

# Elaine J Laberge

PHD CANDIDATE / ABD (EDUCATION) MA BA  
UNIVERSITY OF VICTORIA  
VANIER SCHOLAR (2018–2021)



250 686 2214  
elaberge@uvic.ca  
www.echoesofpoverty.com  
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## ATTRIBUTES AND SKILLS

**Connection:** Recognized as a community builder who addresses systemic inequality and inequity to remove barriers to access and participation in higher education and society. Collaborates to meet the needs of communities.

**Communication:** An excellent communicator, presenter and facilitator who engages effectively and comfortably with diverse stakeholders. Creates award-winning, results-focused marketing and communication strategies and tools. Actively engaged in (integrated) knowledge mobilization and dissemination to communicate with diverse stakeholders using tailored communication tools.

**Contribution:** Known for innovation in advancing initiatives and supporting institutional visions at the strategic and operational levels. Respected for creativity in identifying problems, strategies and objectives—and, developing creative, successful solutions. Approaches community-building and civic-engagement from decolonial, GBA+, intersectional and EDI lenses.

**Coordination:** 15+ years of experience in project management from initiation to closure. Work with multiple project partners to deliver impactful campaigns. Design, promote and organize regional, national and international, special events, webinars and conferences.

**Collaboration:** Actively engaged in decolonizing practices. Recognized and appreciated for conflict management and resolution. Successful at working with individuals, groups, committees and organizations (government, education and private sector). Known for generating strategic planning community participation.

## EDUCATION

2017 – 2021	<b>PhD Candidate/ABD (Education)</b> Vanier scholar (2018 – 2021)	University of Victoria Supervisors: Dr. Budd Hall (UNESCO Co-chair in Community Based Research and Social Responsibility in Higher Education, Professor Emeritus (Public Administration) & Dr. Kathy Sanford (Faculty of Education)
<i>Pushing privileged pillars in Canadian higher education.</i> In what ways can the lived experiences and collective radical imagination of women from a poverty-class heritage, who have accessed a Canadian undergraduate education, be used to inform EDI mandates and access and participation for poverty-class learners? This research uses integrated knowledge mobilization and is published in real-time. <a href="https://echoesofpoverty.com/phd-research/">https://echoesofpoverty.com/phd-research/</a>		
2017	<b>Master of Arts in Sociology</b>	University of Alberta Supervisors: Dr. Vera Caine (Nursing) & Dr. Herb Northcott (Sociology) Committee: Dr. Janice Huber (Education) & Dr. Jana Grekul (Criminology)
2015	<b>Bachelor of Arts in Sociology</b>	University of Alberta
2012	<b>Bachelor of Arts in Theatre/English</b>	Dalhousie University
1992	<b>Information Systems Diploma</b>	Lethbridge College
1985	<b>Accounting Diploma</b>	Grant MacEwan College

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## EDUCATIONAL LEADERSHIP PHILOSOPHY

The essence of my educational leadership philosophy lies in a relational, community-based way of being where a leader is willing to stand on shaky ground so they can imagine otherwise. That is, I actively seek possibilities and knowledge beyond the world and position I inhabit, with a goal of contributing to shaping socially just and inclusive post-secondary landscapes. I practice servant leadership; that is, being in service to others.

Educational leadership from this framework embodies a coming alongside, not imposing upon, community members. As such, the foundation of my educational leadership philosophy is grounded in decolonizing education and understandings of what constitutes formal and experiential learning. This definition of leadership offers all higher education members an environment to realize their dreams without erasing their identities. I honour lives in the making and the rich mosaic of knowledges that exist but are too often excluded. Within this framework of leadership, education is by and for community.

## EDI

Central to my community-based, action-oriented education-equity, research and knowledge mobilization is a *beyond acronyms* approach that connects human rights, decolonization, belonging and intercultural relatedness to EDI

## COMMUNICATIONS, MARKETING AND BUSINESS EXPERIENCE

1998 – 2010    **Communications Director/Owner**    Jam Inc.  
Edmonton, AB

**Roles:** Creative direction, communications, writing, marketing, budgeting, sales, client relations; project management, conference marketing and communications

**Results:**

- Won graphic design and business development awards for clients' projects.
- Developed a reputation for delivering results that led to referral and repeat international business.
- Generated sales that built and sustained the business.
- Maintained an environment that fostered creativity and collegiality.
- Developed and managed multiple business and project budgets.

1995 – 1998    **Communications Coordinator**    Merit Contractors Association  
Edmonton, AB

**Roles:** Communications. Project management. Budgeting. Graphic design. Writing. Organizing workshops, training sessions and conferences. Participate on internal and external committees.

**Results:**

- Created this position to support the Association becoming financially stable and meeting goals.
- Developed communications and marketing strategies to increase the cost-effective utilization of the membership's benefit plan (80,000 employees and their family members).
- Branded the Association as a leader in the open shop construction industry.
- Successfully promoted educational programs and diverse services.
- Respected by the Board of Directors and committees for consistently achieving results.
- Developed a marketing and communications plan for the new Employee and Family Assistant Program for construction workers and their families that resulted in unprecedented usage and destigmatized mental health in the male dominated construction industry.

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1992 – 1995	<b>Accountant</b> Edmonton, AB	Merit Contractors Association
<b>Roles:</b> Developed GAAP accounting and financial tracking systems for the Association and two other interrelated associations.		
<b>Results:</b>		
	<ul style="list-style-type: none"><li>Respected for my accounting and financial skills in developing and designing systems to effectively utilize limited resources and balance budgets.</li><li>Known for systems developed to mitigate potential fraud and misuse of membership funds.</li><li>Respected for my ability to develop collaborative relationships with vendors and negotiate contracts for the benefit of the membership and Association.</li><li>Financial analysis under and massive cost savings allowed the Association to create an arm's-length association to take over the benefit plan administration.</li><li>Appreciated for designing and implementing database systems that streamlined processes, identified bottleneck and helped achieve strategic plans and goals.</li><li>Consistently recognized by external auditors for having exemplar audit reports.</li></ul>	
1985 – 1992 <b>Accountant</b> Various accounting firms, companies, Revenue Canada Edmonton, Calgary, Lethbridge		

## RESEARCH PROJECTS

2013 – Present	<b>Principal Researcher</b> Oversee the initiation, planning, execution and closure of qualitative research projects focused on systemic inequality and inequity based on the intersection of Indigenous discrimination, racism, sexism, ageism, ableism and classism.	University of Alberta & University of Victoria
<ul style="list-style-type: none"><li>Create research ethics protocols and impactful recruitment strategies and materials.</li><li>Ensure research frameworks are grounded in anti-discrimination, Gender Based Plus Analysis (GBA+) and intersectionality.</li><li>Won substantial scholarships and awards for excellence and contributions to EDI in higher education and communities.</li><li>Respected for building relationships based on collaboration, respect and mutual trust in research with marginalized and stigmatized populations.</li><li>Known for my engaging educational research knowledge mobilization and translation to academic and non-academic communities.</li><li>Educate myself on the Canadian Human Rights Act, Federal Employment Equity Act and other legislation as it pertains to social justice and equity of designated and unrecognized marginalized populations.</li></ul>		
2018–2021 <b>CBPAR</b> (case studies, autoethnography, research conversations, focus groups) <i>Pushing privileged pillars in Canadian universities</i>		
2019 <b>Jurisdictional scan</b> (academic and grey literature reviews) <i>Funding approaches with Indigenous partners providing Indigenous Early Years Service</i> (research for the British Columbia Ministry of Children and Family Development)		

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2016–2017 **Narrative inquiry** (ongoing research conversations, autoethnography, narrative analysis) *Echoes of poverty: Composing lives in higher education*

2016 **Visual anthropology** (co-created a micro-documentary with Dallas Hauck) *Move along: Outsiders telling the stories of Others* <https://www.youtube.com/watch?v=OzBe2oCOxEU>

2016 **Quantitative** (PISA data, analysis using R) *I'm too stupid to learn math: Math anxiety and the relationship to socioeconomic factors in adolescent learners*

2014 **Qualitative exploratory project** (semi-structured interviews, literature review) *Barriers and challenges low socioeconomic status students face as they transition into and through Canadian universities*

2014 **Online discourse analysis** *Media portrayals of White Trash: Welfare Queens, pregnant teens and unclean scenes—the “Honey Boo Boo” phenomenon*

2013 **Narrative analysis** (academic and grey literature reviews) *The search for subversive class-based humour*

2020-2021

Research Assistant University of Victoria  
Project: Equity, Diversity and Inclusion Resources for Research Plans (scoping review, KMb graphic design, develop intersectional EDI models)

Research Organizers: Office of Research Services

EDI is becoming a central component of all federal Tri-Agency funding. Phase one of this project includes the development of a survey to understand the university's current EDI climate and researchers' needs followed by online focus groups and workshops. Based on collected information, needs-based resources will be created so that researchers can develop fulsome EDI plans in their funding proposals.

