

# Diversity Abroad Presentation Ubuntu

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October 7, 2022

9:00 AM – 10:00 AM

Work in progress- Deadline extension requested



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# Mentorship, Partnership, and the Power of South African term Ubuntu: I Am Because We Are.

Track: Collaborative Leadership & Strategic Partnerships  
*Best Practices/Case Studies*

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Mentorship, Partnership, and the Power of South African Term Ubuntu: I Am Because We Are.

Obse Ababiya, Associate Director , Atlanta Global Partnerships, Office of Global Strategy and Initiatives, Emory University

Kenya Casey, Director, Global Safety and Security, Office of Global Strategy and Initiatives, Emory University

Gary Rhodes, Director, Center for Global Education, California State University at Dominguez Hills

Chan Williams, Assistant Director, Master's in Development Practice, Emory University



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# Ubuntu - Definition

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- **Ubuntu** (Zulu pronunciation: [\[ùbúnt'ù\]](#)<sup>[1]</sup> is a [Nguni Bantu](#) term meaning "humanity". It is sometimes translated as "I am because we are" (also "I am because you are"),<sup>[2]</sup> or "humanity towards others" (in [Zulu](#), umuntu ngumuntu ngabantu).
- **Mindfulness** is the basic human ability to be fully present, aware of where we are and what we're doing, and not overly reactive or overwhelmed by what's going on around us. ([mindful.org](#))
- **Compassionate Leadership** involves a focus on relationships through careful listening to, understanding, empathizing with and supporting other people, enabling those we lead to feel valued, respected and cared for, so they can reach their potential and do their best work. ([kingsfund.org](#))



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# Mentorship in the Workplace

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*Cornell University's School of Industrial and Labor Relations [found](#) that mentoring programs boosted minority representation at the management level by 9% to 24% (compared to -2% to 18% with other diversity initiatives).*

*The same study found that mentoring programs also dramatically improved promotion and retention rates for minorities and women—15% to 38% as compared to non-mentored employees.*



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# Compassionate Leadership

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Compassionate leadership recognizes that every team member is not only a significant individual but also an essential thread in the fabric of an entire organization. They strive to enhance the happiness and well-being of their people by supporting them and giving them what they need to excel.

Compassionate leaders:

- Are more engaging, and can create higher levels of overall employee engagement
- Build robust, trusting relationships at all levels
- Are viewed as being strong
- Inspire greater collaboration within organizations
- Contribute to lower rates of employee turnover
- Inspire their people to feel more connected to one another
- Create environments where employees feel a greater sense of commitment to their organizations

<https://emergenetics.com/blog/compassionate-leader/>



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# Mindfulness and Compassion in the Workplace

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- Adopt a Growth Mindset
- Cultivate Humility
- Express Gratitude
- Be a Single Tasker
- Be Present
- Listen and Learn
- Remove Barriers
- Create a Sense of Belonging



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# Inner Development Goals

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1. Being – Relationship to Self
2. Thinking – Cognitive Skills
3. Relating – Caring for Others and the World
4. Collaborating – Social Skills
5. Acting – Driving Change

<https://www.innerdevelopmentgoals.org/framework>



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# UBUNTU

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Mentorship and Support for Becoming a Leader  
in the Field

Gary Rhodes



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# Leadership and Ubuntu

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*One of the sayings in our country is Ubuntu - the essence of being human. Ubuntu speaks particularly about the fact that you can't exist as a human being in isolation. It speaks about our interconnectedness. You can't be human all by yourself, and when you have this quality - Ubuntu - you are known for your generosity. We think of ourselves far too frequently as just individuals, separated from one another, whereas you are connected and what you do affects the whole World. When you do well, it spreads out; it is for the whole of humanity. – Desmond Tutu*



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# *Transition of the Field*

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- Grand Tour to Exchange to Junior Year Abroad to Semester and Short-Term Study Abroad
- Study Abroad to Education Abroad, Internships, Field Work, Service Projects, etc.
- Proliferation of English Speaking Programs
- Emergence of Non-Traditional Destinations
- Growth of Providers/Direct Enroll
- Increased Emphasis on Study Abroad
- NAFSA Only to Forum and Other Organizations
- Recognition of Complexity for Program Implementation
- Focus on Diversity of Students
- Focus on Diversity of Involved Staff and Faculty



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# ***Transition of the Field***

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- Rich White Students
- Humanities Majors To Europe
- White Faculty
- White Staff

To...

