



DR. MARIE CECILE KOTYK

BIOGRAPHY AND RESUME

BIOGRAPHY

Dr. Marie (Cecile) Kotyk has 15 years of experience in the housing and homelessness sector and is known for her expertise as a Social Planner. She possesses extensive knowledge in developing and managing housing and community development projects that have a positive impact on marginalized individuals and communities. Her peers describe her as a passionate advocate for social justice who is committed to addressing housing challenges faced by marginalized populations.

Throughout her career, she has spearheaded numerous significant projects by effectively collaborating with a variety of stakeholders, including government officials, private and public organizations, non-profit organizations, Indigenous groups, Black communities, and individuals with lived/living experiences. She has advanced from providing direct service to clients to taking on leadership roles, where she influences systems by making policy and service recommendations, aligning community and government strategic plans, and enhancing the professional capacity of community agencies to end homelessness and increase the supply of affordable housing.

Cecile earned her undergraduate degree in Human Ecology from the University of Manitoba, specializing in Family, Housing, and Communities. Additionally, she holds a Master's in City Planning, during which she co-developed a Comprehensive Community Housing Plan for an on-reserve First Nation. Cecile is also a graduate of the Doctor of Design Program in the School of Architecture, Planning and Landscape Architecture at the University of Calgary. During her program, she developed the first of its kind in Canada, the Black Housing Equity Framework (BHEF), to combat anti-Black systemic racism and advance Black inclusion in the housing and homelessness sector. For her research, she was awarded the Alberta Human Rights and Multiculturalism scholarship for 2022/2023 at the doctoral level.

Cecile is the founder and principal consultant at Kotyk Consulting, and an assistant professor and design justice research chair at the University of Calgary's School of Architecture, Planning, and Landscape Architecture.



Dr. Marie Cecile Kotyk

B H E c o l , M C P , D D e s



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Calgary, Alberta

EDUCATION

Doctor of Design (DDes)

School of Architecture, Planning, and Landscape Architecture, University of Calgary
2021–2024

Thesis Title – SEEING IN COLOUR: A Black Housing Equity Framework to Address Anti-Black Racism in Housing and Homelessness

Master of City Planning

Faculty of Architecture, University of Manitoba
2009–2013

Practicum Title – Indigenous Planning: Process and Development of a Community Housing Plan for Swan Lake First Nation

Bachelor of Human Ecology, Minor in Psychology

Faculty of Human Ecology, University of Manitoba
2004–2009

Major: Family, Housing, and Community, and Family Economic Health

Practicum Title: Resource Centres in Manitoba Housing Authority Communities

PROFILE

A Social Planner with 15 years of experience in the housing and homelessness sector. Comprehensive knowledge in designing and managing housing and community development and research projects which positively impact racialized clients and communities. Recognized by colleagues as a social justice advocate, with outstanding interpersonal skills. A strategic and critical thinker with the ability to address the needs of communities.

ACCOMPLISHMENTS

- In 2024, I collaborated with CMHC to conduct research aimed at conceptualizing a definition of Equitable Housing in Canada.
- From 2022–2024, I presented at national and international conferences on Housing and Homelessness to highlight the need for equity frameworks in addressing racial inequities and housing injustices faced by Black communities.
- In 2023, working with Hogan's Alley Society as a consultant, I took a lead role in conducting the first-of-its-kind research project on understanding the rental housing needs of Black renters in Metro Vancouver.
- In 2018, I created Winnipeg's first Housing Models and Development Framework in collaboration with numerous levels of government, community stakeholders and Indigenous groups. This framework includes Indigenous design considerations and is currently being used to increase the supply of affordable housing.
- In 2018, in collaboration with numerous stakeholders, I planned and delivered Winnipeg's first annual Homelessness Service Delivery Expo, called Gizhe Waa Ti-Sii-Win, which means "working with love, kindness and generosity for others" in the Ojibwe language. The annual expo provides affordable health care and community services to people experiencing housing hardships. The inaugural expo serviced more than 500 participants.
- In 2013 – 2014, I effectively negotiated and successfully resolved conflicts between landlords and tenants. A track record of sustaining an 85% tenancy rate while also reducing landlord vacancy and turnover costs by an average of \$1.5k per unit.
- In 2012, I designed and developed Swan Lake First Nation's (SLFN) first Community Housing Plan in collaboration with band members and the Chief and Council. This plan maintains the current housing stock, develops new housing by estimating population growth, and explores funding opportunities.
- In 2011, as a Planning student, I worked with Swan Lake First Nation, band members and other stakeholders to create a Comprehensive Community Plan which addressed areas such as Vision, Community Profile, People and Community, Land and Environment, Economic Development, Housing and Culture, and Action Plan.
- In 2009 – 2011, I played a lead role in procuring housing for the At Home/Chez Soi project, a first-of-its-kind national research demonstration project in Canada. The project examined Housing First and Harm Reduction approaches to facilitate ending homelessness. I secured approximately 200 rental units for project participants during a challenging city-wide record low vacancy rate of 0.6%.



