



Determining the Diversity Baseline in International Schools

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The survey

The purpose of this survey is for accreditation agencies to collect baseline data in gender equality and cultural diversity from **board members, leadership teams, heads of schools, and teachers** in international schools around the world.

Questions we are trying to answer include:

- How are boards, leadership teams, heads of schools, and teachers balanced in terms of gender?
- How culturally diverse are boards, leadership teams, heads of schools, and teachers of international schools?
- Who is represented? Who is underrepresented?



DIVERSITY
COLLABORATIVE



Survey administration

- The survey was distributed to accreditation agencies engaged with the DC.
- Accreditation agencies distributed the survey to schools in April and May 2021.
- International schools responded directly to GMU.
- For schools associated with multiple accreditation agencies, there was a low risk that they may submit multiple responses of the same survey.





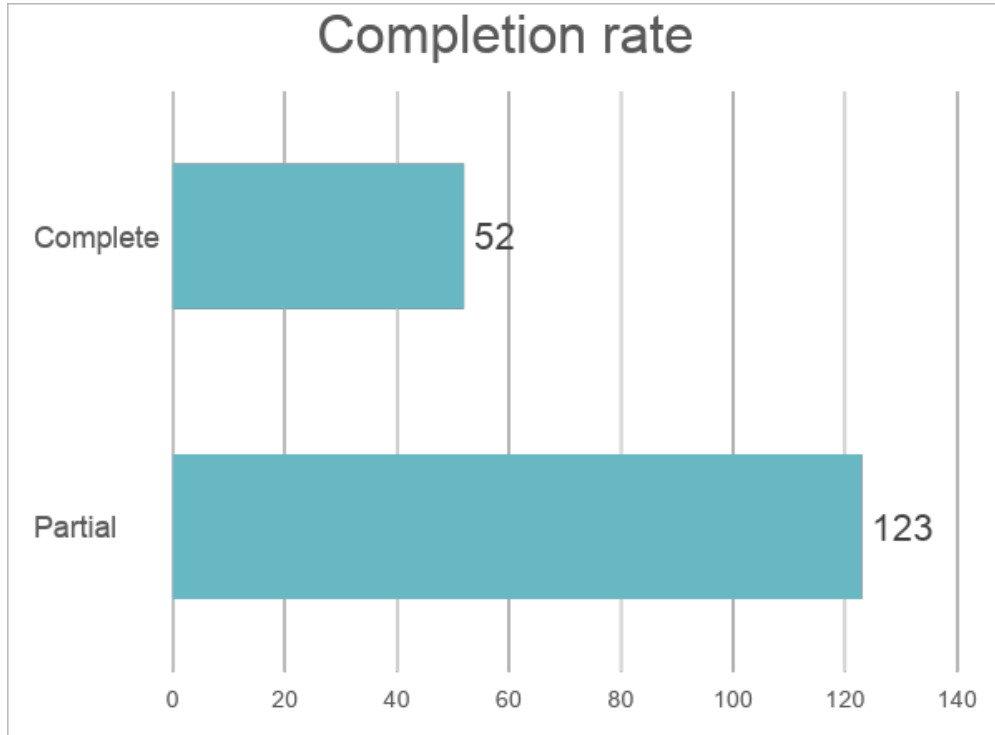
DIVERSITY
COLLABORATIVE



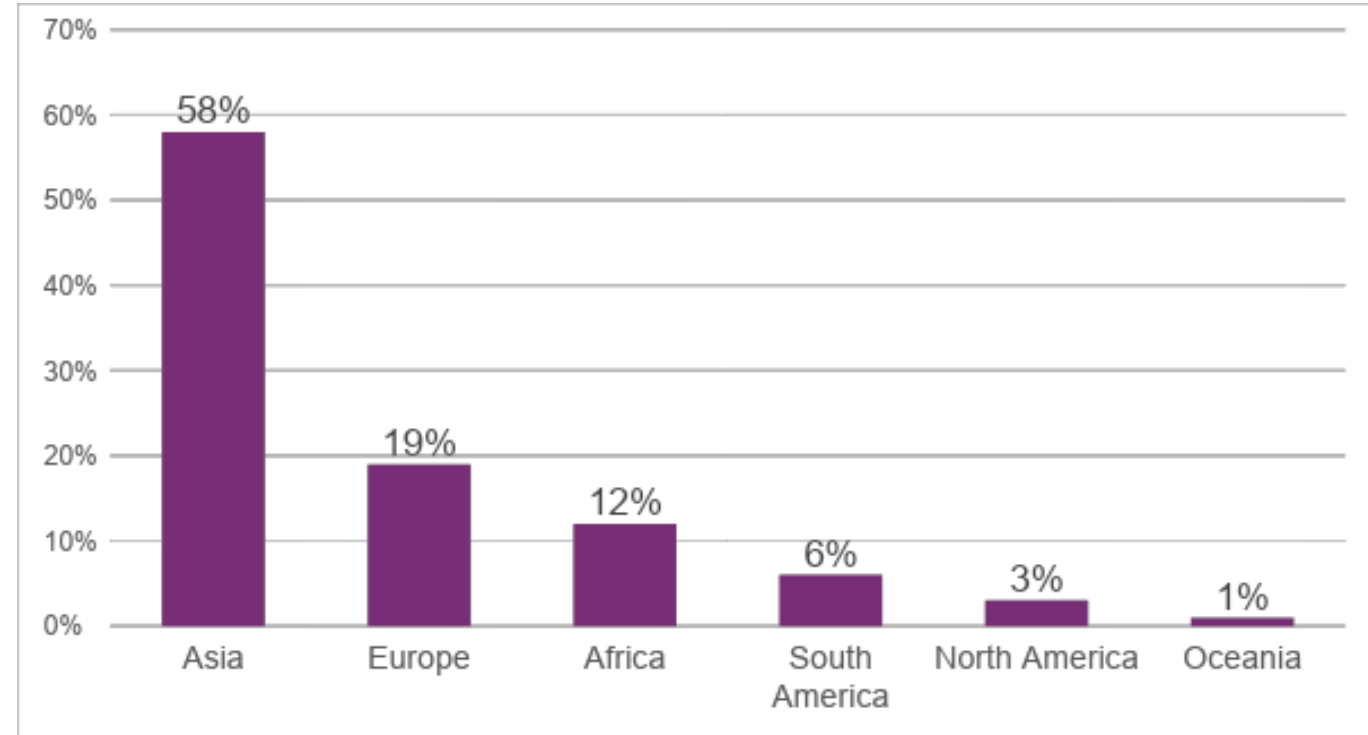
Methodology to analyse responses

- Removed test responses and outliers.
- Generated descriptive statistics and response distribution of gender, nationality, and ethnicity for **board members, leadership teams, heads of schools and teachers.**
- Completed test for statistical significance.

Completion rate



Not all respondents answered every question, thus the number of data points available for each analysis varied slightly.



58% of the schools that submitted a complete or partial response are located in Asia, 19% in Europe and 12% in Africa.

Key findings

Gender Equality

Women are underrepresented in boards and heads of schools, while they are overrepresented in teachers.

Nationalities

The most represented nationalities are the United States of America, Canada and the UK. Western countries are overrepresented across all stakeholders.

