



Delmore "Buddy" Daye
Learning Institute

Excellence in Africentric Education & Research

Our People, Our Passion



2021-22

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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Message from the Chair

Randy Headley



policies changed to reflect our communities' needs, you responded promptly to affect change. I am proud to say that our ongoing research continues to change the public narrative about our lived experiences. A fitting example of this is when our research showed that African Nova Scotian communities were, and still are, disproportionately affected by the COVID-19 pandemic in Nova Scotia. These kinds of findings better enable us to support our communities with specific measures and outcomes.

While the COVID-19 pandemic is still very much a part of our lives, the easing of restrictions has allowed us to deliver our services and engage with all stakeholders more directly. We are much more knowledgeable about the virus and will take caution when warranted. Today, it is good to be here to see members of the community in-person again.

The Delmore "Buddy" Daye Learning Institute (DBDLI) had another successful year, and indeed this year is a distinct one for us. DBDLI has officially reached the 10-year mark on our journey to improving educational experiences, opportunities, and outcomes for all African Nova Scotian learners.

In our first operational year, back in 2012, we were located in a small office just up the block from our current location. Today, we have expanded to a new and larger space, and have seen both our Staff and the Board of Directors grow in numbers. As we reap the successes of our labour, we will continue to reflect on how we got here. We are still rooted in Africentricity, and the spirit of Ubuntu (I am because you are, or my success is your success) is still present in everything we do.

When reflecting on the past 10 years, it sometimes seems surreal thinking about our journey to this point. Let me extend a big thank you to all stakeholders for your contribution and support. Thanks also to the expertise concentrated within our research department. When we began our journey and needed financial support, you were there to help with the many applications. When we wanted to see



One measure of support that I am particularly proud of is when we participated in the healing process with students and staff at Nelson Whynder Elementary School after the shooting death of eight-year-old Lee'Marion "Mar Mar" Cain. One of our staff members wrote a personal proposal on how to participate in the healing process, and several books about coping with grief, with depictions of Black characters, were donated. Excerpts from the book, *Good Mourning*, written by a young child who had lost his mother, were read for the elementary school students. Rest in peace Mar Mar.



I am also pleased with our direct outreach to different companies and organizations, including teaching mostly White high school students about Africentricity and African history, and delivering a presentation to Halifax Public Libraries to help them use Africentricity in their everyday work lives. Another great partnership we formed is with local community member, Java Blend. That partnership helped create DBDLI's first-ever coffee, appropriately named Ubuntu. This unique blend was made available throughout African Heritage Month, and some of the proceeds went to support our Institute directly.



This sort of mentality has allowed us to thrive, and has in turn benefitted African Nova Scotian learners, as they are able to see themselves reflected in the school curriculum and resources.

I'd be remiss if I didn't acknowledge our like-minded organizations, which also helped us succeed. We are lucky to be able to co-exist together to further push for our mutual goals to become realized, some of which have already occurred. Last year, the provincial government announced that it was dedicating \$4.8 million to a new community-led justice institute. It will be led and run by our community members to ensure support for African Nova Scotians who may have negative legal experiences and aims to extinguish anti-Black racism and

overrepresentation within the justice system. It is the first of its kind in Atlantic Canada. This is the type of success we see when we operate with the spirit of Ubuntu and Africentricity in mind. We are truly blessed to have a passionate and dedicated staff who are the boots on the ground, working every day to achieve our goals.

I'd also like to thank my fellow board members for their efforts and guidance over these many years. In addition, I'd like to thank our consultants and service providers who heighten our ability to realize our vision and mission. I am grateful for their assistance and support. I would also like to extend sincere gratitude to our funders and donors. We would not be able to do what we do without your support.



In closing, I'd like to invite those who were positively impacted by our work to celebrate our 10-year anniversary at our big celebration in October. More details will be available as we get closer to the date.

Thank you for accompanying us on this long journey. Happy 10th anniversary to our humble Institute. Here's to 10 more years! 🍷

"The best preparation for tomorrow is to make sure today's work is superbly done."

- African proverb

Message from the CEO

Sylvia Parris-Drummond



Paul Adams

from the Baptist Mother Church, New Horizons, and a library of resources developed by DBDLI and a community of authors. We work in ways to engage and centre our community voice and Africentricity. We know that what we do and how we do it can transform lives - thus we continue to strive toward the aspirations of our vision.

Our focus program departments are Research, Youth, Community Engagement and Africentric Education/Training, and Publishing. Through our Institute's leadership and various collaborations (e.g. working with the Black Cultural Centre for Nova Scotia to exhibit submissions from our 16th annual African Nova Scotian History Challenges and creating a video featuring African Nova Scotian history and heritage), we offered services to our African Nova Scotian communities across the province, engaged with African Nova Scotian learners in all Regional Centres for Education, and expanded our work with the private sector.

