

Being a Champion at your School

Liz Free

Nancy Lhoest-Squicciarini

Gift Nisanart Dharmageisirattana

Pauline O'Brien

10.30 to 12 noon

4 NOVEMBER 2022



#ECISTEACHERS2022



While we are waiting, if a colleague was asked what is your best quality as an educator, what would it be? Be prepared to share.



ECIS Women in Education “Special Interest Group”



Liz Free
CEO & Director
IS Rheintal



Pauline O'Brien
ISS Director of
Global Recruitment



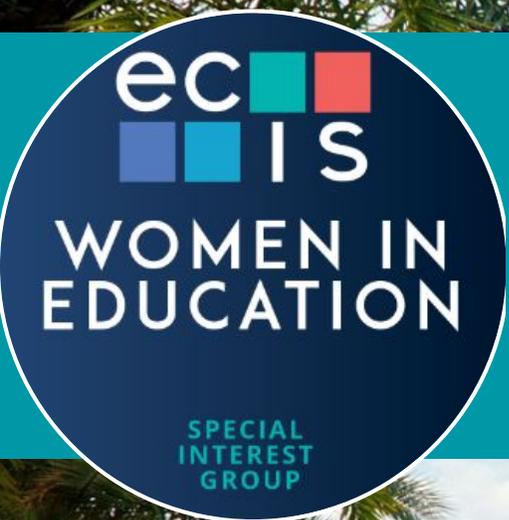
**Nieves Segovia
Bonet**
President, SEK
Education Group



Erin Robinson
Head of
Secondary School
Atlanta
International
School



**Nancy
Lhoest-Squicciarini**
ECIS Lead Facilitator
& Trainer



Gift Nisanart Dharmageisirattana

Director
The American School of Bangkok





What is a Special Interest Group?





- Keeping and promoting gender equity at the heart of our enterprise
- Leading inclusively and ethically
- Building communities that cultivate alliances, allyship and collaboration amidst diverse perspectives
- Committing deeply for measurable impact
- Advocating for sustainable and systemic change that increases access and elevates WiE
- Making visible the challenges through innovative co-creation for transformation

Line up by years of experience in education ... without saying a word.



Introduce yourselves ...

If a colleague was asked what is your best quality as an educator, what would it be?

What did you learn about the ECIS “Women in Education” special interest group?

What do you hope to gain by the end of this session?



***Explore approaches for being a
“Champion” within your school
to create opportunities that
elevate all voices.***



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Why



Champions advocate for greater **inclusion and diversity** within their schools.

With our international school community, intentional efforts are needed to make an impact for the women today and for future generations.



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How

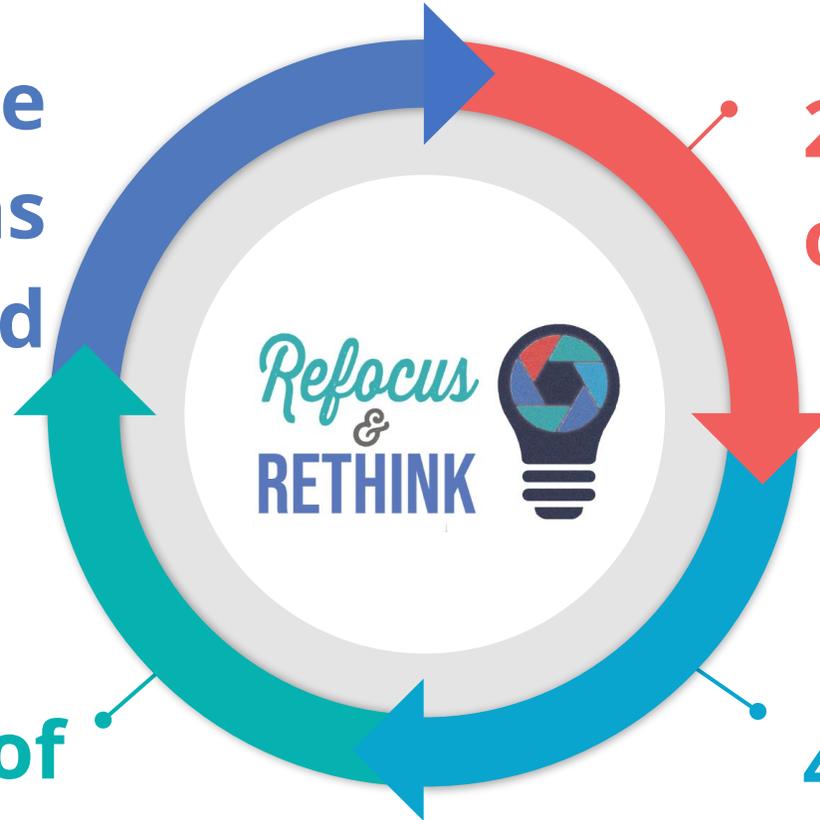
What can you do ...

