



GLOBAL INCLUSION 2022

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The Invisible Student: Supporting Students with Hidden Identities on Education Abroad Programs





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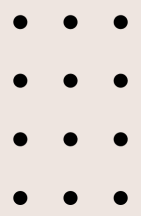
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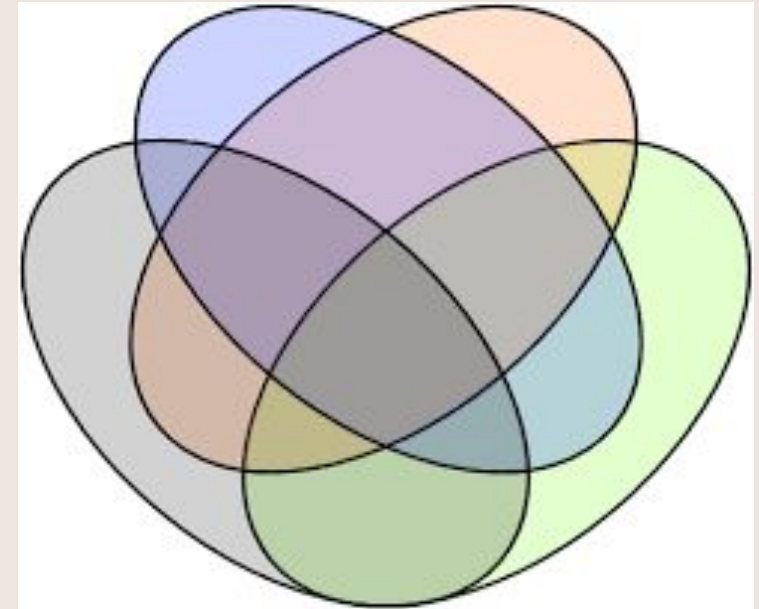
Who is in the Room?

What Are Your Identities?

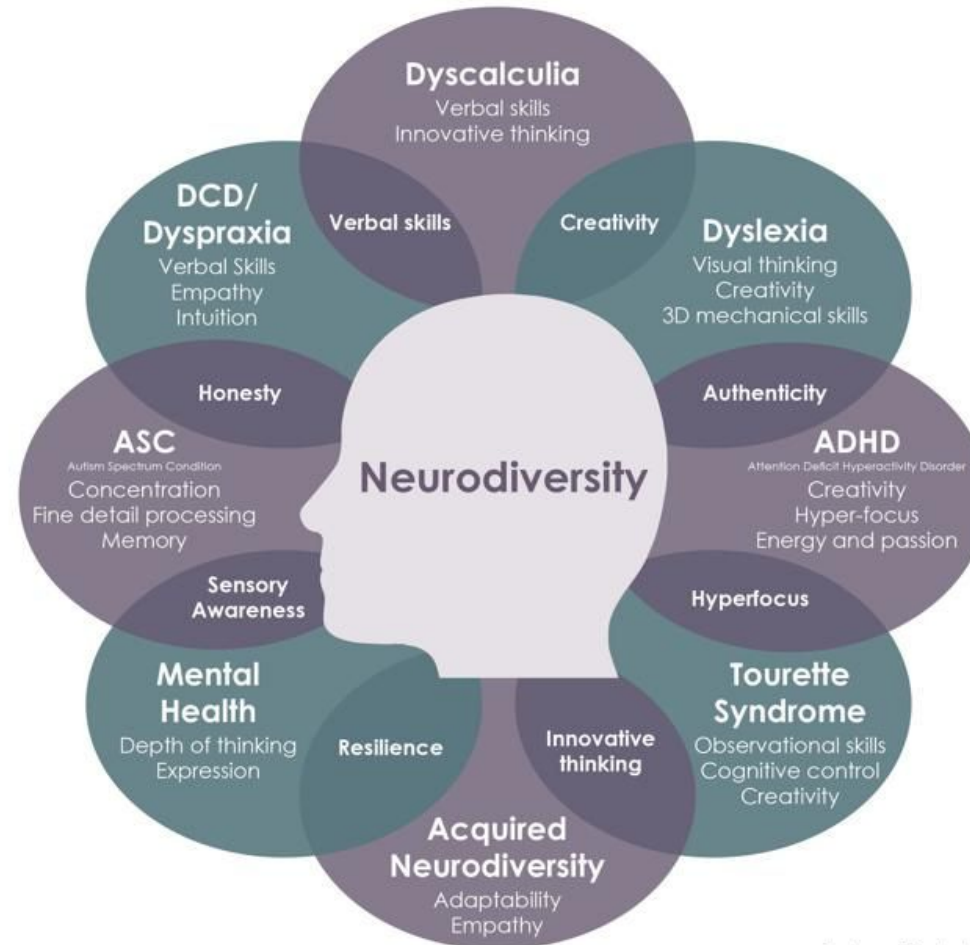
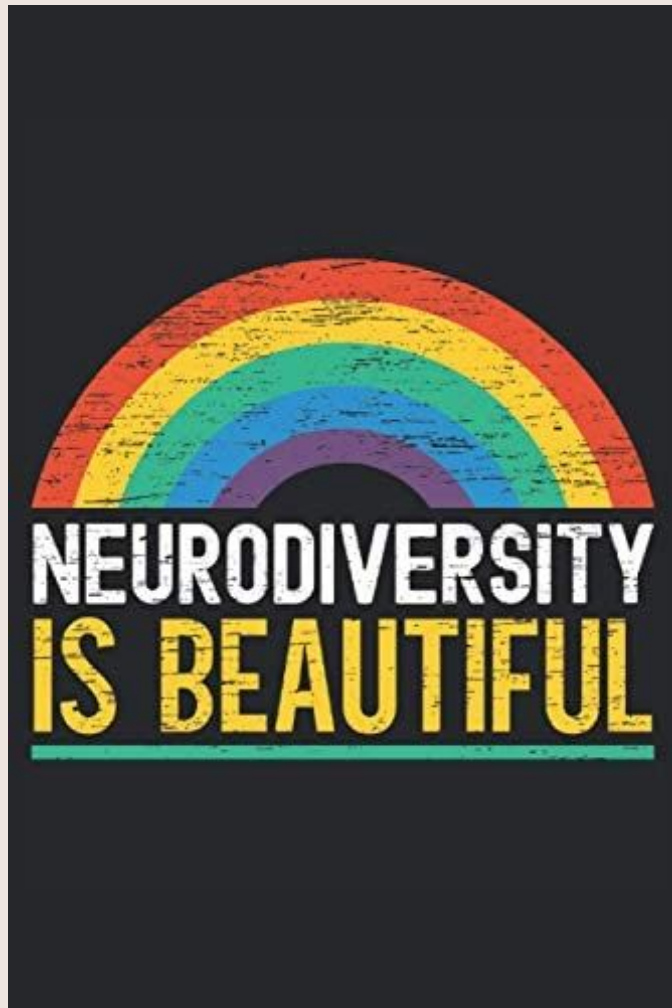
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What is Identity?

