



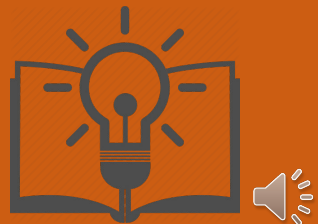
# DIVERSITY 101: African American Students



# Short Courses

**Welcome to Diversity Network's Short Course series.** Our short courses are 30-minute e-learning opportunities designed for busy professionals in search of new insights into the intersection of diversity and students' education abroad experiences.

Short courses are taught by experienced leaders in the international education field. They instruct, guide, engage, and challenge you to expand your perspective and knowledge of our students and our field of work. You'll find that we pair each short course with a resource sheet of links and information that we hope will add value to course content. Thanks so much for joining us on this brief e-learning journey.



# Your Instructor



Welcome!

GRETCHEN COOK-ANDERSON

Director, Diversity Recruiting & Advising  
IES Abroad

- 11 years in international education
- 2014 & 2016 EDIE Award recipient
- M.A. Johns Hopkins University SAIS
- B.A. Spelman College
- Study Abroad alum (junior year Japan)



# Learning Outcomes

Expect to gain greater insight into:

- Varied ways black students self identify
- participation rate of black students in education abroad programs
- evolving dynamics influencing black students' experiences abroad
- real and perceived barriers to greater participation in education abroad
- cross-cultural advantages many black students take abroad
- inclusive advising and building trust






# Identities that Span the Diaspora

- Black/African descent
- African American
- Afro-Caribbean/Caribbean
- Afro-Latino/a
- Creole
- Afro-Country of origin-specific
- Biracial/Multiracial