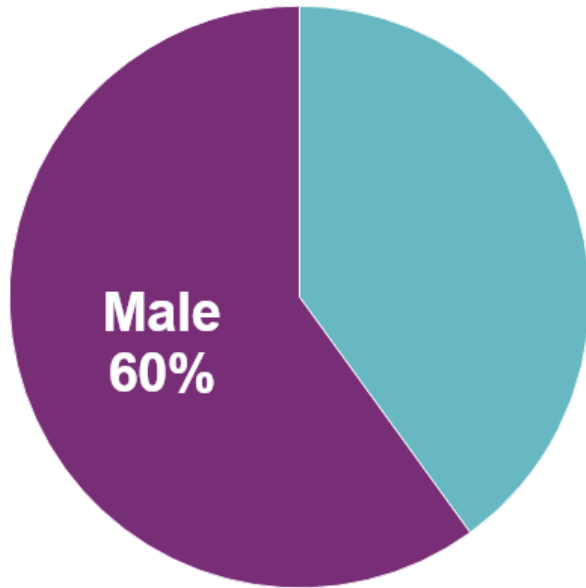
Ethnicity

People having origins in any of the original peoples of Europe are overrepresented across all stakeholders, even though 78% of schools were not located in Europe or North America.

The largest gap is present in heads of schools, who are three times more likely to be male than female, 8 times more likely to be from a Western country and 5 times more likely to be white.

Board

Board – Gender

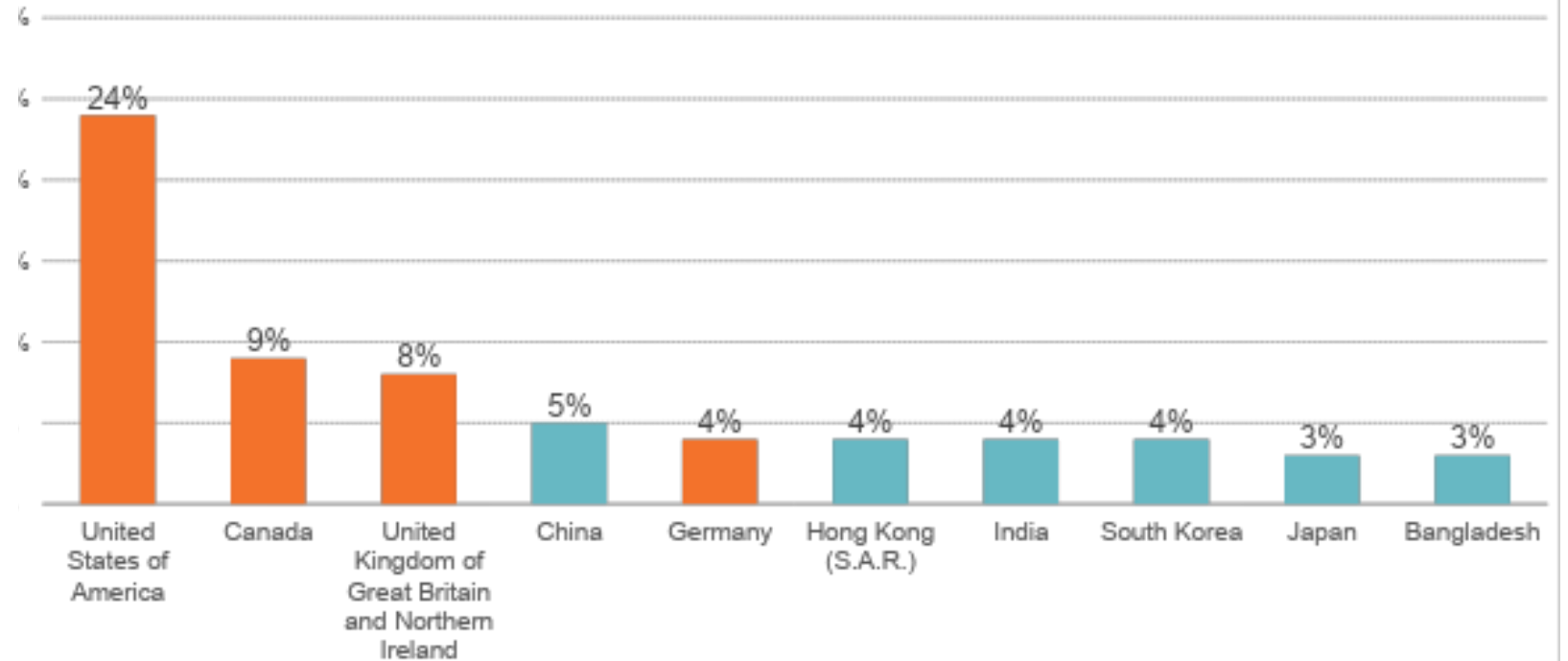


A board member is **1.5 times** more likely to be male than female.

The difference is statistically significant.

