



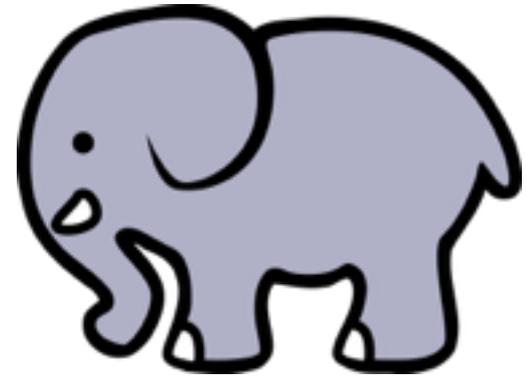
diversityabroad

FACILITATING DIVERSITY "ON THE GROUND"

March 22, 2017

Presenters

- Bradley “BJ” Titus, Director of Institutional Relations, Diversity & Inclusion, Learning Abroad Center, University of Minnesota-Twin Cities
- Caroline Donovan White, Senior Director for Education Abroad Services, NAFSA: Association of International Educators
- Susan Lochner Atkinson, Associate Director for Advising, International Academic Programs, University of Wisconsin-Madison



Our Agenda Today

- ✓ Why is training for faculty is important for on-the-ground success?
- ✓ What do you need to convey about your institution's demographics and current trends important to your students (e.g. Black Lives Matter)?
- ✓ What are some training models for faculty and onsite staff?
- ✓ What would you do? Case studies
- ✓ Where can you find resources?

HOW DO WE PREPARE STAFF AND FACULTY FOR THE DIVERSITY OF STUDENTS THEY LEAD?

Concerns for faculty/program leaders

- If my program has a few students of color, do I need to address racism and discrimination with the group of travelers?
- How will I respond if my student is called a racial or ethnic slur by another student? By a host country national?
- What if a host family refuses to accept a gay student into their home?
- Can I forbid students with mental illness from attending my program?
- Do I have to find a place for a student to attend religious services and change our itinerary to accommodate her prayers?