Roles:

- Conduct a scoping review of local EDI resources, policies, procedures and strategic plans.
- Share my research and EDI literature reviews I have been conducting for the last six years.
- Contribute to developing intersectionality and EDI models.
- Provide guidance on defining and implementing intersectionality theories and lenses.
- Graphic design of communication materials.
- Collaborate in developing EDI-based resource protocols and tools.

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2016

Research Assistant

Athabasca University

**Project:** *Undocumented Migrant Workers in Alberta: Experiences and Consequences* (CBPAR, interviews, focus groups)

**Principle Investigator:** Dr. Jason Foster, Assistant Professor

**Roles:**

- Contacted key advocates and community groups working with undocumented workers.
- Participated in advocacy groups' roundtable meetings.
- Assisted in organizing workshops with advocates to establish research questions and processes.
- Determined ways to find and approach undocumented workers, how to develop relationships between researchers and advocates, and how to utilize grant funding to benefit all project partners.
- Wrote follow-up roundtable and research meeting reports.
- Prepared workshop summary reports for advocacy participants.
- Conducted literature reviews and produced annotated bibliographies.

## ADVANCING EQUITY, DIVERSITY, AND INCLUSION IN CANADIAN UNIVERSITIES AND SOCIETY

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### INTERNATIONAL COLLABORATIONS

2021 - 2022 *Exploring the violence of poverty: A Freirean, trauma informed coproduction on life in austerity* (working title)

Dr. Cassie Earl, Department of Education Research (Lancaster University, UK) and Sarah Whitehead (Community Pride CIC, UK) have spearheaded this collection of works that centre the voices of people with lived experiences of systemic poverty. The book will be published by Policy Press in 2022. I am organizing a chapter on the Canadian side with people from across nation bringing their voices to the table.

2020 - Present **Supporting Poverty- and Working-class Students in Higher Education**

This collaboration between UK, Australia, USA and Canada centres decolonization through knowledge democracy/equity to support poverty- and working-class students. Each working group member will take what is developed back to their home countries for consultation. Feedback will be shared with the working group. The document will be finalized and shared with higher education institutions. The goals of this project are: 1) To demonstrate how institutional classism impacts students from marginalized class backgrounds, 2) How higher education might shape EDI to support these students to access and transition through their education, 3) To promote knowledge democracy by celebrating the knowledges of poverty- and working-class students.

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2020–Present **Second International Online Working Class Academics Conference**  
Co-organize and promote the conference in conjunction with academics from the UK, USA, Australia and Canada. The entire conference is a celebration of people from poverty- and working-class heritages through multiple forms of engagement. The 2021 conference will be the first time that Canada will have a conference that focuses on social class. Our conference theme is *“Canadians Working in Class.”* This conference is by donation to ensure that no one is excluded from participating as presenters or attendees.

## SHOESTRING INITIATIVE

This is the first-of-its-kind grassroots solidarity movement creating communities of mentorship, belonging, support, intercultural connectedness and advocacy for Canadian university students from a poverty-class heritage.

2020–2021 **String it Together: Finding togetherness in community on the education digi-scape**  
Free webinar series that explores higher education and societal issues. Recordings are at [www.shoestringinitiative.com](http://www.shoestringinitiative.com)

2021 **Poverty through Poetry**  
Dr. Carmen Rodriguez de France, Faculty of Education, Social Justice Studies, Latin American Studies, Indigenous education, University of Victoria: Apr, 2021

*Creating a Culture of Care in Community Colleges*  
Dr. Russell Lowrey-Hart, President, Amarillo College, Texas: Apr, 2021

*Class Matters*  
Dr. Andrew Sayer, Professor Emeritus, Lancaster University, UK: Mar 1, 2021

*Yes, we want and we can. Roma/Gypsies in Spanish Universities. Sí, queremos y podemos. Gitanos y gitanas en las universidades españolas.*  
CampusRom, Catalonia, Spain: Feb 11, 2021

*Ragged University: The Means to Organise Education Beyond Money*  
Alex Dunedin, Director, The Ragged University, Scotland: Jan 15, 2021

*Knowledge Democracy and Higher Education*  
Dr. Budd L Hall, Co-Chair of the UNESCO Chair in Community-Based Research and Social Responsibility in Higher Education; Professor Emeritus, School of Public Administration, University of Victoria, Victoria, BC, Canada: December 4, 2020

*The Peasant Academic*  
Danuta Charland, PhD Candidate, Boston University, Boston, MA, USA: Nov 5, 2020

*The Yo-Yo Method of Advocacy – Class Consciousness Edition*  
Akanksha Bhatnaga, Canadian Association of College and University Student Services, Ottawa, ON, Canada: Oct 27, 2020

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## *String it Together: Finding Togetherness in Community on the New Education Digi-scape*

Student (re)orientation : Sep 8

Keynote Speaker: Sarah Potts (BA, UVic), City of Victoria Councillor

Special Guests:

- Charity Slobod (MA, BA), Community Connect Lead & Professional Development Coordinator, Faculty of Graduate Studies, University of Alberta, Edmonton, AB, Canada
- Lisa McKenzie (PhD), Durham University, Durham, England, UK. Author: “Getting By: Estates, class and culture in austerity Britain” (2015, Bristol University Press) and “Class Cleansing: Grieving for London” (2019, Policy Press)
- Alexandra Ages (BA, UVic), Master’s student, Max Bell School of Public Policy, McGill University, Montréal, Québec, Canada

2019

## *Living in the Margins of Post-Secondary Education* interactive exhibit

5 Days of Action, Equity & Human Rights, University of Victoria: Nov 5 & 8

Event Designer and Organizer: Elaine J Laberge, Shoestring Initiative Founder

Event Description: To understand inequality and inequity, this interactive exhibit provided an opportunity to engage in conversations about the oppressive role of social class. “Living in the Margins of Post-Secondary Education” facilitated space to actively or reflexively participate and reflect on the experiences of students who are living or have lived in poverty. This was an opportunity to learn about students who invisibly continue to exist, grow, and create their own space within the margins of Canadian universities.

2020, 2019

## *Magic Happens When You Learn with a Librarian*

University of Victoria Library: Jan 7, 2020 & Oct 22, 2019

Event Designer and Organizer: Elaine J Laberge, Shoestring Initiative founder

Event Description: Pia Russell (MA, BA, UVic Librarian) and Elaine J Laberge designed these special library sessions for UVic and Camosun College “poverty-class” students. Pia covered a wide-range of topics to inform, shape, and guide students’ research, paper writing and overall school work. She guided students in using the library and its many resources. Pia shared why libraries and librarians are essential to learning.

2019

## *Weeks-of-Welcome student orientations*

University of Victoria: Aug 30 (mature, transfer and graduate), Sep 3 (undergraduate)

Baked and handed out 600 double chocolate chip “Dewey” cookies to students, professors, instructors, administrators and support workers to raise awareness of the need for a community of mentorship, support, belonging and advocacy for people at UVic with lived experiences of persistent poverty.

2019

## *Grassroots Picnic on the Quad*

University of Victoria: Apr 24

This was an opportunity to occupy the quad, support folks with lived experiences of poverty and raise awareness.

