

**Latoya T. Reid (she/her)**

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## **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 President's Medal)

### **Bachelor of Social Work**

University of Regina (2018)

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

Sam Sharpe Teachers College (Jamaica, 2008)

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## **HONORS and AWARDS**

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

CBC Future 40 Winner- Saskatchewan (2021)

President's Medal Nominee (2018 & 2021)

Dean's Medal, Faculty of Social Work (2018)

Faculty of Social Work Legacy Bursary (2018)

Simon Yu Bursary

Winnifred Fakis Scholarship of Social Work

Paige A Brady Memorial Scholarship

Sir Howard Cooke Award for Citizenship (2007)

Sam Sharpe Teachers' College Award of Excellence (2008)

Sam Sharpe Teachers' College Award for Outstanding Leadership (2008)

Sam Sharpe Teachers' College Best Overall Average Year one, two and three (2006, 2007, 2008)

Alaska Highway Consortium of Teacher Education Student Exchange Participant (2007)

Governor General's Youth Achievers Award Nominee (2008)

Douglas Samuels Scholarship

Best Overall Average Year Two and Drama (2007)

Best Overall Average: Social Studies, Religious Education, Integrated Science, Drama (2008)

Co-author: Sam Sharpe Teachers College School Song (2008)

## Relevant Experience, Consultations and Research

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### **York Region District School Board- Ontario (December 2022- October 2023)**

#### **Principal Consultant (ReiDefine Consultancy)- Dismantling Hate, Oppression and Discrimination Framework**

Lead a team of consultants who were tasked with creating a [Dismantling Hate & Oppression Framework](#) one of the largest school districts in Ontario with over 100,000 students and staff. The framework demonstrates how different marginalized groups are faced with unique barriers and discrimination; and to achieve equitable outcomes, solidarity and a united stance among all stakeholders are required. We examined the intricacies of hate, oppression, and discrimination framework that face the stakeholders and shedding light on the strategies, policies, and initiatives that underpin the collective pursuit of social justice, equity, anti-racism, anti-colonialism, and inclusivity.

- Addressed and provided context/definition to guide understanding of what is hate, oppression and discrimination and how each is manifested.
- Explored the role of intersectionality in how racism and discrimination impact various groups that share various social locations/ various identities, e.g. racism, sexism, colonialism/ Eurocentrism, antisemitism, islamophobia, homophobia, transphobia, ableism, classism, etc.
- Acknowledged and contextualized how the inequities experienced at school affect student success and overall wellbeing.
- Developed and offered workshops to staff and leadership team with recommendations on implementation and cultural organizational change.

### **Toronto Community Benefits Network (March 2023)**

#### **Black Mental Health Curriculum Development and workshop facilitation**

Through the partnership of my consultancy team, we developed Black Mental health curriculum with the aim of destigmatizing mental health among skills/ trained workers in apprenticeship programs. The curriculum also included an instructional model for trainers/ facilitators, and a [toolkit](#) with relevant resources to cater to mental wellness and community supports.

### **VHA Home Health Care/ East Toronto Health Partners (February 7, 2023)**

#### **Equity Facilitator- Senior Leadership Workshop- Change in Action (virtual)**

This leadership training was specific to leadership and management staff on gaining and sustaining Buy-in and support from staff and upper-level leadership. Bringing in the organization and leadership for a long-term work of creating individual and organization-wide goals, decision making by consensus and handling diversity fatigue and oversimplifications. The workshop was centered around workplace climate and culture; tackling imposter syndrome and exploring strategies to increase team morale and to engender collective empathy and compassion.

### **Children's Aid Society & Delta Family Resource Centre (July 2022-January 2023)**

#### **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**

#### **Strategic Advisor - Black History Month and Afro-centred Events Planning Committee (June 2022- October 2022 )**

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.

**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**

**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.

**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.

**University of Regina, Faculty of Social Work**

**2018-2020**

**Title: Experiences of Racialized Students in Education, Nursing and Social Work University Programs in Saskatchewan**

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.

**Graduate Teaching Assistant/ Sessional Lecturer** **September 2019- 2021**  
**University of Regina- Social Work Department (Child Welfare-SW414 & Social Work Research- SW 451)**

- Courses Taught: Child Welfare (SW414), Social Work Research (451), Anti-Oppressive Social Work Practice (SW350)
- Assisted in the development of course materials and assessment methods
- Facilitated engaging and inclusive learning environments (in-person and virtually)
- Mentored students and provided academic advising.
- Provided timely feedback to adult learners.
- Received consistently positive feedback from learners.

**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.

**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 Equity, Diversity and Inclusion department and delivered sessions to organizational leads and front-line staff.

