DISCOVER YOUR SPARK

Challenge 10/27 Program
INTERNATIONAL YOUTH SUMMIT
OF TRANSYLVANIA
March 17-22, 2019

Topic Guide
"Education for Diversity"

Introduction:

Education for diversity is transformative education that includes the concept of social justice, as well as multiple perspectives of various social groups. Much discussion about diversity focuses on the following forms of marginalization: race, gender, religion and sexual orientation. Education for diversity is a conscious, continuous and focused effort to overcome and deconstruct the dominant stereotypes and prejudices and to recognize and prevent discriminatory practices so that students from different racial, ethnic, and social class groups experience educational quality. The educational practice has gone beyond providing access to minority groups. Now, many educators are discussing ways to revise teaching strategies so methods are more inclusive. You might ask yourselves: but why is diversity in education important? In a global society, it is essential that students have an understanding and appreciation for other cultures. As our schools and communities grow to be more culturally diverse, it is critical that we appreciate and understand the different backgrounds of our students, neighbors, and colleagues.

History:

Educational inequality is the unequal distribution of academic resources, including but not limited to; school funding, qualified and experienced teachers, books, and technologies to socially excluded communities. These communities tend to be historically disadvantaged and oppressed. The ultimate test of an educational system is whether it makes sure that every student, whatever their background, is exposed to the content they need to compete in today's society. More often than not, individuals belonging to these marginalized groups are also denied access to schools with abundant resources. Inequality leads to major differences in the educational success or efficiency of these individuals and ultimately suppresses social and economic mobility.

Some schools ensure the curriculum is balanced in its content, free of partisan bias and deals with real-world issues with LGBT content and insights that are critical parts of the curriculum. If schools are to deal with real-world issues, they must promote inclusive education practices.

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER YOUR SPARK

The US established an act of Parliament in 2001 known as the No Child Left Behind (NCLB), aiming at bringing reforms in the education system. It aims in maintaining high standards and strategies in order to improve the education system and eliminate the education inequalities.

In 2006 the European Parliament recommended eight Key Competences for lifelong learning. The competences illustrate the emphases of the Union toward economic growth and social cohesion for Europe that should be learned from a young age. The eight competencies are: 1. Communication in the mother tongue; 2. Communication in foreign languages; 3. Mathematical competence and basic competences in science and technology; 4. Digital competence; 5. Learning to learn; *6. Social and civic competencies*; 7. The sense of initiative and entrepreneurship; *8.Cultural awareness and expression.*

It is intended that students develop these social and civic attitudes and skills to be positive contributors to Europe and its economy.

EU strongly encourages pupils to start learning their first foreign language at six, and their second at twelve. In secondary schools, classes of art, sport and music are always made up of a mix of different nationalities in order to increase awareness about different cultures and diversify the way of studying. History and geography are also taught along with an optional course in economics.
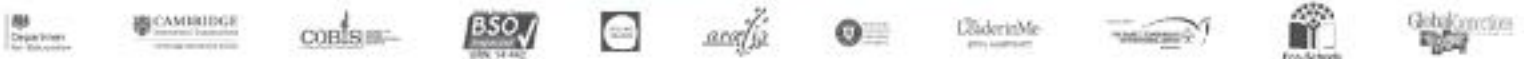
Two schools in Madrid implemented a project aimed at developing the role of students as mediators to resolve conflict and support emotional learning in school. The objectives of the projects fitted in with the shared vision of both schools to promote inclusion and diversity. Responsibility for realizing the objectives and vision was shared by the pastoral team and the young leaders who were trained and then went on to train their fellow pupils. The project, therefore, enabled learners in the school to develop leadership skills relevant for inclusion. The result of the project is that the young leaders now take ownership of the mediation project themselves. The sustainability of the initiative was ensured because the objectives became embedded in school activities and planning.

Education dates many eras back in history and unfortunately, so does educational inequality. It's been over 120 years, but still, black and Hispanic children have not really achieved the amount of financial success as white children did after finishing school.

