

## **PROFESSIONAL PROFILE**

A highly skilled educator, facilitator, and workplace trainer with 25 years of experience working with non-profit and community service organizations, matched with a lifelong commitment to social justice and decolonization.

Areas of expertise include:

- Anti-Racism and Anti-Oppression Education
- Anti-Asian Racism Education
- Strategic Planning and Implementation Planning
- Developing/Updating Vision, Mission, Values, Principles, Core Values
- Leadership and Organizational Management Development
- Organizational Change and Review
- Excellent Writing and Presentation Skills

## **SELECTED ACHIEVEMENTS**

- Led an extensive racial justice project with Blackburn Center, training volunteers, staff, managers and the board of directors.
- In 2021 and 2022 prepared and delivered exceptional presentations on topics such as the history of anti-Asian racism in Canada and the US, how to apply and enact anti-oppression and anti-colonialism in the workplace, what is privilege, and others.
- Through consultation with workers, managers and boards of directors improved workplace practices by promoting and implementing proactive, diverse and anti-oppressive practices that support anti-discrimination and social justice struggles.
- Applied popular education and adult education techniques and exercises; directed team development including issues with applying anti-oppression theory in practice; workplace expectations; and workers' and managers' rights and responsibilities under the Ontario Human Rights Code.
- Developed infrastructure such as policies and procedures, strategic plans, goals, objectives and mission statements, public-facing anti-oppression statements.

## **SELECTED LIST OF CURRENT and PAST CLIENTS**

### **2023**

#### **Blackburn Center**

Created a series of training videos for the management team regarding specific issues facing different departments (education, legal, advocacy, shelter, counselling, administration).

#### **Dufferin Grove Housing Co-operative**

Prepared and delivered anti-oppression workshops to new members of the Board Of Directors.

#### **Raging Asian Women Taiko Drumming Group**

Prepared workshops on the topics of board governance and visioning the organization's values. Created a Board Manual, Policy and Procedure Manual and revised other foundational documents.

#### **University of Toronto Department of Statistical Sciences**

Facilitated two meetings of the IDEAIR Committee (Inclusion, Diversity, Equity, Allyship and Indigenous recognition), provided extensive research and resources, created a Terms of Reference for the Committee.

### **2022**

#### **Blackburn Center**

Adapted an extensive anti-racism and racial justice training into online training modules; conducted an equity audit; provided a pilot evaluation framework for the organization's racial justice learning journey; created evaluations for staff, management and board; provided numerous resources.

#### **City of Toronto Finance Department**

Delivered an extensive workshop on the topic of anti-oppression theory, and how racism, sexism, and other oppressions happen in the workplace.

#### **Digital Arts Resource Centre**

Investigated an issue of racism and other oppressions in the workplace. Conducted one-on-one interviews with all staff and selected board members, created a unique workshop series about anti-racism in the workplace, white supremacy culture, and other intersectional issues.

#### **Dufferin Grove Housing Co-operative**

Prepared and delivered multiple anti-oppression workshops to new members of the Board Of Directors (March and September)

#### **Income Support Advisory Centre (ISAC)**

Delivered comprehensive workshops to the Board of Directors, the Executive Director, and the manager about board governance: roles and responsibilities; recruitment; retention; policies and procedures; mentorship.

### **Investment Industry Regulatory Organization of Canada**

Created a workshop on the topic of anti-Asian racism in Canada which was delivered twice in English, and once in French. Co-ordinated a French translation and a French facilitator to deliver the workshop to the Quebec branch in French.

### **Labour Community Services of Peel**

Prepared and delivered a workshop to a team of Labour Advocates about anti-oppression and how it applies to their work.

### **Parkdale Project Read**

Worked with a team on the project of engaging literacy learners in the governance and decision-making processes at PPR in meaningful and relevant ways. Conducted surveys, focus groups, and wrote reports on the findings.

