

# Community Discussion

Paths for DEI Professionals in the  
Field of International Education



DEI Professionals  
in International  
Education  
Community of  
Practice 2022-23

#DiversityAbroad

# Sponsored By

Diversity Abroad's Global Education Diversity & Inclusion Certificate



Global Education  
Diversity & Inclusion  
Certificate

# Thank You to the Community of Practice

The webinar is coordinated by the [International Education DEI Professionals Community of Practice](#). A special thanks to the members who planned today's webinar.

- Rachel Mantiñán: Academic Solutions
- Daniel Watson: ISEP Study Abroad
- Abi Cavazos: Siena College

# Moderator



**Rachel Mantiñán**  
she/her/ella

Global Equity & Inclusion Officer  
Academic Solutions

# Presenters



**Shawn Dillard**  
she/her

Assistant Director of  
Office of International Education &  
Study Abroad  
University of South Alabama



**Brittani Smit**  
she/her

Associate Vice President of Diversity,  
Equity, Inclusion & Antiracism  
IES Abroad



**Amaris Vázquez Vargas**  
*they/she, elle/ella*

Program Coordinator, Faculty-led  
Texas A&M University

# Community Pact

- Be open to vulnerability
- As we share our truth, we invite you to do the same
- Take lessons, leave stories
- Calling In, not calling out
- Listen to Understand & Reflect
- Anything else?

*\*Adapted from Kory Saunders and Chris Thompson*

# Presenters and their Paths



# Panel Questions

## Tips

How to get involved in DEI work when you're not already involved?

What has been your most valuable resource in continuous learning and development in your DEI career?





# Panel Questions

## Opportunities

What are some of the greatest opportunities for improvement of DEI in the field?

## Support

What have been the greatest sources of support and community building for you in doing this work?

## Strategies

What recommendations do you have for continuing the work in the U.S. context of current anti-DEI legislation?



## Q&A/Closing

---

# RESOURCES

**Reflection  
Questions**

**Articles &  
Websites**

**Trainings &  
Certificates**

# Career Paths into International Education as a Diversity, Equity, and Inclusion Professional

## Personal Reflection Questions

- What experiences have you had that make you passionate about diversity, equity, and inclusion?
- What are your long-term career goals in international education?
- In what ways can you leverage your personal and professional experiences to promote DEI initiatives in international education?



## Questions to Consider

- How do you think the international education field can better address systemic issues of inequity and bias?
- What skills do you think are necessary to be an effective DEI professional in international education?
- In what ways can institutions prioritize diversity, equity, and inclusion in their international education programs?

## Action Prompts

- Research organizations and institutions that prioritize diversity, equity, and inclusion in international education.
- Attend networking events or webinars to connect with DEI professionals in international education.
- Volunteer or participate in DEI initiatives within your own institution or community.
- Consider pursuing further education or certifications in DEI in international education.

## Engage with Diversity Abroad



- [Community Discussions](#)
- [DEI Professionals in International Education Working Group](#)
- [Join a Communities of Practice](#)
- [More!](#)

# Action Plan!

## Articles & Websites

- [Unconventional Pathways into DEI: Academia & Public Sector](#) (webinar)
- [12 Ways CEOs Fail DEI Leaders](#) | Forbes
- [Diversity roles disappear 3 years after George Floyd's murder inspired them](#) | NBC News
- [Why You Should Start A/B Testing Your DEI Initiatives](#) | Harvard Business Review
- [List of Resources regarding CDO role and DEI outside of the U.S.](#)
- Goncalves, A. (January 2022). [Big Ideas 2022: What's ahead for Brazil's diversity, equity and inclusion](#)
- James-Galloway, C. D., Hudock, M. M., & Franklin, C. (2023). ["They didn't really have key experiences that they thought they could bring to the table": Perceptions of white racial absolutism during cross-racial intergroup dialogues](#). Human Communication Research, 49(2), 149–157.
- [NAFSA Resources for Supporting Inclusion and Equity](#)

## Book Recommendations

- Williams, D.A., & Wade-Golden, K.C. (2013). [The Chief Diversity Officer: Strategy Structure, and Change Management](#). [Link](#)
- Wilson Pickett, C., Smith, M., & James Felton III, J. (2017). [Inclusive Directions: The Role of the Chief Diversity in Community College Leadership](#). [Link](#)
- Williams, D.A. (2013). [Strategic Diversity Leadership: Activating Change and Transformation in Higher Education](#). [Link](#)
- Parker, E.T. (2021). [Becoming a Diversity Leader on Campus: Navigating Identity and Situational Pressures](#). [Link](#)
- Newkirk, P. (2019). [Diversity, Inc.: The Failed Promise of a Billion-Dollar Business](#). [Link](#)
- Anand, R. (2021). [Leading Global Diversity, Equity, and Inclusion: A Guide for Leading Organizational Change in Multinational Organization](#). [Link](#)
- Daryl G. Smith (2020). [Diversity's Promise for Higher Education: Making it Work](#). Third Edition. [Link](#)

# RESOURCES



# Research!

## Trainings & Certificates

- [Global Education Diversity & Inclusion Certificate](#) | Diversity Abroad
- [Various trainings and professional development opportunities](#) | Diversity Abroad
- [Undoing Racism Training](#) | People's Institute for Survival & Beyond
- [Social Justice Training Institute](#)
- [Diversity, Equity & Inclusion Certificate](#) | Cornell University
- [NADOHE Standards of Professional Practice Institute](#) | National Association of Diversity Officers in Higher Education (NADOHE)
- [The Winters Group](#) | Learning and resources
- [Equity Literacy Group](#) | Short Courses
- [University of South Florida Diversity, Equity, and Inclusion in the Workplace Certificate](#)



# What's Next?



- Full Recording of Community Discussion
- PowerPoint Presentation & Handout Sheet with Reflection Questions and Resources
  - Added to D&I Resource Center for Members
  - Sent to All Participants
- Diversity Abroad Working Group on DEI Professionals in International Education | [Submit Your Name](#)
- Upcoming Community Discussions
  - June 6 | [Fostering Engagement and Belonging in the Workplace](#)
  - June 22 | [Design Thinking and Programs in Latin America & Caribbean](#)

# COMMUNITY RESOURCE GROUPS

Let's Continue the  
conversation!

[Click here](#) to see the  
Community Resource Groups  
webpage!

# Contact Us



Diversity Abroad

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

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

## **Shawn Dillard**

Assistant Director, University of South Alabama

[shawndillard@southalabama.edu](mailto:shawndillard@southalabama.edu)

## **Rachel Mantiñán**

Global Equity and Inclusion Officer, Academic Solutions

[rachel@academic-solutions.com](mailto:rachel@academic-solutions.com)

## **Brittani Smit**

AVP, DEI&A at IES Abroad

[bsmit@iesabroad.org](mailto:bsmit@iesabroad.org)

## **Amaris Vázquez Vargas**

Program Coordinator, Texas A&M

[amaris.vazquez@tamu.edu](mailto:amaris.vazquez@tamu.edu)