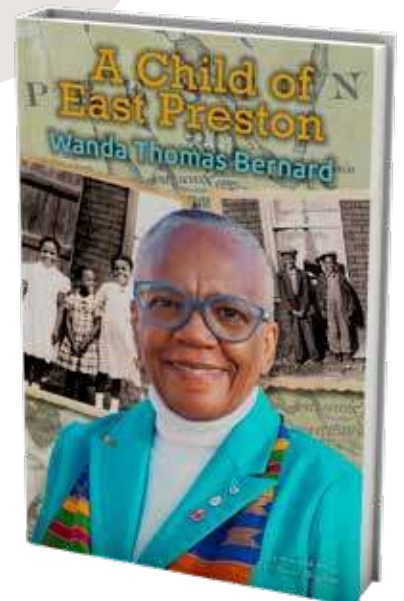
Our Institute's commitment to being a leading publisher of Africentric resources is evidenced through growth of our programming and resources. This year has seen us couple Africentric training and professional development with our publishing arm. We launched with gusto. With the use of a variety of virtual platforms we hosted multiple classroom/educator engagement sessions which allowed us to help teachers hone their skills and learn creative ways to utilize our resources. We were excited to do second printings of three of our published works and launched the second book in our African Nova Scotian (ANS) Community Voices series - *A Child of East Preston* by Wanda Thomas Bernard.

We were pleased to grow our reach across the province and beyond through our multiple appearances via traditional media (15-plus) and enhancing our 'engagement' presence via social media platforms. Also, under the theme of expansion, we are proud

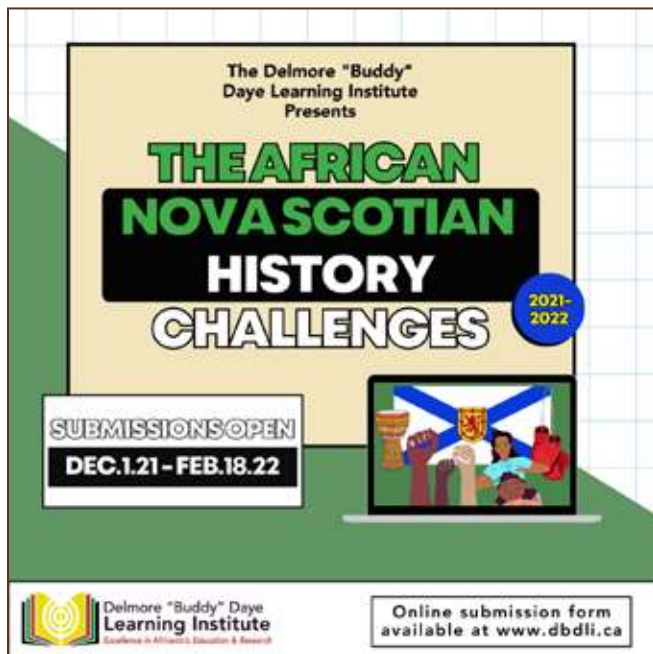
As we gather in June 2022 for our annual Report to Community (RTC), we reflect on a year which was still heavily impacted by health-challenging occurrences (physical and mental) and societal injustices. Despite those challenges, DBDLI reflected a vision and echoed a mantra of our namesake, Mr. Delmore "Buddy" Daye, who said, "Take action when and where you can." With that in mind, we continued to centre ourselves on our community.

At the writing of this report, society is continuously reminded that embedded in our institutions and leadership structures is anti-Black racism, systemic discrimination, and a lack of activism for ensuring an environment of Belonging. In the face of this, we work from a praxis (theory and actions) model, as we continue supporting our communities and creating opportunities of learning for all.

We have enhanced our education delivery model, a hybrid model - virtual and onsite - and found creative ways to utilize our office/community space. When you enter our reception area, referred to as our Living History Room, you will be greeted by a bust of Viola Desmond, a pew



to have launched our eLearning platform and enhanced our resource accessibility by offering them in digital format. Additionally, we have had four of our resources translated into French.



Our flagship event, the African Nova Scotian History Challenges, was taken up in earnest by students and educators across the province. We were able to express our gratitude to our previous publishing consultant (retired) Tony Colaiacovo, for his leadership and steady work to establish and grow the impact of the Challenges. Under the co-leadership of two DBDLI team members: Lindsay Ruck and Brittany Oakley, the ANS History Challenges created the opportunity for virtual submissions, offered a hybrid ceremony, drew upon social media for promotion, and continued our close connections with all Regional Centres of Education to support the learning of African Nova Scotian history, heritage, and culture.

