



**RURAL YOUTH EDUCATION PROJECT
ANNUAL REPORT**

FOR YEAR ENDING MARCH 31, 2006

**Submitted by:
Jean Crosby, Project Co-ordinator**

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BACKGROUND:

The Rural Youth Education Project (RYEP) is a four and a half year project which started in February/02 and will conclude in mid August, 2006. This project is sponsored by the Antigonish Women's Resource Centre and funded by the National Crime Prevention Strategy, Public Safety and Emergency Preparedness Canada. The project implements a gender-based, violence prevention model which will provide youth with skills to build and maintain healthy relationships.

The model being replicated was developed by the Saltspring Women Opposed to Violence and Abuse (SWOVA) Community Development and Research Society in rural British Columbia and the project work is being carried out with ongoing consultation and collaboration with SWOVA staff. Key to the process is the partnership RYEP has with the Antigonish East Education Centre in Antigonish County and Chedabucto Place in Guysborough County. These rural schools reflect a diverse population with a significant percentage of the students coming from Mi'kmaq and African Nova Scotian communities.

The model presents a gender-based, violence prevention approach for working collaboratively with teachers to deliver a core curriculum of 12 lessons to students in grades 7, 8, 9, and 11. It is designed to be presented as a multi-dimensional, multi-session, multi-year program. The inclusive teaching approach utilized is acknowledged to be an effective way to present the skill development and awareness of issues required to build and maintain healthy relationships.

In each school a male/female team of Adult Facilitators facilitate the classroom sessions and are also responsible for providing leadership, information and support to a team of up to ten Youth Facilitators. Youth Facilitators assist with the delivery of the classroom sessions. These youth play an important mentoring and peer support role with other students both in and out of the classroom. This team presents role-modelling of a healthy adult male/female relationship as well as a co-operative youth/adult relationship. Members of the Youth and Adult teams also reflect culture and gender diversity.

This project incorporates adaptations which enhance the existing SWOVA curriculum, most notably in the area of diversity. Within Antigonish and Guysborough Counties there exists significant cultural/racial diversity with both First Nations and African Nova Scotian communities. Cultural diversity is a priority and the diversity component will continue to be developed and integrated throughout the project. In addition student workbooks and resources for teachers and parents will support and enhance the classroom lessons.

INTRODUCTION:

The RYEP Project has entered the final phase of the present funding. The original funding period ended in March, 2006, however in September of 2005, an extension was granted to enable the RYEP to be delivered in the 05/06 school year with a revised end date of August 15, 2006. This will allow the RYEP to complete four years of delivery of the RYEP sessions at both school sites.

In relation to sustainability, various areas of funding and in-kind support have been explored with Department of Education, Strait Regional School Board, Public Health Services as well as funding applications to various Foundations. It appears that proceeding with a modified version of the RYEP will be the most feasible. This would include having teachers partnering with a community person to co-facilitate sessions and focusing on grade 9 PDR. The goal is to create a model that retains the key components of the RYEP and makes it sustainable.

After four years of program delivery 1,277 students in grades 7 - 11 have received 12 classroom sessions of the Developing Healthy & Respectful Relationship curriculum. In addition 76 high school students have received training as Youth Facilitators and have been active in their schools as peer educators and co-facilitators of the RYEP curriculum in the classroom with the Adult Facilitators.

This year having one team of Adult Facilitators worked well as a result of co-ordinated school schedules. The impact of this scheduling also benefitted the Youth Teams as all members of each team were working in the classroom sessions during the same semester so were able to share and gain more from each others experiences.

The internal evaluation process was completed for the 04/05 school year and a report produced for that year. Data collection is underway for the 05/06 school year which will be worked in to a final report for the RYEP.

The following report covers RYEP activities from April/05 to March/06. This reporting period covers the end of the 04/05 school year and most of the 05/06 school year. For clarity, these two school years are discussed separately.

