



Delmore “Buddy” Daye  
Learning Institute

*Excellence in Africentric Education*

## 2015-16 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.





# Contents

DBDLI Office  
5539 Cornwallis Street  
Halifax, Nova Scotia

- 2** Message from the Chair
- 3** Message from the CEO
- 4** “Habari Gani”
- 7** Partnerships & Initiatives
- 8-9** DBDLI “Tye” and Staff
- 10** Voice of our Youth
- 11** Sponsorships
- 12** The Year in Pictures



## Jocelyn Dorrington



Paul Adams

On this, our third Report to the Community, we are proud to share what we have accomplished and reaffirm our continued commitment towards advancing our mandate in support of our learners and educators of African descent.

Our activities continue to be rooted in the achievement of “Excellence in Africentric Education”, which we feel can be best met through community insight, input and collaboration.

As you are aware, it has been a little over a year since we hired our first Chief Executive Officer, Sylvia Parris. She hit the ground running and has kept the DBDLI team (board and staff) focused on what needs to be done and how we can and should deliver on this work.

The activities of the Institute are predicated on connecting with African Nova Scotian communities across the province to help ensure first-hand, reciprocal sharing. This includes the opportunity to communicate the DBDLI’s mandate while developing opportunities to increase the success and outcomes of our African Nova Scotian learners.

In the Fall of last year, we took to the road to introduce ourselves to African Nova Scotian communities in the Southern and Northern regions of the province. This outreach was designed to give the community important face time as we expounded on the role of the DBDLI while expressing our passionate commitment to engage and learn from our communities. We also presented our latest publications, *The Times of African Nova Scotians Vol. 1 & 2*, and the *Notable Nova Scotian posters 1<sup>st</sup> & 2<sup>nd</sup> Edition*.

This past year, we enhanced the level of our youth engagement activities.

*“We believe that by connecting with youth early and often, we can have a lasting impact on their success.”*

As part of this effort, our partnership with Teens Now Talk was expanded to include the Southern Region of the province, which was met with an overwhelmingly positive response.

We challenged our schools and students to come forward and participate in this year’s African Nova Scotian History Challenges, and they did, by the hundreds. We reached youth from all across the province culminating at an event held at Oxford School in Halifax where we celebrated their work recognizing the contributions that African Nova Scotians have made to our history. More than 400 separate entries were submitted from every grade level at schools across the province. Students used all mediums to participate including short stories, videos, poems, dioramas, essays, paintings, drawings and music. It was truly gratifying to see such depth of insight and engagement by these students.

The DBDLI furthered its support to youth and the African Nova Scotian community through our Sponsorship Program. Designed to support programs and initiatives that will have an impact on our learners, educators and our community, the DBDLI supported more than 23 applications from a broad cross section of groups and individuals from the African Nova Scotian Community.

As one of the primary activities the Institute was established to undertake, research continues to be a developing area of practice. This past year, we began the process of staffing the position of Director of Research, and we began identifying and developing a pool of researchers versed in research that is relevant to our community. Seven research Fellowship Grants were awarded, of whom three recipients presented their findings at an event held during African Heritage month.

Our partnership with Effective Publishing has also expanded over the past year. We successfully rolled out the *Notable Nova Scotians poster, 2<sup>nd</sup> edition*, the *Times of African Nova Scotians Volume 2* was formally launched in the Spring at a well-attended event at the Nova Scotia Community College - Leed Street Campus, which included contributors and poster participants.

Our media coverage this past year exceeded our expectations, with special thanks to our CEO and Tony Colaiacovo. The CBC Radio series, “Unknown Gems” was a compelling, 10-week broadcast that highlighted some of our lesser known communities. We have received significant and positive feedback on this broadcast, which has helped to fuel pride in our community.

On the communications front, we updated our website, and we initiated Social Media platforms, which have helped to spread the word and highlight the many goings on with which we are involved.

