

July 31, 2018

RE: Devan Nambiar

To whom it may concern:

I have known Devan Nambiar since September 2016 when I invited him to be a guest lecturer in my *Transnational Social Work: Perspectives: Working internationally and cross-culturally* third year social work class at Kings College of Social Work, Western University.

I continue to work with Devan and have invited him again this year to lecture in my class. Based on my knowledge of Devan's professional experience, I believe that Devan is exceptionally qualified for the role of speaking on international LGBTQ+ issues, intersectional identities and health needs of sexual and gender minorities including LGBTQ+ immigrants, newcomers, and refugees.

Background preparation:

Devan was always well prepared for the class lecture. Student's feedback demonstrated that he excels in his ability to understand, integrate, and apply the theoretical and conceptual frameworks related to the courser. Further, he exuberates unending passion, enthusiasm, and uses critical feedback to strengthen his lectures.

Industry/Perseverance:

He incorporates videos, case-studies, and stories to provide students an understanding of immigrant and refugees lives locally and globally. He demonstrates excellent skills in meeting the needs of diverse group of students.

Motivation/Initiative:

In my experience with Devan he is highly motivated and has demonstrated excellent initiative in revising his guest lectures on student's feedback. In addition, he is committed to interdisciplinarity, and his experience working with diverse communities and stakeholders is very valuable to scholar's form various disciplines. He is able to engage in critical discussions around a difficult topic of inclusion or marginalized populations and address various ism (such as heterosexism and racism).

Organizational Ability:

Devan has repeatedly demonstrated excellence in organizing his own time and developing and managing the lectures at Kings College. He goes above and beyond in assisting students access relevant material.

Originality:

Devan has demonstrated the understanding of complexity and uniqueness of diverse population. In my opinion, this skill will help him to contribute substantially to any organization.

Independence (demonstrated and potential) and Customer Relations:

Devan is a self-reliant individual who works both independently and interdependently. I have always been confident in leaving my class with Devan. In my interaction with him I have always found him to be courteous, genuine, and professional. He has excellent customer relations skills.

In summary, I recommend Devan without reservation to provide training and/or as guest lecturer at academic institutions and healthcare organizations.

Sincerely yours,



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