

Dionne A. Falconer, M.H.Sc.

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EDUCATION

- ◆ **Master of Health Science, Health Administration.** University of Toronto. Toronto, Ontario.
- ◆ **Bachelor of Social Work** (one year completed). York University. Toronto, Ontario.
- ◆ **Bachelor of Arts (Honours).** University of Toronto. Toronto, Ontario.

COACHING – Leadership and Life

Coach individuals to achieve their professional and/or personal goals and plans while being rooted in their values and true to themselves. Clients include:

- ◆ Senior managers
- ◆ Frontline staff
- ◆ Young professionals
- ◆ Individuals wanting to make a change in their personal and/or professional life.

CONSULTING EXPERIENCE (Major Projects) – Canadian and Global

Strategic Planning & Operational Planning and Management

Facilitate strategic and operational-level processes with organizations, community groups and government. Clients include:

- ◆ African and Caribbean Council on HIV/AIDS in Ontario: Meeting Facilitation and Organizational Development (in progress)
- ◆ Street Haven at the Crossroads: Strategic Plan Development (in progress)
- ◆ Ontario Organizational Development Program: Strategic Planning Support and Workplan Development for AIDS Service Organizations and Programs throughout Ontario (in progress)
- ◆ AIDS Committee of York Region: Write Strategic Plan
- ◆ AIDS Niagara: Strategic Plan Development
- ◆ Black Coalition for AIDS Prevention: Strategic Plan Development
- ◆ Sistering – A Woman's Place: Strategic Plan Development
- ◆ Gay Men's Sexual Health Alliance: Strategic Plan Development
- ◆ Interagency Coalition on AIDS and Development: Strategic Plan Development
- ◆ HIV Prevention Education Committee (Ottawa, ON): Action Planning
- ◆ Black Health Alliance: Organizational Capacity Strengthening
- ◆ Rainbow Health Ontario: Priority Setting and Planning
- ◆ Black Health Alliance: Development of Systems, Structures and Tools for the Establishment of TAIBU Community Health Centre
- ◆ Alternatives for Women (Picton, ON): Action Planning
- ◆ Dawn House Women's Shelter (Kingston, ON): Strategic Plan Development
- ◆ Nellie's: Strategic Plan Development 2006 & 2009
- ◆ Lawrence Heights Community Health Centre/New Heights Community Health Centres: Operational Planning
- ◆ International Council of AIDS Service Organizations: Strategic Plan Development
- ◆ United Way of Greater Toronto: Youth Challenge Fund Board Visioning and Planning
- ◆ The 519 Church Street Community Centre: Operational Planning
- ◆ Education Wife Assault: Operational Planning
- ◆ Women's Health in Women's Hands Community Health Centre: Strategic Plan Development
- ◆ Global Network of People Living with HIV/AIDS North America: Strategic Plan Development
- ◆ Canadian HIV/AIDS Legal Network: Organizational Development Technical Assistance Missions to Kenya and Zambia
- ◆ Halton Organization for Pride and Education: Operational Planning
- ◆ North Kingston Community Health Centre: Human Resources Planning

- ◆ Toronto Rape Crisis Centre/Multicultural Women Against Rape: Operational Planning
- ◆ Parkdale Community Health Centre: Vision Statement Revision
- ◆ Women's Health in Women's Hands Community Health Centre: Policies and Procedures Review
- ◆ Ontario Organizational Development Program: Strategic Planning Resource Module Development
- ◆ Women's Health in Women's Hands Community Health Centre, Parkdale Community Health Centre, Regent Park Community Health Centre and Central Toronto Community Health Centres: Human Resources Management – Revision of Job Descriptions
- ◆ Chinese Canadian National Council, Toronto Chapter: Strategic Plan Development
- ◆ Kenya AIDS NGOs Consortium/Canadian HIV/AIDS Legal Network: Strategic Plan Development for the Kenya Ethical and Legal Issues Network on HIV/AIDS
- ◆ International Council of AIDS Service Organizations: Macro Level Workload Planning Tool Development and Human Resources Management – Revision of Job Descriptions and Organizational Structure Revision
- ◆ Diversity Health Practitioners Network: Strategic Issues Identification and Operational Planning
- ◆ Central Neighbourhood House: Strategic Plan Development
- ◆ Sherbourne Health Centre Health Bus: Strategic Plan Development and Operational Planning

