

# C.L. Ashley Lim

## PSYCHOLOGIST - COMMUNITY LEADER



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### PROFESSIONAL SUMMARY

*Professional Experience Highlights: With over 15 years of distinguished leadership in the nonprofit and mental health sectors, I have developed a deep expertise in clinical operations and community service. I am adept at meeting the complex needs of diverse populations including adults, youth, families, BIPOC, ethnocultural minorities, 2SLGBTQIA+ individuals, and persons with disabilities. My extensive experience includes supporting those impacted by interpersonal, family, and gender-based violence. As a recognized advocate for societal change, I actively champion initiatives throughout Alberta and Canada that aim to eradicate violence and promote mental health as an essential right. My strategic approach is driven by a steadfast commitment to forge a world free of violence and to ensure that mental health is accessible to all.*

### CORE COMPETENCIES

- **Leadership and Governance:** Proven leadership, mentorship, and governance experience within board settings, guiding not-for-profit psychological practices towards excellence.
- **Program Development:** Skilled in crafting and rolling out strategic programs, with a robust background in budget management and financial oversight.
- **Data Analysis and Strategic Planning:** Expert in utilizing data to inform strategic decision-making and optimize organizational outcomes.
- **Community Engagement:** Effective in community planning and engagement, fostering strong community relationships and support networks.
- **Specialized Knowledge:** Deep expertise in addressing interpersonal, family, and gender based violence, human trafficking, and complex trauma.
- **Professional Training:** Advanced training in EMDR, Dialectical Behavior Therapy, sex therapy, and clinical supervision, enhancing treatment efficacy and client care.
- **Ethical Practice:** Committed to the highest standards of professional ethics, consistently adhering to codes of conduct and practice guidelines.

### LEADERSHIP EXPERIENCE

#### YWCA EDMONTON (DIRECTOR, COUNSELLING SERVICES & FORMERLY YOUTH LEADERSHIP PROGRAMS)

2013 to Present

##### Administrative Responsibilities

- Lead strategic planning, HR, and program development to strengthen organizational effectiveness.
- Partner with the Board on governance and align initiatives with organizational goals.
- Oversee clinical operations, including intake, treatment, case management, audits, and documentation standards.
- Manage staff performance reviews, hiring, and training of clinicians, residents, and practicum students.
- Build partnerships with community groups, funders, and task forces to expand programs and client support.
- Support national program rollouts on violence prevention, healthy relationships, and youth engagement.
- Secure funding through grant writing, proposals, and community/government relations.
- Mentor department managers and foster leadership capacity across the organization.
- Administer budgets of \$600K-\$1M with fiscal responsibility and resource optimization.
- Enhance organizational operations with digital tools (e.g., Zoom Pro).
- Remain current on research in family violence, trauma, sex therapy, and child development.
- Address departmental complaints and legal requests.
- Co-lead an innovative community solution to high risk domestic violence through the *Integrated Domestic Violence Response Team*.
- Provide administrative support and leadership for the accredited, Edmonton Cross-Specialty Psychology Residency Consortium (ECPRC).

### **Clinical Responsibilities**

- Provide ethical guidance to Ph.D candidates, Master's practicum students, and Registered Provisional Psychologists, offering support on ethical and clinical issues in client care.
- Ensure all policies, procedures, forms and documentation adhere to the Standards of Practice and Practice Guidelines of the College of Alberta Psychologists.
- Develop, implement and maintain a pilot project funded by the Government of Alberta to create access to remote counselling support for women in rural women's shelters.
- Support other YWCA National Member organizations (e.g. YWCA Agvik) with training, coaching and best practice navigation.

### **Youth Leadership Responsibilities**

- Managed inquiries, resources, and guest speaker coordination for YOUth Retreat programming.
- Oversaw logistics for events, including venue, catering, registration, and supplies.
- Collaborated with volunteers, schools, caregivers, and agencies to ensure smooth program delivery.
- Maintained and updated registration forms, training materials, and program documents.
- Tracked attendance, volunteer hours, and in-kind donations for reporting and evaluation.