Group
dynamics

Communi
ty
building

Learning

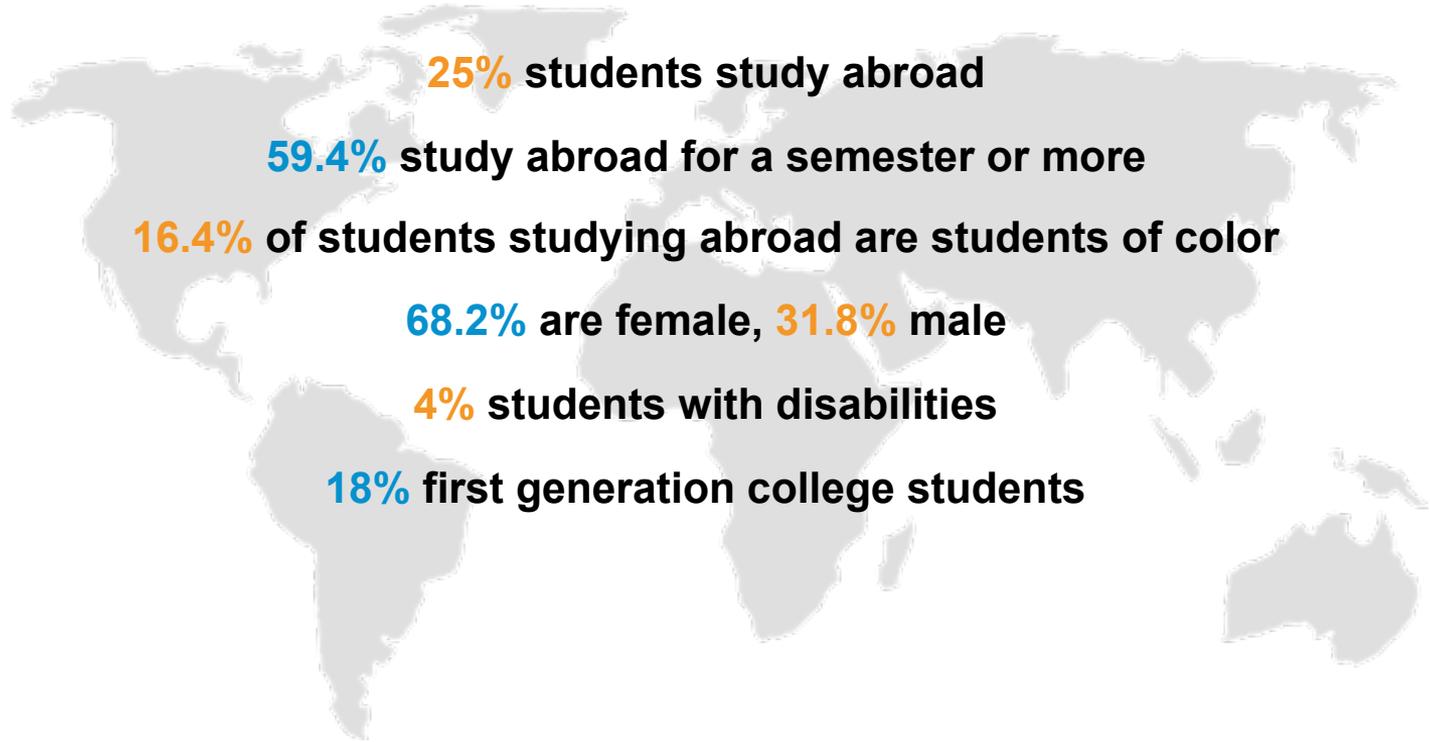
Safety

THE UNIVERSITY OF WISCONSIN- MADISON CONTEXT

University of Wisconsin-Madison

- Land Grant Public University
- 29,580 Undergraduate Students; 11,727 graduate/professional students
- 25% study abroad

	On Campus	Study Abroad
Students of Color	13.8%	16.4%
Students with Disabilities	5%	4%
First Generation College Students	18%	18%



International Academic Programs

- 215 programs, 59 countries, 6 continents
- 40 programs are faculty led



HOW CAN WE TRAIN FACULTY AND PROGRAM LEADERS?

Training Program Leaders at UW-Madison

- Two Written Manuals
 - Pre-departure
 - On-site
- In person training-Large Group
 - Includes some information on diversity
 - Scenario with group dynamics
 - Counseling staff
 - Office of Student Conduct and Community Standards
 - Program Evaluation comments

Connections to Campus Colleagues

- Individual Trainings with Campus Partners
 - LGBT Campus Center
 - McBurney Center (Disability office on campus)
 - Multicultural Student Center
 - Faculty/Staff who work with diversity initiatives

Future Hopes for UW-Madison

- Include more campus partners in the large group training
- Add more explicit information to Program Leader Manuals
- Create more case studies/scenarios for training based on diversity

