

# 2020 DEI EXCHANGE

## [2020 DEI Exchange Registration Form](#)

Complete your registration by Friday, October 30th at noon.

## Table of Contents

### I. Sessions Offered by SAS Student, Faculty & Staff Presenters

PANEL DISCUSSIONS IN PERSON			
<a href="#">Queer, Here, &amp; Unheard: Being an LGBTQ+ Student</a> Presented By: Student Clubs PRISM and SAGA	<a href="#">Racism Step 1: Don't Throw it Under the Rug!</a> Presented By: The Black Student Union	<a href="#">Windows, Mirrors and Sliding Glass Doors: Creating Inclusive Collections</a> Presented By: Kate Brundage, Ali Cuthbert, Lara Ingham	<a href="#">Queer in Faith</a> Presented by: Yap Ching Wi, Miak Siew, Imran Taib, Zuby Yusof
EQUITY TALKS IN PERSON			
<a href="#">Variety Village</a> Presented by: Rachael Kumar	<a href="#">Please Mind the Gap!</a> Presented by: Shruthi Ramesh	<a href="#">Teaching While Straight and Male</a> Presented by: Joshua Curnett	
INTERACTIVE WORKSHOPS IN PERSON			
<a href="#">Transformative Justice: a Liberatory Approach to Addressing Harm</a> Presented by: Alicia Angle, Devin Bokaer, Lauren Bokaer	<a href="#">Diversity and Inclusion through Literacy in Our Elementary Classrooms</a> Presented in Mandarin by: Ying Chu	<a href="#">Diversity and Inclusion through Literacy in Our Elementary Classrooms</a> Presented in English by: Erica Greco	<a href="#">Cultivating Critical Consumers of Content: How do we decolonize our curriculum?</a> Presented by: Louise Donaghey, Bob Helmer, and Lee Ann Spillane
<a href="#">Safe Schools for Gender Diverse Students</a> Presented by: Cindy Gilbert	<a href="#">Understanding DEI Terminology for Multilingual, Non-Native English-Speaking Staff</a> Presented by: Monica B. Gonzalez and Trenton S. Szakall	<a href="#">Getting Started with Culturally Responsive Teaching</a> Presented by: Andrew Miller	<a href="#">Asian Americans: Yellow Peril, Model Minority, "Crazy Rich"?</a> Presented by: Hanako Ilima Sawada Lacerda

## II. Sessions Offered by External Presenters & Consultants

INTERACTIVE WORKSHOPS IN PERSON			
<p><a href="#"><u>Let's Get Better Together: Talking About Being Queer in Singapore</u></a> Presented by: Shamini Nedumaran, Alexander Teh, and Leow Yangfa</p>		<p><a href="#"><u>Tough Conversations and Other Skills to Address DEI at Work</u></a> Presented by: Trent Sutton</p>	
INTERACTIVE WORKSHOPS VIA ZOOM			
<p><a href="#"><u>Balance of (Cultural) Power</u></a> Presented by: Safaa Abdelmagid, Amin Hussain, Sajda Khalil</p>	<p><a href="#"><u>Anti-Oppressive Pedagogy to Affect Change</u></a> Presented by: Chauntel Baudu</p>	<p><a href="#"><u>Kicking Down the Door Without Legs: Dismantling Ableism</u></a> Presented by: Dominique Blue</p>	<p><a href="#"><u>BIPOC Educators and Allies Who Appreciate Us - Affinity Groups &amp; PLCs for Support and Mentorship</u></a> Presented by: Yvette S Cuenco, Kisha Hugh-Abban, Yolanda Kukuia</p>
<p><a href="#"><u>Confronting Discomfort: Role Modeling Intercultural Skills</u></a> Presented by: Aayesha Fazal</p>	<p><a href="#"><u>Language Equity: Redefining our Language Learning Practices to Empower Multilinguals</u></a> Presented by: Ceci Gomez-Galvez</p>	<p><a href="#"><u>Activism and Elementary Education: An Interdisciplinary Approach to Civil Rights in a 2nd Grade Classroom</u></a> Presented by: Brandon D. Guidry</p>	<p><a href="#"><u>The Warm Demander Educator: Discipline with Dignity</u></a> Presented by: Jessica Wei Huang</p>
<p><a href="#"><u>Recognizing the Global Part of Who We Are</u></a> Presented by: Marla Hunter</p>	<p><a href="#"><u>"Ain't I a Woman?": Exploring Race, Gender &amp; Intersectionality</u></a> Presented by: Erica Jones</p>	<p><a href="#"><u>Sex, Gender, and Pronouns: Supporting Gender Diverse Students in International Schools</u></a> Presented by: Emily Meadows</p>	<p><a href="#"><u>"Yeah, It's Us Too": Confronting Antiracism and healing from White Supremacy as non-Black people of Color</u></a> Presented by: Alysa Perreras</p>
<p><a href="#"><u>Centering Student Identity in our Perspectives and Practices</u></a> Presented by: Daniel Wickner</p>			

### [2020 DEI Exchange Registration Form](#)

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## PANEL DISCUSSION:

### Queer, Here, and Unheard: Being an LGBTQ+ Student

AUDIENCE: MS, HS, Curriculum Leaders

LANGUAGE: English | FORMAT: In-person

#### LEARNINGS & OUTCOMES

Sharing our stories as international LGBTQ+ and allied students in Singapore and SAS, and recommending future action for our faculty and school. Discussing implicit biases and discrimination from the school body, and proposing ideas to foster a culture where the community is accepting, knowledgeable, and open-minded towards LGBTQ+ topics and people.