Organizational Reviews & Project/Program Evaluations

Conduct assessments, reviews and evaluations of projects, programs, initiatives, organizations and community groups. Clients include:

- ◆ Stephen Lewis Foundation: Project Assessments, Monitoring and Evaluation (in progress)
- ◆ SKETCH: "Inspiration Tag! Teasing Out the Strands of Violence" Project Evaluation
- ◆ Jean Tweed Centre: "Girl Talk" Project Evaluation
- ◆ Trinity Theatre Toronto: "Making Connections: A Social Development Approach to Drug Abuse and Prevention for Suspension/Expulsion Students" Project Evaluation
- ◆ Faith Health Initiative: "Faith and Health Initiative and AIDS in Black Communities" Project Evaluation
- ◆ World Vision Canada: Mainstreaming HIV & AIDS Program Evaluation
- ◆ Ontario Ministry of Children and Youth Services, Youth Justice Services Division: Advisory Council on Youth Justice Issues Review
- ◆ South Riverdale Community Health Centre: Organizational Evaluation and Review
- ◆ World Vision Canada: Mid-Term Evaluation of "Canadian Coalition on HIV/AIDS and Youth in Africa" Project in Kenya and Mozambique
- ◆ Women's Health in Women's Hands Community Health Centre: Program Evaluation Framework and Processes Development
- ◆ Planned Parenthood Toronto: Volunteer Program Evaluation
- ◆ The House, Planned Parenthood Toronto: Client Service Process Review
- ◆ AIDS Committee of Toronto: Evaluation of the "Drug Use and HIV Risk Among Men Who Have Sex With Men in Toronto: Toward Harm Reduction and Prevention" Project
- ◆ Toronto Rape Crisis Centre/Multicultural Women Against Rape: Work Structure Review
- ◆ Canadian HIV/AIDS Legal Network: Evaluation of both Phase I and Phase II of the "Building Capacity to Address Legal, Ethical and Human Rights Issues related to HIV/AIDS in Kenya and Zambia" Project
- ◆ Regent Park Community Health Centre: Management Structure Strategic Review
- ◆ Association of Ontario Health Centres: Organizational Review
- ◆ Parkdale Community Health Centre: Intake System Review
- ◆ Ontario Ministry of Health & Long-Term Care, Community Health Branch/Lawrence Heights Community Health Centre: Ontario Community Health Centres Compensation Review
- ◆ Mount Sinai Hospital: Department Review
- ◆ Registered Nurses Association of Ontario: Advanced Clinical Practice Fellowship Evaluation
- ◆ Eating for Two Prenatal Nutrition Program/ REXDALE Community Health Centre: Program/ Organizational Review
- ◆ Lawrence Heights Community Health Centre: Accreditation Preparation
- ◆ Registered Nurses Association of Ontario: Nursing Education Initiative Evaluation

Community Consultations, Research & Report Writing

Consult with individuals, organizations, community groups, policy makers and/or researchers at the local, provincial or national level. Clients include:

- ◆ African and Caribbean Council on HIV/AIDS in Ontario/ Interagency Coalition on AIDS and Development: *Taking Action on HIV and AIDS in Black Communities in Canada: A Resource for Moving Ahead* Report
- ◆ Ontario Gay Men's Sexual Health Summit: Summary and Evaluation Reports 2007, 2008 & 2009
- ◆ Ontario Ministry of Children and Youth Services, Youth Justice Services Division: Advisory Council on Youth Justice Issues Review, Phase II
- ◆ Public Health Agency of Canada: Development of *Population-Specific HIV/AIDS Status Report – People from Countries Where HIV/AIDS is Endemic: Black Canadian, African and Caribbean Communities*, Phase I
- ◆ Interagency Coalition on AIDS and Development: *Springboarding a National HIV/AIDS Strategy for Black Canadian, African and Caribbean Communities Project – Environmental Scan Report*
- ◆ National African-Canadian Umbrella Organization Committee: National Consultation on the Feasibility of Establishing a National African-Canadian Organization
- ◆ Lawrence Heights Community Health Centre: Community Needs Assessment
- ◆ Girl Guides of Canada: Organizational Change Process/ National Consultation on Diversity
- ◆ Voices of Positive Women: Provincial Needs Assessment
- ◆ Gay, Lesbian, Bisexual, Transsexual/Transgendered Community Initiative for a Toronto Police Liaison Committee: Community Consultation