### **Pro Bono Students Canada**

Prepared and facilitated a workshop about Anti-Oppression 101.

### **University of Toronto Department of Statistical Sciences**

Conducted an extensive survey about knowledge of racism and sexism in Canada, the University and the Department and delivered a report with recommendations. Presented a training to staff and others interested in anti-oppression and EDI issues, as well as a template and structure for the EDI committee.

### **University of Toronto Settlement House**

Facilitated conversations and supportive learnings for the permanent and part time staff, students, and administrators following a public issue regarding Lunar New Year.

## **2021**

**Blackburn Center** Prepared and delivered extensive anti-racism and racial justice training for volunteers, staff, managers, and the board of directors. Conducted an equity audit which involved evaluating, assessing, and editing all relevant policies to reflect racial justice and anti-oppression values. Presented an evaluative model for the agency to monitor, evaluate and manage organizational change.

**Canadian Race Relations Foundation** Gathered information from organizations across Canada regarding anti-Asian racism activities, and feedback regarding a national coalition about anti-Asian racism. Delivered a comprehensive assessment report and a defined collaborative model for a national coalition about anti-Asian racism.

**Community Legal Education Ontario** Delivered a series of trainings to the staff and legal team on a variety of topics related to anti-oppression.

**Somerset West Community Health Centre** Provided facilitation and supported action plans for Asian staff facing anti-Asian racism.

**Welcoming Westmoreland** Prepared an extensive survey for Westmoreland County, Pennsylvania regarding issues related to racial justice, discrimination, and anti-oppression.

## **2020**

### **Children's Peace Theatre**

Delivered workshops to CPT's youth council of advisors on the topics of board governance and board development. Developed policies for Human Resources and Finance Administration with the Council and Sub-Committee for Policy Development.

## **2019**

### **Dufferin Grove Housing Cooperative**

Prepared and delivered multiple anti-oppression workshops to the Board of Directors and Membership Committee.

### **Parkdale Project Read**

Organized a Strategic Planning Process for Parkdale Project Read. Prepared an Environmental Scan, facilitated their Strategic Planning Day, and with key stakeholders, developed their new Strategic Plan and Implementation Plan.

### **Wellfort Community Health Services**

Developed two half-day workshops on the topics of Introductory and Intermediate Anti-Oppression for staff and management.

## **2018**

### **Canadian Association of University Teachers (CAUT)**

Revamped and updated CAUT's national Equity Workshop, created an online Toolkit for equity and inclusion issues, and created and delivered a Train the Trainer session to equity trainers from across Canada.

### **Canadian Employment and Immigration Union (CEIU) and Public Service Alliance of Canada (PSAC)**

Prepared and delivered a workshop for CEIU's Human Rights Conference.

### **Raging Asian Women Taiko Drumming Group**

Prepared and presented an Intermediate Anti-Oppression workshop with the apprentices and performers of this feminist, anti-racist, queer, anti-colonial arts group.

## **2017**

### **Anglican Church of Canada Social Justice Retreat**

Prepared and delivered a workshop on the topic “What is Intersectionality? What is Privilege?”

**Parkdale Project Read**

Prepared and delivered a workshop with the staff collective and the board of directors on the topic of board governance, roles and responsibilities, fiscal and fiduciary responsibilities and how to blend with their collective structure.

**University of Toronto New College**

Delivered a talk to fourth year students about non-profit organizations, non-profit boards, governance, and activism.

**2016**

**Chinese Canadian National Council Toronto Chapter**

Prepared and delivered an introductory session with the Board of Directors about board roles and responsibilities in the non-profit sector.

**Industrial Accident Victims Group of Ontario: Legal Clinic Training**

Presented an anti-oppression workshop to legal clinic workers who work across Toronto and GTA on the topics of anti-oppression, colonialism and working in solidarity.

**2015**

**AIDS Committee of Ottawa**

Co-facilitated a strategic planning process for a 5-year strategic plan.