SCHOOL BASED ACTIVITY:

In four years of program delivery 1,277 students in grades 7 - 11 have received 12 sessions of the Developing Healthy & Respectful Relationships curriculum.

RYEP Classroom Sessions:**04/05 School Year: April/05 - June/05:**

A total of 296 students participated in the RYEP sessions in this school year.

CHEDABUCTO PLACE:

38446	Grade 7	Grade 8	Grade 9	Totals
Class	7-1 (18) 7-2 (17)	8-1 (21) 8-2 (20)	9-1(23) 9-2(25)	
Totals	2 classes (35)	2 classes (41)	2 classes (48)	6 classes (124)

EAST ANTIGONISH:

38446	Grade 7	Grade 8	Grade 9	Totals
Completed:	7-2(16) 7-3 (15) 7-1 (16)	8-2 (20) 8-3 (20) 8-1 (21)	9-1 (19) 9-2 (22) 9-3 (23)	
Totals	3 classes(47)	3 classes (61)	3 classes(64)	9 classes (172)

05/06 School Year: September/05 - March/06:

A total of 284 students participated in the RYEP sessions in this school year.

CHEDABUCTO PLACE:

Chedabucto Place	7 PDR	7/8 PDR	8 PDR	9 PDR	CLM 11	#Classes/ # Students
Completed	7-1 (23)	7/8 (16)	8-1 (22)	9-1 (18) 9-2 (17)	11-1 (11)	
Total						6 classes/ 107 students

EAST ANTIGONISH: Classes started January 10th and are underway.

East Antigonish	7 PDR	8 PDR	9 PDR	CLM 11	#Classes/ # Students
Underway	7-1 (25) 7-2 (25)	8-1 (24) 8-2 (23)	9-1 (23) 9-2 (19) 9-3 (24)	11 - 3 (14)	
Total					8 classes/ 177 students

ADULT FACILITATORS: 04/05 School Year: (April - June)

Adult Team: Krista DeCoste & Sean Patterson

- Due to staffing challenges in the first part of this school year (this is discussed in detail in last year's annual report), Krista completed the classes at East Antigonish without a co-facilitator, however Sean was able to remain as a co-facilitator for the East Youth Team. Krista continued to provide support for the Chedabucto Youth Team.

Staff Meetings:

- Monthly staff meetings were held this quarter with school based activities coming to a close at the end of May.
- Ongoing contact as needed.

Curriculum Review:

- Sean & Krista met in May to review the RYEP 7,8, & 9 curriculum material and document recommendations for revisions.

Youth Team Evaluations:

- Krista & Sean met in May to complete a brief report/assessment on each Youth Team member and the quality of their participation. This is done annually and kept on file, to accommodate requests for job references.

Closure Interviews:

- Jean met individually with Krista & James in April & May. Each Adult Facilitator was asked to discuss Learnings/Challenges/ Recommendations relating to areas of their work with the RYEP over the last school year.

ADULT FACILITATORS: 05/06 School Year: (September - March)

Adult Team: Krista DeCoste & James Maynard

- Krista returned for her fourth year with the RYEP and James Maynard was hired as the second Adult Facilitator. It was feasible this year to proceed with one Adult Team, as school schedules were able to accommodate classroom work to be within one semester at each school.

- All RYEP classroom sessions at Chedabucto Place were scheduled in the first semester and at the East in the second semester. Youth Team work proceeded at both schools throughout the school year.

Education Sessions:

- Four days of sessions (August 22 - 25) were facilitated by Jean with Krista and James in attendance.

Day One:	Orientation to the Project Department of Community Services - Protocol: Sean O'Neil
Day Two:	LGBT Education/Awareness RYEP Curriculum Review
Day Three:	Diversity Awareness; facilitator Sylvia Parris
Day Four:	Youth Team Training preparation

School Staff Orientation Meetings:

- Orientation meetings were held prior to classes starting at Chedabucto in September and East Antigonish in January. In attendance were the PDR & CLM teachers involved with the RYEP as well as administration. Schedules were reviewed and information shared about expectations and roles related to delivery of the RYEP sessions as well as introductions for new staff.