Designing Programs for All Students

Designing Programs in All Places

Designing Programs in All Academic Fields

Creating Opportunities for All Faculty

Creating Opportunities for All Staff



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## ***Transition of the Field***

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- ***Every College and University and Every Study Abroad Organization Has DIVERSITY, EQUITY AND INCLUSION as Critical Areas of Mission and Vision***



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# ***Transition of the Field***

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- Expansion of Staff Numbers in Study Abroad Departments
- Increased Numbers of Staff With a Masters Degree
- Increased Numbers of Staff with a Doctoral Degree
- Growth of the Administrator Who Can Also Do Research



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# ***Transition of the Field***

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- Going Beyond Just Recruiting All Numbers
- Curriculum Integration
- Connecting to the United Nations Sustainable Development Goals
  - 17 = Collaboration on the Goals
- Moving from “Magic” to Designed International Learning: Supporting Pre-Study Abroad, While Abroad and Re-Entry Learning to Enhance the Study Abroad Experience



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# ***Designing Professional Growth***

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Seeing Study Abroad Administration as a Profession

Finding Opportunities as a Student to Work or Volunteer in a Study Abroad Office

Doing Masters Graduate Degree Study to Enhance Education and Certification

Doing Doctoral (Ed.D./Ph.D.) Degree Study to Enhance Education and Certification

Being Part of the Leadership in the Profession

Attending and Presenting at Conferences

Joining Committees and Leadership Groups (on the home campus, regionally, nationally and internationally)



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# ***COVID-19: Moving to Growth and Opportunities***

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Painful times: Loss of Jobs, Reduction in Study Abroad Numbers,  
International Rules Not Allowing for Travel

Opportunity: With the regrowth of study abroad, more positions  
becoming available at

- Colleges and Universities

- Study Abroad Providers

- Organizations and Companies Supporting Study Abroad



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# ***Organizations Supporting Greater Opportunity***

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## ***Diversity Abroad and Others...***

- The Forum on Education Abroad
- NAFSA: Association of International Educators
- Association of International Education Administrators
- Global Leadership League
- Historically Black Colleges and Universities
- Hispanic Association of Colleges and Universities
- International Education Association of South Africa
- Consortium of North American Higher Education Cooperation
- American Council on Education
- NASPA/ACPA – Student Affairs Organizations
- And Many Others



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# ***Mentors***

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Increased Diversity by Leaders in the Field = Increased Opportunities for Having Mentors At All Levels Who Have Created a Path to Employment and Leadership Opportunities in the Field

Expand Your Networks:

- Linkedin (grow your connections)

- Update Your Resume

- New Connections and Reconnections

Post-COVID World Means You Can Connect With Anyone, Anywhere at NO Cost on Zoom... and It's Normal...

...Who Are Your Connections...? Who Could They Be?...



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# Mentors

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We Still Have More Work to Do  
Put Yourself in the Picture

**LaNitra Berger, PhD**



**George Mason University**

**NAFSA President and Chair of the  
Board of Directors**

LaNitra Berger, PhD, is the Associate Professor of Art History and Director of African and African American Studies at George Mason University (GMU). She has helped students secure more than 60 prestigious fellowships such as the Fulbright, Boren, Gilman, Truman, Udall, and Critical Language...



