

# City of London - Application for Appointment to a City of London Board or Commission

## Application

Please choose the Board or Commission you are interested in serving on: **London Police Services Board**

## Contact Information

Name: **Michele Anderson**

City: **London**

Province: **ON**

Postal Code: **N6A 1S5**

## Experience and Qualifications

1. Serving on the Police Services Board requires monthly, full-day meeting attendance; each meeting requires 4-6 hours of reading in advance. Can you describe your ability to participate and contribute this minimum amount of time monthly?:

**I am able to accommodate all pre-meeting review of material, review and respond to proposed policy, monthly meeting, committee and sub-committee work, conferences, press conferences and reading assignments required to fulfill the role. I can easily commit 4-6 hours per week or more if required to support the tasks of this portfolio. I find these tasks enjoyable and am able to make space and time within my schedule with little impact on my other responsibilities.**

2. What skills, education, community involvement and/or experience (including lived experience) do you have that will assist you in a role on this specific board?:

**I have always conducted my board and committee work with a focus on promoting a shared commitment to wholistic positive change as an essential and instrumental ingredient needed to build more inclusive and equitable communities. I also present with the following:**

**Knowledge and experience - Understanding of law, legal processes, and regulations surrounding law enforcement, needs of marginalized populations, individuals with disabilities, the Canadian and Ontario Human Right Code, Accessibility for Ontarians with Disabilities Act. The role, functions, and responsibilities of a police board, police commission, and police service.**

**Leadership & Decision-making – Proven ability to lead and manage a team, make critical decisions that can impact the organization's success, and provide direction and guidance.**

**Analytical and critical thinking skills - Ability to review and analyze information, identify trends, issues and concerns, and develop appropriate strategies and responses to highly charged and sensitive situations.**

**Ethical and moral values - Strong commitment to professional ethics, integrity, and fairness.**

**Strong communication and networking skills - Ability to communicate effectively and engage with the public, the board, and police service personnel. Avid ability to network with other board members and stakeholders, which can lead to valuable connections and opportunities.**

**Commitment to Diversity - Perspectives from diverse groups of individuals with different backgrounds, skills, and abilities. These contributions have assisted organizations in making more informed decisions and recommendations that are in line with the values of diversity, equity, and inclusion.**

**Community Engagement - I enjoy community engagement and consultation, which can help ensure that the needs and perspectives of underrepresented groups are considered. I have contributed to the development of effective communication strategies and collaboration locally, nationally and internationally to develop responsive policies and programs that address unique needs and concerns of diverse communities and**

**establishing positive relationships with community stakeholders.**

**Training & Capacity Building:** My daily work has also resulted in the development of training and capacity-building opportunities for employees to develop their knowledge, skills, and competencies related to accessibility and other marginalized communities. Given the opportunity to participate as a LPSB board member, I will assist the city leadership with issues related to reconciliation, equity, and inclusion as they relate to policing. This can include, but is not limited to the history and legacy of colonialism, systemic racism, and discrimination, as well as understanding the unique challenges and opportunities of working with diverse communities.

3. If you have experience on a Board, Commission or Committee (in London or elsewhere), please provide the details. If you have not previously served on a Board, Commission or Committee, please describe why this appointment is of interest to you.:

**I come from a family who instilled the principles of ownership and participation in our community to ensure our voices were heard and our contributions made a difference in the lives of others. Both of my parents enjoyed the contributions they were able to make to improve living and engagement between civic services and residents. I would like to engage in similar experience. Outside of my professional interests as a volunteer, I have been looking for an opportunity to contribute to the community I live in on a civic/regional level for number of years without the need to run for office. I also believe that my experience working with individuals with disabilities and in large post-secondary institutions will bring a different perspective and benefit the citizens of London. My experience with board governance and accountability will also be of great benefit to this beautiful city and our civic leaders. Refer to my experience as a board member below: Vice Chair| Inter-University Disabilities Issues Association – IDIA (of Ontario) [2022-present]**