Staff Meetings:

- These were held on an ongoing basis, in addition to regular contact/debriefing. Issues discussed included; reporting and scheduling issues, classroom challenges, Youth Team projects and classroom work, internal evaluation process.

NSCC Workshop:

- On the request of Nancy Wright, Human Services Course Instructor at the Port Hawkesbury NSCC Campus, in October Krista and James presented a workshop on power dynamics within relationships. There were approximately 30 students in attendance and this workshop was well received.

YOUTH FACILITATORS: 04/05 School Year:

Youth Team Weekly Meetings:

Activities/Discussions included;

Recruiting for the next school year's team.

Evaluation focus group.

Final meeting pizza party with next year's new group members also attending.

The creation of the video with three skits of sexual harassment, bullying and homophobia.

Youth Team members were invited to participate in two public events;

- Youth Health Symposium, Dalbrae Academy/Mabou:
Seven members of the Chedabucto Team attended and presented. Krista and Sean accompanied this group to Mabou. The Youth Team did a wonderful presentation which included presenting the video and helping participants create their own skit around either sexual harassment or bullying. There were two sixty minute presentations of this workshop to 18 students.
- GASHA Youth Health Symposium, Port Hawkesbury
Krista and Sean attended with two youth from Chedabucto Youth Team. The original plan was for the East Team to present, however due to a variety of circumstances, no one from that team could commit to go. In order to maintain the youth focus, this opportunity was offered to the Chedabucto Team and two members were able to attend on short notice. The RYEP workshop focussed on problem solving in relationships and was presented to a group of approximately 30 participants with about half of these being youth

Youth Team Recruiting for 05/06:

- At both schools this year, notices were sent home in May with all students in grades 9 - 11. Notices were also distributed throughout each school with staff and also with the RYEP Advisory Committee members. Youth & Adult Team members also made presentation in classrooms.
- At Chedabucto Place 8 applicants were interviewed and 6 selected. For the 05/06 year there are nine members ranging from Grade 10 - 12, with three students returning from last year's team. Gender diversity has been achieved with five girls and four boys, however representation from the African-Nova Scotian community has not.
 - At East Antigonish 8 applicants were interviewed and 7 selected. For the 05/06 year there are ten team members ranging from grades 10 - 12, with three members returning from last year's team. Gender diversity is present as is racial diversity with two Mi'kmaq students, both of whom are in their second year with the RYEP.

YOUTH FACILITATORS: 05/06 School Year:Education Sessions:

Four days of sessions were delivered to 19 Youth Team members by Jean, Krista and James. (August 30 - September 2) Sessions were held at East Antigonish school.

Day One:	Introductions Group Standards Key Elements of Model Team Building Skills Facilitation Skills Self Care
Day Two:	Diversity Exercises Facilitation Skills Stereotyping LGBT Awareness; facilitator Maureen Shebib
Day Three:	Communication Skills Folktale Creation/Presentation Sexual Violence: Video & Discussion
Day Four:	Team Building Skills Facilitation Skills

Youth Team Activities:

Youth Team activities began in September and will continue to May at both schools with the focus alternating from one semester to the next from classroom work to school community work. For example, Chedabucto Youth Team are focused on classroom work in the first semester while the East Youth Team worked on school community work. This reversed in January. This is a change from last year as both aspects of the work were integrated throughout the year. A benefit of this year's schedule was that it allowed for more focus on each aspect of the Youth Team work and Youth Team members were facilitating in the classroom within the same time frame.

