Agenda

- **Topic Intro**
- **Defining Terms**
- **Design Thinking**
- **Inclusive Design Considerations**
- **Scenarios**
- **Applications in Higher Education**
- **Takeaways**

Topic Intro

- **Prevalence of programs related to social justice, identity, and equity**
- **Inclusion starts with program design**
- **Landscape of international education**
  - Discussions on social identity in advising
  - Stakes are high: disconnection, marginalization, and victimization
- **"Calling in"**

How do we take into account the diverse intersectional identities of our students to meet their needs?

Defining Terms

Diversity

Inclusion

Social Identity

(Simply) Defining Terms

Diversity: representation of different social identities

Inclusion: recognizes the dynamics of power & privilege

Social Identities: the ways that our society organizes groups of people

Design Thinking

Design Thinking Process

Who is it for?

Marginalized students.

Designing for marginalized students *is* designing for all students.

Inclusive Design Considerations

- **Recruit staff willing & able to discuss social identities**
- **Build relationships & address identity**
- **Train staff for problematic encounters**
- **Incorporate mindful reflection**
- **Prioritize representation**

Recruit staff willing and able to have conversations about social identities

Build Relationships & Address Identity

- **Incorporate activities about social identities**
  - Fears & Expectations
  - Privilege discussion
- **Make students aware of increased risk based on social identities**
- **Manage group dynamics and encourage allyship**

Fruitful discussions about identity only happen in spaces where trust is built.

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Train staff for problematic encounters
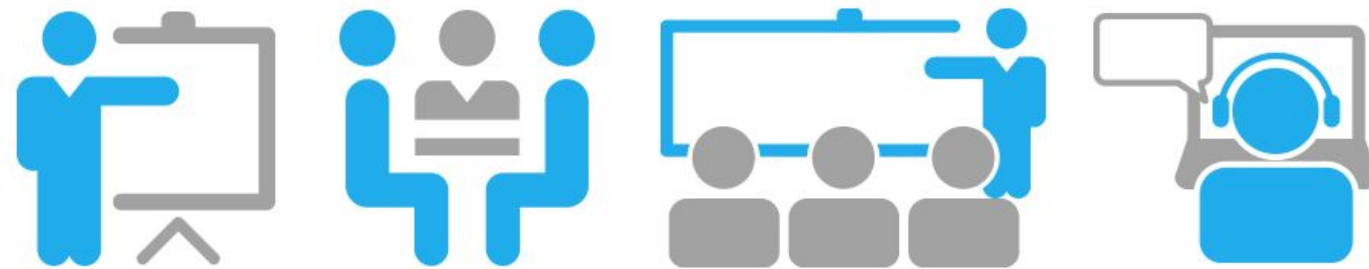
Incorporate Mindful Reflection

- **Think about impact (based on the social identities in the group)**
  - Following intense activities schedule specific debriefs to allow for processing
  - Consider affinity spaces
- **Don't overload itinerary**
  - Allow program leaders to *respond* to student needs
- **Account for a variety of learning/processing styles**
- **Balance care for students & self-care**
- **Check-in with students about**
- **Environment matters**

Reflection is important for healing & learning.

Prioritize Representation

- **Content**
- **Interactions with communities**

Scenarios

Applications in Higher Education

- **University of Maryland, College Park - Education Abroad**
  - Weaving social identity conversations throughout advising process
    - #TerpsAbroad profiles (with identity filters)
    - Identity & Affiliation web pages
    - One-on-One Advising
    - Pre-Departure Orientation
    - Diversity Abroad Celebration & Reception
  - Ongoing professional & student staff training
  - Future Development:
    - Returnee programming
    - Develop more identity & affiliation pages

Takeaways

- **Inclusion is an endless journey not a destination**
  - Ongoing critical thought & feedback is crucial
- **Prioritize self-care *and* student care**
- **True inclusion is not an afterthought**
- **You are not alone**