

Toni Crowe **BSW, SSW, RSW**

Registered Social Worker (Reg. # 855885)
Rehabilitation Case Manager

Memberships

- Ontario College of Social Workers & Social Service Workers (2024 - Current)
- Ontario Association of Social Workers (2024 - Current)

Education

Master of Social Work Degree - Student

University of Waterloo - Waterloo, Ontario

Anticipated graduation date: October 2028

Honours Bachelor of Social Work Degree - First Class Standing

Lakehead University — Orillia, Ontario

June 2016

- Foundational Skills of Social Work Practice, Social Work Practice and Indigenous Peoples, Social Work Theory & Practice, Preparatory Skills for Social Work, Social Policy & Social Welfare, Research in Social Work, Child Welfare, Program Evaluation, Political Science, Social Psychology, Cognitive Psychology, Personality Psychology, Cross-Cultural Psychology

Social Service Worker Diploma - Dean's List / Honours

Georgian College — Orillia, Ontario

June 2013

- Introduction to Social Service Work, Practical Techniques of the Helping Relationship, Ethics & Professionalism, Administrative Issues, Consolidating Techniques, Process & Practice, Group Counselling, Helping Relationships Principles, Families in the 21st Century, Human Development Across the Lifespan, Social Work Practice Across People & Cultures, Psychology, Sociology, Social Psychology, Abnormal Psychology, Leadership, Community Development, Human Rights

Professional Experience

Social Worker / Rehabilitation Case Manager

Abilities Rehabilitation Services, Midland, ON

August 2024 - Present

- Provide Cognitive Behavioural Therapy and psycho-educational counselling to individuals impacted by motor vehicle collisions (MVCs) and to Indigenous peoples through the Non-Insured Health Benefits (NIHB) program
- Review plans and liaise with injured individuals, families, caregivers, health care professionals, workplace/school personnel, insurance adjusters, lawyers, and referral sources as needed
- Implement plans to enhance quality of life and reintegration into work, home, school, and the community
- Facilitate referrals for assessment and intervention to clarify and address specific rehabilitation needs
- Produce reports to communicate functional status, employment/education status, rehabilitation needs, associated costs, and outcomes
- Negotiate funding to implement necessary plans as needed

Housing Specialist

Empower Simcoe, Barrie, ON

August 2018 - March 2019

- Secured local affordable housing for individuals and families experiencing homelessness
- Educated landlords and community members about our Housing First program
- Maintained a landlord registry
- Compiled a list of available units that was published weekly and sent out county-wide
- Professionally represented Empower Simcoe during community meetings and events

Simcoe County Homelessness Enumeration Coordinator

Independent Contractor, Barrie, ON

December 2017 - July 2018

- Coordinated a homeless Point-in-Time Count (quantitative) & Registry Week (qualitative) for Simcoe County in April 2018
- Ensured the required participation and logistical details of 36 local agencies
- Collaborated with 14 agency representatives across five geographic areas to develop localized and comprehensive enumeration plans
- Mobilized community action by recruiting, managing and scheduling 214 volunteers
- Reviewed data for the 2018 Simcoe County Homeless Enumeration Report

Community Development Coordinator

Huron Transition Homes, Barrie, ON

September 2016 - September 2017

- Facilitated 213 educational workshops across Simcoe County to 3,074 secondary and post-secondary students, teachers, women, community partners, and OPP officers
 - Topics included: Power, Privilege and Oppression; Thinking Critically about Sexual Violence; Bullying; Harm Reduction; Human Trafficking; and more
- Coordinated the 2017 Barrie Take Back the Night event with over 300 participants
- Increased our following on social media by over 100 people
- Managed an information and resource table at community events
- Assisted with administrative duties and crisis calls

Research Assistant

Lakehead University, Counter-Human Trafficking Partnership Initiative, Orillia, ON

September 2015 - September 2016

- Directly supervised by a leading expert on human trafficking; Dr. Natalya Timoshkina
- Completed comprehensive awareness and response training
- Researched Canada-U.S. border trafficking and smuggling for a grant proposal
- Participated in creating the Reclaiming Freedom, Rebuilding Lives Anti-Human Trafficking Coalition
- Co-authored "An Inventory of Human Trafficking and Related Cases to the Simcoe-Muskoka Region"; published in 2016
- Produced reports with conceptual ideas for a human trafficking training model specific to Simcoe County

