



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

# Our People, Our Passion



**2017-18 REPORT  
TO THE COMMUNITY**

# Lift Every Voice and Sing

(The Black National Anthem)

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



Lift every voice and sing  
till earth and heaven ring  
ring with the harmonies of Liberty;

let our rejoicing rise,  
high as the listening skies, let it resound loud as the rolling sea.

Sing a song full of faith that the dark past has taught us,  
sing a song full of the hope that the present has brought us;  
facing the rising sun of a new day begun,  
let us march on till victory is won.



Stony the road we trod,  
bitter the chast'ning rod,  
felt in the day that hope unborn had died;  
yet with a steady beat,  
have not our weary feet,  
come to the place for which our fathers sighed?

We have come over a way that with tears has been watered,  
we have come, treading our path through the blood of the slaughtered,  
out from the gloomy past, till now we stand at last  
where the white gleam of our star is cast.



God of our weary years,  
God of our silent tears,  
Thou who has brought us thus far on the way;

Thou who has by Thy might,  
led us into the light,

keep us forever in the path, we pray.

Lest our feet stray from the places, our God, where we met Thee,  
lest our hearts, drunk with the wine of the world, we forget Thee,

shadowed beneath Thy hand,

may we forever stand,

true to our God,

true to our native land.



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Our  
People,  
Our  
Passion

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## Message from the Chair

Jocelyn Dorrington



Paul Adams

Our research initiatives and analyses are bringing meaningful, relevant and timely information to African Nova Scotian communities regarding the implication and mitigation of ongoing educational issues.

We continue to develop our publication and knowledge management activities, which have created several amazing pieces of work that are currently being used in classrooms across the province. And we are well positioned to bring several new resources to publication in the coming year.

We have also made important gains in book sales nationally. We attended one of the largest publishers and book conferences in Canada, entitled 'Reading for the Love of It', which was held in Toronto. We benefitted from this in many ways including developing contacts at schools from other regions and jurisdictions in Canada.

From an administrative point of view, the Board continued to support professional development of staff in various ways. The Director of Research attended the DIOP conference, which focused on Africentric Research specifically. This conference presented various Africentric methodologies and a broad network of researchers, which helped to validate and reinforce our work at the Institute.

We sponsored two board and a staff member to attend the National Black Canadian Summit, in Toronto in December 2017, which marked the International Decade for People of African Descent (DPAD). This supports the collaborative work of the DPAD coalition in Nova Scotia, of which we are a member.

Over the past year, design and renovations have been underway at our new office location at 5450 Cornwallis Street. As a member of the design and building team, I participated in all parts of the process. Admittedly, like any renovation project, it has been time consuming and has had its stressful moments but it has been exciting and fulfilling to see it finally come together.

I would like to thank the staff, the board and the work group members for their guidance and support throughout this process. We hope that the Institute is seen as a vital extension of our community as we look to grow and strengthen the support we provide to our learners and communities. We look forward to working from our new location and are busy planning for our grand opening in the fall.

Please know that, as the Institute's board and staff continues to adapt during these changing times, our inspiration and motivation comes from each of you. As we work together - collaboratively and cooperatively - we can truly make a difference in the lives of youth, families and communities across our province.

Thank you for your ongoing support. ☺

Our People, Our Passion is a continued theme that threads throughout our reports to the community.

Work undertaken by the Delmore "Buddy" Daye Learning Institute is grounded in our people. Many of our efforts this past year were driven by activities designed to capture feedback, data and recommendations at the community level.

This past year drew much attention to the changing times of the Nova Scotian education system. As you know, the Department of Education and Early Childhood Development conducted an extensive overhaul of its structure.

To help address that shift, we engaged in a deeper analysis of this new structure to better understand its impact on our learners and to ensure we align our direction and practices to continue the important work that remains to be done.

Last fall, we invited our entire team to participate in the development of our strategic planning process and the exercise proved to be an invaluable one. This holistic approach reinforced the importance of team building, ensuring that we all share the same understanding of our role in improving the educational outcomes and opportunities for our learners.

Our Strategic Plan guides our work by providing clarity on what we need to do, how we should do it, and what success looks like. Our Board and Staff continue to demonstrate their passionate commitment to the Institute through their individual and collective roles and responsibilities. They ensure the Institute continues to have a positive impact on the system for African Nova Scotian learners, educators and communities.

This has been a year of growth for us on several fronts. Our human resource complement has grown with the addition of three new staff members.

We also welcomed Randy Headley to the DBDLI Board. Randy is the Graduate Admissions Officer at Mount Saint Vincent University and brings over 10 years of experience working in the post-secondary environment.

On the youth engagement front, an ever vital part of our mandate, the development and implementation of several new programs has extended our connection to more youth than ever.

## Message from the CEO

Sylvia Parris-Drummond



Paul Adams

to add to our understanding of the barriers that exist to young adults entering and successfully completing post-secondary education.

Understanding that Africentric research must engage and focus on Community, community-based pilots were rolled out across the Province exploring how to engage and train community members as data collectors and contributors.

Since Dr. Frempong joined the DBDLI, we have begun to see the Institute gain national and international recognition (invitation to collaborate with the Ontario Institute of Studies (OISIE) & York, participation in the DIOP Conference, and delivering a conference paper in South Africa).

Publishing and resource development remains a very important focus for the DBDLI, and is continuously identified by our communities as a priority need.

We have drawn resources from a variety of sources including African Nova Scotian History Challenge submissions, young artists who have shown both interest and promise, established authors, and spoken word artists.