#### DEI FOCUS

Gender & Sexism, Sexual Orientation & Heterosexism

## ABOUT THE PRESENTER(S)



Our panel is composed of members from the student clubs PRISM and SAGA (Sexuality and Gender Acceptance). SAGA is an SAS group of LGBTQ+ people and allies of the LGBTQ+ community who support each other, share information, and host guest speakers. PRISM is an SAS service club dedicated to raising awareness and advocating for LGBTQ+ issues at school and in Singapore. Please note that if you attend our panel session, we ask you to be discreet about our panelists' identities. Therefore, please do not disclose or discuss our panelists' names after the session, as some of our club members wish for their identities to remain private.

## PANEL DISCUSSION:

### Racism Step 1: Don't Throw it Under the Rug!

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: In-person

#### LEARNINGS & OUTCOMES

1. Identify ways to reduce pre-existing biases and lessen the use of common microaggressions used against minority groups.
2. Explain the difference between racism and discrimination.
3. Recognize the effects of institutionalized racism.

#### DEI FOCUS

Race & Racism

## ABOUT THE PRESENTER(S)



The Black Student Union (BSU) is a club at Singapore American School that provides a safe space for all students that identify as Black or of African descent. All while spreading awareness and educating others on real world issues that affect us and many other African-Americans daily. By using our voices and spreading awareness we hope to strengthen one's understanding of our experiences as a minority in Singapore and the US.

**Black Student Union**

## PANEL DISCUSSION:

# Windows, Mirrors and Sliding Glass Doors: Creating Inclusive Collections

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: In-person

## LEARNINGS & OUTCOMES

Join us for an engaging panel discussion and resource sharing session. We'll highlight the importance of curating inclusive collections that reflect and affirm our diverse communities which allows our readers to see the world from their perspectives and the perspectives of others. You'll have a chance to preview materials, get some great ideas for books to share with your students and receive electronic resources to take away.

## DEI FOCUS

Ability & Ableism, Age & Ageism, Race & Racism, Ethnicity & Ethnocentrism, Religion & Religious Bias, Gender & Sexism, Sexual Orientation & Heterosexism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)



As Elementary School Librarians, Kate, Ali and Lara have vast teacher librarianship experience and strive to ensure that children see themselves represented in the literature on our library shelves. Reader's advisory is at the heart of what we do each day.

**Kate Brundage, Ali Cuthbert,  
Lara Ingham**

## PANEL DISCUSSION:

### Queer in Faith

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: In-person

#### LEARNINGS & OUTCOMES

To explore the benefits of the purpose of faith within queer individuals/students/staff. To accommodate this talk will help us to understand that Diversity in Sexual Orientation and Faiths are important for us to acknowledge and respect their existence within our Institution.

#### DEI FOCUS

Ability & Ableism, Ethnicity & Ethnocentrism, Religion & Religious Bias, Sexual Orientation & Heterosexism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)



**Zuby Yusof**

Zuby Yusof is a certified and trained Facilitator. She is currently a facilitator for OnePeople.sg (OPsg) where she facilitated students from High School to University level. Her facilitation with these students is about Exploration in Ethnicity/Race and Faith. She is a founder of Muslim LGBTQ+ Group, The Healing Circle where it provides safe-space, counseling, and spiritual reflection for them to reconcile with their identity and faith. She has been invited to many conferences and close-door events throughout South East Asia to talk about Gender, Sexual Orientation, and Faith. Also, she has given training to low-income families on the Financial Literacy course. She is passionate in terms of human rights law about single-parents, low-income, gender gap, and minority rights. She has been a facilitator since 2016, an educator for more than 10 years. She is also a writer and has been one of the writers published by AWARE and Medium.



**Yap Ching Wi**

Yap Ching Wi is a social worker and cultural diversity facilitator with 20 years of experience. She works extensively with youth, women and seniors in self-development, particularly in self-awareness. She is an active leader in the Buddhist community, guiding youths in leadership development and creating space for minority groups such as lgbtq. She supports lgbtq youths who are keen to practice Buddhism or face challenges in the practice. As an activist, Ching Wi is one of the organisers of the Singapore Advocacy Awards and an informal group of social workers empowering peers with advocacy tools. She is also an interfaith activist and pioneered interfaith events for Buddhist youths. Ching Wi is trained in NUS and LSE.



**Miak Siew**

Rev. Miak Siew is the executive pastor of Free Community Church in Singapore, serving the church since his ordination in 2011 after completing his Master in Divinity at Pacific School of Religion in Berkeley, California. He has been involved with LGBT Christian movements in Asia, and has participated in the International Consultation on Church and Homophobia organised by Jakarta Theological Seminary in 2015, and the Consultation of South and Southeast Asian Churches responses to the Issues of Human Sexuality and Gender Minorities organised by the National Council of Churches in India in 2017.