Median Wealth By Race & Income (2013)
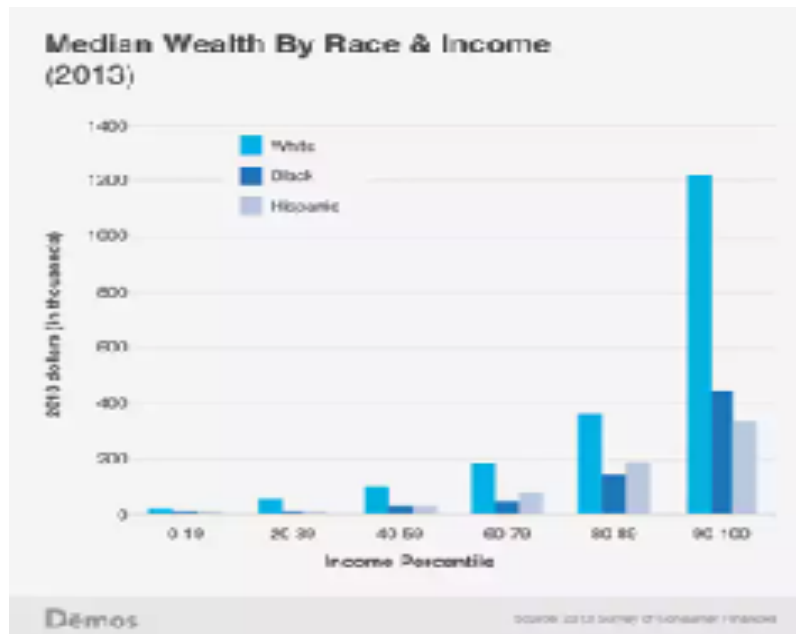
The EU is slowly approaching its goals on having more educated people but it comes at a price of maintaining inequalities between social categories and member states. At the end of 2014, the Census Bureau said, 72.3 percent of white households lived in homes of their own, compared to 44.5 percent of Hispanics and 42.1 percent of blacks (according to Washington Post).

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER YOUR SPARK

According to The Guardian, A recent study found that 10.3% of black students quit university early in England, compared with 6.9% for the student population as a whole.

Heather, 23, says she dropped out of a business management degree at the University of Brighton despite achieving good grades because of factors relating to her race and mental health. "I found I was living with people I didn't have anything in common with, and I also didn't have the support network I had at home. Tutors didn't seem to care about me; nobody asked where I was if I didn't come to class. I felt like a lot of other students were cared about more than I was, and grew quite depressed."

Education targets in the Europe 2020 program include a reduction of the number of early leavers from education and training to less than 10 percent, a 95 percent rate for early childhood education and care, a 40 percent rate for tertiary education attainment, an 82 percent employment rate of recent graduates.

The end results of educational inequalities are increasingly tragic. More than ever before in history, education is not only the ticket to economic success, but also to basic survival. Whereas a high school dropout had two chances out of three of getting a job 20 years ago, today he or she has less than one chance out of three, and the job he or she can get pays less than half of what would have been earned 20 years earlier

Education is essential to economic growth, poverty reduction, gender equality, public health, conflict resolution and the transformation to sustainable production and consumption.

Ensuring diversity in education can further accelerate the achievement of these

Current Situation:

Nowadays, this idea of diversity in education has expanded to include a wide range of categories such as race, gender, religion and sexual orientation. In this section, for each category mentioned above, there will be presented actions taken recently in order to support this concept and the problems faced (Also make sure to research for each category the current situation in your country and feel free to add more if you want to).

1. Race:

In order to reduce and try to eliminate racism in learning environments, measures such as the following can be taken:

- Implementing school policies which include anti-racism education strategies. Organizations were established in order to aid schools and universities

- Collaborating with organizations whose focus is helping institutions that have this problem, such as:

Advance HE:

"Advance HE supports universities in putting an institutional strategy into practice for the benefit of students, staff and society. We bring together HE-focused expertise in governance, leadership and management, teaching and learning, and equality, diversity and inclusion, to help you to deliver world-leading teaching, research and scholarship, your civic mission and student outcomes at your institution."

