

Hong Kong International School

Intercultural Competency Proposal

November 22, 2023

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1.

Background & Experience

Why Dr. Gay?

Content Knowledge

Deep knowledge of best practices, scholarship, and current research around cultivating diverse and inclusive organizations.

Critical scholarly literatures include adult learning theory, change management, K-12 culturally responsive curriculum and pedagogy, race , gender, socioeconomics, religion, LGBTQ+, sociology, cultural anthropology, intercultural competency, microaggressions theory, unconscious bias, among others.

Data-Driven Approach

Dr. Gay's approach is grounded in longitudinal research and best practices, which he customizes for clients by leveraging organizational specific insights, perspectives, data, and dynamics.

Deep Experience in School

Dr. Gay has over 25 years of experience in education as a teacher, senior administrator, and currently as consultant and thought leader. This deep experience leading D&I efforts in over 500 schools across the world provides the capacity to translate theory and research into concrete strategy and action steps.

International Mindedness

Dr. Gay has lived and/or worked in over 20 countries around the world. Current clients are in Brazil, Canada, Cayman Islands, Colombia, El Salvador, France, Guatemala, Hong Kong, Honduras, India, Italy, Panama, Peru, South Korea, The United Emirates, Thailand, and The United States.

When leading D&I efforts with international schools, Dr. Gay leverages an international lens to ensure efforts do not impose a US framework and resonate at the national and regional level

Dr. Gay delivers content in English, Spanish, French, Italian, and Portuguese.



Professional Experience

- 24 years of experience leading Belonging and Intercultural Competency efforts in schools, nonprofits and businesses
- Former teacher and senior administrator
- Education: Oberlin College, Oberlin Conservatory, Columbia University, University of Pennsylvania
- Senior lecturer to MBA and doctoral students at Columbia Business School, University of Pennsylvania, Columbia Teachers College, and Parsons Paris, and International Fashion Academy (Paris)
- Featured in New York Times, Washington Post, El Tiempo Latino, PBS, 60 Minutes, Business of Fashion, Brian Lehrer Show, NEA, NBOA and NPR
- Produced two TEDx Talks and numerous national podcasts
- Frequent keynote to national and international education conferences around the world
- Senior Content Advisor to Sesame Street over the past 6 years
- Consulted with over 800 organizations domestically and abroad: Brazil, Canada, Cayman Islands, Colombia, El Salvador, France, Guatemala, Hong Kong, Honduras, India, Italy, Panama, Peru, South Korea, The United Arab Emirates, Thailand, and The United States
- Qualitative and quantitative researcher, designs and analyzes employee satisfaction and climate assessments
- Deep scholarly background in intercultural competency, race, gender, sexual orientation, socioeconomics, change management, and adult learning
- Recipient of the Dr. Maria Montessori Ambassador Award



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One of the first examples I've heard of the need for international contextualization of this topic. Excellent insights into the unique needs of international schools.

International School Administrator



Featured Clients

Our clients are located all around the world.



INTERNATIONAL K-12 SCHOOLS

American Community School (Beirut, Lebanon)

American International School of Chennai

American School of Guatemala

Avenues: The World School

Canadian International School of Hong Kong

Cayman Prep

Colegio Americano de Guatemala

Colegio Bolívar

Colegio Franklin D. Roosevelt: The American School of Lima

Colegio Franklin Delano Roosevelt

Colegio Nueva Granada

Ecole Bilingue de Berkeley

Ecole Internationale de New York

Escola Americana de Belo Horizonte

Escola Americana do Brasilia

Escola Americana do Rio de Janeiro

Escola Concept

Escuela Americana El Salvador

French American International School

French American School of New York

Georgetown International Academy

Graded School: The American School of São Paulo

International School of Boston

International School of Los Angeles

International School of Panama

International School of the Peninsula

Kampala International School

Lycée Français de Chicago

Lycée Français de New York

Lycée Français de San Francisco

Lycée International de Boston

Lycée International de Calgary: Lycée Louis Pasteur

Marymount International School of Rome

Mission Laïque Française

Pan American School of Porto Alegre

Robert College (Istanbul, Turkey)

Seoul International School

Silicon Valley International School

Stanford Online High School

The American School of Tegucigalpa

The École

The French American Academy

Uruguayan American School

Virgin Islands Montessori School & Peter Gruber International Academy

Wenona School for Girls (Sydney, Australia)

KEYNOTES & ASSOCIATIONS

AAIE: Association for the Advancement of International Education
Adecco Group
AFSA: Association of French Schools of North America
AIMS: Association of Illinois Montessori Schools
AISNE: Association of Independent Schools in New England
AMISA: American International Schools in the Americas (Educators Conference Keynote)
AMISA: American International Schools in the Americas (Governance Conference Keynote)
AIMS: Association of Illinois Montessori Schools
AISGW: Association of Independent Schools of Greater Washington Baltimore Foundation
Business of Fashion
CAIS: California Association of Independent Schools
California State University Northridge
CASE: Council for Advancement and Support of Education (International Keynote and Workshop Facilitator)
Clarins Global HR Seminar
Columbia Teachers College
Common Trust
Connecticut Association of Boards of Education & Public Superintendents
EARCOS: East Asia Region Council of Schools
EF Global Leader Summit (Lima, Peru)
EMA: Enrollment Management Association (International Keynote)
EMA: Enrollment Management Association (National Conference)
Florida American Choral Directors Association
University of Pennsylvania: Global Education Forum
IBSC: International Boys' School Coalition
ILPA: Institutional Limited Partners Association

