

Latoya T. Reid (she/her)

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Objective

To use the principles of anti-oppression, anti-racism and trauma informed perspectives to offer culturally relevant services to all clients, regardless of age, colour, ethnicity, religion, sexual orientation, gender identity, etc. Guided by the ethical guidelines of the social work profession and my personal philosophy, I strive to be advocate and support to society's disenfranchised and vulnerable groups through clinical support and community outreach.

RESEARCH ANALYST/ CONSULTANT

Children's Aid Society & Delta Family Resource Centre

Manager/ Lead Consultant- Black Agency Network

This is a multi-stakeholder initiative lead by Delta Family Resource Centre and funded by Children's Aid Society (Toronto) which will use the Sesa Wo Suban Model of service to development a Black Agency Network to support Black Communities and Families in Toronto with the intention of limiting the involvement of CAS in the lives of Black families. As lead manager/consultant, I steer the program in actualizing the deliverables by coordinating stakeholder meetings, engaging in needs assessments, employing a team, development a community engagement strategy for CAS, creating a stakeholder mapping of Black serving community agencies, develop a referral pathway and assist with coordinating community focus groups, workshops, creating framework for selection criteria, etc.

Town of Aurora/ Aurora Black Community

Advisor- Black History Month and Afro-centred Events Planning Committee (June 2022-Present)

Latoya engaged in needs assessment, community engagement, stakeholder meetings and document review on behalf of the Aurora Black Community to identify gaps in services and training needs for Town Council staff and community members specific to Anti-Black racism. From the various meetings and collaborations, a community engagement guide was provided, along with recommendations that were used to create a report that the Town Council's staff submitted to the Council members for review and voting on policy changes that will impact the Black and minoritized populations in the community.

Mental health Consultant/ Lead Facilitator March- June 2022

Youth School Success Initiative (YSSI) – York Region in collaboration with Newmarket African Caribbean Canadian Association

Collaborated in creating the curriculum from an Afro-centric lens. This would aid in engendering African positive identity in children and youth while developing a positive sense of self. The curriculum also inculcated an awareness of mental health disorders and how to destigmatize accessing supports. Latoya was also the main facilitator and trainer for the pilot workshops.

Government of Canada- Correctional Service

National Employment Equity Diversity Committee (EEDC)/ International Day for the Elimination of Racial Discrimination (2021)

Workshop/Webinar: Racial Equity: Examining Anti-Black Racism in Canada

This workshop/webinar was conducted with the aim of helping participants to gain a deeper understanding of the concepts of racism and white supremacy, how they manifest in our Canadian society, and the lasting impacts. The participants were exposed to key details about microaggressions and how to address implicit biases, stereotypes, assumptions and intergenerational re-enactments in order to create more inclusive spaces.

Town of Newmarket February 2022

Anita Mehta, Learning and Development Program Specialist Keynote presentation- Canada in Colour: Centering Black experiences

Provided context about the Black Lives Matter movement, illustrated the concept of race as a social construct in fueling and perpetuating hierarchical divisions in society. Experiential knowledge was also shared to contextualize societal inequity in Canada and provide tangible recommendations on how to take an active role in being anti-racist such as combating the frozen response to witnessing racist acts.

Microsoft Canada- Blacks at Microsoft (BAM)

November 2021

BAM Canada: Mental Health in the Black Community, specifically organizational tools and policies

Developed Anti-Black Racism training in collaboration and consultation with EDI department and delivered sessions to organizational leads and front-line staff.

Heritage Community Association- Regina Saskatchewan October- November 2021

Curriculum Developer and Facilitator: Everyone Against Racism Workshops

Latoya conducted a series of 2 workshops with the Heritage Community Association under the theme of "Retooling Heritage". The workshop was centered around dismantling the social construct of race and racism by engaging attendees in uncomfortable discussions surrounding the experiences of racialized individuals and the persistent impact of racism on navigating life in Canada. It also explored the interconnectedness between power and privilege through a colonial lens and their implications on intergenerational trauma. Focus was placed on anti-racist strategies that can be implemented at the individual, institutional and macro levels to enact sustainable societal change. A key element of the workshop was to provide a mental health perspective on race-based trauma/ race based traumatic stress/injury: identifying the causes/triggers, symptoms and coping mechanisms.

University of Toronto (Faculty of Medicine) September 2021

North American Refugee Health Conference (oral presentation)

Researcher/Presenter

Title: Borders and Policies: A critical discourse analysis of the dehumanization of Migrant Caravans by North American Media

Latoya conducted a critical discourse analysis of the North America media with the aim of gaining a deeper understanding about the relationship among power, language and equity in tandem with the Migrant Caravans of the Northern Triangle countries of Honduras, El Salvador and Guatemala. Her research highlighted the pervasiveness of discrimination and oppression directed towards the group of asylum seekers in media framings and discourses, but also completed an analysis of the US-Canada Safe Third Country Agreement and the human rights implications in enforcing such a policy against the migrant caravans who seek refuge in Canada from the United States. The findings highlight ways in which discursive othering can lead to dehumanization, specific to the Migrant Caravans, and offers insights into the collaborative role of stakeholders in advocating for policy reform. It also critiques the Federal Government of Canada's role as complicit in dehumanization by resisting the repealing of the U.S. Canada Safe Third Country Agreement.