**Ontario Representative IDIA |Accessibility and Inclusion Community of Practice;  
Canadian Association of College & University Student Services (CACUSS) [2019-present]  
Co-founder| Waterloo-Wellington Expressive Café for Aphasia, Elmira ON [2012-2016]  
Special Consulting Advisor| Canadian Alliance of Audiology and Speech Pathology Regulators [2012-2014]**

**Subject-matter Expert | The Council of Academic Accreditation-American Speech-Language Hearing Association [2002-2010];**

**Subject-matter Expert | Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology [2002-present];**

**Subject-matter Expert | Speech-Language Pathology Advisory Board of the College of Audiologists and Speech-Language Pathologists of Ontario [2014 -present]**

4. We value the contributions of Londoners with diverse experiences and welcome applications from individuals who share our commitment to reconciliation, equity and inclusion. Please describe how your work, community or lived experience will enhance these efforts through Board and Committee work. (max. 3000 characters):

**I am a first-generation Black Canadian woman of Afro-Caribbean and Indigenous West Indian descent. I experience racism, attitudinal and systemic barriers which restrict my inclusion and full participation in my community. These experiences leave indelible marks on one's personhood and sense of wellbeing. Concepts of diversity, equity and inclusion were instilled during childhood through by the passionate activism of my parents, early leaders on the Canadian stage in this field. My father was the first Race Relations Commissioner for the City of Winnipeg. My mother was a founding member of the Immigrant Women's Association of Manitoba and the first Co-Chair of the Safe City Initiative for the City of Winnipeg. Both were advocates for inclusion, equality and affirmative action for visible minorities, immigrants, and Manitoba's indigenous population.**

**My upbringing and experiences on number of grounds has shaped the person I am today, how I view diversity, equity and inclusion practices and the actions I have taken to address disparity within my sphere of influence. Understanding that change can occur as the result of one small action. Volunteering and active participation will assist a city with growth and create welcoming and inclusive spaces and places. We are all actors to create the city we wish to live in by volunteering. Examples of actions I have undertaken during my career to support the access, inclusion, and participation are provided in the remainder of this narrative.**

**Developmental Communication Service (2000): A novel service for adults with intellectual disabilities who needed assistive technology. That initiative became the Augmentative Communication and Writing Aids Clinic located at Surrey Place Centre, which provides services today.**

**The Expressive Café for Aphasia (2012):** I created a therapeutic intervention group for Stroke survivors with communication impairment based in Elmira, ON offering my services free-of-charge. The initiative became the base for the Waterloo-Wellington Local Health Integration Network's first Aphasia Centre and was absorbed as part of the Regional Stroke Strategy in 2014.

**Laurier Equity Diversity and Inclusion Community of Practice (2020):** Served as a contributing member of this committee examining the lack of diversity at Laurier. Assisted the institution in adopting policy directives to mitigate these inequities.

**Laurier Black Faculty and Staff Caucus (2021):** In 2021, a group of 30 energetic individuals developed a working definition of Black, inaugural mandate and objectives culminating in the election of our first executive.

**Staffing & Hiring Practices:** Having achieved a position allowing me to recruit and select qualified candidates, I have ensured safe spaces and successfully hired individuals from linguistic, cultural, BIPOC and LBGTQ2+ communities for 6 years. The hires are exceptionally talented individuals who enjoy supporting students with disabilities in the post-secondary sector.

Attach resume or other document here (optional): **M ANDERSON Resume 17032023.docx.pdf**

Attach more files here, if needed:

## Confirmations

I declare the following: **I am at least 18 years old.; I am not a City employee or Council member.; I understand that my application and any attachments will be included on a public agenda that is published on the City website.**

To help inform our outreach activities, please tell us how you heard about this opportunity: (optional): **City Website**

