

BESPOKE TRAINING FOR DANISH INTERNATIONAL SCHOOLS 23rd October 2023

Facilitated by:

Kam Chohan, Executive Director of ECIS and Sarah Kupke, ECIS Head of Professional Learning

Engaging With Diversity and Celebrating Inclusion. Creating a Community of Belonging.

Session Overview

With Diversity, Equity, Inclusion and Justice as the lens through which we learn together, we will focus on how we mindfully, and sensitively create learning environments in which young people can explore their identity and self-worth.

Workshop description: A learning environment that embraces diversity and celebrates inclusion, through the lens of equity and justice, is a community where all stakeholders feel a sense of belonging. This one-day workshop engages us in planning for how we embrace challenging conversations as a tool for growth, and how we care for all our stakeholders within a climate of psychological safety, empathy and compassion. We will focus on intentional steps towards creating school cultures of self-care and community care where stakeholders integrate with and contribute to the culture rather than being assimilated into it. We will explore how diversity can promote different perspectives, constructive self-criticism, and cognitive curiosity where everyone is included, respected and safe.

How do we foster a sense of belonging so that we can engage with and understand the value of difference, to create inclusive and safe places to grow? We will explore identity, shared values and we will consider the importance of leading open, honest and courageous conversations to move us from compliancy to commitment. We will work towards identifying our preferred futures and call to action.

Key questions

- When creating a sense of belonging is the lens through which we do everything, what does embracing differences and celebrating inclusion look like/sound like/feel like in our schools?
- What are some effective strategies and approaches for developing an inclusive and caring learning environment?

- How do we create brave spaces for challenging conversations, with the belief that we will all grow through them?
- How can we evaluate and reflect upon the impact our growing inclusiveness in school is having on student, staff and parent efficacy?

Outcomes of the training will be:

- Defining our identities and recognising dominant identity groups
- Learning to understand and face our biases, recognise our privileges and build trust in relationships
- interacting effectively across cultures and social groups
- learning from research about the impact of stress and trauma
- recognising the difference between 'not being discriminatory' and being 'anti-discriminatory'
- committing to co-creating a positive, supportive and inclusive learning environment in our whole school community.
- reflecting upon and committing to small steps that can create positive impact in co-creating a positive, supportive and inclusive learning environment in our whole school community.

Course materials.

- Participants should bring a notebook (electronic or paper) to record reflections. Laptops will be helpful for documenting outcomes and impact ideas.
- Please read the resources shared prior to the workshop.
- We will need to be able to project our PowerPoint presentation and we require WIFI for some short video clips.

We look forward very much to working with the group of Danish International Schools.

With best wishes,
Kam and Sarah August 2023

[Useful pre-course DEIJ materials and resources can be found on the ECIS DEIJ website.](#)

Course Facilitators

KAM CHOCHAN

Kam Chohan joined ECIS in February 2018 as Chief Operating Officer and became Executive Director in August 2020.

With an impressive background in education and leadership, Kam is a learning leader and brings insight, wisdom, and compassion to the role. She has demonstrated the ability to build meaningful, lasting relationships that contribute to personal and organisational development and improvement.

Kam is a passionate educator and enjoyed lecturing in mathematics and business. She holds qualifications and experience in Leadership and Professional Development.

Kam is committed to social justice and equity through diversity, inclusion, and intercultural understanding in international education.



SARAH KUPKE

Sarah is the Head of Professional Learning at ECIS. In international school headship positions, she led teams who developed innovative, dual language and interlingual approaches to learning and language development. She has worked in the UK and Germany as a primary, secondary and special education teacher, and she taught undergraduate education in London. She has presented at Intercultural Understanding Institutes, DEIJ Belonging, Solution Focused thinking approaches, educational leadership and teaching for excellence keynotes and workshops. Sarah is driven by the conviction that the life-long journey of embracing diversity, promoting inclusion and engaging with intercultural understanding is vital to creating communities of belonging.



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Proposed schedule for the day:

	Time of session	Focus	
Schedule for the day	8.30 – 9.00	Assemble	
	9.00 – 9.15	Welcome and Plenary	
	9.15 – 10.15	Session 1 Start with the Heart Identity, subconscious bias, trust	
	10.15 – 10.45	Coffee break	
	10.45 – 12.15	Session 2 A culture of care and belonging	
	12.15 – 13.15	Lunch	
	13.15 – 14.45	Session 3 Conversations about action	
	14.45 – 15.00	Refreshment break	
	15.00 – 15.30	Session 4 Sharing commitments to intentional steps	
	15.30 – 15.40	Goodbyes	

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