Our signature event - the African Nova Scotian History Challenges - had another extremely successful year. Through this initiative, we have been able to expand the opportunity to teach and learn African Nova Scotian History/Heritage by opening the Challenges in early October and closing in early February with a celebration event occurring in late February. This past year, we were very pleased to see the number of submissions in French grow. We believe that the French adaptation of "The ABC's of Viola Desmond" we are developing will have an additional, positive impact on the 2019 submissions.

We continue to enhance our website, which is continuously updated and provides a source of research information, data reports, promotion of events, information on sponsorship application for youth and community capacity building projects, and much more. When you visit, you can quickly access two key reports that were published this year, and our responses to those reports, via our home page: PANSEP and Raise the Bar. Check it out at [www.dbdli.ca](http://www.dbdli.ca)

Continuing on the communications front, we have seen an uplift in the number and range of people we are reaching through both our traditional and social media efforts. Our TV, radio and print media coverage continues to increase as we build awareness around activities, events and positioning on Africentric education and research.

Our social media activity has increased exponentially thanks in part to the development of a social media

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policy, and in-house training that has enhanced the comfort and skill level of staff utilizing social media.

Our engagement in youth saw a tremendous increase in exposure in 2017/2018. We drew upon a variety of approaches to ensure that young people in the public school system as well as young adults in communities across the Province are provided with Africentric leadership opportunities and experiences. We collaborated to provide Africentric leadership and mentorship training, which culminated in senior high youth participants engaging in mentorship experiences with junior high students.

To aid in our youth efforts, our new Coordinator of Youth Initiatives & Projects, Chanae Parsons, has helped lead the way for the implementation of two pilot projects that were already in progress. The Regional Education Centres (formerly known as School Boards), along with the local community, have been active partners in all of our youth projects.

As a member of the Decade for Persons of African Descent (DPAD) Coalition, we attended the inaugural meeting of the Federation of Black Canadians, which was held in Toronto last fall, participated in a presentation to Deputy Ministers from across all provincial departments, and we continued to advance the overarching pillars of DPAD.

Access to sponsorship programming continues to be focused on youth and community development, and provides an opportunity to support community-identified priorities.

Sixty four percent of our sponsorship funds were distributed to youth while 36% went to community initiatives throughout urban and rural African Nova Scotian communities. Many of these projects/initiatives are promoted in our newsletters.

You may have noticed the word “Ubuntu” on my electronic signature. 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 together as a team, valuing each individual’s strengths, and having shared responsibility for the work we do.

I want to acknowledge staff members Ramona Hill, Executive Assistant, John Wedderburn, Communications Officer, George Frempong, Director of Research, Victoria Lake, Chanae Parsons and Samuel Provo-Benoit along with contracted employee, Tony Colaiacovo (Effective Publishing - Publishing Consultant) for their commitment to excellence and their contributions to the ongoing success of the Institute.

The move to our new facilities and the hiring of a Finance Officer has led to changes that see us bidding farewell

to some of our contract staff. Cyril Smith provided top notch custodial services to our 5539 Cornwallis Street location.

As we now have in-house accounting services, Ferdinand Makani (Accountant) and James Makonyere (Assistant Accountant) will no longer be with us. As well as wishing them a fond farewell, I want to thank them for the transition support they have provided to the Finance Officer.

As I noted earlier, we have a three-year Strategic Plan, which rests foundationally on the Institute’s values. I want to acknowledge the Board members 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.

I leave you with this African proverb:

*“We desire to bequeath  
two things to our children;  
the first one is roots, the  
other one is wings.”* ☺



**DBDLI  
Habari Gani\***

## **Financial Report**

**Darrin Talbot, Chair, Finance Committee**

The financial management of the Delmore “Buddy” Daye Learning Institute (DBDLI), for fiscal year 2017-18, 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 2018-19 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 has become the new and permanent home of the DBDLI. Located at 5450 Cornwallis Street, the building is one block from our prior location and provides the DBDLI with a 12,000+ square foot facility that will contain the DBDLI offices, leased and community space.

The renovations to the new office are substantially complete and the staff are currently in the process of setting up in the new location.

In April 2018, we hired a new full time Finance Officer, whose role is to ensure that all financial aspects of the organization are managed efficiently and effectively. Victoria Lake comes to us with extensive experience in Finance and was most recently employed with the Black Business Initiative. Victoria will be responsible for all finance, budgeting, tax, accounting and related functions of the Institute and she will oversee our financial systems, financial planning, banking and financial relationships as well as assist with developing a fundraising strategy for the Institute.

Ferdinand Makani, who has been our Bookkeeper for several years, has once again provided support to the 2017-2018 financial audit conducted by Price-WaterhouseCooper (PwC). He also provided payroll services for our casual term hires, presented to the Board of Directors on a quarterly basis, and ensured that our financial statements were prepared in accordance with Canadian Accounting Standards for not-for-profit organizations.

With the addition of our new Finance Officer we are now able to bring this work in house. As a result Ferdinand’s contract has concluded. The Institute’s Board of Directors wishes to thank Ferdinand for his many years of outstanding service to the DBDLI.

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 Ferdinand and Victoria’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, Victoria Lake, our CEO, Sylvia Parris-Drummond, and Executive Assistant, Ramona Hill for their diligent work in handling the day-to-day financial operations of the DBDLI, as well as John Wedderburn for his support of our resource sales efforts.

We would also like to acknowledge, with thanks, the work of PriceWaterhouseCoopers (“PWC”) for their work in the completion of our 2017-2018 financial audit. They have acknowledged that it was a clean audit and have issued an unqualified audit report.