**Imran Taib**

Mohd Imran Taid is an interfaith advocate with more than two decades of experience dealing with issues of inter-religious relations and multiculturalism in Singapore and the region. He was former director and now founding Board member of a non-government organisation, Centre for Interfaith Understanding (Singapore). He is also director of Budhi Pte. Ltd, a consultancy for intercultural and Asian heritage issues; and director of a content, editorial and publishing company, App Content & Concepts Pte. Ltd. Previously, he worked with the Islamic Religious Council of Singapore (Muis) (2006-2019), serving in various capacities in the research and policy unit, Muis Academy and his last appointment, as manager of the Harmony Centre. Prior to joining Muis, he was a teacher with the Ministry of Education for 5 years.

# EQUITY TALKS

AUDIENCE: Whole School | LANGUAGE: English | Format: In-person

## LEARNINGS & OUTCOMES

- 1. Variety Village** - Explore ethnicity and/or different abilities. Discuss our understanding of ethnicity and/or different abilities.
- 2. Please mind the gap!** - Understand the unconscious bias within yourself. Look for examples in daily life to understand that privilege is simple. Look at life through a different lens.
- 3. Teaching While Straight and Male: Working To Dismantle Masculine Privilege and Promote Gender Equity** - In this equity talk, I'll refer to research to consider how we teachers with considerable societal privilege—heterosexual men—can address the imbalance of power regarding gender that can influence our teaching approach. We will consider different ways of delivering instruction in the classroom than those outwardly congruent with a heterosexual, male experience.

## DEI FOCUS

1. Ability & Ableism, Ethnicity & Ethnocentrism
2. Socio-economic Status & Classism
3. Gender & Sexism, Sexual Orientation & Heterosexism

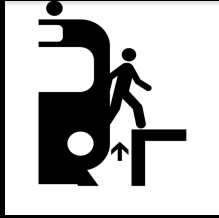
## ABOUT THE PRESENTER(S)



**Rachael Kumar**

Growing up in a household of foster brothers and sisters with varying abilities, my view of the world was unique and nothing like those I encountered at school. As first generation Canadians, my twin sister and I were the first members of our family to be born and raised in Canada. We learned French as our first language at school and were surrounded by a population that happened to be 98% immigrant families. By the time we reached middle school, my sister and I started work on multiculturalism in our community. From then on my interest and passion for learning about diversity, equity and inclusion continued to grow.





**Shruthi Ramesh**

A human resource practitioner, a mother, hopelessly optimistic, and painfully positive. That is me. The more I learn about the 'real' world, the more I wonder about the idea of an 'ideal' world. What is the equalizer that can provide equal opportunities to all without prejudice, preconceived notions, or discriminations? Is it education? Is it charity? Or is it as simple as just our own mindset change?



**Joshua Curnett**

Joshua Curnett is a high school English teacher at Singapore American School and a fourth-year PhD student in Education and Social Justice at Lancaster University (UK). For his PhD thesis, he is researching male educators' expression of gender identity in the high school English classroom. The goal of his research is to increase awareness of the influence of masculinised, hegemonic tropes of identity upon teaching and to promote equity and social justice for teachers and students.

## INTERACTIVE WORKSHOP:

# Transformative Justice: a Liberatory Approach to Addressing Harm

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: In-person

## LEARNINGS & OUTCOMES

Addressing harm by transforming its root sources is a powerful alternative to traditional disciplinary methods. Realizing a transformative justice approach in schools requires collaboratively envisioning how to create healing spaces. Explore with your colleagues how to foster a community-based approach to healing and accountability. Take proactive steps, such as having diverse identities represented in classroom literature and curricula, and help move us closer to a safer community for all.

## DEI FOCUS

Ability & Ableism, Age & Ageism, Race & Racism, Ethnicity & Ethnocentrism, Religion & Religious Bias, Gender & Sexism, Sexual Orientation & Heterosexism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)



Lauren, Alicia, and Devin are SAS educators in preschool, pre-K, and grade 2, respectively. In 2016, we started a podcast listening group together at SAS, focusing on diversity, race, and racism. Since then, we have collaborated with many of our colleagues to help raise awareness about the importance of DEI work in our school community.

Devin Bokaer, Lauren  
Bokaer, Alicia Angle

# INTERACTIVE WORKSHOP:

## Diversity and Inclusion through Literacy in Our Elementary Classrooms

AUDIENCE: ES, Arts, English / Language Arts, Information Literacy / Library

LANGUAGE: Mandarin | FORMAT: In-person

### LEARNINGS & OUTCOMES

How inclusive is our teaching and curriculum? In this session, we will investigate our current practices by examining the literature we use in our classrooms. We will also focus on evaluating the resources we use through the lens of diversity and inclusion and reflecting on how this impacts our students.

### DEI FOCUS

Ethnicity & Ethnocentrism

## ABOUT THE PRESENTER(S)



Erica and Ying are teaching Grade 1. They are passionate about adult learning and bring a lens towards racial, linguistic, and cultural equity. They have led learning sessions in and out of SAS to explore and expand thinking, examine and interrogate the entrenched inequity, and create and sustain a culture of transformative learning and continuous improvement.

