CILECT Diversity Survey

Data collected September to December 2022, from CILECT member schools globally.
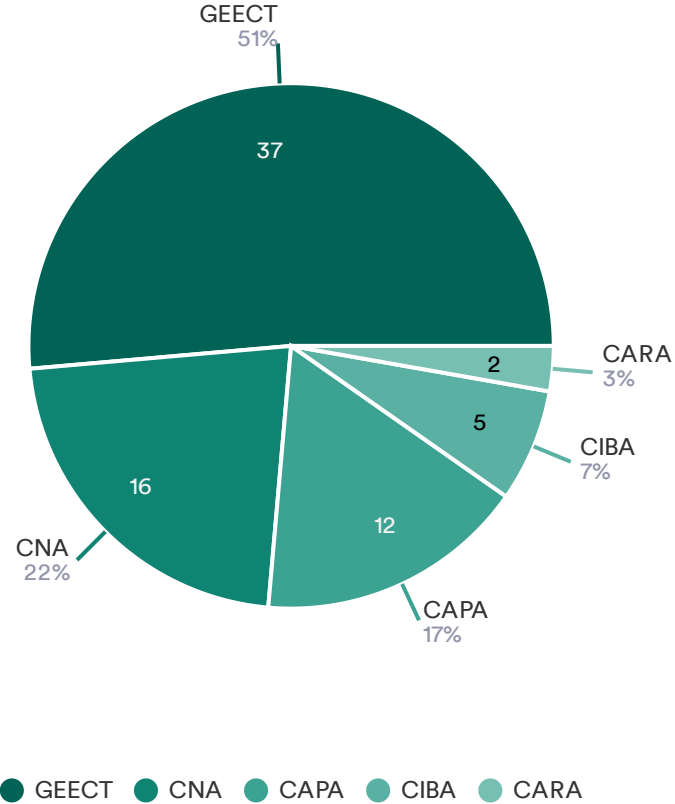
CILECT Diversity Survey

When did your school/institution become a member of CILECT?

67 Responses- 6 Empty

Year	Count	Percent
Don't know	9	13%
1992	4	6%
2014	4	6%
2016	4	6%
2017	4	6%
2018	4	6%
2022	4	6%
1955	3	4%
2012	3	4%
2005	2	3%
2008	2	3%
2010	2	3%
2015	2	3%
2019	2	3%
1966	1	1%
1970	1	1%
1972	1	1%
1974	1	1%
1980	1	1%
1982	1	1%
1985	1	1%
1987	1	1%
1988	1	1%
1991	1	1%
1994	1	1%
1996	1	1%
1997	1	1%
2001	1	1%
2004	1	1%
Other entries	3	4%
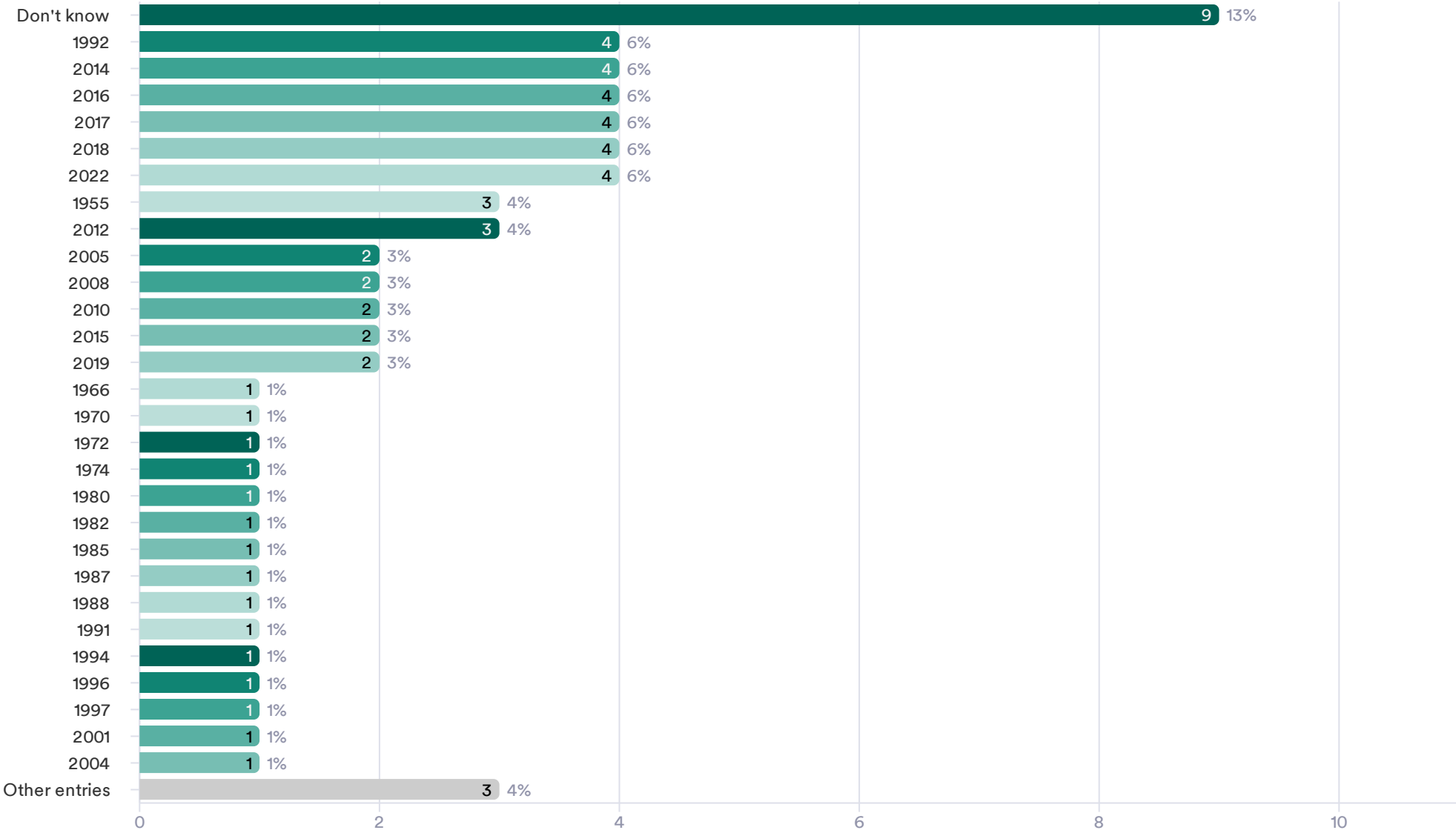
To which regional association do you belong?

GEECT
51%

37

CARA
3%

2

5

CIBA
7%

16

12

CNA
22%

CAPA
17%

● GEECT ● CNA ● CAPA ● CIBA ● CARA

CILECT Diversity Survey

What is the primary language for the delivery of your course(s)?

Language	Count	Percentage
English	34	47%
French	5	7%
Spanish	4	6%
Korean	3	4%
Portuguese	3	4%
Italian	3	4%
Dutch	2	3%
Hebrew	2	3%
Czech	2	3%
Icelandic	1	1%
Russian	1	1%
Croatian	1	1%
Latvian	1	1%
German	1	1%
Bahasa Indonesia	1	1%
Turkish	1	1%
Norwegian	1	1%
Swedish	1	1%
Finnish	1	1%
Greek	1	1%
Hungarian	1	1%
French/English	1	1%
Bulgarian	1	1%
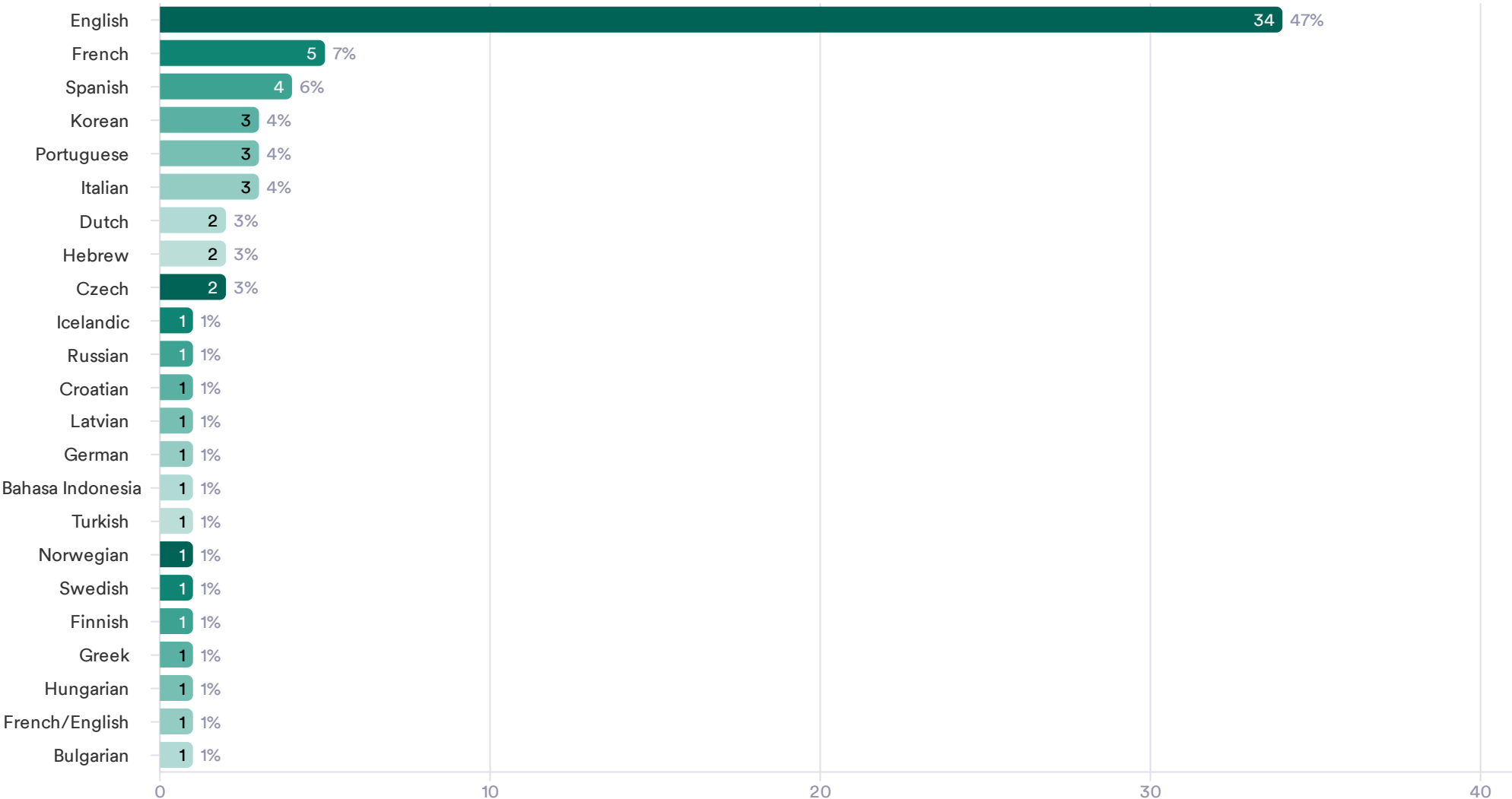
Legend: English ● French ● Spanish ● Korean ● Portuguese ● Italian ● Dutch ● Hebrew ● Czech ● Icelandic ● Russian ● Croatian ● Latvian ● German ● Bahasa Indonesia ● Turkish ● Norwegian ● Swedish ● Finnish ● Greek ● Hungarian ● French/English ● Bulgarian