On behalf of the Finance Committee, it is our recommendation that PwC be appointed as our auditors for the upcoming 2018-2019 fiscal year. ☺

\* Swahili for “What’s New”

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# Human Resources Report

**Yvonne Atwell, Chair, Human Resources Committee**

This year, the Human Resources Committee focused on supporting the staffing of key positions for the DBDLI, as well as conducting policy review/revision and succession planning. The commitment has been to complete the hiring of staff who support programming and manage general office operations. After extensive recruitment and promotion, we were able to hire our Coordinator of Youth Initiatives and Projects (CYIP), Chanae Parsons, our Finance Officer, Victoria Lake, and an Administrative Assistant Samuel Provo-Benoit.

In her role as CYIP, Chanae is responsible for developing and leading the execution of DBDLI youth-centred projects. This role will ensure that Nova Scotian youth and young adult learners, across the Province, will be supported in their leadership development and are invited to participate in the DBDLI Black Youth Council.

As Finance Officer, Victoria oversees the Institute's budgeting, accounting, auditing and financial reporting. This year, in addition to the day-to-day work, this role will focus on aligning reporting with the new practices instituted by our key funder, and support the Board fundraising goals. Victoria also has accountability for administrative software in partnership with the CEO.

Samuel provides support to the DBDLI staff team with a particular focus on supporting the Director of Research, the Communications Officer, and the Coordinator of Youth Initiatives & Projects. Supporting the Executive Assistant, Ramona Hill, he also serves as a backup and provides supplemental support to the publishing arm of the DBDLI, which has been growing under the leadership of Effective Publishing.

The HR Committee has provided advice to the CEO to support the transition of new hires from probation to full employment, the performance review of all staff, and confirmation of appropriate training and professional development opportunities to ensure staff remain current in their respective areas of expertise.

The HR Committee meets regularly with the CEO to assess her performance in a timely manner, which is used as part of her formative and summative evaluation.

I would like to thank our team for their incredible commitment and hard work, our HR committee members, and Sylvia, our CEO, for her ongoing leadership. ☺

# Communications Report

**W. Dean Smith, Chair, Communications Committee**

Our 2017-2020 Strategic Plan includes a comprehensive communications strategy grounded in the principles laid out in our mission and vision statements in support of the overarching organizational business strategy.

All of our communications activities are designed and guided by that Strategic Plan as we continue to prioritize our goals and clearly articulate the accountability measures required to achieve our defined objectives.

That direction has been key in developing and delivering refined messaging that strengthens our emphasis on *Excellence in Africentric Education and Research*.

Our communications team continues to tailor communications strategies and tactics to meet the needs of the organization as a whole and its specific functional areas including Research and Youth Initiatives and Projects. Areas of focus include but are not limited to:

- Overall organizational messaging
- Social media platform content
- Presentation development and delivery
- Promotional resources and materials
- Report outs to partners and external audiences, and
- Traditional and social earned media coverage opportunities

In 2017-2018, the DBDLI focused our communications efforts primarily on connecting and engaging with the communities we serve. Our approach has been to visit as many communities across this province as possible to build awareness and develop important relationships. To that end, we have spent time from one end of the province to the other including towns in Yarmouth County, and Guysborough County among others, sharing information, learning from one another and collaborating on the way forward.

Research activities, under the direction of Dr. George Frempong, have presented important opportunities to connect with communities in the sharing and collection of education data. Similarly, the See Hear and Count program has provided communities with targeted information about student performance.

As we broaden our engagement opportunities, we have placed a strong emphasis on youth leadership and development to help support those efforts through flagship initiatives like the African Nova Scotian History Challenges, the Ancestral Roots Awards, and the establishment of the DBDLI Youth Council.

The Communications team supported two acclaimed projects through promotion and awareness building, the first of which was The Kuumba project, which connected youth with elders who shared stories about their respective communities. The second, the Youbuntu project, brought together grades 9-12 youth from across the province as part of an Africentric Mentorship/Leadership forum.

Through our continued promotional and relationship building activities, sales of the "ABC's of Viola Desmond" continue to do well provincially, and we are seeing increased sales to school districts in Ontario - the direct result of our engagement in conferences and trade events. Communications will continue to contribute to the marketing and sales of several upcoming Africentric publications.

We continue to pitch and garner numerous mainstream media opportunities and interviews with media outlets like CBC Radio, and Global TV among others, and have been called upon to comment on matters relating to Africentric education and research.

Our online and social media presence has evolved over the past year. The addition of new and consistently updated content on our website is ongoing and supports our overall areas of focus. The functionality of our website can accommodate both video and blog post content, which enables us to reach broader audiences. Our social media platforms continue to gain followers. In fact, we have seen a 30% increase this past year, which can be attributed to the ongoing work of posting meaningful and relevant content relating to our operations, our organization, our partnerships, and our work.

While not new, our Community Update Newsletter continues to serve as an important channel of information highlighting events and programs that have had a positive impact on African Nova Scotian learners and educators. Archived copies can be found on our website.

As the DBDLI continues to develop and maintain strong, collaborative relationships with our communities and our partners, communications will continue to play an integral role in sharing who we are, what we do, and why we do it. ☺

# Publishing and Special Projects Report

**Tony Colaiacovo, Effective Publishing**

This past year, we had very specific goals: continue to collaborate with the Department of Education and Early Childhood Development (EECD) to develop grade-specific Africentric books and resources for the Nova Scotia curriculum, support established authors, and new and emerging writers and illustrators, and grow book sales both inside and outside of the province.

We are seeing good success in Nova Scotia and beyond.

We were able to once again access important grants and sponsorship funding. We were one of 11 publishers in the province to access a grant from the Creative Industries Fund.

As part of our resources in production, we continue to collaborate with EECD to develop curriculum resources and books for various grade levels. We have three books currently in development and production, and numerous books in the planning stage.