- Can be visible or invisible/hidden
- Individual may self-identify or identity may be assigned by others based on perceptions and/or assumptions
- May become more or less salient over time or depending on context



Neurodivergent Students



Dr Nancy Doyle, based on the work of Mary Colley

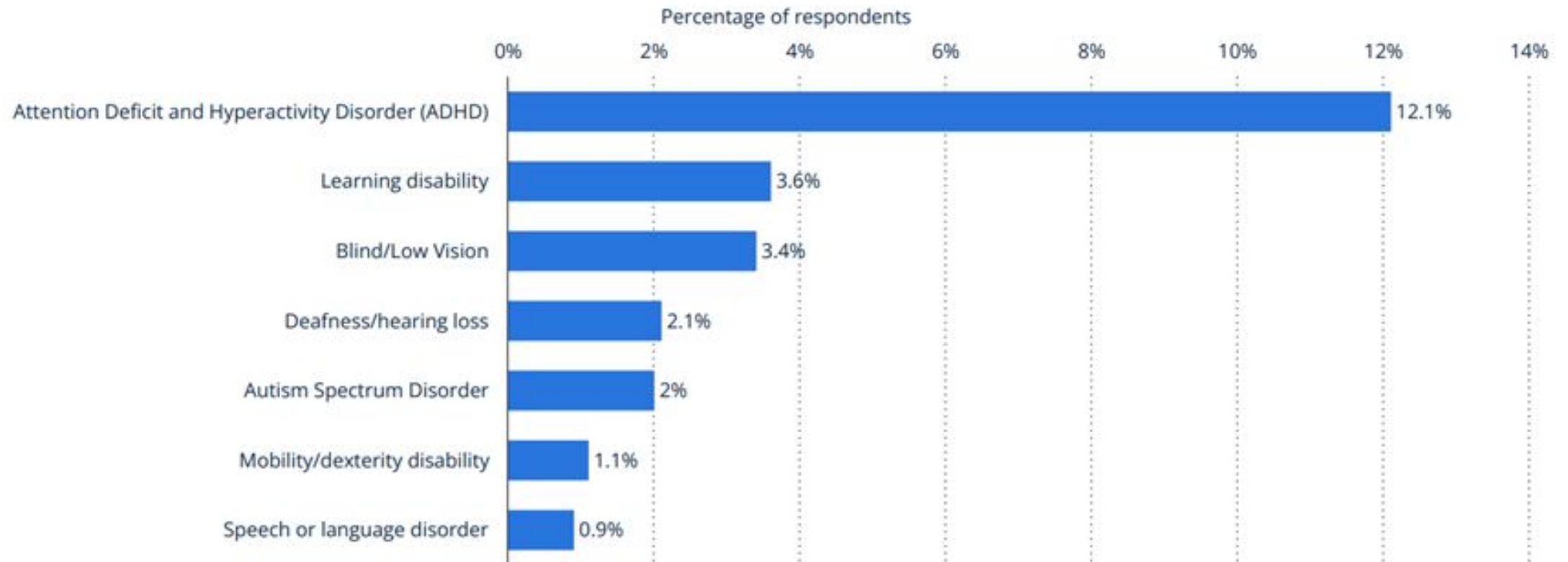


What is Neurodiversity?