We have served as a policy influencer by contributing advice that impacts the experience of Black Canadians. With guidance and leadership from Inspiring Communities, we collaborated on an Atlantic Black Policy conference which saw working groups established to explore policy at the provincial level to impact Black/African Nova Scotians. In partnership with the MacEachern Institute and Inspiring Communities, we hosted An African



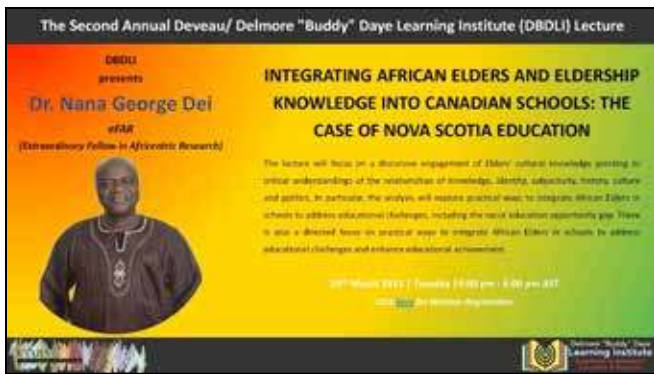
Nova Scotian Community Callin In. This was a powerful panel of leaders/elders, which resulted in the development and circulation of a Policy Brief for use by those (individuals and institutions) who want to work respectfully with Black communities. We completed the first Viola Desmond Community Talks Series (available at www.dbdli.ca) and are now in the planning stage



for the next series so, as they say, stay tuned.

The Youth and Research departments co-led a project with the Regional Centres of Education (RCEs) - Black Student Lives Matter. This DBDLI and RCEs collaboration is an innovative approach to participatory action research and real-time application of learning through resource utilization and training opportunities. The Youth department uses social media platforms for promotion of events and to deliver training experiences. Our engagement continues to grow and ensures maximum reach - locally and beyond. Our outreach has allowed us to deliver partnership initiative with various RCEs, such as the collaboration with CBVRCE to work with students on the Adinkra Arts Project, the collaboration with the DBDLI Youth Council to host information gathering with Black youth and young adults across the province to provide input for the Nova Scotia government's budget and the development of

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learning modules for our eLearning platform. Drawing upon guidance from the youth leadership on our Tyee (Board), we are reigniting our DBDLI Youth Advisory Council. We will look to them for their advice and input to support the realization of our mission and vision.



The pivot to engagement via virtual was embraced in our Research department, as we held our Black Excellence conference, which opened the inaugural national Black STEMM conference. We also hosted the second Deveau/DBDLI Lecture featuring Dr. George Dei - Elders in Education. The Africentric worldviews that emphasize feelings, connectedness, and tradition flowed through our conference - Africentric Praxis to Affective Transformation: The Way to Make Change Felt. This virtual conference featured a keynote address from Dr. Christel Temple, featured speakers (Drs. Omisoore Dryden and Wanda Thomas Bernard), panels, and workshops. It proved to be an innovative way to learn, share, and grow in our application of Africentricity in everyday living and policy planning and implementation.

We are thankful to the Department of Education and Early Childhood Development for their

significant ongoing annual contribution toward our programming and operations. This year we also achieved grant support from other provincial departments and from federal government departments. This support allowed us to enhance our ongoing programs, and to provide services in response to community-identified concerns. Through collaborations with various provincial departments, we contributed to the review and updating of the African Canadian Studies ALP 4 curriculum (led by Rashida Symonds); development of a Africentric Recognition for Prior Learning framework (led by Rajean Willis); and planning for a consultation on best practices for enhancing hairstylist training and offerings (led by Ashley Preston). We were thrilled to be able to have one of our Post Doctorial students, Raavee Kadam, merge into our staff team and balance her responsibilities while engaging in our meetings and programs. We are appreciative of the generous donations from individuals and organizations, as this contributes to stability of our operations and enhances our program outreach. It is heartening to know that our work is seen as valuable and impactful.

Thank you to the DBDLI Board for its leadership and ongoing support. I am pleased to work with such dedicated individuals who collectively provide governance and oversight in support of our mission. We welcomed three new staff members to our team: Brittany Oakley, Manager of Youth Programming and Engagement, Lindsay Ruck, Africentric Publishing Program Coordinator, and Trymore Maganga, Projects and Research Coordinator. I want to acknowledge and thank staff members Ramona Hill, George Frempong, Kevin Harrison, Mc'Edward Jones, Brittany Oakley, Trymore Maganga, and Lindsay Ruck for their modelling of Ubuntu, their commitment to excellence, and their contributions to the ongoing success of the Institute. A special note of thanks to Tony Colaiacovo (Effective Publishing) who, while retired, remains an active supportive friend of DBDLI. ☺

I close with this African proverb and encourage all to keep dancing:

“When the music changes so does the dance”
- African proverb

Financial Report

James Makonyere
Chair, Finance Committee

No doubt 2021-22 was another challenging year for DBDLI - one that pushed us to reimagine a new strategy for delivering our mission. Similar to other charities, the pandemic continued to prove our greatest challenge, impacting our ability to deliver programs. Fortunately, this did not extend to our resources, which helped us weather the storm. Efforts will be made to ensure that in years to come, unused resources will be re-invested in the intended programs.

