



International
School Counselor Association

United in Diversity: Counselors as Allies

June 10, 2020
Part 1

International
School Counselor Association

Introductions

- **Yvette Cuenco** -- Middle School Counselor, GEMS American Academy Abu Dhabi
- **Christina McDade** -- High School Counselor, American Community School of Abu Dhabi
- **Ryan Haynes** -- Director of Academic and Personal Counseling and Grade 12 Counselor, Taipei American School
- **Adam Karsten** -- Middle School Counselor, International Community School Addis Ababa, Ethiopia
- **Kathy Manu** -- Elementary School Counselor, International School of Brussels
- **Elizabeth Mohr** -- Assistant Director of College Counseling, TASIS England
- **Erick Núñez** -- Associate Director of College Counseling, The Bay School of San Francisco (Contributions in the planning process)

Overview

- Opening Remarks
- Inclusion Activity
- Putting Things in Context
- What is Ally-ship?
- Supporting our Students, Teachers, Admin and Community
- Support Ourselves through Self-Care
- Next Steps

Understandings and Agreements

1. What this chat is?

- a. The beginning of a journey exploring how counselors can support themselves and their communities in discussing issues related to race (diversity, equity, inclusion?)
- b. Defining ally and centering conversation around that
- c. A space to process our own feelings connected to the work
- d. A step towards understanding our own intersectionality - knowledge of self (as described by Dr. Ken)
- e. A space for those with privilege to listen with intent and to start looking inward

2. What this chat isn't?

- a. This is NOT a space to debate what is right vs. wrong
- b. This is NOT a space where People of Color (POC) are depended on for the answers



Reflections on the Current Situation

Inclusion Activity on Privilege

Tiktok 10 Fingers Activity

Putting things in context

From Brave New Films

<https://youtu.be/fTcSVQJ2h8g>



RACISM

IS REAL

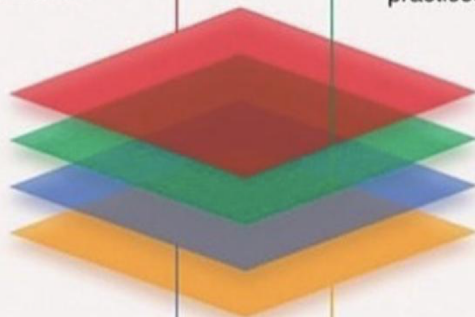
THE FOUR OF DIMENSIONS **RACISM**

INSTITUTIONAL

Policies and practices that reinforce racist standards within a workspace or organization.

STRUCTURAL

Multiple institutions collectively upholding racist policies and practices, i.e. society.



INTERPERSONAL

Racist acts and micro-aggressions carried out from one person to another.

INTERNALIZED

The subtle and overt messages that reinforce negative beliefs and self-hatred in individuals.

Racism happens everywhere

Institutional- hiring policies, who does certain work, etc.

Structural- policies on visas, pay, promotions

Interpersonal- between individuals

Internalized- private beliefs, superiority of one group over another

What is An Ally?

[How to Be An Ally](#) from
BuzzFeedVideo



“Ally-ship” as counselors...

- Owning our feelings and responses. It’s okay to not be okay.
- Knowing when to take risks
- Work within the context of our school and host country

Supporting Our Students - Approaches and Resources for ES

- ISCA Lesson Share Project
- Meet Kids Where They Are
 - Ask questions
 - Allow questions to help you know where you need to spend some extra time
- Create a culture in the classroom/in your school whereby students can feel safe in expressing what they are feeling and thinking
- Think about both explicit conversation and implicit messaging (find links to curriculum, both counseling curriculum & other subject area curricula)
- Parent Education - book clubs, structured conversations, discussions.
- Use books! There are so many great books that will jump start conversations - and share these with your school media/library teams
 - [Book Read Aloud \(Free\)](#)
 - [Resource Roundup: Talking to Kids About Racism](#)
 - [Book List about Privilege](#)
 - [Book List about Activism](#)

Supporting Our Students - Approaches and Resources for MS

- ISCA Lesson Share Project
- Tying into curriculum (IB Learner Profile attributes, school mission, etc.)
- Books
- Definitions and connections to concepts they understand - e.g. (definitions of race/ethnicity/nationality) connecting “racism” to “fairness”/“unfairness”
- TV shows for middle school students (for clips to use in discussions)
 - Black-ish/Mixed-ish
 - Fresh Off the Boat
- [Teaching Tolerance](#)
- [How to Talk to Kids About Racism, Protest, and Racial Injustice](#)
- [Common Sense Media: Helping Kids Process Violence, Trauma, and Race in a World of Non-Stop News](#)

Support our Students -- Approaches and Resources for HS

- [ANTI-RACISM RESOURCES](#)
- [Talking About Race Portal, National Museum of African-American History and Culture](#)
- **Parent Education**

Books:

[Bookshop.org-This List is Anti-racist](#)

book: *Stamped: Racism, Antiracism, and You: A Remix of the National Book Award-winning from the Beginning* (Version specifically written for teens, 250 pgs.)

