

2024-2025

2023-24



DIVERSITY  
COLLABORATIVE

# MEMBERS' MEETING

**OCTOBER 7, 2024**

**8:00-9:00 AM (NEW YORK TIME)**



## CHECK IN

**Change comes from cumulative shifts.** What shifts have you been leading and noticing in alignment with our values?

EMERGENT STRATEGY, ADRIENNE MAREE BROWN

**Write your response in the chat.  
Introduce yourself.**

@JoelJrLLABAN





# NORMS

## 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.

## MEETING NORMS

# WHAT NORM(S) WILL SUPPORT YOU IN YOUR LEARNING TODAY?



# MEETING AGENDA

**Welcome / Check In**

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

**IGNITE SPEAKERS**

**LEARNING FROM CURRENT DATA  
COLLECTIVE SENSE-MAKING OF DATA  
TO INFORM ACTION**

**Breakout Sessions & Questions**



**DIVERSITY  
COLLABORATIVE**

**MEMBERS' MEETING  
OCT 7, 2024**



# 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>





## KEY PROJECTS

### 1. Career Pathways

- Objective: Developing a guide for school-based mentoring projects aimed at educators in early or middle management stages of their careers. This complements existing programs and addresses challenges like stereotypes hindering certain individuals' leadership roles.
- Project Lead: Madeleine Maceda-Heide - [madeleine.heide@gmail.com](mailto:madeleine.heide@gmail.com)

### 2. BIPOC Voices

- Objective: Documenting stories of BIPOC leaders to amplify their experiences, successes, and challenges. The goal is to raise awareness about challenges faced by BIPOC leaders while avoiding reinforcing false narratives.
- Project Lead: Adrienne Waller - [adrienne.waller@cis.ky](mailto:adrienne.waller@cis.ky) and and Yasmine Aslam-Hashmi - [yhashmi@icsz.ch](mailto:yhashmi@icsz.ch)

### 3. Bank of DEIJ Survey Questions

- Objective: Compiling a repository of questions for schools to assess their DEIJ efforts. Drawing inspiration from existing frameworks, the goal is to provide a resource that enhances equity evaluation in educational settings.
- Project Lead: Dr. Kimberley Daly - [kdaly1@gmu.edu](mailto:kdaly1@gmu.edu)



# CONSULTANTS & FACILITATORS



## MEMBERS MEETING

### Diverse Professional Development Consultants: Diversity of Experience and Expertise

Facilitated by **Kevin Simpson**, Founder of KDSL Global, and **Joel Jr Llaban**, ISS Director of DEIJ

We understand the need, the importance, and the moral imperative to define and nurture diverse representation in all levels of our schools, organizations, and communities. Learners from across the world will tremendously benefit from the diversity of thought, identities, experiences, and expertise that we all bring into a learning space.

Central to the commitment of the Association of International Educators and Leaders of Color (AIELOC), International Schools Services (ISS) and The Diversity Collaborative (DC) is anti-racism, diversity, equity, inclusion, belonging, and justice.

We seek to provide a space and platform where leaders and learners from different schools, organizations, and communities can access and benefit from diverse professional development consultants' experiences and expertise.

In the following pages, you will find facilitators and consultants who offer professional learning experiences that educate and inspire participants to be agents of change. While many have experiences and expertise in our work on anti-racism and DEIJ, they are also first and foremost leaders in schools, leaders in organizations, and leaders in the classrooms.

We hope to reshape the way we view diverse representation that is not only limiting many of us to facilitating anti-racism and DEIJ work, but to all aspects of leadership and learning in education, given all our intersectional identities.

The list is not conclusive as there are still many identities that are not yet represented. As we continue to accelerate our work on equity, inclusion, diversity, visibility, access, we will invite more consultants who can support learning, well being, and leadership in international schools across the world.

Please find full consultant bios and more information at [ISS.edu](https://www.iss.edu). Directly reach out to the facilitators and consultants for partnership, purpose development, planning, contracting, and scheduling. You can find a suggested scale for facilitation and consultation services, quoted in USD, [available for download here](#).

You can follow Kevin at [@GlobalKdsj](#) and Joel at [@JoelJLlaban](#).



**Adrienne Waller (she/her)**  
Owner of Worldwide Educator, Assistant Principal,  
Cayman International School  
[Contact >>](#)



**Dr. Alan Phan (he/him)**  
Head of School,  
North London Collegiate School HCMC  
[Contact >>](#)



**Alysa Perras (she/her)**  
Antiracist Consultant & Researcher,  
Alysa Perras Consulting  
[Contact >>](#)



**Amin Hussain**  
Inclusive teaching and learning (IaL)  
[Contact >>](#)



**Angeline Aow**  
Educator, Author, and Pedagogical Leader  
[Contact >>](#)



**Anna Clara Reynolds (she/her)**  
**Xoài David (she/her)**  
Co-founders & Collective,  
Organization to Decolonize International Schools  
[Contact >>](#)