1. Make Sure Women's Ideas are Heard

2. Promote networks of women and allies

3. Be conscious of unconscious bias

4. Be a Mentor or Sponsor or Coach



1. Make Sure Women's Ideas are Heard

When a woman is interrupted, interject and say you'd like to hear her finish.

If you see a woman struggling to break into the conversation, say you'd like to hear other points of view.



"Amplification," repeating key points made by their peers and singling them out by name.

NOTE: When women stay quiet, our status suffers: women who speak less in group discussion are seen as having less influence.

2. Promote networks of women and allies

Communities of people, especially leaders, who value equity for women, tend to amplify these values and make it more likely that they will translate into actions and results.

School

Host Events/Speakers
Shared Reading
WomenEd "10% Braver"
Display Board

Individually

"Be AWARE"
Invitation to Event
Virtual Connections



3. Be conscious of unconscious bias



Presents a common hurdle and can result in schools intentionally making unfair assumptions when hiring or promoting staff.

Actively advocate for recruiting practices to be reviewed.

Reflect on your own practice.

4. Be a Mentor, Sponsor or Coach

Today's mentees will be tomorrow's leaders.

First

Make yourself available to give advice & feedback
- indicate your availability

Next

Establish a mentoring system at your school, formal or informal

After

Share resources and platforms that support mentorship

Checklist

1. My school supports mentorship, formal or informal.
2. I have made myself available to give advice and feedback to talented women at different career stages.
3. I have shared ECIS Women in Education or @WomnEd resources and networks with the colleagues at my school.
4. I have requested that my school's recruitment policy be reviewed to consider differences in race, geography, education, nationality and other factors that can contribute to someone's perspective.

1st - What are you feeling?

2nd - What are you thinking?

3rd - What do you wonder?





Connecting

Photo Credit: ECIS



Twitter

ECIS Women in Education SIG

@EcisWie

Supporting Women in Education within and beyond the ECIS community. SIG committee:

@NancyinLux1

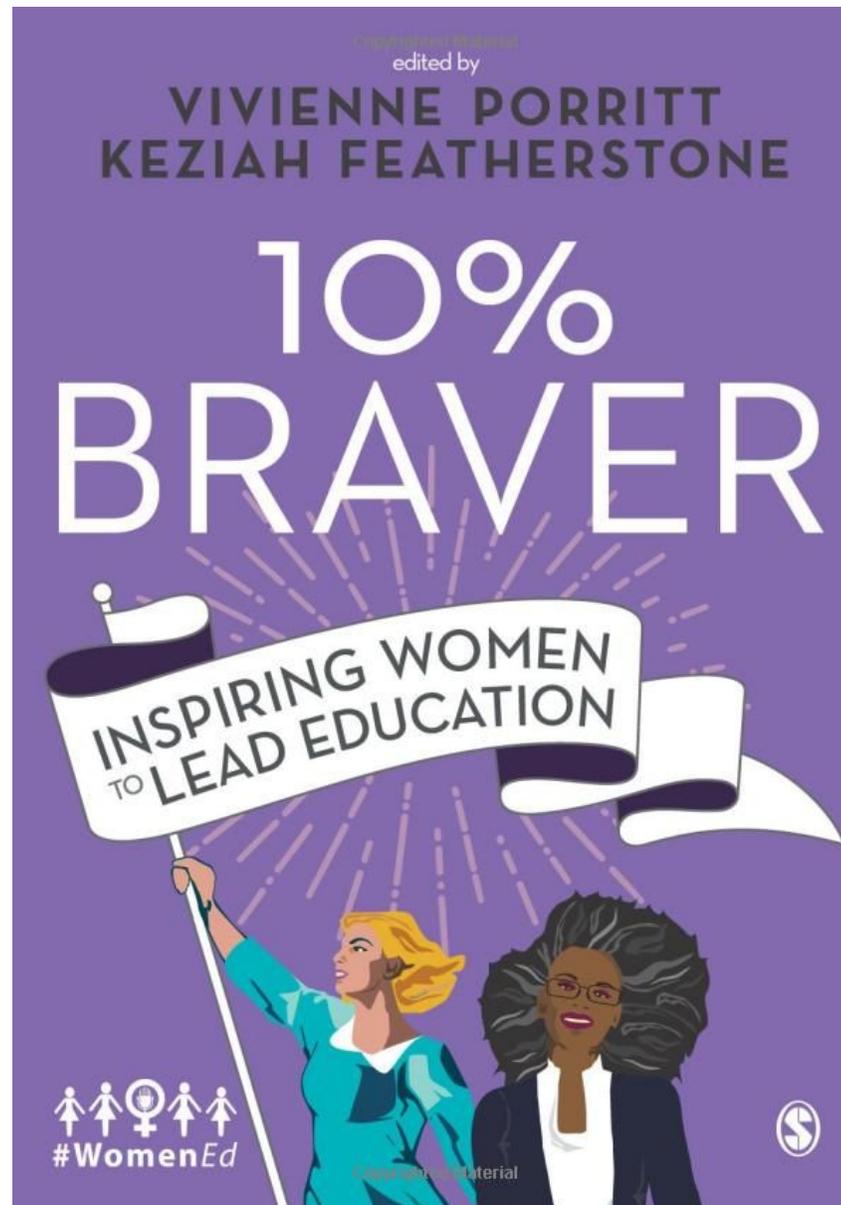
@LizAMFree

@ISSPauline

@SegoviaNieves



#WomenEd



#ECISTEACHERS2022



MENTORING

Pauline O'Brien

ISS Director of Global
Recruitment



December: Navigating An International Job Fair



January: Advice to my Younger Self



February: Twitter Chat - Elevating Voices

Liz Free

CEO & Director
IS Rheintal



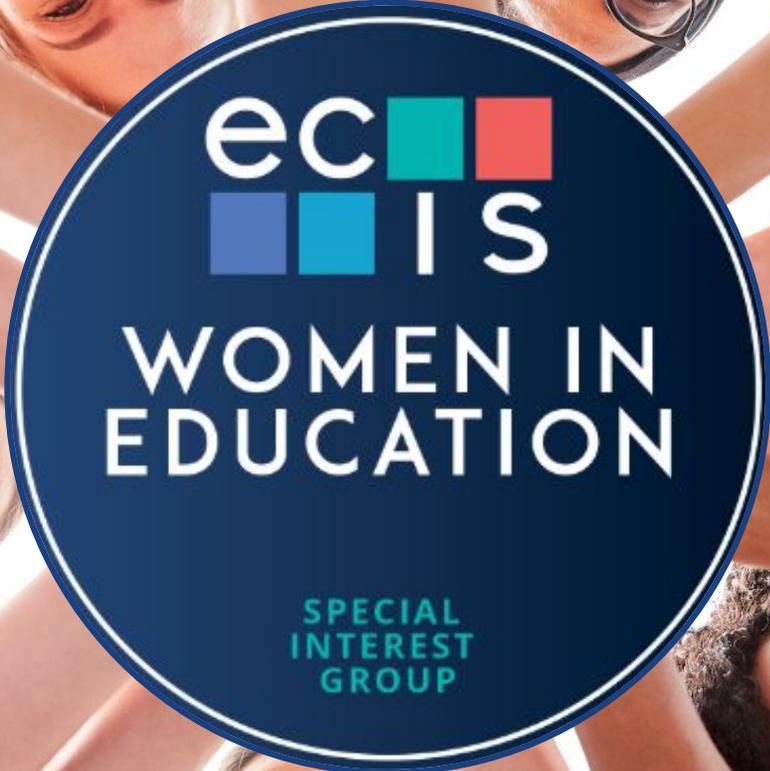
March: International Women's May

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On Monday, I will ...





ec  
  IS

WOMEN IN
EDUCATION

SPECIAL
INTEREST
GROUP

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Panel

The economic case for gender parity

McKinsey Global Institute's **Gender Parity Score** points to where 95 countries stand on gender parity.