Research Assistant / Conference Coordinator

Lakehead University, Research Centre for Sustainable Communities, Orillia, ON

January 2015 - May 2016

- Performed administrative tasks using Microsoft Office and general office equipment
- Accurately transcribed confidential data for an international research study
- Facilitated meetings, prepared agendas, took minutes and booked rooms as needed
- Co-authored a peer-reviewed article: "Media Action Research Group: Toward an anti-authoritarian pro feminist media research methodology"; published in 2017
- Coordinated the 2016 Media Activism Research Conference for 100 participants; and chaired a discussion on "Women and Media"

Special Projects Coordinator / Administrative Assistant

Camp Couchiching, Couchiching Community Initiative, Orillia, ON

September 2012 - August 2016

- Developed and co-facilitated a 1.5 hour in-school bullying awareness program for local elementary students resulting in a “Hats-Off” Business Achievement award
- Co-created the “Stand UP! Orillia Against Bullying” community initiative
- Planned March Break day camp programming and worked directly with the youth
- Successfully advocated for LGBT Youth Connection group to be implemented in Orillia
- Established and maintained partnerships for collaborations on projects and events
- Organized and promoted events, initiatives, fundraising activities, and day camp experiences
- Engaged in professional writing and achieved a \$2,000 CFOA grant
- Performed administrative tasks using Outlook, Microsoft Office, CampBrain software
- Communicated with families, scheduled campers, and processed payments

Professional Development

- Working with What Arises: A Brainspotting Masterclass for Clinicians - Trauma Solutions (2026)
- Mental Health Program of Care Training - WSIB (2026)
- She Leads Georgian Bay Conference (2026)
 - The Fatigue Fix
 - Holding Space: Empowering Responses to Gender Based Violence
- How Expectations Operate and Shape Rehabilitation Experiences and Adaptation After Brain Injury - Unity Health Toronto (2026)
- Honouring Grief: A Cultural Model for Loss - OASW (2026)
- Strategies for Navigating Compassion Fatigue and Burnout - OASW (2026)
- Writing Reports that Withstand Scrutiny - McLeish Orlando LLP (2026)
- From Automation to Advocacy: Navigating AI with Social Work Values - OASW (2026)
- Consent & Confidentiality with Children and Youth - OCSWSSW (2026)
- Privacy Essentials: PHIPA Primer - OASW (2026)
- A Guide to Effective Legal Report Writing for Healthcare Professionals - McLeish Orlando Lawyers (2026)
- Showing Up As Allies: Indigenous Allies Conversation (monthly) - Mental Health & Addiction Services of Ottawa (2026)
- Showing Up As Allies: Indigenous Allies Conversation (monthly) - Mental Health & Addiction Services of Ottawa (2025)
- She Leads Georgian Bay Conference (2025)
 - Music for Better Health
 - Red Road: Finding Your Purpose
 - Getting Involved in Your Community
- Culture is Protection: Anti-Human Trafficking Symposium - Barrie Area Native Advisory Circle (2025)