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PROFESSIONAL EXPERIENCES

University of Calgary – School of Architecture, Planning and Landscape Architecture

Assistant Professor/Design Justice Research Chair

2024-Present

- DSGN 223 – Shaping the Contemporary City I
- Community Planning Studio – MCP
- Design Justice Research Chair

Sessional Instructor

2024 - 2024

- Architecture 201 – Architecture and the Future Cities
- DSGN 223 – Shaping the Contemporary City I

Guest Lecturer

2023-Present

Kotyk Consulting (KC)

2022-Present

Principal Consultant

- Assist clients with designing and conducting community research projects, particularly in the areas of affordable housing, homelessness, housing policy, racial equity, and child and family services
- Develop culturally appropriate research methodologies to engage BIPOC communities
- Work with on-reserve Indigenous communities to conduct research and develop strategic planning documents
- Collaborate and partner with numerous stakeholders, such as government agencies, non-profit organizations, and community members, to raise awareness of the housing needs of racialized communities and develop innovative solutions
- Manage community development projects and develop community reports, strategic plans, and planning documents
- Present at national conferences and live podcasts to raise awareness of the role of systemic racism in housing and homelessness

End Homelessness Winnipeg (EHW) – Indigenous Organization

2016-2020

Manager, Housing Access

- In-charge of operationalizing the affordable housing deliverables in the 10-Year Plan to End Homelessness in Winnipeg
- Developed strategic plans and action plans to achieve the goals and objectives of the 10-Year Plan to end homelessness
- Collaborated, developed, and managed Winnipeg's first Housing Models and Development Framework and Winnipeg's Extreme Cold Weather Response for individuals experiencing homelessness
- Designated homelessness extreme weather media contact by the mayor of the city of Winnipeg
- Collaborated and developed the Extreme Weather Funding Application and formed a committee to distribute funds to community agencies
- Engaged in systems planning to support, build and leverage capacity within homelessness-serving agencies
- Analyzed housing policies and provided recommendations to politicians
- Developed a Private Rental Housing Market Inventory Report
- Managed and chaired multi-sectoral working groups and committees, such as the Affordable Housing Development Executive committee, and the Gizhe Waa Ti-Sii-Win Service Delivery Committee
- Networked and partnered with federal, provincial, and municipal government officials, Indigenous groups, private and non-profit sectors, community agencies, and people with lived experience to determine best practices to facilitate housing supply
- Worked with community healthcare and social service delivery agencies to ensure the delivery of appropriate services and programs
- Played a significant role in the planning of the 2017 Canadian Alliance to End Homelessness (CAEH) conference in Winnipeg
- Negotiated EHW's first collective bargaining agreement and acted as Local Union President

Winnipeg Regional Health Authority (WRHA)

Manager of Community Mental Health Housing Services (2014 – 2015)

- Managed 14 staff members and oversaw the day-to-day operations
- Successfully managed a department budget of \$900k with an improved surplus of over \$20k
- Networked and partnered successfully with community members and stakeholders
- Collaborated with government organizations and community agencies, to support clients in procuring and sustaining tenancies
- Chaired and participated in numerous committees aimed at housing and supporting clients

Community Wellness Initiative (CWI) & Transitional Housing Program (THP) Coordinator (2013 – 2014)

- Provided leadership and supervision to six staff members
- Created the Community Wellness Initiative Manual
- Effectively managed program budget of approximately \$30k with a yearly surplus of over \$10k