Youth Team Weekly Meetings:

Activities/Discussions included;

- Black History Month project
- participation in the documentary film project
- evaluation session “lessons learned”
- classroom facilitation skill development
- participation in the documentary film project
- preparation for Grade 9 Folktale presentation
- involvement in the Purple Ribbon Campaign at the school
- viewed “After the Montreal Massacre” video with discussion following
- focus on school projects & activities

- Mi'kmaq History Month activities - assisted with the planning and participated in a Pow Wow held at the school in October.
- The last meeting before Christmas was a social gathering with both teams.

T-Shirts:

Youth Team members received their t-shirts in October. The design was developed by the youth team members with the phrase Respect Diversity, on the back and the RYEP logo on the sleeve.

DIVERSITY COMPONENT:

- RYEP Staff Training:
In August, Sylvia presented a one-day workshop to staff of the RYEP and also the AWRC to enhance diversity awareness and knowledge.
- School Staff Inservice:
In October, Sylvia Parris facilitated a one-day workshop with PDR staff from both schools on "Advancing Diversity" with a focus on connections to the project curriculum. Five PDR teachers attended as well as Karen Swan, NCPC and Jean Crosby. Replacement costs for these teachers was covered by the Department of Education.

PARENT/GUARDIAN INFORMATION:

- In response to feedback from parents regarding the format of the Parent/Guardian Guide distributed last year, this information was condensed and presented in a newsletter format which was incorporated into both school newsletters in September. More detailed information will be available on request.
- Letters of introduction to the RYEP were also handed out to students in all RYEP classes to give to their parent/guardian.
- Regular articles were submitted to both school's monthly newsletters throughout the school year to provide information updates on the RYEP activities.

SCHOOL BOARD:

Jean and Lucille Harper attended the regular Strait Regional School Board meeting in August to make a presentation to the members. This activity update and evaluation report was well received with an invitation being extended by the Superintendent to meet to discuss sustainability for the project.

SUSTAINABILITY WORK:

MEETINGS:

- Jean & Lucille met with Angus MacIsaac, MLA in November to provide update on RYEP.
- In December, Lucille and Jean met with Phonse Gillis, Superintendent of Schools, to discuss ways to maintain this program. This will be an ongoing dialogue.
- In January, Jean met with Jerome Stewart, Consultant for Physical Education/Health with the Strait Regional School Board to discuss support for the RYEP beyond this school year. The work of the Youth Teams fits well with other initiatives that Jerome is involved with and he felt that there would be resources to commit to the RYEP Youth Team.
- In January, Jean met with Robert Proctor, Public Health Services and Leona Purcell, Chedabucto Youth Health Centre Manager to discuss support for the RYEP model. Very productive discussion. Robert sees a fit with the work of Public Health nurses currently assigned to schools and that having these staff co-facilitate the RYEP program would be feasible.
- In January, Lucille & Jean met with Ann Blackwood, Director of English Program Services, Department of Education. Discussed sustainability of program and received confirmation of support - both in-kind and financial towards professional development for school staff, youth team training and support and development of promotional material. Ann also agreed to submit a letter of support to the Canadian Women's Foundation to support our upcoming funding application through the CWF Multi-year Violence Prevention Grant with Teens.

FUNDING APPLICATIONS:

Canadian Women's Foundation Funding:

In February, an application was submitted to the Canadian Women's Foundation's Multi-year Violence Prevention Grant with Teens. This funding would support the administration and co-ordination of the RYEP during the transition to a sustainable school-based community partnership model. Decisions regarding awarding this funding will be made in May.

S.W.O.V.A.: CONSULTATION AND COLLABORATION:

- At the end of June, Lynda Laushway and Ahava Shira from SWOVA, made their final visit to Antigonish. Meeting over two days were held with Jean and Lucille to discuss use of SWOVA material and model beyond the end of the project. Krista was involved with meetings with Ahava to share learnings and challenges from the work of the project.
- A request has been directed to the SWOVA Board of Directors for them to consider allowing the AWRC to continue to use the SWOVA copyrighted material without a fee being charged. It has previously been proposed by the SWOVA Board that 5% of the operating budget per year, per school district, be paid as a royalty for use of the program. We are awaiting a response.

