

# INDABA AGENDA DAY ONE



TUESDAY MAY 12th, 2026

9:00 am **WELCOME | OPENING**  
Statement of Truths, Indigenous Ceremony

9:15 am **B-R-E-A-T-H-E**  
**INDABA GROUNDING EXERCISE - DAY 1**  
Facilitator: **Debbie Nicholls**  
Certified Breathmaster

9:30 am **PLENARY I | Q&A**  
Speaker: **Wade Ifágbemì Sàngódáre Nobles, PhD**  
Co-founder Association of Black Psychologists (ABPsi)

12:00 pm **WELLNESS BREAK**

12:15 pm **THE RHYTHM OF LIFE: HEALING THROUGH MOVEMENT AND CULTURAL EXPRESSION - PART 1 OF 2**  
Facilitator: **Debbie Nicholls**  
Founder, AfrikCore & For Your Temple

1:15 pm **LUNCH**

2:15 pm **LEARNING CIRCLE - CARING WITHOUT COLLAPSE**  
**A. HELD WHILE HOLDING OTHERS: COLLAGE FOR CAREGIVER REST & COMMUNITY SUPPORT**  
Facilitator: **Keesha Bell**  
Founder, Bell Studio

3:00 pm **WELLNESS BREAK**

3:30 pm **PLENARY II + WORKSHOP**  
**AMPLIFYING THE VOICES OF BLACK CANADIANS IN MENTAL HEALTH AND NEURODIVERSITY**  
Speaker: **Krissy Doyle-Thomas, PhD**  
Neuroscientist, Researcher

4:45 pm **Summarizing Today: Preparing For Tomorrow**  
Speaker: **Jennifer Cassimy, MSW RSW**

5:00 pm **DAY ONE SESSION ENDS**

5:30 pm **GAMES WE PLAY**  
Facilitator: **Floydeen Charles-Fridal**

# INDABA AGENDA DAY TWO



WEDNESDAY MAY 13th, 2026

9:00 am **WELCOME | RECAP DAY 1**  
Jennifer Cassimy, MSW RSW

9:15 am **B-R-E-A-T-H-E**  
**INDABA GROUNDING EXERCISE - DAY 2**  
Facilitator: **Debbie Nichols** | Certified Breathmaster

**PLENARY IV**  
**HARAMBEE AS A FRAMEWORK FOR BLACK MENTAL HEALTH AND WELLNESS**  
9:30 am Speakers:  
**Robert Wright, MSW RSW**  
**Wesley Crichlow, PhD**  
**Richmond Iheme, MSW RSW**  
Moderator: **Donna Alexander MSW, RSW**

11:00 am **WELLNESS BREAK**

**PLENARY V | Q&A**  
**THIS IS HOW WE DO IT**  
**PANEL A: EMPLOYMENT & SETTLEMENT SERVICES**  
Panelist: **Jackson Seibik Bugri** | **Lateefat Abdulkareem** | **Nana Kojo Sebbe-Boakye**  
11:15 am **PANEL B: WOMEN'S SERVICES**  
Panelist: **Nicole Facey-Kelly** | **Sharon Blackwood** | **Sobenna Walton**  
**PANEL C: YOUTH OUTREACH WORKER PROGRAM**  
Panelist: **Benjamin Kanu** | **Isaiah King Atto Curtis Brown** | **Jevonte Dwight Campbell**

12:30 pm **LUNCH**

**LEARNING CIRCLES**  
**A. THE WEIGHT WE CARRY, THE BALANCE WE NEED [AKOMA]**  
Participants: **Frontline Workers**  
Facilitator: **Sheilon Rogers, RN**  
**B. HOLDING OTHERS, HONOURING SELF [AYA]**  
1:30 pm Participants: **Managers/Supervisors**  
Facilitator: **TBA**  
**C. MINDING OUR MINDS WHILE MINDING OUR BUSINESS**  
Participants: **CEOs/EDs, Board Members**  
Facilitator: **Floydeen Charles-Fridal**

