

SILO BREAKERS:

A Strategic Restructuring of Equity and Global Education

Thursday, November 2, 2023 | 8:30 AM - 10:00 AM



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LAND ACKNOWLEDGEMENT

The City of Chicago is located on land that is and has long been a center for Native peoples. **The area is the traditional homelands of the Anishinaabe, or the Council of the Three Fires: the Ojibwe, Odawa, and Potawatomi Nations. Many other Nations consider this area their traditional homeland, including the Myaamia, Ho-Chunk, Menominee, Sac and Fox, Peoria, Kaskaskia, Wea, Kickapoo, and Mascouten.** The City specifically acknowledges the contributions of Kitihawa of the Potawatomi in fostering the community that has become Chicago. We acknowledge all Native peoples who came before us and who continue to contribute to our City.

We are committed to promoting Native cultural heritage.





- WELCOME
- ACTIVITY: INTRODUCTIONS & BUILDING CONNECTIONS
- WORKSHOP THEMES
- LEVERAGING INSTITUTIONAL SUPPORT
- THE EQUITY TEAM BEGINS
- ACTIVITY: BREAKING SILOS
- WRAP-UP DISCUSSION
- Q & A
- CLOSING WORDS



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YOUR PRESENTERS: The Equity Team

From left to right:

Samantha M. Ivery
Dr. Anthony L. Pinder
Tikesha R. Morgan
Dr. Tuesda Roberts

Photo: Jiang Xu





Fill out:

- Your title.
- Your functional area.
- Your “job responsibilities”
- Introduce yourself to your neighbors. Move around and build a group of 4-5 people with complementary experiences (current and past)
- Sit together with your new group.



**** Example ****

TITLE: Vice Provost for Internationalization and Equity

FUNCTIONAL AREA: Academic Affairs

JOB RESPONSIBILITIES: Senior Globalization Officer, Equity in Faculty Recruitment, Hiring, and Development, International Student Affairs, Study Abroad Programs, Satellite Campus Management, Equity in Co-Curricular Initiatives, English Language Learning



JOB RESPONSIBILITIES:

Supervision & Management, Budget Oversight,
Recruitment, Hiring, Training & Development,
Assessment, Programming, Event Management,
Strategic Planning, Student Advising, Student
Conduct, Crisis Management, Leadership
Development

FUNCTIONAL AREAS:

Academic Affairs, Admissions & Enrollment, Intercultural Affairs, Student Affairs, Health & Wellness, New Student Programs, Orientation, Residential Life & Housing, Campus Life, Academic Advising, Faculty, Career Development, Faculty Development, Human Resources, Diversity and Equity, Title IX, General Council, Alumni Relations & Development, Athletics, Financial Aid, Learning Center, International Student Affairs

3 Themes the Connect the Work

- **Intentional** development of cross-institutional **relationships**
- Choose **collectivity**, over territorialism
- Internationalization and equity are **complementary**, not competing priorities



- Founded in 1880
- Nondenominational college focused on communication and the arts in the liberal arts context
- 4-year, Private not-for-profit
- Large City Campus
- Bachelor's & Master's degree
- Student Population: 5,900 (4,117 undergraduate)



Photo: Jesse Barnett





Downtown Boston, Massachusetts



Los Angeles, California (ELA)

Kasteel Well



The Netherlands



Internationalization and Equity Programming Priorities



FALL 2011

First BIPOC President makes Internationalization & Global Engagement (IGE) a top priority.

SPRING 2014

Inaugural Senior International Officer (SIO) begins at The College.

Launch of the College's participation in the ACE Internationalization Laboratory.

FALL 2015

First Strategic Plan for Comprehensive Internationalization approved by President, Provost, and Academic Cabinet.

