



Beyond a Buzzword: Pragmatic approaches to Diversity, Equity, and Inclusion for International Students, Scholars, and ISS staff

—a NYU approach

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GLOBALINCLUSION2023

October 31 - November 3, 2023 • Chicago, IL

Presenters



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Agenda and Materials

*Materials:

Pen and paper recommended, but not necessary

- Learning Objectives
 - Introductions and Icebreakers
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- Moving beyond the why, embracing the how
 - Implementing an IDBEA action plan
 - Phases of action plan building
 - **Activity:** Taking stock of your institutions
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- NYU's Best Practices
 - IDBEA for ISS staff
 - IDBEA for students and scholars
 - Small Group Reflections
 - Summary, Q&A
 - Thank you!



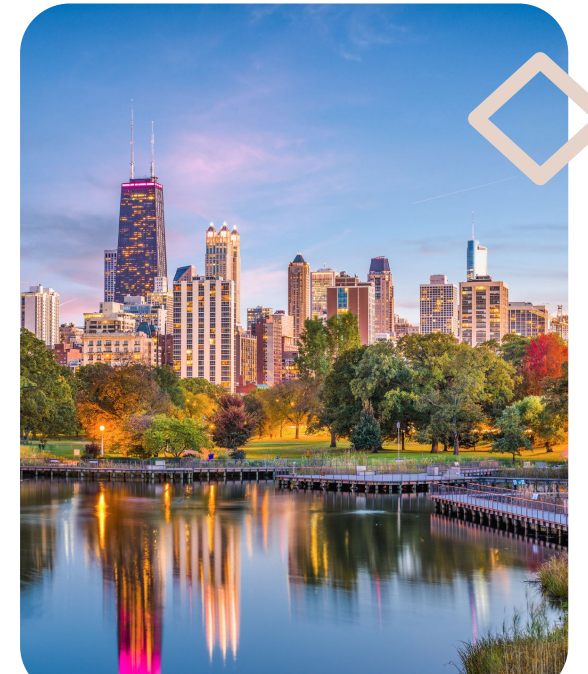
Learning Objectives

1. **Analyze** the role an ISS office/international educators can play within an institution's larger Diversity, Equity, and Inclusion mission
1. **Identify** the specific needs of ISSO staff and international students and scholars as related to the tenets of IDBEA and mitigate the obstacles that interrupt meaningful DEI engagement.
1. **Strategize best practices** for how practitioners can adapt existing DEI frameworks to benefit ISS staff and ISS communities.



Before we get started...

- DEI
- IDBE
- IDBEA
- GIDBEA
- JEDI
- ...and more!





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Introductions and icebreakers

- Introduce yourself, your institution, and your role
- Discuss what brought you to today's session
- Why do you believe it is important to center DEI values within an ISSO context?



Moving beyond the “why”

We're all here in this room, at this conference, and in this field because we understand the paramount significance of DEI within our roles and lives.

However, how do we go beyond just the semantic use of this acronym, from virtue signaling to actual implementation?

Embracing the “how”: Taking stock and taking action

Toolkit:

- Understand institutional culture and organizational demands
- Assess current office climate/immediate environment
- Analyze feedback: strengths and weaknesses
- Create an inventory of community targeted programming (two pronged approach: staff and stakeholders)
- Specify goals: where do we want to go?

Remember, you can't do it alone!