- OCSWSSW Annual Meeting & Education Day: Advancing Innovation & Public Protection - OCSWSSW (2025)
- Clinical Skills Development Circle (6 wks) - Indigenous Psychological Services (2025)
- Human Trafficking & Sexual Exploitation Prevention 101 - OASW (2025)
- Anger Solutions: A Paradigm Shift in Emotional Regulation - OASW (2025)
- OASW AGM & Joan McKenzie Davies Lecture: Stepping into Your Voice for Systemic Change - OASW (2025)
- Everyday Tools for Working with Complex Trauma - OASW (2025)
- Compassion Fatigue Conference: Ready to Re-think? - Gluckstein Personal Injury Lawyers (2025)
- Cultural Awareness & Inclusivity: Indigenous Peoples & Cultures - OASW (2025)
- Challenging Neuronormativity: Supporting Late-Identified Neurodivergent Adults - OASW (2025)
- Growing Your Private Practice: Potential and Pitfalls - OASW (2025)
- Social Workers in High Demand: Protecting Your Practice Under Pressure - ProLink Insurance (2025)
- Attention Deficit Hyperactivity Disorder: Strategies for Supporting - OASW (2025)
- Adverse Childhood Experiences: Healing Childhood Trauma - OASW (2025)
- Cultural Humility and Safety: Building Racial Equity in Social Work Practice - OASW (2025)
- Healing from our Past: A Trauma-Focused Introduction to EMDR Therapy - OASW (2025)
- Simplifying Tax Time for Social Workers in Private Practice - OASW (2025)
- Narrative Therapy Approaches to Trauma: Double-Storied Accounts - OASW (2025)
- Trauma-Informed Leadership - OASW (2024)
- Embracing Wholeness: A Holistic Exploration of Burnout - OASW (2024)
- Anxiety in Children and Youth: Practical Intervention Strategies - OASW (2024)
- Showing Up As Allies: Indigenous Allies Conversation (monthly) - Mental Health & Addiction Services of Ottawa (2024)
- Dialectical Behavioural Therapy (DBT): Tools for Crisis Intervention - OASW (2024)
- She Leads Georgian Bay Conference (2024)
 - Why we need women in politics / community
 - On being an Indigenous woman
 - Anxiety and tips to manage it
- Panel on Research Ethics: Navigating the Ethics of Human Research - TCPS 2 (2024)
- Truth Before Reconciliation - Journey into Truth (2018)
- Human Trafficking: Help Don't Hinder - Fraser Health (2016)
- Persons Against the Crime of Trafficking in Humans - PACT Ottawa (2016)
- Online Training Initiative to Address Human Trafficking - MCIS Language Services (2015)
- Human Trafficking, Canada is Not Immune - Office to Combat Trafficking in Persons (2015)
- More Feet on the Ground Mental Health Training - Lakehead University (2015)
- LGBT Awareness & Education Seminar - Ally Campaign (2013)
- Project Management and Communications - Georgian College (2012)

Volunteer Experience

Founder

*Trafficking in Persons Prevention & Education Network
(TIPPEN Canada)*

June 2025 - Current

- Created this grassroots educational initiative to increase awareness of human trafficking in Canada - working toward prevention through education
- Created the workshop “Human Trafficking: Beyond the Basics”
- Promoted the workshop using social media platforms
- Presented the workshop virtually to the general public via Zoom
- Established community partnerships to provide in-person workshops with the Georgian Bay Native Women’s Association; establishing future partnerships with Indigenous Psychological Services and the Georgian Bay Native Friendship Centre

Planning Committee Member & Workshop Presenter

She Leads Georgian Bay 2026 - Women’s Conference

January 2026 - May 2026

- Participated in planning committee meetings and recruited volunteers
- Presented “The Weight We Carry: Grief, Caregiving, and Unseen Transitions”

Gala Silent Auction Lead

Waypoint Centre for Mental Health Care

May 2024 - November 2024

- Supported the Fund Development Department in the organization of the 2024 Gala Silent Auction for Waypoint’s annual primary fundraising event
- Procured silent auction items from business owners in consultation with the Fund Development Officer
- Set up the online auction ensuring it was ready for the night of the Gala
- Attended the gala and answered patron questions about the auction as needed
- Raised a total of \$206,000 for Waypoint Mental Health services.

Fundraising Coordinator

Midland Small Set Co-operative Nursery School

January 2022 - June 2023

- Researched local fundraising opportunities
- Implemented a variety of fundraisers including pizza days, selling chocolates, and an online auction
- Collaborated with parents, staff, and local businesses to achieve our fundraising goals
- Promoted fundraisers to the community via social media and local news platforms
- Self-directed, remote position; raised a total of \$3,384.

Publications

Jeppesen, S., Hounslow, T., Khan, S., & Petrick, K. (2017). Media Action Research Group: Toward an anti-authoritarian pro-feminist media research methodology. *Feminist Media Studies*. DOI: 10.1080/14680777.2017.1283346

Timoshkina, N., Stewart, B., Switzer, S., & Hounslow, T. (2016). An inventory of human trafficking and related cases relevant to the Simcoe-Muskoka region, Ontario, Canada. Lakehead University, Orillia.

Hounslow, T. (2012, December 11). Diversity comes in a variety of forms. *Orillia Packet & Times*. Retrieved from <http://www.orilliapacket.com/2012/12/11/diversity-comes-in-a-variety-of-forms>

Languages

- English