Does your school or university allow diversity data to be gathered for students?
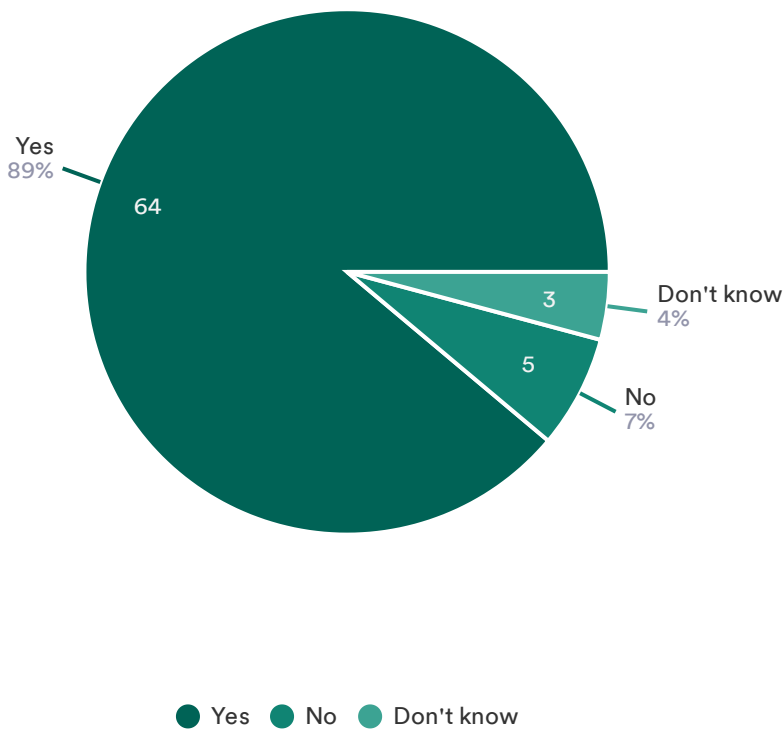
73 Responses

Yes
51%

37

8

No
11%

15

13

Some data
21%

Don't know
18%

● Yes ● Some data ● Don't know ● No
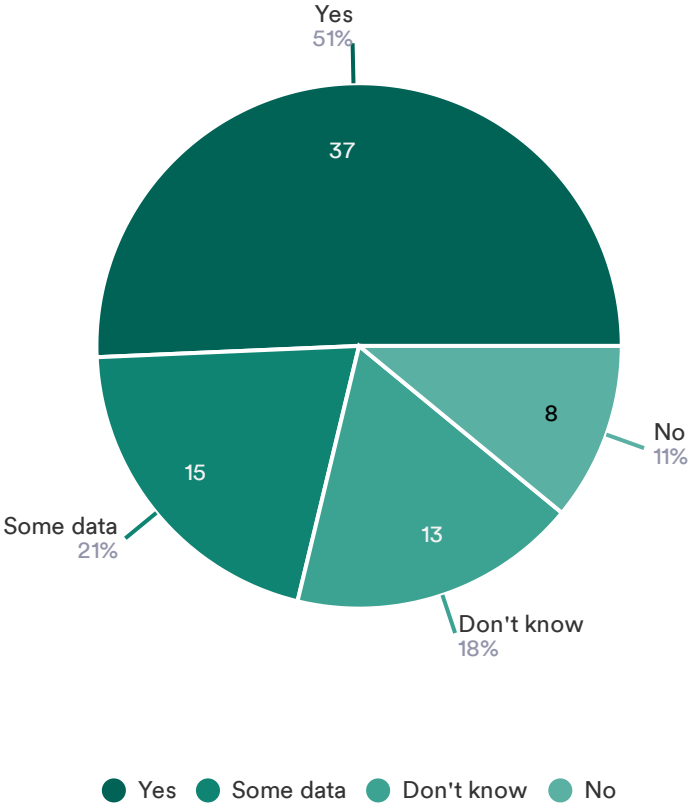
What diversity data for students is your school prohibited from collecting.

15 Responses- 58 Empty

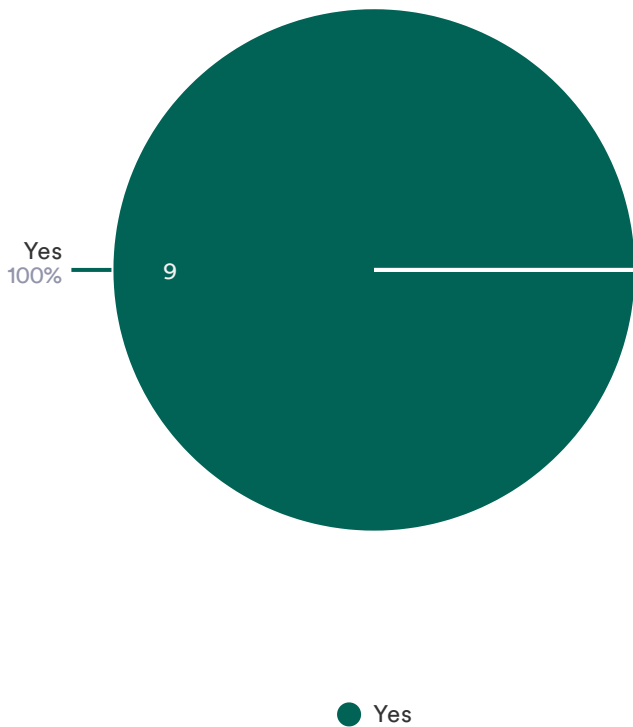| Data	Responses
ethnicity	1
Ethnicity (only two options: domestic student/foreing student)	1
Ethnicity, Religion, Disability	1
ETHNICITY, SEXUALITY, DISABILITY, SOCIAL CLASS	1
gender, ethnicity, disability	1
none	1
Race, Ethnicity, Disability, Sexuality	1
sexuality etc	1
Sexuality, Disability	2
sexuality, ethnicity	1
Sexuality, ethnicity, disability	2
Sexuality, ethnicity, religion	1
We follow GDPR so we only collect personal data we actually need.	1

Does your school or institution have a diversity, equity and/or inclusion strategy?
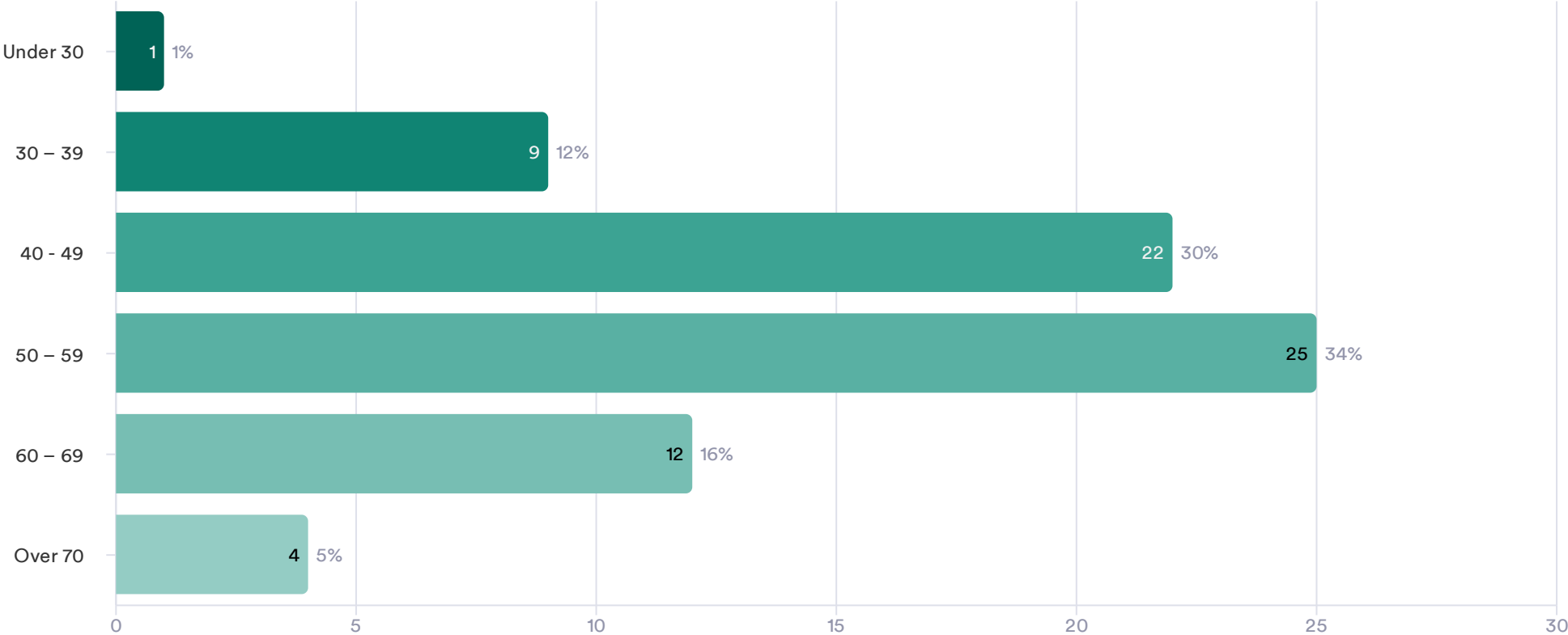
72 Responses- 1 Empty

Yes
89%

64

Don't know
4%

3

5

No
7%

● Yes   ● No   ● Don't know

Would you like your school or institution to have a diversity, equity and/or inclusion strategy?

9 Responses- 64 Empty

Yes
100% —

9

● Yes

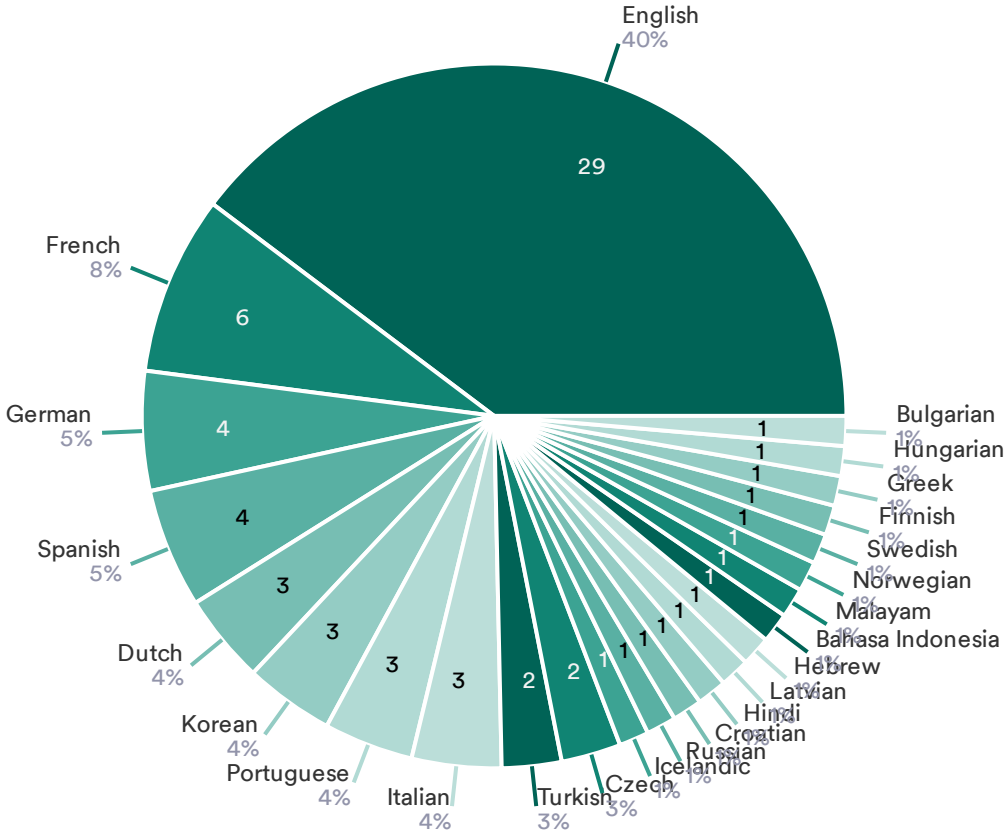# CILECT Diversity Survey

What is your age?