Each year at this time, as I reflect on the body of our work, I am reminded of why we do what we do and how very important it is. I am so proud of what we have accomplished together as a team and as a community. As the Chair, I also have the responsibility of looking forward, and I can say with the utmost confidence that we will continue to keep moving in the direction that we have set.

Thank you to my fellow board members, CEO Sylvia Parris and staff for their passionate commitment and dedication to our work.



## Sylvia Parris



I am humbled and pay homage to the ancestors, wisdom holders, and spirits of Queens and Kings that embody African-centred people throughout all ages. We, individually and collectively, grow and thrive through Maat and Sankofa, in the past, the present and the future, simultaneously.

Collective/collaborative work was the theme of this year. Our accomplishments are the direct result of the collaborative work by the DBDLI staff and Board. We have published and delivered compelling educational resources, we have grown existing and developed new and meaningful partnerships, and we have ensured that our operational and governance policies are strong and transparent.

Excellence in Africentric Education is more than just a motto for us; it is our essence. To that end, we ensure that this is evident in what we do and how we do it. We have and will continue to enhance our knowledge of Africentricity in action, as we participate in shared learning opportunities and self-directed learning. The DBDLI personifies the West African role known as the Griot - we are ambassadors, historians, teachers, advisors and more.

Our in-house production of educational materials have helped spread the word that African Nova Scotians have contributed and continue to contribute to the richness of Nova Scotia's history since our arrival. These materials include: "Times of African Nova Scotians" Volumes 1 & 2, the Notable Nova Scotians Posters - 1st & 2nd Editions, Order of Nova Scotia and Order of Canada Bookmarks, the 10-week long CBC radio series - "African Nova Scotian Communities Unknown Gems" - as well as relevant and meaningful collaborations - via sponsorship and partnerships - including the production of Black Halifax website, the mounting of ONCE: Africville (for public viewing), and formal launches of TANS V2 in Whitney Pier, Birtchtown and Halifax. We are proud that TANS V2 was short listed for the Robbie Robertson Dartmouth Book Award and that we were featured at the Atlantic Book Awards. Additionally, DBDLI and TANS V2 have had resolutions read into Hansard at both the provincial and national levels of government.

The DBDLI, in the role of wisdom gatherer, draws upon knowledge gained through research from such scholars as Dr. Clem Marshall and his work on exploring the success of African Nova learners in the public school system. DBDLI Fellowship recipients have given us rich, first-person-voice research on such topics as Africentric education and academic success, the impacts of culturally driven programs, and the role of spirituality and church, to name a few. These individuals have shared their work with Nova Scotians and beyond, via presentations, meetings as a community of scholars, and access to their abstract work on our website.

Membership in the Interuniversity Research Network, chaired by the Department of Education and Early Childhood Development, has provided an additionally important avenue to share our research and community expertise.

In keeping with the theme of collaboration, we have been in dialogue with Mount Saint Vincent University, the University of Waterloo and the United Nations Association of Canada regarding collaboration on research projects, which are slated for the upcoming year. Our work with Acadia, through the Masters in Education Counselling program, continues providing a platform to influence the school engagement and career direction of African Nova Scotian learners.

The recent signing of a multi-year Memorandum of Understanding (MOU) with the Department of Education and Early Childhood Development (EECD) is a clear and active representation of the proverb, "***If you want to go fast, go alone. If you want to go far, go together***". While each year will be marked by a new funding agreement, the MOU acknowledges the need to work together, continually, to affect impactful change on learners and communities. Due in large part to this commitment, we are working in collaboration with EECD on the development of a textbook for African Canadian Studies Grade 11.

Of all of our collaborative work and efforts, the collaboration with community has perhaps been the most joyful for me. I have been engaged with communities from Sydney to Yarmouth to Halifax, and points in between and have benefitted greatly from the sage advice and demonstrated credo from colleagues, members of education committees, community folk and allies that "the village raises the child."

