



association of french schools in north america

38e colloque de l'AFSA, mars 2022

AFSA 38th conference, March 2022



Theme of the 38th AFSA conference

- The theme of this year's conference is:
 - How will AFSA schools best address new expectations in 2022 and beyond : A focus on students, staff, parents and community.
 - Comment les écoles AFSA répondront-elles aux nouvelles attentes en 2022 et au delà : Un accent mis sur les élèves, le personnel, les parents et la communauté.

A series of 4 virtual events with 3 guest speakers

- The first event will take place from 12-2p.m. CT/PT 10-12 p.m./ET 1-3 p.m.
 - Thursday, **March 10** : Ms. Mahi Traoré (In French)
"I am black but I don't complain I could have been a woman"
<https://zoom.us/j/96736159763> (password AFSA)
- The second event will take place from 4-6 p.m. CT/PT 2-4 p.m./ET 5-7 p.m.:
 - Thursday **March 17**: Ms. Annahid Dashtgard (In English)
"What is Inclusive Leadership?"
<https://zoom.us/j/98812023029> (password AFSA)
- The Third event will take place from 4-5.15 p.m. CT/PT 2-3.15 p.m./ET 5-6.15 p.m.:
 - Thursday **March 24** : Ms. Amada Torres (In English)
Leadership in Independent Schools: A Crisis?
<https://zoom.us/j/94085282853> (password AFSA)
- The last event will be from 4-7 p.m. CT/ 2-5 p.m. PT/5-8 p.m. ET
 - Saturday **March 26** : General Assembly with election of 7 positions in the Bureau, closing remarks, and "verre de l'amitié" in breakout rooms
<https://zoom.us/j/91365951778> (password AFSA)
- All AFSA members (Heads of Schools, but also program, financial, admission, HR, and development directors) are cordially invited to join the conference. Each HOS is invited to disseminate the information internally in his school and to invite his staff by sharing the zoom invitation links.
- The conference is free of charge.

”Je suis noire
mais je ne me
 plains pas,
j’aurais pu être
une femme”

- "The French school is the place of all possibilities". Mahi Traoré is the first black woman of African descent to become principal of a Parisian high school. She will talk about her experience, of everyday racism and about ways to combat it. With humor, she will explain what allowed her to succeed and how to deal with the difficulties she encountered.
- Do school, academic merit, and diplomas structure our social identities? During her presentation she will question the notion of merit, of its reality in French society as well as the place gender occupies in it.
- Through a lucid yet optimistic account, Mahi Traoré wishes to contribute to the current debate on the "black question" in France.

What is Inclusive Leadership?

- Annahid Dashtgard believes in leadership from the inside-out.
- Powerful leadership is as much about learning to manage ourselves as others. So how do we build healthier, more equitable and interdependent relationships with ourselves and within our teams and organizations?
- The goal is to offer innovative organizational change and training solutions to nurture inclusive, productive workplaces and communities.

Leadership in Independent Schools: A Crisis?

- Independent schools are facing a new education landscape affected by rapid changes in the demographic, economic, and social composition of their student and parent populations. New forms of competition have also emerged providing alternative options for high-quality education. These realities have been changing the role of heads and the skills needed for the job.
- Who are the current heads of school and those aspiring to headship? What are the challenges independent school leaders face?
- The COVID-19 pandemic and many overlapping crises over the past year have added an additional layer of complexity to the demands of the job, resulting in significant emotional and physical strain for school leaders.
- This session will explore national trends in leadership, key needs of today's heads, and some strategies to support heads.

Mahi Traoré

- “I am Swedish”.
All smiles, Mahi Traoré lets this ironic answer fly whenever she is asked about her origins.
“That is, constantly!”
- Mahi Traoré is a French author, teacher and school administrator born in Mali.
- She grew up between Bamako (Mali) and Paris (France).
- After studying Literature at the Sorbonne, she became the first female principal of African origin of the Lucas-de-Nehou high school in the 5th arrondissement of Paris.
- Mahi Traoré is the winner of the Management Staff Competition in 2012, and the author, with Frédéric Béghin, of “Je suis noire mais je ne me plains pas, j’aurais pu être une femme” / “I’m black but I’m not complaining, I could have been a woman.”



Annahid Dashtgard,

(M.Ed., B.A.), CEO and Co-Founder of Anima Leadership

- Annahid is an inclusion leader, author and speaker with over 20 years' experience working in the trenches toward social change. She has designed, led, coached, and guided transformation on individual, organization, and system levels.
- Annahid has managed national campaigns, advised on policy and led many organizational development initiatives. She has worked nationally and internationally across different sectors (education, healthcare, government, private and non-profit) and regularly writes and speaks on issues of diversity, inclusion, justice and belonging.
- Trained in various psychological and systemic change approaches, Annahid specializes in designing solutions that marry the internal with external, personal with political. She has published in a variety of periodicals including the Globe and Mail, Humber Literary Review and CBC Books. Annahid is the author of memoir Breaking the Ocean and her second book Bones of Belonging is coming out April 2023.



Amada Torres

- Amada Torres is the Vice President of Studies, Insights, and Research at the National Association of Independent Schools (NAIS). In this capacity, she conducts original research and produces reports on national studies of interest to NAIS schools. As a permanent contributor of the NAIS TrendBook, she regularly speaks on issues related to independent education, trends affecting independent schools, financial sustainability, admissions and marketing, and advocacy.
- Prior to joining NAIS, Amada worked as Senior Manager for the Latin American and Iberian Peninsula Group in the American market at the Corporate Executive Board, a membership-based provider of best practices research and analysis. Prior to this, she worked as an economic consultant in the Office of External Debt with the Ministry of Economy and Finance of Peru, where she assisted in the management and negotiation of Peru's external debt obligations as part of the Paris Club.
- Amada holds a bachelor's degree in economics from the Universidad del Pacífico in Lima, Peru. She was awarded the prestigious Chevening Scholarship to attend graduate school at the University of Essex in the United Kingdom, where she earned a master's degree in Finance and Business Economics, graduating with the highest honors.



Please do not hesitate to contact
us if you have a question:

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We look forward to welcoming
you at the 38th AFSA conference!

