

# Virtual Town Hall on State-Level Policy & Legislative Action to Restrict DEI

*Implications for Global Learning & International  
Education*



<https://www.menti.com/alcynakc7myv>

# How are you feeling about today's topic?



# Session Overview

---

- Global Learning & Diversity, Equity, and Inclusion (DEI)
- Overview of State of Legislative Attempts to Restrict DEI
- Strategies & Action
- Facilitated Group Discussion
- Final Reflections

# Disclaimers

Today's conversation will not be all encompassing.

Our language and our perspectives will be biased.

We hope to crowdsource the knowledge of those connected to the conversation!

# Why Global Learning?

- What is the purpose of global learning?
- Why do we believe that global experiences have value?

What is the purpose of global learning?

19

Answers

Mentimeter

Mutual understanding

Building empathy

to understand others and ourselves

development of a person's global and intercultural awareness, knowledge, skills, and actions that increase connectedness in our communities and in the world

To help broaden horizons

create collaborative opportunities

Broadening worldviews

To provide student with a more

PeaceCollaboration

To create and foster und

Growing as a global citizen

Understanding ourselves and othersPeace

Personal growth

To foster growth and development in personal, academic, and professional capacities to ultimately move to a more peaceful world

To gain perspectives and navigate our interconnected world through learning , which adds to opportunities and problem solving.

Learn intercultural communication

Build mutual understanding across cultures

Expand one's global perspective

Building connections and relationships

# Implications for Global & International Education



## Engaging with Difference

The reduced exposure to diverse ideas and cultures limits students' ability engage with difference and understand their place in the global community.



## Global Competitiveness

Limitations on DEI programming restrict the educational experiences and growth opportunities needed for students pursuing careers in the increasingly diverse economies of the world.



## Economic Impact

U.S. institutions of higher education will find it more difficult to attract international students to less inclusive campuses. U.S. students in particular will have fewer opportunities to gain critical intercultural skills

# State Level Policies and Restrictions on DEI Programs

## **Policies restricting funding**

Since 2019, 20 states have proposed or enacted legislation that restricts DEI programming and funding, affecting primarily schools and universities.

## **Bans on "critical race theory"**

Recent bans on "critical race theory" in states like Idaho, Texas, and Iowa have been seen as an attempt to suppress discussions on how systemic racism impacts society.

## **Impact on institutions**

These policies have a significant impact on institutions and educators, as they restrict the development of inclusive curriculums and limit opportunities for students to learn about diversity, equity, and inclusion.

31

have been  
introduced.

1

has final  
legislative approval.