Teaching Tolerance:

"Teaching Tolerance provides free resources to educators—teachers, administrators, counsellors and other practitioners—who work with children from kindergarten through high school. Educators use our materials to supplement the

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER   YOUR SPARK

curriculum, to inform their practices, and to create civil and inclusive school communities where children are respected, valued and welcome participants."

- A study which was done in 2018 showed the following:

"Over the past 11 years of producing these reports we have seen small but consistent improvements in a number of equality areas, such as gradual reductions in the average gender and ethnicity pay gaps among academic staff and the narrowing of the BME attainment gap," said Gary Loke, an Advance HE director."

Unfortunately, there are a lot of figures that show us we have lots of work left to do:

More than twice the proportion of BME teachers (31 per cent) said they have experienced discrimination at work in the past year compared to their white peers. (UK)

The survey of 12,000 teachers, undertaken by the Nasuwt teaching union and the Runneymede Trust, found BME teachers were more likely to have suffered ill health as a result of work. (UK)

Almost eight in 10 BME teachers (79 per cent) believed that they were not paid at a level "commensurate with their skills and experiences", and nearly two-thirds had experienced "verbal abuse by pupils" compared to just over half (51 per cent) of their white counterparts. (UK)

The report, Race, Ethnicity & Equality in UK History, is the work of the Royal Historical Society (RHS). Based on surveys and interviews with more than 700 UK historians, it examines what is taught in the history departments of our universities and who does the teaching.

Among UK-national staff, 96.1% of university historians are White, a figure again higher than in most other subjects.

Underrepresentation is particularly stark for Black historians, who make up less than 1% of UK university-based History staff. One-third of BME respondents to the RHS survey reported witnessing discrimination or abuse of colleagues and/or students based on race or ethnicity during their academic employment, and 29.5% reported having experienced such discrimination themselves.

In the 2016-17 academic year, just 25 black women were recorded as working as professors, out of about 19,000 professors in total. More than 14,000 white men were recorded as professors, while just 90 black men held positions of the same status. (UK)

2. **Gender:**

Gender equality in education is also an ongoing battle for most countries in the world and there are various organizations that help overcome it:

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER · YOUR SPARK

- UNESCO: "Gender equality is a global priority for UNESCO and inextricably linked to its efforts to promote the right to education and support the achievement of the Sustainable Development Goals (SDGs). Through the Education 2030 Framework for Action, SDG 4 aims to 'Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all' and SDG 5 to 'Achieve gender equality and empower all women and girls.''

- UNICEF: ''UNICEF is deeply committed to creating a world in which all children, regardless of their gender, socioeconomic background or circumstances, have access to free, compulsory and quality education. UNICEF's mandate to serve the most marginalized populations prompts it to focus special attention on girls, the largest group excluded from education.''

In South Asia, UNICEF works to strengthen country-level partnerships to advance gender equality in education. We collaborate with the United Nations Girls' Education Initiative (UNGEI) Secretariat to provide technical support and knowledge management to implement programs on girls' education and gender equality at the country level. We support our country offices in gender-responsive sector planning and strengthen national partnerships for girls' education, among others.'

Some countries such as Iceland, Finland, Norway, Sweden, Ireland, Philippines, have improved greatly and are coming close to closing this gender gap. According to World Economic Forum's Global Gender Gap Index which ranks countries based on their ability to close the gender gap in 4 key areas: health, education, politics and economic equality, Iceland ranks first and has been for the past nine years in a row.

Here are some facts about the current situation in Iceland:

"Reykjavik University and the older, larger University of Iceland, pay all staff equally. The majority of Iceland University's deans and governing council members are women.''

