## Description of Session/Panel

"Based on the results of the Diversity Collaborative global survey on diversity and leadership in international schools and other research on DIEJ practices, a panel of diverse educators from the EARCOS community will discuss why and how we can all recruit, support and develop diverse communities of educators at our schools.  Panelists will share both successful practices and initiatives as well as obstacles to creating inclusive, equitable and just communities at international schools.”

## Panel Outline & Host/Moderator Script

Put up **Slide 1: Title slide** as people come in the room. If desired, bring handouts and bookmarks to distribute or encourage attendees to download materials from [**ISS.edu/Diversity-Collaborative**](https://ISS.edu/Diversity-Collaborative).

10 min **Slide 2: Names and titles of panelists and moderators**

* Introduction of the panel and quick introductions of panelists (name, current position).

**Slide 3: DC video**

* Play the 3:55 DC video or quickly summarize the Diversity Collaborative survey findings. If the video doesn’t work, be prepared to summarize stats from the survey.

10 min **Slide 4: Page research**

Question I - The Importance of Having a Diverse Leadership Team

* Before we discuss strategies, I want to explore why having a diverse leadership team is important. Although it often takes longer for a diverse team to make decisions, lots of research, including a landmark study by Scott Page, finds that diverse teams make more effective and more innovative decisions, because they consider more perspectives, and don’t settle on quick, sub-optimal decisions.
  + XX, you’ve worked at a few international schools with diverse leadership teams; can you share an example or two of how having a diversity of perspectives benefitted your school, even if that diversity slowed your decision making down or made it more difficult to reach consensus?
  + XX, you work on a campus with several schools, including a traditional international school, a bilingual school, a Chinese heritage program, and a Huamei program for Chinese students who have completed Chinese compulsory education. Can you describe some of the benefits and challenges of having so many different perspectives and approaches to education in close proximity?

10 min **Slide 5: Framework**

Question II - Integrated Organizational Framework

* Based on the findings of the survey, the Diversity Collaborative developed the integrated organizational framework shown in the video to help schools interested in increasing diversity, equity, inclusion and justice at International schools
  + XX, you’ve led a couple of schools and now work as a consultant with many other schools, can you share 2-3 critical things a school can do to move from resistance to a strategic focus on diversity and gender issues?

10 min **Slide 6: Leadership quote from study**

Question III - The Role of Leaders

* One of the key findings from the Diversity Collaborative survey was that school leadership matters; that is that heads and principals who prioritized diversity, equity and inclusion were able to make a difference regardless of their contexts.
  + Saburo, you lead an all-boys school in Japan; how do you address issues of gender and diversity in your context?
  + Margaret, you lead a coed school in Singapore; can you talk a little bit about your approach to gender and other diversity issues?

10 min **Slide 7: Recruitment quotes from survey**

Question IV – Recruitment

* Many respondents to the survey shared the challenges they confronted hiring more female and more diverse teachers and leaders. A few of the quotes are captured on this slide.
  + XX, you do a lot of recruiting for your school. Can you share some strategies you use for recruiting a diverse pool of candidates?
  + XX, you help schools conduct searches; what advice do you give to women and diverse candidates seeking leadership positions and how do you educate search committees and boards about the importance of diversity in leadership?

10+ mins **Slide 8: Further information**

Final Advice

* To end our panel, I’d like to quickly go around and get one piece of advice that each of you would give to school leaders committed to creating a diverse leadership team or otherwise promoting diversity, equity, inclusion and justice at their schools. You each have 1-minute to respond, because we have XX minutes remaining, so please keep your advice succinct.

Wrap-Up

* That wraps up our panel. I encourage all of you who are interested to join the Diversity Collaborative and feel free to use any of the materials on the Diversity Collaborative website to foster a conversation at your school or in your area about diversity, equity and inclusion.
* We will linger down front if any of you have questions you want to ask of any of us, or we have a few minutes for questions.