We expended 70% of our sponsorship budget on youth-related initiatives. These initiatives enabled us to engage meaningfully with community, an example of which is Teens Now Talk (TNT), which helped to extend our reach across the Province. Our partnership in support of the "Black Male" conference enabled us to gather information from youth attendees about what they need from the school system to support their success.

I want to thank my "in-house" team, Ramona Hill, Executive Assistant, and John Wedderburn, Communications Officer. Ramona is the person who professionally greets you both in person at our office, and on the phone. Her expertise and professionalism ensures a strong, high quality office operation. John came into the role of Communications Officer this year and is our go-to person to ensure our message is widely distributed and accessible to all.

I want to also acknowledge and thank the contract staff team: Ferdinand Makani who provides bookkeeping service, Tony Colaiacovo, Effective Publishing, and Cyril Smith who provides Janitorial services - an eclectic grouping who have the common thread of ensuring DBDLI is factual, fresh, current and welcoming.

I want to thank the DBDLI Board for their leadership and collaborative working approach. Reports can't do justice to conveying the commitment and dedicated hours each of these individuals contribute to ensure DBDLI is able to advance its mission of improving the educational experiences and opportunities for Nova Scotian learners of African Ancestry.



## Finance Report

**Sheila Lucas-Cole**, Chairperson, Finance Committee

The financial management of the Delmore “Buddy” Daye Learning Institute (DBDLI) for the fiscal year 2015-16, was handled primarily by the Executive team.

One challenge the DBDLI Board of Directors continued to face was the length of time it took to have the funding agreement signed with the Department of Education and Early Childhood Development (EECD). This year, the agreement was signed in February 2016 for fiscal year 2015-2016. However, the organization continued to operate utilizing our deferred revenue earned in the previous year.

To help mitigate this challenge, the CEO met on several occasions with the EECD staff to work collaboratively on the development of a formal process for requesting the DBDLI’s quarterly financial installments, and a plan on how we move forward. We are pleased to report that this process and plan is now in place.

The DBDLI’s multi-year Memorandum of Understanding (MOU) with the EECD was signed and will expire on March 31, 2020. Our current funding proposal for fiscal year 2016-17 has been submitted.

Both the CEO and the Chair of the Finance Committee met with representatives from various banking institutions to evaluate online and traditional banking service options. The evaluation process has been insightful and will continue as we determine viable options. At present, we are utilizing the services of the Royal Bank of Canada.

Ferdinand Makani continues to serve as our Bookkeeper and, once again, has provided support to the 2015-2016 financial audit conducted by PriceWaterhouseCooper (PwC). Mr. Makani will increase his services to us by taking on the responsibilities of payroll for our casual term hires. He continues to present 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 DBDLI 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, who works 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.

\* Swahili for "What's New"

The Board of Directors would like to express their thanks and appreciation to Ferdinand Makani, our CEO, Sylvia Parris, and Executive Assistant, Ramona Hill for their fine work in handling the day-to-day financial operations of the DBDLI.

We would also like to acknowledge, with thanks, the work of PriceWaterhouseCooper in the preparation of our 2015-2016 financial audit.

On behalf of the Finance Committee, it is our recommendation that PriceWaterhouseCooper (PwC) be appointed as our auditors for the upcoming 2016-2017 fiscal year.

## Human Resource Committee Report

**Sheila Lucas-Cole**, Chairperson, Human Resource Committee

The Human Resource Committee - Yvonne Atwell, Dean Smith, Jocelyn Dorrington, Sylvia Parris (CEO) and Sheila Lucas-Cole - met on two occasions during the fiscal year 2015-2016.

The main focus of our meetings dealt primarily with the orientation of our new Chief Executive Officer, reviewing the staffing requirements, Health & Dental coverage, establishment of an employee Pension Plan, and review of our existing HR manual.

Our CEO commenced her responsibilities on June 8, 2015. Thanks to her previous work experience and community insight, she was able to dive right into the work of the day. Three full weeks of transition was provided by the office administrator who also provided on-call status for the following three months.

Performance reviews were conducted at the three and six month periods.