	Mean	SD	Mode	Min.	Median	Max.
Female	3	1.9	1	0	3	8
Male	4.5	2.2	5	0	4	9

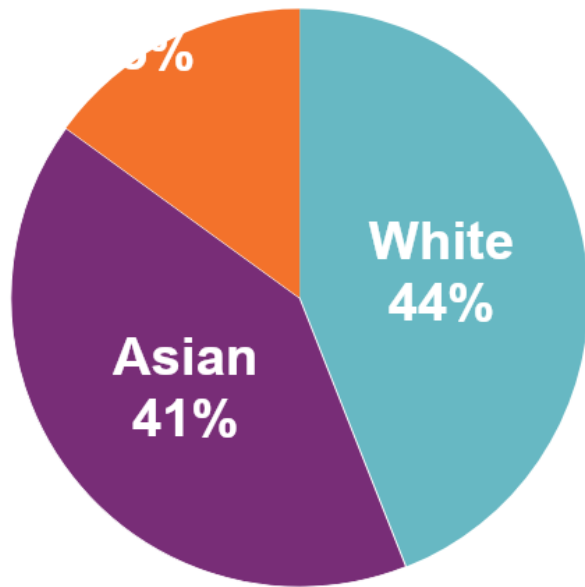
Board – Primary Nationality



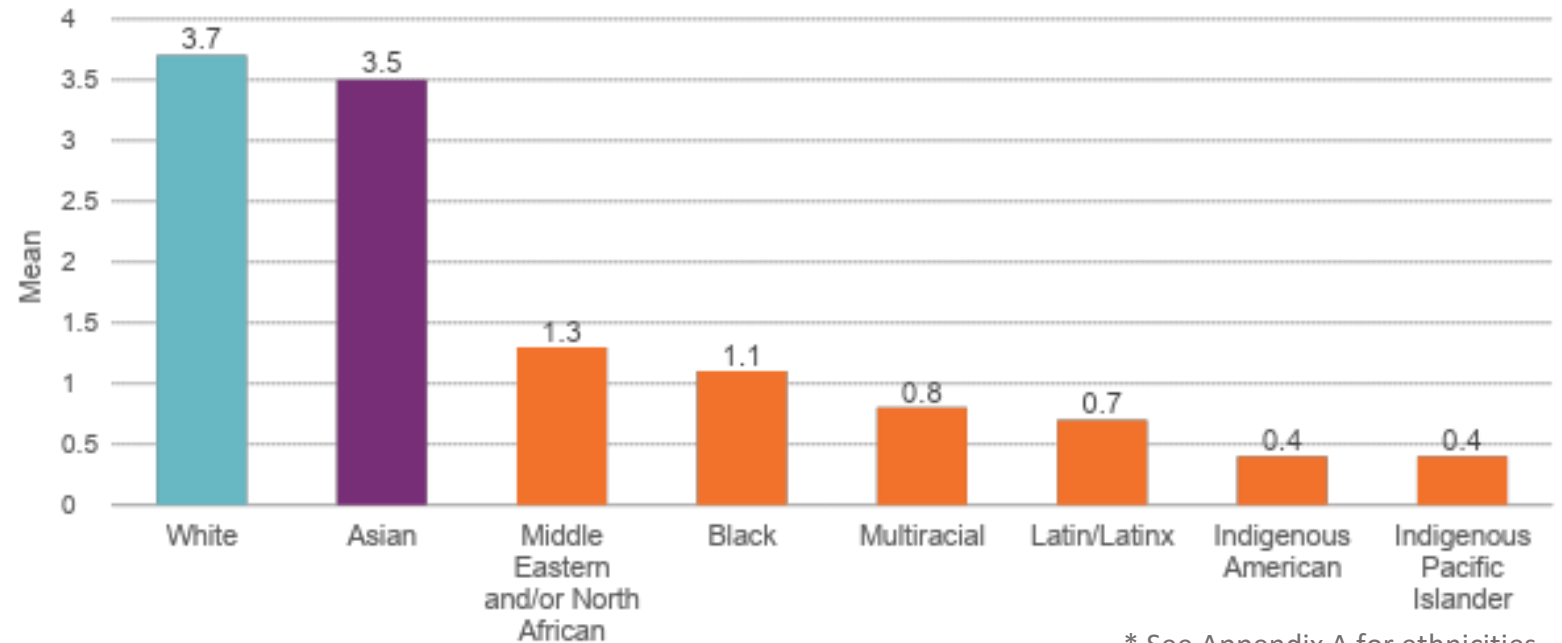
The most represented nationalities are **United States of America (24%)**, **Canada (9%)**, and **United Kingdom (8%)**.

Nationalities from Western and Non-Western countries are equally represented.

Board – Ethnicity



Mean by ethnicity

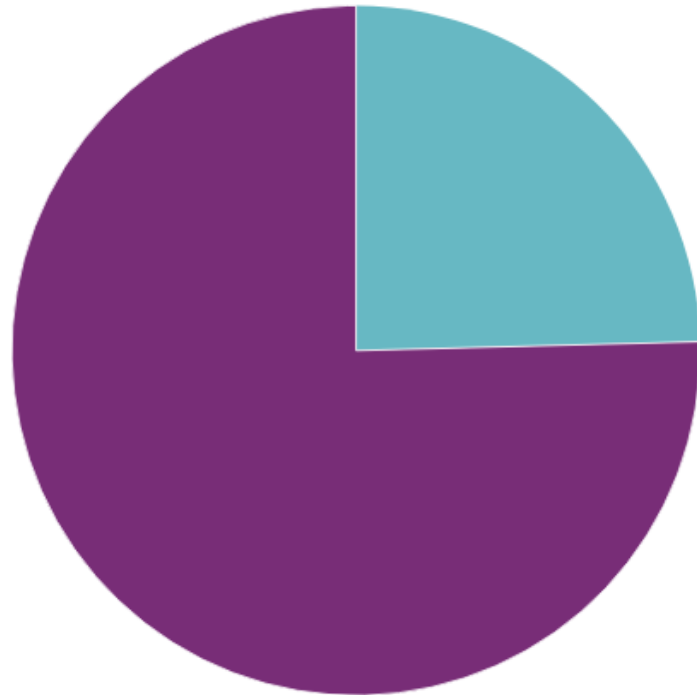


* See Appendix A for ethnicities.

On average, 44% of board members are white. For schools located in Asia, the majority of board members are Asian while for schools located in Europe or Africa, the majority of board members are white.

Head of School

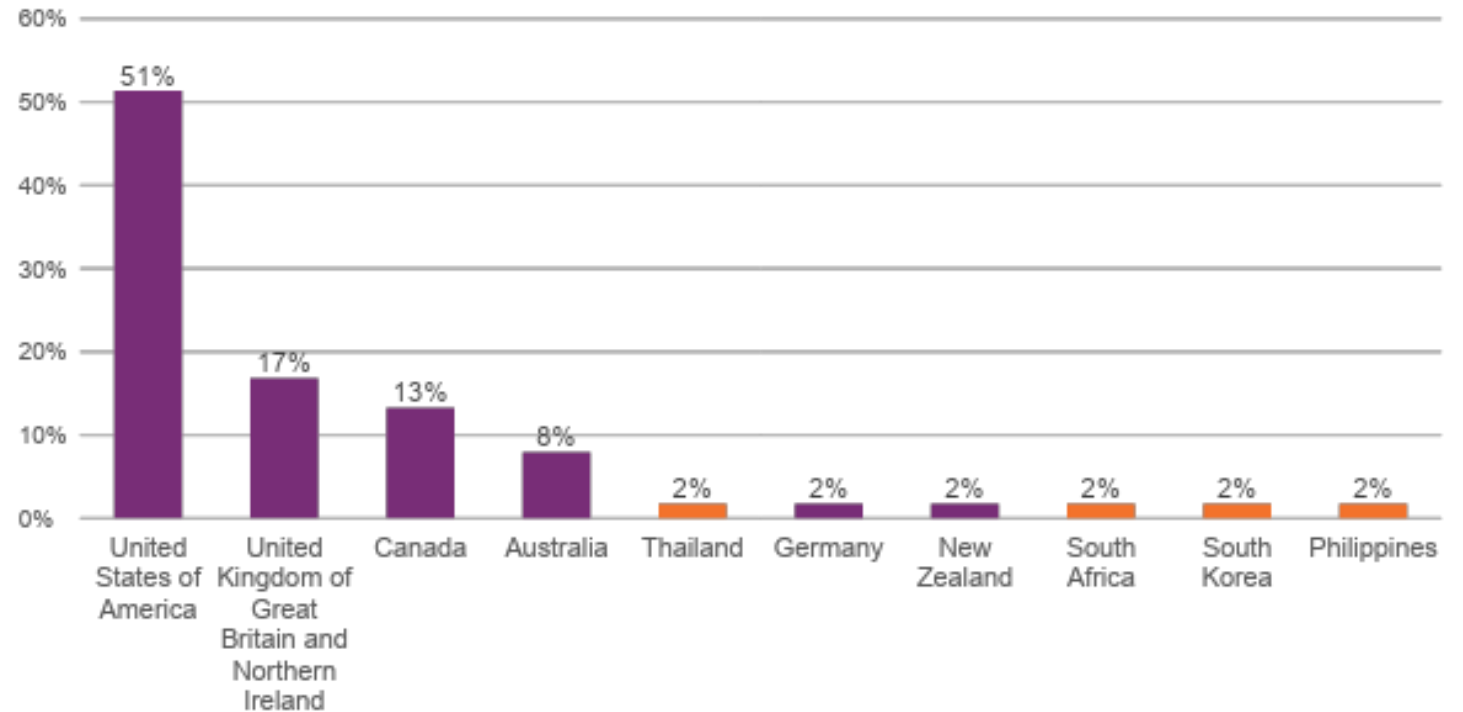
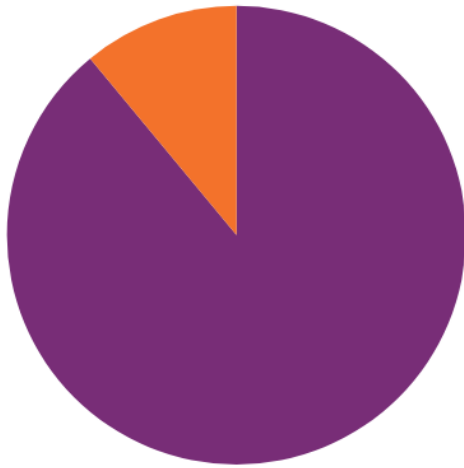
Head of School – Gender



There are **significantly** more male heads than female heads.

