

PROFESSIONAL PROFILE

A highly skilled educator, facilitator and workplace trainer with over 20 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 ♦ Developing/Updating Vision, Mission, and ♦
 - ♦ Leadership and Organizational Management ♦
- ♦ Change Management ♦ 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.
- 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

2021

Blackburn Center Prepared and delivered extensive anti-racism and racial justice training for volunteers, staff, managers and the board of directors. Evaluated, assessed and edited 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.

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 ½ day workshops on the topics of Introductory and Intermediate Anti-Oppression for staff and management.

2018

Canadian Association of University Teachers (CAUT)

Contracted to revamp and update CAUT's national Equity Workshop, create an online Toolkit for equity and inclusion issues, and create and deliver 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 4th 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 Change**
 - 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
- **Public Speaker / Media Spokesperson**
 - An experienced and confident public speaker for presentations, expert panels and media interviews

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)
- Urban Alliance on Race Relations: volunteer researcher and presenter for RE-Build (Racial Equity) Anti-Asian Racism during COVID-19 (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