



Joseph Smith

Educator/Researcher/Community
Worker/Consultant



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Summary

Irrespective of its various manifestations, my work reflects a concerted effort to create more innovative, progressive, and principled cultural and institutional spaces by grounding them in the principles of DEI and the importance of psychological safety and well-being. I have done this work in spaces that I believe are instrumental to sustaining a plural, dynamic, and accessible democratic society. Those spaces are as follows:

- *Education*
- *Non-Profit/Charitable Sector*
- *Corporate*
- *Government*



Work History

2024-02 - Current

Vice Principal

TDSB

Vice Principal at Weston Collegiate Institute

2020-08 - Current

Consultant

Anchoring Mind Inc.

Anchoring Minds Inc. is a boutique consulting firm created to address the historical and contemporary injustices in areas of need, particularly the corporate sector. Through facilitating workshops, organizational consulting, and 1:1 coaching, we bridge and address the learning curve within corporations to establish more inclusive cultures. Our Anchoring Minds Inc. methodology is rooted in emotional intelligence and psychological safety insofar as both are essential to developing authentic and open spaces of transformation and the deepening of an individual's self-consciousness. By anchoring minds within the corporate space, we believe we can influence and catalyze progressive changes throughout our society given the political and economic position these institutions find themselves in.

We offer three services depending upon a client's needs. Those services are as

follows:

- a) Facilitated Anchor Seminars: educational seminars curated around the topics of DEIA
- b) Organizational Consulting: supporting organizations as they think through policy changes, and the development of committees dedicated to sustainably manifesting the principles of DEIA within the culture of their respective organizations
- c) 1:1 Coaching: at the request of a given client, a SME (Subject Matter Expert) can be outsourced through us to provide 1 on 1 coaching to senior leaders around topics of DEIA

Relevant corporate entities Joseph has built educational curricula and trainings for or developed/revised strategic plans for are as follows:

L'Oreal Canada
Maple Leaf Sports and Entertainment (MLSE)
Canadian Broadcasting Corporation (CBC)
Geneva Centre for Autism
Pooran Law
Music Canada
Children's Aid Society (CAS)
IATSE Local 873

2020-07 - Current

PCo-Founder/Board Memberp

Foundation for Black Communities

The Foundation for Black Communities is Canada's first Black philanthropic institution designed to function as a philanthropic institution exclusively catering to B3 (Black-led, Black-serving, Black-focused) organizations in the following ways:

- 1) Grant-making and mission related investment strategies
- 2) Collaborating with government, private and public stakeholders to support B3 organizations
- 3) Influencing policy in order to foster meaningful relationship

<https://www.forblackcommunities.org>

2017-09 - Current

Director, Youth Outreach

Operation Black Vote Canada

As Director of Youth Outreach I liaise with Federal, Provincial, and Municipal government officials on a number of issues pertaining to Black youth specifically. The goal is to increase the representation of Black youth in the political process as well as advocate for policies that enrich the community overall.

2022-01 -
2024-01

Vice Principal

TDSB

2016-01 -
2023-07

PCo-Founder/Formal Executive Director

Generation Chosen

This is a YOF/OTF funded non-profit organization, dedicated towards enhancing emotional intelligence, demystifying mental health issues, promoting financial literacy and the acquisition life skills, and encouraging civic engagement amongst youth and young adults from underserved communities. The program takes place out of 3 TDSB schools between the hours of 6-9pm every Tuesday, Wednesday, and Thursday for 7 months out of the year. The program caters to youth and young adults ages 15-25, and provides an hour and a half of recreation and topical discussions/activities. The aim of the program is to provide youth with the necessary outlets and support systems to acquire work, advance their education, and help them deal with psycho-social/emotional issues that beset them. (Structure of programming has changed due to COVID-19, however programming persists virtually for 7 months out of the year)

My responsibilities as co-founder involve supporting my staff of 35 in the following areas:

- Facilitating Emotional Intelligence/Financial Literacy/Policy development seminars
- Contracting guest speakers/facilitators
- Accessing job agencies and work related resources to help employ those who are in need of employment
- Organize trips for our service users (basketball games, bowling, museums etc.)
- Connect with parents, and funders who seek to invest in the organization
- Mentor all youth who seek mentorship
- Help youth and young adults access scholarships and post-secondary program applications
- Manage our operational budget
- Design our marketing strategy
- Liaising with school boards and corporations for opportunities, endorsements, and financial supports
- Grant writing

www.generationchosen.ca

2020-07 -
2022-01

Facilitator/Consultant

Life Works

As a Facilitator/Consultant for Life Works I am responsible for creating, refining, and delivering the company's anti-racism modules to corporate clients across the globe. Some of my clients include but are not limited to the following: Jamieson Wellness Inc., Bell Canada, Ontario Energy Board, IATSE, Bethesda, Blue Mark, City of Winnipeg, Amex, CMLS, and Financial Regulatory Advisory Board of Canada.

2013-11 -

Teacher

2022-01

Toronto District School Board
High School Contract Teacher with the TDSB

2017-01 -
2019-04

Professor

Tyndale University
Taught a first year Literature and Composition and Introduction to Literature course at Tyndale University. Both courses critically analyzed various literary creations (on the basis of their given structures, meanings and implications), while simultaneously fostering a student's capacity to thoughtfully write, read, and articulate subject matter endemic to the course

2015-09 -
2019-04

Teaching Assistant/Lecturer

York University
Taught in a first-year humanities university course entitled "Existence, Freedom and Meaning: The Idea of the Human in European Thought". The course explores through the critical analysis of texts, both literary and philosophical the religious, social and moral ideals which contribute to the development of human self-consciousness. Through a diligent and militant investigation into the works wrought by particular authors, the course aims to challenge and antagonize unbiased and conventional opinions about God, the self, and the other, in order to ascertain an authentic understanding of all three. In this course, I was responsible for conducting a tutorial once a week for 2 hours.

2017-06 -
2018-01

Project Coordinator

Environics Research Institute

As a Project Coordinator I was responsible for the following tasks: Website development/maintenance, handling online inquiries made about the Black Experience Project, point of contact for expressed demands made for media, issues, or notifications, development of potential presentations, handling and organizing Narrative Ambassadors, Managing BEP social media (youtube, twitter, facebook, Instagram etc.), liaising between various community, social, and political organizations and the black experience project, editing/curating BEP video and photo content, answering/responding to telephone messages and calls, attending meetings/contending with issues as they surface for BEP, and presenting the research findings to interested organizations and the general public.

At Environics Research Institute I am a project coordinator for the Black Experience Project in the GTA. The Black Experience Project is a groundbreaking research study documenting the "lived experience" of individuals across the Greater Toronto Area who self-identify as Black or of African heritage. The study focuses on the contributions, successes, experiences and challenges of the people from this diverse set of communities. The research will provide valuable direction in identifying policies and other initiatives that will contribute to the health and vibrancy of the Black community, and by doing so, the health and vibrancy of the entire GTA

community. The study consisted of in-depth one-on-one confidential interviews with a representative sample of more than 1,500 individuals across the GTA.



Publications

- 1) (Dis)abling the Educator: Attitudes toward Students with Disabilities, Inclusivity and Empowerment
- 2) The Black Experience Project
- 3) Unfunded: Black Communities Overlooked by Canadian Philanthropy
- 4) Marquee Magazine: Fall 2020 "*How to Be an Effective Ally*"
- 5) CBC, Toronto Star, CTV, Global News, Breakfast Television: News Television Commentary + News Print Articles



Education

2011-09 -

Bachelor Of Education

2012-06

York University

2012-09 -

Master Of Education: Education

2014-06

York University

2015-09 -

Doctor Of Philosophy: Humanities

2020-07

York University

2020-01 -

Principalship Part 1 & 2: Education

2020-08

University of Toronto - Toronto, ON

2007-09 -

Hons. Bachelor Of Arts: Humanities/History

2011-06

York University