**Anne Marie Christian**  
International Safeguarding Consultant,  
Child's Consultancy Limited  
[Contact >>](#)



**Apama Sundaram**  
COO, Consulting and Recruitment,  
The Diversity Collective LLC  
[Contact >>](#)



**Ayodele Harrison**  
Senior Partner, Education & Director, Black Male Educators  
Talk (BMEaTalk),  
CommunityBuild Ventures  
[Contact >>](#)



**Azra Pathan**  
Director of Learning,  
International School of Kuala Lumpur  
[Contact >>](#)

[Continued on page 9](#) • Please find full consultant bios and more information at [ISS.edu](https://www.iss.edu)

### Diverse Professional Development Consultants CONTINUED, PART 2 OF 3



**Ceci Gomez-Galvez (she/her/ella)**  
ES/EL Coordinator,  
Saigon South International School  
[Contact >>](#)



**Cheryl-Ann Weekes (she/hers)**  
Director of Learning,  
International School of Kuala Lumpur  
[Contact >>](#)



**Cynthia Roberson**  
Director of Diversity, Equity and Inclusion,  
Mulgrave School  
[Contact >>](#)



**Daniel Wickner (he/him/his)**  
Founder,  
Identity-Centered Learning  
[Contact >>](#)



**Danau Tanu, PhD**  
Japan Foundation Research Fellow,  
Waseda University  
[Contact >>](#)



**Dr. Darnell Fine (he/him)**  
Deputy Principal  
[Contact >>](#)



**Dr. Emily Meadows (she/her)**  
US/ITON Consultant for International Schools,  
[www.EmilyMeadows.org](https://www.EmilyMeadows.org)  
[Contact >>](#)



**Dr. Funke Baffour-Awuah**  
Head of Wellbeing Division and Child Protection Lead,  
Al Rayan International School  
[Contact >>](#)



**Homa Tavangar**  
Author, Co-founder,  
Big Questions Institute  
[Contact >>](#)



**Ika Azwa Muzamal**  
Director of Talent & Culture,  
The International School of Kuala Lumpur  
[Contact >>](#)



**Janay Washington, Ed.S (she/her)**  
Elementary Teacher,  
International School of Ouagadougou  
[Contact >>](#)



**Jessica Wei Huang (she/her)**  
Director of Principal Leadership & Support, High School  
Division, San Francisco Unified School District  
[Contact >>](#)



**Justin Garcia (they/them)**  
2nd Grade Teacher  
Frankfurt International School  
[Contact >>](#)



**Katrina Daniels-Samasa (she/her)**  
Education Consultant,  
Innovation Solutions-Providing Solutions through Involvement  
and Engagement  
[Contact >>](#)



**Kelisa Wing**  
CEO and President,  
Promises and Possibilities  
[Contact >>](#)



**Kristel Solomon, M.Ed Psy.**  
International Inclusion Consultant,  
K Solomon Consultancy  
[Contact >>](#)



**Kwame Sarfo-Mensah (he/him/his)**  
Educational Consultant,  
Identity Talk Consulting, LLC  
[Contact >>](#)



**Lachanda Garrison**  
Teacher Leader, Professional Learning Developer & Facilitator,  
Bahrain School  
[Contact >>](#)



**Liz Cho (she/her)**  
Principal of Teaching and Learning,  
Korea International School  
[Contact >>](#)



**Liza Talusan, PhD (she/her/siya)**  
Strategic Partner,  
LT Coaching and Consulting, LLC  
[Contact >>](#)

[Continued on page 10](#) • Please find full consultant bios and more information at [ISS.edu](https://www.iss.edu)