73 Responses

Age	Count	Percentage
Under 30	1	1%
30 – 39	9	12%
40 - 49	22	30%
50 – 59	25	34%
60 – 69	12	16%
Over 70	4	5%

CILECT Diversity Survey

What is your first language?

73 Responses

English 40% — 29
French 8% — 6
German 5% — 4
Spanish 5% — 4
Dutch 4% — 3
Korean 4% — 3
Portuguese 4% — 3
Italian 4% — 3
Turkish 3% — 2
Czech 3% — 2
Icelandic 1% — 1
Russian 1% — 1
Croatian 1% — 1
Hindi 1% — 1
Latvian 1% — 1
Hebrew 1% — 1
Bahasa Indonesia 1% — 1
Malayam 1% — 1
Norwegian 1% — 1
Swedish 1% — 1
Finnish 1% — 1
Greek 1% — 1
Hungarian 1% — 1
Bulgarian 1% — 1

Legend: English, French, German, Spanish, Dutch, Korean, Portuguese, Italian, Turkish, Czech, Icelandic, Russian, Croatian, Hindi, Latvian, Hebrew, Bahasa Indonesia, Malayam, Norwegian, Swedish, Finnish, Greek, Hungarian, Bulgarian

CILECT Diversity Survey

What languages do you use, other than your first language?

71 Responses- 2 Empty

Pie chart with the following values:

- English — 17 (24%)
- none — 13 (18%)
- English, French — 5 (7%)
- English, French, Spanish — 3 (4%)
- French — 3 (4%)
- English, Spanish — 3 (4%)
- Some French — 2 (3%)
- Hausa — 1
- English, Czech — 1
- French, English, German, Spanish — 1
- English, little bit of Italian — 1
- Japanese — 1 (1%)
- German — 1 (1%)
- Hebrew, French — 1 (1%)
- English and French for business purposes but I'm Italian mother tongue
- English, Turkish — 1 (1%)
- Euskera, English — 1 (1%)
- English, Polish, Russian — 1 (1%)
- Arabic, English
- English, French, Portuguese, Spanish
- ENGLISH, CZECH, SOME FRENCH
- English, Hindi
- English, French, German, Spanish
- English, Slovak
- French, Italian — 1
- Hawaiian, French — 1
- Swedish, English — 1
- Spanish — 1 (1%)
- Afrikaans — 1 (1%)
- Hindi — 1 (1%)
- Chinese — 1 (1%)
- English, Russian — 1 (1%)

Legend: English · none · English, French · English, French, Spanish · French · English, Spanish · Some French · Hausa · English, Czech · French, English, German, Spanish · English, little bit of Italian · Japanese · German · Hebrew, French · English and French for business purposes but I'm Italian mother tongue · English, Turkish · Euskera, English · English, Polish, Russian · Arabic, English · English, French, Portuguese, Spanish · ENGLISH, CZECH, SOME FRENCH · English, Hindi · English, French, German, Spanish · English, Slovak · French, Italian · Hawaiian, French · Swedish, English · Spanish · Afrikaans · Hindi · Chinese · English, Russian

CILECT Diversity Survey

## How would you describe your ethnicity?

71 Responses- 2 Empty
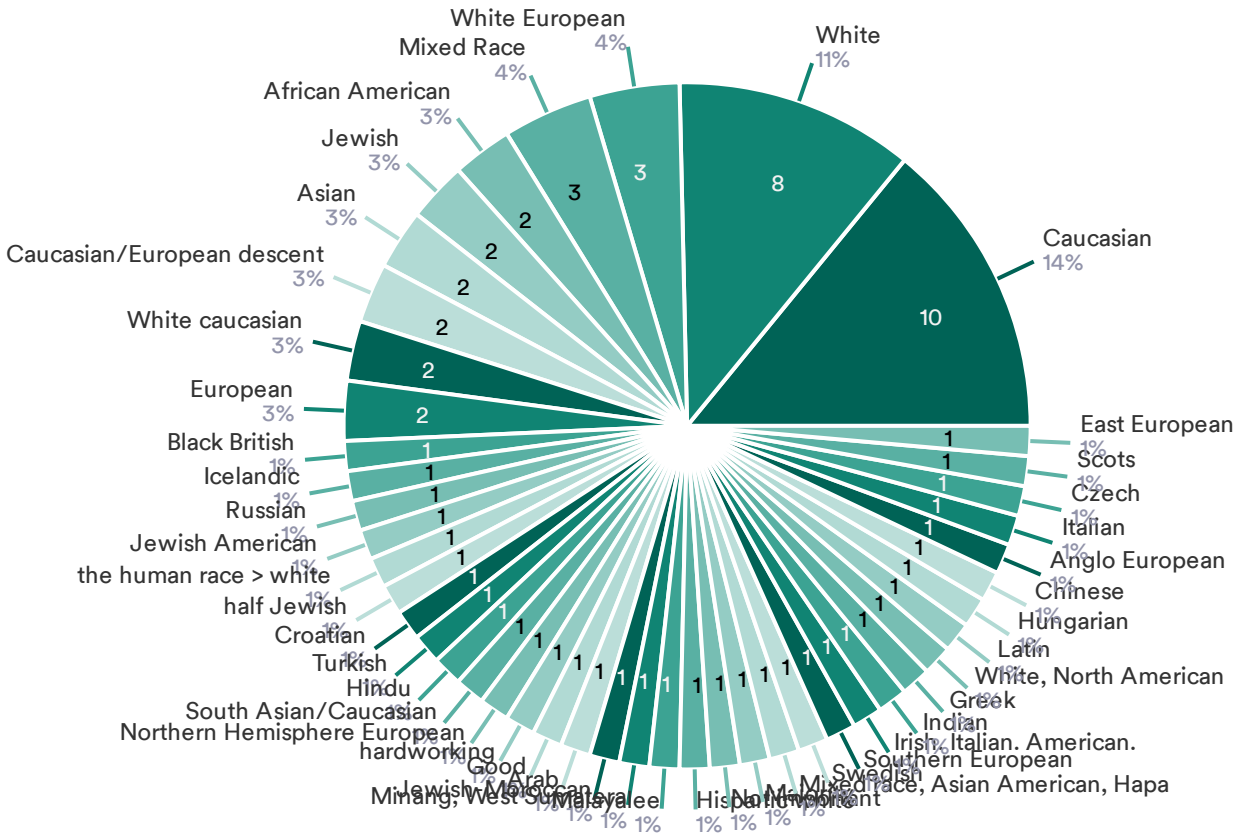
Legend:
Caucasian · White · White European · Mixed Race · African American · Jewish · Asian · Caucasian/European descent · White caucasian · European · Black British · Icelandic · Russian · Jewish American · the human race > white · half Jewish · Croatian · Turkish · Hindu · South Asian/Caucasian · Northern Hemisphere European · hardworking · Good · Arab · Jewish-Moroccan · Minang, West Sumatera · Malayalee · Hispanic white · Not important · Majority · Mixed race, Asian American, Hapa · Swedish · Southern European · Irish. Italian. American. · Indian · Greek · White, North American · Latin · Hungarian · Chinese · Anglo European · Italian · Czech · Scots · East European

With which ethno-racial ancestries do you identify?

