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Québec 

PROCEDE
Conference
2023

LET'S GET
LOUD

VOICES OF

Equity,

Diversity,

Dignity

and Inclusion

October 18, 19 and 20

*Le Grand Lodge,
Mont Tremblant*



Message from the Conference Chairperson

Welcome to the PROCEDE 2023 Conference – Let’s Get LOUD! Voices of Equity, Diversity, Dignity and Inclusion.

As the proud Chairperson of this year’s conference, it is an honour and a privilege to officially welcome you to the PROCEDE 2023 conference at Le Grand Lodge, in the beautiful Mont Tremblant.

Mont Tremblant is the jewel of the Laurentians, known for its exceptional scenery, variety of outdoor activities, and old-world charm. I cannot think of a better location to host a conference and have such wonderful people, with the same passion, come together!

One of the most important aspects of the PROCEDE conference has always been the quality of professional development opportunities offered. This year, we are offering you an array of sessions that focus on equity, diversity, dignity and inclusion. This annual conference offers professional development opportunities for directors, assistant directors, coordinators and professionals, as well as providing a time for sharing, collaborating and networking amongst colleagues.

This year, our conference steering committee at the Lester B. Pearson School Board has put together a program which will engage your professional interests, provide opportunities for reflection and encourage you to have meaningful conversations; all in an environment that allows you to connect with nature and nurture your physical self, as well as encourage you to celebrate and have fun.

PROCEDE conferences are known for delivering thought-provoking speakers. This year’s conference is no different. We have invited Harnarayan Singh and Jessie Lipscombe to offer you keynote sessions rich in inspiration and insights.

On behalf of PROCEDE and the LBPSB PROCEDE Conference steering committee, we wish you thought-provoking moments and many good times connecting with your colleagues.

Maggie Soldano

Maggie Soldano, PROCEDE 2023 Conference Chairperson

Presenters	Workshop Title
9:00 am to 10:10 am Block A	
Charbel Mourad	Inclusive Performance in a Diverse Environment
Giovanna Salvagio, Paulette Cake	A Journey of Connection: Embracing Indigenous Knowledge in Education and Life
Bonnie Mitchell, Alexandre Mesquita, Xavier-Michel Grisé	Info-session: Bachelor's of Vocational Education (BVE) - RELAUNCH! January 21st, 2024
May Nguyen	Emotional and Cultural Intelligence (to understand different perspectives)
10:25 am to 11:35 am Block B	
Jennifer Campbell, Tania Bozzo	Teaching Neurodiverse Adults: Their rights, Your Responsibility!
David Hawkins	Rules for Allyship; 2SLGBTQIA+ Inclusion
Samar Abboud, Joanne Aubry, Robin Leggo	Rethinking Teacher Induction Through the EDDI Lens
Kira Bratton, Casey Finn-Lefsrud, Gail Gagnon, Hana Mouneimneh, Stephanie Blanchfield	Accessibility & Inclusion at Place Cartier: A Roadmap for Professional Development
Robin Long, Réal Héppelle, Joseph Rainone, Elizebeth Cameron, Guy Rocher	Building Assessment Capacity in VT: A Collaborative Project to Accompany a VT Department's Learning Journey to Understand Evaluating Performance
11:50 am to 1:00 pm Block C	
Mme Carole Voisine	Nouveau programme d'études Participation sociale (SIS)
Matthew Kennedy, Susan Oliver, Avi Spector, Denise Giguere, Colleen Scott	Neurodivergent Learners in AGE & VT: Support, Strategies, & Resources
Kieran Aldersley, Kiley Philp, Christine Garner, Stephanie Blanchfield, Karen Nesbitt	Neurodiversity Towards a Better Understanding of Autism Spectrum Disorder Students' Experience in Adult Education
Giovanna Salvagio, Paulette Cake	A Journey of Connection: Embracing Indigenous Knowledge in Education and Life
Nicholas Salter, Morgan Gagnon	Where Are They Now? English-Speaking Quebecers' Pursuit of Vocational Education Through the Years
2:30 pm to 3:40 pm Block D	
Bonnie Mitchell, Alexandre Mesquita, Xavier-Michel Grisé	Info-session: Bachelor's of Vocational Education (BVE) - RELAUNCH! January 21st, 2024
David Hawkins	Making Space; Best Practices for 2SLGBTQIA+
Qaadira de Coteau, Shiela Sachdeva, Melissa Wallach	Turn up the Volume: Empowering Student Voice (student life in cont. ed. for community)
Robin Long, Réal Héppelle, Joseph Rainone, Elizebeth Cameron, Guy Rocher	Building Assessment Capacity in VT: A Collaborative Project to Accompany a VT Department's Learning Journey to Understand Evaluating Performance

