

## CamProf, Inc – MCSW Strategic Planning Team

### Patricia Baxter



Patricia is a First Nations consultant who has worked with Indigenous communities for the past 40 years and continues her work today. She specializes in organizational development, facilitation and training with Indigenous people across Canada. Her efforts include major facilitations at national forums and roundtables, working on women's issues, in the areas of economic development as well participating as a board member of Indigenous Works since its inception. For several years she has acted as Co-Chair of this organization. Pat continues to work at the community, regional and national level on Indigenous issues. She is the past Co-President of the Canadian Women's Foundation and worked with the Women's Economic Development Consortium. These activities led to the establishment of a bursary at Trent University – Patricia Baxter Anishnawbe Kwe Award.

Patricia has facilitated a large number of groups from many different sectors including social workers. She has a deep understanding of social workers role collaborating with Indigenous clients and communities. This experience will bring needed knowledge to support the required outcomes of this project. Pat specializes in designing and developing frameworks that work for the sector she is engaged in. She takes into consideration the facilitation process that will be used, along with specific relevant cultural approaches. By integrating these two approaches, Pat creates an engaging dynamic process for participants. She is an experienced facilitator using Zoom and SLIDO to support meeting goals.

Since 1994 Pat has been self-employed working many clients both in the public/private sectors and non-profit organizations across Canada. She volunteers with several national and regional organizations in Canada. Pat enjoys human resource development work, capacity and organizational development work.

Patricia is a member of Shegundiah First Nation and currently lives in Aylmer, Quebec.

### Kara Moss



Kara Moss holds a Master's in Social Work and is a dedicated First Nations, bilingual Therapist/social worker from Winnipeg, Manitoba. In 2006, she opened Samsara Therapy Corp, which offers Evidence- Based Therapy to a wide clientele base. In addition, Kara provides specialized services to youth, families involved with the Child Welfare System, individuals, as well as Families of Missing and Murdered Women. Kara focuses on being an ally to Indigenous children and women, local communities, Northern Manitoba communities, as well as international groups.

Kara has dedicated time volunteering with Resplandor Mexico, developing an inclusive project designed to promote education, art, music, gender equality, self-esteem, and wellness in a rural community. In 2020, she partnered with Schools of Sinkunia in Sierra Leone. This program aims to build opportunities for children and standards of best practice for education in Sierra Leone and surrounding areas.

Kara is passionate about removing racial and discriminatory barriers, while providing a higher quality of life to the individuals and communities she serves. It is her goal to continue expanding these relationships to reach as many areas, communities, and people as possible.

### John O'Sullivan



John has a Special Honours degree in Mathematics from University College London. He is also a Chartered Engineer, a Chartered Management Accountant and an active Fellow of the British Computer Society. He spent over 20 years in British Aerospace (now BAE Systems), one of the largest defence and aviation contractors in the world, becoming Personnel & Resources Director of BAE Military Aircraft, with 30,000 people. He led the development of the first ever divisional strategic plan “The Way Ahead”, working with his co-directors of Weybridge Division. On further rationalization of the company, he again led the strategic planning process for the much larger Military Aircraft Division.

He resumed his original IT career, as Director Information Technology at British Telecom, and then Industrial Advisor Telecoms at the UK Department of Trade & Industry. He then built a new career in international skills consulting. He led the development of the ground-breaking Skills Framework for the Information Age (SFIA), and contributed to the European e-Competence Framework and standards.

John is a Director of CamProf in both Canada and UK, with many years of senior management and national policy development experience. He has managed and directed CamProf projects for the last 16 years, and has spent 20 years working on and managing skills development projects in UK, Europe, Eurasia, Africa, and Canada. John has worked on most of CamProf’s Canadian projects. In Canada, he has managed our projects for Respiratory Therapy, Occupational Therapy, Psychiatric Nursing, Federation of Law Societies of Canada, the Council of Ministers of Education Canada, Tourism, Trucking, Fishing and Non-profit sectors. He has presented at CMEC, CAPLA, CNAR, FLSC and other conferences.

### Eva Schausberger



Eva is a Director of CamProf and has 17 years of experience in diversity, equity and inclusion, and adult learning and competencies, including: regulatory program reviews, competency profiles, survey design and analysis, and facilitating employer, educator and practitioner perspectives.

Most recently, Eva has developed the TRIEC Inclusive Workplace Competencies; and in consultation with Indigenous OTs and allies she developed five competencies focusing on Culture, Equity and Justice and Professional Responsibility.

Eva has worked with different health professions in Canada: social workers, respiratory therapists, occupational therapists and psychiatric nurses. She has designed, carried out and analysed 200+ interviews, several large surveys, achieving impressive response rates and substantial insights.

She holds Bachelor’s and Master’s degrees in Business Education from Johannes Kepler University in Austria. She has a Third-Party Neutral certificate from the Canadian Institute of Conflict Resolution, a program which integrates traditional Indigenous teachings in conflict resolution. She completed Behaviour-based interview Training for Intercultural Effectiveness with Foreign Affairs Canada.