



Nicole Y. Perryman, M.A., MSW, RSW, RP, CPT

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PROFESSIONAL HIGHLIGHTS

- Child welfare: thorough understanding of legislation, case management of children and youth in foster care, developing permanency plans for youth, establishing case conferences, preparing legal documents, completing safety, risk, outcomes-based assessments.
- Social Services: supervising and counselling within developmental disabilities services, women who have experienced domestic violence, and youth programs for at-needs communities, diversity and ethnic relations, anti-oppression, and anti-Black racism.
- Clinical counselling and supervision: psychotherapy and play therapy services to children, families, couples and adults, intensive support to youth involved in criminal justice system, supervising placement students and facilitating peer supervision meetings, supportive counselling and Employee Assistance Program services.
- Clinical assessments: custody and access s.112 assessments, trauma assessments, psychosocial assessments, family reunification program assessments
- Teaching, program development and facilitating workshops; Equity leadership & training; Curriculum and program development and course design for training specific to parent education, trauma intervention and teaching, cultural competency, and anti-oppression, developing course evaluations and feedback, youth programming.
- Organizational leadership: developing and managing a non for profit and profit organization, preparing and executing work plan, risk management and policy development, reviewing and assessing accreditation applications, financial management, collaboration with Board management and senior leadership, supervising and managing staff team and interns, preparing and developing grants.

EDUCATION

Educational Development

- **Master of Social Work Degree**, University of Windsor- January 2015- December 2016
- **Master of Arts in Counseling Psychology**, Yorkville University- September 2009-January 2012~ focus upon understanding Mental Illness, Research and Methodology, Counseling Approaches, and Therapy Models. Placement (400hrs) was completed at private practice working with youth and families who have experienced abuse and neglect.
- **Bachelor of Social Work**, York University -September - 2006-June 2010- focus upon cultural awareness and counseling skills within an anti-oppressive approach. Placement (750 hours) was completed at Tropicana Community Services in a grassroots program aimed at engaging youth in high-priority neighborhoods in civic engagement and community progress.
- **Bachelor of Arts- Honors Degree**, University of Toronto, Scarborough College-September 1996- June 2000- focus upon cultural and historical arts and sciences, psychology and sociology. Specialist Degree in History and Minor in Sociology



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Professional Development

Clinical Training

- May 29-June 1, 2019- *Emotionally Focused Therapy for Couples (Sue Johnson & Gail Palmer)* (28 hours)
- March 30, 2016- *Social Media Training for Youth Involved with the Law-Laurie McCann*;
- March 7 & 8, 2016- Intensive Support & Supervision Forum (workshops: *SNAP ® program, DBT with Special Populations, World Café*),
- March 5-6, 2016- *Dialectical Behavior Therapy Level 1 – Andrew Eklad, PhD, C.Psych*;
- March 1, 2016- *Human Trafficking Training- Ministry of Children and Youth Services Youth Justice Services Division*;
- February 12, 2016 – *Mindfulness and Acceptance with Families and Children: Focusing on Treating Trauma, ADHD and Depression in Children and Teens -Diane Gehart PhD, LMFT*;

Equity Leadership Training

- April 10- April 11, 2019- *Courageous Leadership Inclusivity and Equity Symposium*
- October 16, 2017 – February 9, 2018- *Courageous Leadership for Equitable Outcomes: A leadership course for social sector leaders Instructor's Training* (288 training hours)

For a full listing visit: [Training Experience](#)

EMPLOYMENT EXPERIENCE

Clinical & Supervision

Office of the Children's Lawyer- Clinician *September 1, 2016- Present*
Clinician assessing s. 112 custody and access assessments, Legal Clinical Assist assessments and Voice of the Child.

Aset Group Consulting & Counselling Services- Clinical Director *Jan. 2015-Present*
Psychotherapist to children, youth, families and couples, employee assistance programs, supervised M.A., MSW, BSW and diploma program supervisees.

Durham Family Court Clinic- Intensive Support and Specialist Program *July 2012-August 2016*
Psychotherapist to youth and their families with criminal records and mental health difficulties develop comprehensive treatment plan & assessments (BASC-II, CAFAS, PEI, CSS, YLS/CMI 2.0¹).

Turning Point Youth Services- Clinician/Service Coordinator (Contract) *September 2013-May 2014*
Residential clinician in a children's mental health program for high special needs residence and community clinician for non residents.

¹ Assessments listed: Behavior Assessment for Children 2nd addition (BASC-II), Child and Adolescent Functional Scale (CAFAS), Personal Experience Inventory (PEI), Criminal Sentiment Scale (CSS), Youth Level of Service/Case Management Inventory (YLS/CMI 2.0)



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Durham Rape Crisis Center- Adult Counselor (Contract)

July 2012-March 2013

Clinical and crisis counsellor to women survivors of sexual trauma and child sexual abuse trauma, using group and individual therapy.

Branching Out Enhanced Therapeutic Services-Child and Family Therapist *Nov. 2008- July 2013*

Individual and group therapist for children and youth in residential or foster care, foster parent training, and group programs.

Community Development/Funded Projects

Kujenga Wellness Project- Co-Funder/ Manager

July 2020-March 2023

Funded by the Ontario Trillium Foundation to provide support groups, educational programs and a navigation system for Black parents, caregivers and guardians; oversee program development and content, supervise Project Coordinator, attend community meetings, and deliver workshops/webinars.

Ifarada: Centre for Excellence- Executive Director

January 2018-Present

Non-for-profit, member of the Family Services Ontario providing counselling, education support, mentorship, and other programs and services for families, individuals and couples. Organization focuses on culturally informed lens, trauma-informed, and equity based principles.