'Since 2011 equality is one of six pillars of education in the Icelandic national curriculum guide for all school levels. By law, equality issues are since 2008 a new subject of study in primary schools. RannKyn, The Center for Research on Equality, Gender and Education, at the University of Iceland has been investigating practices and resistances towards gender equality in teacher education in Iceland, and now the focus is extended to school leaders and schools.''

"As of 2018, 88% of working-age women are employed, 65% of students attending university are female, and 41% of members of parliament are women.''

As for some overall progress: Two-thirds of countries have reached gender parity (defined as having a gender parity index (GPI) value between 0.97 and 1.03) in enrollment in primary education.

The following show we still have a long way to go:

"More girls than boys still remain out of school - 16 million girls will never set foot in a classroom (UNESCO Institute for Statistics) - and women account for two-thirds of the 750 million adults without basic literacy skills.''

'Girls' education is a major priority. Across the region, 9 million girls between the ages of about 6 and 11 will never go to school at all, compared to 6 million boys, according to UIS data. Their disadvantage starts early: 23% of girls are out of

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER YOUR SPARK

primary school compared to 19% of boys. By the time they become adolescents, the exclusion rate for girls is 36% compared to 32% for boys.'(in Africa)

According to OECD 71% of men graduates with a science degree work as professionals in physics, mathematics and engineering, whereas only 43% of women work as professionals.(UK)

Population 25 years or older with at least some secondary education:

Regions	Male (%)	Female(%)
The Arab States	54.6	45.1
East Asia & Pacific	75.5	67.8
Europe & Central Asia	85.9	78.4
Latin America & Caribbean	59.1	59.5
South Asia	60.6	39.8
Sub-Saharan Africa	39.2	28.8
Least Developed Countries	34.3	25.0

Top 10 Countries with the biggest difference in mean years of schooling (2017):

Country	Male	Female	Difference
Afghanistan	6	1.9	4.1
India	8.2	4.8	3.4
Equatorial Guinea	7.2	6.7	3.3
Togo	6.5	3.3	3.2
Congo (the Democratic Republic of the)	8.4	5.3	3.1
Cameroon	7.6	4.7	2.9
Nepal	6.4	3.6	2.8
Pakistan	6.4	3.8	2.7
Liberia	6.1	3.5	2.6
The central African Republic	5.6	3	2.6

'The University of Cambridge is the latest university to submit its records, revealing a 15% gap in median hourly pay between men and women on the university's staff – including non-academic employees. Cambridge's top 25% pay bracket contains approximately two men for every woman. But the bottom pay bracket shows a reversal, with approximately two women for each man among the lowest 25% of earners.'

'Oxford university subsequently reported similar figures, with a university-wide median gender pay gap of just under 14%. New College, Oxford – established in 1379 – is among the worst offenders in higher education that have published so far, with female staff earning 24% less in median hourly pay than their male colleagues.'

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER   YOUR SPARK

'Among other universities that have reported, Royal Holloway, University of London, showed the biggest pay gap so far, with women earning 34% less in median hourly pay than men.'

'You will no doubt be aware that women are underrepresented in Stem (science, technology, engineering and maths) occupations. They make up 14.4% of all people working in Stem in the UK, despite being about half of the workforce.'

'Less than 10% of professional engineers are women in Britain. The figure is only about 15% for engineering students, exacerbating a huge shortfall in the number of engineers needed by industry. Britain's record on employing female engineers remains the worst in Europe, with Latvia, Cyprus and Bulgaria, where about 30% of the engineering workforce are women, and Sweden (26%) and Italy (20%) all having far better records.'

'Gender disparity in education is a prevalent issue in South Asia that is linked to pervasive socio-cultural gender biases in the region. At the primary level, 5.9 million girls are out of school compared to 5.5 million boys.'