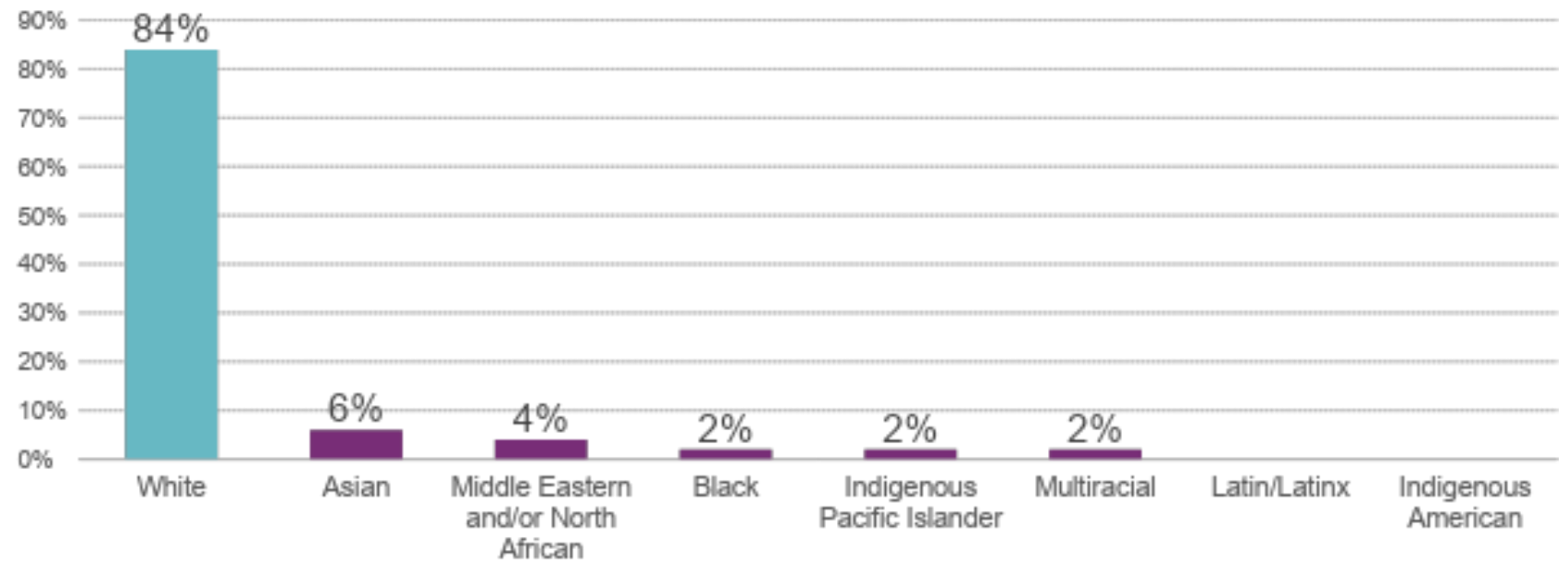
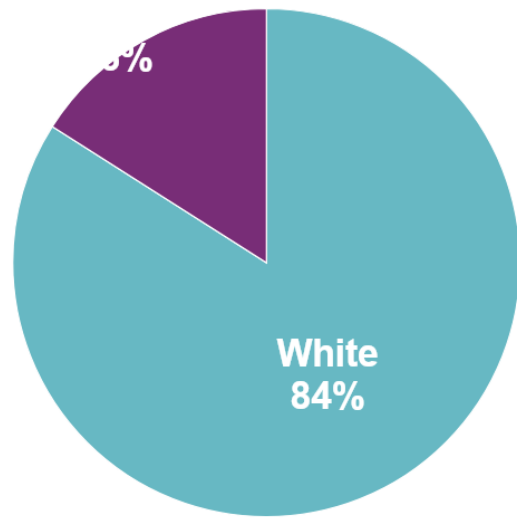
A head is **3 times** more likely to be male than female.

Head of School – Primary Nationality



The most represented nationalities are United States of America (**51%**), United Kingdom (**17%**), and Canada (**13%**). Only every 8th head of school is from a Non-Western country.

Head of School – Ethnicity

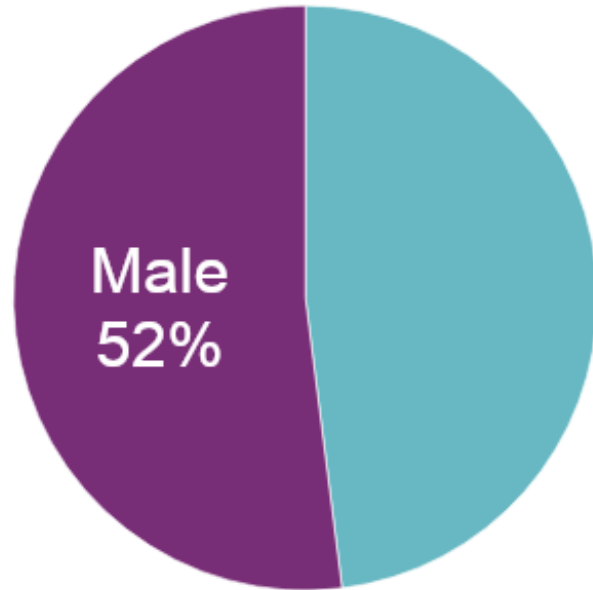


* See Appendix A for ethnicities.

The head of school is **5.3 times** more likely to be white than of any other ethnicity.

Leadership Team

Leadership Team – Gender

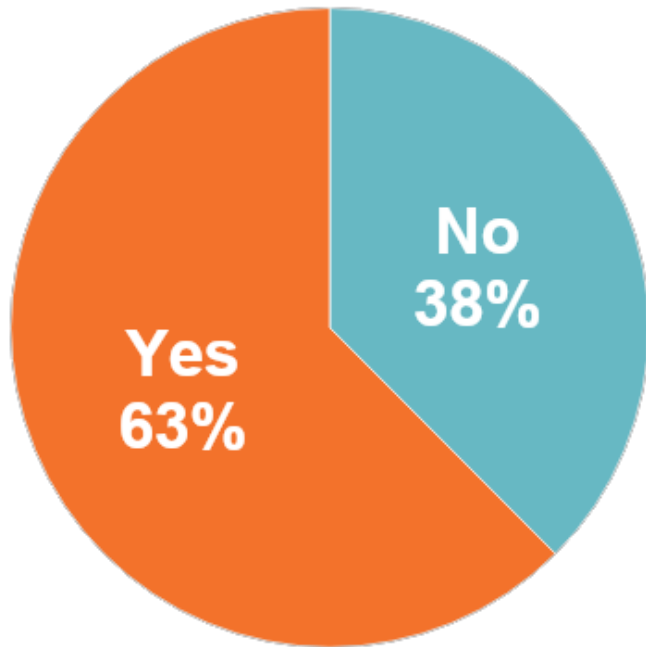


Leadership teams consist on average of a **similar number** of males and females.

