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| WitWorks Ltd.  Associated with WiT Partnership  Management Consultants  Nottingham, London  604 885 0651 | **APRIL STRUTHERS**  ***Works Ltd.***  ***604 885 0651***  [witworks@dccnet.com](mailto:witworks@dccnet.com)  www.witworks.ca |  |

**QUALIFICATIONS**

B.A. (Archaeology) Simon Fraser University 1974

Teaching Certificate PB6 Simon Fraser University 1974

M.Ed (Applied Psychology) University of Nottingham 1989

Registered Clinical Counselor BC Association Clinical Counselors 1998

Member:

International Association of Facilitators

Canadian Association on Gerontology

Canadian Society of Evaluators

BC Organizational Development Network

**BACKGROUND**

# Consultant, trainer, counsellor

Areas of work:

* Organizational development
* Community - government development / partnerships
* Management development: public service, non-profit/ corporate.
* Prevention Research. Curriculum development.
* Work internationally through **WiT Works Ltd**. (Sunshine Coast, BC) and

**WiT Partnership** Ltd. (London-Nottingham, UK), 1991 to present.

* External contract consultant for **Nottingham Trent University** and **Nottingham**

**County Council** (Enterprising Nottinghamshire). **Preferred Consultant (Past)**: Ministry of Children and Family Development, Public Guardian and Trustee of BC.

* **Regional Mentor**; Adult BC Association of Community Response Networks (Prevention of Adult Abuse)
* **Previous**: Clinical Counsellor (RCC)- public/private practice, 9 years

College instructor, project manager, Campus Supervisor, 11 years

April Struthers works across sectors in organizational development, prevention research, and community engagement. She runs a small consultancy (Wit Works) in British Columbia associated with Wit Partnership (UK)

She holds a BA (Archaeology /Anthropology and English Studies), a Masters in Education (Human Relations), a BC teaching certificate and a professional clinical counsellor registration.

Areas of interest include evaluating social change, changing social norms around age and racial discrimination developing networks for social change, and developing emotional intelligences in leaders. She brings concepts and techniques from the “Healthy Communities’ movement (developing ‘third spaces’).

She and her UK consulting partners also have experience in implementing inter - professional partnership working with local strategic partnerships at city and county level. April has developed networks and communities of practice, with clients including the Birmingham Royal Ballet, Sherwood Forest Ranger Service, British Telecom and Nottinghamshire Women’s Shelters.

Projects in Canada and the US include work with Canadian indigenous groups, **coordinated responses to racism**, and social innovation with a group of women musicians, developing national and provincial networks to combat adult abuse.

April has published nationally and internationally on Older Women and Abuse; has been part of pioneering evaluations to show impact of social prevention programs, and has invented a tool to help workers provide **cultural safety** in cross cultural situations.

April is learning to be a podcast producer, studying neuroscience, and guitar. She routinely works with computer mediated collaborative platforms, online learning systems as learner / facilitator, media communication platforms, and is developing a software mediated coaching system. She lives in southwest British Columbia.



**Recent Clients**

Langara College

Ministry of the Attorney General (BC)

Nottingham City Council (UK)

Snug House Society

Sunshine Coast Conservation Society

Sunshine Coast Community Services Society

National Coalition of Dialogue and Deliberation (USA)

**Past Clients**

Canadian Centre for Elder Law

Public Health Agency of Canada

First Nations and Inuit Health Branch

Ministry for Children and Family Development

Nottinghamshire County Government

**Recent Work Projects Diversity and Anti- racism**

**Diversity, equity and Inclusion – SEWN Network-Sunshine Coast**

4 session training for non profit leaders and Boards (see ad)

**Webinar on CHNET-Works,** Public Health Agency of Canada.

‘Bias and Diversity in Prevention of Abuse of Older Adults’.

Produced and facilitated with Alison Leaney and 3 presenters.

www.chnet-works.ca

**‘Being Least Intrusive ‘Tool. Culturally Safe Tool** Development with Lindsay Neufeld - Risk/ Kwakiutl Tribal Council Health . Selected as evidence based tool for national initiative NICE. Tested, edited and distributed nationally.www.nicenet.ca. <http://www.nicenet.ca/tools-bli-being-least-intrusive-an-orientation-to-practice-for-front-line-workers-responding-to-abuse-of-aboriginal-older-adults>

**Ministry of Attorney General (BC)**

* ResilienceBC **Anti racism Program**
* Protocol development
* Training and capacity building
* Contractor since 2011 (9 projects)

**Organizing Against Racism and Hate – Regional Network – Government of BC**

* Member and contractor-dialogues, protocols, awareness raising
* Developing projects and cross cultural curriculum for Vancouver Island and Sunshine Coast

**Organizational, community and personal development – Malahat Nation, Vancouver Island**

* Innovative Program for adult pre-employment development using mutually developed hybrid management curriculum with cultural advisors
* 1 year program

**Black, Muslim, Ethnic Minorities and LGBTQ + Training for Promotion**

**Nottinghamshire Police, UK**

* Training in role and interview skills / cultural training / leadership

**Diversity Training – Leadership / Managers BT**

* Leadership and cross cultural training - British Telecom

**Recent Articles**

**Bias at the Beach**

<https://www.resiliencebc.ca>

**How To Build an Effective Action Network**

<https://medium.com/@emotusoperandi/peer-to-peer-action-network-101-fccbf2ae8ccf>

**Messy Elegance: Wabi Sabi Learning for a Complex World**

<https://medium.com/@emotusoperandi/messy-elegance-wabi-sabi-learning-for-a-complex-world-3b7e70cb0a8b>