Upon review of our staffing requirement, a competition was held for the position of Student Liaison officer, responsible for the Acadia Cohort. Michael Fisher was confirmed as the successful candidate. He began his duties on November 9, 2015.

A call-out for resumes was conducted by our CEO to assist with the establishment of a priority list of qualified candidates to provide administrative support on a casual term basis.

A competition poster was sent out in January, through various networks, and ads were placed on top ranked job websites to staff the position of Director of Research. Only a few applications were received and, unfortunately, none of these met the job requirements. As a result, and by recommendation of the Human Resource and Program and Research Committee, the DBDLI has engaged the services of a Human Resource Firm to recruit for this position.

In November, we were able to put in place Health & Dental, and Pension plans for our employees.

In December 2015, our Communications Consultant was offered a two-year term position as Communications Officer for DBDLI, effective January 2016.

It is the expectation of the Human Resource Committee that we will be looking to staff the position of Finance Office during the month of March 2017.

At the last meeting of the Human Resource Committee our main focus was on the review of the HR Manual and discussing the importance of having a professional terms of reference conducted by a specialist in the Human Resource field. We determined that this process should be extended to all our other standing committees

so that we would have a firm foundation rooted in the sound knowledge and practices in the subject areas of Finances, Programming and Research.

At this time, I would like to acknowledge my fellow members of the Human Resource Committee Yvonne, Jocelyn and Dean. Thank you so much for all of your support this past year.

On behalf of the Committee, we extend our thanks and appreciation to our CEO, Sylvia Parris for her support and guidance.

## Communications Report

**John Wedderburn**, Communications Officer

Communications this past year has been focused on expanding the breadth of our reach, engaging more communities in our mandate, building media relationships and coverage, and adding new and engaging platforms to engage a larger community audience.

Last summer after the Report to the Community, preparations began for launch events of our educational resource “Times of African Nova Scotians, Vol 2” in Sydney and Birchtown, followed by the formal launch held in Halifax this past spring. More than 2500 promotional flyers were produced and distributed at various events across the province throughout the year.

These events provided the DBDLI with an opportunity to introduce new and updated educational resources including the new Notable Nova Scotian Poster, 2<sup>nd</sup> Edition. The formal launch event gave the community an opportunity to hear from and meet important partners and contributors to our resource material development while networking with some of Nova Scotia’s “Notables”.

Another key event and youth/school engagement activity organized by the DBDLI this past year was the African Nova Scotian History Challenge and Awards Ceremony during which schools and students from across the province converged to celebrate the compelling pieces of work submitted by students of all ages. This event directly targeted youth and educators from across the province. More than 400 submissions were received across a range of platforms and mediums. The coordination and communications around this event created a “buzz” that we can build upon and leverage as we begin our fall preparations for next year’s annual event. Although the number of submissions was beyond our expectations this past year, our goal is to increase that number by increasing the number of participating schools.

In collaboration with our web development partner, the DBDLI website was revamped with a fresh, new look, updated content navigation, and more advanced features such as an online shopping cart that manages our Resource Materials. Our new site boasts improved homepage menus and user responsive design, which makes the website adapt to any device be it desktop, laptop, tablet or smartphone.

With an understanding that many people communicate and seek information online, we undertook activating a social media strategy this past spring. We now have an active presence on Facebook, Twitter, LinkedIn and Instagram. Social Media increases our exposure and brand awareness while at the same time helps us to learn more about our community. Online visibility helps us stay relevant and enables us to make connections and develop relationships at the individual, organizational and community level.

These efforts have resulted in a modern, professional online presence that enhances the DBDLI image and brand.

Additionally, we have worked hard to increase our profile via media coverage. We have been pleased with the results of that work. Provincial media outlets covered many of our initiatives and events including the release of the Times of African Nova Scotians Vol. 2, coverage of the African Nova Scotia History Challenge Awards Ceremony, and the CBC series highlighting lesser known African Nova Scotian communities to name a few.