ADVISORY COMMITTEE: (Appendix II)

The Advisory Committee met four times over the year with an average of four members in attendance at each meeting. The location of these meetings was rotated to facilitate attendance: two meetings were held at the AWRC, one at East Antigonish and one at Chedabucto Place.

Issues reviewed and discussed by the Committee included:

- review year-end report and discuss the extension funding requested and sustainability of project
- introduction of Adult Facilitators
- internal evaluation issues.
- sustainability
- next steps for the project; meeting with Department of Education and the application for funding with the Canadian Women's Foundation.

EXTERNAL EVALUATION:

April - June:

- Outcomes Report #1 received.
- Year Two Process Evaluation received.
- Jim Coflin in Nova Scotia in June to conduct interviews with staff and pre-testing in schools.

July - September:

- Comments were submitted on the draft of the second ASA Process Evaluation Report.
- A scheduled visit by Jim Coflin to administer student questionnaires was postponed due to family illness.

October - December:

- Received draft of ASA Outcomes Report #2 for review and comment
- Discussions with Jim Coflin regarding November site visit and scheduling meetings
- Jim Coflin was in Nova Scotia in November to conduct pre & post testing.
- Jim met with Jean and Peggy together to discuss evaluation process
- Jim met each with Jean, Krista & James individually for informal discussion.
- Evaluation Committee conference call (7th): Jean and Lucille participated. This was to review the most recent Process Evaluation report submitted by ASA

Jan - March:

In February Jim Coflin travelled to Nova Scotia and carried out the following;

- met with Jean to discuss process this school year and also the overall scope of the project as this is the last year. Identified any outstanding material that he required and this was sent.
- met also with Lucille.
- met with Lucille, Jean and Peggy Mahon to discuss issues relating to outcomes measures and interpretation of data.
- met with James and Krista to discuss this year's activities with the RYEP

INTERNAL EVALUATION:

April - June:

- Student Surveys completed for all classes and this data is being processed.
- Youth Team evaluation session completed by Adult Team
- Peggy conducted interviews with Sean and Krista
- Peggy and Jean conducted two focus groups with the East Antigonish Youth Team and the Chedabucto Place Youth Team.
- Curriculum review completed by Krista and Sean
- Evaluations for Youth Team members completed by Krista and Sean
- Closure interviews with Krista & Sean completed by Jean
- Parent Focus Groups held at both schools conducted by Peggy & Jean.

July - September:

- A draft of the Internal Evaluation Report for the 04/05 school year was circulated for comment from the Advisory Committee members in mid-September.
- Peggy and Jean will be meeting in October to review the evaluation plan for this current school year.

October - December:

- Comments received on Evaluation Report integrated.
- Meeting with Peggy & Jean to review this years evaluation plan
- Focus on Student Survey
- 04/05 Evaluation Report completed.
- Student Surveys administered to classes completed.
- Meeting with Peggy & Jean to discuss evaluation activities for January - Student focus groups and teacher focus groups at Chedabucto.

Jan - March:

- Meeting with Peggy, Jean, Krista & James to discuss and plan the upcoming student focus groups
- Two student focus groups completed at Chedabucto with grade 7 & 8 students. (Peggy, Krista, James, Jean)
- Student focus groups with grades 9's & 11's at Chedabucto. (Peggy, Krista, James)
- Peggy conducted a focus group with teachers and administration from Chedabucto Place.
- meeting set with Peggy for early April to review evaluation plan.

STUDENT PLACEMENT:

Again this year, the RYEP hosted a St. F.X. University Service Learning Placement from January to April. Chantae Whitter is a St. F.X. student who will be completing her 25 hours community placement with the RYEP. She is in her third year of a BA in Women's Studies and has an interest in education. Chantae will be reviewing and updating resource material in the office.