Professional Biography & Services

Professional Compensations

Contact Details

Updated list was shared in the ISS  
NewsLink and in the DC website

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

MP





Member Newsletter

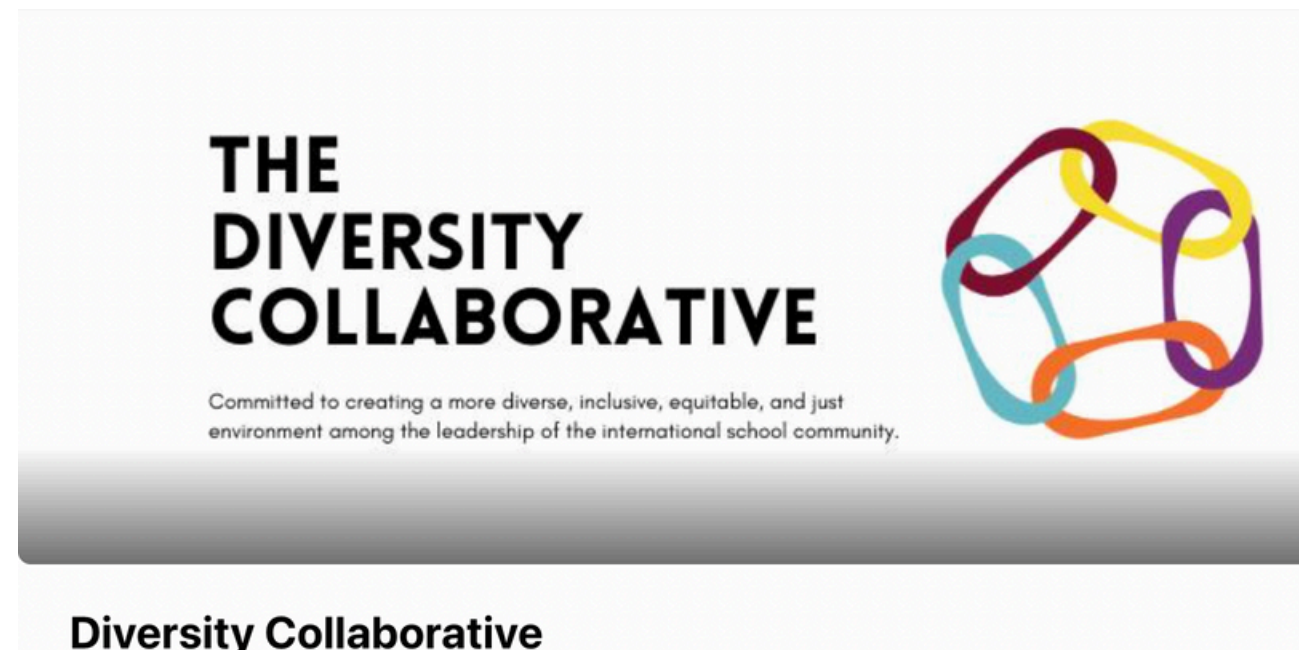
March 2024: [Read More »](#)

January 2024: [Read More »](#)

September 2023: [Read More »](#)

Email: Mike Pierre - [mpierre@iss.edu](mailto:mpierre@iss.edu)

[TriAnnual Newsletter - website](#)



## DC Community & Communications



[@DivCollab](#)



## IGNITE SPEAKER



**KEVIN SIMPSON**

Founder, Association of International  
Educators and Leaders of Color  
(AIELOC)



## MEMBERS' MEETING

**OCTOBER 2, 2023**  
8:00-9:00 AM (NEW YORK TIME)

**DEIJ IN INTERNATIONAL SCHOOLS**  
WHAT HAS CHANGED? WHAT STILL  
NEEDS TO CHANGE?

PLANNING FOR **PROJECT WORK**  
FOR 2023-2024

## IGNITE SPEAKERS



Dr. Peter Bateman  
Executive Director, AISA



Elizabeth Imende,  
Incoming  
Executive Director, AISA



Dr. Dan Jubert  
Board Chair, AISA

2023-24



The Association of International  
Schools in Africa

## MEMBERS' MEETING

**FEBRUARY 12, 2024**  
8:00-9:00 AM (NEW YORK TIME)

**PATHWAYS TO TRANSFORMATION:**  
CULTIVATING INTENTIONAL CHANGE IN  
GOVERNANCE AND LEADERSHIP

<https://aisa.or.ke/chapter/pathways-to-transformation/>

# Thank you!

## 2023-2024 Ignite Speakers

## IGNITE SPEAKER



Dr. Yolanda Sealey-Ruiz  
English Professor, Columbia University &  
Researcher of Racial Literacy  
Development in Teacher Education

2023-24



## MEMBERS' MEETING

**MAY 6, 2024**  
8:00-9:00 AM (NEW YORK TIME)

**THE ARCHAEOLOGY OF THE SELF**  
ENGAGING IN MINDSETS & MODEL FOR  
RACIAL LITERACY SELF-REFLECTION

<https://www.yolandasealeyruiz.com/archaeology-of-self>





# MEMBERS' MEETINGS 2024-2025

**Oct 7, 2024**

**Feb 17, 2025**

**May 5, 2025**

**8:00 - 9:00 AM** (New York time)

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.

**REGISTER TO JOIN:** <https://www.iss.edu/community/diversity-collaborative>



Dr. Beverly Shaklee  
Professor, School of Education  
George Mason University



Dr. Kimberley Daly  
Coordinator, Project ExCEL-Ignite and  
Project Manager, ACCESS Academy,  
George Mason University



## IGNITE SPEAKERS



Center for International Education



Sophia Wells-Williams  
PhD student  
Education Leadership/Teacher  
Education



Tami Carsillo  
PhD Student  
International Education

# MEMBERS' MEETING

OCTOBER 7, 2024  
8:00-9:00 AM (NEW YORK TIME)

LEARNING FROM CURRENT DATA  
COLLECTIVE SENSE-MAKING OF  
DATA TO INFORM ACTION

LD

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# IGNITE PRESENTATION



Center for International Education



Here's What (Observation)	So What? (Meaning & Relevance)	Now What? (Next Steps)

## FEEDBACK

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

**[infodiversitycollaborative@iss.edu](mailto:infodiversitycollaborative@iss.edu)**



## MEMBERS' MEETING

- What was your **experience** of the meeting?
- What are your **key take aways** from our meeting today?