These countries, grouped into 10 regions, are home to **93% of the world's female population.**

¹Oceania = Australia and New Zealand.

Source: *The power of parity: How advancing women's equality can add \$12 trillion to global growth*, McKinsey Global Institute, 2015

McKinsey&Company

And what about our mission, vision and values?

Are we walking the walk for gender equitable schools?

CIS Latest Data (Jan 2022)

Salary Gap Findings

Summary of average annual net salary (USD) per group.



Male
137,618 USD

Female
125,185 USD

Gender salary gap
12,433 USD

White
138,627 USD

Non-White
104,767 USD

Ethnicity salary gap
33,860 USD

**Internationally
hired**
142,454 USD

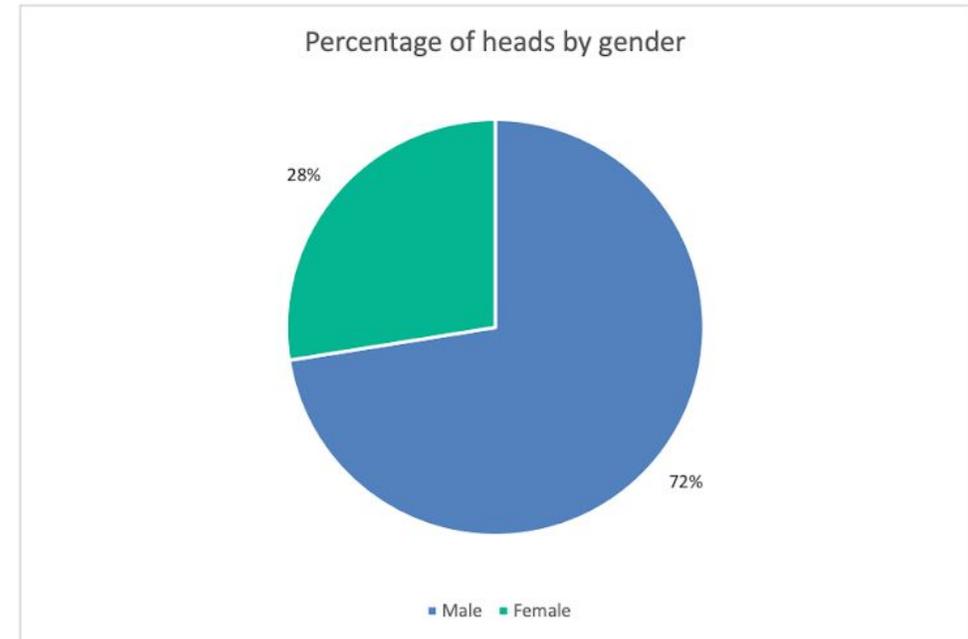
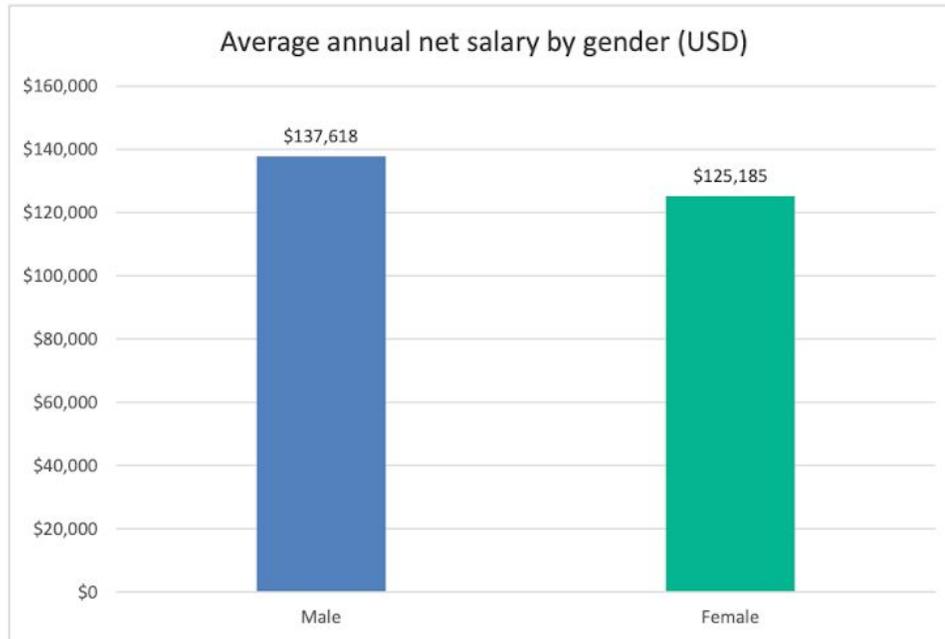
**Locally
hired**
103,208 USD