	Mean	SD	Mode	Min	Median	Max
Female	4.1	2.4	3	0	3.5	11
Male	4.5	2.3	3	0	4	10

Leadership Team

Does the leadership team have educators from the country where the school is located?

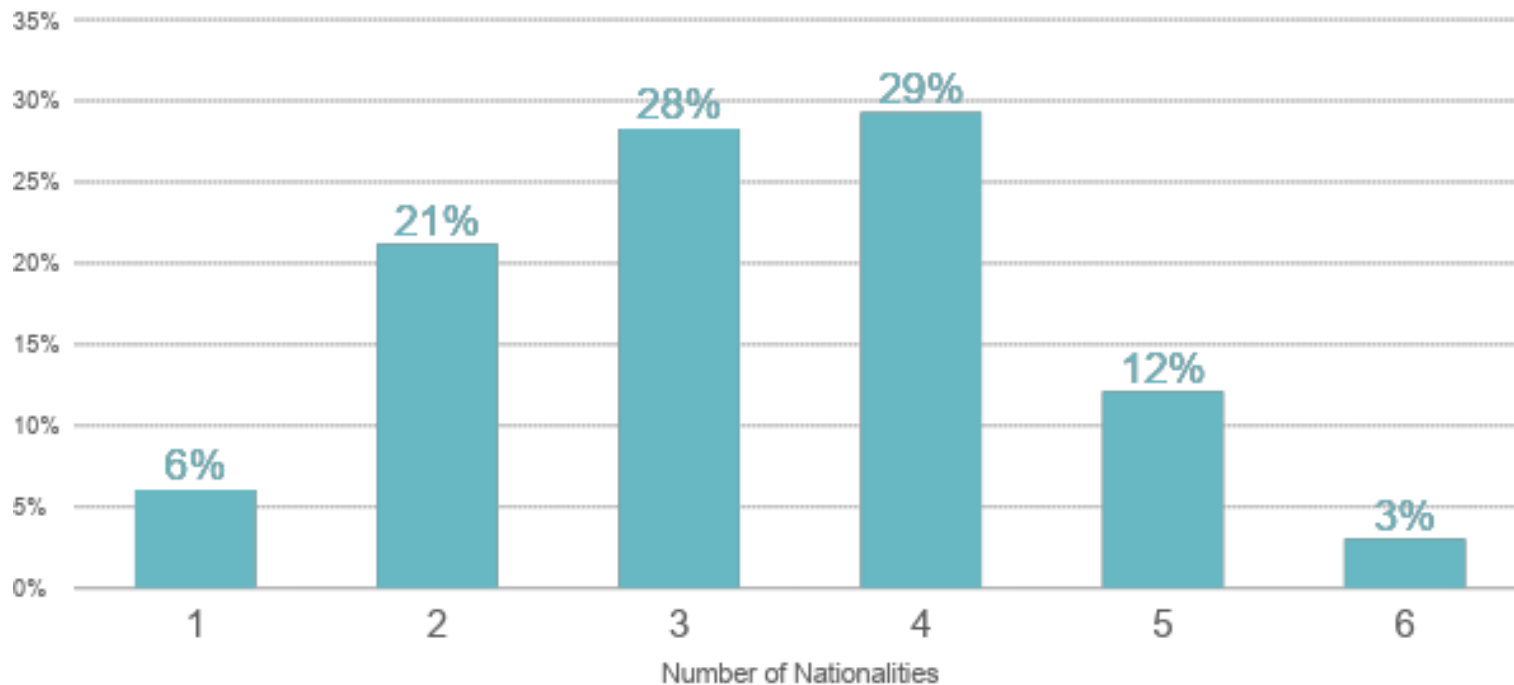


Continent	Percentage answered yes
Europe	71 %
Africa	61 %
Asia	59 %
Latin America	57 %

71% of schools located in Europe have educators in the leadership team from the country where the school is located, while in Latin America is only **57%** of schools.

Leadership Team – Primary Nationality

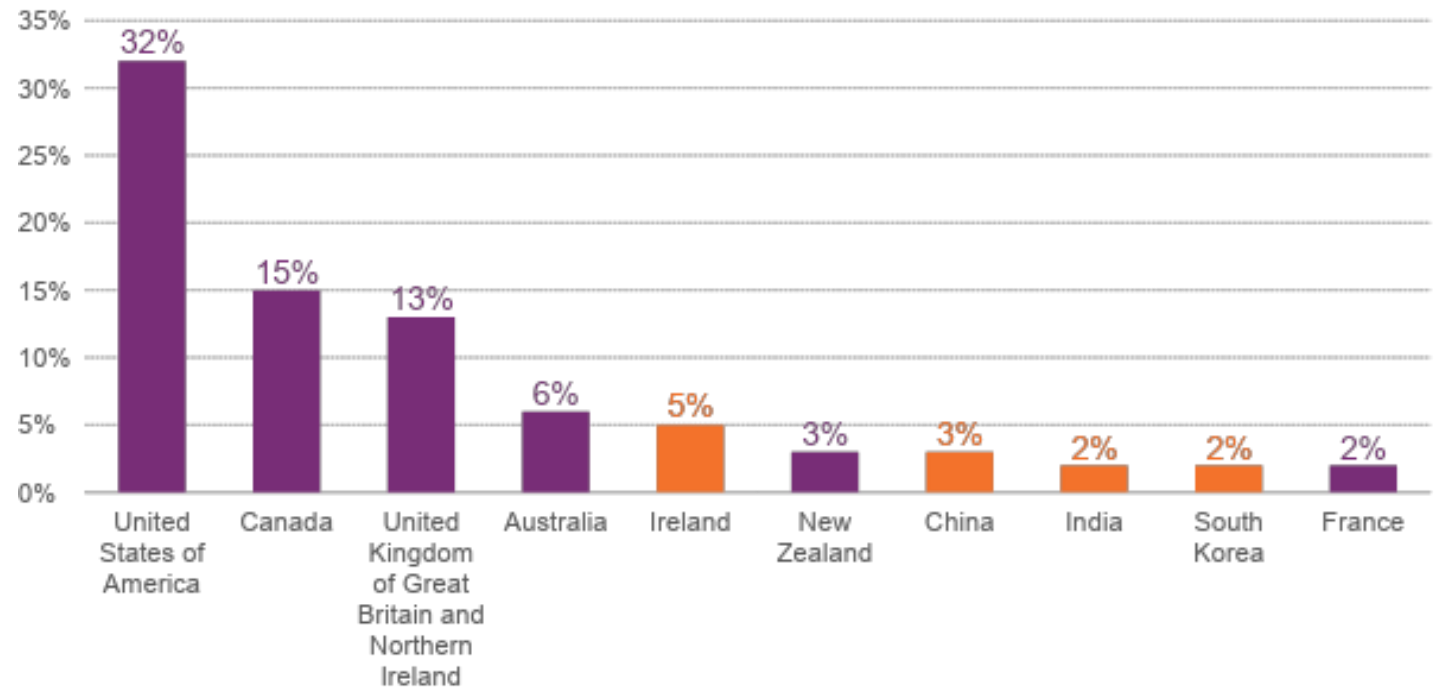
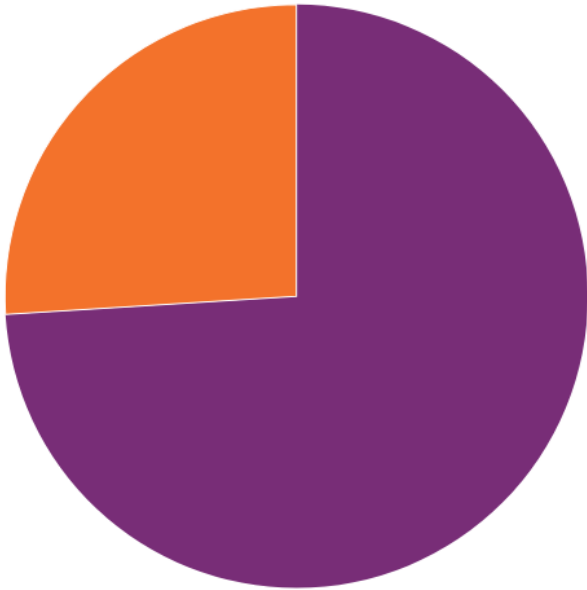
How many nationalities are represented in the leadership team?