0

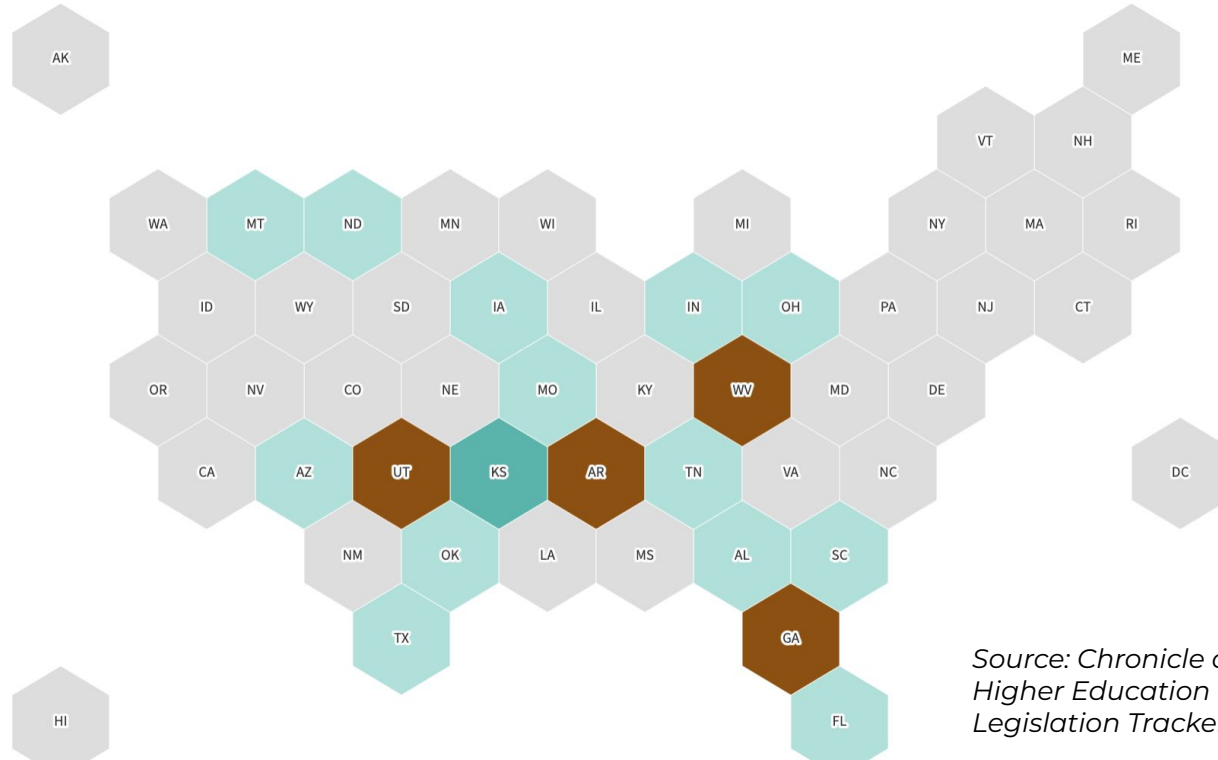
have been signed  
into law by a governor.

5

have been tabled  
or failed to pass.

## Where Anti-DEI Legislation Has Been Proposed

■ No bill
 ■ Introduced
 ■ Final legislative approval
 ■ Tabled or failed to pass