Examining your institution

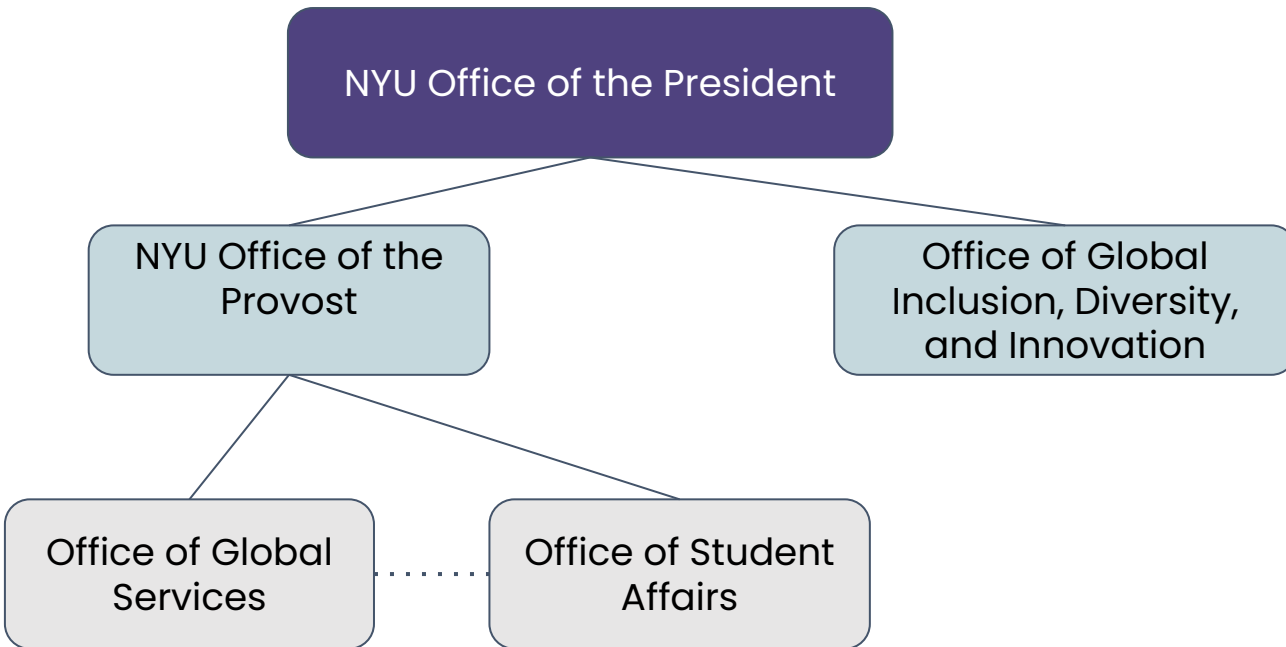


Questions to consider:

- What is your university's mission and values? Are these publicly visible?
- Does your university have a dedicated DEI office?
- Where does your office fit within the organizational structure?
- What are the current asks/demands of your institution as they relate to DEI, if any?