66 Responses- 7 Empty

Legend:
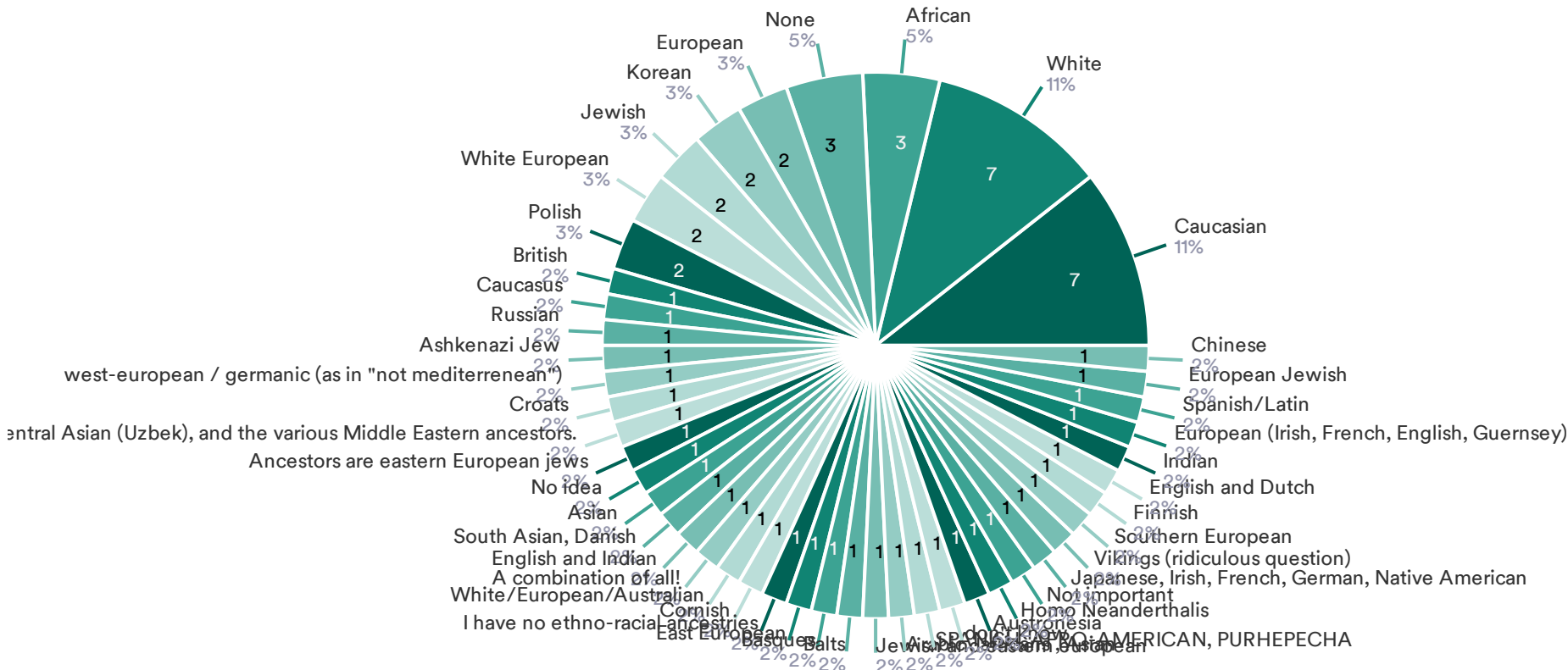
Caucasian • White • African • None • European • Korean • Jewish • White European • Polish • British • Caucasus • Russian • Ashkenazi Jew • west-european / germanic (as in "not mediterrenean") • Croats • An Egyptian great grandparent, Central Asian (Uzbek), and the various Middle Eastern ancestors. • Ancestors are eastern European jews • No idea • Asian • South Asian, Danish • English and Indian • A combination of all! • White/European/Australian • Cornish • I have no ethno-racial ancestries • East European • Basques • Balts • Jewish and eastern european • Arabic , africans , Asian • SPANISH, AFRO-AMERICAN, PURHEPECHA • don't know • Austronesia • Homo Neanderthalis • Not important • Japanese, Irish, French, German, Native American • Vikings (ridiculous question) • Southern European • Finnish • English and Dutch • Indian • European (Irish, French, English, Guernsey) • Spanish/Latin • European Jewish • Chinese
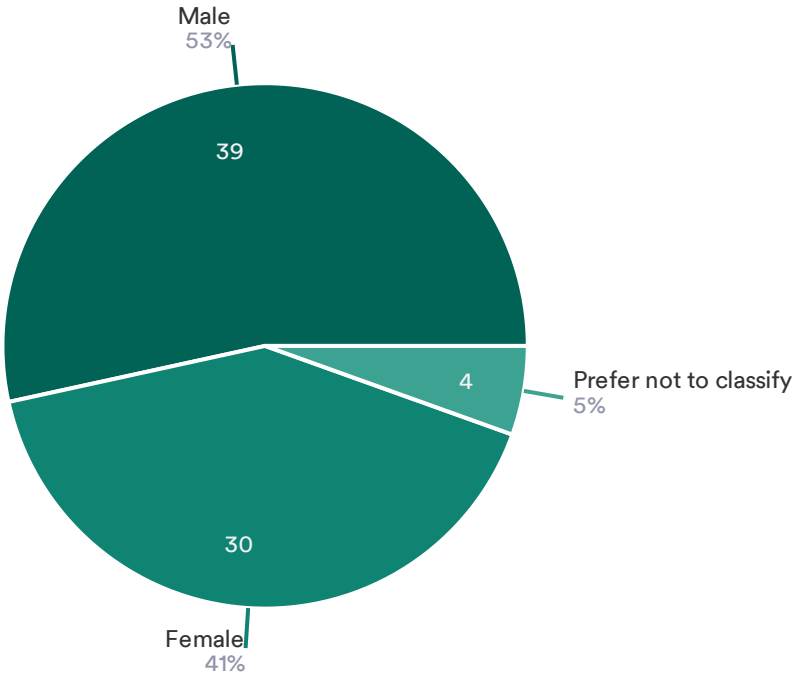
Do you have a cultural heritage that is different from the majority of people in your region?
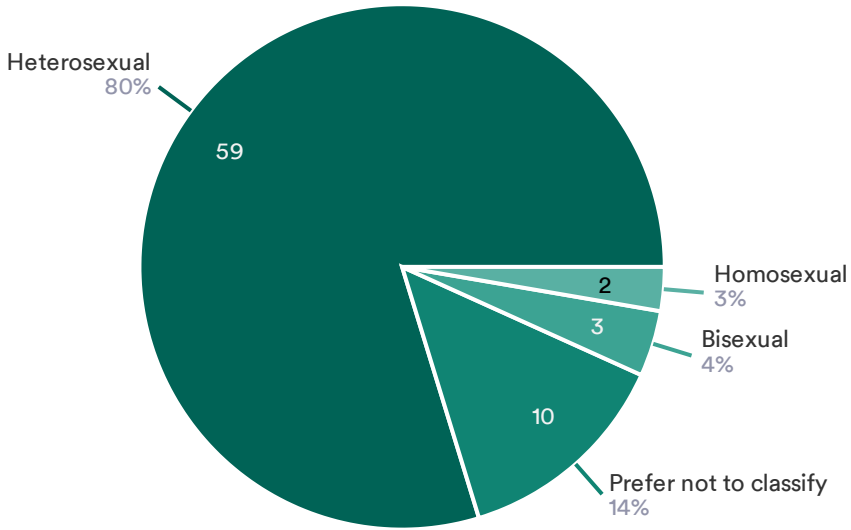
72 Responses- 1 Empty

NO
63%

45

27

YES
38%

● NO ● YES

What is your gender?

Male
53%

39

Prefer not to classify
5%

4

30
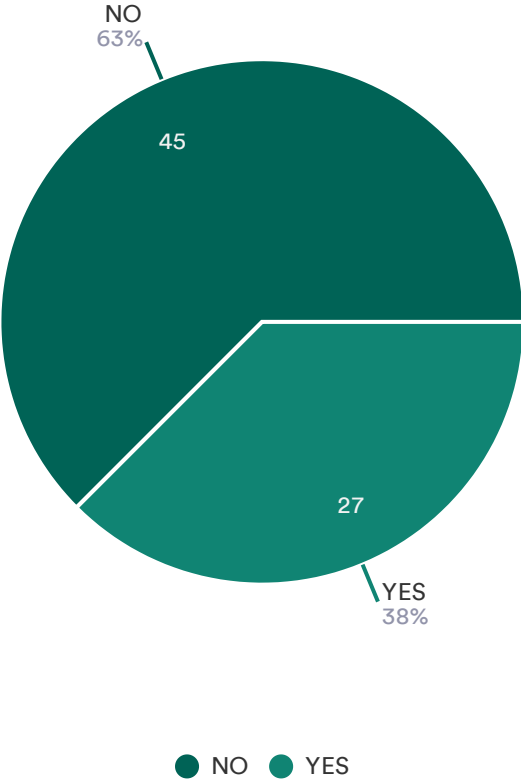
Female
41%

● Male ● Female ● Prefer not to classify

Do you identify as

74 Responses

Heterosexual
80%

59

Homosexual
3%

2

3

Bisexual
4%

10

Prefer not to classify
14%

● Heterosexual ● Prefer not to classify ● Bisexual ● Homosexual
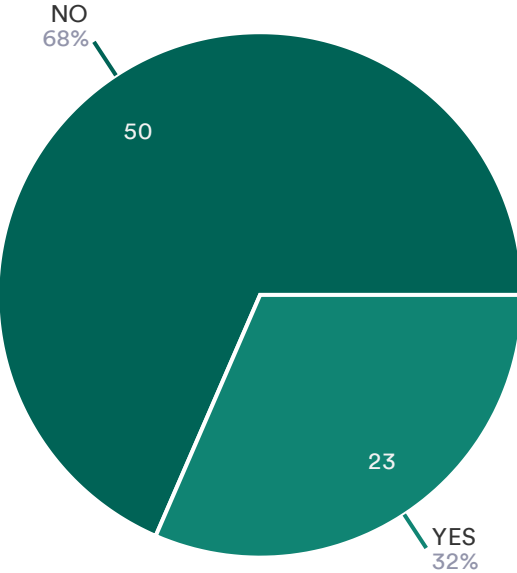
Do you live with disability?

73 Responses

NO
95%

69

4

YES
5%
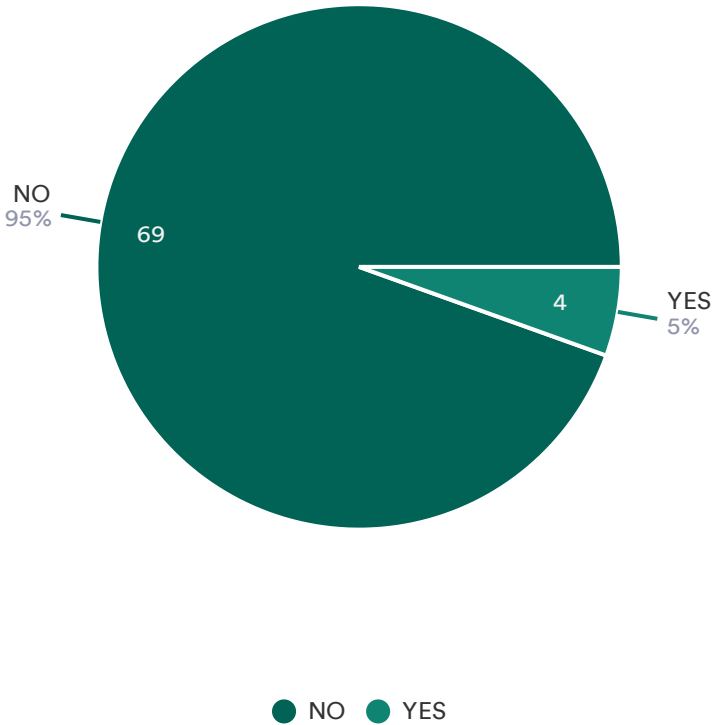
● NO ● YES

Do you care for children under the age of 18?

72 Responses- 1 Empty

NO
58%

42

30

YES
42%
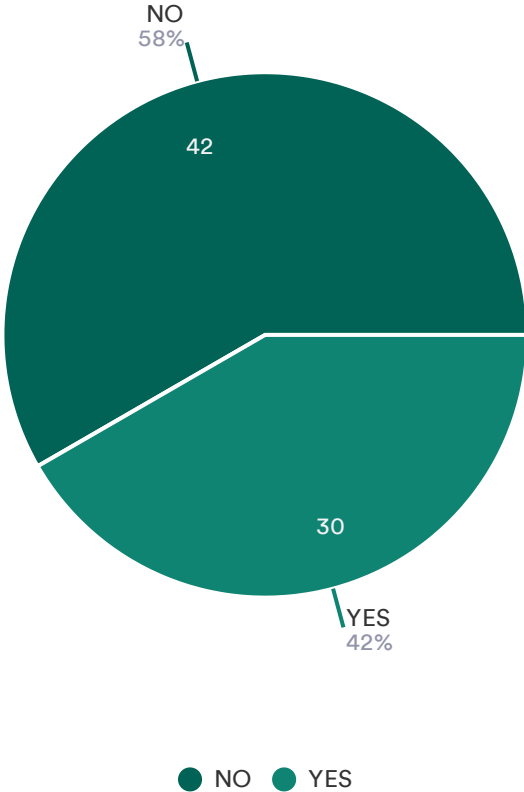
● NO ● YES

Do you have other caring responsibilities?

73 Responses

NO
68%

50

23

YES
32%

● NO ● YES

CILECT Diversity Survey

Roughly what percentage of your teaching staff / faculty are female?