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2019

## *Indigenous Academic & Community Engagement luncheon*

**Event Description:** Was invited to host a lunch with 200+ non-Indigenous and Indigenous students at the First Peoples House located on the Songhees, Esquimalt and WSÁNEC peoples' sacred territory. Cooked homemade food for Elders, students, professors and staff to connect with non-Indigenous UVic community members. Goals included learning about decolonization, Indigenous ways of being and the Shoestring Initiative. Sep 25

## **KNOWLEDGE MOBILIZATION: ACADEMIC CONFERENCE PRESENTATIONS**

Laberge, E. (2021, June 2). *Fad or fetish?: The curious case of “distressed” jeans* [Virtual Conference Presentation]. Canadian Sociological Association Annual Conference, Edmonton, AB, Canada.

Laberge, E. J. (2020, June 1). *The underclass sisterhood of solidarity pedagogies of hope* [Virtual Conference Presentation]. Pedagogies of Hope, Middlesex University, UK.

Laberge, E. J. (2020, May 7). *Stringing together a community of belonging* [Virtual Conference Presentation]. Fostering Community, Democracy and Dialogue through Adult Lifelong Education, Centenary Commission Adult Education - Research Circle (UK).

Laberge, E. J. (2021, April 28-29). *Trickle down poverty discrimination in Canadian universities* [Virtual Conference Presentation]. Poverty and the Sustainable Development Goals: From the Local to the Global. The Sixth Peter Townsend Memorial Conference, Bristol, UK.

Laberge, E. J., & Thomas, C. (2021, February 19). *We’re trying to work in poverty-class in Canada* [Virtual Conference Presentation]. The Texas Center for Working-Class Studies Seventh Annual Conference, McKinney, Texas. (Cancelled due to the storm in Texas).

Laberge, E. J. (2021, April 28). *Trickle down poverty discrimination in Canadian universities* [Virtual Conference Presentation]. Poverty and the Sustainable Development Goals: From the Local to the Global. The Sixth Peter Townsend Memorial Conference, Bristol, UK.

Laberge, E. J. (2020, October 2). *From utterly devoid of imagination to radical imagination* [Conference Session]. #CHEN2020: Creative ecologies, creative futures, Australia (Virtual).

Laberge, E. J. (2020, July 16). *No landscape for a good underclass woman* [Virtual conference session]. First International Online Working Class Academics Conference, Zoom. <https://echoesofpoverty.com/blog/>

Laberge, E. J. (2019). *Coming out of the social underclass closet* [Conference session]. 15th International Congress of Qualitative Inquiry, University of Illinois, Champaign-Urbana, IL, USA.

## **KNOWLEDGE MOBILIZATION AND TRANSLATION**

- Given 30+ presentations worldwide
- Organize and collaborate on conference session design and promotion regionally, nationally & internationally
- Design & promote monthly education webinars
- Collaborating on an international project to address classism in universities
- Developing an anti-poverty stigma campaign for Canada
- Known for my adeptness at communicating with diverse stakeholders in creative and engaging ways

Laberge, E. J. (2019, June). *How do you know it's not fiction?: Interrupting dominant poverty-classed narratives through fictionalization* [Conference session]. International Society for the Study of Narrative, University of Navarra, Pamplona, Spain. (I could not attend due to a lack of social and financial support).

Laberge, E. J. (2018, November 19). *#Neoliberal occupy movement: Bunkering down on homeless deterrence technology* [Conference session]. The Pacific Housing Research Network (Housing Central 2018: BC's Affordable Housing Conference), Vancouver, BC, Canada. (I could not attend due to a lack of social and financial support).

Laberge, E. J. (2018, August 12). *The echoes of childhood poverty: Composing lives in higher education* [Conference session]. Society for the Study of Social Problems 68th AGM Abolitionist Approaches to Social Problems, Philadelphia, PA, USA.

Laberge, E. J. (2018, August 11). *#Neoliberal occupy movement: Bunkering down on homeless deterrence technology* [Conference Session]. Society for the Study of Social Problems 68th AGM, Philadelphia, PA, USA.

Laberge, E. J. (2018, August 11). *The echoes of childhood poverty: Composing lives in higher education* [Conference session]. Society for the Study of Social Problems 68th AGM, Philadelphia, PA, USA.

Laberge, E. J. (2017, August 11). *Echoes of poverty: Understanding poverty through narrative retelling* [Conference Session]. Society for the Study of Social Problems 67th Annual Meeting, Montréal, QC, Canada.

Laberge, E. J. (2017, August 11). *Narratively understanding the echoes of childhood poverty* [Conference Session]. American Sociological Association 2017 Annual Meeting, Montréal, QC, Canada.

Foster, J., & Laberge, E. J. (2017, June 2). *Faint hope vs. Nothing: Experiences of “undocumented” TFWs and their advocates* [Conference session]. Canadian Association for Work & Labour Studies Conference, Ryerson University, Toronto, Ontario, Canada. (I could not attend due to a lack of social and financial support).

Laberge, E. J. (2017, February 14). (Re)imagining higher education landscapes as sites for social justice and equity [Interactive workshop]. Educational Developers' Caucus 2018 Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2016, June 3). *Caste in a box: Silencing poverty-class higher education policies* [Conference session]. 51st Annual Canadian Sociology Conference, University of Calgary, Calgary, AB, Canada.

Adair, V., Barry, J., Gentry, M., Jones, C., Lacsamana, A., Laberge, E. J., & Okazawa-Rey, M. (2016, November 11). *Experience as knowledge in and out of the feminist classroom* [Conference session]. National Women's Studies Association Annual Conference: Decoloniality, Montréal, QC, Canada.

Laberge, E. J. (2015, October 20). *They called me “White Trash”: Interrupting pejorative class-based language and dominate social class narratives on higher educational landscapes* [Conference session]. Western Region Research Conference on the Education of Adults, University of Alberta, Edmonton, AB, Canada.

Laberge, E. J. (2015, June 1). *The stain of poverty; Silenced stories: Experiences of students from poverty seeking higher education* [Conference session]. Undergraduate Voice Session, 50th Annual Canadian Sociology Conference, University of Ottawa, Ottawa, ON, Canada.

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Laberge, E. J. (2015, March 5). *Coming from poverty: An exploratory study into the barriers and struggles that students from low socioeconomic families face as they transition through university* [Conference session]. 11th Annual Graduate Student Research Symposium, University of Calgary, Calgary, AB, Canada.

## KNOWLEDGE MOBILIZATION: COMMUNITY ENGAGEMENT FOR SOCIAL CHANGE

### THESIS

Laberge, E. J. (2017). *The reverberations of childhood poverty: Composing lives in higher education* [Master of Arts]. University of Alberta, Department of Sociology. This narrative inquiry unfolded alongside three undergraduate students at a large, research intensive Canadian university to understand how the echoes of persistent childhood poverty shaped their university experiences.

<https://echoesofpoverty.com/ma-research-echoes-of-poverty/>

### REFERRED PUBLICATIONS

Laberge, E. J. (2018). Oh, White man! *Anthology of Social Justice and Intersectional Feminisms*, 1, 38–40. <https://humanitiesnetwork.wixsite.com/anthology>

Laberge, E. J. (2018). Returning to the barnyard. *Anthology of Social Justice and Intersectional Feminisms*, 1, 79. <https://humanitiesnetwork.wixsite.com/anthology>

### IN THE NEWS

Coles, K. (2019, January 28). *UVic advocacy group builds resources for students living in poverty: Shoestring Initiative is working to advance socioeconomic diversity in universities*. Sooke News Mirror.

Coles, K. (2019, February 26). *Ideafest session addresses living in the margins of higher education*. Sooke News Mirror.

Fagan, E. (2018, November 19). *New campus group asks why UVic isn't talking about generational poverty*. The Martlet (University of Victoria).

Jean Paetkau. (2019, March 5). *Living in the margins of higher education* (Ideafest 2019). In All Points West. CBC Radio Victoria.

Laberge, E. (2019, April 8). *Canada was colonized based on racism and classism*. The Martlet, University of Victoria. <https://www.martlet.ca/letter-international-student-tuition-fee-hikes-do-not-create-class-divisions/>

### TALKING TO COMMUNITIES

Laberge, E. J., & Thomas, C. (2020, October 1). *Tier pressure* [Panel Discussion]. Faculty of Education Graduate Student Orientation, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2020, January 6). *We should talk: The Shoestring Initiative and advancing social class in Canadian universities* [Presentation]. University of Victoria - Term 6 Transition Week, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (TBD). *Dangerous intersections: Excluding social class from intersectionality* [Civic presentation]. City of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2016). *Echoes of poverty: Understanding poverty through narrative retelling* [Community Presentation]. Edmonton Public Library: On The Edge Lecture Series, Edmonton, AB, Canada.