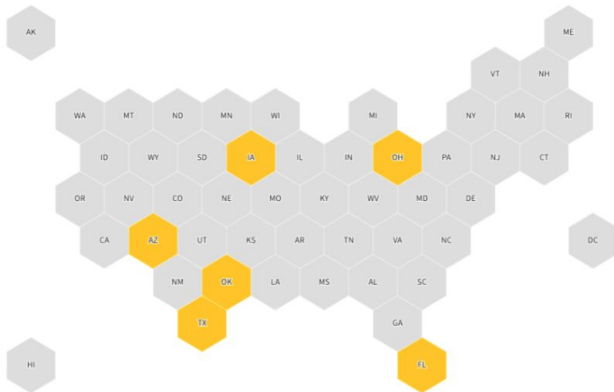


Source: Chronicle of  
Higher Education DEI  
Legislation Tracker

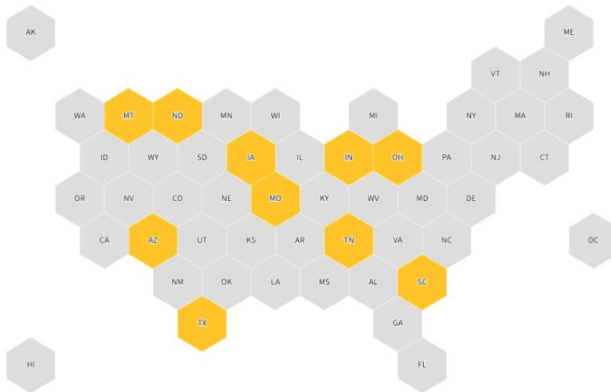


# What Would the Legislation Restrict?

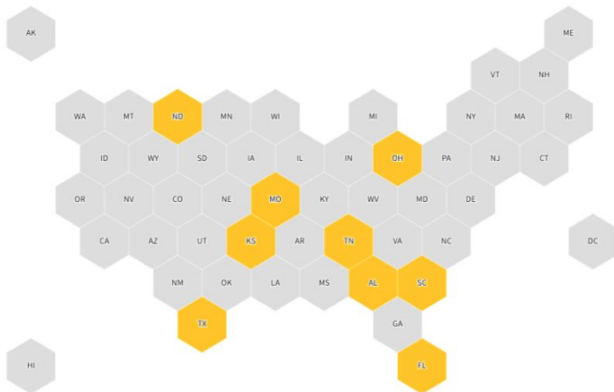
## DEI Offices and Staff



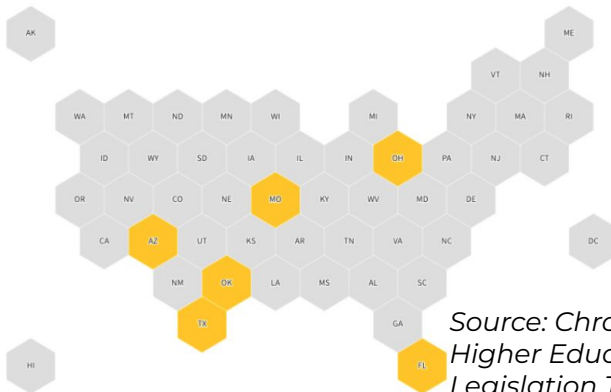
## Mandatory DEI Training



## Diversity Statements



## Identity-Based Preferences for Hiring and Admissions



Source: Chronicle of  
Higher Education DEI  
Legislation Tracker

# Cases of Specific Legislation Opposing DEI

**Iowa's HF 802:** In 2021, Iowa passed House File 802, which bans the teaching of certain concepts related to diversity, equity, and inclusion in public schools and universities, including the idea that individuals are inherently racist or sexist, that the United States is fundamentally racist, and that an individual's worth is based on their race or sex. The law also prohibits mandatory training on diversity, equity, and inclusion for public employees, including faculty at public universities.

**Florida's HB 233:** In 2021, Florida passed House Bill 233, which requires public universities to survey students, faculty, and staff about their beliefs and viewpoints and to develop a "viewpoint diversity" plan to promote intellectual freedom and diversity of thought. Critics argue that the law is a thinly veiled attempt to target progressive and liberal viewpoints in higher education.

**Texas Senate Bill 3:** In 2021, Texas passed Senate Bill 3, which restricts the teaching of critical race theory and related concepts in public schools and universities. The law prohibits the teaching that any individual, by virtue of their race or sex, is inherently racist, sexist, or oppressive, and requires teachers to present diverse perspectives without assigning blame or promoting divisive concepts.

# Cases of Specific Legislation Supporting DEI

## **California's Proposition 209**

**Repeal:** In 2020, California voters approved Proposition 16, which repealed Proposition 209, a law passed in 1996 that prohibited the state from considering race, gender, or ethnicity in public education, employment, and contracting. The repeal allows public universities in California to consider race and ethnicity in admissions, hiring, and contracting to promote diversity and equity.

## **Maryland's Historically Black Institutions**

**Investment Act:** In 2020, Maryland passed the Historically Black Institutions Investment Act, which provides \$577 million in funding to four historically black colleges and universities (HBCUs) in the state over 10 years. The funds will be used to support academic programs, capital projects, and student services at the HBCUs to address historic inequalities and promote diversity and inclusion.

## **New Jersey's Amistad**

**Commission:** In 2002, New Jersey established the Amistad Commission to promote the teaching of African American history and contributions in the state's schools. The commission is tasked with developing educational materials and resources that highlight the contributions of African Americans and their cultural heritage to promote diversity, equity, and inclusion in the state's education system.

# Cases of Institutional Policies Supporting DEI

## University of California

The University of California system recently announced a plan to increase diversity among its faculty and staff. The plan includes funding for recruitment and retention of underrepresented groups, as well as the creation of a new center for research on diversity, equity, and inclusion.

## University of Michigan

The University of Michigan recently released a report on diversity, equity, and inclusion that outlines a comprehensive set of recommendations for improving campus climate and promoting diversity. The recommendations include a focus on increasing diversity among faculty and staff, improving support for underrepresented students, and expanding diversity and inclusion training for all members of the university community.