THE UNIVERSITY OF MINNESOTA CONTEXT

University of Minnesota-Twin Cities

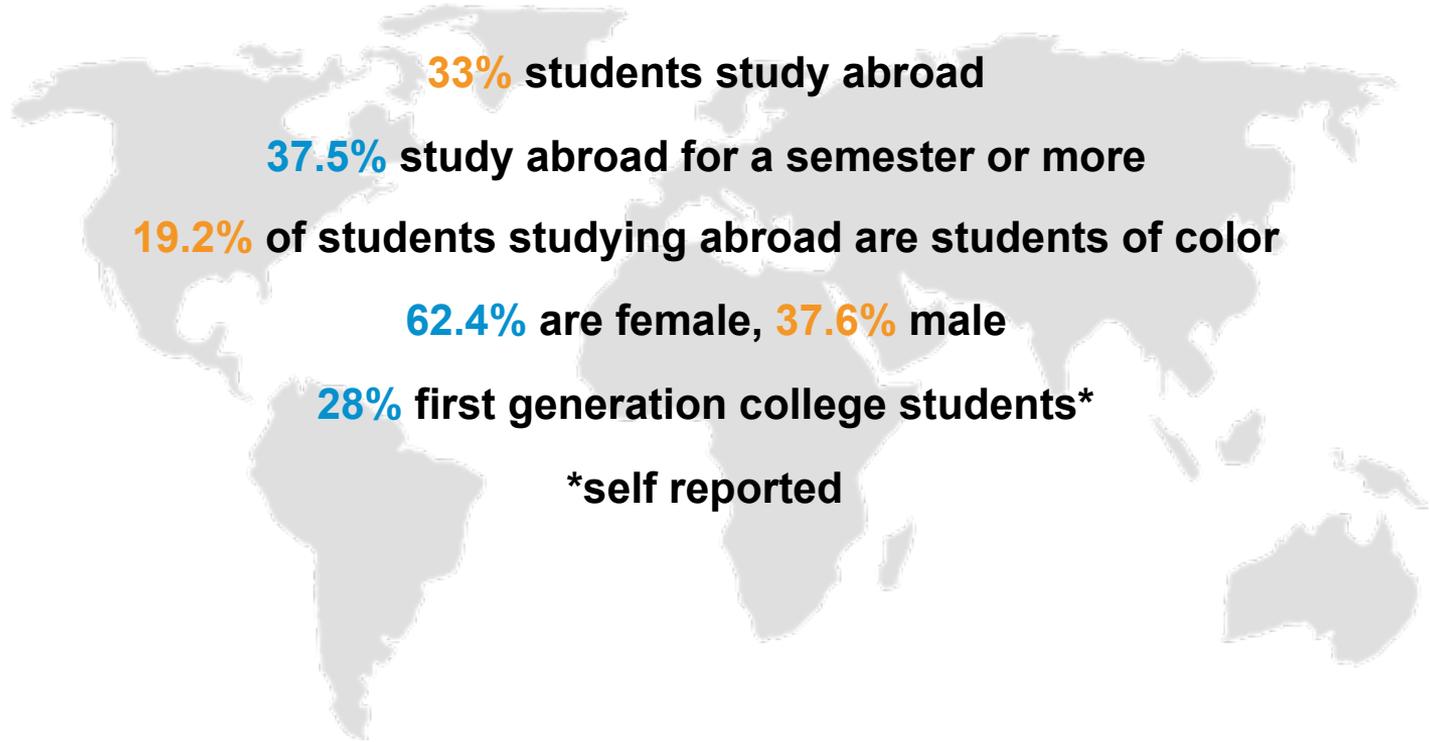
- Land (and Sea) Grant Public University
- 30,500 Undergraduate Students; 16,300 graduate/professional students
- 33% study abroad
- AANAPISI



Campus and Abroad statistics

	On campus	Abroad
Native American/American Indian	1.4%	.2%
Asian American	12.4%	8.7%
African American	5.7%	3.0%
Hispanic/Latino	3.7%	1.0%
Multi-racial	0%	6.3%

Federal government ethnicity and racial definitions



Learning Abroad Center

- Over 300 programs, 80 countries, 6 continents
- 100 programs are faculty led
- 15 centers abroad that host 26 programs that the Learning Abroad Center manages/ runs



HOW DO YOU TRAIN ONSITE STAFF TO UNDERSTAND U.S. STUDENTS AND DIVERSITY?

Training Onsite Staff

- **Resident Staff Trainings in Minnesota**
- **Surveys**
- **Training**
- **Workshop**



Minnesota training

- Every two years
- Overview of U.S. Diversity
- Black Lives Matter
- Islamaphobia
- Campus Climate



2 Surveys

- Staff focused Survey
- Student focused Survey
- 5 centers have taken part in the staff focused survey
- All staff can use these surveys



Training

- Powerpoint and script
- Hour long training in country
- For any student facing staff (professional, housing coordinators, student services)
- General background of U.S. history
- 5 Centers covered so far
- All staff can lead this trainings



Workshop

- New endeavor
- Piloted with one of our affiliate partners
- Half day or full day workshop
- 1st workshop will happen next year (European location)



WHAT WOULD YOU DO?



Case #1 “Crazy”

A student on an 11-week program in Hong Kong will need classroom accommodations. The lead faculty member tells you he doesn't want “crazy people” and as he says this, he motions with his finger to his head in circles. He would like to cancel the student's participation in the course.



Case #2, Hotel, Motel

A program leader tells you that she wants to create strict rules for overnight guests in the residence hall in Lima: no same-sex overnight guests allowed



Case #3 We Are Family...?

A faculty member in Thailand needs your guidance. In a group of 15 students, 3 African Americans and 12 White students. The African American students are concerned with how many of the White students are belittling the host culture: looking down on the hosts, acting out of privilege, snarky comments. The White students become very defensive. There is no group cohesion and the students will no longer work together on group projects.



WHERE CAN YOU FIND RESOURCES?

Resources

- Diversity Abroad, of course!!
- *Exploring Education Abroad* student guide by LaNitra M. Berger
- www.nafsa.org/eadiversity

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I THANK YOU!