Private Practice Sub-Committee (Chair) and Equity- Diversity Community *April 2020-Present*

Ontario Association for Social Workers (OASW) April 2020- Present

Tropicana Community Services -Involve Youth Program Coordinator *September 2008-August 2009*

Youth Coordinator in a Bachelor of Social Work placement program, aimed at engaging youth in high risk neighborhoods in civic engagement and community progress.

Child-Welfare

Durham Children's Aid Society-Children Service Worker

November 2001-November 2008

Case manager for children who were in foster care or residential treatment centers; Monitor children in foster and residential care to ensure that their physical, emotional, spiritual, cultural, medical, recreational, psychological, educational needs are met.

Various Placements- Foster Parent Caregiver

September 2008- April 2019

Provided foster care services to children and youth ages 0- 21 years old in home. Provided daily care, emotional and attachment interventions, advocacy, and followed Ministry Guidelines.



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Equity Leadership & Organizational Development

Multiple Contracts- *Equity Consultant and Trainer* January 2017- Present
Independent contractor supporting equity development and organizational change. Sectors: *child welfare development of a practice framework, environmental scan of Indigenous community organization, clinician training, equity training for a mental health centre, and speaking events.*

Ontario Association for Children's Aid Societies -*Sessional Instructor* January 2020- Present
Sessional instructor and Facilitator for new worker, and anti-Black racism curriculum content for children's aid societies workers.

Promoting Empathy and Empathy, A Cultural Perspective- *Presenter* May 2020
Canadian Wellness Family Summit (May 2020): [Article](#) and [Workshop](#): *Workshop on educating families on equity, intergenerational trauma and mental wellness.*

Canadian Association for Child and Play Therapy- *Guest Lecturer* December 2019-July 2020
Equitable & Inclusive Interventions in Play Therapy: *Workshop on integrating equity and therapy for children and youth*

Community Inclusivity & Equity Council of York Region- *Project Manager* March 2017- Dec. 2018
Develop and coordinate an equity leadership course for senior leaders throughout Ontario, support the development of course instructors, manage Grant funds and objectives, develop advertising and marketing strategies, coordinate venue locations.

Blue Hills Child & Family Services-*Placement (Practica)* September 2016-December 2016
Master of Social Work placement student with executive director and community outreach coordinator, developed an Anti-Oppressive Practice Framework for the organization, assisted with completion of a grant to the Ministry (\$140,000), attended Board meetings, reviewed organizational structure, and attend community-based executive meetings.

Teaching/ Education

Durham College- *Sessional Instructor* September 1, 2018- Present
Sessional instructor in Community and Social Services program, develop curriculum, support learners with special accommodations, evaluate progress, and consult with faculty staff. Taught in the Child and Youth Program (**Courses:** Equity/Diversity, Child Welfare Course, Advanced Professional Practice, Family Systems & Social Welfare, Interviewing), Addictions and Mental Health (**Courses:** Trauma Informed Practice, Youth in Addictions/Mental Health), and Developmental Social Worker (**Courses:** Family Systems).

For detailed account: [Employment History](#)



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COMMUNITY INVOLVEMENT & EXPERIENCES

Radio Guest- NBR FM Radio Show ([Radio Show \(5 min\)](#)) (April 2019)

(OACAS) -Community Member- Affinity Planning Group- Present (November 2018-Present)

Guest Lecturer, Wilfred Laurier University- Topic: supporting African-Canadian families and youth in social services (March 7, 2018)

Community Member- Building Bridges Event- Durham Children's Aid Society (February 28, 2018)

Congress of Black Women- Black History Month Panel Member- Discussion on supporting families and youth in the 21st Century (February 24, 2018)

The Relevance of Social Justice for Today's Therapist (article) with Family Therapy Magazine: The American Association for Marriage and Family Therapy (January/February 2017)

Health Matters on Rogers TV with Theresa Fraser- Children with Anxiety (March 2017): [Episode Health Matters](#)

Ontario Association for Social Worker- Social Work for the 22nd Century: Accelerators & Innovators Conference Poster Presentation (November 2016)

Freelance Blog Writer/Developer- August 2013 to Present- Provide regular submissions to: www.nicoleperryman.com and www.asetgroup.ca

Congress of Black Women- Ajax-Pickering Chapter- Committee Member- January 2016 to Present

Ontario Association for Children's Aid Societies (OACAS) One Vision One Voice Steering Committee Member- July 2015 to March 2019

Student-Led Conference @ Dalla Lana School of Public Health -University of Toronto- Abstract Submission- Improving Outcomes for African Canadian Youth in Child Welfare
October 23, 2015

Panel Moderator (Law Union Conference) June 9, 2015- Topic: Overrepresentation of Black youth in school disciplinary programs, child welfare and youth justice.

Trent University Practicum Advisory Committee- Committee Member-January 2015 to Present

Ontario Association of Social Workers (Durham-Kawartha Branch)- December 2014- Board of Directors Board Member

Canadian Association for Child and Play Therapy- April 2013- April 2017-Board of Directors (Certification Committee Chair & Vice President)

Ontario Association for Children's Aid Society Youth Can Conference- August 19, 2010 & August 24, 2011-*Speaker-*; Co-facilitated workshops on Girl Talk (self-esteem, foster care awareness, bullying)

Girls Inc. of Durham (Teen-Mom program)- 2006-2008- *Mentor*; Mentor for a youth and her baby.

PROFESSIONAL ASSOCIATIONS

- 2012-Present- Ontario Association of Social Workers (OASW) & Ontario College of Social Workers & Social Service Workers (OCSWSSW)- Registered Social Worker Canadian Association for Child and Play Therapy- Certified Play Therapist (CPT)
- 2016- Present- Registered Psychotherapist, College of Registered Psychotherapist