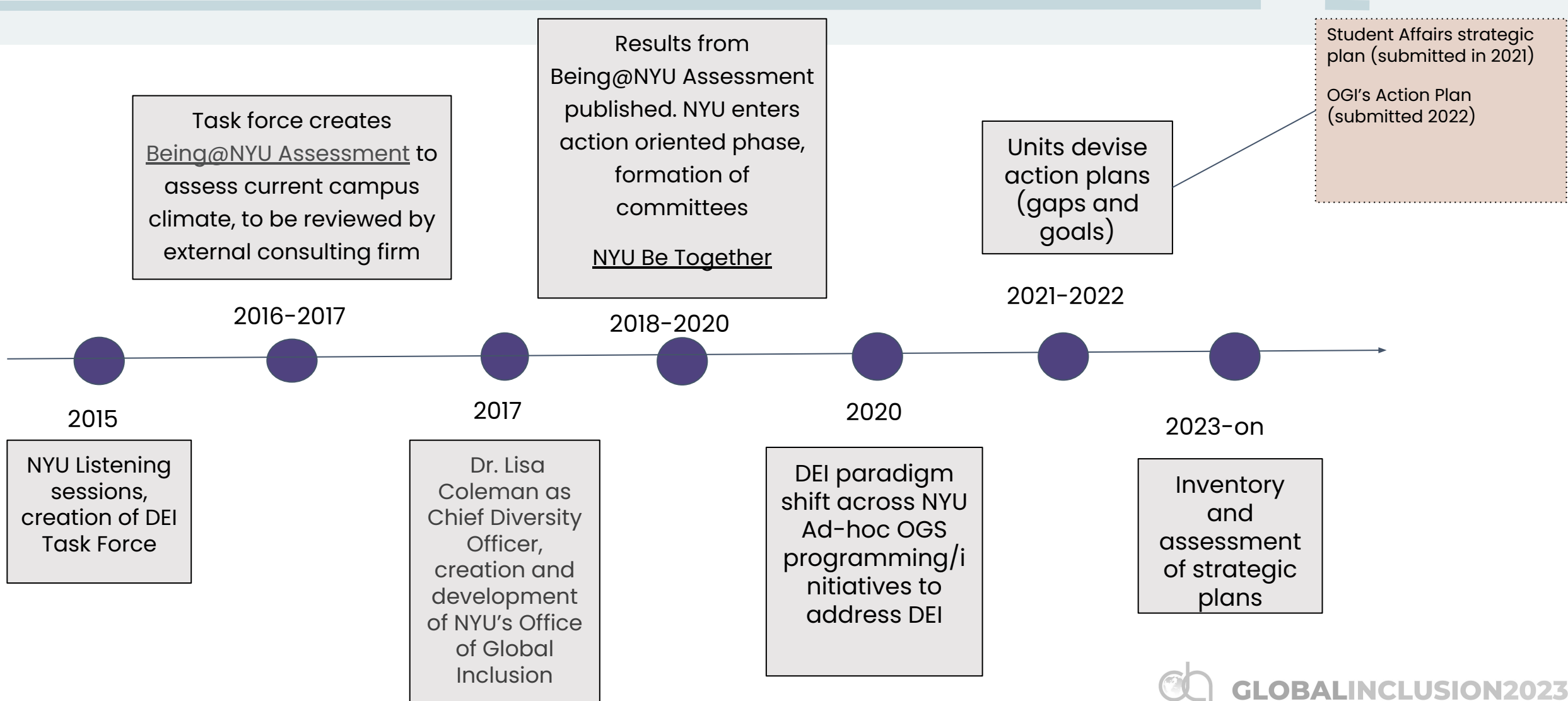
Examining your positionality:

A look at NYU's Organizational Structure



- **NYU Office of Global Inclusion** - centralized university DEI mission and values
 - GIDBEA (Global Inclusion Diversity, Belonging, Equity, Accessibility)
- **Historical context:** OGS previously fell under the purview of Student Affairs, but is now viewed as a different division. Close partnership and collaboration continues

Assessing NYU's DEI climate



Devising an Action Plan at OGS



Phase 1: Data collection

After contextualizing institutional climate, pivot to internal operations culture/climate

- **Data Collection:**
 - Structured hour long meetings with all staff and student employees
 - Anonymous virtual suggestion box
 - Open office hours, casual check-ins
 - Student/Scholars- surveys and focus groups
- **Keep prompts simple and open ended:**
 - What are we doing that accomplishes the tenets of GIDBEA? What are areas that need attention?
- **Who will benefit from strategic plan?**
 - Two areas of focus: OGS staff and populations we serve



Phase 2: Analyze feedback and identify themes

- **Comb through data collection**
 - Highlight repeated topics (successes and areas for improvement)
 - Identify values as they relate to IDBEA
- **Determine collective goals**
 - Short, mid, long term
 - Resources required
- **Organize meetings with office leadership**
 - Discuss findings and share feedback
- **Finalize action plan and share with colleagues for review and comment**
 - Values, Strengths, Weaknesses, Goals (action items)
 - Edit as necessary



Phase 3: Create an IDBEA inventory

Catalogue all initiatives and programming that address IDBEA for staff and the populations your office serves



Questions to consider

- What are the goals of these current programs and initiatives?
- What value(s) of IDBEA do they address?
- What themes identified, if any, do these programs target?
- How can we enhance current offerings?
- What is missing? What can we add to inventory?

Phase 4: Ongoing assessment, feedback

- Enter maintenance phase of action plan
- Start small: tangible and manageable
 - Select 2-3 programs/initiatives per year
- One year timeline for review
- Surveys, testimonials, quantitative data

Questions to consider

- Do you already run assessments in your office? Is there a specific team or contact?
- What data are you looking for?
- What is considered a successful initiative or program?