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ADDITIONAL TRAINING AND EDUCATION

Indigenous Canada Course – University of Alberta

The First Nations Principles of Ownership Control, Access, and Possession (OCAP)

Anti-Racism I Course (on-going) – University of Colorado Boulder

VOLUNTEER EXPERIENCES

Black Planners and Urbanist Association

Board Member
-Ontario

Canadian Housing and Renewal Association and CIH Canada

Housing Professionals Mentorship Program
Mentor
-National

Calgary Drop-In Centre

Meal Service and Clothing Store Volunteer -
Calgary

Strathcona- Tweedsmuir School

Special Events and Tweeds and More
Volunteer
- Calgary

Habitat for Humanity

Volunteer Builder – Construction
- Winnipeg

University of Manitoba

International Student Mentor and Student
Leader – Mentorship Program
- Winnipeg

PROFESSIONAL EXPERIENCES

Canadian Mental Health Association (CMHA)

2012 – 2013

Housing Coordinator

- Procured affordable housing for the Community Housing Program
- Mediated landlord and tenant conflicts, resulting in a 98% success rate in sustaining tenancy
- Negotiated lease agreements and participated in unit inspections
- Worked with Residential Tenancies Branch to ensure tenants' rights were upheld
- Formed and maintained partnerships with community agencies, private and public rental housing landlords
- Participated in the planning and organization of the Psychosocial Rehabilitation/Readaptation Psychosocial (PSR/RPS) Canada 2013 Housing Symposium in Winnipeg

Swan Lake First Nation (SLFN)

2011-2012

Student Planning Coordinator

- Researched and participated in the development and maintenance of a Comprehensive Community Plan (CCP) for SLFN
- Coordinated and conducted culturally appropriate community engagement sessions and open houses
- Designed and implemented community housing surveys
- Coordinated and facilitated meetings with Chief and Council, and department managers
- Mentored and trained the Band's Community Planning Coordinator
- Participated on an interview panel discussing Indigenous Planning in SLFN on CJOB radio's Nighthawk with Geoff Currier - July 9th, 2012
- Collaborated and delivered a presentation on the process of developing a CCP for SLFN at a conference held by Frontiers Foundation

Winnipeg Regional Health Authority (WRHA)

2009 – 2011

Housing Procurement Coordinator

- Member of At Home/Chez Soi Housing Procurement team
- Secured 200 units for the At Home/Chez Soi project participants
- Collaborated with Indigenous service delivery agencies and other stakeholders to support tenants in the housing first project
- Participated in leadership committees to address project challenges and problem solve
- Researched and created resource manuals, tenant handbooks, and marketing materials to support tenants and service delivery workers
- Planned, coordinated, and facilitated workshops and training opportunities for stakeholders
- Negotiated contracts and lease agreements with private and public housing landlords
- Worked with Residential Tenancies Branch to ensure tenants rights were upheld
- Evaluated the project and provided recommendations for improvement