The year began with a new Finance Manager at the helm of DBDLI's Finance Department. I would like to thank Mc'Edward Jones for hitting the ground running and ensuring the smooth day-to-day running of the department. Thanks to his leadership, bills continued to be paid on time, cash flow was managed, and funding was tracked appropriately.

Throughout the year, the Finance committee continued to play its part in supporting and providing guidance to the Board and Staff. The committee endeavors to review the Institutions' financial reports on a monthly basis. As mentioned before, the financial reports increasingly depicted the impacts of the pandemic on our ability to deliver programs.

I want to thank DBDLI's CEO, Sylvia Parris-Drummond, for renegotiating the terms of our mortgage early in the year, as well as ensuring occupancy in our rented space throughout the year. Funds generated from rentals are

important because they provide funding for the mortgage premiums and maintenance of the building.

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

To augment the funding support from the Department of Education, we were able to obtain additional grants totaling over \$390,088 and received \$124,948 in charitable donations. Charitable donations were up 44% from the previous year.

This fiscal year saw excess revenue over expenses of \$143,755, up by \$30,773 from last year, effectively increasing our net assets or saving to \$519,366.

We would like to acknowledge, with thanks, the work of PricewaterhouseCoopers (PwC) for their work in completion of our 2021-2022 financial audit. They have acknowledged that it was a clean audit and have issued an unqualified audit report. ☺

* Swahili for "What's New"

Human Resources Report

Gilbert Daye

Chair, Human Resources Committee

I am pleased to submit the 2022 Human Resources Committee annual report. The committee has three members: Committee Chair Gilbert Daye, Board Chair Randy Headley, and new member Jason Jeremie, who joined the group midway through the year.

The primary focus of the committee this year was on hiring. The committee participated in the hiring processes for the Manager of Finance, and the Manager of Youth Programming and Engagement, which included all steps assigned to the committee through the Human Resources Manual. Staff engaged a head-hunter service to initiate and coordinate the process for the Projects and Research Coordinator position. The committee took part in the interview and selection process. All three processes were used to select our new staff for these positions.

Aside from our involvement in hiring processes, the committee met three times. The meeting schedule for committees was aligned with the temporary structure put in place for board meetings because of the COVID-19 restrictions. All meetings were scheduled to take place monthly by Zoom call. This situation did not allow for monthly committee meetings to take place and properly consider committee business. It was decided during the third quarter of the year that committees would report bi-monthly to the Board, thereby allowing for sufficient time to meet and consider committee business. With COVID-19 restrictions easing, it is anticipated that meetings will turn towards normalcy in scheduling and reporting. ©

"He who does not seize opportunity today, will be unable to seize tomorrow's opportunity."

- African Proverb

Communications Report

Missy Searl
Chair, Communications Committee

The history of DBDLI is storied with excellence in research, youth programming, publishing, education, policy influence, and much more. It is the Communications Department that helps to tell those stories along with promoting our mission and vision.

One of the best ways to get stories to the public is to make use of social media. DBDLI has been engaging our communities through social channels such as Facebook, Twitter, YouTube, and LinkedIn. Please be sure to follow us on any of those channels to get the latest news about the Institute. We have also started a TikTok account to engage our younger community members more directly.

Our website also continues to be a method to reach out to community members. Last year the layout was updated with an aim to improving navigation, and to make the website more appealing. The sliders on the website introduce information and events (such as the African Nova Scotian History Challenges; partnering with Senator Wanda Thomas Bernard to launch her latest book, *A Child of East Preston*; our recommended reading list; promoting a lecture from Dr. George Dei; and much more). Additionally, the Communications Department supported staff in the development of program-specific promotional materials.

Like every Nova Scotian, we had the challenge of operating during the COVID-19 pandemic. We know our work is vital to supporting our communities, so we adopted a hybrid system of working in the office and working from home. It was particularly important for the Communications Committee to ensure our community members knew we were still operational and still available to lend support.

While the pandemic is not quite over yet, loosened restrictions from the provincial government has allowed us to start renting out our commu-

nity space again, while still respecting current restrictions. We are thrilled to be able to support our community in this more direct manner and it is heartening to see our community members in-person again. Having this space for our community to use is an important part of our mission and vision.

In addition to our external communications activities, the Communications Committee also supports the internal staff and board to ensure the Institute continues to operate smoothly and efficiently.

Through strategic initiatives and partnerships, we have constantly looked to find innovative ways to engage with our community. Part of our Communications file includes the management and implementation of sponsorship requests and activities. Key sponsorships continue to connect the Institute with groups and events that link to and help advance our mandate.