Program Planning, Implementation & Management/ Community Capacity Building

Carry out activities to support better planning, delivery and management of projects, programs and initiatives. Clients include:

- ◆ University Health Network, Toronto Western Family Health Team: Programs and Services Planning
- ◆ Interagency Coalition on AIDS & Development/ African and Caribbean Council on HIV/AIDS in Ontario/ Women's Health in Women's Hands Community Health Centre: Capacity Building Toolkit Development to Strengthen the Capacity of Service Providers to Deliver HIV Prevention Programs to the African Diaspora in Canada
- ◆ Unison Health and Community Services: Programs and Services Planning for Primary Health Care
- ◆ Ontario Ministry of Health & Long-Term Care, AIDS Bureau: Framework Development for Model for Black Churches in Ontario to Promote HIV Testing, Awareness and Prevention
- ◆ Caribbean Community (CARICOM)/ Pan Caribbean Partnership Against HIV/AIDS and Canadian HIV/AIDS Legal Network: Senior Technical Advisor for HIV/AIDS, Law, Ethics and Human Rights in the Caribbean Program
- ◆ Black Health Alliance: Organizational Capacity Building
- ◆ National Congress of Black Women Foundation: Program Planning
- ◆ Facilitating Access to Confidential Testing, Treatment and Support/ Lawrence Heights Community Health Centre: Capacity Building Project Management, St. Kitts/Nevis

Facilitation & Training

Manage group processes to achieve positive outcomes, as well as undertake activities to develop the knowledge and skills of individuals and groups. Clients include:

- ◆ Ontario Organizational Development Program: Facilitation of Group Processes and Workshops for AIDS Service Organizations and Programs throughout Ontario (in progress)
- ◆ Ontario Ministry of Health and Long-Term Care AIDS Bureau, Ontario AIDS Network & Ontario HIV Treatment Network: Forging Stronger Relationships – HIV Clinics and ASOs Meeting Facilitation
- ◆ African and Caribbean Council on HIV/AIDS in Ontario: Train-the-Trainer Facilitation for the *Strengthening the Capacity of Service Providers to Deliver HIV Prevention Programs to the African, Caribbean and Black Communities in Canada* Curriculum
- ◆ Ontario Gay Men's Sexual Health Alliance: 2013 Summit Session Facilitation
- ◆ City of Toronto: Collaboration for Youth Gang Intervention Conference Facilitation
- ◆ Opening Doors Toronto 2013: Promoting Community & Individual Wellness – Bringing Mental Health Out of the Shadows Session Facilitation
- ◆ Women's College Hospital & Pride at Work Canada: Creating LGBT-inclusive Workplaces in the Healthcare Sector Roundtable Facilitation

- ◆ City of Toronto: Newcomer Health Forum Facilitation
- ◆ OCASI/ Neighbours, Friends & Families – Immigrant & Refugee Communities: Recruiting & Managing Volunteers Workshop Delivery
- ◆ City-Wide Local Immigration Partnership Table: Forum Facilitation
- ◆ Toronto Public Health: Drug Prevention Community Investment Program Review Panel Retreat and Toronto Sexual Health Stakeholders Forum Facilitation
- ◆ Public Health Agency of Canada, Ontario/Nunavut Region: Hepatitis C Knowledge Transfer and Exchange Forum Facilitation
- ◆ Canadian HIV/AIDS Legal Network, Women's Rights Initiative in Canada: Actualizing Our Right to Health – Women and HIV/AIDS in Canada Consultation Facilitation
- ◆ Ontario Council of Agencies Serving Immigrants: Organizational Standards Initiative Pilot Test Evaluation Day Facilitation
- ◆ Senior Pride Network: Identification of Priorities for Action for the Aging LGBTTT Community Facilitation
- ◆ Out and Out Club: Volunteer Recruitment and Retention Workshop Delivery
- ◆ Ontario Ministry of Health & Long-Term Care, AIDS Bureau: Hepatitis C Virus Task Force and Ontario Advisory Committee on HIV/AIDS Joint Meeting Facilitation
- ◆ Ontario Ministry of Community and Social Services, Violence Against Women Program: Transitional & Housing Support Program for Abused Women Meeting Facilitation
- ◆ African and Caribbean Council on HIV/AIDS in Ontario: XVI International AIDS Conference African/Black Diaspora Stream Sessions Facilitation
- ◆ United Nations Development Programme: Red Ribbon Award Technical Review Committee Facilitation in New York City
- ◆ Public Health Agency of Canada: Facilitation of Consultation with National Steering Committee of Springboarding a National HIV/AIDS Strategy for Black Canadian, African and Caribbean Communities Project
- ◆ Ontario HIV Treatment Network Housing and Health Think Tank Facilitation
- ◆ Ontario Ministry of Health & Long-Term Care, AIDS Bureau: Ontario Gay Men's Prevention Summit Facilitation and Ethnoracial Men Who Have Sex with Men Research Forum
- ◆ Caribbean Community (CARICOM)/ Pan Caribbean Partnership Against HIV/AIDS and Canadian HIV/AIDS Legal Network: Co-facilitation of the Second Regional Training Workshop for National Assessments on HIV/AIDS, Law, Ethics and Human Rights held in Guyana
- ◆ Health Canada: Improving Coordination of Services for Black African and Caribbean Women living with HIV/AIDS Facilitation
- ◆ Mount Sinai: Community Partners Engagement Facilitation
- ◆ Health Canada: Conference Workshop Preparation Facilitation
- ◆ AIDS Committee of Toronto Employment ACTION Program: Needs Assessment Study Stage 2 Facilitation
- ◆ Caribbean Regional Network of People living with HIV/AIDS/ Canadian Public Health Association: Organizing & Managing Therapeutic Groups Facilitation in Trinidad & Tobago

