



[Julia Fursova](#) (She/They), School of Leadership Studies, UNB, is an academic partner, co-director, and co-founder with [Transform Practice](#), a consulting worker co-op offering services in participatory research and evaluation, community engagement and supporting systems change.

Julia is a community-engaged scholar whose research program has been influenced by lived experience, grassroots priorities, continuous dialogue with community members and a commitment to decolonization in research and action. Julia's areas of expertise include diversity, equity, and inclusion in leadership; participatory research and participatory developmental evaluation; facilitation; intersectional feminist analysis; knowledge mobilization.

Since 2023 Julia has been collaborating with the CWCF on advancing its justice, equity, diversity, decolonization and inclusion efforts in the Canadian worker co-op movement. In January 2025 this collaboration resulted in a federally funded project (SSHRC PEG grant) for a community-led research "Calling in and calling out – supporting justice, equity, diversity, decolonization, and inclusion (JEDDI) transformation in the Canadian worker co-op movement." The project invites and builds on contributions of the co-op leaders from equity-denied groups and explores what can be done differently within the Canadian worker co-op movement to disrupt the reproduction of whiteness and patriarchy. In addition, to their work with the CWCF, Julia is collaborating with women and non-binary-led social enterprises in New Brunswick and broader Atlantic Canada to enhance services and supports for local co-ops and social enterprises in the region. You can learn more about Julia on the website <https://www.juliafursovaphd.com>

Appendix B – Report Samples

1. Toolkits:

[Kranias, G. \(2017\). Participatory Evaluation Toolkit](#)

[Optimizing Partnership Projects for Systems Change Toolkit](#)

[A Resident Engagement Workshops Toolkit: Exploring Power, Participation, Communication & Decision-Making.](#)

2. List of our publications and blogs

Blogs:

Fursova, J. (November 05, 2022). Community Participation – an Intersectional Feminist View of the ‘Fuzzy’ Concept. Centre for Feminist Research, York University <https://www.yorku.ca/cfr/feminist-dispatch-community-participation-an-intersectional-feminist-view-of-the-fuzzy-concept/>

Fursova, J. (January 18, 2021). Putting Lived Experience First: Decentering Power in Knowledge Creation, Making the Shift., York University <https://makingtheshiftinc.ca/putting-lived-experience-first-de-centring-power-in-knowledge-creation/>

Academic publications:

Fursova, Julia & Kranias, Gillian. (2024). Round peg in square hole: lessons from community health promotion practice on dynamics of accountability, reporting and evaluation, and governance. Journal of Public and Nonprofit Affairs. <https://doi.org/10.20899/jpna.wzqz7m46>

Fursova, J. (2023). Co-authorship with Community Partners as Knowledge Co-creation. Engaged Scholar Journal, 9(1), 86-93. <https://esj.usask.ca/index.php/esj/article/view/70805>

Fursova, J., Bishop-Earle, D., Hamilton, K., & Kranias, G. (2022). ‘Participation—with what money and whose time?’ An intersectional feminist analysis of community participation. Community Development Journal. <https://doi.org/10.1093/cdj/bsac025>

Fursova, Julia. (2020) [Stepping Up the Ladder: Reflecting on the Role of Non-profit Organizations in Supporting Community Participation](#). In R. Phillips and E. Trevan (Eds) Research Handbook on Community Development, pp. 76-92. Cheltenham, UK: Edward Elgar.

Fursova, Julia. (2016). [The ‘business of community development’ and the right to the city](#), Community Development Journal, 53(1): 119-135.

4. Workshops:

De-colonizing Worker Co-ops workshop slides: [FINAL Decolonized approach Worker Coop.pdf](#)