FALL 2019

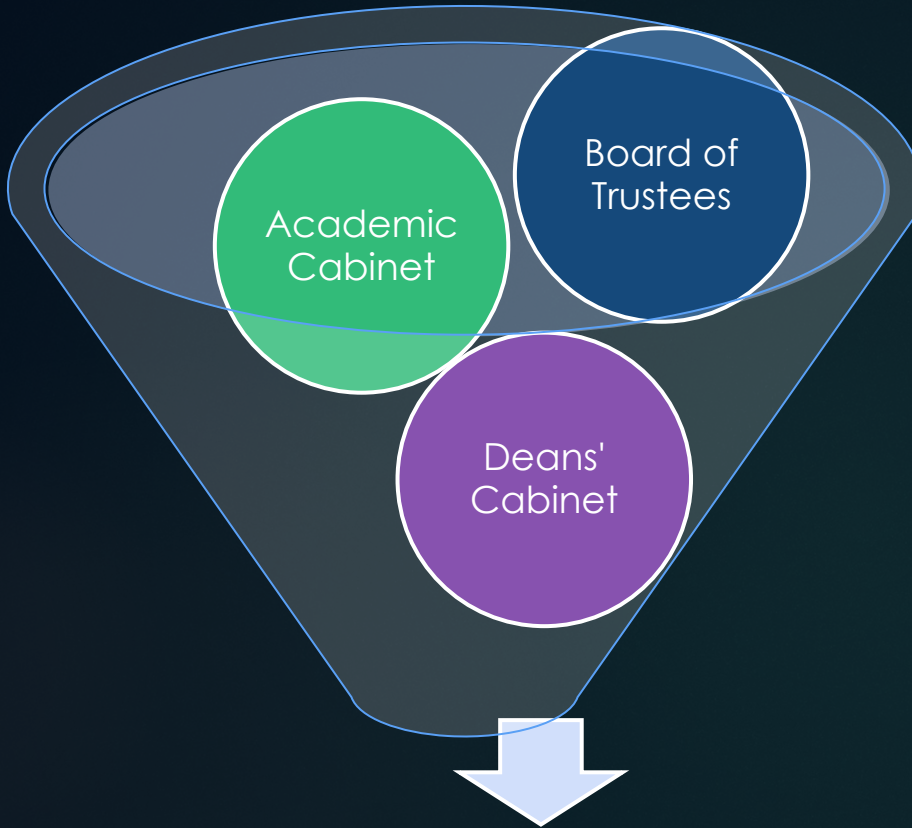
First Impact Report on Internationalization, highlighting five years since the establishment of Internationalization and Global Education (IGE).

FALL 2020

Emerson wins NAFSA's Senator Paul Simon Award for Comprehensive Internationalization. The highest award given in higher education for international education.

SPRING 2021

IGE is officially renamed the Office of Internationalization & Equity (IE), under the auspices of the new Vice Provost for Internationalization & Equity.



CONTEXT + TIMING = GOAL

Goal:

To transform the equity, accessibility, and social justice work of our international partnerships, global pathways, and satellite campuses both domestically and internationally

Academic Affairs

- **Director for Faculty Development & Diversity**
- Reporting to Assistant Provost

Academic Affairs

- **Sr. Advisor for Student Affairs**
- Reporting to Associate Vice President of Academic Affairs

Social Justice Center

- **Director for Diversity and Equity Initiatives**
- Vice President for Equity & Social Justice

Student Affairs

- **Director for Intercultural Student Affairs**
- Reporting to Assistant Dean for Campus Life

THINK BACK TO 2020...WHAT WAS HAPPENING?
Scan the QR Code below and let's build a word cloud