Workshops

Turn up the Volume: Empowering Student Voice (student life in cont. ed. for community)

Block D

Presenters: Qaadira de Coteau (Centre Director LBPSB), Shiela Sachdeva (Pedagogical Consultant, LBPSB), Melissa Wallach (Special Education Technician, LBPSB)

This workshop will delve into how to build a school community where student voices are heard and reflected in centre-wide initiatives. Through interactive activities, we will address EDDI through 3 lenses: administrator, student services staff, and pedagogical consultant. We will explore different funding opportunities available in Quebec to support potential projects. Participants will leave with tools and resources to implement EDDI-informed practices for different members of their school community.

Making Space; Best Practices for 2SLGBTQIA+

Block D

Presenter: David Hawkins (He/Him Pronouns, Executive Director, West Island LGBTQ2+ Centre)

2SLGBTQIA+ people face many barriers to inclusion in society, from home, to school to the workplace. For many queer people, school settings specifically are associated with feelings of anxiety, fear or discomfort. Homophobia and transphobia remain common, and institutional barriers persist, so how can we, as individuals, work to make sure our 2SLGBTQIA+ students feel welcome in our schools?

Join the West Island LGBTQ2+ Centre for a workshop on how you can cultivate inclusive and welcoming spaces for queer students in your schools. As allies, you play a key role in helping shape those spaces for inclusion of queer people, and this workshop will help give you some of the practical tools you'll need in helping to make space for true inclusion

Steering Committee



Maggie
Soldano

Director,
Continuing Education



Mark
Newton

Coordinator,
Career Development Services



Barry
Kagan

Manager,
WICC/Place Cartier Vocational Centre



Joanne
Malowany

Assistant Director,
Communications and Community
Development



Stephanie
Einagel

Guidance Counsellor,
WICC/PEC



Peggy
Grant

Centre Director,
Place Cartier Adult Centre



Matthew
Kennedy

Pedagogical Consultant for Social Participation and Sociovocational Integration,
Place Cartier Adult Centre/PACC Adult Centre

Conference Program

OCTOBER
18

1:00 pm Registration
3:05 pm Opening and Welcome
3:30 pm Keynote speaker
6:00 pm Casual BBQ dinner
7:30 pm Bonfire by the lake/activities

OCTOBER
19

6:30 am Breakfast
9:00 am Workshops Block A
10:25 am Workshops Block B
11:35 am Health Break
11:50 am Workshops Block C
1:00 pm Lunch
2:30 pm Workshops Block D
5:45 pm Cocktail and Awards
7:00 pm Gala Dinner; music through the decades

OCTOBER
20

8:00 am Breakfast
9:45 am Keynote
11:15 am Closing, participation prizes,
passing of the banner

Workshops

Block C

Where Are They Now? English-Speaking Quebecers' Pursuit of Vocational Education Through the Years

Presenters: Nicholas Salter (Executive Director, Provincial Employment Roundtable), Morgan Gagnon (Policy Research Lead, Provincial Employment Roundtable)

In this presentation, researchers from the Provincial Employment Roundtable (PERT) will present data from the 2021 Census of Canada on the vocational education attainment levels of English speakers and French speakers in Québec. Researchers will compare this to data from previous years to observe trends in vocational attainment among English speakers over the years. Researchers will then discuss leading barriers and opportunities facing English speakers and English-language vocational centres in Québec, identified in their 2021 report, English-language Vocational and Technical Training in Québec. The session will close with a group discussion and brainstorm on key issues facing the English-language vocational education ecosystem, especially French-language learning.

