

AISA DEIJ GUIDE: PATHWAYS TO TRANSFORMATION

A Guide to Unlocking the Power and Potential of International
Schools Grounded in Diversity, Equity, Inclusion, Justice & Belonging



THE JOURNEY BEGINS WITH ME

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Questions to Ask Yourself Before You Begin

Schools can fulfill their mission of being more equitable and inclusive by developing those who attend them and developing those who work within them—supporting administrators and teachers in becoming better professionals and better human beings. Supporting both child development and adult development through the work of this guidebook allows us all to work more productively, more meaningfully, and more purposefully to grow our schools to be more inclusive and justice seeking. Wherever you are on this journey of bringing an increased focus on equity into your school, our hope is this chapter will help to your journey of self-discovery.

Here are some questions to pose to yourself to ready yourself for the work ahead.

Engage in Reciprocity

- How do I embody the role of an effective group member?
- How do I demonstrate the idea of mutual respect for others through my actions and my words?
- In what ways do I embody the “both/and” work of completing team tasks and building team relationships?
- How does this African proverb resonate in my work life? “If you want to go fast, go alone. If you want to go far, go together.”

Know Your Identity

- What role might my identities play when I work in collaborative groups?
- How do I self-identify? Which parts of my identity are more important now than they were in the past and which are less important?
- Where are my blind spots in terms of how I see the world? What don’t I notice? Where are my limitations?
- Which parts of my identity would I like to learn more about?
- What do I know about how I see the world differently than others? How does power and privilege or lack of it shape my identity? How might I work effectively with those power dynamics and other differences between myself and others?

Suspend Certainty

- What are some benefits of being curious and inquisitive?
- What are some negatives of being curious and inquisitive?
- What surprises me most when others have a different perspective on something? What is my response (internally and externally) at those moments?
- How do I seek others' input so I have a fuller picture of any given situation?
- In what situations have I realized I didn't have the whole picture, which resulted in less optimal outcomes?

Take Responsibility

- What is something I need to take more responsibility for in my interactions? Choice of language, body language, etc.
- Do I take responsibility for being solution focused when I problem solve?
- How do I engage with conflict? Am I comfortable communicating around a challenging topics?
- How do I see that power and privilege shows up in my conversations and does it make me more or less comfortable to speak up or speak out? What about the other person? How might I take responsibility for creating as much psychological safety as possible in my communications with others?
- Do I speak up when I see something can be improved? Do I do so humanely?
- Do I take responsibility for apologizing when my impact isn't helpful?
- Do I respectfully share my perspective with someone who says something emotionally insensitive or disrespectful about another person or a group of people?

Build Resiliency

- How do I cope with unexpected chaos and high-anxiety situations?
- Can I soothe myself when I am dismissed, diminished, challenged, or ignored?
- In moments of discomfort, can I continue to let in information? Can I make informed, nonreactive choices and keep myself centered?
- Can I identify my purpose and do I use it to ground and center myself in my work?