In 2016-17, we will work to further expand our reach. We remain committed to working with our education and community partners by sharing information and garnering input that will help us to meet the needs of our African Nova Scotian learners, educators and our community.

## Publishing and Knowledge Management Report

**Tony Colaiacovo**

The DBDLI had a tremendously successful year on the publishing front highlighted by several key milestones.

### *The Times of African Nova Scotians, Volume Two*

The Times of African Nova Scotians, Volume II (TANS) has been an unqualified success. Sales have exceeded most expectations; the first printing of 2000 copies sold out in eight months. This is a remarkable achievement for several reasons; it was released in August (typically a “dead” month for sales); we hadn’t done a formal, publicized launch to target readers outside of the education system; and it was before TANS was shortlisted for a 2016 Atlantic Book Award. A second printing of 2000 copies was done in March. TANS is expected to continue to generate revenue through sales and sponsorships into the foreseeable future. As the current distribution of TANS continues to make its way through the school system and as we continue to form partnerships with more educators (i.e. Social Studies Teachers Association), community groups (i.e. Africville Museum) and third-party vendors, we are confident that sales to educators and schools will continue to grow. The Atlantic Book Award nomination garnered instant credibility for the DBDLI as publishers, and should act as a catalyst for future sales while adding value and credibility when bringing new books to market.

### *2016 African Nova Scotian (ANS) History Challenges and the DBDLI Awards Ceremony*

The ANS History Challenges and the DBDLI Awards Ceremony were an outstanding success. We had 406 separate entries from 41 different schools representing most regions of the Province (13.66 % of ALL schools in the province). Entries were received from every grade level and students used all types of media to participate. There were 26 prizes awarded. Despite the long journey that many award winners had to make to attend the ceremony, we had 100% turnout, many of whom were accompanied by family members. Teachers, students and parents were clearly enthusiastic about being invited to the ceremony; their pride when receiving their awards was evident. The Lieutenant Governor and Mrs. Grant attended the ceremony and were very gracious in their praise of the Challenge and Awards; event highlights were posted on the Lieutenant Governor’s website. Minister Ince was similarly impressed as were several sponsor reps that were in attendance. This year’s Challenges and Awards ceremony established this initiative as one of the premiere events on the school calendar, which we anticipate will generate even greater participation next year.

## *'Notable Nova Scotians' Poster, Volume Two*

The new edition of the Notable Nova Scotian poster builds on the success of the original poster and is another unique teaching resource produced and supplied by the DBDLI.

Our list of teaching resources that are developed and produced in-house continues to grow and now includes two Notable Nova Scotian posters, two Volumes of The Times of African Nova Scotians and bookmarks featuring Order of Canada/Order of Nova Scotia recipients.

### **CBC Radio**

In early January, we approached the CBC about doing a show featuring lesser known African Nova Scotian communities and submitted various story ideas for their consideration.

On January 28<sup>th</sup>, we were invited to appear on the program, Information Morning, hosted by Don Connolly. Listener response was fabulous and prompted the CBC to invite us back in a regular time-slot every Thursday during the month of February. The CBC was pleasantly surprised at how well the show was received and how much listener response it continued to generate, which led to a further extension of the series through to the end of March. The ten shows raised the profile of the DBDLI and helped strengthen the reputation of the Institute as “the” expert organization when referencing African Nova Scotian history and Africentric education. Recently, the CBC called on us to provide expertise and commentary for a half-hour radio program about Preston. The program aired in May and was very well received. We look forward to exploring future opportunities with the producers of Information Morning.

### **Black History: Africa, the Caribbean and the Americas.**

This year, we were approached by members from the African Canadian Services Division (ACSD) who indicated their willingness to collaborate on revising the textbook “Black History: Africa, the Caribbean and the Americas”, which is currently used for African Canadian Studies in the high school curriculum. The ACSD also expressed a commitment towards purchasing copies of a revised edition for future years. Based on these discussions, the DBDLI entered into negotiations with the original publisher of the textbook and in November, we were able to secure an advantageous deal for the copyrights to the text. Revising the textbook is an important project because it will allow the DBDLI to influence this important curriculum resource; sales of these books could present an important source of revenue for the Institute.