3. **Religion:**

The following presents the current situation regarding a certain type of schools in UK and their relationship with religion:

'The United Kingdom is the only Western democracy to legally impose worship in publicly funded schools. The law in England and Wales provides that children at all maintained schools "shall on each school day take part in an act of collective worship". Northern Ireland and Scotland have similar laws. Even in schools with no religious designation, the worship must be "wholly or mainly of a Christian character.'

Since 2010, new academies and free schools with a religious character have had a 50% limit on the number of places they can allocate based on faith i.e. 50% of places must be equally open to all pupils regardless of their religious background. While not perfect, the cap is the only tangible action the Government has taken to tackle discrimination and segregation wrought by faith schools.

Voluntary-aided (VA) schools are almost exclusively run by religious groups, predominantly the Church of England or the Catholic Church. In addition to imposing religious criteria on 100% of admissions, governing bodies can also apply a religious test on all teaching positions – a degree of discrimination the NSS believes to be wholly unreasonable.

Rather than providing broad, balanced and inclusive education about religious and non-religious world views, VA schools teach confessional RE in accordance with the teachings of their religion. A recent NSS investigation into sex and relationships education in faith schools also found that many VA schools are failing to provide pupils with clear and accurate information.

However, the Government has sought to appease religious lobby groups by making it easier for faith groups to open new voluntary-aided faith schools, which can select 100% of pupils on faith grounds.

However, residents that took part in a poll have the following opinion regarding this issue:

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER YOUR SPARK

'In a 2018 poll by Censuswide, just 17% of respondents said they agreed with the statement: "Publicly funded schools should be able to select pupils on the grounds of their religious beliefs". This compares to the 13% of the public who think state schools should be able to select pupils on the basis of their parents' political views.'

4. **Sexual orientation:**

The situation regarding discrimination against LGBTQ students is varied around the world.

For example, in Australia until recently the following laws were in place:

'Queensland and Tasmania do not allow religious schools to discriminate against LGBT students. The Australian Capital Territory and Western Australia allow religious schools to discriminate against LGBT students provided the discrimination conforms to religious doctrines, tenets, beliefs or teachings and is in good faith to avoid injury to religious sensitivities of followers. However, Western Australia does not allow discrimination in a manner that discriminates against a particular class or group of people who are not followers of the school's religion.

Victoria allows religious schools to discriminate against LGBT students provided the discrimination conforms to religious doctrines, beliefs or principles or is reasonably necessary to avoid injury to religious sensitivities of followers.

South Australia allows religious schools to discriminate against lesbian, gay, bi, trans and intersex students provided the practice conforms to religious precepts or is necessary to avoid injury to religious sensitivities of followers.

The Northern Territory allows religious schools to discriminate against trans students in all circumstances, but only against same-sex attracted students for acts done "as part of any religious observance or practice.

New South Wales allows private schools to discriminate against LGBT students (not just religious schools).'

In October several government officials made some declarations regarding these laws:

'On 12 October 2018, Federal Opposition Leader Bill Shorten proposed to work with the Australian Government towards a bipartisan commitment to ensuring religious schools will not be able to expel students on the basis of their sexuality.

On 13 October 2018, Prime Minister Scott Morrison made a public commitment for the Australian Government to table a bill within weeks to remove the ability of religious schools to expel gay students on the basis of their sexuality.

On 17 October 2018, Greens Senator Richard di Natale tabled the Discrimination Free Schools Bill 2018 (Cth) in the Senate to remove exemptions for religious schools to discriminate against students on the basis of their sex, sexual orientation, gender identity, relationship status or pregnancy.

On 17 October 2018, Greens Senator Richard di Natale tabled the Discrimination Free Schools Bill 2018 (Cth) in the Senate to remove exemptions for religious schools to discriminate against staff members on the basis of their sex, sexual orientation, gender identity, relationship status or pregnancy under the Sex Discrimination Act 1984 (Cth). The Bill also contains amendments to remove the discrimination by religious educational institutions under the Fair Work Act 2009 (Cth) on the basis of sexual orientation (the Fair Work Act does not currently prohibit employment-related discrimination based on gender identity or sex characteristics).'