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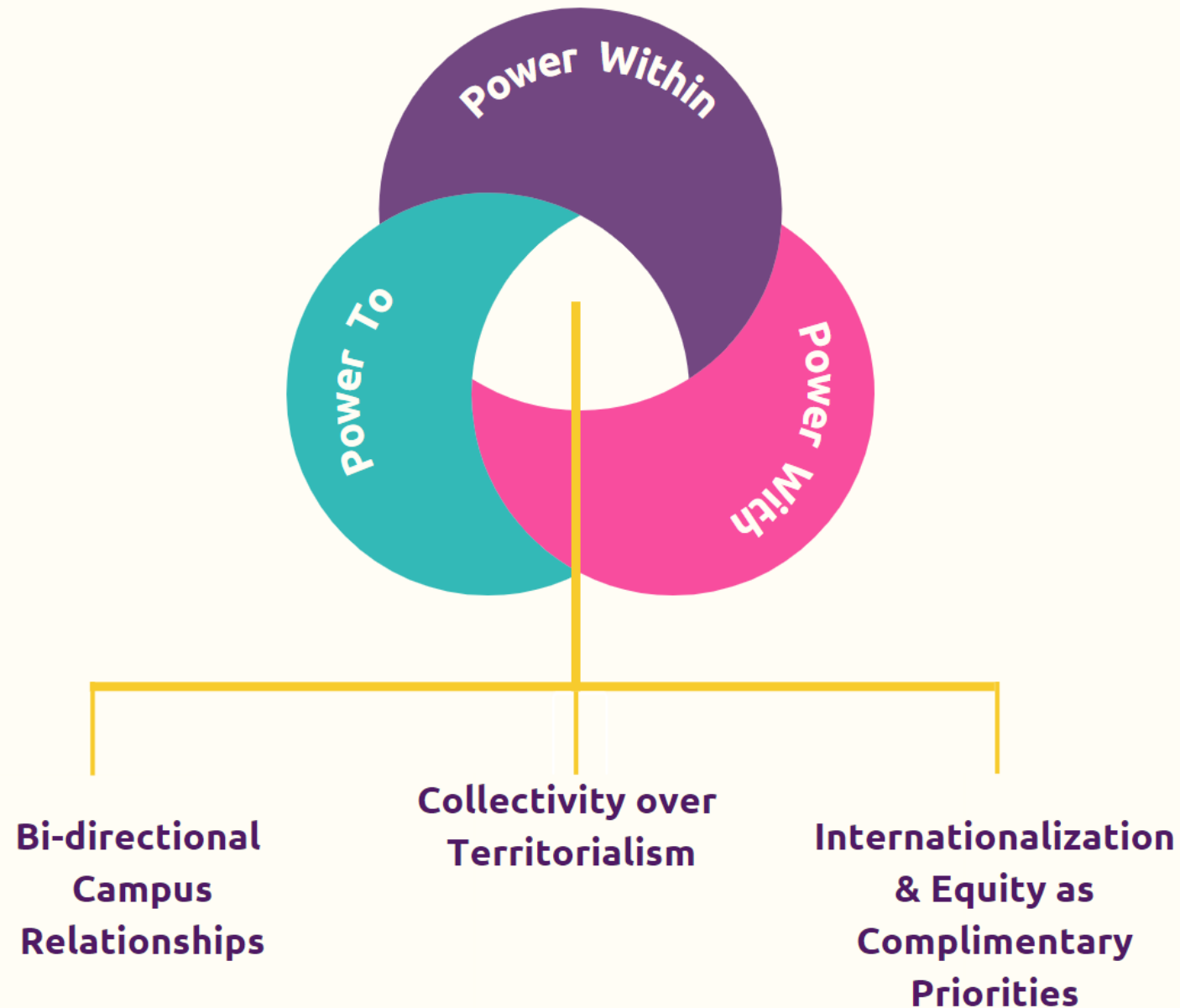
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VISUAL MODEL:
TO ILLUSTRATE
HOW WE PRIORITIZE
OUR WORK WITH
EACH OTHER AND
OTHERS ON CAMPUS

Principled Power + Transformational Actions



Let's Break Some Silos...

[In small groups you will work through two (2) scenarios.]

1. How is the “silo-ization” of higher education work made evident in this scenario?
2. What are the desired outcomes?
3. Who needs to be involved to break the silos? (Think about the themes)



Domestic Scenario

Your institution is a small private liberal arts college. You are one of a few “equity/social justice” colleagues on your campus. A Black male soccer player is called the n-word at a campus function. He is a sophomore and lives on-campus. He reports the incident to the Student Conduct Office as well as his Resident Assistant. After meeting with several folks, he feels misunderstood and as if no one was held accountable. Two months later, a colleague mentions this situation to you and asked, “were you aware?” You were never consulted.

What do you do now?