Canadian Philanthropy Partnership Research Network June 2021

PhiLab Western Hub Regional Conference- The place of philanthropy in Community Mental Health

Presenter: BIPOC and Mental Health

Title: Racism clothed in Benevolence

Latoya presented to key funding/philanthropic organizations such as United Way on the origins of philanthropy and its role in creating the social welfare service to address poverty and inequality, and to support vulnerable groups in society. The presentation, however, illustrated how the shift of philanthropy in alleviating rather than eliminating root causes perpetuates paternalism and a fiduciary dynamic that perpetuates white supremacy and fuels racism within the BIPOC community. Solutions were proposed as to how to delegitimize and eradicate racist attitudes, policies and practices that are offered under the guise of benevolence that cause further damage to the lives and relationship with Blacks, Indigenous and People of Colour.

Canadian Mental health Association- SK Division

2017

Title: Rest Assured: Changes to the Saskatchewan Assured Income for Disabilities (SAID) Program and the Impact on Beneficiaries

- § Collaborated and work with a multi-disciplinary team with other mental health and addictions organizations to meet the needs of clients or advocate for policy reform
- § Conducted gaps in services survey with Community Based Organizations who are members of the Mental Health and Addictions Coalition Team
- § Prepared and compiled reports and actions plans as recommendations and critiques of current policies for the Ministry of Social Services
- § Oversaw the development of mental wellness app to be utilized by the clients of the local branches in Regina and Saskatoon
- § Collaborated in writing literature review, questionnaires, rubrics and other assessment tools, , annotated bibliography among other research methods
- § Conducted public speaking sessions for presentations and reporting of research findings
- § Collaborated with co-researchers on grant application, meeting with SAID coalition team, and creation of inclusion/exclusion criteria for selecting research participants

University of Regina, Faculty of Social Work

2019-2021

Title: Rest Assured: Changes to the Saskatchewan Assured Income for Disabilities (SAID) Program and the Impact on Beneficiaries

Latoya worked as co-researcher in the interdisciplinary pilot project that investigated how programs in the helping profession model the discourses they claim as their foundation by examining the experiences of racialized students in the programs. Latoya was instrumental in the recruitment of participants, data collection and analysis and the planning and delivery of end of grant knowledge mobilization strategies. It was out of research conducted in this project that Latoya was able to create and make a presentation at the International Federation of Social Workers in Calgary (virtual-2020). It also laid the foundation for collaborative work done with the University of Regina, Black in Sask, Trent Wotherspoon and the NDP party, Saskatchewan Party to prepare and submit both an online and paper petition lobbying for changes to the education curriculum, changes and consultation in policy reform and inclusion, access to and more representative mental health support in the province for Blacks, and more recommendations in creating a more equitable social landscape in the province. The Petition was presented to the Legislative Assembly of Saskatchewan in 2020, and the University of Regina has taken steps in implementing equitable policies and committees to create sustainable actions.

PROFESSIONAL /LEADERSHIP EXPERIENCE

Clinical Social Worker

2021- Present

Altoya The Therapist- Private Practice
Founder/CEO
Newmarket, Ontario

Assessor Coordinator/ Client care Coordinator (Sask)

2019-2021

Saskatchewan Health Authority/ Client/Patient Access Services

- § Case management- assessment, intake, evaluations, discharge
- § Advocate and collaborate with community groups and services and agencies to assess and meet the needs of clients
- § Liaison with patient and family to complete assessment and meet care needs

Health Educator

2019-2021

First Nations and Metis Health Services (Saskatchewan Health Authority)

- § Provided education about and assist patients from Indigenous communities with completing Advanced Care Plans, and connecting with cultural and traditional pathways
- § Mentored and trained of new staff and practicum students
- § Facilitated workshops and information sessions for hospital and community health care staff on the issues affecting the Indigenous populations in health care and the need for a trauma-informed and anti-racist/anti-oppressive approach
- § Crisis and suicide intervention, grief counselling and end of life support
- § Accommodated and made presentations to groups (rural and urban) about resources and services
- § Connected patients to a variety of inpatient and community resources including traditional pathways, ministry of social services, Ministry of Justice, among others
- § Use of psychotherapy to provide counselling to clients who struggle with their mental health

Addictions Counsellor 2019-2021

Addictions Treatment Centre/ Youth Detox (Saskatchewan Health Authority)

- § Use of cognitive behavioural therapy, motivational interviewing and other strength-based tools to provide individual and group counselling
- § Use of psychotherapy to provide informal counselling to clients who struggle with their mental health
- § Plan and implement group programming geared at educating and teaching coping skills for addiction recovery and maintenance of sobriety
- § Assess and evaluate clients then make appropriate recommendations for goal planning or to be connected with community resources

Children Services Worker 2018-2019

Ministry of Social Services (Saskatchewan Health)