IBSC: International Boys' School Coalition
Massachusetts Association of Superintendents
Michigan Library Association
MLS: Massachusetts Library Systems
Montessori Schools of Massachusetts
Montessori Schools of South Carolina
National Guild of Community Arts Education Conference
NBOA: National Business Officers Association
NESA: Near East South Asia Council of Overseas Schools (Leadership Conference, Abu Dhabi)
New York Times
Newtown Public Schools
Pan American School of Porto Alegre
Phantom of the Opera
SEM Conference
SmartFlyer
Synergy: Global Citizenship in the 21st Century
Tom Ford Beauty
Tri-Association Annual Educators' Conference
TRS/ERS: Teacher Retirement System and Employees Retirement System of Texas (Emerging Managers Conference)

Featured Keynotes



2023 Governance Conference

Cultivating Community: Harnessing the Power of Communication and Common Purpose

TEDx



TRS / ERS Emerging Manager Conference

ERS

Sponsored By:

GCM GROSVENOR

RockCreek

JOIN US FOR THE NESA 2023 FALL LEADERSHIP CONFERENCE

OCTOBER 19-22, 2023

Royal Orchid Sheraton, Bangkok, Thailand

JOIN US FOR THE NESA 2022 FALL LEADERSHIP CONFERENCE

SHARING THE JOURNEY: IN PERSON & TOGETHER AGAIN

OCTOBER 13-16, 2022

InterContinental Hotel, Abu Dhabi, UAE

TOM FORD



EARCOS Leadership Conference 2023
Creating Safe Harbors
Bangkok, Thailand



Alice S. Pfaelzer Conservatory

GRADUATION CEREMONY 2023

20 Years of ILPA



SMARTFLYER

GCM GROSVENOR

Adecco

ELEVATE!

2022 NBOA Annual Meeting

Feb 20-23 • Chicago • Marriott Marquis



Identity Matters

Parents' and Educators' Perceptions of
Children's Social Identity Development

Led by Jennifer Kotler, Tanya Haider &
Michael H. Levine at Sesame Workshop

Conducted by NORC
at the University Of Chicago



2.

Approach & Services



[Click here](#) to watch a short video about Dr. Gay's approach.  DERRICK GAY



[Click here](#) to watch Dr. Gay's TEDx talk.

 DERRICK GAY



Kathy Stetson
Executive Director
Central & Eastern European Schools Association (CEESA)

[Watch a short video from Kathy Stetson.](#)



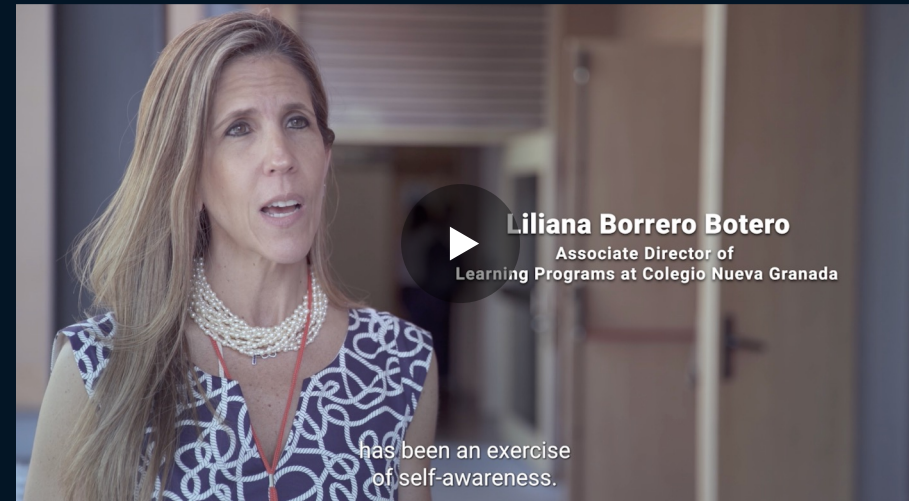
Dr. Jim Gerhard
Head of School
Seoul International School

[Watch a short video from Dr. Jim Gerhard.](#)



Dr. Edward Greene
Executive Director
East Asia Regional Council of Schools (EARCOS)

[Watch a short video from Dr. Edward Greene.](#)



Liliana Borrero Botero
Associate Director of
Learning Programs at Colegio Nueva Granada

[Watch a short video from Liliana Borrero Botero](#)

Dr. Gay leads efforts with...

	Students	Parents	Teachers	Administrators	Trustees
Small Group / Training	✓	✓	✓	✓	✓
Large Group / Assembly	✓	✓	✓	✓	✓
Climate Assessment	✓	✓	✓	✓	✓
Spanish / English / Portuguese / French / Italian	✓	✓	✓	✓	✓
Facilitated SWOT Analysis			✓	✓	✓
Strategic DEIB Planning				✓	✓