



6TH ANNUAL

DIVERSITY ABROAD CONFERENCE

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Diversity & Inclusion in a US Context: Supporting Incoming International Students



Elizabeth Coder
Carnegie Mellon University - Qatar

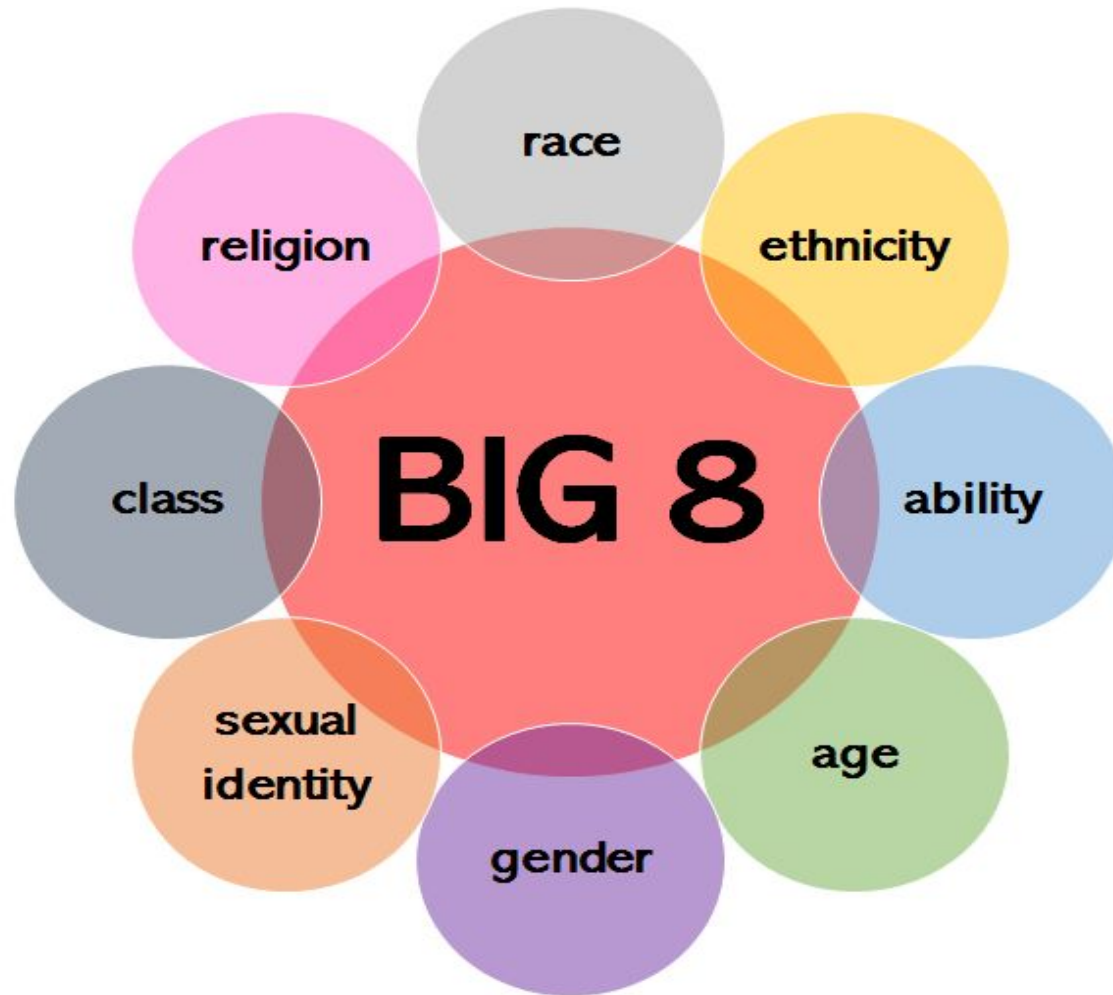
Jacquis Watters
Stevens Institute of Technology

Flow of Presentation

- Introductions
- Reflective Activity
- Social Identities
- Shifting the Focus
 - how are we supporting our international students
 - institutional and individual capacity
- Takeaway Toolkit
- Q&A

Reflective Activity

Social Identities & Living Language



The state of belonging to a social group that has a common national, geographic or cultural tradition

One's internal sense of being a "man", a "woman", neither of these, both, a combination of genders, or having no gender at all

One's own desire, emotional, sexual, spiritual, and romantic attraction to others

Groups of people who have differences and similarities in biological traits deemed by society to be socially significant

