DIVERSITY
Challenges & Opportunities

Presentation by Nadine Richards, CEO of Nadine INSPIRES Consultancy

Special Thanks to Doline Ndorimana, Moderator and AIELOC for the platform to discuss these important topics
Presentation Norms/Understandings

Lean into Discomfort

Self-Awareness, Acknowledgement and Accountability

Think Differently

Unlearn to Keep Learning

Act Consciously and Conscientiously
“If you stick a knife in my back nine inches and pull it out six inches, there’s no progress. If you pull it all the way out that’s not progress. **Progress is healing the wound that the blow made.** And they haven’t even pulled the knife out much less heal the wound. They won’t even admit the knife is there.” ~**Malcolm X**
Diversity
Equity
Inclusion

Is there a Sense of Belonging?
It’s not enough to simply include people at the table, Bastian said, but to “amplify everyone’s voices, clear barriers ... and appreciate each other for our unique backgrounds.”

~Rebekah Bastian, a vice president of culture and community at Zillow Group
Be You: Fostering a Sense of Belonging

- **Diversity**-- Staff/Leadership/Curriculum/Boards/Hiring/Ideas;
- **Equity**-- who has access? What resources and supports are needed to give all members access?
- **Inclusion**-- uniqueness appreciated; including in group/teams/dialogue; diverse ideas and voices encourage and heard; learning is multicultural and values multiple experiences

**Belonging**-- integration of the “you” into the group. When a person(s) feel safe, valued and embraced for the difference they bring to the table
Our vision for Diversity & Inclusion at Johnson & Johnson is: Be Yourself, Change the World. We strive for that every day by embedding D&I into the way we do business – enabling everyone to feel they belong and perform at their best. This is how we foster the innovations that are the foundation of our success."

--Wanda Bryant Hope, Johnson & Johnson, Chief Diversity and Inclusion Officer
The Role Of Leaders
“Dreamcatchers”
DEAR WHITE PEOPLE
Breakout Groups: Deep Dives and Reflections

Self-Awareness and Identity
- What bias and privileges might I have based on my social identity?
- How do my biases and privileges influence my leadership?
- How do these biases and privileges play out in my teaching practices?
- How can I use my white privilege to dismantle systemic racism in my family, local community and schools?

Inclusivity and Sense of Belonging
- Do your Boards and leadership represent diverse peoples? And are their diverse ideas and perspectives encouraged (and valued) in the school setting?

Hiring and Retaining Diverse Talent
- Is the school’s search committee diverse? How so?
- How do you engage your DEI specialist to ensure job descriptions and criteria do not perpetuate systemic racism?

Culturally Responsive, Anti-Racist and Abolitionist Learning
- Can my students see themselves in the curriculum (lessons) I teach? How?
- Do I allow students to see “other” lenses and POV in the curriculum?
Padlet Activity

(Breakout Groups)
come let us build a new world together

STUDENT NONVIOLENT COORDINATING COMMITTEE

8½ RAYMOND STREET, N.W. ATLANTA 14, GEORGIA
Supporting Anti-Racist, Anti-Bias, Abolitionist and Culturally Responsive Learning

Leroy Campbell’s “You Are Not A Slave”

Anti-Racism Resources and Suggested Reads
Sources

htburnette/its-2019-and-we-are-still-talking-about-equity-diversity-and-inclusion-dd00c9a66113

https://hbr.org/2016/08/diversity-efforts-fall-short-unless-employees-feel-that-they-belong

https://qz.com/work/1545508/how-to-foster-a-culture-of-belonging-at-work/

http://www.ascd.org/publications/educational-leadership/mar07/vol64/num06/As-Diversity-Grows,-So-Must-We.aspx

https://knowledge.wharton.upenn.edu/article/belonging-at-work/

https://journals.sagepub.com/doi/full/10.3102/0013189X20912758

Teachers are people too: Examining Racial Bias of Teachers

Resources from attendees

- Anti-Racism in International Schools (input and insights) [https://docs.google.com/forms/d/e/1FAIpQLSddadgFHrgsehYHm8zIH-RyhKwwPiAdAkWW5caayYx73Pa2vw/viewform](https://docs.google.com/forms/d/e/1FAIpQLSddadgFHrgsehYHm8zIH-RyhKwwPiAdAkWW5caayYx73Pa2vw/viewform)
- A Talk to Teachers [https://www.spps.org/cms/lib010/MN01910242/Centricity/Domain/125/baldwin_atalktoteachers_1_2.pdf](https://www.spps.org/cms/lib010/MN01910242/Centricity/Domain/125/baldwin_atalktoteachers_1_2.pdf)
- Organisation to Decolonise International Schools [https://www.instagram.com/decolonise_intl_schls/](https://www.instagram.com/decolonise_intl_schls/)
- International Teachers of Colour [https://www.facebook.com/groups/864051040748862/](https://www.facebook.com/groups/864051040748862/)
- AIELOC Affinity Group on Facebook for BIPOC [https://www.facebook.com/groups/387293691644781/](https://www.facebook.com/groups/387293691644781/)
- ISS How to be Anti-Racist resources [https://padlet.com/lbenson3/antiracist](https://padlet.com/lbenson3/antiracist)
- Anti-Racist Resources [https://docs.google.com/document/d/1NKb52vvhv1A3WQHor57yVDtWbq4CmJZYBZHBOddKz/edit?usp=sharing](https://docs.google.com/document/d/1NKb52vvhv1A3WQHor57yVDtWbq4CmJZYBZHBOddKz/edit?usp=sharing)
Closing

- Twitter: @DolineNdorimana, @teach_overseas, @GlobalKdsl, @Nadine_Inspires

- Visit www.aieloc.org and https://www.tieonline.com/default.cfm?

- Commitment to Action: https://padlet.com/kdsl2007/ga6oin5r650qelw2
AIELOC
Webinars and Discussions coming up

Discussion with Laura Light from ISS
6 August at 8am ET

What do the students think? Dr. Danau Tanu
12 August at 7am ET

Racism in International Schools with Heidi Dyck Hilty
18 August at 7pm ET
SAVE THE DATE

AIELOC and Women of Color in ELT presents Free Virtual Conference
focused on representation, racial justice, and equity studies in international education

November 14-15 2020

To register interest email AIELOC2019@gmail.com