

BCS welcomes first Scholar-in-Residence, DEI expert

We're breaking new ground in the realm of experiential education in Canada with the creation of our Scholar-in-Residence program.

This endowed program, made possible by the generous support of Norman and Pat Webster, the Eric T. Webster Foundation, Cynthia Baxter, KHC'52 and family, and the R. Howard Webster Foundation, will fuel a spirit of innovation, an outside-the-box perspective, and a mindset focussed on the advancement of knowledge, teaching, and learning at BCS for students and employees alike.

It is our pleasure to report that we have officially welcomed Thyannya Mack as our first Scholar-in-Residence. In September, during the first few weeks of the school year, we announced our school theme of Diversity, Equity, and Inclusion (DEI). These words and topics could not be more relevant at this critical point in time and we are grateful to have Thyannya, founder of [Inclusive Resolutions, LLC](#), to guide us in this important work.

Our Scholar-in-Residence program aims to encourage exploration and deeper understanding through contact with experts, scholars, and thought-agents of all kinds. These visiting experts will take up residence on our campus for an extended period and will provide our students, faculty, and the entire BCS community the opportunity to be exposed to, learn from, and live side-by-side with masters of innovation, creation, inclusion, and discovery.

Thyannya, whose daughter started BCS in Form II this year, is set up in the fully furnished Scholar-in-Residence apartment in the lower level of Mitchell Family House—even passing her two-week quarantine in the space after driving up from her home in Chicago.

Over the next few weeks, Thyannya will be running workshops for both students and staff; she will lead us through exercises and reflection to unlearn and learn anew together, as we work towards becoming an even more equitable and inclusive community.

Below you will find information regarding each workshop, as well as more about Thyannya herself and the critical work she and her company facilitate.

[Hear more from Thyannya and BCS Head of School, Michel Lafrance.](#)

Workshop Information

- **Part 1: Exploring Your Identity**

*Together, participants will explore their own multifaceted identities and how their identities impact their daily lives and relationships. This interactive workshop helps participants understand their own experience, beliefs, and biases **about their own identities** through guided small group discussions, reflective exercises, and defining relevant concepts. We will begin with an exploration of the participants' own identities to understand who they are and how that affects the way they interact with others. We will close with reflection about what identities and*

messages participants carry about themselves into their daily interactions and how they choose to present their identities.

- **Part 2: Our Identities & Our Interactions**

*Together, participants will explore how their own multifaceted identities impact their daily interactions and relationships. This interactive workshop helps participants understand their own experience, beliefs, and biases with their own identities that arise **during their interactions with others**. We will begin by diving into understanding common identity-based challenges, such as stereotype threat, identity anxiety, etc. We will also explore the concepts of privilege, supremacy, fragility, and assimilation considering their influence in our daily lives. Finally, we will workshop participants' real-life, identity-based challenges and strategize approaches to overcome them.*

- **Part 3: Navigating Difference**

*Together, participants will dive into navigating differences in identity and the difficult conversations, challenges, and conflict that can arise when interacting among difference. This interactive workshop helps participants consider how their own experience, beliefs, and biases impact **how they engage with others and navigate differences**. We will discuss the meaning and significance of diversity, while assessing the diversity of our own circles of influence. We will discuss social emotional concepts around navigating difference including intent vs. impact, cultural humility, and more. We will close with a look at our approaches to the challenges among difference and explore new approaches.*

Meet Thyannya (she, her, hers)

CONSULTANT, MEDIATOR, FACILITATOR

Thyannya Mack is the founder of [Inclusive Resolutions, LLC](#). She has done this work since childhood. She first served as a peer mediator, after her middle school recognized her talent for conflict negotiation. As a college student, she continued to facilitate conversations with young women to assess how their community could support them. She has 15+ years of experience in community engagement and programming. Thyannya is a mediator, attorney, educator, and parent.

Thyannya served as a litigation attorney at Lathrop & Gage LLP in Kansas City and Dykema Gossett PLLC in Chicago. Her experience includes dispute resolution, strategy development, problem solving, and negotiation.

She served as a law school instructor and career counselor at DePaul University College of Law. As Assistant Director of Career Services at the law school, Thyannya served on the law school's diversity committee and participated in the response to an identity-related incident that made headlines. She spearheaded numerous diversity efforts to advance the development of a diverse, equitable, and inclusive educational environment.

Thyannya has served on the boards of several community and student organizations. Thyannya is an active member and has served on committees for the Black Women Lawyers Committee, Chicago Women in IP, and Back to Iowa. As a Sheffield Place board member, she organized a board retreat and participated in strategic planning and fundraising efforts. She also served on the Board of Directors for the YWCA-Ames/ISU, where she conceptualized the organization's Race Against Racism, engaged in promotion through organizing personal storytelling, fundraising efforts, and strategic planning and implementation.



For immediate release

About Bishop's College School

Established in 1836 in Quebec, Canada, Bishop's College School (BCS) is an IB World School offering the International Baccalaureate Diploma Programme and certificates. With a 250-acre campus bordered by farmland and rolling hills on one side and by the city of Sherbrooke on the other, BCS is a small, welcoming community and a second home to students from over 35 different countries. We create a caring community of learning and development where cultures connect and individuals matter. By embracing a rigorous yet supportive academic program and a well-rounded education that includes athletics, the arts, leadership and development, and global citizenship, BCS is preparing students to become tomorrow's leaders. We offer a Bilingual Option (English and French), as well as the Duke of Edinburgh's Award program, and are a proud member of Round Square, through which students can go on exchanges and volunteer abroad.

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