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Teaching (since obtaining Ph.D. Social Demography at University of Hawaii, 1989) -- at the University of Hawaii, Simon Fraser University, and currently as Adjunct Professor at University of British Columbia.

Community-building – training, education, conflict negotiation, human right awareness-raising and field research – in Canada, Latin America, Polynesian Islands, China and Singapore. From 1999-2004 was Provincial Director of Community, Social and Health Programs in British Columbia and is now Executive Director with CPDES, a province-wide, not for profit community based health group.

Peace-building – University for Peace, Costa Rica (2002) – model building on resiliency. Consultancy with UN-DESA – model framework on Peace Dialogue in the Social Integration Process (2004). President of Canadian Workplace Consultants (1992-1999).