Governance Development

Deliver workshops and training on governance, as well as conduct governance reviews. Clients include:

- ◆ Ontario Organizational Development Program: Governance Workshops for AIDS Service Organizations and Programs throughout Ontario (in progress)
- ◆ Canadian Treatment Action Council: Governance Training and Workplan Development
- ◆ Huronia Transition Homes: Policy Framework Revision and Executive Limitations Development
- ◆ Southern African AIDS Trust/ Canadian Public Health Association: Governance Review
- ◆ Lawrence Heights Community Health Centre: Governance Training

Team Building, Dispute Resolution & Mediation

Facilitate sessions to enhance group dynamics and processes, as well as investigate disputes and mediate resolutions. Clients include:

- ◆ TIWI/CUPE 3903: Mediation
- ◆ Mount Sinai Hospital: Harassment Complaint Investigation
- ◆ Yellow Brick House: Mediation
- ◆ Chinese Canadian National Council, National Chapter: Dispute Resolution
- ◆ Toronto Women's Bathhouse Committee: Team Building & Planning

Diversity & Equity

Conduct organizational change activities focussed on diversity, equity, anti-discrimination and anti-oppression. Clients include:

- ◆ Ontario Organizational Development Program: Cultural Competence Systems and Processes Development & Greater Involvement of People Living with HIV/AIDS Workshop Design
- ◆ Association of Ontario Health Centres: Anti-Oppression Governance Implementation
- ◆ Ontario Ministry of Community and Social Services/ Ministry of Children and Youth Services, Toronto Region: Diversity and Inclusion Internal Assessment
- ◆ Ontario Ministry of Children and Youth Services: Children and Youth Mental Health Fund Diversity Capacity Building Strategy Development
- ◆ East York Health Unit: Train the Trainer – Anti-discrimination in the Workplace
- ◆ HouseLink: Anti-Racism & Organizational Change Training

EMPLOYMENT

Managing Director: January 2002 – Present

DA Falconer & Associates Inc.

Manage own coaching and consulting firm with expertise in leadership and life coaching, facilitation, organizational development, strategic planning, operational planning, evaluation, community consultations and governance. Working in Canada and globally, clients include individuals; non-governmental organizations; community-based, not-for-profit organizations; and government.

Clinical Director: January 1999 – January 2002

Lawrence Heights Community Health Centre

Managed a multidisciplinary team of 14 clinical professionals, including physicians, nurses, chiropodists, a nurse practitioner, a dietitian and administrative assistants; Provided leadership for the health centre's primary health care program; Facilitated and coordinated the identification, development, implementation and evaluation of strategies and programs to meet community needs; Assisted in the development of funding proposals and budgets; Participated in broad-based health planning through affiliations and partnerships with organizations, colleges and universities; Acted as a Reviewer for the accreditation of other community health centres in Ontario; Managed a centralized registry of locum clinicians for 15 Toronto community health centres; Coordinated and provided leadership for the accreditation of the health centre.