And a new law is already in place:

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER · YOUR SPARK

'Non-government schools will be prevented from expelling gay students on the basis of their sexuality under new laws to be introduced by the Morrison Government.'

In the Philippines, students are subject to bullying and sexual harassment because of their sexual orientation:

'Only 15% of Filipinos reside in areas protected by ordinances against discrimination on the basis of sexual orientation and gender identity".

Even though laws like the following were established:

"In recent years, lawmakers and school administrators in the Philippines have recognized that bullying of LGBT youth is a serious problem, and design interventions to address it. In 2012, the Department of Education (DepEd), which oversees primary and secondary schools, enacted a Child Protection Policy designed to address bullying and discrimination in schools, including on the basis of sexual orientation and gender identity. The following year, Congress passed the Anti-Bullying Law of 2013, with implementing rules and regulations that enumerate sexual orientation and gender identity as prohibited grounds for bullying and harassment. The adoption of these policies sends a strong signal that bullying and discrimination are unacceptable and should not be tolerated in educational institutions."

A report from 2017 made in Texas, the USA shows the following:

12-month Teasing & Bullying of High School Students in Houston and Fort Worth Independent School Districts, Texas, by Sexual Orientation.
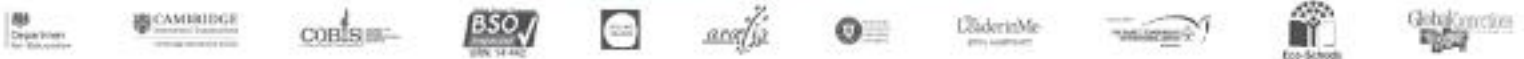
LGB students in Houston and Fort Worth were more likely to report being bullied at school (Houston: 22.1% v. 11.0%; Fort Worth: 28.5% v. 11.5%)171 and electronically bullied (Houston: 22.1% v. 8.8%; Fort Worth: 23.3% v. 7.5%)172 in the 12 months prior to the survey than nonLGB students. In addition, LGB students in both cities were more likely to report being in a fight in the 12 months prior to the survey (Houston: 33.8% v. 22.8%; Fort Worth: 36.7% v. 23.3%)173 and were more likely to report being threatened or injured with a weapon on school property (Houston: 17.2% v. 6.2%; Fort Worth: 11.9% v. 5.0%).174 LGB students in both cities were also more likely than non-LGB students to report missing school because they felt unsafe at least once in the month prior to the survey (Houston: 17.7% v. 8.3%; Fort Worth: 16.4% v. 6.0%).

Past actions:

Education Citizens for Diversity in Global Times:

Migration within and across nation-states is a worldwide phenomenon. However, never before in the history of the world has the movement of diverse racial, ethnic, cultural, linguistic, and religious groups within and across nations been as numerous and rapid or raised such complex and difficult questions about the rights of immigrant and ethnic groups and the extent to which the state should provide them recognition and equal educational opportunities. In 1990, 120 million people were living outside their nation of birth or citizenship. This number grew to 160 million in 2000, and to 214 million in 2010, which was 3.1 per cent of the total world's population of seven billion (United Nations Population Division, 2011).

DISCOVER YOUR SPARK

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

Schools are sites of competition among different values, norms, interests, cultures, and worldviews of diverse groups in multicultural nation-states. As one of society's key institutions, schools have played a role in the reproduction and perpetuation of the dominant group culture; this has been well documented in the history of colonial projects in many different nations (Adams, 1995; Banks, 2009; Luchtenberg, 2004a). Historically, schools in the United States have "Americanized" immigrant and ethnic minority students by assimilating them into dominant Anglo-Saxon Protestant middle-class values, norms, and behaviours (Graham, 2005; Lomawaima & McCarty, 2006).

