

Cimminnee Holt

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Professional Summary

- Experienced, analytically minded qualitative researcher with over 10 years of collecting data.
- Broad knowledge of ethics protocols in research.
- Exceptional ability to analyze and synthesize information.
- Talent for finding high value insights and practical improvement solutions.
- Known for having strong presentation, communication, and problem-solving skills.
- Excellent organizational skills with ability to prioritize tasks and meet tight deadlines.
- Proficient writer, ability to translate specialized knowledge for a wider audience.
- Thrive in collaborative settings.
- Bilingual French and English.
- Computer skills : Microsoft Office Suite, Survey Monkey, Qualtrics

Core Competencies

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|---------------------------------------|----------------------|
| • Individual interviews, focus groups | • Presentations |
| • BBSs, surveys, user journeys | • Program evaluation |
| • Insights and solutions | • Data analysis |
| • Stakeholder engagement | • Literature reviews |

Experience

Editor, Grant Writer, Proofreader, Researcher

2012 - 2025

Freelance, Montreal

- Wrote successful research grant applications totalling approximately \$1.2 million
- Conducted extensive qualitative research
- Edited a dozen manuscripts (books, dissertations, academic articles)
- Conducted literature reviews on over 3 dozen diverse topics
- Developed proficiency in research ethics protocols
- Published 3 peer-reviewed articles, 4 book chapters, and 3 book reviews
- Acted as subject matter expert peer-reviewer for 4 journal articles
- Conceived and/or conducted multiple research projects, literature reviews related to: media, labour, gender, politics, race, popular culture, video games, ritual, language, education, religion, etc.

Policy Researcher

2022 - 2023

Provincial Employment Roundtable, Montreal

- Wrote 4 policy reports submitted to Québec government and public
- Researched accessibility of second language acquisition programs, internationally & domestically
- Conceived of research ideas, established timelines, collected and analyzed data
- Applied and received research grants and ethics approvals
- Conducted qualitative data collection with stakeholders (over 3 dozen interviews/focus groups)
- Circulated surveys and analyzed data
- Developed user profiles for adult language learners seeking labour market integration

Teacher

2013 - 2016

Concordia University

- Designed and taught 4 undergraduate courses
- Focused lessons on critical thinking and transferable skills to over 400 students

Teaching Assistant

2010 - 2022

Concordia University

- Classroom management of 2 dozen courses, attended by over a 1000 students
- Graded assignments and mentored students
- Sampling of topics: food, ritual, literature, pop culture, religions, cults, gender and sexuality, religions of the West, magic, etc.

Education and Certification

2022 **Doctorate in Religions and Cultures** - Concordia University, Montreal

2012 **Master's in Religion and Cultures** - Concordia University, Montreal

2023 **Certificate in Ethical Conduct for Research Involving Humans** - Tri-Council Policy Statement

Funding and Awards

2023-2024. BEKH Black Entrepreneurship Knowledge Hub (research plan co-creator, grant writer)

2023-2025. SSHRC Knowledge Mobilization Grant (contributor, editor)

2014-2017. Social Science & Humanities Research Council Doctoral Award SSHRC (recipient)

2014-2017. Fonds de recherche du Québec—Société & culture bourse de doctorat FRQSC (recipient)

2012-2015. Faculty of Arts & Science Graduate Fellowship, Concordia (recipient)

2012-2015. Faculty of Arts & Science Merit Scholarship, Concordia (recipient)

2015-2016. Religion & Diversity Project Graduate Research Grant (recipient)

2015-2016. Quebec Mobility Bursary (recipient)

2012-2016. Multiple travel grants (recipient)

Select Publications

Policy reports

- 2024. Holt, Kuzviwanza, and Gagnon. "Understanding Learning Timelines for Adults in Second Language Training." The Provincial Employment Roundtable: 1-29. Montréal, Qc.
- 2024. Holt, Kuzviwanza, and Gagnon. "User journeys of language learners navigating Quebec's French-language training." The Provincial Employment Roundtable: 1-29. Montréal, Qc.
- 2023. Holt and Kuzviwanza. "Learning French as an adult: A review of current best practices in adult French-language training in Québec." The Provincial Employment Roundtable: 1-25. Montréal, Qc.
- 2023. Holt and Kuzviwanza. "Québec and the rest: A survey of national and international approaches to adult language training." The Provincial Employment Roundtable: 1-43. Montréal, Qc.