FILMWORKS II PROJECT:

We had the opportunity to work with Filmworks II: a project of the Antigonish Regional Development Authority which provides mentoring for eight participants in the fundamentals of production and editing documentary films with Peter Murphy and Emily MacMillan. The "story" of the RYEP Youth Teams was accepted as one of their twelve projects. There was a fairly tight time frame with filming needing to be completed by the end of March. The goal of this film is to highlight youth involvement in the RYEP. Filming took place during February and March and the final film was completed in early April. Final edits are to be completed.

OTHER ACTIVITIES:Overcoming Resistance: Healthy Sexuality Workshop:

In April, Krista attended this one day workshop in Antigonish.

Positive Space Program - Train the Trainer:

Jean and Krista attended this one day training session in April, sponsored by the LGBT Community Safety Initiative.

Non-Violence Crisis Intervention Training:

Jean and Jackie attended this one day workshop in April facilitated by Gladys MacDougall of GASHA.

LGBT Community Advisory Committee:

Jean attended the April meeting of this committee where the completed manual developed through the project was distributed.

In June, Jean attended the final meeting of this project's advisory committee to conduct an evaluation and discuss next steps.

PRISM Workshop:

Jean co-facilitated this one day workshop in May with Elizabeth Blaney of the Muriel McQueen Fergusson Centre for Family Violence Research and Tammy Lee Vautour of the Naomi Society. The purpose was to introduce the resource developed through the PRISM Project which addresses the development and evaluation of violence prevention programs and services for girls and women living in rural areas. The RYEP was one of the research sites for "better practices" in this area of violence prevention. There were fifteen participants from the community.

'Parenting with a Purpose' Program Workshop:

Jean attended this workshop in May sponsored by New Leaf and presenting their parenting program designed for group work with high-risk fathers. Cross-cultural perspectives on parenting were also provided by speakers from Native Drug & Alcohol Abuse Counselling Association of NS, the Black Educator's Association and MISA - Metropolitan Immigrant Settlement Association.

AWRC Staff Development Day:

In June, Jean , Krista and Jackie attended this one day session with other AWRC staff.

Website:

Maureen St. Clair has completed art work for the website and work will now progress on the website design.

Lecture: Putting Race on the Table :

Jean attended a public lecture by anti-racist educator, Enid Lee who challenged the audience to consider how issues of race affect this community.

Workshop with Anne Bishop:

Jean, Jackie and Krista attended a one day workshop sponsored by the AWRC, focussing on supporting diversity within the AWRC. James was unable to attend. This provided opportunity for valuable discussion and learning around the further development and maintenance of a climate of inclusion at the AWRC.

St. F.X. Presentation:

Jean made a presentation in November to Prof. Bosire Mwebi's Comprehensive School Health class for Education students. Provided information on the project and the connection to the Dept of Education's PDR & CLM curriculum. This was well received.

December 6th:

Staff involved with planning process and also attended this evening gathering of remembrance and action.

PROJECT SUCCESSES:

- Ongoing co-operation with external evaluation process.
- Ongoing collaboration with SWOVA.
- Ongoing engagement of Youth Team members
- Successful collaboration achieved with staff at both schools
- Internal evaluation process
- Completion and distribution of the 04/05 Internal Evaluation Report
- Provided St. F.X. Service Learning placement
- Recruitment and Orientation of Youth Teams for 05/06
- Training/Orientation completed for Adult & Youth Teams
- Delivery of RYEP sessions to 1,277 students in PDR 7,8,9 and CLM 11.
- Engaging 75 youth as facilitators and peer educators
- Advisory Committee commitment
- Completion and distribution of the Parent/Guardian Guide.
- Adaptations made to curriculum content and delivery

- Successful application for an extension to NCPC.

