committee

**South West Nova Regional Education
Conference**

New Beginnings Ministries

Anniversary Celebrations

CANSA – Spider Jones

Educational Speaking Tour

Black Educators Association

Bursary Fund

Glance Bay UNIA

**Summer camp program and African Heritage
Month Celebration**

Africville Genealogy Society

Children’s Day and 30th Anniversary Celebrations

Centre For Arts and Technology

Graduation Sponsorship

Black Youth Ice Hockey

Program Support

Black Cultural Centre

Anniversary Celebration & Rising Star Fashion Expo

African Diaspora Association of the Maritimes

Multicultural event

SOS

Summer Youth Camp

Craig Smith

**Support for the Publication of *You Had Better
Be White By Six A.M.***

Nova Scotia Home for Colored Children

In support of the Akoma Fundraiser

Hope Blooms

Appearance on Dragons’ Den on CBC



Thank You

to the DBDALI's Partners and Supporters

- Nova Scotia Department of Education and Early Childhood Development
- Black Educators Association
- African Canadian Services Division
- Council on African Canadian Education
- Provincial Regional School Boards
- Our Community

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



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