

# Call for Proposals

## Education International (EI) Equality Quadrennial Surveys: LGBTI+ Rights

### **BACKGROUND**

Education International (EI) is the global federation of education unions representing over 32 million teachers and education support personnel (ESP) working in early childhood to higher education.

Education trade unions play a critical role in promoting inclusion and diversity in our schools, and protecting the fundamental rights of our lesbian, gay, bisexual, transgender, intersex, and other sexually and gender diverse (LGBTI+) members and students. EI believes every teacher and ESP is entitled to work free from discrimination and violence regardless of their sexual orientation, gender identity, gender expression, or sex characteristics.

Through various actions, EI member organisations advocate for inclusive education systems and school communities where LGBTI+ students, teachers, and their families feel welcome, safe, valued, and respected. To take stock of these efforts, EI has been mandated by its' founding Congress in 1995 to carry out surveys on equality and diversity issues prior to each World Congress every 4 years, including the rights of LGBTI+ teachers, ESP, and students. The next EI World Congress will be held in Buenos Aires, Argentina in July 2024, where these results will be published to EI member organisations.

This survey provides an informative cross-section of union policies, advocacy points and current educational challenges, together with selected case studies which seek to advance EI's work furthering and protecting LGBTI+ rights in and through education.

### **OBJECTIVES**

- Collect experiences and insights from EI member organisations across regions on their work furthering LGBTI+ rights by, for example:
  - Promoting inclusive and safe environments of LGBTI+ members within unions, including recruitment and retention of members, capacity building, policy development, research activities, networks, advisory structures, etc;
  - Promoting the rights and safety of LGBTI+ teachers, ESP, and students within schools and universities;
  - Advocating and demonstrating solidarity work on LGBTI+ rights in society at large
  - Collaborating with other civil society organisations
- Review key developments, including progress on achieving equality and inclusion in education and education unions
- Explore union strategies and challenges in contexts where unions face anti-gender, anti-LGBTI+ environments
- Gain insights on the ways EI can better support member organisations in this regard

### **SUGGESTED RESEARCH APPROACH**

*Phase 1. Development of the survey.* Co-create the indicators and questions of the survey in collaboration with EI staff. The first draft of the survey will be subject to a pilot test, after which the researcher should address the received suggestions and comments. In phase 2, the second draft of the survey is sent to EI members across regions.

*Phase 2. Collection of data.* An online quantitative and qualitative survey will be sent to all EI members across regions. This survey will be co-created with guidance from EI staff and will address and expand upon the various objectives indicated above.

*Phase 3: Follow up interviews.* Unions will self-identify if they are interested in participating in follow-up interviews to participate as a case study exploring union strategies and challenges in facing the rising anti-LGBTI+ backlash or increasing hostile environments, with a goal of 1 union per region participating.

*Phase 4: Data analysis.* The analysis will seek to synthesize member inputs, identify trends over the last 10 years where possible, examine regional priorities and trends, and provide a range of case studies from different regions. The qualitative evidence resulted from the interviews should be triangulated with the quantitative data and included in the final report.

*Phase 5. Drafting the report.* Drafting the preliminary and final versions of the report. The final report should be accompanied by the editable graphs and figures and the full data set.

## **LANGUAGES**

The survey will be conducted in English, French, and Spanish in accordance with EI’s working languages. If the researcher(s) cannot work in these languages, EI can support translation of documents; however, EI cannot provide interpretation during interviews. The report will be drafted in English, and EI will translate the report into French and Spanish.

## **SUGGESTED TIMELINE & DELIVERABLES**

| <b>DATE</b>                     | <b>DELIVERABLE</b>  |
|---------------------------------|---|
| 15 November 2023                | First version of the survey uploaded to the survey platform and ready for pilot test  |
| 7 December 2023                 | Final survey in 3 languages & interview protocol (if applicable)  |
| December 2023-Mid February 2024 | Data collection   |
| 1 March 2024                    | 1 <sup>st</sup> draft of the report received in English   |
| 8 March 2024                    | 1 page summary with initial findings for EI Executive Board   |
| 12 April 2024                   | 2 <sup>nd</sup> draft of the report received in English   |
| 30 April 2024                   | 3 <sup>rd</sup> and final draft of the report received in English. The report should be accompanied by editable versions of the graphs and figures and the raw data collected in the surveys (xlsx or cvs formats). |

## **BUDGET**

- 11,000 Euros
- Education International will bear the cost and responsibility of copyediting, translation, and layout of the final report
- Education International will bear the translation costs for any communication with EI member organisations, including costs of the survey itself; however, any interpretation needed for interviews will come from the allotted 11,000 budget

#### **SCHEDULE OF PAYMENTS**

- 25% on receipt of the signed contract
- 25% on receipt of the interim report
- 50% on receipt and approval of the final report

#### **REPORT FORMAT**

The final report, delivered in English, will be no longer than 30 pages long or 15,000 words and will be divided into the following sections:

- Executive Summary
- Table of Contents/Acknowledgements
- Main text: Introduction including a brief overview of major trends in LGBTI+ rights in labour and education Methodology, Findings & Discussion
- Case Studies
- Conclusions
- Appendices (digital format): graphs and figures in editable version and full data set in xlsx or cvs format.

#### **RESEARCHER EXPERIENCE AND EXPERTISE**

- Advanced academic degree in a relevant field (e.g. education, psychology, politics, human rights, gender studies, queer studies, labour and employment);
- Experience in gathering and analysing qualitative and quantitative data, and in producing compelling and user-friendly reports, academic publications, and/or other professional written work in the field of LGBTI+ rights, gender equality, or labour rights;
- Experience in intersectional and decolonial research approaches;
- Strong interest in and knowledge of the rapidly changing LGBTI+ equality movement at the international level
- Capacity to work independently, with ability to share information, receive feedback and engage in dialogue with partners;
- Experience of working with and coordinating a team of researchers, if necessary;
- Excellent command of the English language and excellent writing skills;
- Excellent knowledge of statistical software (e.g., R, Stata or SPSS) and qualitative analysis software.
- Working proficiency in French and/or Spanish are strongly encouraged;
- Prior experience in publishing in academic journals and writing for a policy audience are desirable.

#### **APPLICATIONS**

Applications should include:

- The researcher(s)' up-to-date curriculum vitae(s);

- A cover letter stating the research methodology, the scope and scale of the project as well as detailing how applicants' qualifications and experience make them suitable for the assignment.

Interested lead researchers should submit their applications via email to [LAINIE.KEPER@ei-ie.org](mailto:LAINIE.KEPER@ei-ie.org) no later than **25 October 2023**.