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International Scenario

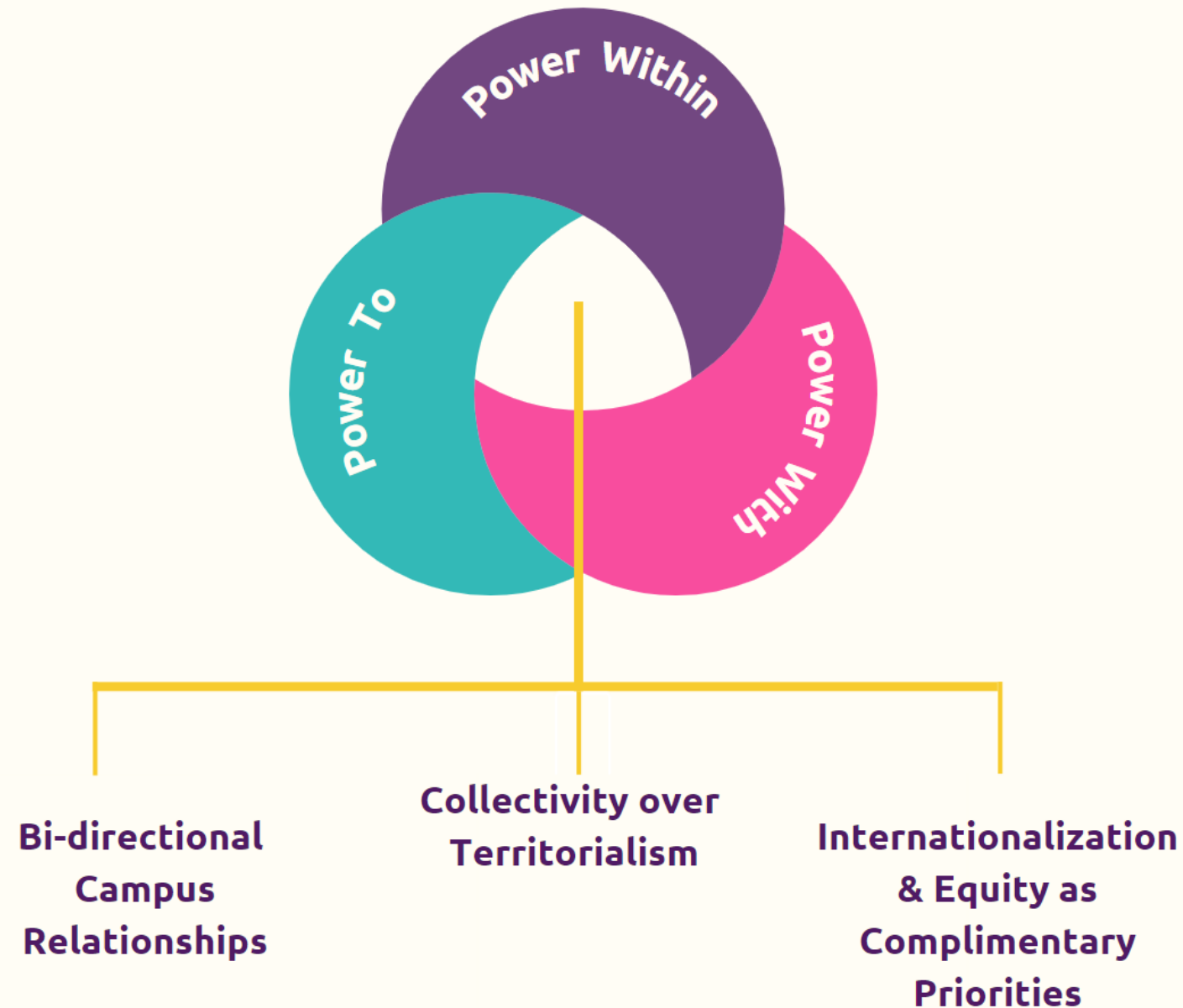
A BIPOC international student attending a collaborative degree program in Europe is on academic probation at the beginning of spring 2023. As the spring semester starts the student rarely shows up to class. A European student affairs officer checks in with a visit at their off-campus home. Student is vague about any issues, but says their Wi-Fi is not working. The student is sent several outreach emails, but never responds. In May the student is notified they have been dismissed from the collaborative degree program. The student stopped checking email and does not know and travels back to the US for the summer session. Once you get the student in your office you realize they are not aware they have been dismissed from the program, and you must be the one to share this unfortunate news with them, and follow-up on what happened during the spring term.

Let's Break Some Silos...

[In small groups you will work through two (2) scenarios.]

1. Use the image to the right, which outlines our workshops core themes, as you read and analyze your scenario.
2. What would your response to the scenario be and how should it be facilitated?

Principled Power + Transformational Actions



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When you center equity in your work...

- The Deans' Fellowship for Racial Equity and Leadership Development
- In 10 years, increase of BIPOC students studying at Kasteel Well to 61%
- New programs developed in Ghana, West Africa
- Collaborations with Historically Black Colleges & Universities (HBCU) in our faculty-led global pathways
- BIPOC & International Faculty Mixers and Outreach
- Faculty Training & Outreach: Deluxe Course Spa | R.E.L.A.T.E. | Diversity Fellows Program





The Deans' Fellowship for Racial Equity & Leadership Development

School of the Arts | School of Communications | Marlboro Institute | Office of Internationalization & Equity



Thank you for your participation!

What questions do you have?

→

SCAN QR CODE
for contact
information and
additional
resources

→