The social standing or class of an individual or group of people often measured as a combination of formal education, occupation, and income

Shifting the Focus to International Students

Complicating our Understanding

CLASS

Socio-Economic Standing & International Students

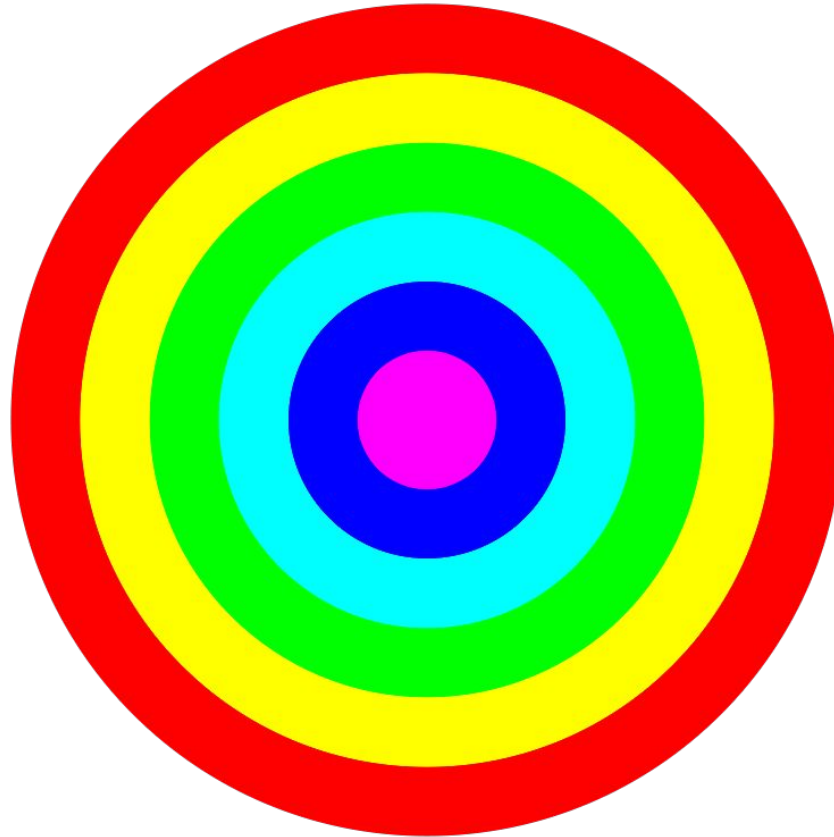
- Schooling Cost
 - tuition, room/board, books
 - no federal aid
- Cost of Living
 - employment
 - on-campus
 - no work-study
- After Graduation
 - cost of immigration
- Current Perceptions around class
 - “cash cows”

Shifting the Focus: Preparation

How well do you prepare international students beforehand?

- How might sexual identity and gender look different in different cultures, countries, or contexts?
- How might race and ethnicity impact international students studying in the United States?

