

2023-2024

## 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**



## CELEBRATIONS & CHECK IN

What are some of the changes you are **noticing** and **enacting** in your communities in support of diversity, inclusion, equity, justice, and anti-racism?

Write your response in the chat.  
Introduce yourself.

@JoelJrLLABAN





## 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.

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

# MEETING AGENDA

**Welcome / Check In**

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

**IGNITE SPEAKER**

**KEVIN SIMPSON**

**DEIJ IN INTERNATIONAL SCHOOLS:  
CHANGES & NEXT STEPS**

**PLANNING FOR PROJECT WORK 2023-2024**



**DIVERSITY  
COLLABORATIVE**

**MEMBERS' MEETING  
OCT 2, 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.

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# 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 [@GlobalKDSL](#) 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 Decolonise 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 (BMEsTalk),  
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>

JL



# RESOURCES



## MEMBERS MEETING

### New Resources



#### Diversity Collaborative Norms

Shared agreements and practices reviewed at the start of every meeting

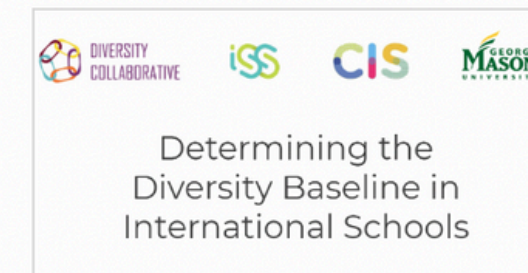
[Download PDF »](#)



#### 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>



New Resources  
»

Events  
»

Newsletter  
»

Presentations  
»

Related Organizations  
»

Join The Diversity  
Collaborative  
»

## REGISTRATION

IGNITE SPEAKER



**KEVIN SIMPSON**  
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WHAT HAS CHANGED? WHAT STILL  
NEEDS TO CHANGE?

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

Register for October event

2023-24



### MEMBERS' MEETINGS SAVE THE DATES

**Oct 2, 2023** | **Feb 12, 2024** | **May 6, 2024**

**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.

Join the Diversity Collaborative

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





## 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](mailto: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

# DC Community & Communications



@DivCollab

**Start Up**

**Encourage,  
Develop, Build**

**Learn, Practice,  
Take Action**

**Challenge,  
Converse  
Call-In**

**2017**

LD



**Widen  
the Circle**

**Check for  
Accountability  
& Impact**

**Committee  
to Projects**

**Project Action &  
Implementation**

**2023**

LD



# IGNITE SPEAKER



## KEVIN SIMPSON

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



DIVERSITY  
COLLABORATIVE

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

# BREAKOUT SESSION



## DEIJ IN INTERNATIONAL SCHOOLS

WHAT HAS CHANGED?

WHAT STILL NEEDS TO CHANGE?

HOW COULD THE DC CONTRIBUTE TO  
THOSE CHANGES?



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COLLABORATIVE

# **INVITATION**

## **FROM COMMITTEES TO PROJECTS**

**NOVEMBER 1, 2023**  
**8:00 - 9:00 AM (ET)**





# MEMBERS' MEETINGS SAVE THE DATES

**Oct 2, 2023**

**Feb 12, 2024**

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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.

## FEEDBACK

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

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



**MEMBER MEETING**

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

# IGNITE SPEAKERS



Dr. Peter Bateman  
Executive Director, AISA



Elizabeth Imende,  
Incoming  
Executive Director, AISA



Dr. Dan Jubert  
Board Chair, AISA

2023-24



DIVERSITY  
COLLABORATIVE



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/>



## IGNITE SPEAKER



**Dr. Yolanda Sealey-Ruiz**

English Professor, Columbia University &  
Researcher of Racial Literacy  
Development in Teacher Education

2023-24



DIVERSITY  
COLLABORATIVE



## 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>



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COLLABORATIVE

**PROGRAM MEETING**  
**NOVEMBER 21, 2023**  
**8:00-9:00 AM (NEW YORK TIME)**

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



## CELEBRATIONS & CHECK IN

**What hopes and aspirations  
are you thinking for DC  
Projects?**

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

@JoelJrLLABAN







# NORMS

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## 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 OUR PLANNING  
TODAY?**

# MEETING AGENDA

**Welcome / Check In**

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

**GENERATING IDEAS FOR PROJECT**

**PLANNING FOR PROJECT WORK  
2023-2024**



**DIVERSITY  
COLLABORATIVE**

**PROGRAM MEETING  
NOV 21, 2023**

**Start Up**

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**2017**



**Widen  
the Circle**

**Check for  
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**Committee  
to Projects**

**Project Action &  
Implementation**

**2023**



# GUIDING STATEMENTS



**DIVERSITY COLLABORATIVE  
MEMBER MEETING**

## Our Mission

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## Our Vision

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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.

