

PRACTITIONERS PRESENTATION



NITASHA CRISHNA

Lower Elementary School
Deputy Principal



JANE MCGEE

Head of School



DIVERSITY COLLABORATIVE MEMBER MEETING NOVEMBER 21, 2022

DIVERSITY IN RECRUITMENT UNIS HANOI LEADERSHIP TEAM RECRUITMENT JOURNEY & IMPACT

ALL DIVERSITY COLLABORATIVE MEETINGS ARE HELD
FROM **8:30 AM – 9:30 AM (NEW YORK TIME)**.

Current members will receive meeting links in member communications. Not YET a member? **SIGN UP HERE:**
<https://www.iss.edu/community/diversity-collaborative>

***Daylight Saving Time might affect your timezone from Nov 2022 - March 2023. Please adjust accordingly.**

MEETING AGENDA

Welcome / Inclusion

**Vision, Commitments, Background,
Purpose & Action**

**Invitation for Committee
Leadership**

Practitioner Presentation
Diversity in Recruitment

**Breakout Session & Reflection,
Announcements**



**DIVERSITY COLLABORATIVE
MEMBER MEETING
NOVEMBER 21, 2022**



PRACTICE AND PROMOTE PSYCHOLOGICAL SAFETY:



This is a safe forum to speak your truth; Say it kindly. "Masks" are not needed here; your authentic self is welcomed.



SPEAK OUT AND CALL IN: EVERY VOICE IS VALUED!

This includes unique and diverse thoughts, accents, languages, and ideas. Welcome ideological conflict; disagree with dignity and respect.

LISTEN WITH INTENTION TO LEARN AND UNLEARN:



Open Mind, Open Heart, Open Will; Listen for Understanding; Practice suspending judgement and avoid defensiveness.



PRACTICE INQUIRY:

Adopt a Learning Stance: Seek first to understand, rather than persuade.

EXAMINE PRIVILEGE:

Consider Bias: Be open to examine our privileges & our biases, be open to discomfort. Good intentions can masquerade as injustices. Distinguish intent from impact.



STAY BRAVE:

Interact, participate, and engage.

Which of the norms are you putting your **attention**, increasing your **awareness**, putting into **action** today?

2 mins - Read & Think
1 min - Jot and/or post on the chat

TEAM OF VOUNTEER FACILITATORS



DR. JENNIFER BECKWITH
Former Founding Director, **AUS**



LIZ DUFFY
President, **ISS**



MADDY HEWITT
Executive Director, **NESA**



JOEL JR LLABAN
Director of DEI, **ISS**



MIKE PIERRE
Virtual Events Coordinator, **ISS**
DC Newsletter In-Charge



DR. BETH PFANNL
Vice President, **ISS**



DR. DANA WATTS
Director of Learning, Research
& Outreach, **ISS**

GUIDING STATEMENTS



DIVERSITY COLLABORATIVE MEMBER MEETING

Our Mission

The Diversity Collaborative (DC) is committed to creating and sustaining a more diverse, inclusive, equitable, and just international school community through our focus on leadership.

Our Vision

We recognize that diversity without equity, inclusion, and justice is insufficient and can perpetuate ongoing harm.

Therefore, we strive not only to recognize and redistribute power, but also to eradicate the systems and structures in place that cause and have caused injustice, inequity and exclusion. We aspire to see the leadership of international schools reflect the global majority.

<https://www.iss.edu/community/diversity-collaborative>



Our Commitments

To realize our commitment to diversity, equity, inclusion, and justice, the Diversity Collaborative wholeheartedly challenges all leaders, international schools and associated organizations to address the absence of diverse leadership in formal leadership positions.

Concurrently, we acknowledge that anyone in a school can demonstrate leadership by serving as an agent of change.

The Diversity Collaborative (DC) conducts research on the leadership pipeline and recruitment practices, provides leadership development, and advocates for international school communities to (1) critically reflect on diversity or the lack thereof, (2) develop equity-minded stakeholders, (3) promote inclusive environments, and (4) serve as social justice activists.