Interim Executive Director: March 1998 - November 1998

Access Alliance Multicultural Community Health Centre

Directed and managed the overall operations of a non-profit, charitable, unionized, community health centre with 20 staff and a budget of over \$1.6 million; Managed finances, administration, human resources, and service delivery; Drafted and participated in negotiating the health centre's first Collective Agreement; Provided leadership for operational and systems development; Implemented a new management structure; Facilitated and led organizational change; Worked with and supported a volunteer Board of Directors; Nurtured relationships with government, community health centres, social service agencies and community organizations.

Executive Director: September 1994 - April 1998

Black Coalition for AIDS Prevention

Directed and managed the overall operations of a non-profit, community-based, charitable, AIDS service organization with 8 staff and 40 volunteers; Managed finances, administration, human resources, and programs; Guided operational planning and facilitated strategic planning; Provided dynamic, participatory leadership; Facilitated revenue generation; Represented the organization to the public; Worked with and supported a volunteer Board of Directors; Fostered relationships with government, social service, community, national and international agencies.

Consultant/Practicum Student: January - March 1998

The Toronto Hospital - Primary, Ambulatory and Community Care Priority Program

Produced a population profile for planning the Program's health care services; Assisted in the development and implementation of a marketing strategy for a primary care network.

Consultant/Practicum Student: May - December 1997

Integrated Health System Program, Ontario Ministry of Health

Conducted original research that examined and analyzed the issues related to Integrated Health Systems and vulnerable populations, including a comparative analysis of the experiences of other jurisdictions and recommendations for addressing the issues; Produced a paper entitled "Integrated Health Systems and Vulnerable Populations" to complement the Program's draft policy framework.

Provincial Access Project Coordinator: 1993 - 1994

Black Coalition for AIDS Prevention/ Ontario Ministry of Health

Completed a needs assessment study which analyzed and offered strategies to address the barriers to the Black communities' access to AIDS services in five cities in Ontario.

Support and Outreach Coordinator: 1991 - 1993

Black Coalition for AIDS Prevention

Provided emotional and practical support to people living with HIV/AIDS; Managed a financial assistance program; Coordinated and supervised volunteers to provide practical assistance and emotional support; Organized the annual Caribana street outreach which provided condoms and HIV prevention information to over 10,000 people.

Reviewer: Various times between 1992 - 2000

AIDS Bureau, Ontario Ministry of Health and AIDS Community Action Program, Health Canada

Analyzed and assessed proposals for community-based AIDS programs and services, and provided recommendations to the Ministry of Health and Health Canada.

COMMUNITY/ VOLUNTEER SERVICE

Member: XVI International AIDS Conference – Local Host Advisory Committee and Canadian Scholarship Working Group (2004-2006); Ministerial Council on HIV/AIDS – Federal (2001-2006). Editorial Board – Canada's Report on HIV/AIDS (2002-2004); Programming & Screening Committee – Inside Out Film and Video Festival (2000-2002); Selection Committee – Harry Jerome Awards (2000); "Committee of 200" for *The Way Ahead: Focus on the Future* - United Way of Greater Toronto's priority setting-process (1997); Legal Committee - African Canadian Legal Clinic (1995-96); National Health Promotion Project - Health Canada (1996); National Prevention & Education Committee - Canadian AIDS Society (1994-95); Three anthology editorial collectives at Women's Press and Sister Vision Press (1993-95) which resulted in the publishing of three books on culture, politics, sexuality and identity. ***Chair:*** Operational Review Advisory Panel for the African Canadian Youth Substance Abuse Program (1995): Substance Abuse Bureau, Ontario Ministry of Health. Review led to the establishment of the Substance Abuse Program for African Canadian and Caribbean Youth. ***Board Member:*** Interagency Coalition on AIDS and Development (Director 1998-1999, Treasurer 1999-2000, President 2000-2003); Canadian AIDS Society (1998-2001); Ontario AIDS Network (1998-2000); Immigrant Women's Health Centre (1991-93); A Space artist-run Gallery (1990-91); Black Coalition for AIDS Prevention (1990).

