



IMPACT REPORT



DIVERSITY
EQUITY
INCLUSION
& JUSTICE

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**FOR OUR
MUSLIM
FRIENDS...**

Ramadan
MUBARAK

**PLEASE HELP YOURSELF TO
DATES AND COCONUT WATER
TO OPEN YOUR FAST TODAY.**

*reloc8
PHILIPS*



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1. OVERVIEW

In 2020, ECIS outlined a road map of key actions, identified concrete ways to set DEIJ (Diversity, Equity, Inclusion, & Justice) goals and strategies within our own organisation, and took decisive steps to support our member schools and suggest ways forward in our work.

ECIS is committed to institutionalising DEIJ within our own organisational culture. This Impact Report measures the effectiveness of this conscious work across the following strands and themes.

These were also used to frame the working groups at the launch of the International Schools Anti-Discrimination Task Force in October 2022:



RECRUITMENT



ACCREDITATION



**STUDENT
AGENCY**



GOVERNANCE



CURRICULUM



LEADERSHIP





2. HISTORIC VIEW AND 2021-22 ROADMAP

In 2021, ECIS published a DEIJ roadmap which set out the aims of its forthcoming year in terms of diversity, equity inclusion and justice initiatives planned.

These were:



To increase diversity among our Board and Staff, setting goals in the strategic plan

RESULT: We continue to have a diverse workforce and our Board consists of seven nationalities with a gender balance with seven women and four men.



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.

Result: We crafted training materials for schools on a number of topics that covered protected characteristics of DEI work: namely, training for LGBTQ+ issues and considerations, specialist training on serving the needs of the transgender community, anti-racism workshops and language equity, with more planned in 2023.

[LEARN MORE](#)



To continually evaluate our work in this area and collate action feedback from our community on how we can improve.

Result: In 2022, we launched the termly DEIJ newsletter and increased the regularity of DEIJ workshops to our member schools. We have since delivered 34 trainings.



To build long-term and personal relationships to genuinely serve under-represented communities in the best possible way.

Result: ECIS has ensured that DEIJ forms a foundational part of any events, conferences and training offered to our membership. We are always on the lookout to partner with organisations who serve under-represented communities and will continue to make this our focus in 2023.



To offer regular intercultural understanding dialogue with Debra Rader.

Result: ECIS ran intercultural understanding events through the 2021-22 academic year.

Sarah Kupke ran Teaching and Learning for Intercultural Understanding (virtual) on 18 January 2022. She also has run several other DEIJ workshops:

- Outstanding Schools online workshop, November 2021
- Phorms Germany Community and Belonging online workshop, May 2022
- Stenden University The Netherlands Workshops, August 2021
- Creating a Sense of Belonging Through the Arts. CommonTime presentation
- New ECIS Global Perspectives online course





2. HISTORIC VIEW AND 2021-22 ROADMAP



To offer regular DEIJ Group discussions.

Result I: ECIS launched a DEIJ leadership cohort in August 2022, bringing together 20 individuals committed to the work of DEIJ selected to participate over the course of the 2022-2023 school year.

Participants engage in group learning, peer feedback, action planning, and personal development in order to become more identity and equity conscious leaders in their communities. They discuss challenges, develop action steps, and reflect on their own efforts within a supportive learning community of committed peers from around the world.

More information on the cohort [can be found here](#).

Result II: ECIS was a founding member of the International Schools Anti-Discrimination Taskforce, which launched alongside partner institutions Ecolint, the IBO, and AIELOC. This taskforce, launched in October 2022, had its first online follow up meeting in January 2023 and further events and committee work are in train. A microsite to follow the actions of the taskforce [can be viewed here](#).

Result III: Online spaces to engage in the work of DEIJ have been augmented significantly in the 2022-23 school year. For a more detailed list of past and forthcoming activities linked to this arena, [please visit our DEIJ website](#).



ECIS 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.

Result: the GEC app has been adopted in many international schools since its international launch with ECIS in October 2021. We continue to work with GEC and promote the APP also to other regional organisations.





2. HISTORIC VIEW AND 2021-22 ROADMAP



To offer DEIJ workshops and training

Result: Online and face-to-face events

Virtual Leadership DEIJ Conference 2021

Webinar: Diversity and inclusion - Moving Forward, making progress

Building an Inclusion Policy (Nuts and Bolts): Principles, Systems, Stakeholders

Inclusive Recruitment: From Advertising to Appointment

#BreaktheBias: A conversation with international school teachers and leaders

Inclusive Recruitment: From Advertising to Appointment

ECIS DEIJ Dialogue Series: Diversity, Equity, and Inclusion

Women in Education Networking Series: Advice to My Younger Self

Teaching and Learning for Intercultural Understanding

A Two-Part Conversation with Hannah Wilson and Bennie Kara of Diverse Educators

DEIJ Leadership Development Cohort

Supporting students with dyslexia or dyslexic traits while learning in a digital world

Inclusive Education: Creating Inclusive Classrooms for LGBTQ+ Youth

Creating Inclusive Classrooms for LGBTQ+ Youth

International School Anti-Discrimination Task Force

MLC - Inspiring and Sustaining DEIJ Breakthroughs

Inclusivity: How can we ensure our Referral Processes are Effective?

International School Anti-Discrimination Task Force - Global Meeting

How are International Schools Cultivating a Community Committed to DEIJ?