<https://www.iss.edu/community/diversity-collaborative>



Diversity Collaborative

The Diversity Collaborative (DC) is committed to creating and sustaining a more diverse, inclusive, equitable, and just international school community through our focus on leadership.

[Join the Diversity Collaborative](#)

[Contact the Diversity Collaborative](#)

<https://www.iss.edu/community/diversity-collaborative>

BACKGROUND & HISTORY



MEMBER MEETING
NOVEMBER 21, 2022

Our group was formally launched in 2017 at an AAIE Conference with an **“EVERYONE IN” All-Call, Open Invitation**

The **International School Services** in partnership with **Diversity Collaborative Volunteers** sent out a welcome letter with an invitation to our International School community members to join in the collective effort **to ensure we have a broad spectrum of people in leadership positions across our international schools.**

In the original scope document we shared the benefits of DIVERSITY, EQUITY and INCLUSION and also communicated that**"All who are ready to champion this stance are welcome."** We wanted to join together to seek broader **IMPACT** and to action **CHANGE.**

BACKGROUND & HISTORY



MEMBER MEETING
NOVEMBER 21, 2022

The collaborative hopes **to utilize our collective talents to create lasting changes in the way we engage, support and promote educators** who encompass a broad range of identities around the world. We do this TOGETHER, and we are so grateful that such a large number of people collaborate on this shared goal.

To paraphrase Helen Keller; **“Alone we accomplish so little; Together we accomplish so much.”**

Every year we walk into our Fall meeting with a sense of hope because we remind each other that **we have each other to do this work together.**

TRI-ANNUAL MEETINGS



MEMBER MEETING
NOVEMBER 21, 2022

- 3 times a year - 2022: **November 21**, 2023: **February 27**, & **May 8**
- A **safe space** where we continue to learn and unlearn and grow with one another.
- We are a **community** that makes connections, builds trust, and welcomes authentic and diverse perspectives.
- Our rounds or learning circles are a **place of inquiry, learning, information sharing, understanding** and of **thought-partnership** where we can examine our privileges and blindspots, our learnings and unlearnings.

- We have a **Mission, Vision** and other documents (Shared Agreements/Protocols/Best Practices) that give us structure .
- We seek to bring interesting “**case studies**”, “**Action-journeys**” and **new learning from experts** in the field to our group.
- We also seek **participant reflection** and **feedback** at the end of each session, so we can learn as we go.

SIGN UP AT THE ISS WEBSITE



**MEMBER MEETING
NOVEMBER 21, 2022**

You will receive the **zoom link** after you sign up.

Upcoming Diversity Collaborative Meetings

All Diversity Collaborative meetings are held from 8:30 am – 9:30 am New York time.



NOV
21 Diversity Collaborative Member Meeting

JOIN



FEB
27 Diversity Collaborative Member Meeting

JOIN



MAY
8 Diversity Collaborative Member Meeting

JOIN

<https://www.iss.edu/community/diversity-collaborative>

CONSULTANTS & FACILITATORS



MEMBER MEETING
NOVEMBER 21, 2022



Safaa Abdelmagid, Africa
[Contact Safaa »](#)



Amin Hussain, Africa
[Contact Amin »](#)



Sagda Khalil, Africa
[Contact Sagda »](#)



Ying Chu, Asia, Middle East, & Australia
[Contact Ying »](#)



Darnell Fine, Asia, Middle East, & Australia
[Contact Darnell »](#)



Renée Green, Asia, Middle East, & Australia
[Contact Renée »](#)



Cynthia Roberson, Asia, Middle East, & Australia
[Contact Cynthia »](#)



Daniel Wickner, Asia, Middle East, & Australia
[Contact Daniel »](#)



Angeline Aow, Europe
[Contact Angeline »](#)



Emily Meadows, Ph.D., (LGBTQ+), Europe
[Contact Emily »](#)



Sean Ross, Europe
[Contact Sean »](#)



Ayodele Harrison, North & South America (incl Caribbean)
[Contact Ayodele »](#)



Marla Hunter, North & South America (incl Caribbean)
[Contact Marla »](#)



Alysa Perreras, North & South America (incl Caribbean)
[Contact Alysa »](#)



Homa Tavangar, North & South America (incl Caribbean)
[Contact Homa »](#)

Professional Biography & Services

Professional Compensations

Contact Details

We are currently in the process of updating the list in collaboration with AIELOC.