72 Responses
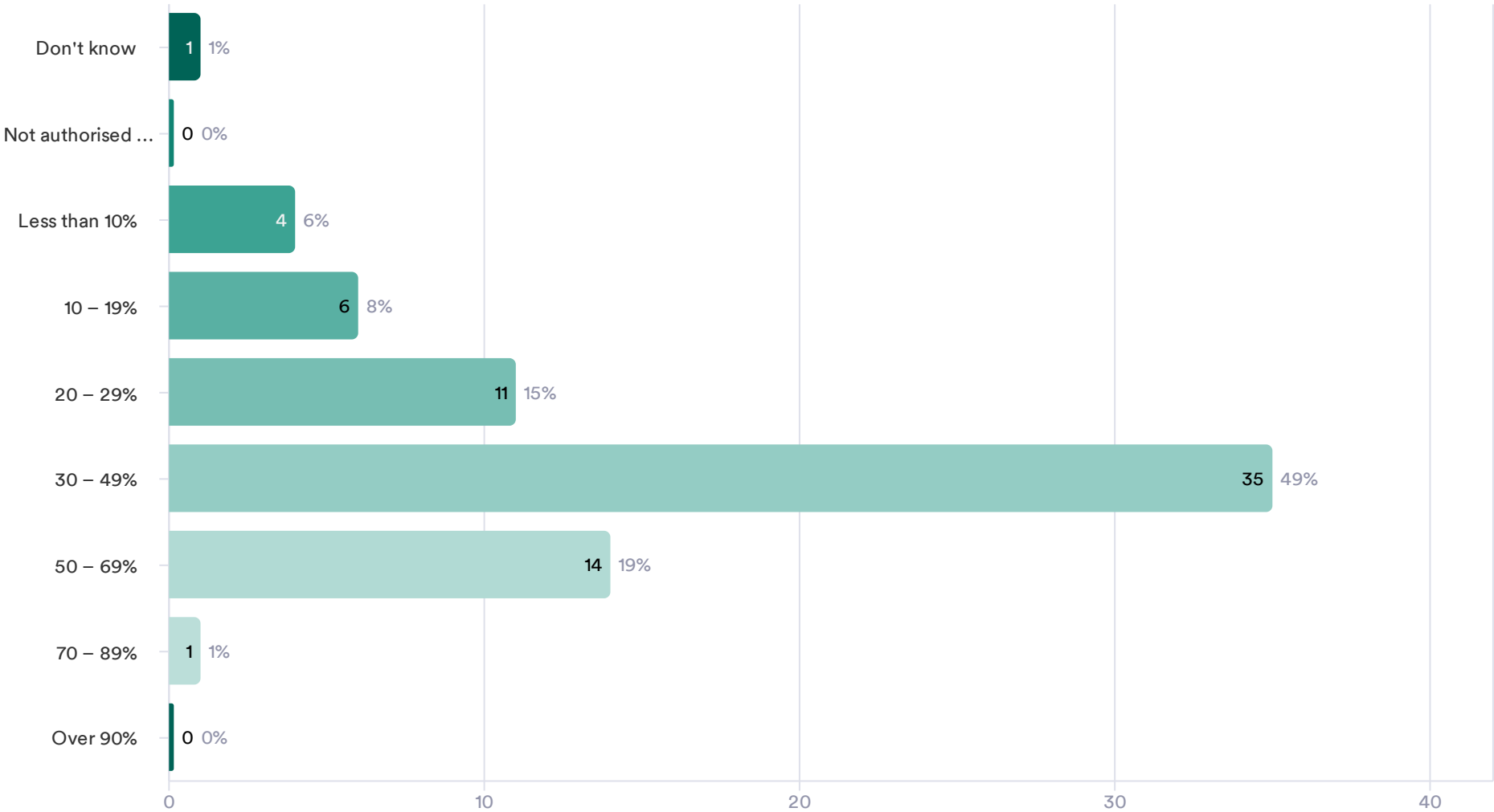
Category	Value	Percentage
Don't know	1	1%
Not authorised ...	0	0%
Less than 10%	4	6%
10 – 19%	6	8%
20 – 29%	11	15%
30 – 49%	35	49%
50 – 69%	14	19%
70 – 89%	1	1%
Over 90%	0	0%

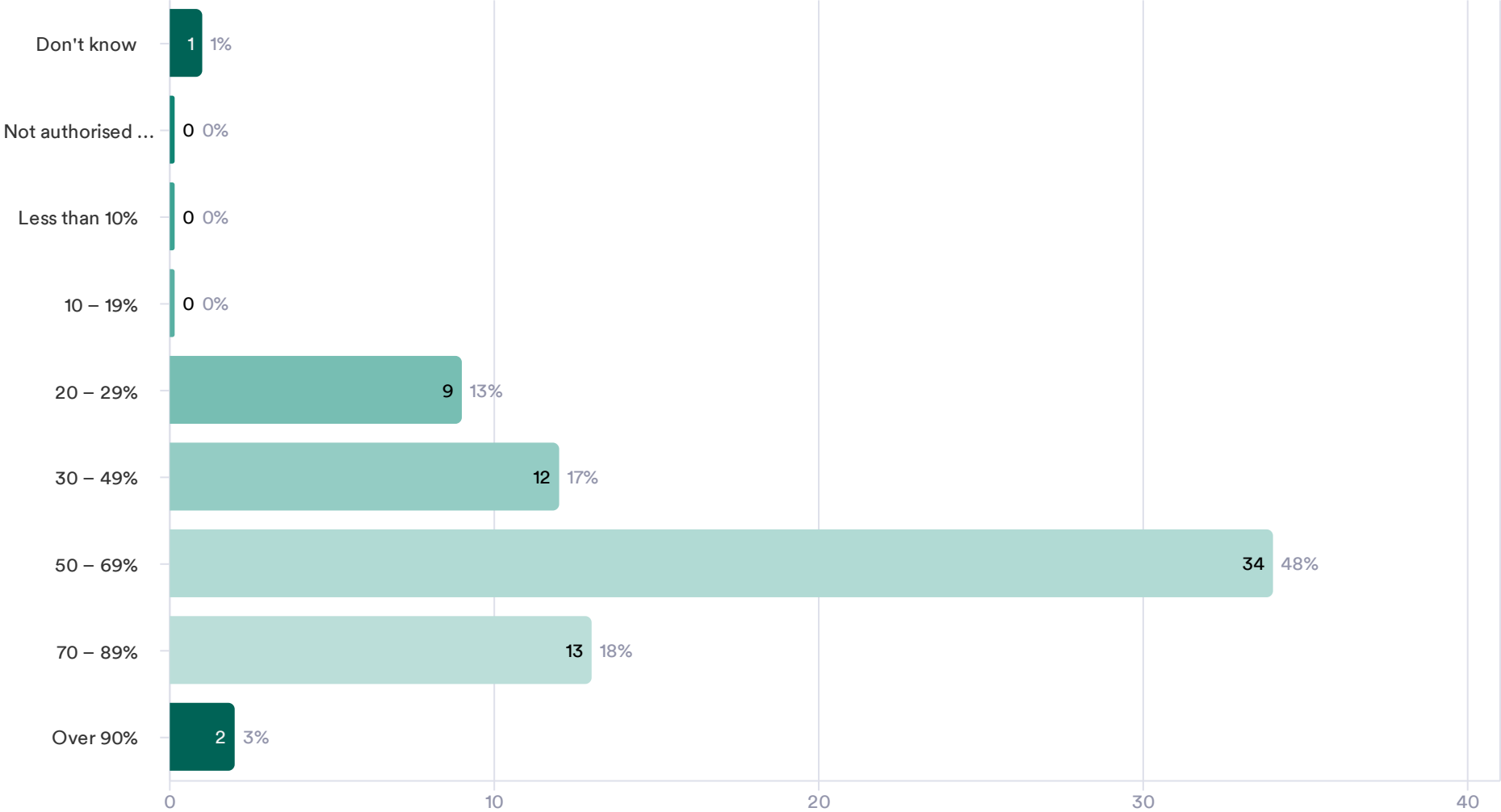Legend: ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90%

CILECT Diversity Survey

Roughly what percentage of your teaching staff / faculty are male?

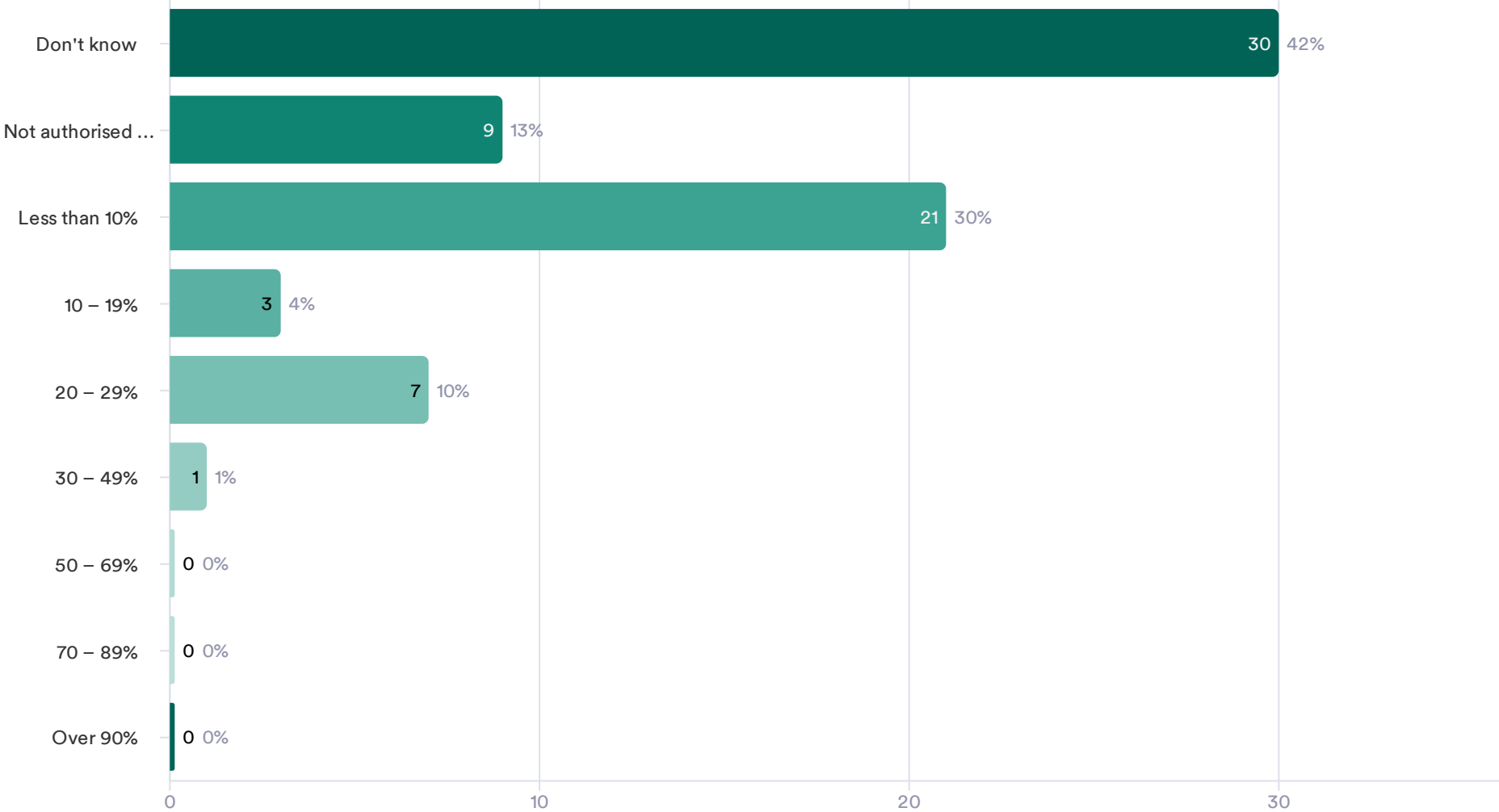| Category	Count	Percentage
Don't know	1	1%
Not authorised ...	0	0%
Less than 10%	0	0%
10 – 19%	0	0%
20 – 29%	9	13%
30 – 49%	12	17%
50 – 69%	34	48%
70 – 89%	13	18%
Over 90%	2	3%

Legend: ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90%

CILECT Diversity Survey

Roughly what percentage of your teaching staff / faculty are non-binary / gender diverse?