MLC - Inspiring and Sustaining DEIJ Breakthroughs

The DEIJ Circle

A CANversation on Diversity, Equity, and Inclusion Trailblazers at the IB

Inclusive Recruitment at Ecolint

Full day Inclusive Recruitment Workshop Leadership 2022

DEIJ Dinner Leadership 2022



3. CALENDAR OF ACTIONS

Further events & actions taken by ECIS in the past year include:

Teaching and Learning for Intercultural Understanding

CANversation with Margaret Park

CANversation with Jawhara Al-Thani

Diversity & Belonging Book Club: This Chair Rocks

Patrick McGrath: TextHelp

ECIS Studio: Dominique Dalais on Student Engagement

Professor Yong Zhao (Leadership Conference Keynote)

Full day Inclusive Recruitment Workshop Leadership Conference, St Albans

DEIJ Dinner at Leadership Conference, St Albans, UK

DEIJ Leadership Development Cohort

Effective support for students with dyslexia or dyslexic traits while learning in a digital world

Creating Inclusive Classrooms for LGBTQ+ Youth

International School Anti-Discrimination Task Force Launch, Geneva

MLC - Inspiring and Sustaining DEIJ Breakthroughs

Inclusivity: How can we ensure our Referral Processes are Effective?

Inclusive Recruitment at Ecolint

AGIS Conference: Six DEIJ workshops: Community and Belonging

IB Conference: DEIJ Panel Kam October 2022

EARCOSS Conference: DEIJ Panel

Intercultural Understanding: Ecolint, Switzerland

ECIS Teacher Conference: Track on DEIJ with multiple workshops, London

NEASC Conference: 2 DEIJ Workshops, Kam Chohan

International School Anti-Discrimination Task Force: Global Meeting, Geneva

How are International Schools Cultivating a Community Committed to DEIJ ?

MLC - Inspiring and Sustaining DEIJ Breakthroughs

The DEIJ Circle for School Leaders with Doline Ndorimana

A CANversation on Diversity, Equity, and Inclusion Trailblazers at the IB

Inclusive Education Conference

Physical Education Conference





4. PRIORITIES IN 2023 AND FORTHCOMING COMMITTEE WORKSHOPS

Our prominent position as a founding organisation of the International Schools Anti-Discrimination Taskforce charges ECIS and its partners to share the important work and increase the reach of anti-discriminatory practices in its schools, as well as others, around the globe. The Taskforce's mission, vision and aims are outlined below:

OUR MISSION

Providing an environment that allows everyone to flourish by promoting practices that eliminate racism, implicit bias, and discrimination of all kinds in schools.

OUR VISION

International schools that are truly diverse, inclusive, safe, equitable, and welcoming communities for all students, staff, and families.

OUR FOCUS

The initial focus is supporting and connecting school leaders and those who have been assigned the role to lead school wide diversity, equity and inclusion initiatives that promote learning environments free of racism, implicit bias, and discrimination of all kinds. The long term aim is for all members of the school community to be active in bringing about systemic change to realise the ISADTF mission.

In 2023 this mission will be further developed and put into action via the work of the 6 working groups that have now been established as a result:

- Recruitment
- Accreditation
- Student Agency
- Leadership
- Governance
- Curriculum

Watch the ISADTF meeting which had over 750 registrations: [LEARN MORE](#)

Alongside the work of the ISADTF, we will continue the work of ECIS delivering regular and bespoke trainings to our global school communities:

- Creating a Culture of Caring: Cultural Responsiveness and Safeguarding: 3-part Course
- The DEIJ Circle – Doline Ndorimana
- Middle Leader Certificate: Inspiring and Sustaining DEIJ Breakthroughs
- Inclusive Recruitment: From Advertising to Appointment
- Antibias and Inclusive Community Building
- ECIS Talks Podcast - DEIJ Student Voice at ACS International
- DEIJ Podcasts - GEC, MESLC, School Management
- ECIS Studio Podcast: How are international schools cultivating a community committed to DEIJ?
- ECIS Talks Podcast: Amplifying Student voice – Lessons from students who lead
- ECIS Studio Podcast: Dr. Omolola Wright
- Podcast links [can be found here](#)



5. TESTIMONIALS

A selection of testimonials and references about the work of ECIS can be read below. This feedback helps us to see our impact, as well as learn what we can improve on and commit to in our next academic year, to better serve all communities from our member schools and associated organisations.

"A fantastic end of the first day at the ECIS Leadership Conference (2022) – the best start to an international conference I have ever attended.

Future-focused, progressive, inclusive, and truly international."

Angela Fairs
CEO
Full Circle Educational Consultancy

"Thank you so much for being so honest during the DEIJ panel. It was contributions like yours that have given me the energy to keep on.

I will be checking the ECIS website and spreading the resources to anyone who will listen. Not to mention using them in my own practice."

Christine Bayer-Borrero
English, World Studies and Learning Support Teacher
St. Gilgen International School

"The most meaningful thing in the DEIJ Breakthroughs course was THE COLLABORATION!! It has been so insightful to hear from other further in the DEIJ process.

DEIJ is not very high on the awareness scale of our management/leadership team so to be able to go away from this with some examples of how it can work in the real world is fantastic."

Anonymous participant
Middle Leader Course

"Thank you for the strands of meaningful learning around ECIS DEIJ. I am proud of you for making this a priority. We are going beyond just talking, let's transform!"

Mike Johnston
Assistant Head of School
Frankfurt International School

"Congratulations on a really outstanding conference. You have really built an organisation where everyone can feel they belong, which is a very different vibe from these organisations a decade ago.

I was super aware of the growing diversity of the attendees and the presenters - there are truly new and different voices being heard. Your leadership is really seen and felt!"

Jane Thompson
Head of School
American School of Paris