Ying Chu & Erica Greco

# INTERACTIVE WORKSHOP:

## Diversity and Inclusion through Literacy in Our Elementary Classrooms

AUDIENCE: ES, Arts, English / Language Arts, Information Literacy / Library

LANGUAGE: English | FORMAT: In-person

### LEARNINGS & OUTCOMES

How inclusive is our teaching and curriculum? In this session, we will investigate our current practices by examining the literature we use in our classrooms. We will also focus on evaluating the resources we use through the lens of diversity and inclusion and reflecting on how this impacts our students.

### DEI FOCUS

Ethnicity & Ethnocentrism

## ABOUT THE PRESENTER(S)



Erica and Ying are teaching Grade 1. They are passionate about adult learning and bring a lens towards racial, linguistic, and cultural equity. They have led learning sessions in and out of SAS to explore and expand thinking, examine and interrogate the entrenched inequity, and create and sustain a culture of transformative learning and continuous improvement.

**Erica Greco & Ying Chu**

## INTERACTIVE WORKSHOP:

# Cultivating Critical Consumers of Content: How do we decolonize our curriculum?

AUDIENCE: Whole School | LANGUAGE: English | FORMAT: In-person

## LEARNINGS & OUTCOMES

During this session we will use critical questions to inquire into texts and contexts we teach and learn. Find out how our libraries are auditing and adding to collections. Participants will leave with a tool and a process as well as a list of resources they can use with their teams. Join us to critically examine the who, the what and the where of curriculum and resources.

## DEI FOCUS

Race & Racism, Ethnicity & Ethnocentrism, Gender & Sexism, Sexual Orientation & Heterosexism

## ABOUT THE PRESENTER(S)



Bob Helmer, Louise  
Donaghey, Lee Ann Spillane

Lee Ann Spillane and Louise Donaghey live in the land of ambiguity found between the current state of pedagogical reality at SAS and the desired future state of teaching and learning. Both are avid readers and creators. Bob Helmer, high school librarian, can be found in the stacks in the Center of Innovation or rolling book carts to classrooms. Bob is also a passionate reader and Muay Thai enthusiast.

# INTERACTIVE WORKSHOP: Safe Schools for Gender Diverse Students

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: In-person

## LEARNINGS & OUTCOMES

Participants should come prepared to increase their comfort level with gender terminology along with their understanding of gender diversity. Come learn how and why schools must support gender diverse students and review research on the subject.

## DEI FOCUS

Gender & Sexism

## ABOUT THE PRESENTER(S)



Cindy Gilbert

Cindy Gilbert is currently a School Psychologist at Singapore American School. She has a passion for keeping children safe while respecting their privacy and promoting fairness and justice for them. She strives for a school climate that is safe and welcoming for all persons. She has presented on gender diversity at Singapore American School and EARCOS and has participated in panel discussions on fairness and equity in schools.

## INTERACTIVE WORKSHOP:

# Understanding Diversity, Equity and Inclusion Terminology for Multilingual, Non-Native English-Speaking Staff

AUDIENCE: ES, MS & HS Language Teachers | LANGUAGE: English | FORMAT: In-person

## LEARNINGS & OUTCOMES

Some words exclude and discriminate, while others can be used to elevate and empower human beings. As a multilingual person, one knows that there are some words and phrases that cannot be easily translated without losing their meaning. This workshop is a starting point for multilingual, non-native English speakers who seek to understand terminology that deals with diversity, equity and inclusion. We will discuss 12 related terms in English and further define them in Malay, Mandarin, and Spanish. Join us as we embark on this empowering journey of learning.

## DEI FOCUS

Race & Racism, Ethnicity & Ethnocentrism, Gender & Sexism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)



**Monica B. Gonzalez  
& Trenton S. Szakall**

Monica B. Gonzalez is a Spanish K-5th Elementary School teacher at SAS and USC doctoral student. She has 23 years of experience teaching multilingual elementary students in public and private school settings and has also taught EAL to adults. Trenton S. Szakall is a Spanish/English bilingual immersion teacher with 20 years of teaching experience in public, charter, and private schools. He has also taught EAL to adults.

Monica and Trenton have been on an intercultural journey of learning to understand, respect and appreciate each other's respective linguistic and cultural backgrounds for the past 26 years.

## INTERACTIVE WORKSHOP:

### Getting Started with Culturally Responsive Teaching

AUDIENCE: Whole School | LANGUAGE: English | FORMAT: In-person

#### LEARNINGS & OUTCOMES

There is no one way to teach in a culturally responsive way, but there are promising practices that have been tested in a variety of contexts. Come learn what current and past literature says on the subject, gain strategies for instruction and collaborate with peers to apply research into practice.

#### DEI FOCUS

Race & Racism, Ethnicity & Ethnocentrism, Religion & Religious Bias, Gender & Sexism, Sexual Orientation & Heterosexism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)



Andrew Miller

Andrew is currently the Director of Teaching and Learning at Singapore American School. He has consulted internationally on a variety of topics including project-based Learning, assessment and grading, and student engagement - all topics which support culturally responsive practices and equity. Andrew's teaching career was in a diverse district where he has to reflect on his intersectionality as a gay, white man within the context of predominately low socio-economic and racial and linguistically diverse district.