### **Also of Note**

The DBDLI, and our work, has been featured on numerous websites including those of the Lieutenant Governor, Dalhousie University, Acadia and the CBC.

Of particular note: web traffic generated by the cover story of Volume One of TANS on Acadia’s site during the month of February, and the more than 2000 “shares” that the CBC page generated when we did the story on Hammonds Plains.

The aforementioned are just a sampling of the many initiatives that we have undertaken this year that have served to establish the DBDLI as the leader in Africentric education. Our emphasis for developing new teaching resources in the near term is children’s books.

## **Research & Programs Committee Report**

**Susan Brigham** on behalf of the Research and Programs committee (Martin Morrison and Jocelyn Dorrington)

The DBDLI continued key research initiatives this year, with a particular focus on Research Grant initiatives and the search for a Research Director.

Acadia Master of Education (MEd) cohort: The DBDLI partnered with Acadia University to offer a Master of Education in Counselling degree with a focus on Africentricity. Nineteen students, all of whom are of African descent, began the 3-year, part-time, nationally accredited program in 2015 with the goal of becoming a counsellor in schools or in a community agency. We congratulate these students for completing their first year.

The DBDLI hired an African Cohort Student Support, Michael Fisher, whose role is to act as a liaison between the Acadia MEd (Africentric) cohort students, faculty, the DBDLI Research & Programs committee chair, and the CEO.

The DBDLI Graduate Research Fellowship Grant was awarded to seven students of African ancestry in 2014 enrolled in a Canadian university, who are conducting original research (for a thesis or dissertation) on a topic that fits the research needs identified by the DBDLI. Selected students are awarded up to \$5000 per academic year for a maximum of two years to use towards tuition, textbooks and supplies.

Two of the Research Fellows completed their graduate degrees this year – we congratulate them on their hard work and contribution to their fields (Education and Social Work). We were thrilled that these two graduates gave presentations about their research at our Community of Scholars event held at the DBDLI office for all of the Research Fellows. Further, three of our DBDLI Research Fellows presented at a Halifax Public Library event entitled “Telling Our Stories: Research Exploring Culture-Community-Race” during this year’s African Heritage Month. The panel presented current African Nova Scotian research that explores issues of cultural identity, spirituality, racism, and community as they impact the lives of African Nova Scotians. The event was presented by TD Bank Group, in partnership with the DBDLI.

Full details of the research topics being undertaken by the Research Fellows are available on the DBDLI website.

The search process continues for the vital, full time position of Research Director. We have engaged recruitment firm Royer Thompson Associates to assist in this search.

We hope to have more research accomplished soon on the African Nova Scotian Student Achievement Gap, now that the funding agreement has been signed (as of June, 2016). Dr. Clem Marshall is the DBDLI’s contracted researcher.



## Teens Now Talk



The DBDLI Partnership with Teens Now Talk is now in its 2nd year. Last fall, Teens Now Talk came back to Halifax with the Youth in Production program (YIP). Three youth from HRM applied their learnings from the program to enhance their knowledge and understanding of opportunities in the IT (Information Technology) and Engineering fields.

We have made a concerted effort to make the program transferable to other parts of the province so that we could engage more youth. Having successfully run programs in HRM and in Cape Breton we turned our focus to the Southern Region (Yarmouth, Weymouth and Digby) of the province.



This past April, nine youth participated in the Youth in Production program in the Southern Region. Over the two days they were challenged to learn and think outside the box. The skills they learned and developed will prove to be invaluable to them going forward.

## Jessica Bowden Receives Award

Congratulations to Jessica Bowden on being awarded the Meritorious Service Medal Award (M.S.M.) for her exceptional contribution to her community and Canada. Jessica is the only black female to have been awarded such an honour. We are extremely proud to have her and the Teens Now Talk team as partners for DBDLI youth initiatives.