### **COMMUNITY INITIATIVES AGAINST FAMILY VIOLENCE (CIAFV), EDMONTON - COUNCIL CHAIR**

*2020 to Present (ciafv.com)*

#### **Responsibilities:**

- Act as the primary support for the program coordinator and council members.
- Collaborate with the council to establish and achieve strategy, goals, and objectives for CIAFV.
- Encourage and motivate council members to attend meetings and participate actively.
- Maintain a visible presence in the community and handle media inquiries effectively.
- Facilitate the development of new community relationships through active membership drives.
- Review all budgets and oversee grant submissions to ensure financial accuracy and compliance.

## **CLINICAL EXPERIENCE**

### **YWCA EDMONTON (REGISTERED PSYCHOLOGIST/REGISTERED PROVISIONAL PSYCHOLOGIST;**

*2012 to Present*

#### **Responsibilities**

- Extensive experience providing counseling, crisis intervention, advocacy, and wraparound services to diverse clients, including those affected by family violence, high conflict families, sexual assault, complex trauma, and human trafficking.
- Dedicated support for clients impacted by the murdered and missing Indigenous women and girls crisis, demonstrating sensitivity and specialized care.
- Exceptional knowledge and skills in supporting women in both local and rural shelters, addressing unique challenges and promoting safety and recovery.

### **CLINICAL SERVICES, UNIVERSITY OF ALBERTA (MASTERS LEVEL COUNSELLING PSYCHOLOGY STUDENT)**

*2010 to 2012*

- Provided individual counselling support and psychological assessments to adults and children.

### **THE AIDS SUPPORT ORGANIZATION (HIV & AIDS RELIEF COUNSELLOR; MBALE, UGANDA)**

*2008*

- Provided outreach counselling and support to families and individuals.
- Assisted medical staff with data collection, testing services and drug administration.

### **NANAIMO REGIONAL GENERAL HOSPITAL (EMERGENCY ROOM VOLUNTEER, OUT-PATIENT CLINIC HOSTESS AND LONG-TERM CARE COMPANION)**

*2007 - 2010*

- Provided way finding information and support to patients and their families during their time in the Emergency Department.
- Assisted with training of new volunteers in their duties and roles within the Emergency Department.
- Assisted with patient comfort services.

## EDUCATION

### **UNIVERSITY OF GUELPH, OPEN LEARNING AND EDUCATIONAL SUPPORT (August 2022)**

*Intensive Sex Therapy Training Program*

### **UNIVERSITY OF CALGARY, CONTINUING EDUCATION PROGRAM (April 2018)**

*Advanced Clinical Supervision in Psychology*

### **UNIVERSITY OF ALBERTA, MASTER OF EDUCATION IN COUNSELLING PSYCHOLOGY (April 2012)**

*Course Based Program*

### **VANCOUVER ISLAND UNIVERSITY, BACHELOR OF ARTS (APRIL 2008)**

*Major in Psychology, With Distinction*

### **UNIVERSITY OF BRITISH COLUMBIA (Summer 2007)**

*Visiting Student, Bachelor of Arts, Major in Psychology*

## AWARDS

- **Carolyn B Bray Award - YWCA National (2025)**
  - Is given to a YWCA staff member demonstrating spirit, dedication and creativity within a Member Association and recognizes how an individual has made a marked difference in the community served.
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- **United Cultures of Canada Association – Peace in Families Award (2023)**
  - This award recognizes individuals who have dedicated their lives to prevent violence in families and who are working to build a society where children can be raised in safe, loving homes.
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- **The Queen Elizabeth II's Platinum Jubilee Medal (2023)**
  - The Queen Elizabeth II's Platinum Jubilee Medal was awarded to 7,000 Albertans throughout 2022 in recognition of significant contributions to the province.
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- **Government of Alberta, Inspiration Award in the category of Family Violence (2018)**
  - Recognizing individuals, organizations, or business for actions they take to end family violence, sexual violence, child abuse or bullying.

## RESEARCH EXPERIENCE

### **STUDENT LAB ASSISTANT – SLEEP AND NEUROSCIENCE LAB (VANCOUVER ISLAND UNIVERSITY, B.C.)**

*2008 to 2010*

- Supported a study to evaluate aggression levels after playing violent video games on the Nintendo Wii System. Project included collecting saliva samples and testing cortisol levels.