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## GENERATING IDEAS

Thinking about DC's Mission & Vision, what **outcomes** must we focus on and what **projects** can we develop to achieve these desired outcomes?

**BREAKOUT ROOM**

**Write your response in the padlet.**

@JoelJrLLABAN





Joel Llaban Jr • 1m

## Projects - Diversity Collaborative (23-24)

This padlet is a hub for planning and action for the different projects of the Diversity Collaborative.

### Project 1



Joel Llaban Jr 14m



#### AREA OF FOCUS

What is the focus of your project?



0



0



Add comment



Joel Llaban Jr 13m



#### ACCOUNTABILITY & AGENCY

Who has the accountability and agency to lead this area of focus?  
What are the expected responsibility and engagement for members of this project?



0



0

### Project 2



Joel Llaban Jr 7m



#### AREA OF FOCUS

What is the focus of your project?



0



0



Add comment



Joel Llaban Jr 7m



#### ACCOUNTABILITY & AGENCY

Who has the accountability and agency to lead this area of focus?  
What are the expected responsibility and engagement for members of this project?



0



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### Project 3



Joel Llaban Jr 7m



#### AREA OF FOCUS

What is the focus of your project?



0



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Add comment



Joel Llaban Jr 5m



#### ACCOUNTABILITY & AGENCY

Who has the accountability and agency to lead this area of focus?  
What are the expected responsibility and engagement for members of this project?



0



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### Project 4



Joel Llaban Jr 7m



#### AREA OF FOCUS

What is the focus of your project?



0



0



Add comment



Joel Llaban Jr 5m



#### ACCOUNTABILITY & AGENCY

Who has the accountability and agency to lead this area of focus?  
What are the expected responsibility and engagement for members of this project?



0



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## CELEBRATIONS & CHECK IN

What are some of the small  
and/or big wins you are  
**noticing** in your communities  
in support of diversity,  
inclusion, equity, justice, and  
anti-racism?

Write your response in the chat.  
Introduce yourself.

@JoelJrLLABAN





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IGNITE SPEAKERS

DR. PETER BATEMAN, ELIZABETH IMENDE, &  
DR. DAN JUBERT

PATHWAYS TO TRANSFORMATION:  
CULTIVATING INTENTIONAL CHANGE IN GOVERNANCE  
AND LEADERSHIP



DIVERSITY  
COLLABORATIVE

MEMBERS' MEETING  
FEB 12, 2024



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MEMBER MEETING

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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

Professional Biography & Services

Professional Compensations

Contact Details

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

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

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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.

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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 [@GlobalKDSL](#) 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  
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**Anna Clara Reynolds (she/her)**  
**Xoài David (she/her)**  
Co-founders & Collective,  
Organization to Decolonize International Schools  
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**Anne Marie Christian**  
International Safeguarding Consultant,  
Child's Consultancy Limited  
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**Apama Sundaram**  
COO, Consulting and Recruitment,  
The Diversity Collective LLC  
[Contact >>](#)



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



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**Danau Tanu, PhD**  
Japan Foundation Research Fellow,  
Waseda University  
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Innovation Solutions-Providing Solutions through Involvement  
and Engagement  
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**Kelisa Wing**  
CEO and President,  
Promises and Possibilities  
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# DC Community & Communications