"L'Alphabet de Viola Desmond" is a French adaptation of The ABC's of Viola Desmond. As with the English version, this important classroom resource is designed for the grade 3 French curriculum. It should be noted that the first print run of "The ABC's of Viola Desmond" is almost completely sold out.

As part of our collaborative efforts with EECD, we are developing an introductory social studies textbook for grades 5/6. The working title of the book is "Nyumbani: African Nova Scotians and Africa". Nyumbani is the Swahili word for home. This book is unique in its format and content, and introduces students to the subjects of history, geography and social studies. This resource will examine the contributions that people of African ancestry have made in shaping the cultural fabric of Nova Scotia. It relates their stories, in chronological order, and emphasizes their importance to the history of our province. We are exploring the potential of publishing this book in both English and French, and producing an electronic version that would include "hot links" to other curriculum resources and subjects.

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The revised grade 11 ACS resource, "Black History: Africa, the Caribbean", and the Americas is currently in development and production. We expect this resource should be ready by the start of the coming school year, barring any unforeseen circumstances.

Although we develop and publish books and learning resources that are tailored to the needs of African Nova Scotian students, we do so with a view that they are also relevant for Black learners and educators everywhere.

In the last 12 months, we have made important gains in book sales nationally. In February, we attended one of the largest publishers and book conferences in Canada. Held in Toronto, it was attended by more than 2500 teachers and school administrators from across the country.

"The ABCs of Viola Desmond" proved to be very popular at this conference, generating sales to many teachers and schools, primarily from Ontario, and assisting in the development of contacts for schools from other regions and jurisdictions in Canada.

The Ontario Black Educators Association invited us to attend and participate in their regional educator's conference. This also strengthened our sales profile in the greater Toronto area.

We are currently in discussions with the Durham Regional School Board about supplying their schools with Africentric learning resources.

While the DBDLI supports established authors, we also nurture new and emerging African Nova Scotian writers and illustrators. Bria Millar is a young, talented artist who has collaborated with us in the past as a mentor in our youth and internship programs. She is currently illustrating a publication written by El Jones entitled "The Year of the Girl"; it is based on the United Nations event of the same name that is held annually at Mount St. Vincent University.

Hillary Brown and Tiona Emmerson are students whom we have identified as having remarkable talent as illustrators. Both came to our attention through the DBDLI African Nova Scotian History Challenges. We are currently coaching and mentoring Tiona to produce a wordless picture book. Hillary has produced illustrations for the elementary social studies book that we currently have in production.

Wendie Poitras and Natalie Hodgson are elementary school teachers and aspiring authors. Wendie is also a talented illustrator. We will be working with both to

develop culturally relevant books for elementary and A & B level beginner books. Wendie's book, "Ladybug Dreams", should be ready for publication in late summer.

Karolyn Smardz Frost, PhD, is a noted historian, archaeologist and author as well as an Adjunct Professor at Acadia University. Her book, "I've Got a Home in Glory Land" (2007) was the first book on African Canadian history to receive the Governor General's Award for Non-Fiction.

Karolyn submitted a proposal to the DBDLI to publish "To Do Our Share: Reverend William A. White and the No. 2 Construction Battalion". Besides recounting the history of the No. 2 Construction Battalion and the legacy and accomplishments of Rev. White specifically, the book will include a focus on the experiences of the wives, daughters, and mothers of No. 2 Construction Battalion veterans. Karolyn's proposal has been reviewed and accepted by us and is pending formal approval. The expected publishing date is late Spring 2019.

Other initiatives and resources include the 9th African Nova Scotian History Challenges and DBDLI Awards for Excellence, which were a huge success. Participation in the Challenges has increased year-over-year, and the Awards gala has become an important event on the school calendar.

This year, we had 49 schools and more than 2500 students from across the province submit entries. The Awards were presented by special guests including Senator Wanda Thomas Bernard, Dr. Mayann Francis and Lieutenant Governor Arthur LeBlanc. We also received some support for the Challenges from the Federal Multicultural Events program.

In March, we launched the 3rd edition of the Notable Nova Scotian poster, which drew support from numerous sponsors. This edition was particularly popular, perhaps because it includes many contemporary Notables. The Notable posters allow African Nova Scotian students to see themselves reflected in the curriculum resources that surround them at school.

We look forward to sharing and introducing new and updated resources in the coming year. ☺

## Research and Initiatives Report

**Dr. Susan Brigham, Chair, Research and Initiatives**

The Institute's research and program-based activities continued to gain traction over this past year. At the high level, results from several research initiatives were shared, key youth-directed programs were activated, focusing on youth leadership and skills development, and the Masters of Education in Counselling Cohort completed its final year.

Below is a detailed summary by category:

### Research Projects

- 1. "Embracing Transition to College: Building Africentric Models from the Learning and Voices from Community" (DBDLI/NSCC/MSVU).** This spring, we finalized the proposal and are currently working on the ethics approval. Dr. Terrah Keener, Program Manager, School of Access is our collaborator. Through MSVU (under the supervision of Susie Brigham), we have involved doctoral students in conducting a review of the literature (Margie Knickle and Chrisantus Okange have been involved).
- 2. Community engagement on research initiatives.** Following the report by Dr. Clem Marshall on the educational experiences of African Nova Scotians, the DBDLI visited three African Nova Scotian communities (North Preston, Halifax and Yarmouth) to share findings from the report as well as the DBDLI's research philosophy in general. We intend to broaden our reach through more community engagement throughout the remainder of 2018.
- 3. Youth Integration Program (DBDLI/ADAM/YMCA).** In partnership with the African Diaspora of the Maritimes (ADAM), we piloted a mini-research project last July to explore the integration of the Diaspora (immigrant, refugee youth) into African Nova Scotian communities. This will contribute to our program planning as it relates to our mission, notably the understanding of learning experiences of Nova Scotians of African Ancestry. We will build on this joint project in 2018.