Jessica Bowden, Publisher Teens Now Talk, with Governor General of Canada, David Johnston

## Master of Education in Counselling Program Cohort



As part of our mandate to develop educators who meet the needs of the African Nova Scotian community, the DBDLI in partnership with Acadia University, established the Master of Education in Counselling Program Cohort in 2015.

The three year, part-time, nationally accredited program was awarded to 19 participants and is designed for teachers pursuing a career in school counselling or individuals pursuing counselling careers in the agency environment.

Prior to the beginning of the program, the DBDLI hosted a meet and greet event for the participants and sponsors of the program. The event was well attended and gave the group the opportunity to meet those with whom they would be embarking on this three year journey.

In the fall of 2015, Michael Fisher was appointed to the position of Africentric Cohort Student Support. The position provides academic support to the cohort students by working closely with the students, Acadia University faculty members and the DBDLI.

Congratulations to all of the Master of Education in Counselling Program participants on completing their first year of study.



(Back row left to right) Natalie Hodgson, Sarah-Ann Upshaw, Tracy Grouse, Gillian Thorp, Shawn Grouse, Kelli Ross, Faith Eweka, Danita Williams, Amy Parsons, Robin Reid and John Moshett  
(Seated) Dr. Deborah Day- Acadia, Sheila Lucas Cole- DBDLI, Dr. Ron Lehr- Acadia and Yvonne Atwell- DBDLI  
(Participants not in photo) Trevor Boyd, Jay Jarvis, DeRico Symonds, Raytia Turney, Kimberley Cain, Shawn Mantley, Delroy Mullings and David Phillips.

# DBDLI Tye<sup>\*</sup>



**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.



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.

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



**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).



Paul Adams

**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.

# DBDLI Staff



**Sylvia Parris**

**CEO**



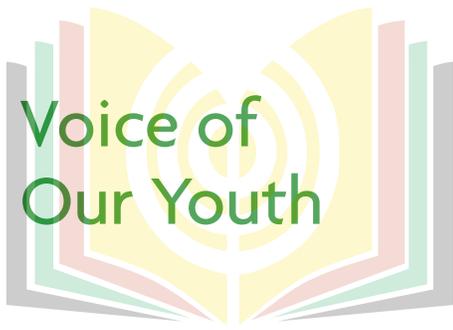
**Ramona Hill**

**Executive Assistant**



**John Wedderburn**

**Communications Officer**



## Amberina Beals

My name is Amberina Beals. I'm a second year student at Mount Saint Vincent University where I study Communications. I am currently the Research/Writing summer student at the Delmore Buddy Daye Learning Institute (DBDLI).

Through my experience to date at the Institute, I have been able to gain a stronger foundation in the history of African Nova Scotians, which I believe is vitally important to understanding who we are,

where we come from, and whose shoulders we stand upon. Through this fundamental foundation building, I have created a trivia game that will be featured on DBDLI's new and improved website!

I've also had the opportunity to travel across Nova Scotia and attend Community Consultations hearing first hand the issues African Nova Scotian learners experience within the education system. This has both broadened my outlook and perspective of the African Nova Scotian learner while also developing a better understanding of the various organizations involved in improving the academic outcomes of African Nova Scotian learners, and the roles they play.

During my visit to Cape Breton and the Whitney Pier Historical Museum, I had the wonderful opportunity to implement skills and tools I developed through training provided by Jayde Tynes, who works at CKDU. I also had the privilege of interviewing George Borden about his Legacy Shadow Quilt.

My overall experience working with the DBDLI has truly been a blessing. Through this work coupled with the Africentricity workshop in which I participated, I am confident I will be able to carry all that I have back to my school setting and proudly foster Africentricity in my learning environment.



## Yolande Grant

As a Black woman, African Nova Scotian support worker and professional social worker, I interact and work with community members and organizations across the province.