## Harvard University

Harvard University recently announced a new initiative to promote diversity, equity, and inclusion on campus. The initiative includes a \$10 million fund to support faculty research and teaching on issues related to race and ethnicity, and the creation of a new senior administrative position focused on diversity and inclusion efforts.

# Strategies & Action

- Read the policies and (proposed) legislation.
- Convene your team to discuss implications for your office and institution.
- Connect with collaborators and co-conspirators on your campus who have shared interest.
- Coordinate with student and faculty movements on campus.
- Identify groups in your local community who are involved in these efforts, including those who may be in K-12.
- Identify pre-emptive strategies if you're in a location where efforts are well underway.

# DA Member Community Impact

# Questions for the Group

- How have state-level policies restricting diversity, equity, and inclusion programming and funding impacted your educational institution?
- In what ways do you believe diversity, equity, and inclusion are important for global education?
- Have you been involved in any successful diversity, equity, and inclusion programs at your institution or in your community? If so, how have they impacted global education?
- How can we build alliances and collaborate with other communities and institutions to support diversity, equity, and inclusion programming in global education?

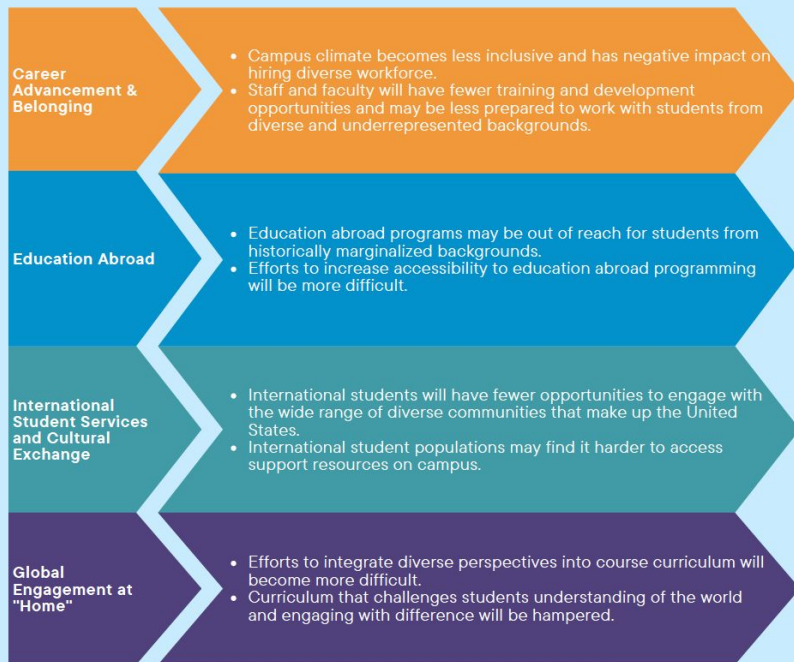
**"In a world of inaction,  
apathy, and  
indifference, be a  
beacon of hope and  
an agent of change."  
- Cory Booker**

**"The only way  
to deal with  
fear is to face it  
head-on."  
- James Baldwin**



# Action Planning

## DEI LEGISLATION CHANGES IMPACTING US HIGHER EDUCATION & THE IMPLICATIONS ON INTERNATIONAL EDUCATION



# What's Next?

- **Full Recording of Community Discussion**
  - Added to Education Abroad Resource Center for Members
- **Presentation & Resource Sheet**
  - Sent to All Participants
- **Upcoming Community Discussions**
  - [Designing and Implementing Inclusive Identity-based Study Abroad Mentorship | April 19](#)
  - [Paths for DEI Professionals in the Field of International Education and Education Abroad | May 9](#)

# Contact Us



[www.diversitynetwork.org](http://www.diversitynetwork.org)

[members@diversityabroad.org](mailto:members@diversityabroad.org)

[\*\*@DiversityAbroad\*\*](#)