In Germany and Switzerland, some politicians emphasize the high proportion of immigrant students in their nation as one reason of the poor results of native students on international comparative standardized tests, such as PISA 2000 (Ammermüller, 2007). Along with a similar line, representative surveys indicate that 52% of Europeans believe that the higher the percentage of immigrant students in a school, the lower the quality of education (Thalhammer, Zucha, Enzenhofer, Salfinger, & Orgis,2001). In sum, at least in Europe, people seem to hold a negative belief about the presence of immigrant students in educational institutions.

The Future:

Here are some questions you can think about in order to further develop your ideas:

Should the History curriculum used in a country also include events that occur in other regions (ex. teach the history of the USA in a European country)? If yes, in what level of education (middle school, high school, university)?

Since studies have shown that children are aware and can pick up gender role stereotypes from a young age, should we focus more on eliminating this issue in lower levels of education? Would this also mean coming up with a completely different approach at teaching (encouraging girls to try things before seen as boyish and vice versa) and a new way of defining gender roles in general?

Do you think single-gender education is a factor that slows down the elimination of gender inequality and increases sexism?

Should religious studies become optional for all schools (private and state-owned) and if taught to rather focus on religion at a global scale - show the practices in other religions - in order to encourage students to be more open-minded, tolerant and aware?

For countries where a religion (that is believed to disapprove of LGBTQ) is still regarded 'as law' by the majority of the population, what do you believe the best course of action would be to reduce the stigma and discrimination against LGBTQ students?

Conclusion:

A lot of measures were taken and even more are created every day in order to ensure an education system that encourages diversity all around the globe. Various statistics still show that there is a lot of room for improvement to be made if we want to offer students the quality of education they deserve. Using this study guide as a model, research what

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER YOUR SPARK

actions your country has taken, is taking and will take regarding teaching in a diverse manner. Make sure to think about what aspects of teaching and learning in this way are beneficial and which ones can lead to problems.

References:

Education and racism:

https://www.independent.co.uk/news/education/education-news/bme-teachers-racism-uk-schools-black-minority-ethnic-education-nasuwt-runneymede-trust-a7827131.html

https://royalhistsoc.org/racereport/

https://www.theguardian.com/commentisfree/2018/oct/21/we-risk-losing-slices-of-our-history-if-we-dont-root-out-racism-in-our-unversities

https://www.theguardian.com/education/2018/sep/07/uk-university-professors-black-minority-ethnic

https://education.nsw.gov.au/policy-library/associated-documents/anti-racism-education-advice-for-school.pdf

https://www.tolerance.org/about

Education and gender inequality:

https://en.unesco.org/themes/education-and-gender-equality

https://unesdoc.unesco.org/ark:/48223/pf0000245656

https://en.wikipedia.org/wiki/Sex_differences_in_education

https://www.theguardian.com/science/head-quarters/2018/mar/08/bridging-the-gender-gap-why-do-so-few-girls-study-stem-subjects

Transylvania College is under the High Patronage of Her Royal Highness Crown Princess Margareta of Romania.

DISCOVER YOUR SPARK

https://data.unicef.org/topic/gender/gender-disparities-in-education/

https://www.unicef.org/rosa/what-we-do/education/gender-equality-primary-and-secondary-education

Education and religion:

https://www.secularism.org.uk/faith-schools/end-pupil-discrimination.html

https://en.wikipedia.org/wiki/Faith_school

Education and sexual orientation:

https://www.hrlc.org.au/news/2018/10/23/explainer-religious-discrimination-in-schools

https://www.hrw.org/report/2017/06/21/just-let-us-be/discrimination-against-lgbt-students-philippines#290612

http://williamsinstitute.law.ucla.edu/wp-content/uploads/Texas-Impact-of-Stigma-and-Discrimination-Report-April-2017.pdf

Past Actions:

https://www.taylorfrancis.com/books/9781317222460

https://www.researchgate.net/publication/232570643_Cultural_Diversity_in_the_Classroom_and_its_Effects_on_Academic_Performance_A_Cross-National_Perspective