



Vidal A. Chavannes, Ed.D, M.A.Ed., B.A., B.Ed, is currently the Director of Strategy, Research & Organizational Performance with Durham Regional Police Service. In this regard, Dr. Chavannes charts the strategic direction of the organization and manages teams responsible for strategic planning, key performance indicator (KPI) development and tracking at the organizational and divisional levels, and all education and training for members, inclusive of the use of force and academic portfolios. Vidal has more than fifteen years of extensive experience in education and training in Canada, the United States and the United Kingdom, including secondary, post-secondary and technical and vocational education and training (TVET) teaching and program

development, delivery, evaluation and review. He holds a Doctorate in Education from the University of Calgary, with a specialization in Higher Education Leadership. Dr. Chavannes has worked in a full-time and consulting capacity with a variety of public, private and non-profit organizations, all within the training and education ecosystem. Through these engagements, he has written curriculum, developed articulation agreements, managed faculty and staff and charted the strategic direction of a variety of organizations across North America and internationally.

In a consulting capacity, Dr. Chavannes has had the opportunity to assist non-profit and private institutions and organizations in preparing for Ministry accreditations across a variety of sectors; author white papers and other publications; provide keynote addresses and workshops; and develop evaluative frameworks for various programs and projects. This has included the development of a paper for the World Bank, Education Sector - Eastern and Southern Africa titled, 'The Development of National Occupational Standards in Canada and their Translation to Training Programs and Certifications', presented to the 'World Education Forum' in Dakar, Senegal. Further, Dr. Chavannes has travelled across North America lecturing on the national and international stage about preparing organizations and institutions for our burgeoning diversity, including a keynote address at the Pathways to Results Institute at the University of Illinois, focused on the role college and university administrators can play in reducing achievement gaps in post-secondary education for marginalized students. As well, as Director of Learning for the Canadian Centre of Diversity and Inclusion, Vidal was responsible for the development of diversity-related training programs for corporate partners, and a leadership development program for high school-aged youth across Canada, called *See Different*.

Dr. Chavannes is currently a Post-Doctoral Research Fellow with the University of Toronto, where he is working on a national research study focused on Black student university access. He is also an Associate Member of the Yeates School of Graduate Studies at Ryerson University, where he is supervising a PhD candidate in the G. Raymond Chang School of Continuing Education. Dr. Chavannes is also Research Coordinator in the Faculty of Education at Queen's University.

Session Description:

What role can teachers play in advancing equity and inclusion, and addressing anti-Black racism, in schools and in the system at large? This session provides a brief historical understanding of the foundation of public education in Canada and its contemporary manifestations. Participants leave with strategies to foster more inclusive workplaces and to inspire system-wide change.