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# ***Leadership and Ubuntu***

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*In Africa there is a concept known as ‘ubuntu’ – the profound sense that we are human only through the humanity of others; that if we are to accomplish anything in this world it will in equal measure be due to the work and achievement of others. – Nelson Mandela*

It is clear that we are making progress, but *I, you, WE*, need to bring future leaders from diverse backgrounds up and support them to create the future that we want to see.



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# Student Engagement

## Chan Williams



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# Higher Ed and The United States of America





# INTROSPECTION

examination of one's own  
thoughts and feelings



- What are your Unconscious Biases? What are your Strengths & Weaknesses?
- What do you bring into the space/who are you? What type of mentor are you?



# UNDERSTANDING THE STUDENTS

Learn the make-up of your student body

Actively listen to what the students share

Observe the behaviors or changes in

behaviors Become familiar with the

prominent issues

at your institution





# SUPPORTING /MENTORING THE STUDENTS

Know the resources available to  
students Provide Compassionate  
Support  
Find or Create an Inclusive  
Community Create a Network of  
Support



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# Community Engagement Obse Ababiya



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# The Office of Global Strategy and Initiatives

The Office of Global Strategy and Initiatives (GSI) provides vision for Emory's global engagement by fostering international partnerships, welcoming international students and scholars, and supporting global study and research.



## INTERNATIONAL STUDENT & SCHOLAR SERVICES (ISSS)

IMMIGRATION SUPPORT AND INTERCULTURAL COMPETENCY DEVELOPMENT



## HALLE INSTITUTE FOR GLOBAL RESEARCH

GLOBAL RESEARCH OPPORTUNITIES FOR FACULTY, STUDENTS, VISITING SCHOLARS



## GLOBAL SERVICES

ADMINISTRATIVE SUPPORT FOR INTERNATIONAL PROJECT PLANNING



## ATLANTA GLOBAL PARTNERSHIPS

LOCAL COLLABORATIONS FOR PROJECTS WITH GLOBAL REACH



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# Purpose

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To deepen connection and foster collaboration **within the Emory and Atlanta communities** engaged in international work.

- Cultivating Atlanta-based global partnerships
- Fostering and leveraging globally connected Atlanta
- Supporting the practitioner-exchange network

**ATLANTA AND EMORY ARE GATEWAYS TO THE WORLD**

*Atlanta Global Partnerships*



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# Flagship Programs

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Atlanta Global Partnerships (AGP) supports undergraduate and graduate students, faculty, and the Atlanta community through school and unit programming across and beyond the university through the following programs:

## Faculty Engagement

- Atlanta Global Research and Education Collaborative (AGREC)

## Student Engagement

- Atlanta Global Student Engagement Program (AGSEP)

## Partner Engagement

- Atlanta Global Partner Outreach Initiative (AGPOI)

*Atlanta Global Partnerships*



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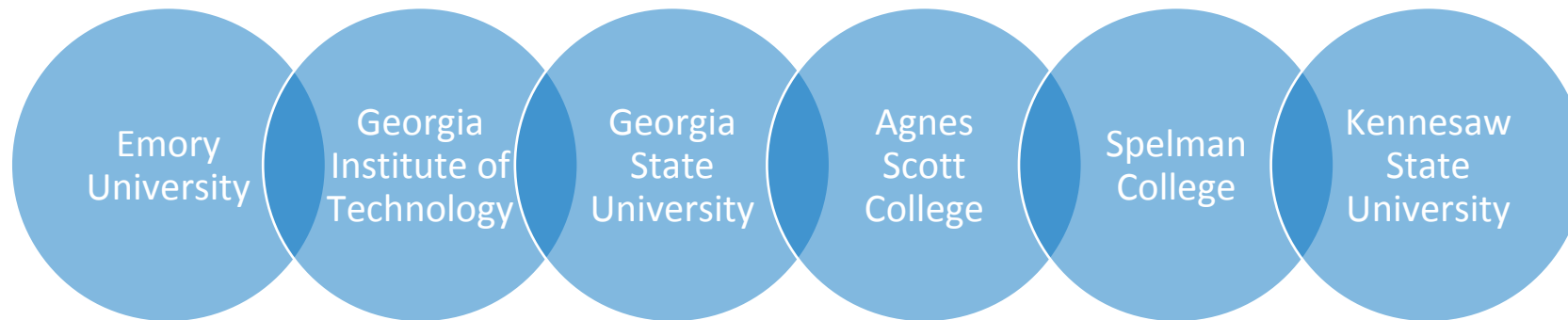
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# Faculty Engagement