<https://www.iss.edu/community/diversity-collaborative>

RESOURCES



**MEMBER MEETING
NOVEMBER 21, 2022**

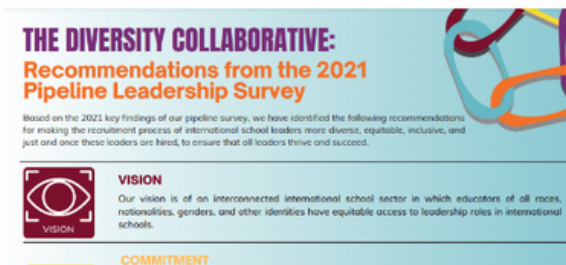
New Resources



Diversity Collaborative Norms

Shared agreements and practices reviewed at the start of every meeting

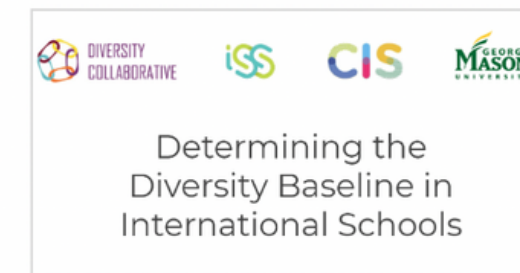
[Download PDF »](#)



Recommendations from the 2021 Leadership Pipeline Survey

Recommendations for making recruitment more diverse, equitable, inclusive, and just

[Download Presentation »](#)



Determining the Diversity Baseline in International Schools

Survey led by Anne Hilbert, Alejandra Neyra, and their colleagues at the Council of International Schools (CIS) along with the Diversity Collaborative, George Mason University (GMU), and International Schools Services (ISS).

[Download PDF »](#)



Antiracism Padlet

Explore a collection of Black voices, media, history, and joy; you'll also find resources for educating yourself and students about antiracism and systemic racism, and steps for change.

[Access Padlet »](#)

<https://www.iss.edu/community/diversity-collaborative>

AREAS OF FOCUS & ACTION



MEMBER MEETING
NOVEMBER 21, 2022

- **Anti-Racist Education**, Culturally Responsive Leadership & Teaching
- **Diversity** in Leadership & Resources
- **Equity Centered Recruitment**- Closing the pipeline gaps of leadership within our schools
- **Committee Work**: Data, Advocacy, Education, Resource
- **Experiences** of school leaders of different identities

- We invite you to **take action** in whatever way you can: By joining sessions, joining a committee if you are able, and committing to sharing in the journey with fellow DC members.

A CALL FOR THE RE-ACTIVATION OF COMMITTEES



MEMBER MEETING
NOVEMBER 21, 2022

We believe in DIVERSITY, so we must...

- Value the presence of difference in multiple groups
- Learn diverse histories and cultural backgrounds
- Recognize intersectionality within multiple groups
- Name characteristics of dominant culture
- See differences of marginalized groups without prejudice or bias

We believe in INCLUSION, so we must...

- Interact comfortably with all people, whether similar to or different from us
- Develop inclusive language and knowledge to accurately describe difference
- Express curiosity about the history and lived experiences of others without tokenizing or expecting diverse groups to educate us
- Build connections with diverse groups by showing empathy regardless of difference
- Demonstrate an understanding that diversity includes the impact of unequal power relations on the development of group identities and cultures

Diversity Collaborative Commitments



We believe in EQUITY, so we must...