**Chinese Canadian National Council Toronto Chapter**

Created and facilitated an all-day anti-oppression session with the board and staff.

## **SKILLS**

- **Anti-Oppression Trainer**
  - Over 25 years of experience researching, writing, creating and delivering workshops and training sessions in the workplace about anti-oppression, power and privilege, anti-colonialism and intersectional feminism
- **Expert level of knowledge of non-profit Board structures**
  - Roles and responsibilities of board members
  - Board governance
  - Fiduciary duties
  - Writing, editing and updating policies, procedures, board and staff manuals, and other governance documents
- **Project Management**
  - Experience with project and program management, from grant proposals to project completion
- **Education, Training, Workshop Leader**
  - Prepared and delivered many workshops and training sessions in a variety of styles and delivery models, based on clients' needs and directives. Examples include basic understanding of power and privilege, understanding different social locations and oppression and marginality
  - Extensive use of adult education modalities including small group work, pairs, individual activities, facilitated large group discussions
  - Materials delivered via written word (articles), images, videos, all presented with probing questions designed to evoke discussion, awareness and learning
- **Research**
  - A skilled researcher in online and print, as well as experience conducting community-based qualitative research
- **Strategic Planning**
  - Conducted in-depth strategic planning processes with a number of organizations. The process includes a needs assessment, environmental scan, literature review, internal and external stakeholder engagement, implementation plan
- **Organizational Reviews**
  - Has worked with organizations to promote anti-oppression organizational change, applying anti-oppression frameworks, assessed and evaluated projects and programs and provided information and feedback in moving forward
  - Conducted organizational reviews on the effectiveness of anti-oppression and equity/diversity/inclusion strategies
- **Public Speaker / Media Spokesperson**
  - An experienced and confident public speaker for presentations, expert panels and media interviews

## **SPEAKING ENGAGEMENTS 2023**

### **February**

Philippine Centre Canada – Ottawa: Facilitated a panel hosted by the Philippine Centre Canada – Ottawa: *“From Racism and Discrimination to Inclusion”*

### **March**

YMCA Canada: *“Systemic Racism in Canada”*

## **SPEAKING ENGAGEMENTS 2022**

### **February**

Students Commission of Canada (SCC): *“Anti-Asian Racism in Canada”*

### **April**

Labour Advocacy Centre of Peel: *“Equity and Anti-Oppression”*

University of Toronto Graduate House: *“Anti-Asian Racism in Canada”*

### **May**

Investment Industry Regulatory Organization of Canada (IIROC): *“Anti-Asian Racism in Canada”* Two presentations were delivered in English, one was translated and delivered through a Francophone presenter.

Pro Bono Students of Canada: *“Anti-Oppression Principles and Practice.”*

## **SPEAKING ENGAGEMENTS 2021**

### **March**

University of Toronto: *“Confronting Anti-Asian Racism: 5 Things You Need to Know”*

### **April**

Association of Community Legal Clinics of Ontario: *“How to Apply an Anti-Racism and Anti-Oppression Strategy and Framework to Your Legal Clinic: Getting Started.”*

Harbord Collegiate Institute: Panel Discussion about Mixed Race Identity

### **May**

Association of Law Officers of the Crown. Two presentations. *“What is Anti-Asian Racism?”* and *“Actions to End Anti-Asian Racism”*

Ministry of the Environment, Visible Minority Network: *“Anti-Asian Racism Panel Discussion”*

Seneca College: *“Anti-Asian Racism: Smashing Stereotypes”*

### **August**

Sinai Hospital Foundation: *“What is Anti-Asian Racism?”*

### **September**

Beneplan: *“An Introduction to Understanding Anti-Oppression in Canada”*

EnsembleIQ: *“Anti-Asian Racism: History and Present”*

Inclusive School and Community Services: York Region District School Board: *“What is Orientalism and What is Anti-Asian/Anti-East Asian Racism?”*