**Contract category
salary gap**
39,246 USD

CIS Latest Data (Jan 2022)

Average annual net salary by gender (USD)

The average annual net salary for males is 137,618 USD and 125,185 USD for females. **The gender salary gap persists.** Males are paid on average 12,433 USD more than females. However, the difference in net salary between males and females is not statistically significant (p value = 0.14). The result we see in the sample may not exist in the population.



CIS Latest Data (Jan 2022)



What is the biggest challenge you have experienced in your career?

Summary of the top answers per group

Male

1. Covid
2. None
3. Work-family balance
4. Racism
5. Switching position

Non-White

1. Racism
2. Gender equality
3. Covid
4. Community related
5. Professional development

Locally-hired

1. None
2. Racism
3. Gender equality
4. Community related
5. Application process

Female

1. Gender equality
2. None
3. Racism
4. Covid
5. Working abroad

White

1. None
2. Gender equality
3. Covid
4. Work-family balance
5. Racism

Internationally-hired

1. Gender equality
2. Covid
3. None
4. Racism
5. Work-family balance

International Schools: Bloomberg Article

Bloomberg Businessweek + Equality

Businessweek + Equality

Elite International Schools Have a Racism Problem

Around the world, finishing schools for the Davos class teach excellence—as long as the excellence is White, Western, and English-speaking.

By [Natalie Obiko Pearson](#)

March 4, 2022, 6:01 AM GMT+1

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The “placement gong” rings out in the offices of [Teaching Nomad](#), a recruiter for international schools, every time the company places a teacher. The past few years it’s been ringing a lot.

International schools—private, expensive, the instruction almost always in English—were once the exclusive domain of the children of diplomats and expat executives. Today, parents everywhere want in, seeing a Western-style education as a child’s pathway to success. On average, two new international schools are opening a day, and the demand for teachers is insatiable. Teaching Nomad’s website features hundreds of job openings, from Panama to Vietnam.

ECIS Women in Education Panel



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THE EDUCATIONAL COLLABORATIVE FOR INTERNATIONAL SCHOOLS
WWW.ECIS.ORG | INFO@ECIS.ORG