Articles/Papers:

- [Things Black People Cannot Do Without Risking Their Lives](#)
- [White Privilege: Unpacking the Invisible Knapsack](#) by Peggy McIntosh

Movies/Video:

- [Common Sense Media Resources About Race & Racism](#)
- [Unwritten Mom Rules for a Young Black Man](#)

Approaches and Resources for College Counseling

Approaches to take:

- Educate yourself: [NACAC Guiding Way to Inclusion](#) July 27-30
- Understand the published student body statistics
- Student newspapers to understand vibe
- On-Campus and Off-Campus Realities



Resources:

“At this moment there is a sense of *helplessness*. The role of the university is to create *hopefulness* for all.”

[“Three College Leaders on Hope, Despair, and the Killing of George Floyd”](#)

“All those institutions that blacked out their social media on June 2, but *I’m more interested in what they’re going to do on Aug. 2, and June 2, 2021.*”

[Words Matter for College Presidents, but So Will Actions](#)

Supporting and Educating Teachers and Admin

- Understand the hiring game-
- Do a personal gut check when standing up- what makes you comfortable, uncomfortable.
- Use one or two resources that are impactful you learned today on allyship and use it.
- Lean in on the students and alumni- they are making the way.
- For hiring- encourage leaders to share postings on professional groups of color.
- Join professional associations of color on Facebook, Brothers & Sisters Working at International Schools, [Professional School Counselors of Color](#), [Association of International Educators and Leaders of Color](#); Connect via Twitter and create a network