Mean	3.3
SD	1.2
Mode	3 and 4
Minimum	1
Median	3
Maximum	6

On average **3 to 4 nationalities** are represented.

Leadership Team – Primary Nationality

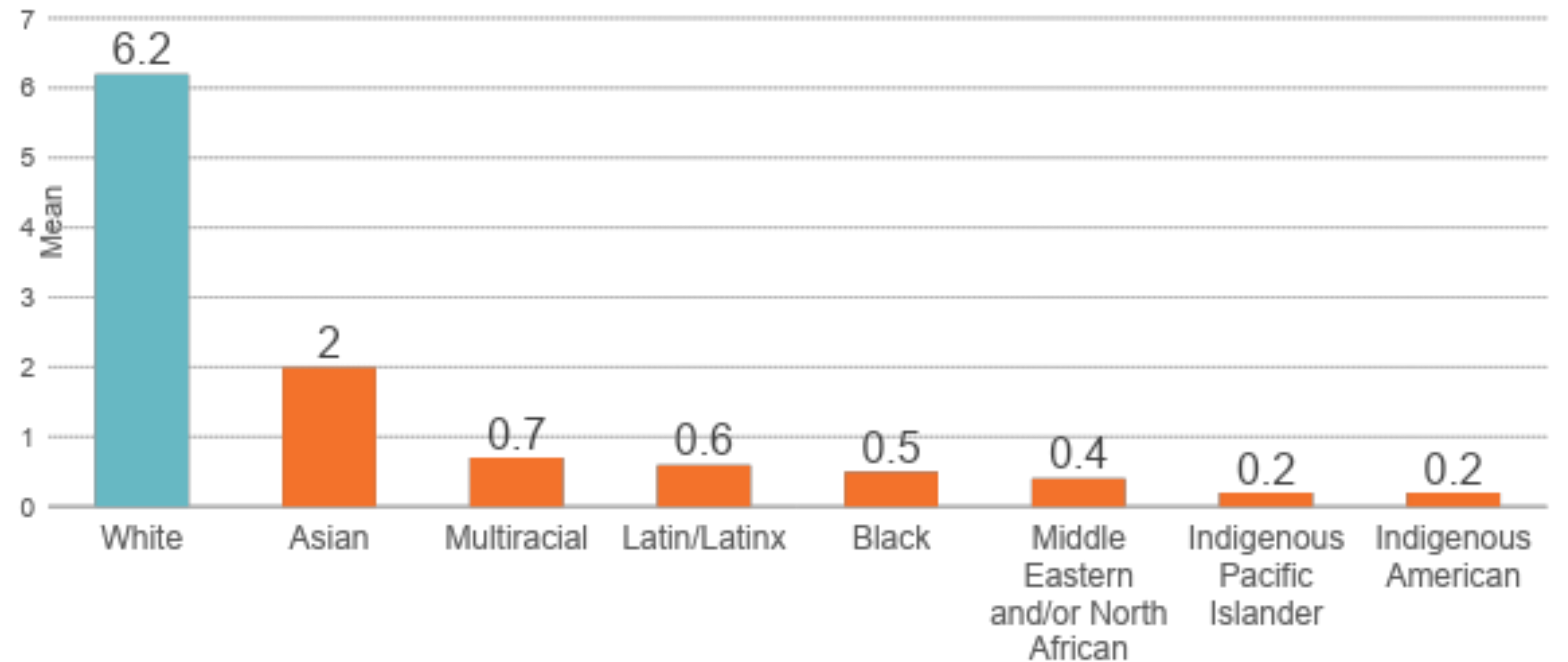
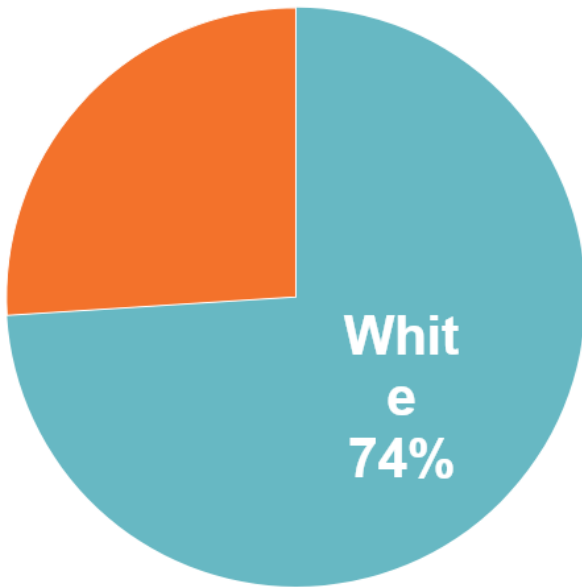


The most represented nationalities are United States of America (32%), Canada (15%) and United Kingdom (13%).

There are 3 times more leadership team members from Western than from non-Western countries.

Leadership Team – Ethnicity

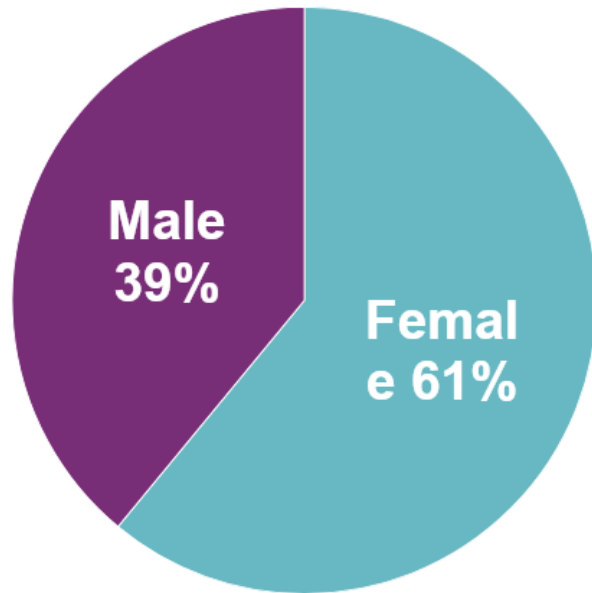
Mean by ethnicity



A leadership team member is **3 times** more likely to be white than of any other ethnicity.