**October**

Sinai Hospital Foundation: *“Let’s Talk about Privilege”*



## **CONFERENCE ORGANIZING**

### **Current Practice to Future Directions: Harm Reduction in Violence Against Women Shelters (2018)**

#### ***Co-organizer***

Co-organized a 2-day conference as part of my position as Training and Resource Coordinator with OAITH with Lakehead University Department of Social Work. Topics included: Developing a landscape of substance use practices in VAW shelters across Ontario; Reducing barriers to support women fleeing violence: A toolkit for supporting women with varying levels of mental wellness and substance use; Support don't punish: Alternative strategies and techniques for supporting families in crisis.

### **Equality Retreat for CUPE Ontario's Equality Committees (2016)**

#### ***National Equality Representative***

Organized a three-day retreat for the seven Equality Committees associated with CUPE Ontario (Aboriginal Council, Racial Justice, Women, Pink Triangle, Workers with Disabilities, Young Workers and International Solidarity). Organized and structured the content of the entire retreat, including scheduling CUPE Ontario and national staff, and coordinating seven break-out rooms for discussions as well as committee meetings.

### **From Poverty to Power: Racial Justice, Making Change (2013)**

#### **Colour of Poverty/Colour of Change Campaign**

#### ***Conference Organizer***

Organized a day and a half conference about racism, poverty, justice and equity. Organized and coordinated all speakers, facilitators, panels, accommodation, refreshments, registration, media press releases and other logistical details.

### **Happy "Too Asian" Conference (2012)**

Co-organized a one-day conference on the topic of fighting racism in the media. This November conference was held on the second year anniversary of the racist Maclean's Magazine article entitled "Too Asian"? which was an article steeped in racist attitudes towards Asians in post-secondary education.

## **EMPLOYMENT HISTORY**

### **1997 to present**

**May Lui Consulting**  
***Lead Consultant***

### **2019 to present**

**Ontario Association of Children's Aid Societies**  
***Trainer (Occasional)***

### **2017 to 2019**

**Ontario Association of Interval and Transition Houses**  
***Training and Resource Coordinator***

### **2016**

**Canadian Union of Public Employees, Ontario Regional Office**  
***National Equality Representative***

### **2014**

**Good Jobs for All Summit**  
***Community Outreach Coordinator***

### **2013 to 2014**

**iTaxiworkers Association**  
***Executive Director***

### **2012 to 2014**

**Chinese Canadian National Council Toronto Chapter**  
***Executive Director***

### **2009**

**Algonquin College**  
***Curriculum Developer and Instructor (Department of Victimology)***

### **2008**

**George Brown College**  
***Instructor (Department of English)***

### **2008 to 2009**

**Ontario Association of Interval and Transition Houses**  
***Anti-Racism Project Coordinator***

### **2005 to 2007**

**Women's Counselling Referral and Education Centre**  
***Agency Manager***

### **1996 to 2005**

**Toronto Women's Bookstore**  
***Manager***

## **EDUCATION**

### **Master of Education 1997**

University of Toronto (Ontario Institute for Studies in Education)  
Department of Adult Education

### **Bachelor of Arts 1993**

York University  
Department of Sociology

## **COMMUNITY INVOLVEMENT**

- Asian Canadian Educators Network (present)
- Parkdale Project Read: Literacy tutor (2015 to 2019)
- Mixed Art Festival: Volunteer facilitator (2015 to present)
- Three Streets Housing Cooperative: Board of Directors, Social Committee, Building Captain, Volunteer (2008 to present)
- Rusty Dragonboat Adventures (2014 to 2017)
- Mayworks Festival of Working People and the Arts: Board of Directors, Volunteer (2004 to 2017)
- Brockton Writers Series: Host and organizer (2010 to 2014)
- Chinese Canadian National Council Toronto Chapter: Board of Directors, Volunteer and member (2002 to 2012)

## **REFERENCES AVAILABLE UPON REQUEST**