## INTERACTIVE WORKSHOP:

# Asian Americans: Yellow Peril, Model Minority, “Crazy Rich”?

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: In-person

## LEARNINGS & OUTCOMES

We will build our foundational understanding around Asian Americans through interacting with historical and factual information, in relation to Singaporean and global events. We will then dive into Asian American representation through narratives, media, arts/objects, or current events. We will also practice confident vulnerability by discussing specific scenarios that highlight Asian and/or Asian-American realities within international contexts in order to better seize these as educational moments.

## DEI FOCUS

Race & Racism

## ABOUT THE PRESENTER(S)



**Hanako Ilima  
Sawada Lacerda**

Hanako is an elementary music teacher in her second year at SAS. She is a Japanese-American born in Hawaii who primarily attended international schools in Japan and universities in the U.S. Hearing about Grace Lee Boggs and initiating an AAPI affinity group for teachers while teaching in Michigan started her reflective learning journey of trying to understand what it means to be Asian in a U.S. context.

## INTERACTIVE WORKSHOP:

# Let's Get Better Together: Talking About Being Queer in Singapore

AUDIENCE: Whole School | LANGUAGE: English | FORMAT: Zoom

### LEARNINGS & OUTCOMES

Building on our experience of supporting Singapore's LGBTQ+ community since 1999, Oogachaga professional staff will provide an overview of what it's like to be gender & sexual minorities in Singapore; share examples of discrimination faced by the local community; and offer participants an opportunity to discuss tips on building allyship in their own contexts.

### DEI FOCUS

Sexual Orientation & Heterosexism

## ABOUT THE PRESENTER(S)



Ever wondered what it's like to be lesbian, gay, bisexual, transgender, queer or questioning? And in Singapore? And how can you be an Ally to LGBTQ+ persons not just in school, but at home, in your own communities and elsewhere? This session is facilitated by staff from Oogachaga, Singapore's most established, community-based, non-profit organisation working with LGBTQ+ individuals, couples and families since 1999. [www.oogachaga.LGBT](http://www.oogachaga.LGBT)

Leow Yangfa, Shamini  
Nedumaran, Alexander Teh

## INTERACTIVE WORKSHOP:

### Tough Conversations and Other Skills to Address DEI at Work

**AUDIENCE:** School Leaders, Human Resources, Finance, etc.

**LANGUAGE:** English | **FORMAT:** In-person

#### LEARNINGS & OUTCOMES

Administrative professionals have a unique role in promoting a diverse, equitable, and inclusive workplace and resolving related tensions. This workshop will (i) raise awareness of and increase your skills in working through diversity dynamics, stereotypes, unconscious bias and cultural competence; (ii) promote understanding of effective DEI practices to enhance organizational success and maximize employee potential; and (iii) establish a deeper understanding of how our DEI challenges affect our workplace relationships.

#### DEI FOCUS

Ability & Ableism, Age & Ageism, Race & Racism, Ethnicity & Ethnocentrism, Religion & Religious Bias, Gender & Sexism, Sexual Orientation & Heterosexism

## ABOUT THE PRESENTER(S)



**Trent Sutton**

Trent Sutton is an international employment attorney who helps employers comply with their various employment obligations in countries around the globe. As a US-licensed attorney in three states, Trent has been on the front lines defending employers in litigation against claims of discrimination, harassment, and retaliation (among others). For the last decade, Trent has devoted his practice to advising employers on the risks and strategies associated with addressing and/or avoiding claims that can arise out of diversity, equity, and inclusion concerns. Trent's unique perspective and engaging training style has made him a sought-after trainer with highly positive feedback.

# INTERACTIVE WORKSHOP:

## Balance of (Cultural) Power

AUDIENCE: Whole School | LANGUAGE: English | FORMAT: Zoom

### LEARNINGS & OUTCOMES

While international schools often pride themselves on being 'diverse,' 'inclusive,' and 'tolerant,' this workshop looks to interrogate these ideas by asking: Divergent from what? Included by whom? Ultimately who does the dominant culture empower, who does it merely 'tolerate,' and at what cost?

We know that the ideal 21st century educator understands the importance of valuing the multiple ways of knowing (cultures) that exist within our classrooms, yet many of us are unsure of how to decenter the dominant culture in our learning communities.

This interactive workshop will explore the impacts of the dominant culture on all students. Educators will co-construct a set of practical strategies to work towards balancing the power of cultures within our schools and as a result empower the collective.

### DEI FOCUS

Race & Racism, Ethnicity & Ethnocentrism, Religion & Religious Bias

## ABOUT THE PRESENTER(S)



Sajda Khalil



Amin Hussain



Safaa Abdelmagid

*indigenius teaching and learning* supports learning communities throughout their journey towards a more equitable and culturally proficient practice. We are driven by our sincere conviction that education is the single and most transformative process for a sustainable world. Our team members, Safaa, Sagda, and Amin, have been on their journey of cultural proficiency since the earliest years of schooling and have reaffirmed their commitment to this work as educators. Growing up as so-called third culture kids, they learned first hand, the complexities of navigating culturally diverse environments. As educators, this invaluable insight has empowered them to be sensitive to the needs of students in international school contexts and multicultural settings. Teaching for over 30 years collectively, our team uses their lived experience and professional expertise to promote education as the vehicle for social justice.

