



Programming for Diversity in Overseas Programs

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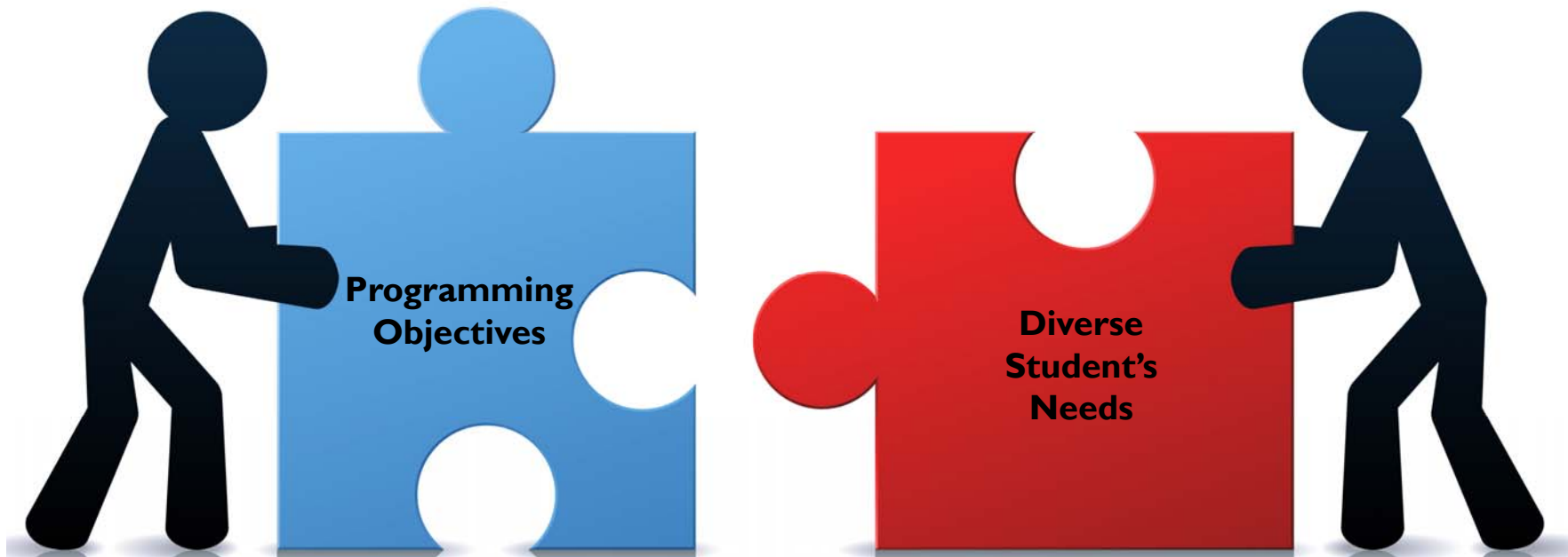
PROGRAMMING OBJECTIVES

- When thinking about programing, what do you hope students will learn from their study abroad experience?
- Deeper understanding and appreciation of the host culture
- Intercultural Development
- Educational Development
- Career Development
- Personal Growth

DEFINING DIVERSITY

- What are we referring to when we say diversity?
 - Race
 - Sex
 - Color
 - Religion
 - Sexual orientation
 - Gender identity
 - Gender expression
 - Disabilities
 - Age
 - Marital status
 - National origin or ancestry
 - Ethnic origin
 - Veteran status
 - First generation college students
 - Low income families
 - Athletes
 - Etc.

COMBINING THE TWO



CREATING THE IN-BETWEEN PROGRAM

Program Elements

- Attempt to create an umbrella that provides a holistic presentation of the host culture and the host city.
- This should be done through all aspects of the program.

Individual Experience

- Each student will have a different experience depending on their background and the program elements they take advantage of while abroad.
- **Comprehensive Orientation & Re-entry Experience:** Time for introspection and providing students with tools to process their study abroad experience before, during and after their program.

EVALUATING THE ELEMENTS OF A PROGRAM

- **STAFF:** Diversity among staff, faculty and student assistants
- **ACADEMICS:** Courses should emphasize the country's cultures.
 - “City as a classroom”
- **FIELD TRIPS:** Encourage reflections on the country's diversity, and make it a window to different aspects not found in the host city.
- **PARTNER UNIVERSITIES:** Resources available by partner universities.
- **INTERNSHIP, SERVICE LEARNING & VOLUNTEERING:** Responsibilities and duties increasing the understanding, experience and/or educating students.
- **STUDENT AFFAIRS SERVICES:** Is the student affairs department prepared to handle diversity issues.
 - Religion, gender, sexual orientation, disabilities, etc.



KEEPING IT PERSONAL

- A student's study abroad experience is unique and cannot be compared.
- CORE: Allowing students to process their study abroad experience.
 - Arrival: Breaking the ice between group to develop dialog, setting goals for the duration of the program, discussing concerns, evaluating the culture and evaluating oneself.
 - Follow up meetings: Assessing goals, issues, misconceptions and how to make the best of the remaining of the program.
 - Last meetings: What to expect upon return to the U.S. and intercultural communication skills.

IMPROVING YOUR PROGRAM

- Evaluate CORE and elements of the program. Look for areas of improvement and plan ahead.
 - Diversity Plans for all Centers with SMART goals.
 - “Tu Madrid Diverso”: Promoting students to further research diversity within the city.