Self-Care

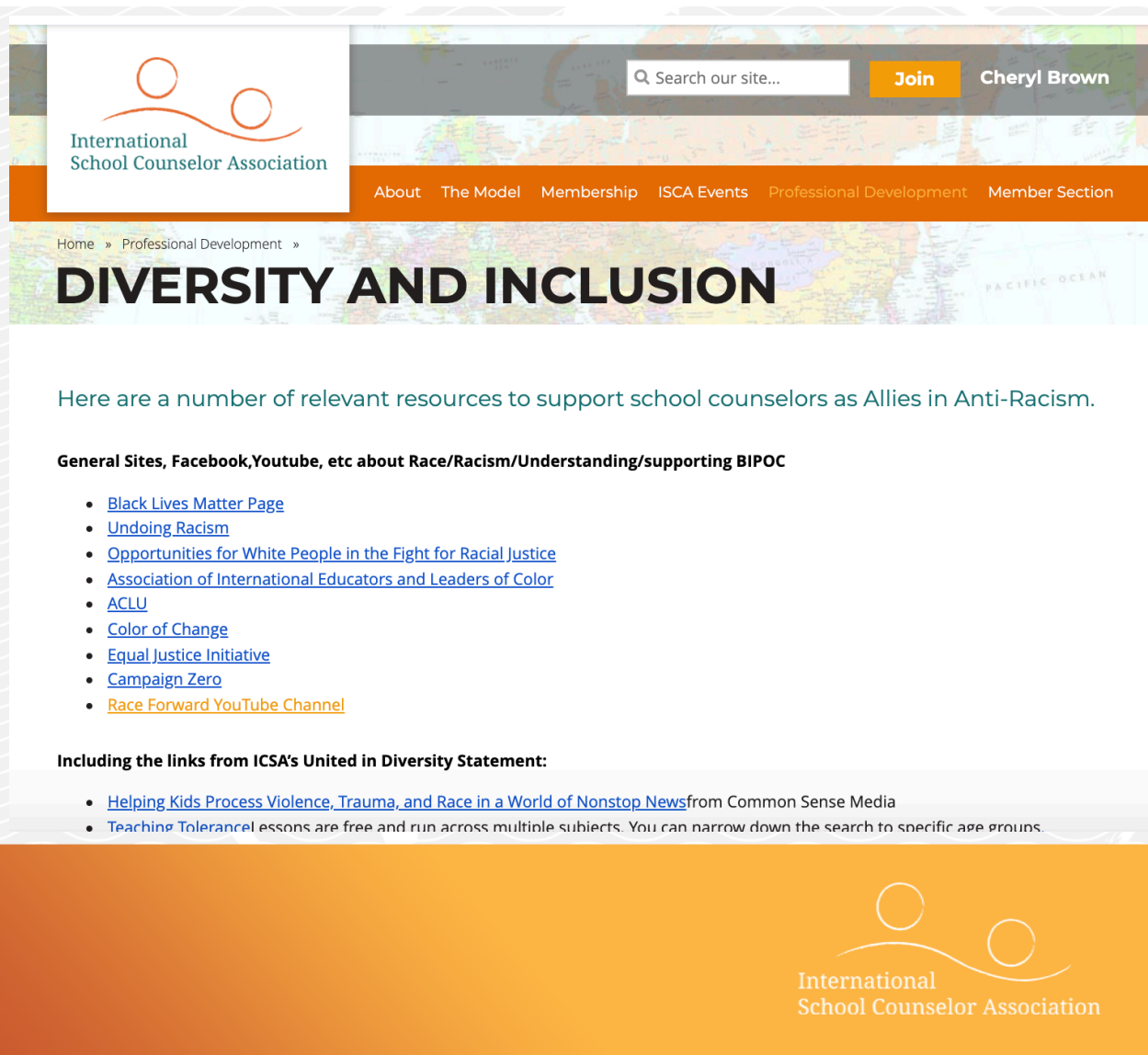
Some Thoughts to Share

- Educating yourself as a non-person of color or as a non-Black POC
- Self-care for Black Americans working abroad- Facebook Groups, Twitter groups
- Self-care for non-Black POCs



Next Steps

- **Share Resources**
 - List of Resources on ISCA Website
- **Create your own action and resources review plan**
- **Start / Continue Conversations in Your School Community**



The screenshot shows the ISCA website header with the logo, a search bar, and the name 'Cheryl Brown'. The main navigation menu includes 'About', 'The Model', 'Membership', 'ISCA Events', 'Professional Development', and 'Member Section'. The page title is 'DIVERSITY AND INCLUSION' and the breadcrumb trail is 'Home » Professional Development »'. The main content area lists resources for school counselors as Allies in Anti-Racism, including a list of general sites and links from the ISCA's Diversity Statement.

International School Counselor Association

Search our site... Join Cheryl Brown

About The Model Membership ISCA Events Professional Development Member Section

Home » Professional Development »

DIVERSITY AND INCLUSION

Here are a number of relevant resources to support school counselors as Allies in Anti-Racism.

General Sites, Facebook, Youtube, etc about Race/Racism/Understanding/supporting BIPOC

- [Black Lives Matter Page](#)
- [Undoing Racism](#)
- [Opportunities for White People in the Fight for Racial Justice](#)
- [Association of International Educators and Leaders of Color](#)
- [ACLU](#)
- [Color of Change](#)
- [Equal Justice Initiative](#)
- [Campaign Zero](#)
- [Race Forward YouTube Channel](#)

Including the links from ISCA's United in Diversity Statement:

- [Helping Kids Process Violence, Trauma, and Race in a World of Nonstop News](#) from Common Sense Media
- [Teaching Tolerance](#) lessons are free and run across multiple subjects. You can narrow down the search to specific age groups.

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Next Steps *(con't)*

- Participate in the [ISCA Counseling Lesson Share Project](#)



ISCA Counseling Lesson Share Project

Updated as of May 25, 2020

Thank you to the counselors who have shared lessons! This document serves as the "index" for all lessons within the ISCA Lesson Share Project Folder. This resource will continue to grow as counselors share more lessons.

There are also free [Covid-19 resources](#) on the ISCA website.

Lesson Topic and Link to the PDF	Audience (EC, ES, MS, HS, Parents)	School Name
May 25, 2020		
<u>Virtual Wellness Week</u>	EC, ES, MS	GEMS World Academy
<u>Look After Your Brain Video</u>	ES	GEMS World Academy
May 21, 2020		
<u>Returning to School</u>	MS, HS	Chinese International School, Hong Kong
May 7, 2020		
<u>Self-Care Poster</u>	ES, MS, HS	Vision International School
<u>Gratitude Journal</u>	HS	Vision International School
<u>Self-Image</u>	MS	Ghana International School
<u>Self-Image and Media Representations</u>	MS	Ghana International School
<u>Object Sharing</u>	ES, MS, HS	International School Manila
<u>Heart Transplant Activity</u>	HS	International School Manila



Next Steps *(con't)*

- **Participate in Future Counselor Chats: Counselors as Allies Series**
 - June 17, 2020
 - June 25, 2020
 - August 2020
 - International School Counselor Collaborative – October 2020
 - On-going

United in Diversity: Counselors as Allies Part 2

June 17, 2020 at 9:00am - 10:00am



Supporting LGBTQIA+ Students in International Schools

Join us for Small Group Discussions -- Part 3

June 25th at 9:00am - 10:00am U.S. EST



Breakout Room #	Article / Webinar / Podcast
1	Podcast: Unlocking Us: Brené Brown with Ibram X. Kendi on How to Be an Antiracist
2	Article: Open Letter to International Schools
4	Program: Sesame Street Town Hall on Racism
5	Webinar: CASEL CARES: Owning Your Power to Raise Kids Who Challenge Racism
6	Article: Your Black Colleagues May Look Like They're Okay, But They're Not
7	Webinar: Helping Children Cope After a Traumatic Event
8	Article: White Privilege: Unpacking the Invisible Knapsack Peggy McIntosh

Thank You to Our Panelists

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United in Diversity

Thank you for attending today.

Any questions? Email us info@iscainfo.com