Laberge, E. J. (2017, March 8). *Exploring how systemic childhood poverty shapes graduate students' experiences* [Education presentation]. Faculty of Graduate Research & Studies Council, University of Alberta, Edmonton, AB, Canada.

Laberge, E. J. (2020, April 15). *Social class is real! You don't say?!* [Community Presentation]. Virtual Nerd Nite Victoria, Victoria, BC, Canada (Online).

Potts, S., Laberge, E. J., Nicols-Watters, M., & Stremel, E. (2018). *Women and poverty* [Panel Discussion]. Women's March Victoria Symposium, University of Victoria, Victoria, BC, Canada.

## PICTURE STORIES

Laberge, E. J. (2020, March 15). *(Re)imaging the graduate research experience by sharing from here to there* [Poster presentation]. Bridging Connections – AGES 2020 Research Conference, University of Victoria, Victoria, BC, Canada. (Conference canceled)

Laberge, E. J. (2019, March 16). *Caste in a box: Silencing poverty-class university diversity policies* [Poster presentation]. Association of Graduate Education Students (AGES) Weaving connections: Collaboration & Mentorship Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2019, March 16). *Echoes of childhood poverty: Composing lives in higher education* [Poster presentation]. Association of Graduate Education Students (AGES) Weaving connections: Collaboration & Mentorship Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2019, March 16). *Media portrayals of White Trash: Welfare queens, pregnant teens, and unclean scenes— The Honey Boo Boo phenomenon* [Poster presentation]. Association of Graduate Education Students (AGES) Weaving connections: Collaboration & Mentorship Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2019, March 16). *Social class narratives or the stories we (don't) tell* [Poster presentation]. Association of Graduate Education Students (AGES) Weaving connections: Collaboration & Mentorship Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2018, February 14). *Caste in a box: Silencing poverty-class university diversity policies* [Poster presentation]. Educational Developers' Caucus 2018 Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2018, February 14). *Echoes of poverty: Composing lives in higher education* [Poster presentation]. Educational Developers' Caucus 2018 Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2017, August 31). *Caste in a box: Silencing poverty-class higher education diversity policies* [Poster presentation]. Teaching and Learning Centre Conference, University of Victoria, Victoria, BC, Canada.

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Laberge, E. J. (2017, August 31). *Echoes of poverty: Composing lives in higher education* [Poster presentation]. Teaching and Learning Centre Conference, University of Victoria, Victoria, BC, Canada.

Laberge, E. J. (2017, March 3). *Caste in a box: Silencing poverty-class higher education diversity policies* [Poster presentation]. 33rd Annual Student Advisors' Conference, University of Alberta, Edmonton, AB, Canada.

## PODCASTS

Afolabi, T., & Laberge, E. J. (2020). *Beyond the Jargon with Elaine Laberge* (S7: E3) [Podcast released Jan 2021]. <http://cfuv.uvic.ca/cms/?podcast=beyond-the-jargon>

Ogden, M., Laberge, E. J., & Neubauer, J. (8, May, 2019). *(Dis)ability and mental health from an intersectional lens* (No. 7) [Podcast]. <http://cfuvpodcasts.com/taking-up-space/2018/5/9/07-disability-mental-health>. Victoria, BC, Canada.

## SOCIAL JUSTICE CAMPAIGNS

2020–Present *Destigmatizing and Educational Poverty* campaign (in development)  
University of Victoria, Victoria, BC, Canada  
Poverty-based discrimination and exclusion remains the most pressing issue in this country.  
This campaign, which draws on research and lived experiences, makes visible dominant poverty discourses and creates opportunities to engage with the structural reasons for systemic poverty in Canada.

2012 *Dandelion*  
Department of Theatre, University of Alberta, Edmonton, AB, Canada.  
Wrote this play that is an exploration of the effects of generational poverty and class-based inequality on children. This play also explores the role of welfare in shaping “poverty-class” children’s lives.

2011 *You Don’t Have to be an Actor to Have a Voice in Theatre*  
Dalhousie University, Halifax, NS, Canada  
Developed a community-based marketing campaign to promote theatre to at-risk youth in rural and inner-city areas.

Laberge, E. J. (Writer & Director). (2010, March 12). *Cashier confessional*. Live performance at the Dalhousie Arts Centre, Halifax, NS, Canada.  
Wrote and directed this play that explores the experiences of working as a cashier for a Canadian grocery chain to make visible how corporations contribute to persistent and generational poverty of their staff and communities. Second, this play speaks to how public perceptions of low-income, minimum wage grocery store workers translate into mistreatment rather than engaging with structural reasons for community members making a subsistence wage.

# Elaine J Laberge

PHD CANDIDATE / ABD (EDUCATION) MA BA  
UNIVERSITY OF VICTORIA  
VANIER SCHOLAR (2018–2021)



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## ACADEMIC CONFERENCE VOLUNTEER

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2018	<b>Panel Chair</b> <b>Presenters:</b> Annie Pendrey, UK: <i>Those Invisible Spaces: Those Invisible Things</i> , Jasmine Jade Plumpton, UK: <i>Words Between Worlds: Poetry and 'Habitus Dislocation'</i> , Clare Bell & Nathan O'Donnell, UK: <i>"Let Everyone in. Let Everyone Play" Radical Zines, Strike Action, Protest and Participation</i> , Kevin Judge, UK: <i>Finding Dignity</i> Second International Online Working Class Conference: July 13 & 14, 2021
2018	<b>Table presider:</b> <i>Race and Class across Contexts</i> roundtable discussion <b>Organizers:</b> Lucie Kalousova, Nuffield College, University of Oxford, UK, Jonathan Jan Benjamin Mijs, London School of Economics, UK, David Harding, University of California Berkeley, USA American Sociological Association 113th Annual Meeting Philadelphia, PA, USA: August 11 & 14, 2018
2018	<b>Presider:</b> <i>Mixed Methods Research Approaches to Social Inquiry</i> <b>Organizers:</b> Lauren Duquette-Rury, University of California, USA American Sociological Association 113th Annual Meeting Philadelphia, PA, USA: August 11 & 14, 2018
2016	<b>Discussant:</b> Undergraduate Voice Session 51st Annual Canadian Sociology Conference Canadian Federation of the Humanities and Social Sciences' Congress University of Calgary, Calgary, AB, Canada: May 30, 2016 <b>Roles:</b> Provide senior undergraduate students with extensive and supportive feedback to their major research project papers; share my undergraduate and master's research experiences; encourage students to fulfill their research and education dreams.

## ACADEMIC CONFERENCE SESSION ORGANIZATION

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2020–Present	<i>Canadians Working in Class</i> Second International Online Working Class Academics Conference Virtual Session: July 13 & 14, 2021 <b>Facilitator:</b> Elaine Laberge <b>Session Presenters:</b> Dr. Tim Haney, Mount Royal University (Sociology), Jes Annan, MA Candidate, University of Victoria (Sociology), Charity Slobod, MA, University of Alberta (FGSR), Tina Marie Bebbington, MA, University of Victoria (Libraries)
2021	<i>Identity Politics Needs Some Class</i> (sessions I & II) <b>Theme:</b> Resisting Racism and Colonialism <b>Virtual Session:</b> Jun 2, 2021 <b>Co-Organizers:</b> Jes Annan, University of Victoria; Chelsea Thomas, University of Victoria; Charity Slobod, University of Alberta

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2021      *Revolutionizing and Radicalizing Poverty Definitions*  
Poverty, Class & Inequality Division, Society for the Study of Social Problems  
Theme: Revolutionary Sociology: Truth, Healing, Reparations & Reconstruction  
Virtual Session: Aug 2021  
Co-Organizer: Annette Mackay, West Virginia University

2021      *Global Radical Imagination, Social Change and Empowerment in Higher Education*  
Educational Problems Division, Society for the Study of Social Problems  
Theme: Revolutionary Sociology: Truth, Healing, Reparations & Reconstruction  
Virtual Session: August 2021