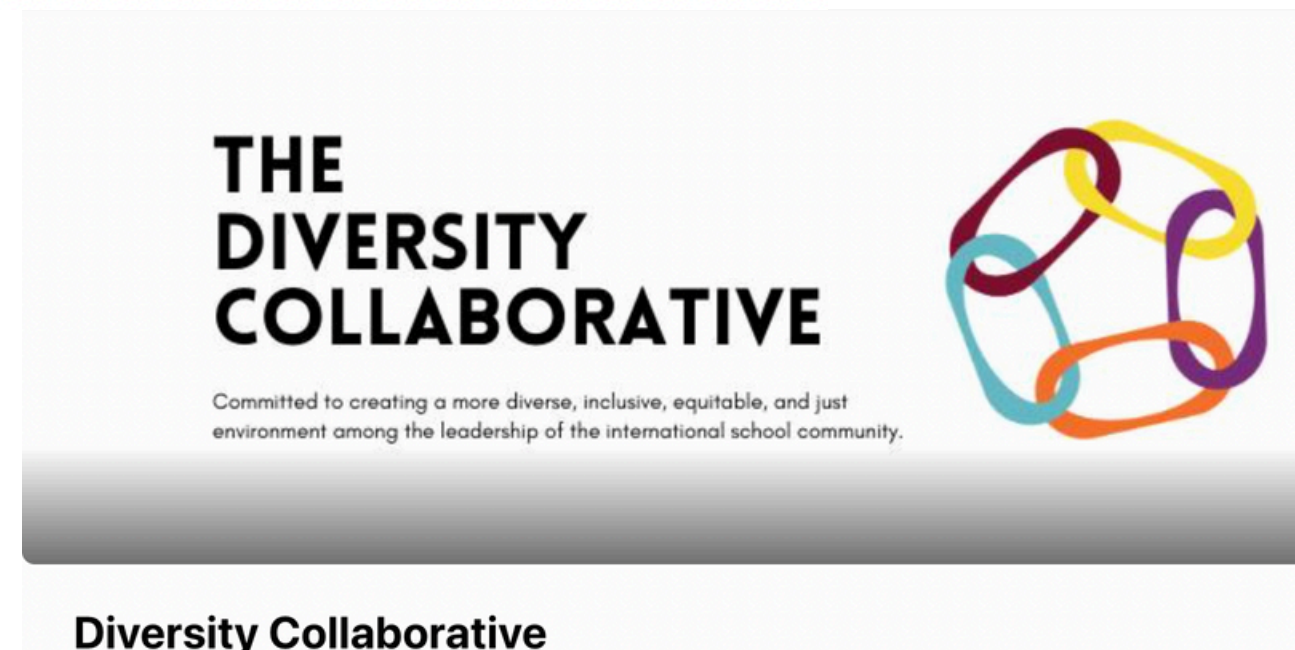
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## IGNITE SPEAKER



**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>



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**Dr. Yolanda Sealey-Ruiz**

English Professor, Columbia University &  
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**To join: <https://www.iss.edu/community/diversity-collaborative>**

**Switch Slides/Screen Share to Dr. Yolanda Sealey-Ruiz**



**BREAKOUT SESSION**



# **QUESTIONS AFTER THE IGNITE / BREAKOUTS**

**Ignite Speaker**



# MEMBERS' MEETINGS SAVE THE DATES

**Oct 21, 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.




# REGISTRATION - Share the link and bring a friend in our next meeting



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



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MEMBER MEETING

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





2023-24



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# MEMBERS' MEETING

**MAY 6, 2024**

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



# CELEBRATIONS & CHECK IN

What is one **highlight, experience, or lesson** you have gained this school year that has been impactful for you and the communities you lead and serve?

Write your response in the chat.  
Introduce yourself.

@JoelJrLLABAN





## 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.

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



# MEETING AGENDA

Welcome / Check In

Vision, Commitments, Background  
Purpose & Action

IGNITE SPEAKERS

**DR. YOLANDA SEALEY-RUIZ**

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

Breakout Sessions & Questions



DIVERSITY  
COLLABORATIVE

**MEMBERS' MEETING**  
**MAY 6, 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>

# 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 [@GlobalKDSL](#) 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,  
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Director of Diversity, Equity and Inclusion,  
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**Daniel Wickner (he/him/his)**  
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**Danau Tanu, PhD**  
Japan Foundation Research Fellow,  
Waseda University  
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**Dr. Darnell Fine (he/him)**  
Deputy Principal  
[Contact >>](#)



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US/ITON Consultant for International Schools,  
[www.EmilyMeadows.org](https://www.EmilyMeadows.org)  
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**Katrina Daniels-Samasa (she/her)**  
Education Consultant,  
Innovation Solutions-Providing Solutions through Involvement  
and Engagement  
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**Kelisa Wing**  
CEO and President,  
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**Kristel Solomon, M.Ed Psy.**  
International Inclusion Consultant,  
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[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>