- Challenge inequity when we see, hear, or experience it
- Distinguish inequity at different levels of society and our schools
- Explain the short and long-term impact of inequity on marginalized groups
- Demonstrate awareness of advantages and disadvantages based on multiple identities
- Identify figures, groups, events, strategies, and philosophies relevant to the history of inequity around the world

We believe in JUSTICE, so we must...

- Challenge individuals when their words, actions, or views exclude or harm marginalized groups
- Dismantle systems, policies, and practices that exclude or marginalize groups
- Take collective responsibility for standing up to injustice, inequity, and exclusion
- Plan and carry out collective action against injustice, inequity, and exclusion
- Create systems, policies, and practices that achieve DEIJ

Data Committee | Co-Chairs: Liz Duffy & Beverly Shaklee

Collect data and produce and disseminate reports on BIPOC leadership and DEIJ issues within international schools.

Educational Committee | Co-Chairs: Darnell Fine & Dana Watts

Organize and promote professional development opportunities related to social justice and curate a list of recommended BIPOC speakers, consultants and facilitators.

Advocacy Committee | Co-Chairs: Hanadi Dayyeh & Nadine Richards

Work with accreditation agencies, search firms and other organizations to advance DEIJ issues across the international school sector.

Resource Committee | Co-Chair: Alysa Perreras

Post and share educational materials and tools (e.g. frameworks, videos, links, articles. etc.) for international schools interested in making progress on DEIJ issues.

[Sign up for a Committee »](#)

<https://www.iss.edu/community/diversity-collaborative>



DC Community & Communications

October 2022 Newsletter

This newsletter is compiled and distributed 6-7 times during the academic year to all members of the Diversity Collaborative. If you have an upcoming event that you would like to be included, please send information to infodiversitycollaborative@iss.edu by the 8th of the month. We intend to feature events that are focused on anti-racism, DEI(B)J work on leadership, faculty and staff experiences in international schools. We request that contributors write a brief 1-2 sentence description of the survey, resource, or professional development opportunity.

Monthly Newsletter

Upcoming Professional Development Opportunities



THE DIVERSITY COLLABORATIVE



Committed to creating a more diverse, inclusive, equitable, and just environment among the leadership of the international school community.

Diversity Collaborative

Private group · 325 members



← DiversityCollaborative
33 Tweets



DIVERSITY COLLABORATIVE

... ↻ Following

DiversityCollaborative
@DivCollab

The Diversity Collaborative is committed to creating a more diverse, inclusive, equitable and just environment within international schools

iss.edu/services/profe... Joined November 2019

@DivCollab

IGNITE SPEAKERS



NITASHA CRISHNA

Lower Elementary School
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JANE MCGEE

Head of School



DIVERSITY
COLLABORATIVE

iSS INTERNATIONAL
SCHOOLS SERVICES
Making a world of difference

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**DIVERSITY IN RECRUITMENT
UNIS HANOI LEADERSHIP TEAM
RECRUITMENT JOURNEY & IMPACT**





Join a **breakout** room.

