



DIVERSITY, EQUITY, INCLUSION, & JUSTICE ROADMAP & ACTION PLAN

When the world heard of the death of George Floyd in the US state of Minnesota, it sparked global protests and led to the resurgence of the Black Lives Matter movement, leading to global demonstrations.

At ECIS, we sent a message to our community pledging our commitment to support this work. Since this terrible event, we have worked to create a sustained and ongoing programme focused on intentionally identifying concrete ways in which to develop awareness and action.

THIS WORK WILL CONTINUE.

HERE IS OUR ROADMAP AND ACTION PLAN.



[WWW.ECIS.ORG/DEIJ](http://www.ecis.org/deij)

ECIS has formulated a road map of key actions and has identified concrete ways to set DEIJ (Diversity, Equity, Inclusion, & Justice) goals and strategies within our own organisation, enabling us to both support our member schools and suggest ways forward in their work.

ECIS has taken the decision to institutionalise DEIJ within our own organisational culture.

Actions taken by ECIS in the past year included:

- April 2021, our leadership conference focused on Diversity and Belonging. We had 601 registered attendees.
- Our Libraries conference included a Diversity, Equity & Inclusion track.
- Workshops this year included, 2 Inclusive Recruitment Workshops, both sold out, and Intercultural Understanding with Debra Rader.
- Undertaking an institutional self-study with the Global Equality Collective app, identifying our needs and priorities in DEIJ as a staff and as individuals.
- Dedicating ourselves to learning and reading all we can on diversity and inclusion, with the intention of continuing to embed this further into the ECIS mission.
- Launching of an ECIS Book Club with DEIJ as our focus.
- Funding scholarships to under-represented students, to enable access to higher education.
- Making it a priority to ask for and listen to the guidance of experts in the arena, from a wide variety of backgrounds.
- Growing our mentoring programme to incorporate more up to date DEIJ guidance for staff.
- Opening a space for diverse voices to publish content, articles and teaching and learning materials on a bespoke area of the website.
- Investing in a DEIJ budget for activities related to ramping up and promoting best practices.
- Identifying DEIJ best practices and signposting them for our community to learn from and utilise in their own settings.

Our next steps on the roadmap for 2021-22 are:

- To increase diversity among our board and staff, setting goals in the strategic plan.
- To offer further workshops including – Board Members Responsibility in Creating and Demonstrating an Inclusive Organisation & Designing for Equity with Jacinta Williams and Shelley Paul.
- To continue to identify under-represented groups in our teaching and learning community, and ensure content and material is created for them, with them, and by them.
- To continually evaluate our work in this area and collate action feedback from our community on how we can improve.
- To build long-term and personal relationships in order to genuinely serve under-represented communities in the best possible way.
- To offer regular intercultural understanding dialogue with Debra Rader.
- To offer regular DEIJ Group discussions.
- ECIS has partnered with the Global Equality Collective to offer an app to its member schools that will ensure DEIJ work can be prioritised and actioned in a personal way.
 - The App provides an excellent starting point for schools. This is the world's first diversity and inclusion app for schools.
 - ECIS Member schools will be able to download the GEC App, which includes 2 simple checkbox assessments (one for the leadership team, and one for the employees), personalised action plans for all of your staff and annual access to the GEC Training Hub.
 - This will all be offered for an introductory price of £250 for the first 100 ECIS Members (normally registration is £500 for international schools).