- The variation and differences in neurological structure and function that exists among human beings is neurodiversity.
- Neurodiverse students may be on the Autism Spectrum, or have any number of other conditions. Individuals may have have dyspraxia, dyslexia, ADHD, social anxiety, dyscalculia, dsynomia and many other conditions.
- Neurodiversity is often something that is not immediately recognizable in an individual

Percentage of U.S. college students that reported select disabilities or health conditions as of fall 2021

U.S. college students that had select disabilities or conditions as of fall 2021



My Disability Jobs Report, 2022

Common Traits of Neurodivergent Students

- Poor / blunt communication skills
- Strong adherence to following rules
- Conversational tangents
- Preference for routines
- Narrow interests
- Overly honest about weaknesses
- Sensory overload
- Slower processing
- Perfectionism
- Need tasks broken down / repeated





Strategies for Supporting Neurodiverse Students

- Consult with and establish strong connections with access/disability services office on campus
- Provide program information in multiple formats (when possible)
 - This includes looking at the format for larger events promoting study abroad opportunities
- Ensure that initial student advising includes information on accommodations
- Provide assistance with prioritizing tasks
 - Establish short-term and long-term goals

Engaging Stakeholders

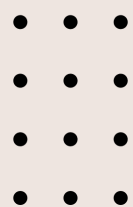


- Family Members
- Dean of Students Office
- Access/Disability Service Office
- Study Abroad Program
- International Partner University
- Housing Office (On-Campus and Abroad)
- Academic Advisors





Neurodiversity Case Study



Religious Diversity

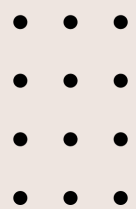
- Students for whom their religion and/or spiritual beliefs are important aspects of their identity and/or sense of community
- Students who are part of the religious majority in the US and/or their home country, but will be part of a minority while studying abroad
- Students who are part of the religious minority in the US and/or their home country, but will be part of a majority while studying abroad
- Students for whom their religious or spiritual practices may be less accessible to them while abroad (e.g. religious services, observation of religious holidays, dietary restrictions)
- Agnostic/atheist/non-spiritual students studying in a country where religious/spiritual practices are a dominant part of the culture, history, and/or politics of their host country

Tips for Supporting and Engaging with Religious Diversity: On Campus

- Add a religious holiday calendar to your office calendar to consult when scheduling on-campus events and share with on-site staff
- Global Ambassadors/Return Study Abroad Students
 - Share aspects of their identities with students who might have questions about navigating study abroad with these identities (including religious identities)
- Identity-based resources for students on study abroad office website

Tips for Supporting and Engaging with Religious Diversity: On Site

- Consider holidays when planning excursions (when possible)
- When asking for students' dietary restrictions, include a question about dietary restrictions during specific holidays
 - For example, a student who keeps Kosher during certain holidays but not during rest of the semester
- Create space for discussion/debriefs around excursions to religious sites
 - Invite guest speakers who can provide historical context



Opportunities for Collaboration

On-Campus Collaboration

- Intercultural Pre-departure Orientations for students participating in Birthright Israel
- *Religious Equity 101* training for study abroad students

On-campus Partners

- Religious Life
- Student religious groups
- Diversity offices

Several students reached out to the diversity office on campus and reported that they felt that the director wasn't doing enough to address the Islamophobia expressed by the guide. They also felt that the guide was uncritical of Christopher Columbus and the Catholic church and their role in colonization and genocide.

LGBTQ+ Students



Who is LGBTQIA+?

Students who are:

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer/questioning
- Intersex
- Asexual/Aromantic/Agender



Resource: Merriam Webster Dictionary



LGBTQ+ Students Abroad Data (?)

Tips for LGBTQIA+ Students to Keep in Mind

- Research Destination
- Your Travel Documents
- Traveling with Medication
- Airport Security
- Prosthetics

Resource: Diversity Abroad / University of Utah



Resources to Support LGBTQIA+ Students

On-Campus:

- LGBTQ+ resource center
- Office of Equal Opportunity & Affirmative Action
- Dean's/Student Affairs Office
- Mental Health & Wellness

Off-Campus:

- Diversity Abroad Destination Guides
- US State Department Country Factsheet
- Trans Respect vs. Transphobia Worldwide
- Education Abroad's LGBT Student Guide
- Outright Action International
- US State Department Country Factsheet

Resource: Diversity Abroad / University of Utah

• • • • • • • • • **LGBTQIA+ Students Case Study**

- The program assistant, who helps coordinate a short-term summer program in France, is making the housing arrangements for students and collecting their information for the number of rooms needed, roommates, and accommodations via a survey. The program divides housing by gender. One of the students listed their gender in the survey as "U." The program assistant wants to reach out to them to ask which type of housing they would prefer, but is nervous about coming across as insensitive.

Merriam Webster Dictionary