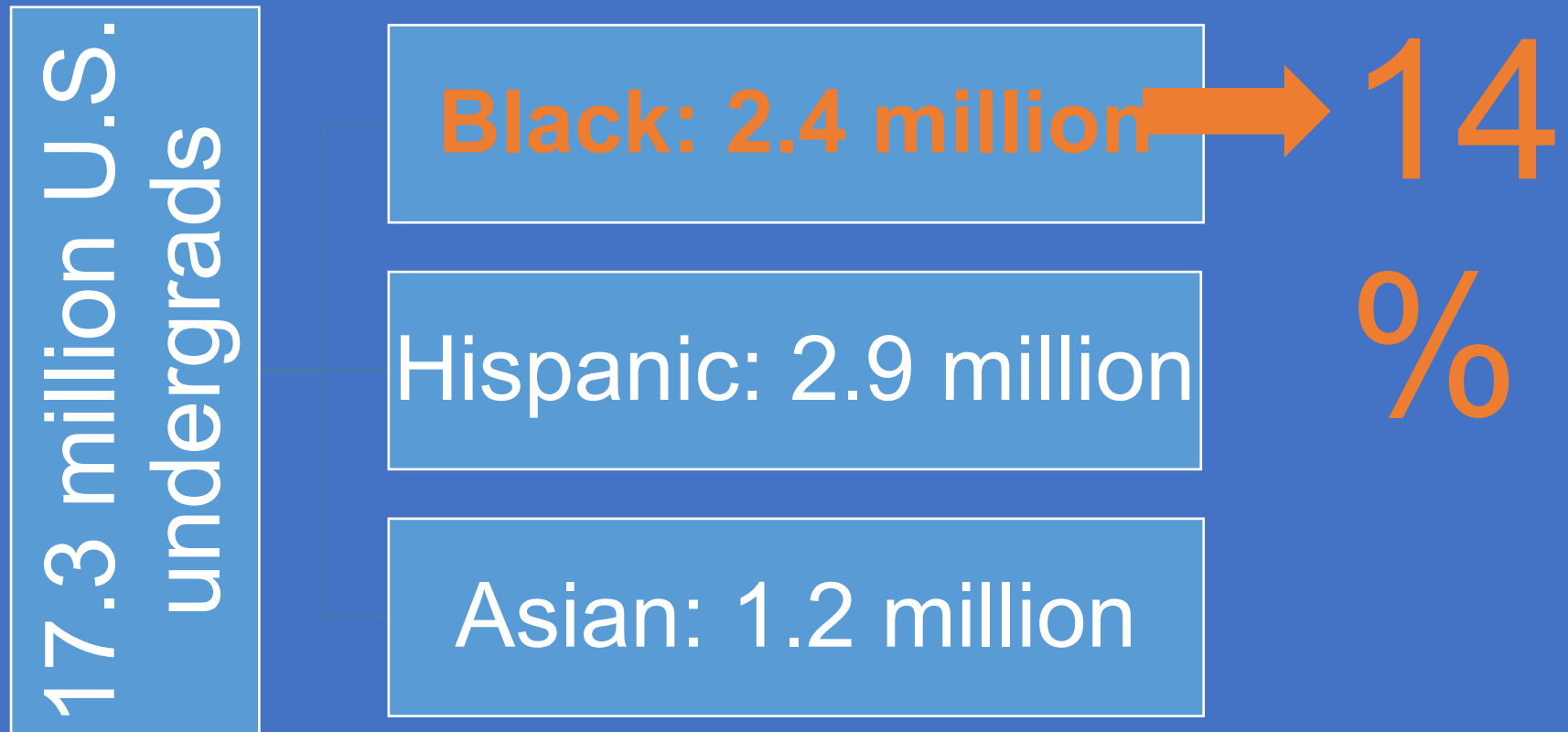


43,000,000

US Census, 2015



# Black Students in U.S. Higher Education



2016 US Department of Education,  
NCES

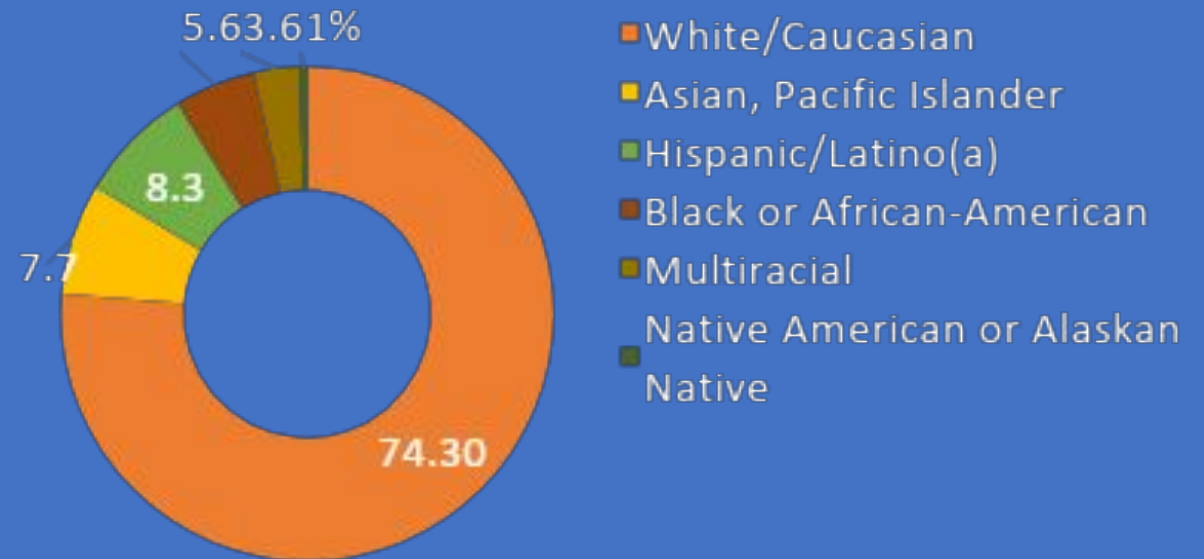




# Black Students' Participation in Global Education

*2016 IIE Open Doors  
Report*

- 5.6% of 313,415 U.S. students = 17,551
- 143% growth in raw numbers over 10 years





# Evolving Dynamics Influencing Black Students Abroad



- Historically marginalized in U.S.
- Distinct cultural differences between African American and other black students
- More likely little/no previous experience abroad
- May be sensitive to micro-aggressions
- Historically more likely to be from lower socio-economic background
- May socially self-segregate
- Questions about hair, racial identity, media stereotypes
- Black Lives Matter social movement's U.S. and global impact (since 2014)
- 2016 U.S. presidential election outcome concerns
- May overestimate reciprocal kinship from host cultures in Africa



# Real and Perceived Barriers to Greater Participation



Funding  
Fear  
Family & Friends  
Faculty  
Fundamental Lack of  
Exposure  
Finding Community Abroad





# Cross-cultural Advantages

- Existing experiences in U.S. adapting/straddling cultures:
  - Race/subculture
  - Religion
  - Socio-economics
- Existing immigrant experience (some)
- Bilingual/multilingual
- Lived experience as “other”
- Strong problem-solving/independence skills



# Inclusive Advising and the Importance of Trust

- Be proactive, reliable resource
- Underscore practical value
- Acknowledge concerns, partner in helping overcome barriers
- Develop pre-departure information and sessions that keep diverse needs/concerns in mind
- Avoid acting on assumptions
- Follow-up when students appear unsure





A photograph of three Black students, two women and one man, smiling and looking towards the camera. They are wearing white lab coats. The background is slightly blurred, showing an indoor setting with windows.

# Actionable Knowledge

- Track institutional patterns in black student global education participation
- Pulse students for general concerns, issues, interests
- Develop pre-departure advising reflective of evolving dynamics influencing black students abroad
- To maximize responsiveness, educate onsite staff abroad about evolving dynamics influencing many black students abroad
- Discuss cross-cultural advantages with students to boost confidence in global education



# Thank you! To watch another short course:

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**Events &  
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