2017      *Narrative Understandings of Social Inequality: Bringing Participants' Experiences and Knowledges to the Centre*  
52nd Annual Canadian Sociology Conference  
Canadian Federation of the Humanities and Social Sciences' Congress  
Ryerson University, Toronto: Friday, Jun 2, 2017  
Facilitator: Aleena Hafeez, University of Alberta

## ACADEMIC EVENT ORGANIZATION AND PROMOTION

2021      *Human Research Ethics* webinar  
Sponsors: University of Victoria Faculty of Education, Research Office, Association of Education Graduate Students (AGES), Victoria, BC, Canada: Jan 14, 2021

2020      *Poetry for Change*  
IdeaFest, University of Victoria, Victoria, BC, Canada: Mar 3, 2020  
Host: Social Movement Poets Collective  
Sponsors: Faculty of Education, School of Public Administration, Faculty of Graduate Studies, UNESCO, Learning and Teaching Institute  
Emcées: Sarah Potts (Victoria City Councilor) & Stefanie Hardman (Candidate, Victoria City Councilor)  
Spoken Word Poets: Jeremy Loveday, K.P. Dennis University of Victoria Faculty Poets: Christine Sy, Monica Pendergrast  
Graduate Student Poets: Serap Brown, Dorothea Harris, Elaine J Laberge, Malena Rose, Antoine Rose, Lee Wilson

2019      *The World is on Fire* poetry event  
Graphic Designer: Elaine J Laberge  
Facilitator: Maya Borhani  
Imagine Studio & Café, Victoria, BC, Canada: Nov 23, 2019  
Graduate Student Poets: Emily Boyes, Serap Brown, Emma Edmunds, Hannah Gelderman, Dorothea Harris, Elaine J Laberge, Siqi Li, Malena Rose, Antoine Rose, Lee Wilson with special guest Budd L Hall

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2019      *Living in the Margins of Higher Education*  
IdeaFest, University of Victoria: Mar 5, 2019 organizer and graphic Event and Graphic  
**Facilitator:** Sarah Potts, City of Victoria Councilor  
**Presenters:** Jamie Dopp (English), Elaine J Laberge (Sociology), Catherine Léger (French), Sarah Potts (City of Victoria Councilor), Colette Smart (Psychology), Su Urbanczyk (Linguistics)

2015      *W. David Pierce Research Colloquium*  
Department of Sociology, University of Alberta: Oct 29, 2015  
**Roles:**

- Branded the event to create engagement, connection and community: Developed a new slogan: **Discover** research being conducted by faculty and students. **Explore** how diverse research interests intersect. **Contribute** to research conversations. **Participate** in shaping our community. **Commit** sociology.

**Results:**

- This event had 19 speakers including undergraduate and graduate students and professors.
- Encouraged undergraduate new graduate students to present their research interests.
- Supported students in developing research presentations.

## CONTRIBUTING TO EDUCATION AND COMMUNITY

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### UNIVERSITY OF VICTORIA, VICTORIA, BRITISH COLUMBIA, CANADA

2017–2021    **Undergraduate and graduate student mentor**  
Multiple faculties, graduate students in other countries

2019–2021    **Associate Dean's Equity, Diversity & Belonging Committee**  
Faculty of Education

2019–2021    **Graduate Representative**  
Faculty of Graduate Studies Council

2020–2021    **Graduate Representative**  
Associate Dean Graduate Programs and Research hiring committee

2019–2020    **Board Member**  
Association of Graduate Education Students (AGES)

2019–2020    **Vice-President, Communications**  
CUPE 4163, Component 2 (teaching assistants)

2019–2020    **Director, Communications**  
Graduate Students' Society

2020–2021    **Graduate Representative**  
Vice-Provost hiring committee

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2019	<b>A Human Library “Book”: <i>Understanding how Poverty Shapes Lives</i></b> Equity and Human Rights 5 Days of Action: Nov 6, 2019
2019	<b>Contributor</b> Undergraduate Student Retention and Success Implementation Committee Graduate Student Retention and Success Implementation Committee Strategic Enrolment Management Committee
2019	<b>Academic Program Review Participant</b> Department of Sociology
2018	<b>Conference Volunteer</b> Educational Developers’ Caucus 2018 Conference Educational Developers Gaining an Edge University of Victoria: Feb 14-16, 2018
2017	<b>Conference Volunteer</b> Victoria Forum 2017: Diversity and Inclusion Organizers: University of Victoria and Global Affairs Canada Victoria, BC, Canada: Nov 17-19, 2017 <a href="http://www.victoriaforum.ca/">http://www.victoriaforum.ca/</a>

## UNIVERSITY OF ALBERTA, EDMONTON, ALBERTA, CANADA

2016 – 2017	<b>Senior Peer Advisor</b> First-Year International Graduate Students International Student Services, University of Alberta, Edmonton, AB, Canada <b>Roles:</b> <ul style="list-style-type: none"><li>• Supported my assigned peers (8) prior to arriving in Edmonton.</li><li>• Helped peers find accommodations and set up their new homes.</li><li>• Organized special learning opportunities (e.g., access funding, navigate the university’s online research portal, utilize the Faculty of Graduate Students’ education resources; budgets).</li><li>• Provided ongoing advice and information about life at the University of Alberta and Edmonton.</li><li>• Provided social support, assistance, and guidance through one-on-one and group meetings and social activities.</li><li>• Connected former and new international graduate students to support one another.</li><li>• Helped ease the transition to university for first-year, international graduate students from a diverse range of disciplines.</li></ul>
2015–2017	<b>Undergraduate Mentor</b> Sociology Undergraduate Students’ Association <b>Roles:</b> <ul style="list-style-type: none"><li>• Worked with students considering graduate school to become aware of opportunities while an undergrad that can help them explore: potential research areas of interest, getting into and through graduate school, ethics procedures, writing graduate, scholarship, and conference proposals, and graduate school funding options.</li><li>• Supported students in exploring their research interests through supervised independent studies.</li><li>• Encouraged students to present their undergraduate papers at conference sessions and department research days.</li></ul>

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2016 **Facilitator: *Bringing Social Class into the Classroom***  
Graduate Teaching Learning Roundtable  
Faculty of Graduate Studies and Research: Sep 2, 2016  
Roles: Facilitate roundtable discussions on how social class, both the graduate student TA and their students, shape classroom and learning experiences in order to foster greater diversity, equity and inclusivity.

2016–2017 **Graduate Peer Teaching Observer**  
Faculty of Graduate Studies and Research  
Roles: Attend guest lectures conducted by graduate students, who are completing the *Graduate Teaching Learning Practicum Course* (Level II), in order to provide effective—and supportive—feedback in a timely manner; provide constructive feedback that becomes part of graduate students' teaching portfolios.

2015 – 2016 **Vice President – Research and Pedagogy**  
Sociology Graduate Students' Association

2016 **Facilitator: *Connecting our Futures. Building Reconciliation Today.***  
Café Pracademique, Winspear Centre, Edmonton: Apr 28, 2016  
Roles: Facilitated a roundtable discussion on Residential Schools and reconciliation challenges.

2016 **A Human Library “Book”: *A Human from Generational Poverty***  
Equity Diversity Inclusion Week: Mar 16, 2016  
Organized by the University of Alberta Human Resources Department  
Roles: Conduct one-on-one and group session discussions regarding how poverty shapes students' and teachers' lives.

2015 **Presenter and Facilitator: *The ‘Othered’ Diversity Story: Making Class Visible in the Classroom and on the University Landscape***  
Equity Diversity Inclusion Week  
Organizer: University of Alberta Human Resources Department: Mar 25, 2015  
Roles: Facilitate discussions with undergraduate, graduate, professors, instructors, and administrators on how poverty shapes lives and experiences in higher education.

2016, 2013 **Student Representative**  
Department of Sociology  
Roles: Attend Sociology Department Council meetings; participate in open houses to promote the university's sociology department to prospective students.

## MACEWAN UNIVERSITY

2008 **Workshop Facilitator: *Finding your dream career***  
Dreamcatcher Aboriginal Youth Conference  
Roles: Developed and facilitated workshops to help young people imagine and explore potential dream careers through the use of storytelling and art.