Teachers

Teachers – Gender



There are on average **more female teachers than male teachers.**

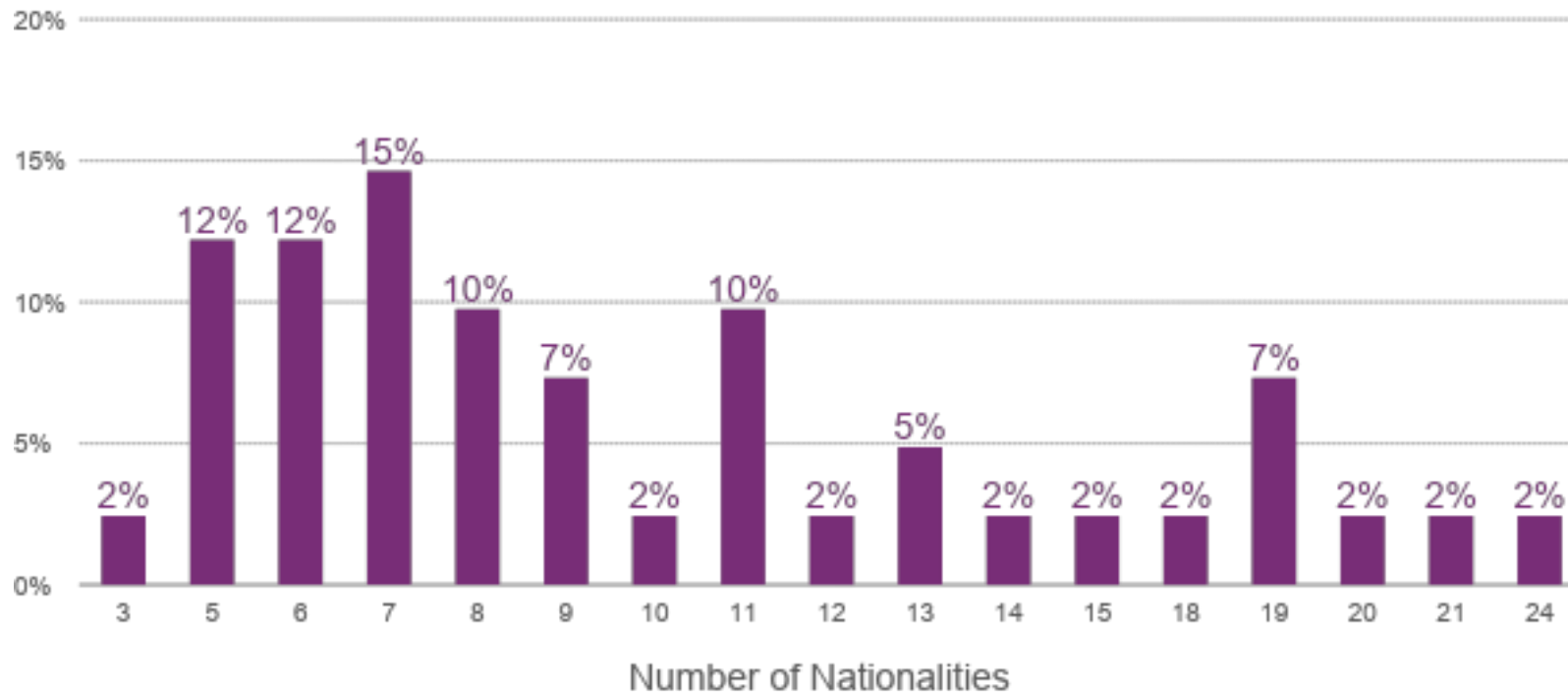
The difference is statistically significant.

A teacher is **1.6 times** more likely to be female than male.

	Mean	SD	Mode	Min	Median	Max
Female	42.1	31.1	7	7	33	127
Male	30.1	27.9	12	2	20	120

Teachers – Nationalities

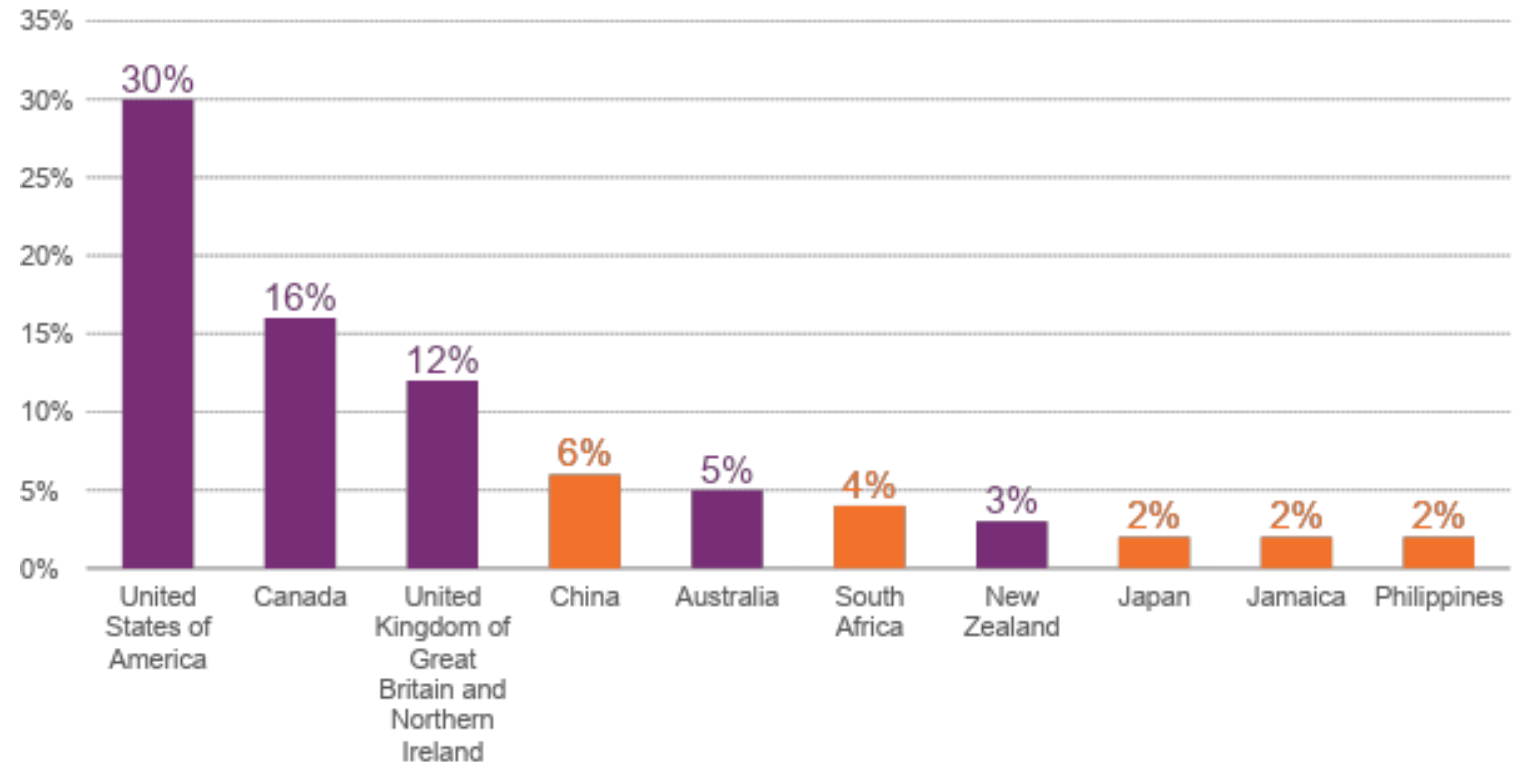
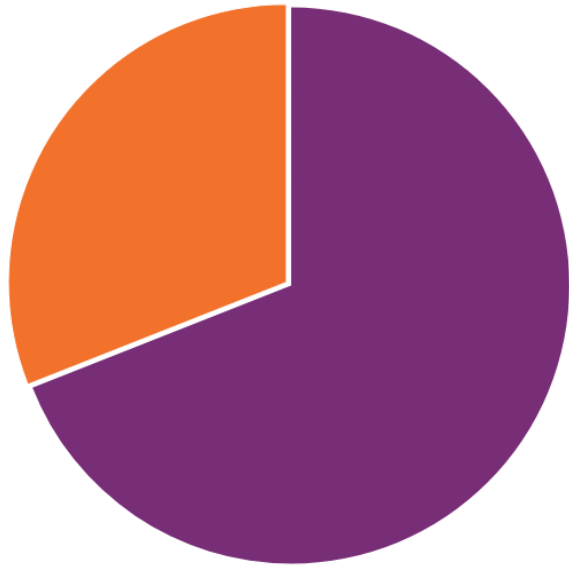
How many nationalities are represented in full-time teachers?