PROJECT CHALLENGES:

- Lack of consistency with male staff and challenges in hiring.
- Achieving gender and racial diversity within Youth and Adult Teams
- Maximizing the potential of the Youth Teams.
- Sustainability of RYEP beyond August, 2006.

Respectfully Submitted:

Jean Crosby, B.S.W., R.S.W.
Project Co-ordinator

APPENDIX I

PERSONNEL

Project Co-ordinator: Jean Crosby

Office Administrator: Jackie Jacques

Financial Administrator: Christine Hanlon:

Adult Facilitators:	School Year 04/05
<u>Chedabucto Place/ East Antigonish:</u> Krista DeCoste Sean Patterson	August to May August to May
Adult Facilitators:	School Year 05/06
<u>Chedabucto Place/ East Antigonish:</u> Krista DeCoste James Maynard	August to June August to June

Diversity Consultant:

- Sylvia Parris

Evaluation Consultants:

- Peggy Mahon

Curriculum Support:

- Krista DeCoste

Youth Facilitators:

CHEDABUCTO PLACE			
04/05	Grade	05/06	Grade
Matthew Clyke	11	<u>Evelyn Splane</u>	12
Evelyn Splane	11	<u>Michael Purcell</u>	11
Johnny Izzard	11	<u>Regan Hines</u>	11
Michael Purcell	10	Kyle Splane	10
Carlisa Desmond	10	Kathleen Taylor	10
Alexander	11	Amanda O'Connor	12
Williams	10	Catherine	10
Regan Hines	12	MacDonald	10
<u>Victoria Hines</u>	12	Emily Armstrong	10
<u>Kendra Myers</u>		Taylor Pinkham	
EAST ANTIGONISH			
04/05	Grade	05/06	Grade
Gollipie Jullian	10	<u>Sammie Haley</u>	11
Sammie Haley	10	<u>Crystal Peters</u>	11
Crystal Peters	10	<u>Golipie Julian</u>	11
Ben MacAskill	10	Jennifer Delorey	11
Joshua Pettipas	10	Paige DeCoste	11
Jonathan Melong	10	Miranda DeCoste	12
<u>Travis DeCoste</u>	11	Brianna Williams	10
Chrissy Pelrine	11	Jonathan O'Neil	10
Kayla Layes	12	Laura Rodgers	11
<u>Jessica Poulette</u>	12	William Hamlin	10

APPENDIX II

RURAL YOUTH HEALTHY RELATIONSHIPS EDUCATION PROJECT
ADVISORY COMMITTEE

CURRENT MEMBERS:

- National Crime Prevention Lucy Burke, Senior Project Analyst, Atlantic Region Strategy
- RYEP Jean Crosby, Project Co-ordinator
- Antigonish Women’s Resource Centre Lucille Harper, Director
- AWRC Board Member Maureen Shebib, St. Frances Xavier University,
Equity Co-ordinator
- East Antigonish School Darryl Breen, Vice Principal
- Chedabucto Place Archie Chisholm, Principal
- Strait Regional School Board Kathy Rhodes-Langille,
Race-Relations, Cross-Cultural Understanding &
Human Rights Co-ordinator
- Afrikan Canadian Heritage
& Friendship Centre Wendy Campbell, Co-ordinator
- Guysborough Youth Health
Services Centre Leona Purcell, Public Health Nurse
- Black Educator’s Association
of Nova Scotia Joanne Reddick, Regional Educator
- Antigonish/Guysborough Black
Development Association Anita Desmond/Sheila Pelly, Employment Development Officer
- Paq’tnkek First Nation Tanya Frances, Education Director
- Naomi Society for Victims
of Family Violence Tammy Lee Vautour, Director
- New Leaf: Intervention Program
for Abusive Men Ron Kelly, Facilitator
- Department of Mental Health/
 Wendy Digout, Psychologist
Child Adolescent Team Member
- Antigonish Town & County
Community Health Board Evelyn Lindsay, Chair