
DHANELA SIVAPARAN

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SUMMARY

Knowledgeable Strategic Policy Analyst and Public Policy Advisor with 11 years of experience helping the needs of institutions, businesses and communities to develop plans and policies to thrive and succeed. Extensive experience with program development and execution outreach strategies that improve Anti-racism and equity engagement. Strong professional networks; able to partner with racialized and culturally diverse staff, community partners, advisory committees and stakeholders to ensure sense of belonging, equity, creativity and proactive approaches at all levels.

SKILLS

- Anti-Racism and Anti-Colonial Scholar
- Specialization in Social Justice Education
- Excellent Communicator
- Cultural Competency Training and Certificate
- Lived and professional experience working with Indigenous, Black and racialized communities over 25 years
- Mental Health Education- Wellness consult and health services
- Public Service Advocacy (Safe Space)
- Project Management
- Quantitative and Qualitative Graduate Researcher
- Data Policy Analyst
- Human Resources & Case Management
- Equity, Diversity & Inclusion knowledge
- Good understanding of Human rights legislation OHRC, the Charter of Rights and Freedoms
- Extensive training of the AODA, the OHSA and the ESA and Post Secondary Governance policies.
- Community Outreach & Consultant
- Strategic Planning with Stakeholders Research- (praxis, pedagogies, methodology, theory)
- Professional Development Programs (reports, funding, policy, manuals)
- Web-based applications and social media
- Communications strategy
- Team leadership, training and development
- Compliance and regulations
- Handling complaints and investigations of sexual assault and sexual violence in the post-secondary level
- Budgeting and financial management
- Focus group facilitation, training and development (Anti- Oppression Training)
- Social work, coaching and counseling
- Stakeholder relations and Public speaking
- Microsoft Office, Adobe, Blackboard Portal, FIS systems, ROSI, Google Drive, Zoom, Teams, RSLite, ACE Booking, & Social Media Platforms

EXPERIENCE

GRADUATE STUDIES, UNIVERSITY OF TORONTO

Toronto, ON

UTGSU Executive Director

05/2019 to Current

- As Academics and Funding Commissioner Divisions 1, conducted equity workshops, cultural competency training and policy and operations report and calls to action.
- Collaborated with internal and external partners and other programs in the area with professional development and project/ change management, in a politically sensitive environment.
- Operationalized union goals into plans and action items for the General Council Meeting to vote on motions.
- Reviewed monthly data (used for grant purposes) and discussed better ways to seek positive outcomes.
- Worked closely with over 50,000 international and racialized students on campus partnerships, and staff and diverse external stakeholders to bring equity seeking outcomes oriented approach.
- Researched, synthesised and presented survey COVID-19 Impact Survey Data and made recommendations to the Board of Directors in a variety of online and social media formats.
- Provided organizational leadership and collaborated with executive partners to establish long-term goals, strategies and company policies.

HART HOUSE, UNIVERSITY OF TORONTO

Toronto, ON

Community Engagement Coordinator

03/2018 to 04/2019

- Directed the continual development implementation and evaluation of all YCRP (Youth Community Recreational Programming) fitness and wellness programs for constituents.
- Developed and promoted regular program schedules to provide creative and value-added classes programs and services for patients.
- Recruited and sustain volunteers develop attractive marketing materials and plan community relations events.
- Maintained record system for all health screenings and participation clearance forms and attendance sheets.
- Enabled each member of staff to receive development opportunities by implementing workshops, seminars and regular training.
- Presented talks at community groups to promote organizational mission and programs.
- Coordinated referrals to community services by advocating for individual needs and addressing roadblocks.

SCHOOL OF GRADUATE STUDIES, UNIVERSITY OF TORONTO

Toronto, ON

Grad Unit Advisory Specialist

06/2017 to 03/2018

- Served proactively as the key SGS resource for the orientation, training and on-boarding of new graduate administrative staff in the divisions with respect to guidelines and procedures in the areas of admissions, registration, course enrolment, student fees and refunds, changes in program status, and program progress and completion.
- One-on-One consults with new graduate unit staff across all three campuses to introduce them to relevant SGS policies, regulations, systems, procedures, and resources.
- Remained a primary SGS point of contact for graduate administrators.
- This includes scheduling regular meetings across all three campuses (both in person and virtual) to conduct training, review issues, and provide advice and support as identified by the graduate administrators.
- Counseled administrative staff and graduate students and provided recommendations on funding and resource opportunities, student life services based on department and grad unit needs and asset availability.

SAGE, SUPPORTING ABORIGINAL GRADUATE ENHANCEMENT, FACULTY OF ARTS & SCIENCE, UNIVERSITY OF TORONTO

Toronto, ON

Program Director

06/2015 to 05/2017

- Managed the activities of the SAGE initiative, which supports Indigenous graduate students in graduate studies in the tri-campuses.
- Completed a grant proposal through MAEI (Federal) and was approved \$70,000 for programming.
- Regularly connect with students through SAGE nest meetings, workshops, events, and annual research conference.
- Engage in collaborations with other internal and external community stakeholders for undergrad and graduate student's academic success for retention and completion.
- Planned and conducted strategy meetings to brainstorm new ideas and deliver program and milestone updates.
- Liaised between organizations, partners, stakeholder, and membership to promote and improve services
- Managed student health, counseling, harassment & sexual allegations and psychological services.

EDUCATION AND TRAINING

DOCTOR OF PHILOSOPHY, PH.D.: SOCIAL JUSTICE EDUCATION (PUBLIC POLICY)

University of Toronto, Ontario Institute Studies In Education

MASTERS OF EDUCATION: LEADERSHIP AND COMMUNITY DEVELOPMENT

11/2016

University of Toronto, Ontario Institute Studies In Education

HONOURS BACHELOR OF ARTS, UNDERGRADUATE DEGREE

06/2014

University of Toronto, St. George Campus

REFERENCES

References Available upon request