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2007 – 2008    Facilitator: Instructional Skills Workshops (three- and four-day workshops)

**Roles:**

- Taught instructional skills model components.
- Co-facilitated participant learning sessions and feedback circle.
- Created and presented value-added sessions (e.g., giving and receiving effective feedback).

## GRADUATE STUDENT REPRESENTATION

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### UNIVERSITY OF VICTORIA

2020 – 2021    Associate Dean of Graduate Programs and Research  
Appointment Committee, Faculty of Education

2020            Appointment Committee for the Associate Dean  
Faculty of Graduate Studies

2018 – 2021    Faculty of Graduate Studies Council

2019 – 2020    Appointment Committee for the Vice-Provost

2019            Appointment Committee for the Associate Dean  
Faculty of Social Sciences

2018            Department Chair Hiring Committee  
Department of Sociology

**Roles:**

- Researched university strategic frameworks, goals, and strategies.
- Conducted academic and grey literature on university trends and challenges.
- Synthesized and presented findings to the Committee.
- Rewrote the Chair hiring criteria to address departmental challenges, industry shifts and ensure accountability and an EDI framework.
- Developed interview questions.
- Ensured graduate student representation on the Chair hiring committee.

## ONGOING LEARNING EXAMPLES

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### DECOLONIZATION

2020 – 2021    Decolonising Social Research, South West Doctoral Training Partnership (UK)

### EQUITY, DIVERSITY, INCLUSION

2019–Present    Ongoing seminars and webinars

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## OPEN ACCESS

2020      Open Knowledge Fellowship  
Electronic Textual Cultures Lab, University of Victoria: (Jan – Apr)  
Research project: *No landscape for a good underclass woman*

2020      Opening scholarship to all: Going public (online)  
University of Washington Libraries: March 26, 2020  
<https://www.youtube.com/playlist?list=PLVQ3aPZNff0Hv9oIj8AK9ABUlPaLgtWAZ>

2019      Open Knowledge Practicum  
Electronic Textual Cultures Lab, University of Victoria: (Jan – Apr)  
Research project: *Canadian Social Class Narratives*

## KNOWLEDGE MOBILIZATION

2019      Innovative Knowledge Translation Strategies (online)  
Centre on Knowledge Translation for Disability & Rehabilitation Research conference  
University of Victoria, Office of Research Services: Oct 28 – Nov 1

2019      Communicating Your Research through Storytelling  
University of Victoria: Feb 16

2019      Clear Language Writing and Design  
Knowledge Mobilization Strategy Building  
University of Victoria and York University: Feb 8

## MITACS

2019      Skills of Communication: Mar 24

2019      Networking: Feb 28

2019      Designing a Personal and Realistic Career Plan: Nov 29-30

2018      Foundations of Project Management II: Mar 19-20

2018      Foundations of Project Management I: Feb 2-3

## GRADUATE RESEARCH, TEACHING AND EDUCATION TRAINING

2020      TCPS 2: CORE Certificate              University of Victoria

2016      Graduate Ethics Certification              University of Alberta

2017      Graduate Student Writers' Thesis Retreat  
Student Success Centre & Graduate Students' Association  
University of Alberta

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2015 – 2017    Graduate Student Workshops  
Department of Sociology & Faculty of Graduate Studies and Research  
University of Alberta  
Navigating and reviewing academic literature; ethics; working successfully with supervisors and committee members; navigating library resources; developing SSHRC proposals; research poster presentations; resolving conflict; pedagogical practices; blended-learning practices; creating mindful classrooms; creating an impactful day-one in the classroom; concepts in course design: mapping out a learner-centred course; teaching persona; developing a teaching philosophy.

## COURSE DEVELOPMENT

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2016    *Social Inequality and Stratification*  
(3-credit undergraduate level)  
This course focuses on social stratification, particularly in Canada, with comparisons to other industrialized countries. This course addresses how stratification has varied throughout history and questions why members of certain groups advance while others do not. This course is designed to delve into, as much as time permits, crippling social inequality problems plaguing Canada and other countries on a global scale. Inequality and stratification are framed within an intersectional lens that seeks to decolonize dominant approaches to exploring these topics. This course focuses on how lived experiences, theories, and forms of knowledge can help us understand the impacts of inequality. Students will have multiple opportunities to engage in diverse ways with, and apply, the course material to their own sociological orientation.

2006 – 2008    *Project Lead–The Business of Writing*  
Professional Writing Program  
Grant MacEwan College, Edmonton, AB, Canada  
Developed a curriculum, with three main components, unique to North America, and adopted by the department: communications, graphic design, and sales; created a student-responsible and introspective learning experience; developed an instructor manual and student website; developed unique feedback and class review models that were an integral learning component of the curriculum; ensured a safe and respectful learning environment for students from diverse backgrounds.

## TEACHER TRAINING

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2017    Teaching Assistant Certification  
Learning and Teaching Centre, University of Victoria

2014 – 2017    The Narrative Inquiry Research Issues Table  
Centre for Research for Teacher Education and Development  
University of Alberta

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2016	Graduate Teaching Learning Practicum Faculty of Graduate Studies and Research, University of Alberta Three-month practicum to develop a syllabus and learn teaching practices to create participatory and inclusive learning environments; developed a plan for 200-level, introductory social inequality and stratification course.
2015 – 2016	Graduate Teaching and Learning Program – Levels 1, 2, 3 Faculty of Graduate Studies and Research, University of Alberta
2008	Instructional Skills Workshop (ISW) Facilitator Certification Instructional Skills Workshop (ISW) Certification Centre for the Advancement of Faculty Excellence, MacEwan University

## TEACHING HOLISTICALLY: ACADEMIC TEACHING EXPERIENCE

### SEMINAR DESIGN

In Progress      Project management  
Designing impactful research posters  
Planning for your post-graduate life

### GUEST LECTURES

Laberge, E. J., & Thomas, C. (2020, December 17). *Sifting through your perspectives to radical imagination* [Guest lecture]. Community Engagement Foundations for Graduate Students, Faculty of Graduate Studies, University of Alberta, Edmonton, AB, Canada [Online].

Laberge, E. J. (2020, August 7). *Classing community engagement* [Guest lecture]. Community Engagement Foundations for Graduate Students, Faculty of Graduate Studies, University of Alberta, Edmonton, AB, Canada [Online].

Laberge, E. J. (2018, October 1). *Homeless deterrence technology and ...* [Guest lecture for Laurel Collins, ABD]. Social class and inequality (SOCI 215), Department of Sociology, University of Victoria. BC, Canada.

Laberge, E. J. (2016, August 3). *Media portrayals of social class* [Guest lecture for Susan Cake, ABD]. Introductory Sociology (SOC 100), Department of Sociology, University of Alberta, Edmonton, AB, Canada.

Laberge, E. J. (2016, May 31). *Global Inequality: Poverty on international and national stages* [Guest lecture for Dr. Jeff Brassard]. Introduction to the Sociology of Globalization (SOC 269), Department of Sociology, University of Alberta, Edmonton, AB, Canada.

Laberge, E. J. (2016, March 22). *Understanding the experiences of university students: Beyond statistics, fairy tales, and neoliberal ideologies* [Guest lecture for Dr. Michelle Maroto]. Social Inequality and Stratification (SOC 260), Department of Sociology, University of Alberta, Edmonton, AB, Canada.

### TEACHING HIGHLIGHTS

Seek out opportunities to develop and teach courses, guest lectures, workshops, and tutorials

Known for creating transformative and educative learning experiences

Acknowledged for respecting that lives are shaped by the intersection of multiple social characteristics

Created inclusive learning environments for marginalized domestic and international students

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## TEACHING ASSISTANTSHIPS

2018, Winter    **Self, Identity, and Society (SOCI 204)**  
Dr. André Smith, Department of Sociology, University of Victoria

2018, Fall    **Introduction to Professional Practice (COM 204)**  
Peter B. Gustavson School of Business, University of Victoria  
**Results:** Used my business, marketing, and career experience to provide concrete examples for students on how to refine their personal branding materials. Encouraged students to craft results-orientated resumes and profiles. Delivered grading per the short turnaround timelines.