Shifting the Focus: Preparation

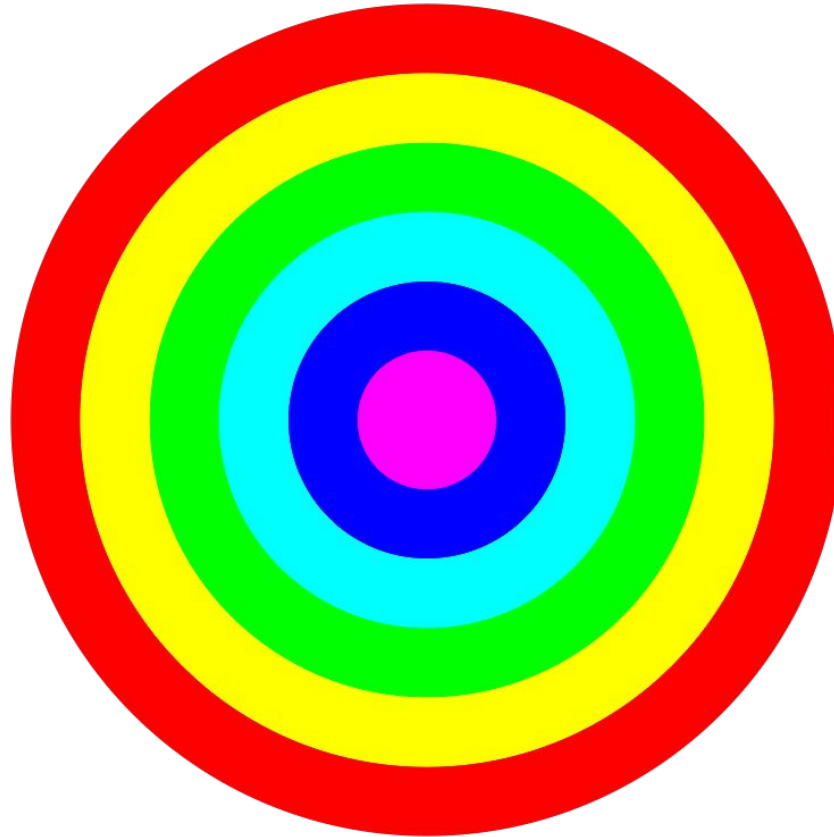


Shifting the Focus: Ongoing Support

What does ongoing support for international students look like on your campus?

- How do you engage international students on self awareness and development of their social identities?
- What do international students need to know about peer (and societal) perception of their social identities?

Shifting the Focus: Ongoing Support

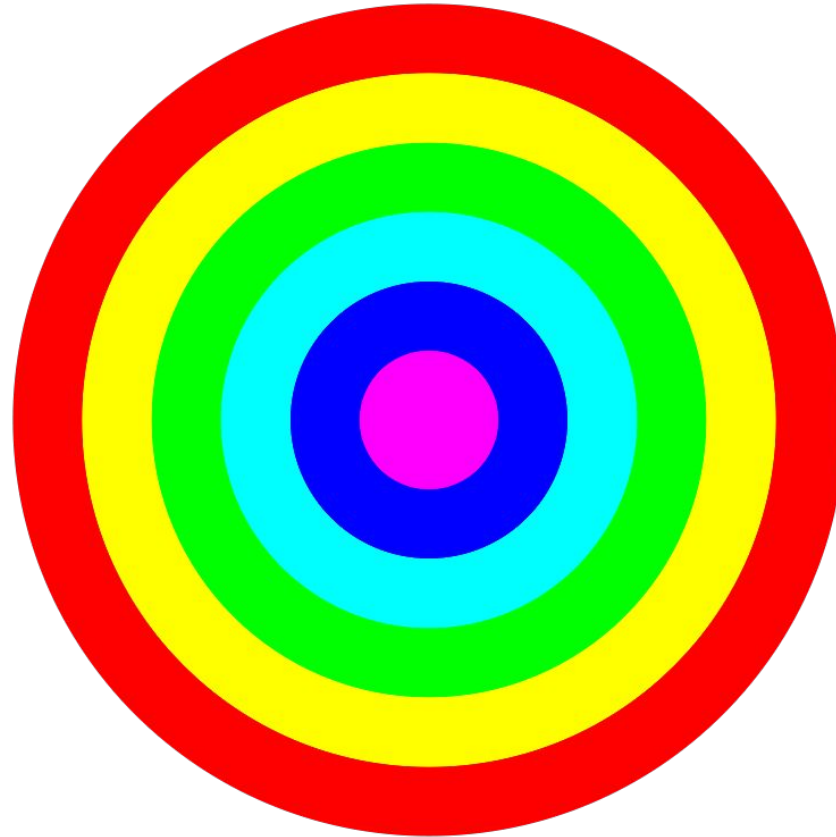


Shifting the Focus: Internal Linkages & Collaboration

Do you collaborate with other colleagues to develop international students?

- How might social media influence international students' expectations and perspectives on race, ethnicity, gender, and sexual identity in the United States?

Shifting the Focus: Internal Linkages & Collaboration



Prep, Ongoing Support, & Collaboration

Preparation

- Providing holistic advising
- Intentionally explore social identities
 - Implement trainings for staff members
- Integrate development models/theories into advising and programming

Ongoing Support

- Hold peer-led discussion groups
- Avoid heteronormative perspectives in departmental material
- Encourage deeper immersion into local community
- Explore the ways in which their experience can lead to academic opportunities