Activity

- What is currently happening at your institution to embed DEI into your organization's operations?
- What are the barriers to implementation?
- Do you have an inventory of IDBEA related programming? If not, what are some programs/initiatives your office supports?





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Best Practices at NYU's Office of Global Services



(Some) Best Practices: OGS staff





- Formalized IDBEA committee
 - Rotating committee membership
 - Weekly staff meeting announcements
 - Liaise with university counterparts in IDBEA capacity (Global inclusion officers)
 - Tasked with action plan review/updates
- Anonymous IDBEA suggestion box
- Addressed accessibility equity issues
- Monthly “Touch Base Day”s
- STARS hiring practices adopted
- Continuing education programs for OGS and NYU staff:
 - F-1/J-1 training
 - Chinese name pronunciations
 - and more!



(Some)Best practices: Students and scholars

- Discover US/Discover NY programming
- Lunch with Sherif
- International Education Week
- Cross unit collaboration with other student facing offices
- International student lounge
- International Scholars and Spouse Group
- Alternative Breaks
- ..and more!



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|---|---|
|  | Wednesday, October 18, 2023 · 2:00pm - 3:00pm EDT How to prepare your OPT application for the US government (USCIS) |
|  | Friday, October 20, 2023 · 9:30am - 12:00pm EDT Black Gotham Walking Tour |
|  | Friday, October 20, 2023 · 10:00am - 12:30pm EDT Discover NY: United Nations Tour United Nations Headquarters |
|  | Friday, October 27, 2023 · 12:00pm - 1:30pm EDT Identity and Inclusion: Race & Identity Kimmel Center for University Life Please sign up through Engage. |

Race and Identity in the US

An Introductory Webinar for International Students

History of Immigration and Xenophobia in the US

An Introductory Webinar for International Students

Harlem Walking Tour

March 14th | 1:00 - 3:00 PM



NYU Office of Global Services Trip to

MUSEUM OF CHINESE IN AMERICA

February 23rd | 1 PM - 3 PM ET
Tickets on sale midnight February 14th!

NYU International Education Week

ENVIRONMENTAL JUSTICE

FROM LOCAL TO GLOBAL

NOVEMBER 17TH | 5:00 PM ET

GLOBAL PERSPECTIVES ON RACE AND IDENTITY

THE RIDDLE EFFECT OF THE US POLITICAL CLIMATE



NYU International Education Week

OGS Anti-Racism Education Committee

- Orientation series
 - Dialogue session: Race and Identity in the U.S.
 - Dialogue Session: Immigration and Identity in the U.S.
- Experiential Learning
 - Tenement Museum
 - Museum of Chinese in America
 - Ellis Island
 - Harlem Walking Tour
- Panel Events
 - Students/Alumni
 - Faculty/Staff at various NYU sites
 - IEW events (external orgs)

Examples of Dialogue Prompts and Activities

- Are there aspects of your identity that you are becoming more aware of after being in the U.S.? How is this different from your home country?
- What are some of your earliest messages about race in the U.S.? What do you think of when you picture American identity? How was this communicated to you? Television? School? Family?

Activities:

- Life Maps
- Name stories
- Identity Wheels and Socialization Maps

Group reflections

What do next steps look like for you and your organization?

What do you need to achieve this?

Summary, Q&A

- IDBEA is not “extra” work; it is integral work for staff and ISS
 - Oxygen mask analogy
- This work requires us to critically examine the impact of structural inequalities; there may be discomfort!
 - Be mindful of how this impacts colleagues and students with marginalized identities and provide avenues for them to comfortably express concerns
- This is a process that takes time, strategic planning, and institutional commitment and resources; be intentional!
- Partnerships and relationship building are key; across the institution and with our international students and scholars.
- In sum, creating a strategic plan is the vehicle that moves us towards achieving our goals; It will always require maintenance and ongoing support. This will allow us to be less reactionary in our work (putting out fires) and rather, be prepared with a DEI outlook embedded into all services and operations.

Thank you!



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