- § Advocate on behalf of children and youth in care
- § Efficiency in case management using strength-based and client focused perspectives while adhering to standards of confidentiality
- § Facilitate case conferences and collaborate with foster parents, group homes and alternate caregivers, and First Nation agencies
- § Facilitate adoption procedures, case conference, annual reviews
- § Research and keep abreast of community resources to appropriately make referrals to meet needs of clients

Clinical Support Leader/ Youth Care Worker

2015-2018

Ranch Ehrlo Society (Regina, Saskatchewan)

- § Organized and attend case planning sessions and quarterly conferences for clients, their social workers and family members
- § Led team of 4 youth care workers in implementing care plans
- § Supported youths through their struggles with addictions, mental health or other behavioural challenges
- § Used a strength-based approach to collaborate with team members to develop individualized treatment plans for clients; and lead team of 4 youth care workers in implementing care plans
- § Organized and supervise visitation sessions between clients and family members to maintain a nurturing environment and interaction
- § Used crisis intervention skills to de-escalate crisis situations and to regulate and provide emotional support to client with various developmental needs
- § Successfully planned and organized community events like bowling night, Christmas luncheon and cooking classes for over 50 clients with special needs

Mount Alvernia Preparatory and Kindergarten - Montego Bay Jamaica

2008-2015

Senior Teacher/ Staff Representative (September 2009- June 2011)

- § Staff Representative to the school board, and advocate in wage disputes planning and organizing staff parties or appreciation ceremonies
- § English Coordinator- reviewed lessons plans and organized literacy workshops for students and staff. Coordinated and trained students for essay and debate competitions
- § Quiz coach
- § Coordinator and planner, in collaboration with a team of staff and parents, of the school's graduation and prize-giving ceremonies

University of Regina – Graduate Student Association (President) & Social Work Student Society (Vice President & Fundraising Chairman) 2018-2019

- § Organized and launched fundraising events to raise funds for our annual adopt a family outreach event
- § Work collaboratively to plan and organized Welcome Week activities and make presentations to new students
- § Presided over meetings and attended meetings and events organized by URSU
- § Advocated on behalf of students by voting on pertinent matters like policy/ curriculum reform, and taking issues to be discussed at the board level

**Sam Sharpe Teachers' College Past Students Association - Jamaica
Deputy Chair of the Central Executive Branch (August 2008- April 2013)**

- § Presided over several executive meetings and organized reunions, outreach missions and camps
- § Provided mentorship and motivational speeches to students of the college
- § Planned and organized a 6-day mission to Haiti in the aftermath of the 2010 earthquake for a team of 25 volunteers including medical doctors, physician assistants, registered nurses, dentists and dental assistants, ministers and educators with medication and related supplies, donations, approximately 150 packets of school supplies for students and food and clothing
- § President- Student Council and Student Advocate (October 2006- June 2008)

**Chill City Community Club- Montego Bay, Jamaica
Treasurer- February 2009- April 2013**

- § Monitored the budget of the club and kept records of all monies received
- § Planned yearly budget and club activities in collaboration with executive committee members
- § Successfully launched homework club, Caribbean Examination Council English classes, organized community work projects,
- § Applied for funding with USAID, Citizen Support Justice Program and the Member of Parliament for various community projects like the homework program, grassroots soccer competition and the zinc fence removal project to be replaced by stone walls

EDUCATION

Master of Social Work

University of Regina (2021)

Thesis: The Portrayal of Central American Migrants in North America Media: A Critical Discourse Analysis (Unanimously nominated for Presidents Medal)

Bachelor of Social Work

University of Regina (2018)

Diploma in Education- English Language and Literature Major (Honours)

Sam Sharpe Teachers College (Jamaica, 2008)

HONOURS/AWARDS

University of Regina Lifetime Achiever Award- Humanitarianism and Community Activism (2021)

CBC Future 40 Winner- Saskatchewan

President's Medal Nominee (2018 & 2021)

Dean's Medal, Faculty of Social Work

Faculty of Social Work Legacy Bursary

Simon Yu Bursary

Winnefred Fakis Scholarship of Social Work

Paige A Brady Memorial Scholarship

Sir Howard Cooke Award for Citizenship

Sam Sharpe Teachers' College Award of Excellence

Sam Sharpe Teachers' College Award for Outstanding Leadership

Best Overall Average Year one, two and three

Alaska Highway Consortium of Teacher Education Student Exchange Participant

Governor General's Youth Achievers Award Nominee

Douglas Samuels Scholarship

Best Overall Average Year Two and Drama

Best Overall Average: Social Studies, Religious Education, Integrated Science, Drama

Co-author: Sam Sharpe Teachers College School Song

MEMBERSHIPS / AFFILIATIONS/ COMMUNITY SERVICES

Newmarket African Caribbean Canadian Association

2022 alumni Crowning Achievement Award Selection Panel- University of Regina

Aurora Black Community

Ontario College of Social Workers and Social Service Workers

Saskatchewan Association of Social Workers

2019- Search Advisory Committee for Dean of Social Work- University of Regina