

2024-2025



DIVERSITY
COLLABORATIVE

MEMBERS' MEETING

JANUARY 27, 2026
8:00-9:00 AM (NEW YORK TIME)

IGNITE SPEAKERS



DR. FATMA ODAYMAT
Director
Al-Rayan International School



MAIPELO N'GUESSAN
Whole School Vice Principal
International Community
School of Abidjan



WALTER PENA
Director of Operation & Finance
Yokohama International School

2025-26



DIVERSITY
COLLABORATIVE

JOIN US!



MEMBERS' MEETING

TUESDAY, JAN 27, 2026
8:00-9:00 AM (NEW YORK TIME)

**INTENTIONALLY DEVELOPING AND
SUSTAINING LEADERSHIP PATHWAYS FOR
HOST & HOME-COUNTRY EDUCATORS**

Next Meeting Dates: May 5, 2026

MEETING AGENDA

Welcome / Check In

Vision, Commitments, Background
Purpose & Action

IGNITE SPEAKERS

INTENTIONALLY DEVELOPING AND SUSTAINING
LEADERSHIP PATHWAYS FOR HOST & HOME-COUNTRY
EDUCATORS

DR. FATMA ODAYMAT, MAIPELO N'GUESSAN,
& WALTER PENA

Breakout Sessions & Questions



DIVERSITY
COLLABORATIVE

MEMBERS' MEETING
JAN 27, 2026



DR. DANA WATTS
Moderator



@JoelJrLLABAN

As we gather...

**INTENTIONALLY DEVELOPING AND
SUSTAINING LEADERSHIP PATHWAYS
FOR HOST & HOME-COUNTRY
EDUCATORS**

**What comes to mind when
we think about our focus
today?**

Type in the chat a word-phrase-or sentence.

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>

WELCOME TO ISS

70 years of experience in teacher and school leader recruitment, professional learning for educators, school supply procurement, ISS has one of the largest global footprints in international education. We at ISS are working to grow our services and our impact. Get started with ISS today and “Make a world of difference”.

EXPLORE ISS SERVICES

Women's

Leadership

Diversity

Collaborative

Collaborations

Strategic

Learning

Partnerships

SEPTEMBER 30, 2025 | JANUARY 27, 2026
| MAY 5, 2026

MEETING MATERIALS

OCTOBER 7, 2024

WATCH RECORDING

**DOWNLOAD
PRESENTATION**

FEBRUARY 17, 2025

WATCH RECORDING

**DOWNLOAD
PRESENTATION**

MAY 5, 2025

WATCH RECORDING

**DOWNLOAD
PRESENTATION**



DIVERSITY COLLABORATIVE NORMS

Shared agreements and practices reviewed at the start of every meeting

[READ MORE](#)



TRANSFORMING SYSTEMS THROUGH SYSTEMIC DEVELOPMENT

Results of the 2023-24 DC Survey, authored by Beverly D. Shaklee, Ed.D., Kimberley Daly, Ph.D., Tami Carsillo, and Sophia Wells-Williams

[READ MORE](#)



RECOMMENDATIONS FROM THE 2021 LEADERSHIP PIPELINE SURVEY

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

[READ MORE](#)

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DW

PANEL



REFLECTION & CLOSURE

**What are your key take
aways?**

Given what we know

- So what...
- Now what...



MEMBERS' MEETINGS 2025-2026

SEP 30, JAN 27, & **MAY 5**

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

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