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## 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)





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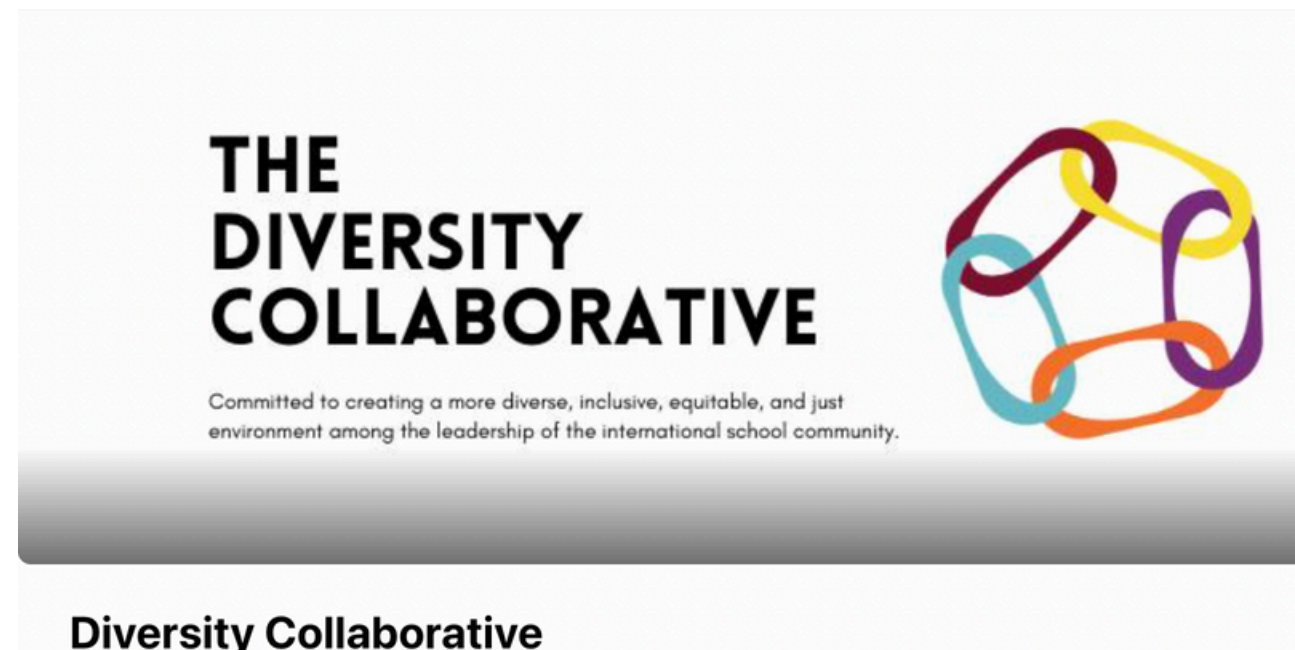
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Email: Mike Pierre - [mpierre@iss.edu](mailto:mpierre@iss.edu)

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## IGNITE SPEAKER



**KEVIN SIMPSON**

Founder, Association of International  
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(AIELOC)



## MEMBERS' MEETING

**OCTOBER 2, 2023**  
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Elizabeth Imende,  
Incoming  
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Board Chair, AISA

2023-24



The Association of International  
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**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**  
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**THE ARCHAEOLOGY OF THE SELF**  
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<https://www.yolandasealeyruiz.com/archaeology-of-self>



2024-25



# MEMBERS' MEETINGS 2024-2025

**Oct 7, 2024**

**Feb 17, 2025**

**May 5, 2025**

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

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## IGNITE SPEAKER



**Dr. Yolanda Sealey-Ruiz**

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**BREAKOUT SESSION**




# **QUESTIONS AFTER THE IGNITE / BREAKOUTS**

**Ignite Speaker**




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- What are your **key take aways** from our meeting today?





Kevin Simpson  
Founder, AIELOC



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# MEMBERS' MEETING 2023-2024



Dr. Dan Jubert  
Board Chair, AISA

## IGNITE SPEAKERS

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



Dr. Peter Bateman  
Former Executive Director, AISA

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CULTIVATING INTENTIONAL CHANGE  
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