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## *Atlanta Global Research and Education Collaborative (AGREC):*

To support global research and education initiatives in Greater Atlanta, Emory University has partnered with The Atlanta Global Studies Center to offer a **multi-institutional and multi-disciplinary** grant opportunity that aims to **build and strengthen collaborative networks of scholars and practitioners engaged in international work in Atlanta**. Current members:



*Atlanta Global Partnerships*



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# AGREC Projects Funded:

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Award Range: \$5,000-15,000

## AY 2020-2021

6 projects were funded of which 3 were affiliated with Emory  
*-View funded projects during AY 2020-21 cycle [here](#).*

## AY 2021-2022

8 projects were funded of which 4 were affiliated with Emory  
*-View funded projects during AY 2021-2022 cycle [here](#).*

## AY 2022-2023

11 projects were funded of which 8 are affiliated with Emory

*Atlanta Global Partnerships*



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# AGREC Funded projects

Water quality monitoring network for highly impacted urban headwaters in metro Atlanta in comparative perspectives

Advancing a Community-Based Participatory Research Model for Metropolitan Regional Immigrant Integration and Receptivity through the One Region Initiative

The Global Communities Internship Program

Atlanta-area migrant communities and climate change:

characterizing drivers of migration, exposure risks, and health vulnerabilities

Growing Intercultural Competence for Peace and Mediation: Piloting an

Atlanta-Based Global Community of Practice for Hyperlocal Case Studies

and Education in Foreign Language Classroom

Writers Without Borders: A Human Rights Writing Project for Atlanta's Migrant Youth

Global Learning for a Lifetime: Supporting Black Students at Home and Abroad

Realizing the Vision: Designing a Community Science Collaboratory for the U.N. Sustainable Development Goals

Supporting Holocaust Education for Atlanta Area Preservice Teachers through Collaborative Research, Resources, and Partnerships

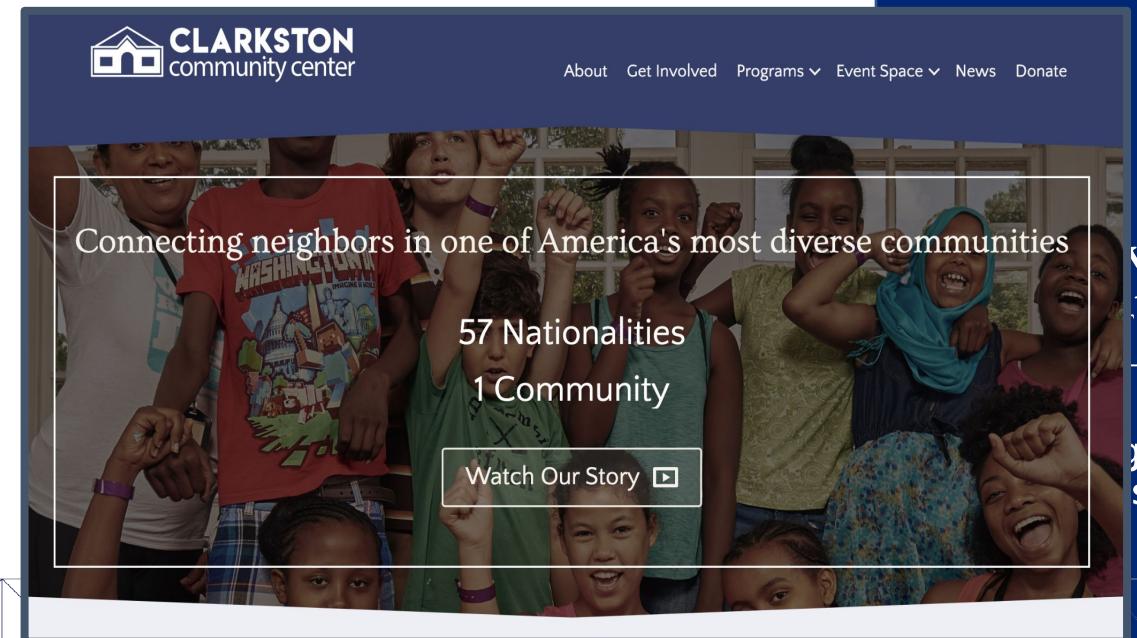
Connecting global and local: Curricular development and global partnership in a Korean specials class at a public elementary school