CONFERENCE PRESENTATIONS, POSTERS AND MODERATIONS

18th Annual Canadian Conference on HIV/AIDS Research – Women and HIV in Canada: The Past, the Present and the Future...Implications for Research, Policy and Practice: "Taking Action for Black Women" presentation (Vancouver, 2009); XVI International AIDS Conference: "The Ministerial Council on HIV/AIDS: Facilitating inter-departmental and inter-ministerial policy development" poster and "Peter Busse Memorial Meet the Plenary Speaker Session" moderation (Toronto, 2006); 5th Canadian HIV/AIDS Skills Building Symposium "Springboarding a National HIV/AIDS Strategy for Black Canadian, African and Caribbean Communities Project Consultation Satellite" facilitation (Montreal, 2005); XV International AIDS Conference: "Human rights-based approaches to HIV/AIDS in the Caribbean region" and "Human rights-based approaches to HIV/AIDS in two African countries" posters (Bangkok, 2004); 13th Annual Canadian Conference on HIV/AIDS Research: "Rights-based approaches to HIV/AIDS in the Caribbean Region" and "Evaluation of rights-based approaches to HIV/AIDS in two African countries" posters (Montreal, 2004); National Conference on Women & HIV/AIDS: "Women, Diversity and HIV/AIDS" panel moderation (Toronto, 2000); Congress of Black Women, Annual General Meeting: "Black Women & Wellness: Race, Gender & Sexual Identity" keynote speech (Toronto, 1995); Youth and HIV/AIDS Conference: "Focusing Our Efforts – Youth and HIV" keynote speech (Toronto, 1994); Reclaiming the Sisterhood – Black Women's Conference: "Towards an Inclusive Politic" keynote speech (Toronto, 1994); Conference for the Unity of Students of African Descent: "The Black Family in the 90s" presentation (Waterloo, 1993); Making the Links: Anti-Racism and Feminism Conference: "Is AIDS a feminist issue?" panel moderation (Toronto, 1992); National Lesbian and Gay Health Conference: "Somebody Else in Your Picture – The Black Coalition for AIDS Prevention Model" presentation (Los Angeles, 1992); VIII International AIDS Conference: "Somebody Else in Your Picture – The Black Coalition for AIDS Prevention Model" presentation (Amsterdam, 1992).

PROFESSIONAL MEMBERSHIP

Canadian Association of International Development Consultants; Canadian Association of Management Consultants; Canadian College of Health Leaders; Canadian Evaluation Society; Canadian Society for International Health; Society of Graduates in Health Policy, Management and Evaluation.

PROFESSIONAL DEVELOPMENT

The Coaches Training Institute (Toronto) – Co-Active Coach Training Program [in progress]; Centro Panamericano de Idiomas (Costa Rica) – Intensive Spanish Immersion; Mosaic.net International, Inc. (Ottawa) – Results-based Management, Appreciative Inquiry and Open Space; Spanish – private lessons (Toronto); The World Bank and Carleton University (Ottawa) – International Program for Development Evaluation Training (various in-depth workshops); Canadian Evaluation Society Essential Skills Series (Toronto) – Understanding Program Evaluation, Building an Evaluation Framework, Improving Program Performance, Evaluating for Results; University of Havana (Cuba) – Intensive Spanish Beginner Plus; Spanish Centre (Toronto) – Beginner Spanish I & II; George Brown College (Toronto) – French Beginner I; York University & United Way Summer Institute for Non-Profit Management & Leadership (Toronto) – Foundations of Non-Profit Management, Diversifying Your Funding Base, Non-Profits and the Law--Fundraising & Organizational Change); Addiction Research Foundation (Toronto) – Health Promotion Summer School; Executive Directors and Board Chairs Training - Ontario AIDS Network; Dynamics of Supervision; Mediating Interpersonal Conflict Training; Training on various computer systems and applications, including PC and Macintosh operating systems, word processing, spreadsheets, databases, presentations, email, and internet/web browsing.

AWARDS

Commemorative Medal for the Golden Jubilee of Her Majesty Queen Elizabeth II (2003) – given to "Canadians who have made a significant contribution to their fellow citizens, their community or to Canada"; *Community Service Award* (2003) – given by the Black Coalition for AIDS Prevention "in recognition for your contribution to the community"; *Ontario AIDS Network Honour Roll Award* (1999) – given for "valuable contribution to the AIDS movement in Ontario"; *Robert Wood Johnson Award* (1998) – given by Johnson & Johnson Medical Products to the second year M.H.Sc. Health Administration student who is "most likely to make a noteworthy contribution to the advancement of health services"; John Brooks Community Scholarship (1987).