### **STUDENT LAB ASSISTANT – NEUROPHYSIOLOGY LAB (VANCOUVER ISLAND UNIVERSITY, B.C.)**

*2006 to 2007*

- Assisted with evaluating the use of event related potentials to study visual images, music and language processing abilities in human beings.

## PROFESSIONAL AFFILIATIONS

- **American Association of Sexuality Educators, Counselors and Therapists (2020 to Present)**
- **College of Alberta Psychologists (2012 to Present, In good standing)**
- **Psychologists' Association of Alberta (2012 to Present - Full Member)**
- **Registered Psychologist, Government of Nunavut (2020 present)**

## TRAININGS

- *The 25<sup>th</sup> Annual Family Justice Center Convention - Alliance For Hope* (April 2025; San Diego, California)
- *Decolonizing Supervision and Practice: Iyiniwak Wisdoms for Wellness* (May 2025, Presented By Dr. Karlee Fellner)
- *DBT Intensive Training Program*, (2025, Psychwire)
- *College of Alberta Psychologists Annual Meeting and Professional Development - Supervision* (2024)
- *Indigenous Canada Course* (2021, Certificate)
- *Kink-Affirmative & Trauma-Informed: BDSM In the Therapy Room*, (June 2021, Presented by Alex Iantaffi)
- *American Association of Sexuality Educators, Counselors and Therapists Annual - Conference 2021* (Online/Virtual)
- *Let's Talk About Sex Therapy Workshop*, (March 2021; Presented by Dr. Jason Jones)
- *American Psychological Association Annual Conference 2020*, (Online/Virtual)
- *EMDR Training: Integrating EMDR Into Your Clinical Practice, EMDR Parts 1 And 2*, (August – October 2018, Presented by Roy Kiessling, LSW, ACSW)
- *Innovations In Practice Conference, Edmonton, AB*, (2018, Presented by Alberta Health Services, University of Alberta, And Government of Alberta)
- *Understanding Crisis and The Role of Resistance: An Introduction to Hakomi Theory and Practice*, (2017, Presented by Pamela Thompson, R. Psych, M.A., CHT)
- *Leader As Coach Program: For Non-Profits, Winter Cohort*, (2017, Presented by Melissa Casey, Casey Executive Coaching)
- *Strangulation: What Everyone Needs to Know*, (2017, Presented by Morag Mclean, Rn, Domestic Violence and Health Consulting)
- *Human Trafficking: Canada Is Not Immune, Online Training Course*, (Presented by the Office to Combat Trafficking in Persons, Ministry Of Justice, BC, Canada)
- *Mental Health Interventions with Separated/Divorcing Families: Understanding Queen's Bench Family Law Practice Notes 7 & 8 And Use of Independent Parenting Experts*, (Edmonton, Ab; 2013; Presented by Dr. Stephen Carter, Registered Psychologist and The Honorable Madam Justice Andrea Moen, Court of Queen's Bench of Alberta)
- *International Centre for Excellence in Emotion Focused Therapy Externship Program in Emotionally Focused Couples Therapy*, (Edmonton, Ab; 2013; Presented by Lorrie Brubacher, M.Ed., LMFT, RMFT, Certified Eft Therapist and Trainer)
- *Introductory Hypnosis Training*, (Banff, Ab; 2012; Presented by Canadian Federation of Clinical Hypnosis (CFCH) – Alberta Society)
- *Diverse Voices Family Conference(S)*, (Edmonton, Ab - 2011, 2012, 2013, 2015, 2016)
- *Counselling Skills Level 1 & 2*, (Nanaimo, BC; 2009; Presented by Vancouver Island University, Continuing Education Program)
- *Mental Health First Aid*, (Duncan, BC; 2006; Presented by Canadian Mental Health Association)
- *Response-Based Therapy Workshop*, (Lake Cowichan, BC; 2006; Presented by Dr. Linda Coates, Dr. Cathy Richardson, And Dr. Allan Wade)