P R O F E S S I O N A L L E A R N I N G A N D D E V E L O P M E N T

1. Public Lecture: Kotyk M.C. (Nov. 2024). *Seeing in Colour: A Black Housing Equity Framework to Address Anti-Black Racism in Housing and Homelessness*. BC Non-Profit Housing Association (BCNPHA) Conference. Vancouver
2. Public Lecture: Kotyk M.C. (Oct. 2024). *Seeing in Colour: A Black Housing Equity Framework to Address Anti-Black Racism in Housing and Homelessness*. Canadian Alliance to End Homelessness (CAEH) National Conference. Ottawa
3. Public Lecture: Kotyk M.C. (Sept. 2024). *Seeing in Colour: A Black Housing Equity Framework to Address Anti-Black Racism in Housing and Homelessness*. Ontario Professional Planners Institute (OPPI) Conference. Hamilton
4. Public Lecture: Kotyk M.C. (Sept. 2024). *Seeing in Colour: A Black Housing Equity Framework to Address Anti-Black Racism in Housing and Homelessness*. 18th European Research Conference on Homelessness. Budapest.
5. Public Lecture: Kotyk, M.C. (April 2024). *Seeing in Colour: A Black Housing Equity Framework*, 2024 Canadian Housing and Renewal Association National Congress. Fredericton.
6. Public Lecture: Kotyk, M.C. (Nov. 2023). *Seeing in Colour: A Framework to Address Anti-Black Racism in Housing and Homelessness*. Canadian Alliance to End Homelessness National Conference. Halifax.
7. Public Lecture: Kotyk, M.C., Bankole-Longe, B., & Lewis, N. (Nov. 2023). *Mitigating Barriers to Safe and Affordable Housing Among Black Communities in Metro Vancouver – with Innovative Solutions*. 2023 Canadian Alliance to End Homelessness National Conference. Halifax.
8. Public Lecture: Kotyk, M.C., Bankole-Longe, B., & Lewis, N. (Nov. 2023). *Mitigating Barriers to Safe and Affordable Housing Among Black Communities in Metro Vancouver – with Innovative Solutions*. 2023 British Columbia Affordable Housing Conference. Vancouver
9. Community Product: Kotyk, M.C. (2023). *Understanding the Role of Anti-Black Systemic Racism in the Housing and Homelessness Sector – A Precursor for Housing Instability*. Canadian Observatory on Homelessness. Homeless Hub – Research Matters Blog.
10. Public Lecture: Kotyk, M.C. (April 2023). *Seeing in Colour: A Framework to Address Anti-Black Racism in Housing and Homelessness*, 2023 Canadian Housing and Renewal Association National Congress. Winnipeg.
11. Guest Lecture: Kotyk, M.C. (2023). *Critical Race Theory in Practice*.
12. Case study (2023): A Doctoral Project titled: *Seeing in Colour: A Framework to Address Anti-Black Racism in Housing and Homelessness*. University of Calgary. Calgary
13. Community Product: Kotyk, M.C. (Sept. 2023). Panel Discussion at the Council for Canadian Urbanism (CanU) Forum. Calgary.
14. Poster Presentation: Kotyk, M.C. (Sept. 2023). *Seeing in Color: A Framework to Address Anti-Black Racism in Housing and Homelessness*, 17th European Research Conference on Homelessness. Belgium.
15. Poster Presentation: Kotyk, M.C. (Oct. 2023). *Seeing in Colour: A Framework to Address Anti-Black Racism in Housing and Homelessness*, Just SAPL EDIA by Design. University of Calgary. Calgary
16. Poster Presentation: Kotyk, M.C. (2023). *Seeing in Colour: A Framework to Address Anti-Black Racism in Housing and Homelessness*, School of Architecture, Planning and Landscape Architecture Showcase Poster Session. University of Calgary. Calgary
17. Public Lecture: Kotyk, M.C. (Nov. 2022). *Seeing in Colour: A Framework to Address Anti-Black Racism in Housing and Homelessness*, 2022 Canadian Alliance to End Homelessness National Conference. Toronto.

18. Community Product: Kotyk, M.C. (2022). *Towards a Framework for Addressing Anti-Black Racism in Housing and Homelessness*. Canadian Observatory on Homelessness. Homeless Hub – Research Matters Blog.
19. Policy Document: Kotyk, M.C. (2018). *Housing Models and Development Framework*. End Homelessness Winnipeg.
20. Policy Document: Kotyk, M.C. (2017). *Private Rental Housing Market Inventory Report*. End Homelessness Winnipeg.
21. Public Lecture: Fry, B. & M.C. Kotyk (2014). *The Community Wellness Initiative (CWI)*. Winnipeg Regional Health Authority. Winnipeg.

R E S E A R C H

1. Kotyk, M.C, Bankole-Longe, M., Lewis, N. & Panou, D. (2024). *Metro Vancouver's Black Communities Affordable Rental Housing Needs Project – Hogan's Alley Housing Solutions Lab*. In Progress.
2. Zhang, L, Tsai, J., Bachour, M. K., Feltaous, E. & Kotyk, M.C (2024). *Understanding Equitable Housing in Canada*. Canada Mortgage and Housing Corporation. In Progress.
3. Kotyk, M.C. (2024). *Seeing in Colour: A Black Housing Equity Framework to Address Anti-Black Racism in Housing and Homelessness*. Doctoral Thesis.
4. Mbadugha, M.C.E (2013). *Indigenous Planning: Process and Development of a Community Housing Plan for Swan Lake First Nation*. Masters Thesis.