**Older Women Fleeing Abuse**

***Peer reviewed Article: Journal of Abuse and Neglect.***

Krista James LL.B., Raissa Dickinson MPH & April Struthers MED, RCC

ISSN: 0894-6566 (Print) 1540-4129 (Online)

Journal homepage: <http://www.tandfonline.com/loi/wean20>

**Other Projects (Selected)**

**National**

**Atira Housing for Women fleeing violence - Promising Practices document**

* Contracted by Canadian Centre for Elder Law (UBC); Krista James National director co – writing with me
* Collaboratively writing along with 16 person Advisory Group (Nunavut, Labrador, Quebec, Ontario, Manitoba, Maritimes, BC, Alberta, Saskatchewan)
* 18 month project
* Focus groups, teleconference facilitation, conference design / facilitation, 60 interviews

**ITs Not Right – Initiative – Bystander Training - Centre for Research and Education for Violence against Women and Children, Western University, Ontario**

* Contracted as content advisor, learning consultant and evaluation advisor, network development expert on project team
* Community of Practice member along with 30 national experts
* Content for facilitator guide, cross cultural adaption of BLI tool, developing questions and strategy for diffusion model; and of developmental evaluation, emergent design

**Provincial**

**BC CRN Association - Evaluation Advisor – 3 Year Developmental Evaluation**

* Subject matter expert in networks, adult abuse; working with social scientist Ben Kadel on innovative design and implementation
* Continued as contract worker on evaluation for 9 yearly evaluations

**International**

**Learning Exchange with Nottingham City Council, Renewal Trust**

* Provoke 15, Restorative Practices / Community Cohesion Sessions

**Cross Cultural Music (Community Building)**

* Learning Exchange Courtney Hartman, Della Mae
* Podcast Production-Courtney Hartman (Collaboration, Ethics, Human Rights based music), international interviews series (Spain, US)

**Regional**

**Older Women and Hidden Homelessness**

* Sunshine Coast Community Services project and report

**Mentor - BC Association of Community Response Networks – Sunshine Coast and**

* Network development of coordinating mechanism for prevention of adult abuse
* Community and partnership development

**Content / Curriculum**

**Professional Development Training**. Canadian Dental Hygienists Association, Ottawa.

Developed 4 session on line course (Facing Abuse of Older Adults), 3 webinars, journal article (with Alison Leaney) .www.cdha.ca

**Updating of Federal Initiative on Elder Abuse (HRSDCanada) Materials ‘Modules 1-3** Abuse of Older Adults’; for Professional Development.

<http://www.hrsdc.gc.ca/eng/community_partnerships/seniors/nhsp/pcp/cfp/modules/index.shtml>

**BC Campus – Subject Matter Expert - Elder Abuse Reduction Curricular resource**

* Developing curriculum for university level / professional development / foundational courses for legal, health, social work and financial fields
* Contracted through SFU

**Foundational Recent Work (in prevention of adult abuse)**

**Promising Approaches for Addressing/Preventing Abuse of Older Adults in First Nations Communities: A Critical Analysis and Environmental Scan of Tools and Approaches. *Described on PHAC website*:** provides an unprecedented Canadian collection and assessment of culturally-appropriate resources to prevent and respond to the abuse of older adults in First Nations Communities. It highlights new information and resources for both Aboriginal and non-Aboriginal public health and front line workers. It is also intended to inform program and policy development to ensure culturally-sensitive policies and practices. The scan was developed jointly by PHAC’s [Division of Aging and Seniors](http://www.phac-aspc.gc.ca/seniors-aines/) and [Health Canada’s First Nations and Inuit Home and Community Care Division](http://www.hc-sc.gc.ca/fniah-spnia/pubs/services/_home-domicile/prog_crit/index-eng.php), in consultation with stakeholders from First Nations communities. <http://www.phac->

aspc.gc.ca/ea-ma/EB/2011/june-juin/5-eng.php

With BCCRNS. [www.bccrns.ca](http://www.bccrns.ca)

**Conference Presentations (Selected)**

**Ontario Network for the prevention of Elder Abuse National Conference**. 4 presentations. With BCCRNS. On ONPEA website. [www.onpea.org](http://www.onpea.org)

* Assisted Alison Leaney with keynote address. Seniors Learning Exchange
* The Ideal Response - CRNS.
* Environmental Scan on Promising Approaches in First Nations Communities across Canada with Alison Leaney and, Georgina Martin, Billie Allan NWAC.

**BC Association of Social Workers Conference**

* Being Least Intrusive. With Lindsay Neufeld.

**NWT Conference on Elder Abuse Prevention “Making Connections”**

* Being Least Intrusive. With NICE.
* Community Response Networks. With BCCRNS.
* Panel with Alison Leaney and Charmaine Spencer (SFU)

**BC Psycho-Geriatrics Association**

* Being Least Intrusive with Lindsay Neufeld. With NICE.

**Taos Institute, 20th Anniversary Conference**,

Social Constructionist Ideas and Practice, Taos Institute, Taos, New Mexico.

* **From Process to Product: Impacting Social Policy in Addressing Abuse of Older Adults in Aboriginal Contexts**

**Canadian Society of Evaluators**, BC Health Evaluator Conference, SFU, **‘Messy Elegance’ Learning for developmental evaluation’. Keynote speech** With Ben Kadel.

**Canadian Association of Gerontology,** Calgary

* **‘Its Not Right – A Pan Canadian Bystander Initiative to Change Social Norms Around Elder Abuse’.** With Kadel, MacPherson and Leaney.

**National Coalition on Dialogue and Deliberation,** Denver, CO.

* **‘Anti-Ageism Slow Tour as Social Innovation’.** Plenary/workshops/ Showcase. With Courtney Hartman; [www.courtneyhartman.com](http://www.courtneyhartman.com)