If you selected 'Other', please specify: **Manager of Accessibility**

Submitted on: **3/17/2023 6:42:27 PM**

## MICHELE B. ANDERSON. M.S. [CSD], CCC-SLP [C], REG. CASLPO

|London Ontario N6A1S5

*Respected professional in the post-secondary sector. Offering experience that emphasizes use of a personal approach to access, participation, health, and wellness for the provision of academic and non-academic services. Proven history in leading teams, launching innovative service solutions, driving engagement and positive outcomes while maintaining legislative compliance and improved services. Adept presenter, negotiator, and clinician with ability to leverage client-facing experience, strong interpersonal communication skills and expertise in the area of health, wellness, and academic support to students.*

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### Key Skills

**Post-Secondary Leadership & Oversight** | Eight years leading teams in student services. Current Manager of Accessible Education for Western University. Providing leadership oversight for accessible academic accommodation services.

**Creative Collaboration** | Experienced in bringing together multiple student service units to create easier pathways and access for under-represented and under-served student populations. Created an advisory table with university housing and health services to review challenging residential placements. In conjunction with campus partners developed triage system to assist students who experienced trauma related to gender sexual violence allowing for continuation and participation of academic study in a safe space. Founding member Laurier Black Faculty-Staff Caucus which advise on issues which impact African-Canadian Black diaspora and adoption of policies to mitigate inequity.

**Charting Vision & Inspiring Action** | Forged a new vision, mission, and terms of reference for Campus Mental Health Operations Team. Provided a fresh direction and responsive framework for provision of mental health supports from AccessAbility, Counselling and Health Services to the student body.

**Organizational Planning** | Engaged in review of fiscal health, budgetary planning, projected growth and ability to meet mandated service obligations with a focus on flexibility, ease of access and reduction of barriers for staff and clientele.

**Response & Resource Reallocation** | Worked with campus partners in Counseling and Health Services to create crisis response supports for students outside of university business hours. Have assessed safety and eminent risk of harm to student/others (mental and physical) with triage to police/emergency and community support agencies.

**Policy & Human Rights Resource** | Called upon to analyze and prepare briefing materials for university general counsel in advance of human rights cases. Advisor to faculties regarding the duty to accommodate, institutional obligations under the code; engaged legal counsel to assist with interpretation, application, and education of constituents. Advised creation of a new pathway separating students' private medical information from the academic record as mandated by the OHRC

**Analytical & Problem-Solving Abilities** | COVID-19 demanded risk analysis and quick review of operations related to academic accommodation. Efficacy of virtual, electronic and hybrid service approaches that upheld academic integrity and confidentiality were implemented resulting in virtual proctoring, paperless processes for BSWD and accommodation consulting.

**Responding to Change** | In person operations with COVID 19 restrictions required granular assessment of the work environment, analysis of essential job tasks and implementation of plans for safe face-to-face engagement. Flexible work arrangements required balancing unit priorities while maintaining a high level of service to students and faculty in a remote environment.

### **Selected Accomplishments**

Vice Chair - Inter-University Disabilities Issues Association & Ontario Representative | Accessibility and Inclusion Community of Practice; Canadian Association of College & University Student Services (CACUSS) [2019-present]

Accessibility Directorate | Enabling Change Grant 2017 | The University of Waterloo  
Lead disability management subject matter expert on the Co-Operative AccessAbility Services Education Team I created resources for use by for use by 45 post-secondary institutions in Ontario who offer experiential learning.

Co-Founder & Principal Therapist | Waterloo-Wellington Expressive Café for Aphasia, Elmira ON [2012-2016]  
Created non-profit therapeutic conversation group for adults with communication impairment post brain injury and/or stroke in Waterloo-Wellington region.

### **Career Synopsis**

Student Experience-Academic Support and Engagement (ASE) | Western University 2023 - Present

#### **Associate Director**

Responsible for leading comprehensive and strategic programming, services, and initiatives that support academic achievement and engaged learning for all students through the Writing Support Centre, Learning Development & Success, and Accessible Education. Champions large-scale and complex projects from conception to completion, and develop a shared vision of team success, while serving as a strategic partner who provides leadership for their portfolio's strategic planning, policy development, financial administration and resource allocation.