Block C

Nouveau programme d'études Participation sociale (SIS)

Presenter: Mme Carole Voisine (Consultante TREAQ, soutien aux gestionnaires et à leur équipe de la FGA)

L'arrivée du nouveau programme d'études Participation sociale amène son lot de questionnements et de défis pour l'ensemble du personnel des centres FGA. Lors de cet atelier, nous aborderons les sujets suivants: l'objectif du programme d'études, la clientèle visée, le premier cours obligatoire et le profil de l'adulte. Nous dresserons un portrait des différents cours et des outils qui pourront vous aider dans votre quotidien. De plus, nous pourrons répondre à certaines questions qui touchent l'organisation scolaire. Au plaisir d'échanger avec vous.

Workshops

Block B, D

Building Assessment Capacity in VT: A Collaborative Project to Accompany a VT Department's Learning Journey to Understand Evaluating Performance

Presenters: Robin Long (Provincial VT Education Consultant) and Rosemont Technology Centre Team/EMSB: Réal Héppelle (Assistant Centre Director), Joseph Rainone (Curriculum Lead Teacher), Elizebeth Cameron (Teacher), Guy Rocher (Teacher)

In 2022-23, the RTC Electromechanics department embarked on a learning journey to better understand how to evaluate student performance. It started with a request to PROCEDE's VT education consultant for a workshop on creating evaluations and because of openness, curiosity and a desire for collaboration, turned into a year-long project that included the contribution of teachers, pedagogical consultants and administrators to create a community. The focus shifted from learning about exams to collaborating on professional development activities that teachers wanted in order to be able to better understand evaluating performance in vocational training. In this workshop, we will present our journey to learn about assessing performance in the context of vocational training, which focuses on key approaches: co-creation of pedagogical development activities, respect of different needs, contexts and realities, inclusivity in communications.

Neurodivergent Learners in AGE & VT: Support, Strategies, & Resources

Block C

Presenters: Matthew Kennedy (Pedagogical Consultant, LBPSB), Susan Oliver (Pedagogical Consultant, LBPSB), Avi Spector (Pedagogical Consultant, Accessibility & Inclusive Technology, RÉCIT AGE, RS), Denise Giguere (Pedagogical Consultant, LBPSB), Colleen Scott (Teacher, LBPSB)

Like a person's fingerprints, no two brains are alike, which means that everyone learns differently and has their own unique abilities and struggles. Knowing this, how can the education system support neurodiversity to ensure ALL adult learners experience success? What resources and strategies are available to us and our learners? Join us for a multimedia conversation about how we can foster inclusive learning environments where neurodivergent adult learners can thrive.

*Please bring your own device and earbuds.

Block C

Neurodiversity Towards a Better Understanding of Autism Spectrum Disorder Students' Experience in Adult Education

Presenters: Kieran Aldersley (Student), Kiley Philp (Parent), Christine Garner (CROM, Special Educator), Stephanie Blanchfield (SVI Teacher), Karen Nesbitt (Counsellor in Academic Training)

The word is out! More and more students with Autism Spectrum Disorder (ASD) are arriving in adult education centres to complete the education they were unable to obtain in their youth sector high schools. Adult education professionals work with these students daily but lack both formal training in ASD and access to school board resources. Our ASD students ARE our resources! In this workshop, we will hear the perspectives of several guests, including students, about some of the realities faced by ASD students in adult education in Quebec, what helps and what doesn't. We will also address the transition from adult ed. to CEGEP and other training and education options. There will be a Q&A with the guests following their presentations.

