

# ReSolve Research Solutions, Inc.

If we want equity and justice to impact our organizations differently, we need to think about equity and justice differently. We each need to play an active role in challenging and disrupting traditional ways of thinking and being. This is not someone else's job. The work begins with each of us.



**Celina Caesar-Chavannes, MBA, PhD (student)**  
Celina is the founder and Principal at RRS, Inc. As a [Deepak] Chopra Certified Health and Meditation Instructor, she places self-awareness and mindfulness at the center of DEI strategies and solutions.

THINK  
DIFFERENTLY.  
MOVE FORWARD  
COLLECTIVELY.



REGROWTH • RENEWAL • REAWAKEN



**Vidal Chavannes, EdD**  
Vidal is a Principal at RRS, Inc. His research expertise focuses on anti-Black racism in education, and he has used this foundation to inform his work in policing, post-secondary institutions, private and public organizations.

## TRAINING

### Anti-Racism and Anti-Oppression

Grounded in an understanding of the key concepts related to racism, anti-Black racism, oppression, and DEI work more broadly, these sessions, facilitated by Dr. Chavannes allow participants to explore the biases they bring to bear on their work in institutions and organizations, as well as the ways in which systemic practices, measures and accountability can create solid equitable infrastructures.

### The Future of Equitable Leadership

We cannot continue to talk about DEI in the same way and expect different results. Now is the time to humanize the concepts, connect them together, and distill the information down to the self.

In these sessions participants are pushed to rethink equity and the power of empathetic courage through personal stories, research, self-reflection and an understanding of power and privilege.

Participants will emerge inspired, empowered and with a renewed confidence in their innate ability to use past and present experiences to change systems and build a more just world.

### Inequity in Equity: the shortcomings of traditional diversity, equity and inclusion

Investing in DEI is easy. The challenge is getting a return on your investment. Most organizations do not know where to start or where the real pain points exist to enable real returns.

This presentation starts with the foundational elements, then demonstrates how most organizations continue to create inequity. Finally, the session helps participants understand what inequity is costing them and how they can build a better strategy to create equity.

### MaximizingU Leadership

MaximizingU is an equity based leadership development app designed to promote asynchronous learning of key diversity, equity and inclusion concepts, as related to leadership.

This personalized approach integrates research informed lessons, skills development activities and self-reflection exercises in each module of the 15-level program. The aim is to develop empathetic leaders who understand the value of diversity, engage in intentional conversations necessary to build inclusion, use their multiple intersecting identities to foster an unapologetic culture of equity and have enough self-awareness of their own biases to promote justice.



## SPEAKERS

Both Celina and Vidal's presentations are dynamic, engaging, and thought provoking. They challenge audiences to think differently, step out of their comfort zone and dismantle the status quo.

To book Celina, email Jeff Lohnes at Talent Bureau at [jl@talentbureau.com](mailto:jl@talentbureau.com)

To book Vidal email [info@resolveresearch.com](mailto:info@resolveresearch.com)

## CONSULTING

Both Celina and Vidal are available as a team or independently for short or long term contracts.

Their professional advice is based on empirical evidence from their studies and lived experience.

To book email [info@resolveresearch.com](mailto:info@resolveresearch.com)