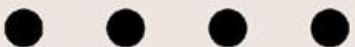




GLOBAL INCLUSION 2022

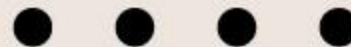
October 4-7, 2022 • San Francisco, CA

Developing Diverse, Equitable, and Inclusive Faculty-led Programs



Presenter Introductions

- **Emily Resnevic (she/her)**
 - *Custom Program Developer*
 - CAPA: The Global Education Network
- **Meisha Swaby (she/her)**
 - *Associate Director of Faculty-Led Programs*
 - Northeastern University





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Getting to Know Your Group

Introduce yourself:

- Name & Pronouns
- Where you work & what you do
- Anything else you'd like to share



Disclaimers

- Today's conversation will not be all encompassing.
- We hope to crowdsource the knowledge of those connected to the conversation.
- Collaboration is key: take lessons learned and leave stories and names





Inclusive Program Design

- Becoming more inclusive starts with the program design.
- Consider:
 - Who gets to go on this program?
 - What do students gain exposure to while abroad?
- Starting with program design and consideration of what students do while abroad will attract more diverse group of students.



Opportunities for Inclusion in Faculty-Led Programs

- **Cost** – cheaper
- **Length** – shorter
- Building a **cohort dynamic** before the group leaves
- Easier to create **identity-based** or targeted groups
- **Creativity** in topics of program – can tailor to meet diverse student interests
- **Less barriers** to getting abroad
- Can be a **gateway** to further education abroad



Guiding Principles

- Consider your partners.
- Consider the perspective of the host community.
- Consider who is at the table and which voices are heard.
- Amplify diverse voices in the local context of the program's destination.
- Design flexibility into your program.



Underrepresented Student Identities in Study Abroad

*What are some student identities that are
underrepresented in study abroad?*



Group Activity

- **Think of 5 unique student identities**
 - In which ways would this program element be inclusive or exclude that group?
- **Program Elements**
 - Housing
 - Academics
 - Program Price and Funding
 - Extracurricular/co-curricular activities



Sample Programs

- Identity-based programs
 - La France Noire
 - LGBTQ+
 - BLM & Social Justice
- Standard program with unique inclusions
 - Statistics and social justice
- Faculty diversification strategies
 - Faculty-as-student model



Proposal Revisions

Using one sample program proposal, your team's goal is to revise one element of the program to be more diverse, equitable, and/or inclusive.

- 1) What stakeholders do you need to engage as part of this process?
- 2) What language could be more inclusive?
- 3) What other program components can you adjust to improve this element?

You designed an inclusive program! Now what?



- How will you design/redesign a program to make it more accessible to a diverse group of students?
- How will the faculty member foster group dynamics and belonging?
- How can you adapt the program depending on the needs of the student cohort?
- How will students be prepared in pre-departure?

.. Actionable Takeaways



How will you redesign a program that you work on to be more diverse, equitable, or inclusive?





Resources

[Guide to Inclusive Program Design & Pedagogy for Short-term, Faculty-led Programming](#)

[How to Market Your Faculty-Led Program on Campus and Recruit Students](#)

[Six Ways to Diversify Study Abroad](#)

[Increasing Diversity Abroad: Expanding Opportunities for Students at Minority Serving Institutions](#)