Keynote & Closing Speakers

Play-by-Play Commentator, Hockey Night in Canada | National Bestselling Author



Born and raised in small-town Alberta, Harnarayan has risen through the broadcast ranks as a prominent media personality in Canada's favourite sport, challenging the status quo along the way.

With over 800 games of experience as an NHL broadcaster and known for his entertaining goal calls, Harnarayan's story has spread throughout the hockey world, allowing him to commentate 'Play-by-Play' for Hockey Night in Canada nationally on Sportsnet. As the NHL aims to grow the game in new markets and diversify its fan base, Harnarayan symbolizes the power sport has to unite people.

Along with being an ambassador for the Chevrolet Good Deeds Cup, Harnarayan serves on the NHL's Fan Inclusion Committee as well as a part of the Herb Carnegie Initiative, with the focus of making the sport a more welcoming place for everyone.

Leadership Expert | Co-founder of #MakItAwkward & Not That Funny Inc. | Bestselling Author | Actor



Jesse Lipscombe is one of Canada's leading keynote speakers. An expert on leadership, diversity, equity and inclusion, Jesse has inspired organizations to make a difference within their communities. A natural-born leader, he instills confidence in youth and challenges audiences to become more inclusive and accepting of all people. Jesse entered the spotlight at 14, starring

alongside legendary actor Sidney Poitier in *Children of the Dust*. At 18, he shifted to athletic stardom after accepting a full athletic scholarship at the prestigious Morehouse College in Atlanta, Georgia, where he became a breakout track star.

Following college, Jesse continued his acting career and has since produced many critically acclaimed films and television series (*It's Not My Fault*, *I Don't Care Anyway*, *Tiny Plastic Men*). Most recently, he starred in the Netflix hit show *Black Summer*.

Jesse is a passionate activist, investor, and entrepreneur outside the arts. He runs a consultancy inspired by the #MakItAwkward campaign he launched in 2016 to combat racism, misogyny, homophobia and hatred. He works with organizations and leaders to help them understand and address racism.

Workshops

Emotional and Cultural Intelligence (to understand different perspectives)

Block A

Presenter: May Nguyen (Pedagogical Consultant, Career Development Services, LBPSB)

In this workshop, you will learn how to develop your emotional and cultural intelligence skills to better understand and navigate diverse social and cultural situations. Topics include how to recognize and manage your own emotions, and how to empathize with others and communicate effectively across cultural differences. You will learn tips for how to build relationships and work collaboratively with people from different backgrounds, and how to leverage cultural differences to drive innovation and creativity. This workshop will provide you with practical tools and strategies for developing emotional and cultural intelligence.

Inclusive Performance in a Diverse Environment

Block A

Presenter: Charbel Mourad (Directeur des services aux entreprises - PROCEDE)

In this workshop, you will learn how to create a workplace culture that values diversity and promotes inclusivity. You will learn about the benefits of diversity and how to recognize and address unconscious biases that may be hindering inclusivity. You will receive strategies on how to communicate effectively with colleagues from different backgrounds, and how to create an environment where everyone feels valued and respected.

A Journey of Connection: Embracing Indigenous Knowledge in Education and Life

Block A, C

Presenter: Giovanna Salvagio (RÉCIT National Service, FGA Anglo Digital Pedagogical Consultant, CSSMI)

Co-facilitator: Paulette Cake (RÉCIT Regional Service, FGA Anglo Digital Pedagogical Consultant, RSB)

Join me in this interactive session as I share my personal story of discovery and transformation. Over the past year, I have embarked on a profound journey, delving into indigenous knowledge and its application in teaching and everyday life. Through heartfelt dialogue, we will reflect on our own experiences, feelings and practices. Together, we will explore ways to incorporate traditional knowledge into our classrooms and personal lives, creating a nurturing space that honors diverse perspectives. Let's come together to embrace connection, honor indigenous knowledge, and envision a more inclusive and harmonious world.