2:45 pm **WELLNESS BREAK**

# INDABA AGENDA DAY TWO

WEDNESDAY MAY 13th, 2026



**3:00 pm THE RHYTHM OF LIFE: HEALING THROUGH MOVEMENT & CULTURAL EXPRESSION PART 2 OF 2**

Facilitator: **Debbie Nicholls**  
Founder, AfrikCore & For Your Temple

**4:00 pm ON COMMON GROUND: WHEN THE VILLAGE MEDITATES**

Facilitator: **Fimo Mitchell**  
Meditation Specialist

**4:45 pm - 5:00 pm SUMMARIZING TODAY: PREPARING FOR TOMORROW**

Jennifer Cassimy, MSW RSW

## The river that forgets its source will dry up.

-African Proverb

### MEANING

**Connection to origin, culture, ancestry,  
identity, is essential for renewal**



# INDABA AGENDA DAY THREE



THURSDAY MAY 14th, 2026

8:00 am **STILL AFTER SUNRISE**  
Facilitator: **Fimo Mitchell**  
Meditation Specialist

9:00 am **WELCOME | RECAP DAY 2**  
Jennifer Cassimy, MSW RSW

9:15 am **B-R-E-A-T-H-E**  
Facilitator: **Debbie Nicholls**  
Certified Breathmaster

9:30 am **PLENARY VI | WORKSHOP**  
**AFRO-INDIGENOUS HISTORIES AND IDENTITIES FOR SERVICE PROVISION**  
Speaker: **Ciann Wilson, PhD**  
Health Researcher

11:15 am **WELLNESS BREAK**

11:30 am **TRU-TRU TALK**

12:00 pm **LUNCH**

12:45 pm **WORDS WE LIVE BY**  
Presenters: **Association of Black Psychologists**

1:30 pm - 2:15 pm **REFLECTIONS, INSIGHTS, TAKE-AWAYS**  
Jennifer Cassimy, MSW RSW

## KARAMU CLOSING CELEBRATION & FUNDRAISER

Keynote Speaker  
**Justice Donald McLeod**

Doors Open at 6:00pm



# LEARNING CIRCLE

## DESCRIPTIONS



**Caring Without Collapse** Grounded in Ma'at and the Nguzo Saba, Caring Without Collapse explores compassion fatigue, leadership strain, and collective caring and support through the lenses of truth, balance, reciprocity, purpose, and healing. Participants will leave with practical and culturally grounded strategies for sustaining themselves and strengthening healthier workplace cultures.

### 1. THE WEIGHT WE CARRY, THE BALANCE WE NEED

The Weight We Carry, The Balance We Need offers an Africentric exploration of healing for frontline workers grounded in the principles of Ma'at and the Nguzo Saba. Rather than viewing compassion fatigue only as an individual problem, this workshop understands it as a call to restore truth, balance, reciprocity, harmony, purpose, collective responsibility, creativity, and faith within both the worker and the work.

Drawing on Ma'at's teachings of truth, justice, balance, order, harmony, reciprocity, and right relationship, alongside the Nguzo Saba's principles of Umoja (unity), Kujichagulia (self-determination), Ujima (collective work and responsibility), Ujamaa (cooperative economics), Nia (purpose), Kuumba (creativity), and Imani (faith), this session invites participants to reflect on how they serve, how they sustain themselves, and how organizations can better support those who carry the community.

Participants will leave with a deeper understanding of compassion fatigue through an Afrikan-centred lens, practical strategies for healing and boundary-setting, and renewed insight into how personal wellness and collective care must exist together.

#### Learning outcomes

Participants will:

- Deepen their understanding of compassion fatigue through an Africentric lens and its impact on frontline practice
- Explore how Ma'at and the Nguzo Saba can support healing and sustainability in frontline work
- Reflect on what they need from themselves, their peers, and their organizations to remain well
- Understand compassion fatigue through the Africentric ethical lens of Ma'at
- Reflect on healing and sustainability using the Nguzo Saba
- Identify practical strategies for restoration, boundary-setting, and sustainable community-rooted care

# LEARNING CIRCLE

## DESCRIPTIONS



### 2. HOLDING OTHERS, HONOURING SELF

Holding Others, Honouring Self is for managers and supervisors who want to lead in ways that are both effective and affirming. This circle explores the realities of leadership fatigue, supervisory strain, and the responsibility of creating environments where staff can be supported without leaders losing themselves in the process.