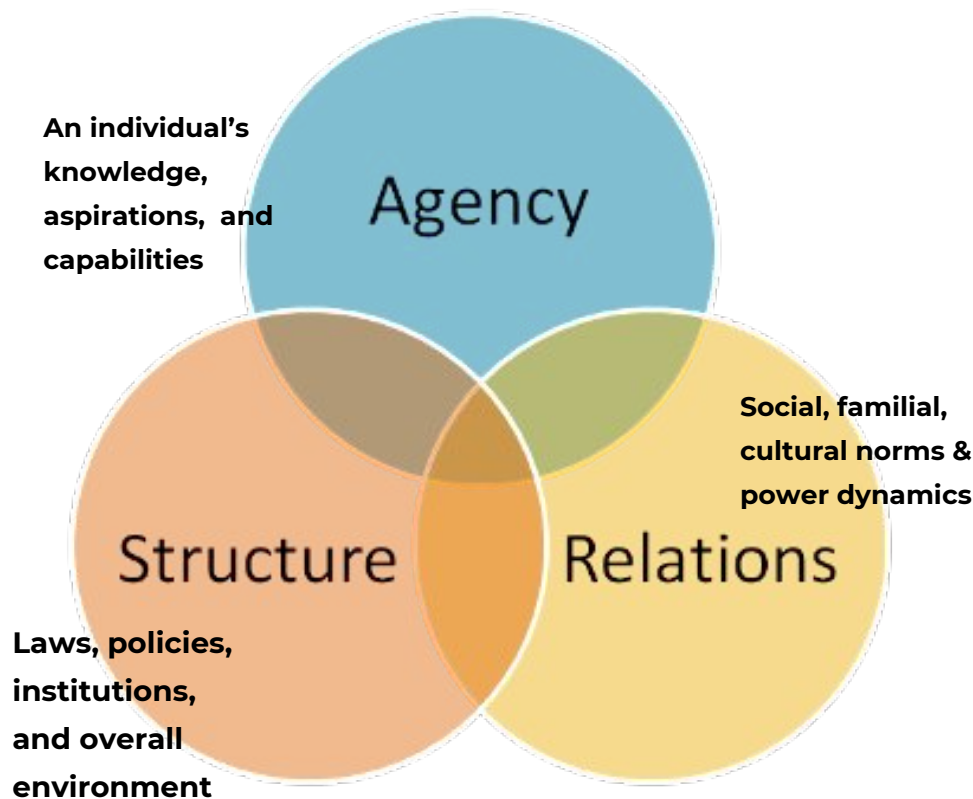
Collaboration

- Partner with University's LGBTQ Center, Women's Center, Multicultural Center, Health Center
- Find mentors in colleagues and peers for students

Takeaway Toolkit

Theoretical Frameworks

WOMEN'S EMPOWERMENT



CRITICAL RACE THEORY

- Offers a radical lens to deconstruct and challenge structural racial neutrality
- Examines issues around race, racial identity and racism
- Storytelling
 - explores hegemonic narratives of power and privilege
 - explores counter narratives from marginalized racial identities
- Notion of intersectionality
 - recognizes that there is not one simplistic, unitary identity
 - coined by Kimberle Crenshaw

Theoretical Frameworks

QUEER THEORY

- Stems most visibly from subcultural and political activism
 - i.e. civil rights movement, gay liberation
- What is that historical development?
 - modernism
 - structuralism
 - post-structuralism & postmodernism
- Traces the historical development of social concepts that are responsible for shaping the definitions of “sex” and “gender.”
 - expression//identity vs biological sex
 - cisgender
 - transgender
- Identity politics, non-conformity, and influence of dominant heteronormative binary

Orientation: Introducing LGBTQ Identity

Program Highlights:

- Contextual Background
 - international student orientation
 - over 70% of all SU transfer students are international students
 - Indonesia, China, and Vietnam
- First Round of Assessment
 - “what’s your sexual identity...”
- Reflections and Next Steps
 - university resources
 - training of orientation leaders
 - implementing new session(s)



Orientation: Introducing LGBTQ Identity

Program Highlights:

- Training of OLs
 - explore identities
 - LGBTQ (SOGI) awareness
 - small group discussions
- Revamped Schedule
 - new session: The History of Stonewall
 - terminology conversation
- Assessment After Implementation



Final Thoughts

Assessment:

- Self
 - educate yourself
 - recognizing biases
- Department
 - commitment to holistically supporting international students
 - serving as a physical welcoming space
- Institution
 - bias reporting system
 - commitment to holistically supporting international students

Immerative Partnerships:

- Academic/Faculty preparation
- Counseling Services
- Local community connections
- Registrar's' Office
- Social and Cultural programs
- Student Leaders and possible mentors
- Title IX Coordinator

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Questions?

Connect with Us

Jacquis Watters

(she, her, hers)

jwatter1@stevens.edu

jacquis.watters@stevens.edu

Elizabeth Coder

(she, her, hers)

ecoder@qatar.cmu.edu