Community Discussion

Paths for DEI Professionals in the Field of International Education



DEI Professionals
in International
Education
Community of

#DiversityAbroad

Practice 2022-23

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 <u>International Education DEI</u> <u>Professionals Community of Practice</u>. 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

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Presenters



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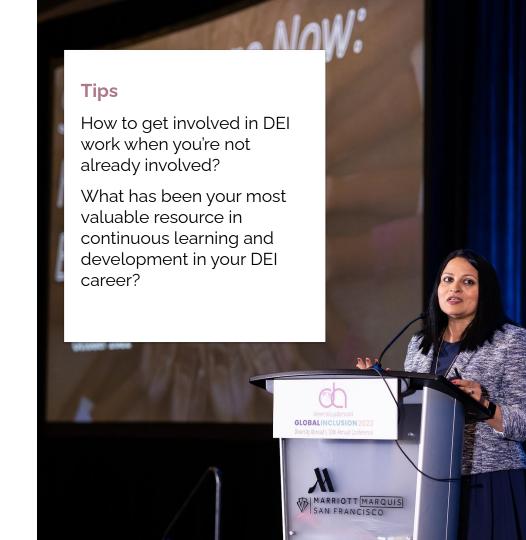


Community Pact

- 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?



Panel Questions



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Panel Questions

Opportunities

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

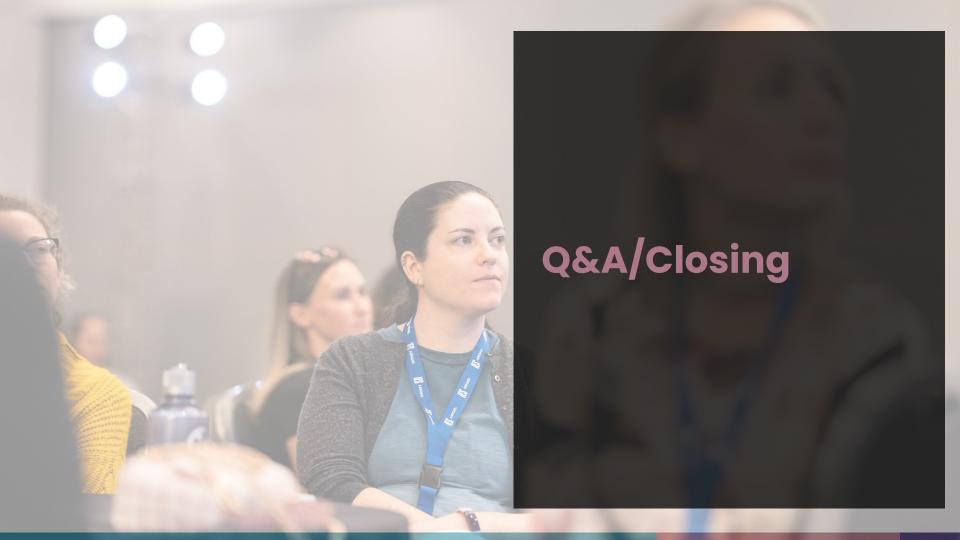
Support

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?





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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?



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.

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?

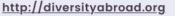
Engage with Diversity Abroad



- Community Discussions
 DEL Professionals in International
- 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
- <u>Diversity roles disappear 3 years after George Floyd's murder</u> 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.
- Gonclaves, A. (January 2022). <u>Big Ideas 2022: What's ahead for</u> Brazil's diversity, equity and inclusion
- James-Gallaway, 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 absolution 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. <u>Link</u>
- 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. <u>Link</u>
- 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. <u>Link</u>
- 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



Trainings & Certificates

- Global Education Diversity & Inclusion Certificate | Diversit Abroad
- Various trainings and professional development opportunities | Diversity Abroad
- <u>Undoing Racism Training</u> | 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 Course
- University of South Florida Diversity, Equity, and Inclusion in the Workplace Certificate

Research!







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 | <u>Submit</u> <u>Your Name</u>
- Upcoming Community
 Discussions
 - June 6 | Fostering
 Engagement and
 Belonging in the Workplace
 - June 22 | <u>Design Thinking</u> and <u>Programs in Latin</u> America & Caribbean



COMMUNITY RESOURCE GROUPS

Let's Continue the conversation!

Click here to see the Community Resource Groups webpage!



Contact Us



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