I have gleaned important insights from numerous reports and articles, including the "2002 Education Act"; the "BLAC Report"; the "3Rs: Renew Refocus Rebuild"; DBDLI's fact sheet "Our Journey"; "A Decade of Development: Leading,

Learning, & Launching"; "Expanding from Equity Supports to Leadership and Results" and several Halifax Regional School Board policies and reports.

I have also studied and analyzed community concerns as identified through the Department of Education & Early Childhood Development while hearing about those concerns first hand from communities, which align with the DBDLI's mandate.

My work with the DBDLI has enabled me to further hone my skills at the individual, community and organizational level. I have a deeper understanding of the chronic and systemic crisis within the education system as well as supportive practices, rooted in Africentricity, which are reflected in the Institute's work to address educational barriers impacting African Canadian/Nova Scotian learners and the Black community.

Over the past three months, I have had the opportunity to attend community round table meetings, the PANSEP tour, and the launch of the Times of African Nova Scotians, Vol. II. During that time, it has become clear that the province's African Nova Scotia education partners are working very hard to improve the academic achievement gap affecting African Nova Scotian learners.

During the Cape Breton public meeting, the partnership made a statement: "We will work together so that situations are resolved in a positive and co-operative manner". It is through this process of change and encouragement that I have also developed a deeper understanding as to why certain locations have a stronger bearing on the academic achievement gap here in Nova Scotia.

I am committed to being a life-long learner and am dedicated to understanding the complexities and dynamics of the interconnected relationships within our province's education system as I work collaboratively to help positively influence the academic achievements of African Nova Scotian learners.



# DBDLI Sponsorships for Fiscal Year 2015-2016

The DBDLI 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.

## **African Canadian Youth Leadership Conference**

- *Conference for African NS Males*

## **African Nova Scotian Affairs**

- *James Early Event*

## **African NS Music Association**

- *ANSMA Awards Event*

## **Africville Genealogy Society**

- *Africville Celebration - Children's Day*

## **Black Business Initiative**

- *Business Is Jammin Youth Camp*

## **Black Educators Association**

- *Golf Tournament*

## **Black Educators Association**

- *Math Camp*

## **Community YMCA**

- *Midget Boys Basketball Team*

## **East Preston United Baptist Church**

- *Adult Learning Program Research*

## **Glance Bay UNIA**

- *Signage Display*
- *African Heritage Month Gala-Sydney*

## **Health Association of African Canadians**

- *Health Conference*

## **Imhotep Legacy Academy**

- *Imhotep's Afterschool Program*

## **Menelik Hall Association**

- *Whitney Pier Pioneer–Youth Day*

## **Mukisa Kakembo**

- *DalConnect Leadership Path Nicaragua Trip*

## **Nova Scotia Mass Choir**

- *Martin Luther King Event*

## **Nova Scotia Voices of Women**

- *Peacemakers Leadership Conference*

## **NSCC Akerley Campus**

- *Wes Williams Tour*

## **Preston Primrose**

- *Los Primos Band*

## **SAERC School “in trust”**

- *Johnny Western Europe Trip*

## **United African Canadian Women Association**

- *Multicultural Gala*

## **Vanessa Fells**

- *United Nations Human Rights Conference*

## **Voices Black Theatre Ensemble**

- *Africville Play Film Festival*

## **Voices Black Theatre Ensemble**

- *Africville Stories Tour*



# *Thank You to our Community...*

*as we work towards our goal of  
supporting African Nova Scotian learners  
to achieve academic excellence.*



African Canadian Services  
Division



Black Educators Association  
of Nova Scotia



**Council on African  
Canadian Education**



Department of Education  
and Early Childhood Development

Special Acknowledgement to the Regional School Board Race Relations,  
Cross Cultural Understanding and Human Rights Coordinators



*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*



5539 Cornwallis Street, Halifax, NS B3K 1B3  
902-407-3200 · [contact@dbdli.ca](mailto:contact@dbdli.ca) · [www.dbdli.ca](http://www.dbdli.ca)