Mean	10.3
SD	5.3
Mode	7
Minimum	3
Median	8.5
Maximum	24

On average **10 nationalities** are represented.

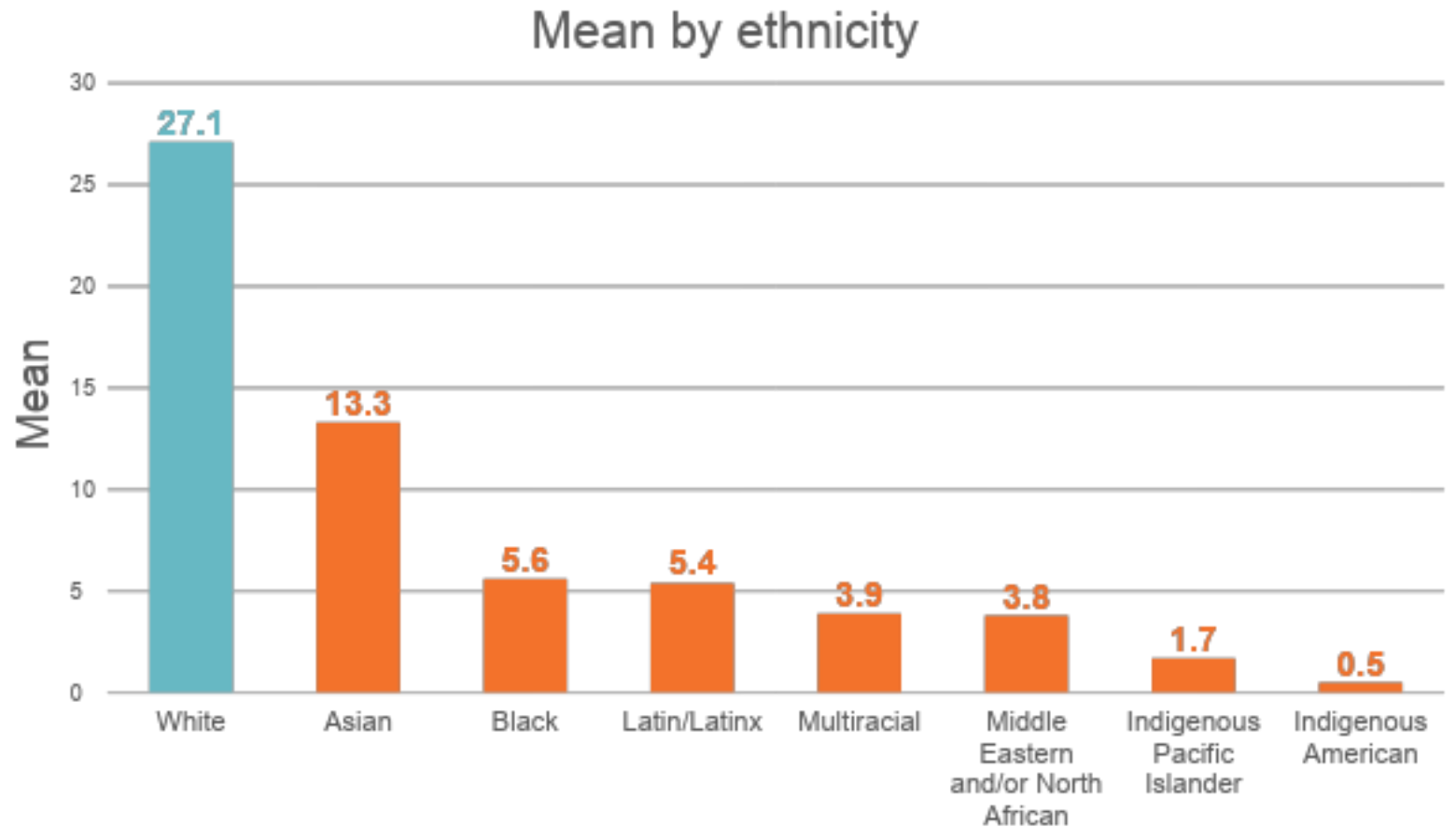
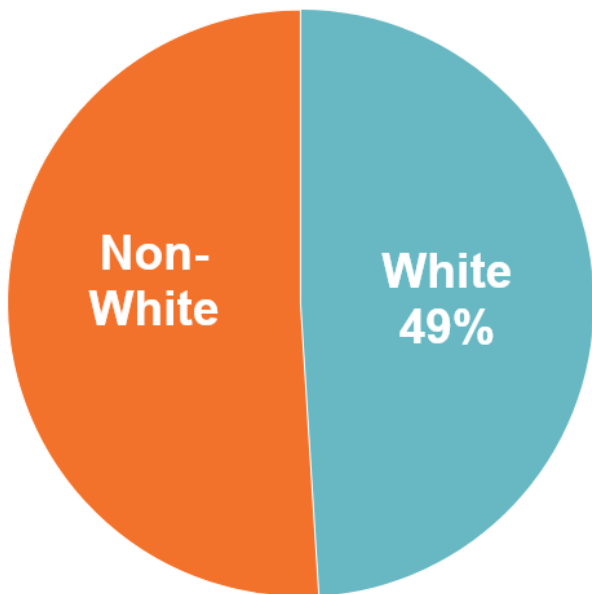
Teachers – Primary Nationality



The most represented nationalities are **United States of America (30%)**, **Canada (16%)** and **United Kingdom (12%)**.

There are **2.2 times** more teachers from Western than from Non-Western countries.

Teachers – Ethnicity



There is a **similar** number of white and non-white teachers.

Appendix A

Definition of Ethnic Groups

- **White** – A person having origins in any of the original peoples of Europe.
- **Black** – A person having origins in any of the Black racial groups of Africa.
- **Latin/Latinx** - Includes all individuals who identify with one or more nationalities or ethnic groups originating in Central and South America, and other Spanish cultures.
- **Middle Eastern and/or North African** - A person having origins in any of the original people of West Asia or North Africa.
- **Indigenous American** – A person having origins in any of the original peoples of North and South America (including Central America).
- **Asian** – A person having origins in any of the original peoples of the Central/East Asia, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **Indigenous Pacific Islander** – A person having origins in any of the original peoples of Australia, New Zealand, Hawaii, and/or other Pacific Islands.
- **Multiracial/Biracial** – A person of more than one ethnicity or race.