Our media relations continue to be strong as we build relationships with reporters and news organizations. We are thrilled to support J-School Noire – a national initiative which aims to get more African Canadians into Journalism programs, with the ultimate goal of seeing more representation of African Canadians in the newsroom. Our partnership with the University of King's College in this regard remains strong, and we are eager to see the fruits of our labour.

Our in-house Community Newsletter showcases our many publishing and research activities and youth initiatives—including successes and milestones—and celebrates the many partnerships and supportive relationships that enable us to broaden our reach and impact. We will continue to leverage the power of strong, consistent, and meaningful communications to help further our connections and areas of opportunity with Nova Scotia's educators, learners of African descent, and the communities we serve.

While I am taking on the role of Vice-Chair, I am pleased to continue to Chair the Communications Committee as well. I'd like to thank the members of the committee for their tireless work and dedication to ensure DBDLI's accomplishments are highlighted for all to see. 🌍

Youth and Initiatives Report

Templeton Sawyer

Chair, Youth and Initiatives Committee

I am pleased to submit the annual report of the Youth and Initiatives (Y&I) Committee for 2022. First, we would like to share some news. Gilbert Daye has stepped down as committee chair. We would like to thank him for all of the time, effort and energy he has contributed to the Y&I committee over the years. Templeton Sawyer and Tyree Haley have joined the committee. Templeton, originating from the Bahamas, is passionate about community involvement and giving back to the community, and volunteers on a number of boards and committees. Tyree, born and raised in Halifax, works at NSCC as a Student Service, Black Cultural Supports Advisor, and is passionate about education, fitness and health. They both bring great experience and are excited to bring new perspectives to the committee.

Committee members are Nicholle Morrison and Templeton Sawyer as Co-Chairs, Missy Searl, Tyree Haley, and Jennifer Desmond. Our role is to support youth projects, initiatives and activities, and report to those on the Board. Since joining as a new staff member, Brittany Oakley has been working with the committee on several completed and ongoing projects. We thank her for this.

Projects and Initiatives

Committee members, Templeton and Tyree, worked alongside Sylvia on a collaboration with RBC and the **Future Launch Scholarship for Black Youth Award**. This was an RBC-sponsored program in which 20 scholarships would be dispersed nationally to Black youth scholars. The role we played was to put forward five successful scholarship recommendations to the selection committee. Candidates were asked to write an essay on their volunteer work, career aspirations, and why they should be selected.



We received 20 submissions and were able to recommend five candidates to be put forward. This took place in September 2021 and was completed by November 2021.

Committee members Nicholle, Templeton, and Brittany, hosted a provincial government budget consultation via Zoom on February 2, 2022. The event had a total of 12 participants from both Sydney and Halifax, and their ages ranged from high school to late twenties. The committee was able to collect information and successfully submit a report to the provincial government with themes and recommendations that were put forth from those in attendance.

We also updated the committee's Terms of Reference.

A warm thank you to the Delmore "Buddy" Daye Learning Institute's Youth and Initiatives Members and to the staff who have continued to provide invaluable support, assistance, and input into the work of the Committee. ☺

"It's the young trees that make up the forest."

- African Proverb

Research Committee Report

Randy Headley,
Chair, Research Committee

The Delmore “Buddy” Daye Learning Institute (DBDLI) continues to provide support of our vision for excellence in Africentric research. Over the past year, our research activities and engagements have seen continuous growth and innovations despite the ongoing COVID-19 pandemic and the changing public health policies.

We also welcomed a new staff member, Dr. Trymore Maganga, and joining our two mitacs post doctorate fellows (Dr. Raavee Kadam and Dr. Sylvia Chanda) to the research team this year.

The Research Committee members are Randy Headley (Committee Chair) and Tunde Awoyiga. Dr. George Frempong, Director of Research, is the principal staff person on the committee.

The primary objective of our research is to better understand the educational challenges of African Nova Scotian learners within the education system by working closely with the community and research partners through participatory action research. We also ensure clearly defined Africentric knowledge and solutions address these challenges. We employ the Africentric concepts of “it takes a village” and ubuntu (“I am because you are or”, “your success is my success”) to help us conceptualize our solutions.

The key research activities of the year include intentional strategic collaborations with academic researchers, community organizations and education stakeholders.

University research collaboration activities include:

- The second Annual Deveau/DBDLI lecture where our eFAR (extraordinary Fellow in

Africentric Research) Dr. Nana Sefa Dei, Professor at the University of Toronto, presented and led a discussion on “Integrating African Elders and Eldership Knowledge into Canadian Schools: The Case of Nova Scotia Education.” This year’s presentation was unique, with DBDLI hybrid (virtual and in-person) participation. Thanks to DBDLI staff and Randy for their support. The presentation outlined the preliminary findings from an international research collaboration related to Elders’ teachings and the relevance of African Elders’ cultural knowledge, and the concept of ‘Eldership’ to promote educational possibilities for African/Black, Mi’kmaq and other Indigenous and racialized learners in the Nova Scotian school system. The discussion provided insights into how African Elders can support the implementation of the ongoing inclusive policy.