This circle invites leaders to reflect on what they are carrying, what leadership has cost them, and how supervision can be more deeply rooted in truth, balance, reciprocity, justice, purpose, and collective responsibility. Participants will leave with practical strategies for reflective supervision, healthier boundaries, more sustainable leadership, and creating team cultures where care is intentional rather than incidental.

#### Learning outcomes

Participants will:

- Recognize the emotional, relational, and systemic pressures that affect managers and supervisors
- Apply Ma'at and the Nguzo Saba to supervisory practice and leadership wellbeing
- Strengthen their ability to support staff without over-functioning or self-neglect
- Identify concrete ways to foster more balanced, humane, and healing-centered workplace cultures

### 3. MINDING OUR MINDS WHILE MINDING OUR BUSINESS

#### *Who holds the leaders while leaders hold everyone else?*

This circle invites senior leaders into an honest conversation about leadership wellness, organizational sustainability, emotional resilience, and collective responsibility.

Leaders should not be expected to sacrifice themselves to prove commitment. Boards understand their role in fostering psychologically healthy leadership environments. Organizational cultures prioritize humanity alongside performance. Wellness becomes a strategic priority rather than an afterthought. Sustainability includes the sustainability of the people doing the work.

**Grounded in the principles** of Ma'at and the Nguzo Saba, this circle explores how community and grassroots organizations, social service agencies can build cultures where excellence, accountability, compassion, and wellness coexist — not compete.

# LEARNING CIRCLE

## DESCRIPTION



### 4 BELONGING AS MEDICINE: BUILDING SPACES THAT FOSTER HEALING

This courageous conversation invites us to reflect more deeply on the kinds of spaces we are creating in our organizations, our communities, and our systems. Are they spaces where people can exhale? Are they spaces where people can bring their full selves? Are they spaces where culture is not an afterthought, but part of the foundation? Are they spaces where healing can truly live?

This discussion will explore what it takes to build spaces that foster healing through belonging, cultural grounding, collective care, and shared responsibility. It will challenge us to think about what it means to move beyond inclusion as a concept and toward belonging as a lived experience.

#### Learning Objectives

By the end of this circle, participants will be able to:

- reflect on the relationship between belonging, healing, and well-being in Black communities and other communities impacted by systemic exclusion
- deepen their understanding of how culture, identity, and community connection support healing
- distinguish between being included in a space and truly experiencing belonging within it
- identify the conditions that help create spaces where healing can flourish, including dignity, safety, affirmation, and relational care
- recognize barriers that undermine belonging, including stigma, exclusion, inequity, and culturally disconnected practices
- consider how leaders, organizations, and communities can intentionally build spaces that are healing-centred and culturally rooted
- leave with a stronger understanding of belonging as both a human need and a collective responsibility

# LEARNING CIRCLE

## DESCRIPTION



### 5 ESTABLISHING SUSTAINABLE CULTURALLY AFFIRMING SUPPORTS FOR BLACK CAREGIVERS

Black caregivers have always carried communities through struggle, survival, healing, migration, resistance, and love. Too often, however, they do so while navigating systems that neither fully recognize their labour nor understand the cultural realities shaping their caregiving journeys.

This circle invites participants into a courageous and restorative conversation about what it truly means to create sustainable, culturally affirming supports for Black caregivers across generations, identities, and lived experiences.

#### Learning Objectives

By the end of this workshop, participants will be able to:

1.

- Understand the unique realities and systemic challenges experienced by Black caregivers.
- Explore how anti-Black racism, intergenerational trauma, migration experiences, gendered expectations, poverty, stigma, and systemic inequities impact caregiving experiences.
- Apply the principles of Ma'at and the Nguzo Saba to caregiving support models and organizational practice.
- Identify culturally affirming strategies that strengthen caregiver wellbeing, mental health, resilience, and community connectedness.
- Develop sustainable approaches that move beyond crisis response toward long-term systems of care and collective support.
- Create actionable ideas for organizations, governments, and communities to better support Black caregivers in meaningful and measurable ways.