## INTERACTIVE WORKSHOP:

### Anti-Oppressive Pedagogy to Affect Change

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: Zoom

#### LEARNINGS & OUTCOMES

Ultimately, Chauntel aims to use her educational platform to affect change by disrupting and dismantling systems of oppression. She believes that one way to effectively accomplish change is being able to name the issues, then recognize them, and then address them.

#### DEI FOCUS

Race & Racism, Gender & Sexism, Sexual Orientation & Heterosexism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)



**Chauntel Baudu**

Chauntel Baudu teaches at the University of Regina and for the Regina Catholic School Division. Her areas of background, research, and experience are in critical literacy education, anti-oppressive research and education, anti-racist pedagogy, treaty education, critical social justice pedagogy, culturally responsive pedagogy, sixteen years of experience in Saskatchewan curriculum, assessment, and K-12 education, rural and urban, inner city and suburban communities.

## INTERACTIVE WORKSHOP:

# Kicking Down the Door Without Legs: Dismantling Ableism

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: Zoom

## LEARNINGS & OUTCOMES

Participants will:

1. Demonstrate an understanding of ableism and why it is harmful.
2. Interrogate their biases and perpetration of ableism as individuals and an institution.
3. Activate alternatives to ableist practices and language to shift towards centering the ways of being of disabled individuals.

## DEI FOCUS

Ability & Ableism, Ethnicity & Ethnocentrism

## ABOUT THE PRESENTER(S)



**Dominique Blue**

Dominique has over ten years of experience serving students in roles such as Paraprofessional, Lead Special Educator, MS Science Teacher, MS Dean, and currently as the Learning Support Coordinator at QAIS. The mother of a son with a disability, Dominique, is intentional in helping create a world where individuals with disabilities and learning differences develop positive identities and contribute to our community in ways that are meaningful for them. She serves on the Membership Committee of the CEC's Division of International Special Education and Services (DISES) and the Advisory Council of AIELOC, where she advocates for DEIJ.

## INTERACTIVE WORKSHOP:

# BIPOC Educators and Allies Who Appreciate Us - Affinity Groups & PLCs for Support and Mentorship

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: Zoom

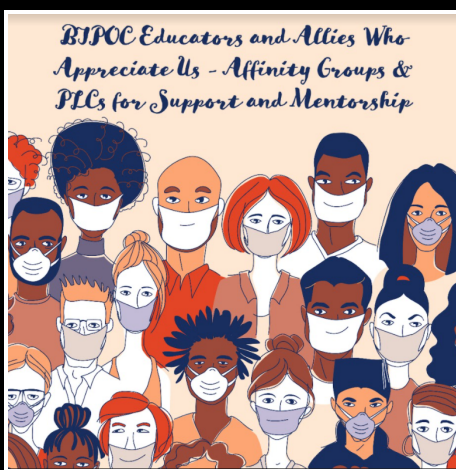
## LEARNINGS & OUTCOMES

Discuss the historical lack of representation and support for BIPOC educators in the international school community. Explore opportunities to create and maintain professional learning communities/affinity groups for BIPOC/allies at school or in their own respective communities. Identify ways in which allies can help support BIPOC colleagues and students in creating/maintaining a caring school community

## DEI FOCUS

Race & Racism, Ethnicity & Ethnocentrism

## ABOUT THE PRESENTER(S)



**Yvette S Cuenco, Kisha  
Hugh-Abban, Yolanda Kukuia**

Yvette Cuenco is a Filipino American international school counselor in her 9th year overseas. Yvette is passionate about exploring the impact of diversity, equity, and inclusion on counseling practice and supporting school communities in addressing these issues.

Kisha Hugh-Abban is a Jamaican-American from the Bronx, New York, who has worked as a school counselor for the past seven years. She is passionate about diversity, equity, and inclusion within international schools and their hiring practices, student experiences, and the overall school community.

Yolanda is a Ghanaian/Guyanese American who has been an international school counselor for 10 years. She is passionate about diversity, child protection policies and making all her students feel known, heard and seen.

## INTERACTIVE WORKSHOP:

# Confronting Discomfort: Role Modeling Intercultural Skills

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: Zoom

## LEARNINGS & OUTCOMES

This workshop focuses on confronting discomfort to positively engage with diversity. The activities will push participants to: (1) Build awareness of personal values and identity (2) Identify race-driven power dynamics at play (3) Practice constructive dialogue to learn, share, and build our own capacity to role-model the skills we want to see in our learners.

## DEI FOCUS

Race & Racism, Ethnicity & Ethnocentrism, Religion & Religious Bias

## ABOUT THE PRESENTER(S)



**Aayesha Fazal**

Aayesha Fazal is a young educator, passionate about social justice and equity. Having grown up attending UWCSEA in Singapore, she is committed to helping improve and foster positive and productive narratives around diversity, multiculturalism and inclusion. She teaches and designs curricula in refugee contexts, and co-founded the edtech initiative Rohingya Eskul, in which she leads an international team operating remotely in over 10 countries. Aayesha also continues to be involved in the global UWC movement, and facilitates and coordinates UWC short courses to international bodies of students and with diverse teams.