**4. Attendance and engagement policy impact on ANS Students (DBDLI/Dal/TCRCE)** Through a grant from the Inter-University Research Network (IURN), the DBDLI, in collaboration with Dalhousie University and the Tri-County Regional Centre of Education (TCRCE), is engaged in research to develop a deeper understanding of how the current attendance and engagement policy impacts the academic outcomes of African Nova Scotian students.

**5. "Underrepresented students in Canadian universities" (DBDLI/MSVU/UOIT/UWinnipeg/U Fraser Valley)** DBDLI is a community partner on a project funded by the Social Sciences and Humanities Research Council (SSHRC), Diversities of resilience: understanding the strategies for success used by underrepresented students in Canadian universities, now in its second year. PI Alyson King (UOIT) (\$137,000). Co-applicants: Susan Brigham (MSVU), Allyson Eamer (UOIT), Nawal Amar (UOIT), Lorena Fontaine (University of Winnipeg), Fiona McQuarrie (University of Fraser Valley). Data has been collected. The DBDLI/Susan Brigham will begin analysis of the data related to students of African descent.

**6. Several research grant applications** were submitted spring 2018. Decisions are forthcoming in the summer and fall of this year.

### African/Black Scholars Summit

The Institute established a scholars/researchers of (Black) African Descent network in 2016. In December 2017, along with the MSVU Africentric Support Group, the DBDLI hosted an African/Black Scholars summit at MSVU. Guest speakers included Senator Wanda Bernard and Professor Carl James, York University. Participants included past and current M.Ed Africentric cohorts, DBDLI graduate research 'fellows,' graduate and undergrad students, and Black scholars/researchers of the (Black) African Descent network. Current research and ideas for future research were shared at this event. A follow-up meeting of the network was planned for this past winter at Dalhousie University but did not come to fruition due to scheduling issues. We intend to have other gatherings of the scholars/researchers of (Black) African Descent network in 2018-19.

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## DBDLI Graduate Research Fellowships

1. Wendy Mackey, doctoral student at St FX (in the Inter-University Doctoral Program in Educational Studies) received a fellowship for the 2017-18 academic year for her doctoral research on "Transforming a school system through culturally relevant pedagogy: An instrumental case study".
2. One of our DBDLI Research Fellows, Dr. Késa Munroe-Anderson graduated with her PhD this spring at MSVU. Her dissertation is entitled: "Set our spirits free: Exploring the role of spirituality as an anti-oppressive agent in the formal education of African Nova Scotian learners."

## Youth Initiatives

1. **YOUbuntu:** Youth Mentorship Project The DBDLI held its first Africentric Leadership Mentoring event at the YMCA Auditorium, Gottingen Street Halifax, and its Africentric Career Exploration event at the Black Cultural Centre. Both events were held in May 2017 and each event facilitated the enhancement of African Nova Scotian youth leadership growth; important connections were made throughout the province.
2. **Kuumba - "Telling Our Individual & Community Stories:** Intertwining the Oral and Pictorial to Create a Shared Narrative." The Kuumba project is an innovative artistic development initiative that promotes racial/cultural identity. The components of this event aimed to enhance storytelling delivery as a means of ensuring that youth are able to access and make the best use of their stories, train youth how to illustrate stories, and strengthen their knowledge of their African heritage and local community contributions. The project was comprised of elders and youth from two different regions: Halifax and Guysborough, and was co-delivered by rural and urban artists who mentored and assisted the youth as they depicted community stories through a variety of media. The structure of the program ran in two phases. First, participants joined in an effort to share, discuss and document a common experience or story, and then, the youth used information from that discussion to create an artistic piece.
3. **Ancestral Roots Awards:** This inaugural event celebrated and honoured African Nova Scotian Youth who have made and continue to make significant contributions to their communities across a variety of categories. The event was planned for

- throughout the spring and took place this June, led by Chanae Parsons, Youth Coordinator.
4. Work has been ongoing with the development of the **Youth Council**.
  5. Planning of a **cultural and educational trip to Ghana** in August 2018 is underway, led by Chanae Parsons, Youth Coordinator and Mukisa Kakembo, Youth Board member.

## Acadia Master in Education in Counselling Degree Cohort

The DBDLI partnered with Acadia University to offer a Master in Education in Counselling degree with a focus on Africentricity. The students, studying to work as a counsellor in schools or in a community agency, are all of African descent, and began the 3 year, part-time, nationally accredited program in 2015. This cohort concluded the program in June. Students who have met all program requirements, will be awarded their M.Ed degree in the fall of 2018. As there is no fall convocation at Acadia, graduates will be invited to attend the Spring Convocation in May 2019.

## Early Childhood Education Diploma Program Cohort

The DBDLI entered into discussions with Jane Norman College (Truro) to offer a cohort in the future in the Early Childhood Education Diploma Program, which will include an Africentric focus. We have asked for expressions of interest for a customized programme from students of African descent who are eligible to apply. More information is forthcoming.