2017, Fall    **Introduction to Sociology (SOCI 100)**  
Dr. Bruce Ravelli, Department of Sociology, University of Victoria  
**roles:** Taught three sections of tutorials per week (95% attendance rate), developed and taught tutorial subject matter complementary to the core course (e.g., systemic inequality, media portrayals of social issues, globalization, qualitative methods), taught students the foundations of academic writing, guided students in exam preparation and writing, mentored students, supported marginalized students and created an engaging learning environment.  
**Results:**

- Over 95 percent student attendance at non-mandatory tutorials.
- Developed and taught student-centred classes that engaged students in exploring key sociological in contemporary times.
- Used creative methods to ensure classroom inclusivity.
- Created and facilitated opportunities for students to individually and collectively explore lived experiences, wonders, intersectional frameworks, sociological interests, knowledge, and research paper topics.

2017, Winter    **Sociology of Gender (SOC 301)**  
Dr. Robyn Lee, Department of Sociology, University of Alberta.  
**Roles:** Supported students, graded essays, marked multiple choice, short-answer and long-answer exams, attended classes and taught students how to write papers.

2016, Fall    **Sociology of Aging (SOC 375)**  
Dr. Herb Northcott, Department of Sociology, University of Alberta  
**Roles:** Supported students, proctored exams, attended classes, taught students how to write papers and managed course e-class website  
**Results:**

- Supported precarious academic-standing-students in writing papers, learning study skills, developing note taking strategies, and gaining confidence.
- In particular, I mentored five socioeconomically marginalized students who successfully completed the course, excelled on their essays and raised their GPA.

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## TUTOR

2017 **Introductory Sociology**  
TYP, Aboriginal Student Services, University of Alberta  
Roles: Mentored Indigenous students to learn sociological concepts, terminology, theories, and qualitative and quantitative research methods; supported students in learning note taking and multiple-choice exam strategies; taught students how to write papers.

## SESSIONAL INSTRUCTOR

2006 – 2008 **Project Lead–The Business of Writing**  
Professional Writing Program, Grant MacEwan College

- Developed a curriculum, with three main components, unique to North America, and adopted by the department: communications, graphic design, and sales.
- Created a student-responsible and introspective learning experience.
- Developed an instructor manual and student website.
- Developed unique feedback and class review models that were an integral learning component of the curriculum.
- Ensured a safe and respectful learning environment for students from diverse backgrounds.

## MAJOR SCHOLARSHIPS

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### UNIVERSITY OF VICTORIA

2021 Sir James Lougheed Award of Distinction (doctoral level): \$20,000  
This award is for Alberta students who are doing their graduate studies outside of the province. It recognizes academic and research excellence and contributions to society.

2018–2021 Vanier Canada Graduate Scholarship: \$150,000  
This scholarship reflects my leadership skills both within academia and the business world, my community involvement, mentoring marginalized students, taking a leading role in disseminating my research in diverse ways to wide-ranging academic and non-academic audiences, and connecting with social justice scholars and advocates world-wide.

2020–2021 Graduate Award: \$4,000  
Faculty of Graduate Studies, nominated by the Department of Curriculum & Instruction

### UNIVERSITY OF ALBERTA

2017 Master's Graduate Student Scholarship: \$3,000  
Student Aid Alberta, Province of Alberta, Canada

2017 City of Edmonton Social Justice Fellowship: \$5,300  
One scholarship is awarded to a University of Alberta graduate student whose research is engaged in social justice. I received this award because of my work with “poverty-class” students and advocating for addressing class elitism in Canadian universities and structural poverty in the wider community.

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- 2016 Master's Queen Elizabeth II: \$10,800
- 2015 Master's Queen Elizabeth II: \$5,400
- 2015–2016 Master's SSHRC: \$17,500
- 2015 Canada Graduate Scholarship to honour Nelson Mandela (nominated)
- 2015 Walter H. Johns Graduate Fellowship: \$5,700
- 2015 Undergraduate Research Initiative Scholarship: \$5,500

## GRADUATE FUNDING

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### UNIVERSITY OF VICTORIA

- 2018 Shoestring Initiative Funding \$5,300  
Equity and Human Rights, Faculty of Humanities, Faculty of Graduate Studies, Faculty of Social Sciences
- 2019, 2018 Graduate Conference Travel Funding \$250  
CUPE 4163 UVIC Education Workers
- 2017 – 2018 Doctoral Fellowship \$12,000  
Department of Sociology
- 2017 – 2018 Teaching Assistantship \$6,000  
Department of Sociology

### UNIVERSITY OF ALBERTA

- 2016 – 2017 Teaching Assistantship \$10,800  
Department of Sociology
- 2016 Sociology Graduate Student Travel Grant – MA Level \$500  
Faculty of Graduate Studies & Research Student Travel Award – MA Level \$1,660  
Graduate Students' Association Travel Grant – MA Level \$500
- 2015 Mahatma Gandhi Summer Institute Tuition Award \$225

### OTHER FUNDING

- 2018 Graduate Conference Travel Funding \$300  
The Society for the Study of Social Problems  
University of Tennessee, Knoxville, Tennessee, USA

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## MEMBERSHIPS

- Association of Working-class Academics
- Canadian Alliance of Student Associations
- Canadian Association of College and University Student Services
- Canadian Sociological Association
- Society for the Study of Social Problems