71 Responses

Category	Count	Percentage
Don't know	30	42%
Not authorised ...	9	13%
Less than 10%	21	30%
10 – 19%	3	4%
20 – 29%	7	10%
30 – 49%	1	1%
50 – 69%	0	0%
70 – 89%	0	0%
Over 90%	0	0%

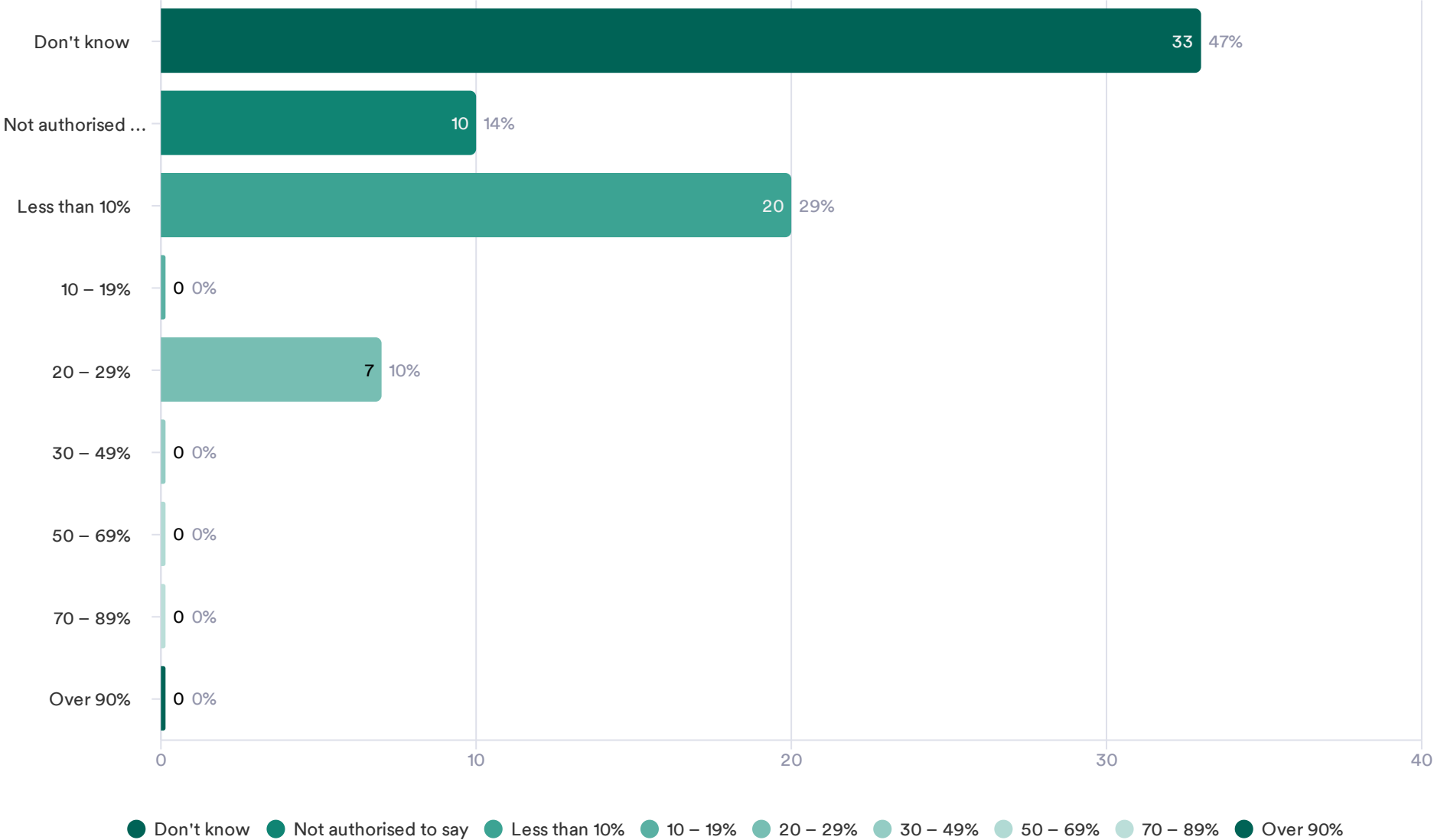Legend: ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90%

CILECT Diversity Survey

Roughly what percentage of your teaching staff / faculty are transgender?

70 Responses

Category	Value	Percentage
Don't know	33	47%
Not authorised ...	10	14%
Less than 10%	20	29%
10 – 19%	0	0%
20 – 29%	7	10%
30 – 49%	0	0%
50 – 69%	0	0%
70 – 89%	0	0%
Over 90%	0	0%

Legend: ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90%

CILECT Diversity Survey
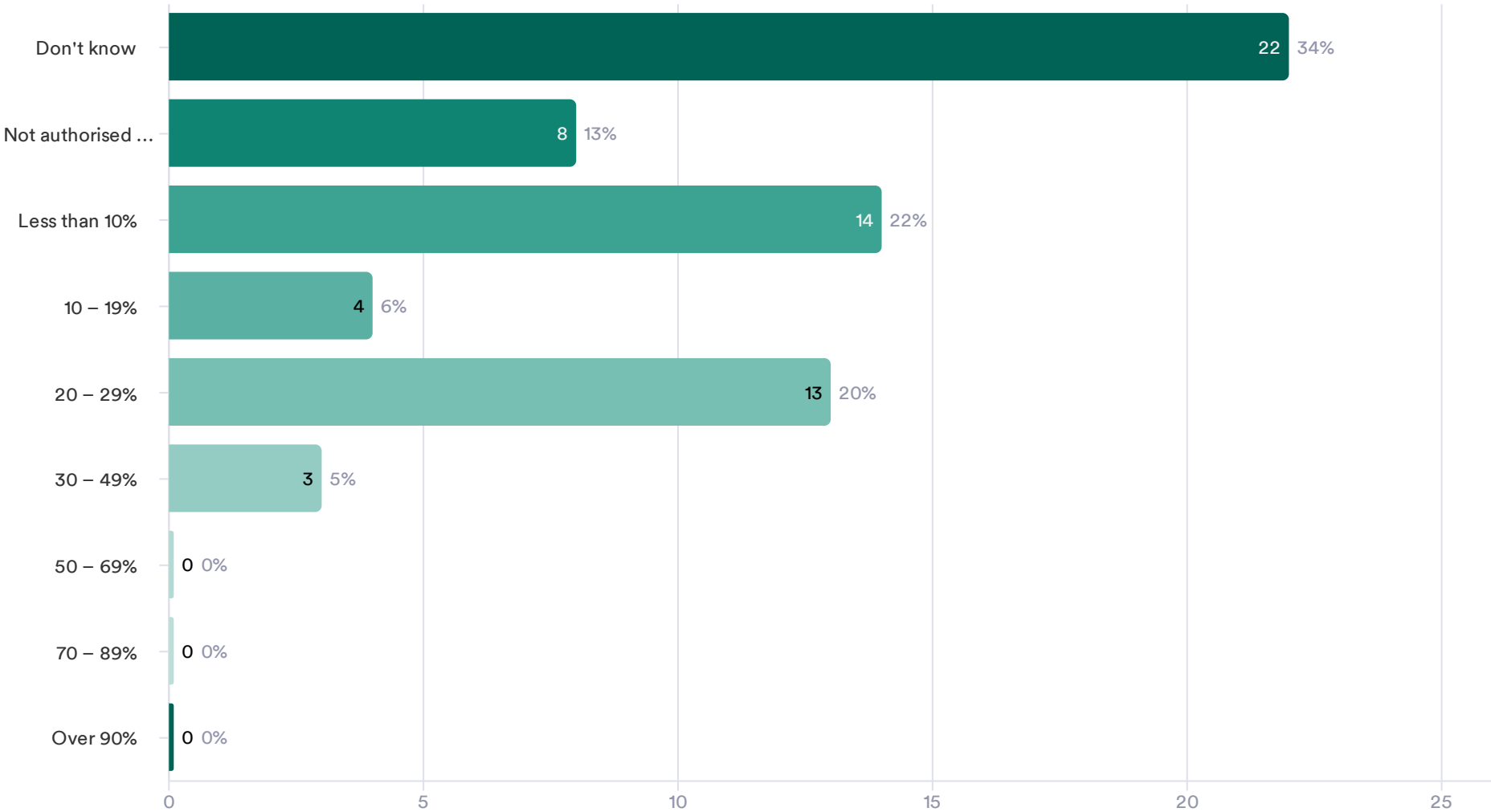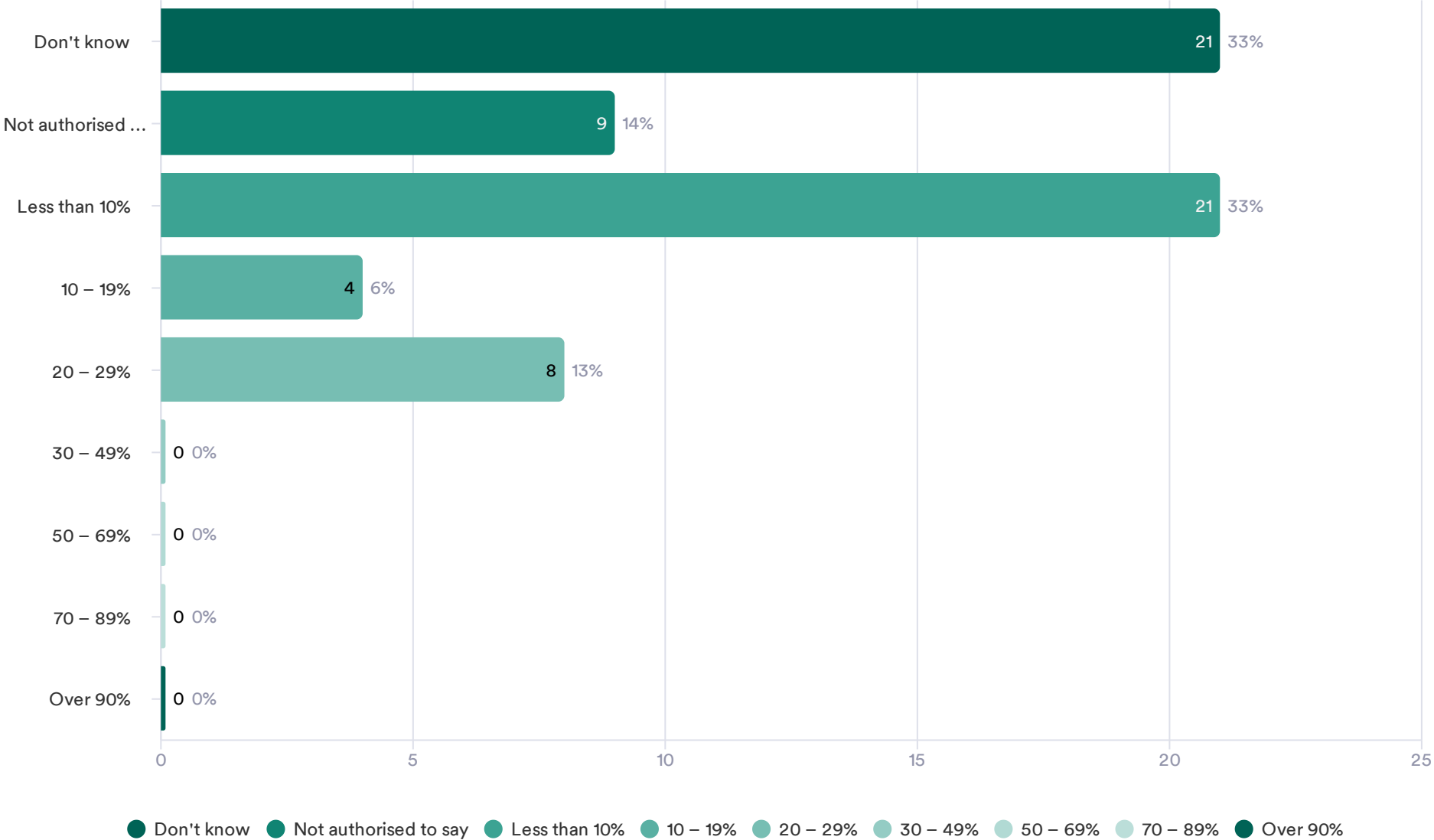
Roughly what percentage of your teaching staff / faculty are homosexual / bisexual / asexual?