## Visit to the Toronto Africentric Alternative School (TAAS) March 2018

On March 22 and 23, 2018 the DBDLI travelled to Toronto to understand how the establishment of the Toronto Africentric Alternative School (TAAS) by the Toronto District School Board (TDSB) functions to support the educational experiences of Black children. Members of the team that visited TAAS included two DBDLI staff members, a Nova Scotia university professor, a DBDLI Board member, and two employees of the Halifax Regional Centre for Education (HRCE) who were recommended by the Regional Executive Director of Education. A report about the visit will be available on the DBDLI website by the end of the school year. We are currently discussing next steps flowing from this experience. ©



*Honouring*  
**AFRICAN NOVA SCOTIAN JUDGES**

**Judge Corrine Sparks**  
celebrating  
30 years of  
Judicial Service

Judge Jean Whalen | Judge Ronda van der Hoek | Judge Rickcola Brinton | Judge Samuel Moreau

FRIDAY, FEBRUARY 9, 2018  
6:30 - 8:00 pm - Program  
8:00 - 8:30 pm - Reception (light refreshments)

PAUL O'REGAN HALL  
HALIFAX CENTRAL LIBRARY

Justice Valerie Miller (retired) | Judge Castor Williams (retired)

Sponsors:

## Honouring African Nova Scotian Judges

On February 9, 2018 the DBDLI, in partnership with the Dalhousie University Schulich School of Law Indigenous Blacks & Mi'kmaq Initiative, Halifax Public Libraries, Canadian Association of Black Lawyers and the Dalhousie Black Law Students' Association, presented a historic event Honouring African Nova Scotian Judges, recognizing Judge Corrine Sparks for her 30 years of judicial service.

The first of its kind, this event honoured seven African Nova Scotian judges and was attended by judges, lawyers and members of the African Nova Scotian community. The event also included an art display, poetry and spoken word by African Nova Scotian artists as well as a tribute video to Judge Sparks. ©



Paul Adams

continued >

## Imhotep's Legacy Academy (ILA)



The DBDLI has partnered with Imhotep's Legacy Academy (ILA) which is an innovative university-community partnership that uniquely mobilizes university/college students, faculty and community leaders to help improve student success and bridge the achievement gap for Grades 7-12 students of African heritage in Nova Scotia.

DBDLI supported ILA's program delivery in the Valley region to and expand the programs reach. ILA aims to increase the representation of African Canadians in Science, Technology, Engineering, and Math professions and is offered to students at three levels of their education; Junior High School, High School and University. ©

For additional information on Imhotep's Legacy Academy the visit:

[www.dal.ca/faculty/science/imhotep](http://www.dal.ca/faculty/science/imhotep)



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



**ALEXA  
McDONOUGH  
INSTITUTE**  
for women, gender  
& social justice

The Alexa McDonough Institute for Women, Gender and Social Justice is a hub of feminist energy, action and research that seeks to achieve equity and improve lives in their complexity and multiplicity, locally and globally. The Institute is committed to education by creating and offering programs and courses in related areas as well as providing gender perspectives in all disciplines.



This is the second year that the DBDLI has partnered with AMI to support the Girls Conference. Its mission is to help this generation of

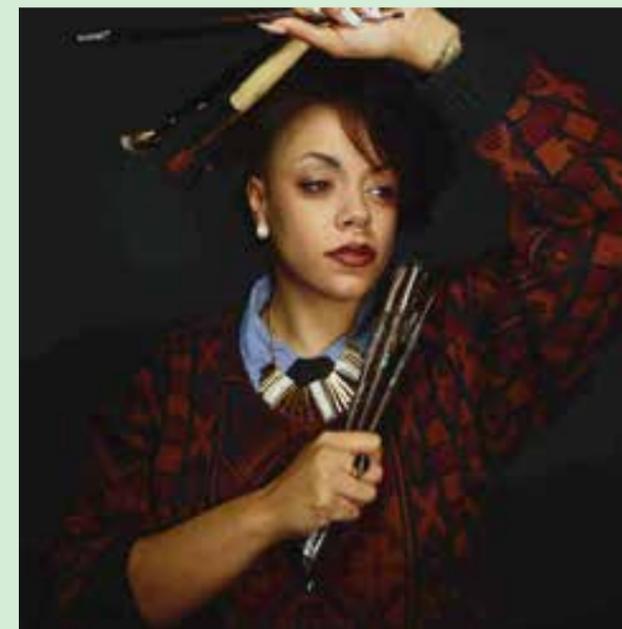
Nova Scotian girls develop, appreciate and celebrate their own abilities and talents and those of other girls and women, to help them to empower themselves, build confidence, and be a positive influence in their communities.

The Award winning annual conference was held at MSVU During International Women's Week and once again included several African Nova Scotian participants from across the province.

This year's conference gave participants the opportunity to participate in various workshops and activity sessions which include confidence building, leadership skills, personal and professional growth, and developing stronger minds and bodies. They were also able to share their ideas and opinions while learning effective strategies for expressing themselves and new ways to explore making a difference in their communities. ©

## Our Youth at Work

**Bria Millar**



Bria Millar is a young, talented African Nova Scotian artist. Born in Yarmouth, Nova Scotia, she describes herself as a "Queer, Black, Indigenous mixed media visual artist, activist and musician". She is committed to equity and social justice and currently lives in the North end of Halifax. Her work here, across the province and anywhere her work takes her has a notable and measured impact.

The intention in her facilitation work, as she describes, is to establish more spaces where people are encouraged (prioritizing racialized and/or 2SLGBTQIAP groups) to be their whole selves while offering an opportunity for folks who are facing similar, complex and overlapping realities to openly create, collaborate, learn, grow and support one another. In essence, she hopes to encourage others to practice honest self expression as a self-care priority.



She has collaborated with the DBDLI in the past as a mentor in our youth and internship programs, and is currently illustrating a publication written by El Jones, which is entitled The Year of the Girl, based on the United Nations event of the same name. ©

# DBDLI Tyee\*



## Jocelyn Dorrington Chairperson

Jocelyn Dorrington is currently the Coordinator of African Nova Scotian Cultural Services for the Chignecto Central Regional School Board. Ms. Dorrington has over 30 years of experience working in education in Nova Scotia, in both the classroom and administrative positions. She has worked for 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.