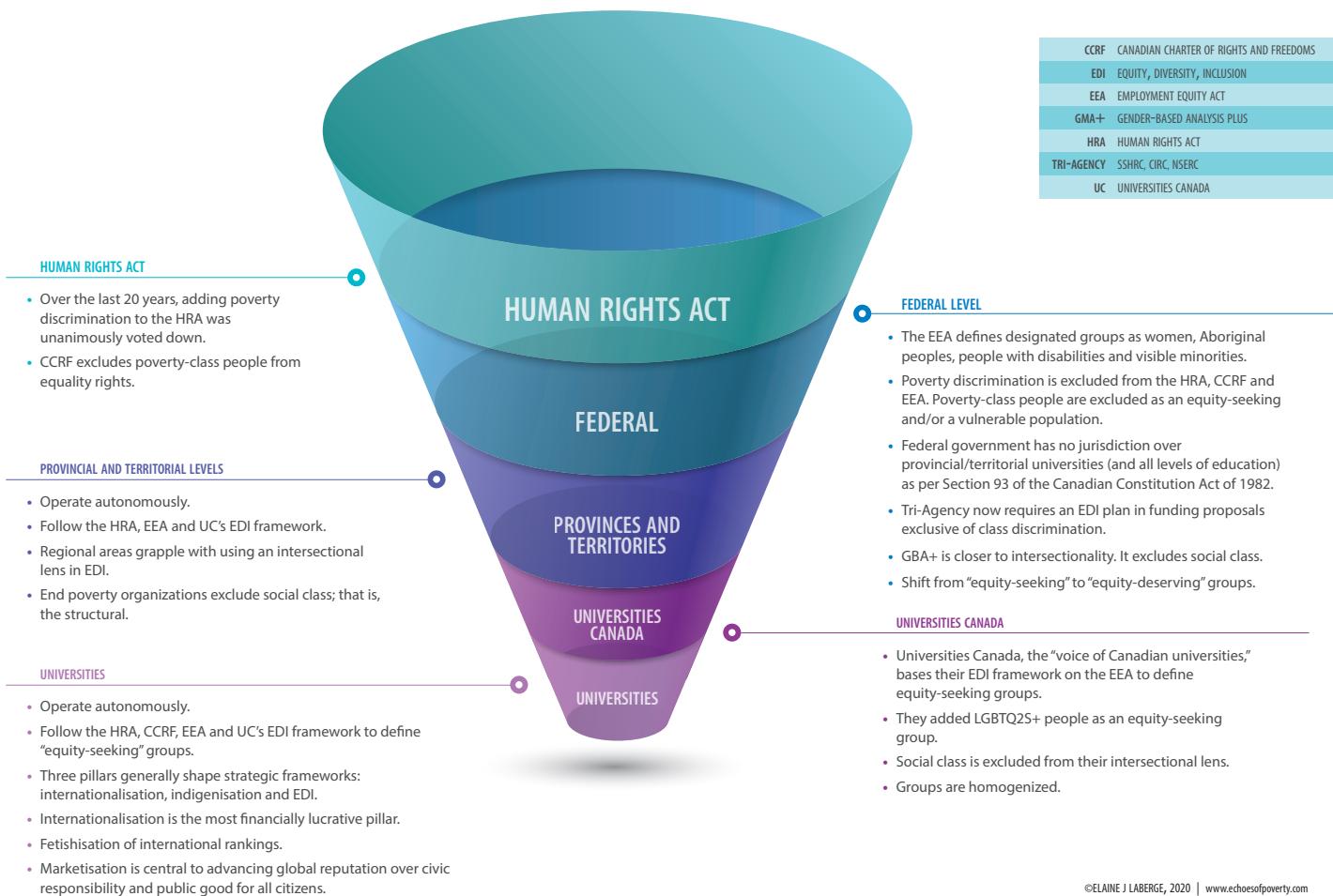
## TECHNICAL



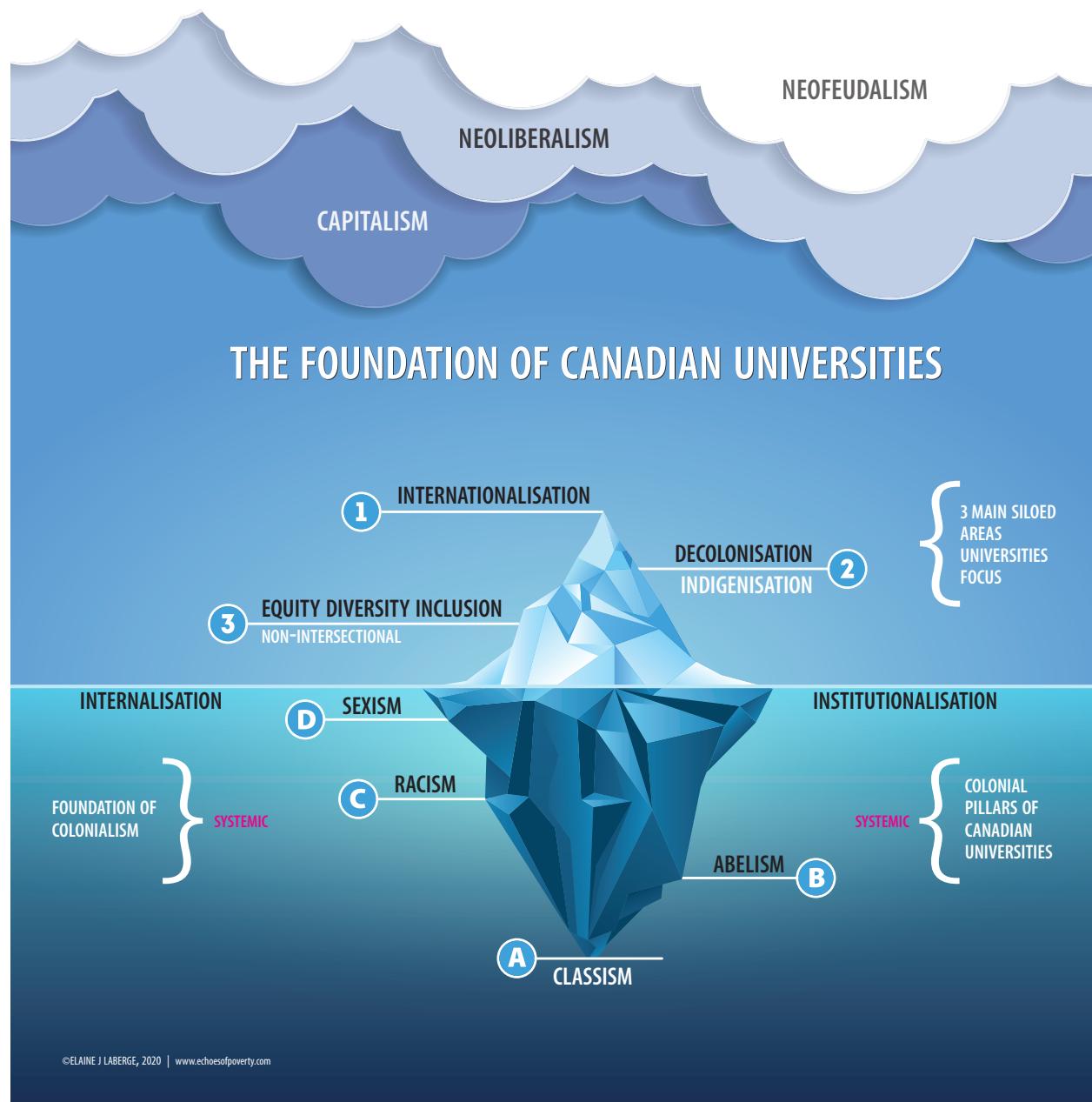
## KNOWLEDGE MOBILIZATION AND TRANSLATION: DOCTORAL RESEARCH INFOGRAPHIC

### TRICKLE DOWN POVERTY DISCRIMINATION

THE CANADIAN EQUITY, DIVERSITY AND INCLUSION MODEL



## KNOWLEDGE MOBILIZATION AND TRANSLATION: DOCTORAL RESEARCH INFOGRAPHIC

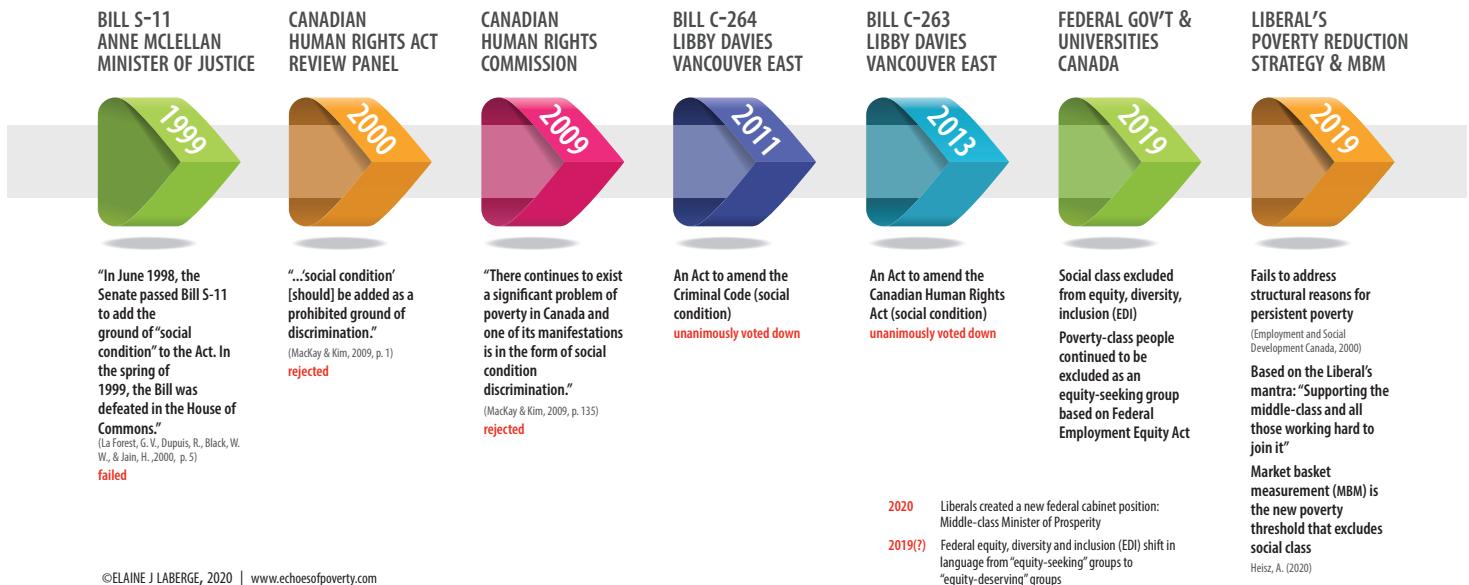


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### POVERTY DISCRIMINATION IN CANADA: A 20-YEAR SNAPSHOT



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