In your Breakout Room,

Turn & Listen

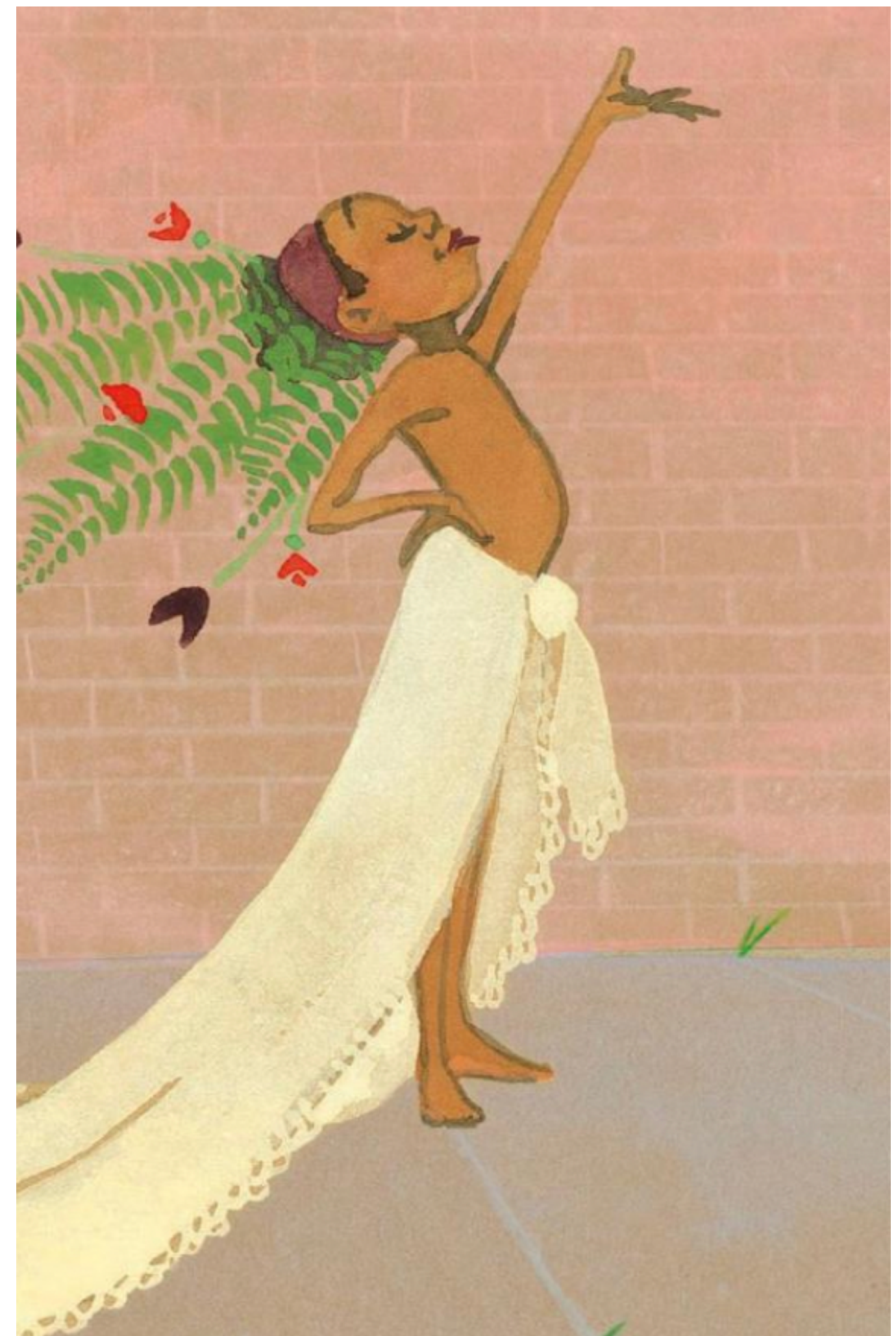
What **concepts, connections, & questions** have emerged?

What **actions** are you planning to design?

JL

Illustration: Julian is a Mermaid by Jessica Love

@JoelJrLLABAN



FEEDBACK

Please share on the **chat** or send us an **email**:

infodiversitycollaborative@iss.edu



DIVERSITY
COLLABORATIVE

MEMBER MEETING
NOVEMBER 21, 2022

- What was your **experience** of the meeting?
- What are your **key take aways** from our meeting today?
- What would you like to **see & happen** more of in our next meetings?

ANNOUNCEMENTS & CLOSURE



**DIVERSITY COLLABORATIVE
MEMBER MEETING
NOVEMBER 21, 2022**



Reconnect, Recharge, Refocus



AAIE 2023 GLOBAL
LEADERSHIP **CONVERSATION**
WASHINGTON, DC



The Stories We Tell About Ourselves: Using an Assessment Process to Examine Equity Values and Narratives

Join AAIE on Sunday, February 5, 2023, as we collaborate with the Diversity Collaborative to engage in focused work on Equity. This interactive pre-conference session, led by experts from Pollyanna, takes a deeper look at assessments and tools they have developed to measure school and community engagement.