Diversity, Equity and Inclusion in Southeastern German Classrooms

Bringing Native Science into Atlanta's K-12 dual language immersion:

Digital curriculum development and adaptation in an APS classroom

Cultural Sensitivity Workshop: Building Bridges





## AGREC Sample projects

### **Savings Lives in the Refugee Community: A Cultural and Linguistic Adaptation of “Stop the Bleed”**

Adapt and deliver the STB curriculum so that it is culturally and linguistically appropriate for three language groups which comprise a majority of refugee residents in Clarkston

⇒ *Emory, GSU Perimeter College w/Grady Emergency Medical Services & Somali American Community Center*



### **The Global Communities Internship Program**

Community-partnered, student-focused program that marries a service-learning course with an internship program to build capacity for refugee-, immigrant-, and new-American-facing organizations in metro Atlanta

⇒ *Georgia Tech, Emory, Agnes Scott College, Morehouse College, Atlanta Metropolitan State College w/Clarkston Community Center and Re'Generation Movement*

### **Global Learning for a Lifetime: Supporting Black Students at Home and Abroad**

A research project seeking to understand study abroad decisions and experiences of black students to also develop training workshops for students, faculty and staff with a focus on supporting inclusive study abroad and post-graduate opportunities.

⇒ *Georgia Tech, Emory, GSU, KSU, Agnes Scott College w/Delta Airlines*



### **Realizing the Vision: Designing a Community Science Collaboratory for the U.N. Sustainable Development Goals**

Design a sustainable model for long-term Higher Education - Community-Based Organizations community science research/service-learning initiatives and link globally to like projects through the Global Regional Centers of Expertise Network, a sustainability network affiliated with United Nations University

⇒ *Georgia Tech, Emory, GSU, KSU w/West Atlanta*



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culture, and

## Takeaways for implementation

**Innovative model:** Globally oriented work with community partners and in a multi-institutional, interdisciplinary framework

### Challenges and Opportunities:

Who will be involved?

How will we manage diverse stakeholders?

What are our guidelines for collaboration and power dynamics?

How to define the scope of what we want to address ?

What are the management and administration challenges?

What is the future of AGREC ?



[AtlantaGlobalStudies.gatech.edu/AGREC](https://AtlantaGlobalStudies.gatech.edu/AGREC)



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# Presenters and Contact Info

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- Mentorship, Partnership, and the Power of South African Term Ubuntu: I Am Because We Are.
- Obse Ababiya, [obse.ababiya@emory.edu](mailto:obse.ababiya@emory.edu) – Associate Director , Office of Global Strategy and Initiatives; Atlanta Global Partnerships, Emory University
- Kenya Casey [kenya.casey@emory.edu](mailto:kenya.casey@emory.edu) - Director Global Safety and Security, Office of Global Strategy and Initiatives, Emory University
- Gary Rhodes [garymrhodes@gmail.com](mailto:garymrhodes@gmail.com) - Director, Center for Global Education, California State University at Dominguez Hills
- Chan Williams – [chan.williams@emory.edu](mailto:chan.williams@emory.edu), Assistant Director, Master's in Development Practice, Emory University



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