- The data analysis was generated from a 6-year longitudinal research project with Dr. Deacon of Dalhousie University to uncover the cognitive and linguistic mechanisms that enable all children to succeed in learning to read. For the first time, through our analysis, we were able to isolate challenges experienced by African Nova Scotia learners born in Canada, demonstrating that they have significantly more challenges compared to African Nova Scotians born outside Canada. Our analysis also indicates a significant racial literacy achievement gap suggesting that the literacy challenges of African Nova Scotian learners born in Canada start from grade one.

We have mobilized these findings to ensure they have the most impact possible by presenting this work directly to the Nova Scotia Department of Education and Early-Childhood Development (EECD). The findings are particularly relevant to the current EECD inclusive education policy, where the emphasis seems to be on race and socioeconomic achievement gap rather than the intersectionality of these identities.

- The analysis and report writing of our COVID-19 household survey with Dr. Joyline

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Makani at Dalhousie University which had about 1,500 household responses, have also demonstrated noteworthy findings submitted for academic publications.

- The Ubuntu and Elders project with Dr. Susan Brigham, Professor with Mount Saint Vincent University (MSVU), has also generated significant research findings that were presented at the 2022 CSSE conference in May.
- Our mitacs projects will be presented at national and international conferences.

The education stakeholders collaboration include:

- Our current research with the Regional Centres of Educations (RCEs) through RCEs and their Students Support Workers in participatory action research to use these Africentric ideas to bring the community and schools together to support Black learners.
- Our collaboration with CP Allen high school through the 'cheetas for change' employs the Ubuntu concept and traditional African drumming to drive transformative inclusive change in schools.
- We have also initiated discussions with Krishinda McBride, Coordinator of African Canadian Education Services, Annapolis Valley Regional Centre for Education (AVRCE), on how DBDLI can support their Africentric cohort.

The Community collaborations:

- DBDLI provides research support to Road to Economic Prosperity of African Nova Scotian Communities (REPAC). Through this support, REPAC now has a framework informing the development of an Africentric prosperity index. The framework and the inaugural report of the index have been presented to the community and at an international conference.
- We have also collaborated with African Nova Scotian organization, Antimatter, to develop an Africentric DBDLI e-learning system (<https://elearning.dbdli.ca/>) to help us research and develop an understanding of how

to make virtual and e-learning systems culturally relevant. We are currently working on a mitacs proposal, "Ubuntu Virtual E-Learning Community: Learning Better Together, the Africentric way," with Professor Rita Orji, of Dalhousie University, that will allow us to build on the current DBDLI e-Learning platform by incorporating Artificial Intelligence (AI) and machine learning capabilities to make it adaptive and Africentric culturally relevant.

Knowledge Mobilization

Conference Presentations:

Papers accepted and will be presented with postdocs at the following conferences:

- Administrative Sciences Association of Canada Conference (June 3rd - 7th) on papers:
 - EDI (Equity, Diversity, Inclusion) in Higher Education: Applying an Intersectionality Framework using a Data-Driven Approach with Raavee, and another paper with Sylvia Kalindi and Dr. Susan Brigham
- 17th International Conference on Knowledge Management (June 22nd - 23rd) on paper:
 - Evidence Driven Strategies for Successful Schooling Outcomes of African Nova Scotian Learners with Dr. Raavee Kadam.
- 2022 Canadian Society for the Study of Education (CSSE) ANNUAL CONFERENCE (14th to 20th May 2022)

Virtual conference on a paper: It takes a village: Investigating the scaffolding strategies of writing development employed by the ANS communities to support early literacy development, with Sylvia Parris-Drummond and Dr. Susan Brigham

Book Chapters:

- "Educational Paradigm with Ubuntu Mindset: Implications for Sustainable Development Goals in Education" has been accepted for publication under "Active Learning - Research and Practice," ISBN 978-1-80356-357-2.

- “Ubuntu Mindset for Management and Leadership Education” is under progress for the book “The History of Management Education in Canada (2000-present)”.

Journal papers related to ANS household COVID-19 survey:

- Two journal papers based on the study are under review with the Alberta Journal of Education and International Journal of Inclusive Education.
- Work on another journal article that focuses on African Nova Scotian students on Individual Program Plans (IPP). This journal article will be submitted to the International Journal of Inclusive Education.

Concluding Remarks

In 2021-2022, DBDLI will continue to demonstrate “Excellence in Africentric Education and Research” as we move towards undertaking the advancement of African Nova Scotian learners. We are strategically positioned with the ability to disseminate research findings, collaborate with scholars in Nova Scotia and beyond, provide mentoring, support, and learning opportunities for students and new scholars, and engage the community in research activities and events.

