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
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 VOLUNTEER FACILITATORS

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

- **LIZ DUFFY**
  President, ISS

- **MADDY HEWITT**
  Executive Director, NESA

- **JOEL JR LLABAN**
  Director of DEIJ, 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
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
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.
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.
• 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

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.

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

- **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
- 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 current situation of others without tolerating or expecting diverse groups to assimilate 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

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
- Explore the short and long term impact of inequity on marginalized groups
- Demonstrate awareness of prejudices and disadvantages based on multiple identities
- Identify figures, groups, events, strategies and philosophies relevant to the history of inequality around the world

We believe in JUSTICE, so we must...
- Challenge individuals when their words, actions, or views exclude or harm marginalized groups
- Examine systems, policies, and practices that contribute to or maintain injustice or marginalization groups
- Examine issues related to inequity, diversity, and equity in relation to one another
- Engage in ongoing critical reflection against injustice, inequity, and exclusion
- Create systems, policies, and practices that achieve DEI

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: Alysia 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
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 info@diversitycollaborative@iss.edu by the 8th of the month. We intend to feature events that are focused on anti-racism, DEI/BIJ 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.

Upcoming Professional Development Opportunities

The Diversity Collaborative is committed to creating a more diverse, inclusive, equitable and just environment among the leadership of the international school community.
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IGNITE SPEAKERS

NITASHA CRISHNA
Lower Elementary School Deputy Principal

JANE MCGEE
Head of School
Join a **breakout** room.

In your Breakout Room,

**Turn & Listen**

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

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

Illustration: Julian is a Mermaid by Jessica Love
What was your experience of the meeting?
What are your key takeaways from our meeting today?
What would you like to see & happen more of in our next meetings?

Please share on the chat or send us an email:
infodiversitycollaborative@iss.edu
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.