64 Responses

Category	Count	Percentage
Don't know	22	34%
Not authorised ...	8	13%
Less than 10%	14	22%
10 – 19%	4	6%
20 – 29%	13	20%
30 – 49%	3	5%
50 – 69%	0	0%
70 – 89%	0	0%
Over 90%	0	0%

Legend: ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90%

CILECT Diversity Survey
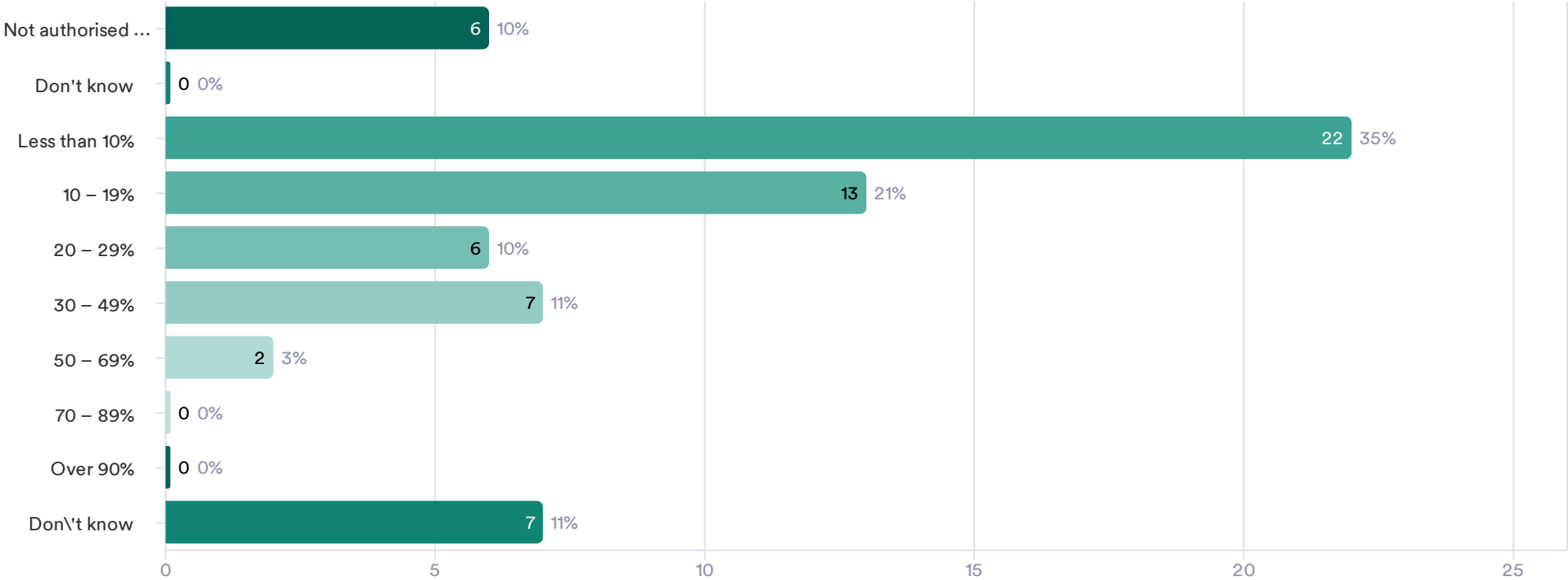
Roughly what percentage of your teaching staff / faculty are living with disability?

63 Responses

Category	Value	Percentage
Don't know	21	33%
Not authorised ...	9	14%
Less than 10%	21	33%
10 – 19%	4	6%
20 – 29%	8	13%
30 – 49%	0	0%
50 – 69%	0	0%
70 – 89%	0	0%
Over 90%	0	0%

Legend: ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90%

CILECT Diversity Survey

Roughly what percentage of your teaching staff / faculty would be considered a cultural minority?

Category	Count	Percentage
Not authorised ...	6	10%
Don't know	0	0%
Less than 10%	22	35%
10 – 19%	13	21%
20 – 29%	6	10%
30 – 49%	7	11%
50 – 69%	2	3%
70 – 89%	0	0%
Over 90%	0	0%
Don\'t know	7	11%

Legend: ● Not authorised to say ● Don't know ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90% ● Don\'t know
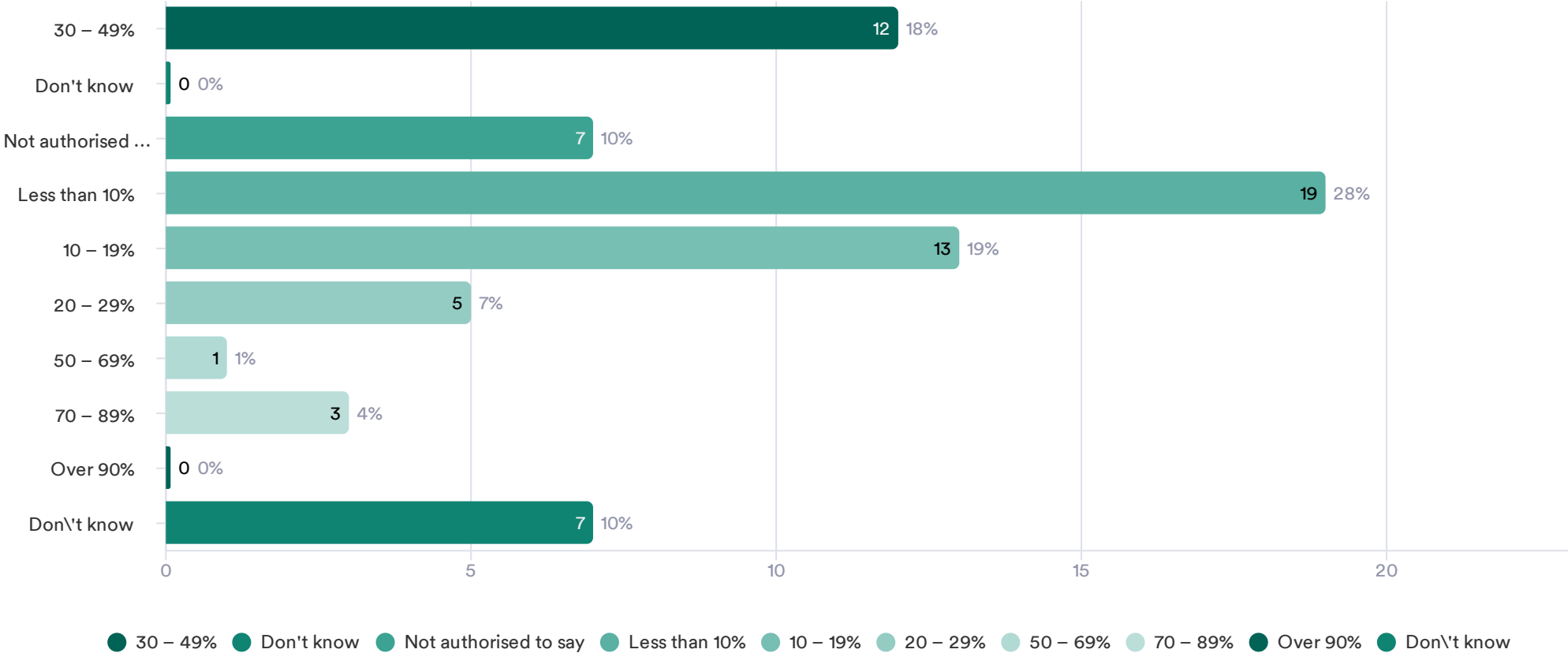
Roughly what percentage of your students are:

70 Responses- 3 Empty

Legend: ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 30 – 49% ● 50 – 69% ● 70 – 89% ● Over 90%
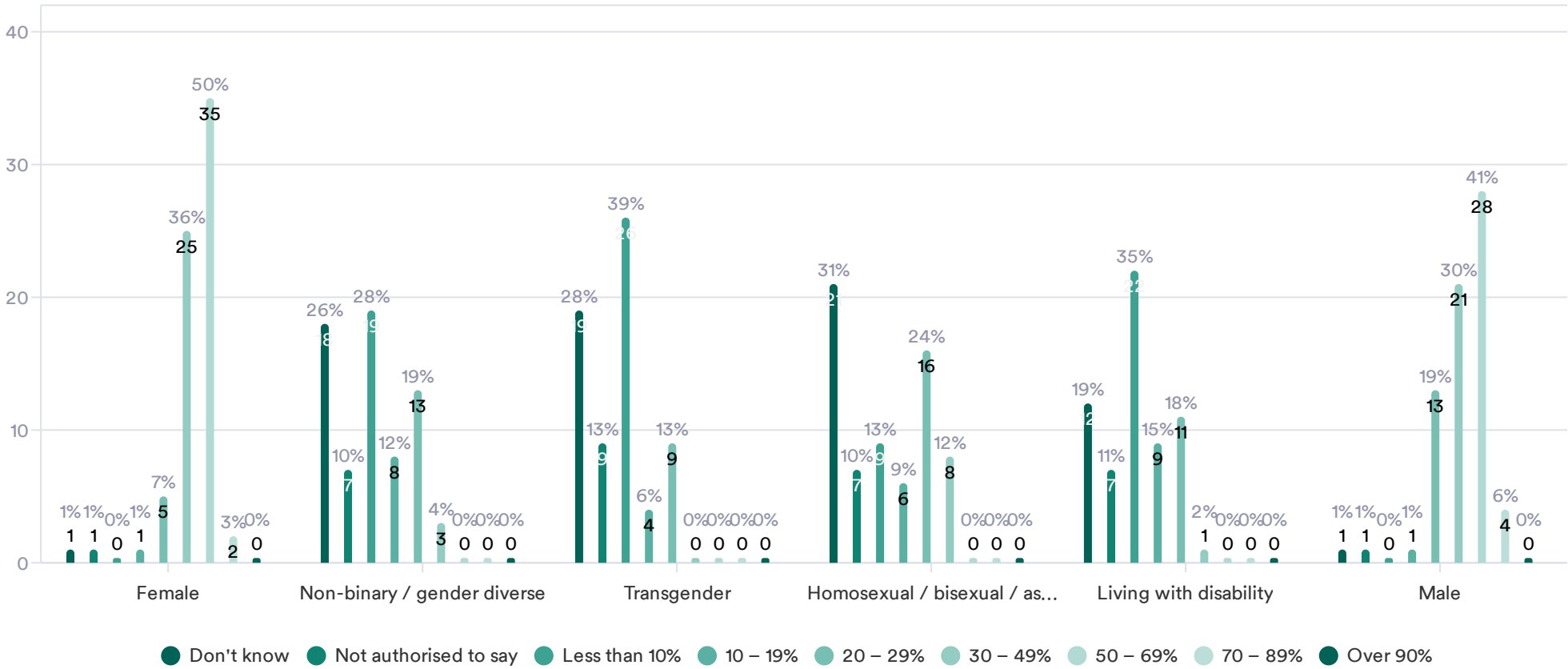
Roughly what percentage of your students would be considered a cultural minority?

67 Responses- 6 Empty

Category	Value	Percentage
30 – 49%	12	18%
Don't know	0	0%
Not authorised ...	7	10%
Less than 10%	19	28%
10 – 19%	13	19%
20 – 29%	5	7%
50 – 69%	1	1%
70 – 89%	3	4%
Over 90%	0	0%
Don\'t know	7	10%

Legend: ● 30 – 49% ● Don't know ● Not authorised to say ● Less than 10% ● 10 – 19% ● 20 – 29% ● 50 – 69% ● 70 – 89% ● Over 90% ● Don\'t know

CILECT Diversity Survey

Please add any additional comments about your experience of this survey, or about equity, diversity and inclusion issues in your school or institution.

Data
The student body is diverse racially and ethnically but we would like to attract more international students.
In France datas on sexual orientation, ethnicity, color or religion are forbidden so it wasn't possible to complete the form. However, this survey is about an important subject for our school. Currently we are defining diversity criterias which are legal and factual as : Studies : level of diploma type of baccalaureate / diploma Situation before : jobseeker NEET (Not in Education, Employment or Training) not-security job Social: level of scholarship (based on revenues) welfare aid priority security zone parents' job Others : people under justice control beneficiaries of international protection disabilities We have already evaluated those criterias for our program classe alpha (that we have presented at CILECT 2022) and we are currently working and collecting datas for the rest of the school. To support inclusion, we have opened our admission conditions and put in place trainings to raise our staff's awareness on: Dys disabilities mental health issues We are also building partnerships with some organizations engaged in diversity and inclusion. We hope that this survey will help us to develop further our strategy and that we'll be informed about good practices put in place in other shcools. We'll be glad to work on this subject with CILECT and GEECT members.
There is a psychological service at our university that helps our students and faculty with the above mentioned issues. All our faculty regularly take special courses on inclusion.
The slider was a bit frustrating as the percentage categories were not as malleable or as finely tuned as one might wish.
Our school used to attract students were mainly white males, but after years of effort to diversify our student body, we now often have classes that are majority minorities. In our current MFA2 class of 32 students, only five are white, and half are female. We don't gather gender/sexuality data, but we have a number of non-binary students in the program. When we have a job opening at the school we try to fill it with a minority hire, but that has proven more challenging. It's hard to get anyone to come to our small town to teach, and we don't have much turnover in our faculty.
EmbeddedFont", "Open SansMSFontService", sans-serif;">Swinburne was the EmbeddedFont", "Open SansMSFontService", sans-serif;">first Australian university to achieve 'Elevate' status EmbeddedFont", "Open SansMSFontService", sans-serif;">for our second Reconciliation Action Plan 2017–2019 and has also achieved 'Elevate' status for our third Reconciliation Action Plan 2020–2023.EmbeddedFont", "Open SansMSFontService", sans-serif; color: rgb(52, 54, 66);"> EmbeddedFont", "Open SansMSFontService", sans-serif; color: rgb(52, 54, 66);"> EmbeddedFont", "Open SansMSFontService", sans-serif;">Swinburne will ensure Aboriginal and Torres Strait Islander peoples are culturally safe and Aboriginal and Torres Strait Islander self-determination and knowledges are embedded across the university. We will find ways to express this through our strategic priorities of future-ready learners, research with impact, and innovative enterprise.EmbeddedFont", "Open SansMSFontService", sans-serif; color: rgb(52, 54, 66);">
We are a small community and are currently in the process of making a Gender equality and inclusion strategy. Also, because of GDPR regulation (General Data Protection Regulation) we are not at liberty to ask our students, for example, to define their sexual orientation etc. which makes it impossible to have exact (official) statistics but many of our students are open about their sexual orientation and do not have problems with teachers and/or students. We do our best to provide a safe environment for both teachers and students.

Please add any additional comments about your experience of this survey, or about equity, diversity and inclusion issues in your school or institution.

Data
2020/2021 Racial / Gender Demographics across the University are as follows: Students Female: 55.30% African (black South African): 60.60% Indian/Asian/Mixed (South African): 15.59% White (South African): 14.08% International (All races): 8.96% Permanent Academic Staff Female: 51.03% African (black South African): 18.62% Indian/Asian/Mixed (South African): 15.35% White (South African): 41.03% International (All races): 25%
-College Employee guidelines respects any/all (ethnic, cultural, gender)diversity of staff and students. -Students are exposed to sensitisation sessions on inclusion, gender and diversity issues and even make films/documentaries on such topics. - We have a counsellor on campus who supports mental health - We have support systems for physical disability needs -While we notice diverse students on campus we do not actively gather data regarding gender orientation.
We are lucky to have a very active Social Justice office and they keep issues related to diversity and inclusion high on the radar.
A very important and often overlooked in our setting.
It's no secret that in Italy we're still behind in terms of gender equality, inclusion and diversity. Still, at our School we're adopting policies and pursuing strategies to promote the diversity culture among the different members of our community (students, teachers, staff...) In this respect, we've also started a collaboration with the Diversity Lab Foundation in order to address any specific issue relating to diversity in all contexts, from training to representation and communication.
The structure of this survey frames racial and ethnic diversity very much in terms that resonate primarily with multicultural (read: postcolonial) cultures in which fairly recent migrations have shaped populations (US, UK, some parts of continental Europe). This framework does not necessarily reflect the way diversity is understood in other contexts/cultures. The survey does not address issues of DEI & accessibility within CILECT as an institution. The lack of a meaningful online presence beyond organization websites frames an insistence on travel and in-person attendance to the detriment of more regular networking and institutional growth. Beyond the benefits related to increased publicity for CILECT and regional groups, online access is also a diversity issue. Travel is unavailable to everyone in equal measure for a host of reasons, many of which have become even more apparent since the covid shutdown. It would be great to see more online events open to member schools, and a formal push for an increased online presence in social media to promote interactivity among members even outside proscribed events.
the term ethno-racial perhaps needs a definition
Thank you for the opportunity to share with you information about us. As we not gathering a lot of DIversity Data I can not share with you what we don't know.
People of color - faculty/students/staff ?
We don't take into account some of the elements of this survey as we feel we must respect the privacy of persons. Question 7 doesn't allow an age above 39. My age is 73

Please add any additional comments about your experience of this survey, or about equity, diversity and inclusion issues in your school or institution.

Data
we believe that diversity has to be driven by a more diverse student intake, as this is the parameter which can be adjusted most effectively within a shorter period of time. An additional task goes with this: we will have to support talented applicants from underprivileged groups in order to achieve fairer decisions in student intake. This requires cooperation with and funding by external institutions, as the school does not have the mandate to offer such courses to potential applicants.
At Jakarta Institute of the Arts we support equity, diversity, and inclusion. However, we have not collected any data about it. We have students from different ethnicity, religion, age, and region. Our school is located in Jakarta, Indonesia's capital city which is a melting pot for a comprehensive diverse people and it reflected to us also. For example, many of our staff and students can speak their local languages like Javanese, Balinese, and many more. We did not restrict anyone to become a student. As for gender preferences etc, it doesn't affect the student's educational value. But we are still strict to the Indonesian government's rules.
Issues of diversity and inclusion are key concerns for the School and University
We have a robust state policy about diversity and inclusion issues that has been adopted by our Institute. However this information / data is protected.
Our only critique is that the format of the survey does not allow for a negative answer, which slightly warps the results.
I must say the questions in this form are posed in a hegemonic North Atlantic phrasing that makes it very difficult to respond for regions outside of this white-centered and liberal discourse.
Our institution is against all kinds of sexual, racial, religious and ethnic discrimination; maintains its stance of supporting differences and diversity as a principled policy.
We only ask our students for "juridical gender" (F/M) and "first language". No other personal data is considered necessary according to GDPR. Students with disabilities that reduce their study capacities are encouraged to address the university's Disability Coordinator with their needs (mostly dyslexia at our school).
The school has been progressing steadily towards gender equilibrium both regarding staff and students. An increase in ethnic diversity is harder to achieve due to social and economic conditions in the country. Very few candidates from ethnic minorities try to enroll. Those that do normally enter the course. Due to the especific characteristics of the course students with disabilities do not try to join us. We are having a conversation with associations that work in that area in order to gain knowledge that could lead to the creation of opportunities for students with disabilities.

Please add any additional comments about your experience of this survey, or about equity, diversity and inclusion issues in your school or institution.

Data
As a private college, some EDI isssues are affected by lack of affordability for many students. As well, many under-represented minorities prioritize education for professional careers like law and medicine over a film program within an art school. Perception has not caught up with the reality that there is an abundance of well-paid work across the spectrum of moving image media and that is an important goal for us. We have a terrific DEI administrator who is active in addressing the needs of racial and ethnic minorities. Our student body is now over 50% female, but the faculty and staff -- while improved -- is not. The decision-making echelon of the administration is male. Due to the political climate in the United States, it is possible to count our nearly 40% international students from Asia as a minority.
EDI is vitally important and I'm very pleased that CILECT is addressing this issue. CILECT is well placed to be a strategic leader on this matter - making sure screen education and the industry is fairer and more equitable and driving change for the next generation of filmmakers and creatives..
These questions are missing I feel: how the political/social surranding supports this issue in your country? What is the main ethnic minority in your country and how are they represented in your school? Does your school collect data about ethnic, religion, gender, disability etc. and how it gets them? Does the curricula includes the subject of diversity and inclusivity or encourages the social responsibility in the artistic work? And if yes how it's done?

CILECT Diversity Survey

Data collected September to December 2022