**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

**Co-director/ Principal Consultant (ReiDefine Consultancy) Sept 2022-present**

- Fully responsible for definition, approach, facilitation, and satisfactory completion of assigned projects.
- Provide strategic recommendations and advice focused on the elimination of identified systemic barriers to workforce diversification, employee inclusion, retention and engagement.
- Use strong consultation skills to understand needs, and verbal and written communication skills to influence decision-makers and project teams to achieve project and program success.
- Provide recommendations project stakeholders to resolve issues, improve execution, and improve outcomes.
- Provide leadership and assistance to various clients and project teams that require change management, prioritization, and risk/issue management support.
- Partner with team to develop recommendations to programs and projects including providing details of resource requirements, dependencies, interdependencies, and policy implications.
- In collaboration with team and external program/project sponsors, assess whether the program/project achieved stated outcomes and identify opportunities for improvement for future similar program/projects.
- Collaborate with team to prepare project proposals, including the desired outcomes to be achieved, critical requirements, potential approaches, budgetary estimates, and strategic alignment.
- Provide advice, guidance and expertise to promote adoption of methods and tools and adherence to policies and standards.
- Manage reviews of the benefits and value of methods and tools and recommend improvements.
- Tailor and develop community engagement plans centred around building trusting relationships with stakeholders.
- Managed the establishment of a Counselling centre to support members of the Black and racialized communities in the Toronto area using a culturally responsive engagement model.

**Manager (Counselling Services & Black Agency network)**

**Mar-Dec 2022**

**Delta Family Resource Centre**

- Managed the establishment of a Counselling centre to support members of the Black and racialized communities in the Toronto area using a culturally responsive engagement model.
- Advocated and collaborated with community groups and services and agencies to assess and meet the needs of clients and various stakeholders.
- Established and implemented objectives and key performance indicators (KPIs) in collaboration with the Executive Director and other staff.
- Piloted and implemented Delta Family's Sesa Wo Suban model of Care for Black community members.
- Planned, implemented, and oversaw new and current initiatives with key partners to grow the Counselling department.
- Managed the recruitment, selection, training and evaluation of counselors.
- Provide professional clinical direction, coaching, case consultations and mentoring of staff, matching identified needs to specific programs/services of making appropriate referrals to community agencies.

**Clinical Social Worker**

2021- Present

**Altoya The Therapist- Private Clinical Practice**

Founder/CEO

- Offer decolonizing therapy to a diverse demographic of clients, especially related to trauma.
- Provide biopsychosocial assessments, crisis intervention, consultation and therapeutic service for clients with psychological, emotional, and social and behavioural challenges.
- Develop and implement clinical treatment plans for a variety of mental health and addictions conditions.
- Collect and maintain data for individual client and program evaluation.
- Maintain a high level of current knowledge and trends in the relevant discipline specific skills and practices.

**Assessor Coordinator/ Client care Coordinator (Saskatchewan)**

2019-2021

**Saskatchewan Health Authority/ Client/Patient Access Services**

- Case management- assessment, intake, evaluations, discharge
- Advocated and collaborated 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 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, dialectical behavioural therapy 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 and addictions
- Planned and implemented group programming geared at educating and teaching copings skills for addiction recovery and maintenance of sobriety
- Assessed and evaluated clients then make appropriate recommendations for goal planning or to be connected with community resources

## PROFESSIONAL and LEADERSHIP EXPERIENCE

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### **Children Services Worker** **2018-2019** **Ministry of Social Services (Saskatchewan Health)**

- Advocated 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
- Facilitated case conferences and collaborated with foster parents, group homes and alternate caregivers, and First Nation agencies
- Facilitate adoption procedures, case conference, annual reviews
- Researched and kept 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
- Worked collaboratively to plan and organized Welcome Week activities and make presentations to new student
- Presided over meetings and attended meetings and events organized by University of Regina Students Union

- 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 concrete walls

## COMMUNITY INVOLVEMENT

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Alberta Black Therapist Association  
Amnesty International  
Newmarket African Caribbean Canadian Association  
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

## PUBLICATIONS

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Reid, L. (2022). A practical approach to critical media analysis. In D. Clover, K. Sanford & W. Allen (Eds.) *Academic project designs and methods: From professional development to critical and creative practice* (pp. 167-172). Victoria, BC: University of Victoria.  
<https://onlineacademiccommunity.uvic.ca/comarts/>

Reid, L. (2021). *The portrayal of Central American Migrant Caravans in North American media: A critical discourse analysis*. [Thesis, University of Regina]. Ourspace.

G. Novotna, A. Gebhard, O. Oba, K. Hogarth, B. McNeil, F. Luhanga, U. Kalu, H. Carter and L. Reid (2020, July 15-19) Racialized *Students Navigating University Programs in Helping Professions as the*

*Spaces for Social Justice, Inclusivity, and Goodness*. [Paper Presentation]. International Federation of Social Workers Online Conference 2020. Paper Presentation. Social Work Global Agenda: Co-Building Social Transformation.

Novotna, G., K. Hogarth, F. Oba, A. Gebhard, F. Luhanga, B. McNeil, K. Uwakwe, H. Carter, and L. Reid (2020, November 8-11). *Racialized Students' Accounts of Diversity and Inclusion in Their Quest for Becoming Helpers in Predominantly White Space*. Joint World Conference on Social Work Education and Social Development. Rimini, Italy. (accepted abstract)

Cited in: Amanda Gebhard, Gabriela Novotna, Heather Carter & Funke Oba (2022): *Racism plays a disappearing act: discourses of denial in one anti-discrimination campaign in higher education, Whiteness and Education*, DOI: 10.1080/23793406.2022.2072760. As seen at

<https://www.tandfonline.com/doi/pdf/10.1080/23793406.2022.2072760>