Through her work, Jocelyn brings experience and perspective in community advocacy, school board system and from a government perspective. Jocelyn has played a major role in developing public school curriculum, school board and department policy and developed programs. Jocelyn

has always been involved with and committed to the advancement of the academic, cultural, and economics of African Nova Scotian learners and their communities. She works to promote Africentric philosophy and principles, African history and contributions and equity in her professional, volunteer and personal life. She resides in New Glasgow, Nova Scotia. Services Division of the Department of Nova Scotia.



## Vice-Chairperson

Dean Smith is currently employed as legal counsel with the Federal Department of Justice. Prior to joining the 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. He is a member of the Board of Directors of the Black Ice Hockey and Sports Hall of Fame Society, and volunteers as a certified hockey instructor to the Black Youth Ice Hockey Initiative co-sponsored by Hockey Nova Scotia. He is co-writer and narrator of the audio presentation *Africville: Not For Sale*. Dean hails from Whitney Pier, Cape Breton, but has lived and worked in Halifax since 1985.



## Susan M. Brigham Director

Susan Brigham is Professor in the Faculty of Education, Mount Saint Vincent University. She teaches in the Graduate Studies of Lifelong Learning Program and the

Inter-university Doctoral program in Educational Studies (MSVU, Acadia and St FX). Dr. Brigham is co-ordinator of the Graduate Studies of Lifelong Learning program, and the Chair of the Alexa McDonough Institute for Women, Gender and Social Justice. As a school teacher and later as a researcher/professor Dr. Brigham has worked in NB, NS, AB and BC as well as Ireland, Kuwait, Nepal, the Philippines, Hong Kong, Jamaica, South Africa, and the island of Saint Helena (South Atlantic Ocean). She is the co-editor of two recent books: *Theorizing Africentricity in Action: Who We Are is What We See* (2012, Fernwood) and *Building on Critical Traditions: Adult Education and Learning in Canada* (2013, Thompson).



## 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. His client base includes real estate and consumer products companies with national and global operations.



## Gilbert Daye Secretary

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.



## Yvonne Atwell Board Member

Yvonne Atwell is presently the Executive Director of the Community Justice Society. She is the owner of Atwell & Atwell Human Resource Consultants. She 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. She worked as Managing Director of the African Canadian Employment Clinic from 1993 to 1997. As a community researcher, Yvonne has produced several reports including the report for the Preston Area Housing Fund, the Black Men's Health Network and the Health Canada Research Program "Community Dialogue". She is one of the founding members of the Health Association for African Canadians. Presently she is a board member of the Criminal Justice Association and a Member of the Minister's Advisory committee on Citizen Engagement. Yvonne resides in East Preston.



## Amberina Beals Board Member

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.



## Mukisa Kakembo Board Member

Mukisa Kakembo is currently in her 3rd year of Psychology at Dalhousie University. As an African Nova Scotian youth, she brings an important first-hand 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.



## Randy Headley Board Member

Currently the Graduate Admissions Officer at Mount Saint Vincent University. He has over 10 years of experience working in the post-secondary environment. He is the founder of the MSVU Africentric Support Group (ASG). He also coordinated activities for Black students through the ASG from 2013-2017 and continues to advocate on their behalf. His thesis "The learning experiences of members of an Africentric Support Group at a small urban-based Nova Scotian university", provided solutions for an equitable and inclusive learning experience for Black students at post-secondary institutions in Nova Scotia. ©

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

## DBDLI Staff



**Sylvia Parris-Drummond**  
Chief Executive Officer

As CEO of the DBDLI, Sylvia provides leadership to the organization through the identification of opportunities, awareness and capacity building, and the implementation of initiatives designed to improve the education environment for African Nova Scotian learners and educators.

Sylvia has over 30 years of experience in the field of education. Additionally, she has extensive public sector involvement through which she has gained a deep understanding for what it takes to conduct meaningful policy analysis, implement research-informed initiatives, strengthen community engagement, and develop relevant education, and capacity building projects.

Known for getting things done in a thoughtful, respectful and engaging way, Sylvia's experience, knowledge and leadership qualities are highly regarded.



**Dr. George Frempong**  
Director of Research

As Director of Research, George is responsible for the development of the Delmore "Buddy" Daye Learning Institute's research, measurement and evaluation activities. He is also instrumental in its policy recommendations.

Dr. Frempong is highly regarded in the fields of research and policy. He has a strong history of success in communicating research to inform policy decisions.

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's work with the DBDLI is expected to substantially enhance DBDLI's capacity and capability in both education policy and research. His demonstrated expertise includes several published bodies of work, success with grant

applications, mentoring junior researchers, and extensive leadership in engaging communities.

Dr. Frempong has conducted research with the Canadian Research Institute of Social Policy, Human Science and Skills Development Council (HRSDC), 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.



**John Wedderburn**  
Communications Officer

As Communications Officer, John is responsible for the development and implementation of the Delmore "Buddy" Daye Learning Institute's (DBDLI) communications and marketing activities. With more than 15 years of experience in the discipline of marketing and communications, John has built his practice on the fundamentals of collaboration and mutual respect.

His extensive experience in both the private and

public sectors, including those focused on the African Nova Scotian community, has served him well. He has developed a commitment to excellence and proven expertise in helping the companies and organizations with which he has worked communicate and engage more effectively.

John is a proud graduate of St. Mary's University and lives in Halifax with his wife and their two daughters.