## INTERACTIVE WORKSHOP:

# Language Equity: Redefining our Language Learning Practices to Empower Multilinguals

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: Zoom

### LEARNINGS & OUTCOMES

Participants will

- Explore translanguageing approaches that promote language equity in their multilingual classrooms
- Connect as language educators with the experiences of our students as language learners
- Hear student voices who have been empowered by valuing language equity in their learning experiences

### DEI FOCUS

Ethnicity & Ethnocentrism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)



**Ceci Gomez-Galvez**

Ceci is a collaborator, co-teacher and coach who empowers educators to create learning opportunities to suit all multilingual learners' needs. She is a leader within a language support team whose practices are based on a sheltered immersion philosophy and differentiation strategies. She is an innovator, Apple Distinguished Educator, Flipgrid Ambassador and COETAIL graduate who effectively integrates eLearning tools and contemporary practice to enhance learning experiences for all students.

You can follow her on Twitter @cecigomez\_g and learn more about her through her professional portfolio at [cgomez.strikingly.com](http://cgomez.strikingly.com).

# INTERACTIVE WORKSHOP:

## Activism and Elementary Education: An Interdisciplinary Approach to Civil Rights in a 2nd Grade Classroom

AUDIENCE: ES, Informational Literacy/Library, and School Leaders | LANGUAGE: English  
FORMAT: Zoom

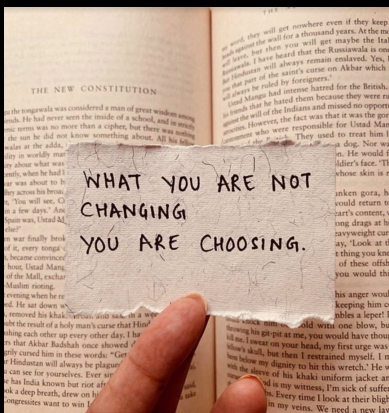
### LEARNINGS & OUTCOMES

This session provides elementary educators and leadership with a conversation on the importance of direct teaching of positive pro-social behaviors as they are often the earliest stages of leadership development. We then will have an overview of an interdisciplinary study in a 2nd grade classroom that infuses the idea of civil rights from a number of vantage points in the American context.

### DEI FOCUS

Age, Race, Ethnicity, Gender, Socio-economic Status

## ABOUT THE PRESENTER(S)



Brandon D. Guidry

Brandon currently serves as the one of a team of Diversity, Equity, and Inclusion Leaders and Grade 7 English educators at the American School in London that enrolls 1300+ students Preschool through 12th Grade.

He is originally from Houston, Texas and graduated from the University of Texas at Austin with a dual bachelors degree in Political Science and African Diaspora Studies. He has taught multiple grades within primary and secondary education, ranging from Kindergarten to 12th Grade, with some time working with graduate students in both preservice teacher programs as well as teacher educators in doctoral programs.

## INTERACTIVE WORKSHOP:

### The Warm Demander Educator: Discipline with Dignity

AUDIENCE: Whole School | LANGUAGE: English | FORMAT: Zoom

#### LEARNINGS & OUTCOMES

Explore the role of power, identity and cultural-context with this interactive workshop on teacher authority and student relationship. This workshop is geared towards new and veteran teachers who want to delve into what it means to hold authority within an educational space with high expectations, warmth, and strong boundaries. We will discuss ideas of identity, culture, power, and oppression within the teacher-student relationship and examine how to use that relationship as the catalyst for student learning and success.

#### DEI FOCUS

Ethnicity & Ethnocentrism

### ABOUT THE PRESENTER(S)



**Jessica Wei  
Huang**

Jessica Wei Huang was recently the Principal of June Jordan School for Equity in San Francisco, CA, where she served as a teacher and school leader since 2006. She found a passion for education after receiving a Bachelor's of Foreign Service from Georgetown University and went on to receive a Master's of Secondary Education from Stanford University. She has eighteen years of combined teaching and leadership experience in public schools in San Francisco. Jessica believes that facilitating cross-cultural and diverse conversations around personal identity and culture is a powerful way to build community and understanding in educational settings. Jessica has co-facilitated professional development for school districts and non-profits in creating and sustaining a culture of equity and anti-racism and is also a certified coach for ACSA (Association of CA School Administrators). In 2019, Jessica and her family made the decision to leave the SF Bay Area to full-fill a lifelong dream of living and working abroad. Jessica is currently

living and teaching in Kaohsiung, Taiwan, where the maternal side of her family is from.

## INTERACTIVE WORKSHOP:

### Recognizing the Global Part of Who We Are

AUDIENCE: Whole School | LANGUAGE: English | FORMAT: Zoom

#### LEARNINGS & OUTCOMES

Take a moment to think about your life, your world as it is. Our lives have become globalized; even in our love of world art, music, food, and travel. Everyone has a part of them that is global.

#### DEI FOCUS

Race & Racism

## ABOUT THE PRESENTER(S)



**Marla Hunter**

When some think of "global citizenship" they think they have to move from the country that they reside in and go elsewhere. Global citizenship doesn't need to replace the national sentiment you have for your own country, but can co-exist. A global citizen is someone who understands how the world works & respects & values diversity.

Having a strong connection & commitment to the world as a whole is important, whether you have the financial means or opportunities to go abroad. In this presentation it's my goal to help others see where they just how they fit within the global citizenship landscape.