Accessible Education (AE) | Western University 2022

#### **Manager Accessible Education**

Responsible for leading the activities of the AE unit within Academic Support & Engagement. Leads a team of professional staff that implement a wide range of innovative approaches, services and programs to support Western's diverse population of undergraduate and graduate students with disabilities. Supports the university's alignment with broader regulatory environments and campus stakeholders on human rights, legislation, compliance and accessibility issues.

Accessible Learning Centre (ALC) | Wilfrid Laurier University 2019 - 2022

#### **Manager Academic Accommodation & Interim Director**

Provided leadership, strategic direction and expert resource on matters pertaining to academic accommodation for students with disabilities within the post-secondary environment. Guided the community with respect to legislation and policies defined in the Ontario Human Rights Code. Implemented and oversaw practices, procedures and processes to ensure effective delivery of accessible services by administrative and instructional staff to support students.

AccessAbility Services (AAS) | The University of Waterloo 2014 - 2019

#### **Manager Student Accommodations**

## MICHELE B. ANDERSON. M.S. [CSD], CCC-SLP [C], REG. CASLPO

London Ontario N6A1S5

Provided strategic leadership and professional expertise in the area of accommodation planning for students registered with AccessAbility Services. Ensured accommodation and service procedures are in accordance with Ministry requirements, human rights law, privacy standards, University policies and industry standards of practice.

Clarity Communication Therapy | Private Practice

2011 - 2017

### **Owner & Proprietor - Speech-Language Pathologist**

Provided comprehensive habilitation and rehabilitation in the area of communication health and swallowing disorders. Clinical services provided to students and adults with functional limitations and stemming from: sensory & motor impairment, mental health, ADHD, Autism, Brain Injury, Cancer, intellectual disability. impairments.

### **Career Note**

#### ***Tenure as a Clinical Speech-language Pathologist with the following agencies and organizations:***

Waterloo-Wellington Regional Aphasia Program (Guelph, ON) | Huron Perth Healthcare Alliance (Stratford, ON) | York Catholic District School Board (York Region, ON) | Grand River Hospital (Kitchener, ON) | Surrey Place Centre (Toronto, ON) | Oakville Trafalgar Memorial Hospital (Halton Region, ON) | Niagara Peninsula Children's Centre (St. Catherine's, ON) | Winnipeg School Division #1 (Winnipeg, MB)

### **Professional & Community Leadership**

**Special Consulting Advisor** | Canadian Alliance of Audiology and Speech Pathology Regulators [2012-2014]

#### **Appointed as Subject-Matter expert in Graduate Education, Standards/Entry to Practice and Regulation for:**

Council of Academic Accreditation-American Speech-Language Hearing Association-CAA [2002-2010]

Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology - CACUP/ASLP [2002-present]

Canadian Alliance of Audiology and Speech Pathology Regulators-CAASPR [2013-present]

Speech-Language Pathology Advisory Board - College of Audiologists and Speech-Language Pathologists of Ontario [2014 -present]

### **Education**

**Master of Science** | *Communication Sciences and Disorders* | Fort Hays State University

**Post-Baccalaureate Studies** | *Communication Sciences and Disorders* | University of North Dakota

**Bachelor of Arts** | *Labour Relations & Economics* | University of Manitoba

### **Professional Credentials & Affiliations**

*Certificate of Clinical Competence* | American Speech-Language & Hearing Association | ASHA

*Certification in Speech-Language Pathology* | Speech-Language and Audiology Canada | SAC

*General Level Registrant* | College of Audiologists and Speech-Language Pathologists of Ontario | CASLPO

*Independent Authorizer for Communication Aids* | Ministry of Health and Long-Term Care | Government of Ontario

### **Select Professional Development**

Leadership Foundations, Principles of Inclusivity, LGBTQ+ Space Maker, Customer Service | University of Waterloo  
Mental Health First Aid; Applied Suicide Intervention Skills Training (ASIST) | Wilfrid Laurier University/Western  
4 Seasons of Reconciliation | First Nations University