**Victoria Nadine Lake**  
Finance Officer

As the Finance Officer for the Delmore "Buddy" Daye Learning Institute, Victoria oversees the Institute's budgeting, accounting, auditing and financial reporting responsibilities.

A proud Nova Scotian, hailing from Bridgetown in the Annapolis Valley, Victoria holds an MBA and a Master's in Accounting from Nova Southeastern University in Florida as well as a Bachelor of Science in Accounting - Summa Cum Laude - from Fayetteville State University in North Carolina, and a Bachelor

of Arts in Psychology from Mount Allison University in Sackville, New Brunswick.

Victoria has worked locally, here in Halifax, and abroad, in the United States and in the Caribbean, for several companies and organizations in various accounting roles including Accounting Assistant, Corporate Accountant and as a Forensic Accountant. She has also worked as the Assistant Director of Tourism for Antigua and Barbuda.

In addition to her accounting skills and depth of experience in management and marketing, Victoria is known as a hard worker with a positive attitude, and an expert problem solver with sharp project management skills.



**Chanae Parson**  
Coordinator of Youth Initiatives and Projects

Chanae is an African Nova Scotian woman indigenous to the Black community of Lucasville. She is a Dalhousie University graduate specializing in the area of Social Work and is an experienced Af-

rican Nova Scotian Policy Researcher.

In her role as Coordinator of Youth Initiatives and Projects, Chanae will develop and lead the execution of DBDLI youth centered projects. She will also be instrumental in the Institute's formulation of the Yuri Baraza (Youth Council).

Chanae is an active member of the Nova Scotia Association of Black Social Workers where she assists in delivering community workshops and provides clinical counselling. She is passionate and experienced working with diverse and vulnerable populations in areas of youth, research, program development, and group facilitation.



**Ramona Hill**  
Executive Assistant

As Executive Assistant, Ramona is responsible for providing assistance to the Chief Executive Officer, the Board of Directors and for general office management. She has supported the work of the DBDLI, including

the initial set-up of the office, since 2013. In collaboration with the CEO, she is also responsible for the management of the logistics of special projects, workshops, seminars and special events.

Ramona has 28 years of experience working in the not-for-profit sector, including the museum and education sectors. Her experience with and work on behalf of African Nova Scotian communities contributes to the strength of the DBDLI staff and board team.



**Samuel Provo-Benoit**  
Administrative Assistant

Samuel was born in Halifax, NS and raised in the Community of North Preston all of his life. He is a graduate of Auburn Drive High School, Class of 08. In 2016 he graduated from The Eastern College Paralegal Program.

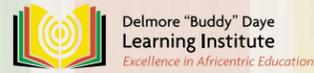
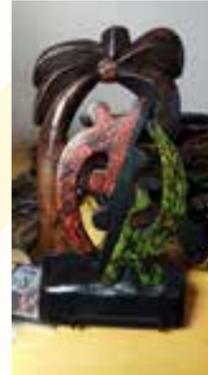
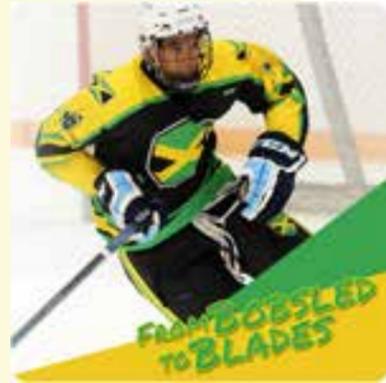
In his role as Administrative Assistant, Samuel will provide support to the members of the Institute's management team and overall office opera-

tions. He is well versed in the necessary software applications and has extensive customer service experience. He has held positions in the Department of Justice and with a corporate law firm.

Samuel has strong community ties through his church, St Thomas Baptist church, where he is a member of several choirs and committees. He has also volunteered his time with a local Youth Group, in the Dartmouth and Halifax area. Samuel also volunteers with the Heart and Stroke foundation and During Christmas time he volunteers his time at Feed Nova Scotia, with the packaging and distribution of Christmas boxes to those that are in need in his local Community.

Samuel is the proud father to two beautiful twin girls. ☺

# DBDLI 2017-2018 in Pictures



## The 2018 African Nova Scotian History Challenges

Entries accepted from October 5, 2017 to February 10, 2018  
Awards include bursaries totalling \$3,000.00, prizes and gifts.



# DBDLI Sponsorships for Fiscal Year 2017-2018

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.

## Alexa McDonough Institute for Women (AMI)

- Girls Conference 2018

## Black Educators Association (BEA)

- Kamp Kujichagulia

## Los Primos Project

- Preston Primos

## Imhotep Legacy Academy

- Valley Program Expansion

## Africa Festival of Arts & Culture Society

- African Heritage Month  
Dinner and Dance

## African Nova Scotian Music Association (ANSMA)

- ANSMA Awards Event

## United African Canadian Women's Association

- Thanksgiving event and  
Multicultural Gala

## Glace Bay UNIA

- African Heritage Month Gala

## New Glasgow Black Education Committee

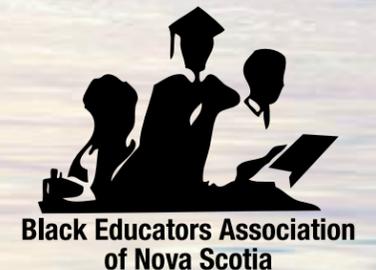
- Regional Educations Summit

## San Family Productions

- What My Fore Sisters Saw –  
Play Production

# Thank You

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



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



# Delmore "Buddy" Daye Learning Institute

*Excellence in Africentric Education & Research*

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

**Delmore "Buddy" Daye  
Learning Institute (DBDLI)**

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**Web:** [www.dbdli.ca](http://www.dbdli.ca)