## INTERACTIVE WORKSHOP:

# "Ain't I a Woman?": Exploring Race, Gender & Intersectionality

AUDIENCE: MS & HS Teachers and School Leaders | LANGUAGE: English | FORMAT: Zoom

## LEARNINGS & OUTCOMES

This interactive workshop will explore the concept of intersectionality as a framework, a lens, and a tool to deepen and develop anti-racism curriculum, especially with regard to race, gender and feminism. Educators will have an opportunity to interrogate the intersection of race and gender in current events, history, and the classroom; participants will also have an opportunity to reflect on how intersectionality impacts their identity and their lived experience.

## DEI FOCUS

Intersectionality, Gender and Race

## ABOUT THE PRESENTER(S)



Erica Jones

Erica Jones currently serves as the Middle School Assistant Principal at The American School in London. Prior to London, Erica taught High School History and served on the Equity Council at The Dalton School in NYC, before heading to Friends Seminary where she was the Assistant Head of Upper School and Dean of Students. Erica studied Political Science and African & African American Studies at Dartmouth College, and earned her Masters in Private School Leadership at Columbia University, Teachers College. Erica is a native of Portland, Oregon and a lover of books, Black literature, writing, thinking, traveling and dreaming.

## INTERACTIVE WORKSHOP:

# Sex, Gender, and Pronouns: Supporting Gender Diverse Students in International Schools

AUDIENCE: Whole school | LANGUAGE: English | FORMAT: Zoom

## LEARNINGS & OUTCOMES

Educators are increasingly recognizing the diversity of their students' gender identities and, however well-intentioned, may feel ill-equipped to support them. Participants are invited to consider the difference between male and female, why pronouns matter, and how the answers to these questions impact your students' well-being. This workshop serves as a thought-provoking primer on the concept of gender, and offers insight on how to better include all students in our care.

## DEI FOCUS

Gender & Sexism, Sexual Orientation & Heterosexism

## ABOUT THE PRESENTER(S)



Emily Meadows (she/her), Ph.D, M.H.Sc., M.Ed. is a DEIJ consultant on gender and sexual diversity. Emily takes an intersectional approach and addresses both the why and the how of inclusion so that even educators new to these concepts can become confident and competent supporting LGBTQ+ students.

Emily has helped to develop inclusion standards, referenda, and trainings for professional organizations such as the New England Association of Schools and Colleges (NEASC), the National Association of School Psychologists (NASP), The Fulbright Commission, the Association for International Educators and Leaders of Color (AIELOC), and the American Psychological Association (APA).

Emily Meadows

## INTERACTIVE WORKSHOP:

# "Yeah, It's Us Too": Confronting Antiracism and Healing from White Supremacy as Non-Black People of Color

AUDIENCE: Whole School | LANGUAGE: English | FORMAT: Zoom

## LEARNINGS & OUTCOMES

Identify and examine the ways white supremacy and antiracism ideology is pervasive and manifests across the globe, including in communities of color. Explore both current research and narrative experience to critically examine how NBPOC's (non-Black people of color) participate in white supremacy and how we can begin to heal and repair harm in relation to White supremacy and antiracism. Acquire strategies to confront the ways NPBOC are complicit in White supremacy and antiracism, both in personal and educational practices. Space will be made for reflection, discussion and action steps so that participants can continue the work outside of the session.

## DEI FOCUS

Race & Racism, Ethnicity & Ethnocentrism

## ABOUT THE PRESENTER(S)



Alysa Perreras

As a woman of Color and a child of Colombian and Filipinx immigrants to the United States, Alysa has learned, on a both a personal and institutional level, how systems of oppression operate. As a cisgender, US passport holding, native English speaker, amongst others identity markers, she also experiences how privilege grants opportunity and unearned access. This intersectional lens is brought into all the work she does as an educator and equity consultant. Dismantling the systems of oppression around her, even the ones that grant her unearned privilege, is a deeply personal passion and professional pursuit. Over a decade in education, her work includes classroom teaching, curriculum and course design, instructional coaching, strategic planning and consulting, all

through an antibias, antiracist and justice centered lens. She has presented on the work of justice and equity education at various conferences both in the USA and in Latin America. Currently, she is getting her PhD in Education for Social Justice through the University of San Diego.

## INTERACTIVE WORKSHOP:

### Centering Student Identity in our Perspectives and Practices

AUDIENCE: ES, MS, HS | LANGUAGE: English | FORMAT: Zoom

#### LEARNINGS & OUTCOMES

Explore how schooling-- and the decisions of educators-- can deeply affect student identity development. Reflect on our own identities and the identity challenges our students face. Create tools together to help our students' and their diverse identities find deep affirmation and the space to grow.

#### DEI FOCUS

Ability & Ableism, Age & Ageism, Race & Racism, Ethnicity & Ethnocentrism, Religion & Religious Bias, Gender & Sexism, Sexual Orientation & Heterosexism, Socio-economic Status & Classism

## ABOUT THE PRESENTER(S)

Daniel Wickner is a classroom teacher at Hong Kong International School and a writer and presenter on identity in education. Being multiracial, multicultural, and multilingual, he strongly identifies with the complex identity intersectionality of international school communities and looks to support his students' healthy identity development. View more of his work at [www.identitycentered.com](http://www.identitycentered.com).





**Daniel Wickner**