The DBDLI Board recently challenged us to make our research much more accessible and easier to understand by the non-academic community. A challenge that we have accepted and hope to make available in the next fiscal year.

The Research Committee is grateful for the dedication, professionalism, hard work, and networking skills of Dr. George Frempong and Dr. Trymore Maganga and Sylvia Parris-Drummond, Chief Executive Officer, and all staff. They have contributed to the success of the Institute’s research in the 2021-22 year. ©

Annual African Nova Scotian History Challenges & Art Exhibit



Delmore "Buddy" Daye Learning Institute

HISTORY CHALLENGES ART EXHIBIT

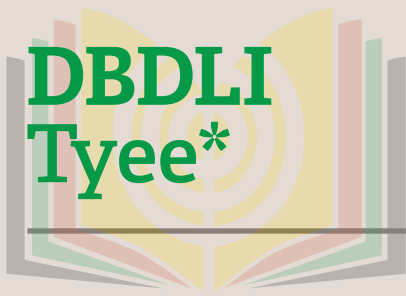
THE BLACK CULTURAL CENTRE

Exhibit Schedule:

Friday, May 13 (10 am to 3 pm)
Saturday, May 14 (10 am to 3 pm)
Sunday, May 15 (11 am to 2 pm)







DBDLI 2021-22 Board



Randy Headley
Chair



Lillian (Missy) Searl
Vice-Chair



James Makonyere
Treasurer



Gilbert Daye
Secretary



Babatunde (Tunde) Awoyiga
Board Member



Nicholle Morrison
Board Member



Jennifer Desmond
Board Member



Tyree Haley
Board Member



Jason Jeremie
Board Member



Templeton Tyler Sawyer
Board Member

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

DBDLI 2021-22 Staff



Sylvia Parris-Drummond
Chief Executive Officer

"I would like to be known as an intelligent woman, a courageous woman, a loving woman, a woman who teaches by being."

—Maya Angelou



Dr. George Frempong
Director of Research

"Education is the most powerful weapon which you can use to change the world."

—Nelson Mandela



Mc'Edward Jones
Manager of Finance

"I learned that courage was not the absence of fear, but the triumph over it. The brave man is not he who does not feel afraid, but he who conquers that fear."

—Nelson Mandela



Brittany Oakley
Manager of Youth Programming and Engagement

"My ambition didn't grow out of nowhere. It was planted in me by a community that nurtured me."

—Dr. Michael Eric Dyson



Kevin Harrison
Community Engagement and Public Relations

"Change will not come if we wait for some other person or if we wait for some other time. We are the ones we've been waiting for. We are the change that we seek."

—Barack Obama



Lindsay Ruck
Africentric Publishing Program Coordinator

"If there's a book that you want to read, but it hasn't been written yet, then you must write it."

—Toni Morrison



Dr. Trymore Maganga
Research and Projects Coordinator

"Our prime purpose in this life is to help others. And if you can't help them, at least don't hurt them."

—Dalai Lama

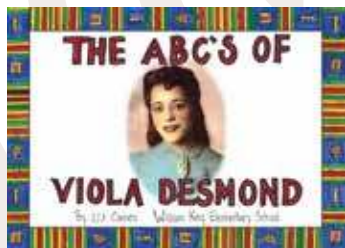


Ramona Hill
Executive Assistant

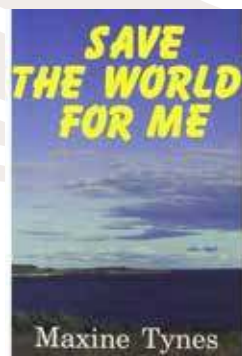
"Surround yourself with only people who are going to lift you higher."

—Oprah Winfrey

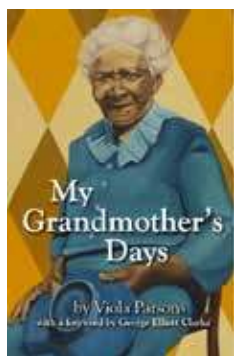
Recommended Reading List



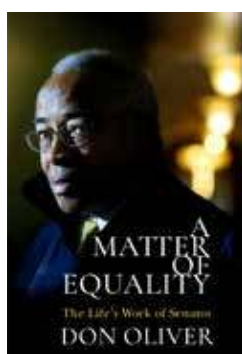
The ABC's of Viola Desmond was written by students for students and relates the history of a Canadian icon and courageous civil rights advocate.