Block A, D

Info-session: Bachelor's of Vocational Education (BVE) - RELAUNCH January 21st, 2024

Presenters: Bonnie Mitchell (Assistant Director academic-BVE/BEP Université de Sherbrooke), Alexandre Mesquita (Pedagogical Consultant-BVE/BEP Université de Sherbrooke), Xavier-Michel Grisé (Stage Coordinator-BVE/BEP Université de Sherbrooke)

We are pleased to offer you this info session about the RELAUNCH of the The Université de Sherbrooke is invested in the new and improved ENGLISH program for our vocational teachers which starts on January 21st, 2024. We are the English team presenting an overview of the bachelor's, the application process, and we are ready for your questions. The BVE is now it's own program and will better serve the needs of the English community. We look forward to connecting with you!

Workshops

Teaching Neurodiverse Adults: Their Rights, Your Responsibility!

Block B

Presenters: Jennifer Campbell (Special Education Consultant, EMSB), Tania Bozzo (Education Counsellor, EMSB)

The balancing act of promoting self-determination while including a student's natural support system in their educational journey can be challenging and complicated. As a neurodiversity rights advocate, I intended to ask the ethical questions and encourage theoretical debate about the boundaries of common educational practices in a social Integration context. We will discuss the Neurodiversity Movement, ideological and moral considerations of intervention techniques, teaching self-advocacy and building on intrinsic motivation. The focus of this workshop is to introduce the basic principles for working with neurodiverse adults, the rules of legal tutorship, consent, and the fundamental human rights of ALL adult students.

Rethinking Teacher Induction Through the EDDI Lens

Block B

Presenters: Samar Abboud (Pedagogical Consultant, LBPSB), Joanne Aubry (Pedagogical Consultant, LBPSB), Robin Leggo (Pedagogical Consultant, LBPSB)

Integrating EDDI values into current teacher induction practices fosters a holistic approach that supports new teachers in developing their teaching philosophy, identity, competency, and growth. The benefits of integration translate to a sense of belonging and well-being, a positive center culture, improved teacher retention and a greater impact on students' learning. Join this interactive workshop as we rethink, share, explore, and reflect upon new teacher induction strategies for our contexts.

Accessibility & Inclusion at Place Cartier: A Roadmap for Professional Development

Block B

Presenters: Kira Bratton (Teacher, Place Cartier, LBPSB), Casey Finn-Lefsrud (Readaptation Officer, Place Cartier, LBPSB), Gail Gagnon (Pedagogical Consultant, Place Cartier, LBPSB), Hana Mouneimneh (Teacher, Place Cartier, LBPSB), Stephanie Blanchfield (Teacher, Place Cartier, LBPSB)

If you're looking for a dynamic model for PD creation, this workshop is for you! This session explores Place Cartier's accessibility and inclusivity PD roadmap. Our team of teachers and consultants, funded through PDIGs, led staff on a two-year journey to plan a series of impactful PD days. Participants will be provided with tools to launch their own journey toward establishing centres founded on principles of equity and justice.

Rules for Allyship; 2SLGBTQIA+ Inclusion

Block B

Presenter: David Hawkins (He/Him Pronouns, Executive Director, West Island LGBTQ2+ Centre)

Allies play an essential role in uplifting marginalized communities; however, it can often be hard to know what the right thing to do is. As individuals who want to support our 2SLGBTQIA+ students, colleagues and friends, having the right knowledge and guidance is essential.

In this training the West Island LGBTQ2+ Centre will provide you with some of the basics to being an effective ally to the 2SLGBTQIA+ community. Ranging from discussions of the language we use to the role of advocacy, join us as we help equip today's caring individuals to be tomorrow's effective allies.