Save the World for Me by Maxine Tynes is a beautiful book of poetry written with a younger audience in mind. To me, Maxine's words are timeless and topics in her poems are relatable and inspiring. - *Lindsay Ruck* (DBDLI's Africentric Publishing Program Coordinator)



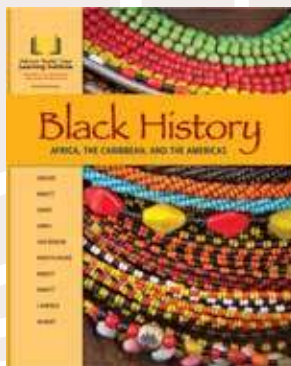
Mrs. Viola L. Parsons did a great thing in writing **My Grandmother's Days** in 1987. She became one of the few Scotians - African Nova Scotians or Africadians - to tell younger people how our culture developed and of what it consisted. - *George Elliott Clarke, author*



A Matter of Equality: The Life's Work of Senator Don Oliver details how one man dedicated his life to breaking down barriers and creating real change in his province of Nova Scotia and beyond.



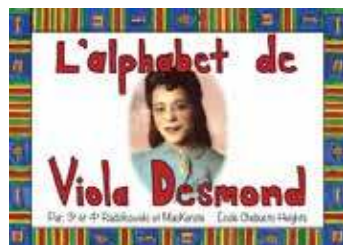
Tar Baby was such a moving and memorable experience. I quickly devoured many other books available at my local library by Toni Morrison, as well as other black authors. Toni's ability with words is so exceptional. As an African Nova Scotian, I feel like I am seen. - *Nicholle Morrison* (DBDLI Board member)



Black History: Africa, The Caribbean, and The Americas explores early African history, including Africa as the birthplace of humanity and early African civilizations. Particular attention is given to the history of African Canadians since the second World War and includes a section on the history of African Nova Scotians.



A Child of East Preston by Wanda Thomas Bernard takes readers inside Bernard's lesser-known past as a young girl growing up in the African Nova Scotian community of East Preston, and gives readers a glimpse of what it was like living in a segregated community during the civil rights era.



L'alphabet de Viola Desmond was developed as a French resource and an early-reader book for French first-language and immersion teachers and students.



Beatrice and Croc Harry by Lawrence Hill is a book for young readers (and young at heart). The topics of racial identity, resiliency, and strength of family are addressed in a most engaging and thoughtful manner. Readers will also enjoy expanding their vocabulary through The St. Lawrence Dictionary of Only the Best Words, Real and Concocted.
-Sylvia Parris-Drummond (CEO of the DBDLI)



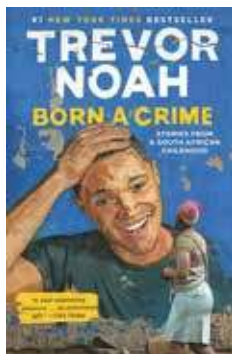
Finish This Sentence by Leslie Roach shares how she would react to racist comments when growing up in Montreal. Leslie's experiences have made me consider my own life experiences in a new light and how some events can influence self-identity, whether you believe it or not. It also made me realize writing, journaling, or poetry can be a fantastic process of healing.
-Brittany Oakley (DBDLI's Manager of Youth Programming & Engagement)



Among other topics, **Borrowed Beauty** touches on the Black experience and on a woman's resilience and strength. We are so blessed to have Maxine Tyne's words immortalized through her books of poetry.
-Lindsay Ruck (DBDLI's Africentric Publishing Program Coordinator)



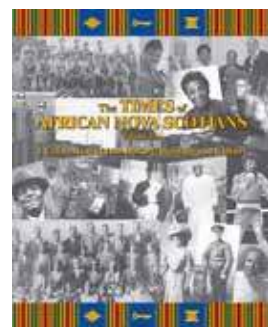
There are many joys in my life and one is reading (in person and virtual) with my grandchildren. Lindsay Ruck's style of writing, the subjects in this book, and wonderful artwork make this the most enjoyable reading time. My grandchildren



Trevor Noah's **Born A Crime** takes a fascinating look at his first-hand experience growing up in South Africa during apartheid as a bi-racial child. It also follows Noah's unlikely path to become the first Black host of The Daily Show.
-Kevin Harrison (DBDLI's Community Engagement and Public Relations Coordinator)

are not surprised that Nanny Parris wants them to know their rich heritage and their unlimited possibilities. And if **Amazing Black Atlantic Canadians** is just a read for you, you will love the learning too.
-Sylvia Parris-Drummond (CEO of the DBDLI)

Happy reading!



The Times of African Nova Scotians Volume II is a valuable teacher's resource full of African Nova Scotian history and heritage. Senior contributors to this edition include Dr. George Elliott Clarke, Dr. Sylvia Hamilton,

Dr. Walter Borden, and Dr. Geraldine Browning, all of whom are descendants of founding families of their own communities.

"A wise man who knows the proverbs of the land reconciles difficulties."

- Ashanti Proverb



Delmore "Buddy" Daye Learning Institute

Excellence in Africentric Education & Research

DBDLI Vision

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

DBDLI Mission

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

DBDLI Values

The DBDLI is guided by the following values:

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

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

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

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

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

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

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

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

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



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