



diversityabroad

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DIVERSITY ABROAD FORWARD

Where Diversity, Inclusion & Global Education Intersect

Preparing the Next Generation of Global Leaders



Dear Colleagues,

Over the past 12 years the field of international education has evolved along with the broader higher education sector. One of the drivers of change has been the accelerated shift in the demographics of college students. The fastest-growing student populations are students of color, first-generation college students, and those from lower socioeconomic backgrounds—the very populations who traditionally have not participated in global education programs. Coupled with the changing demographics are growing calls from policymakers, industry and community leaders to close the achievement gap and ensure that students from these populations—and all students—not only gain access to college but have equitable access to the benefits afforded through a 21st-century education.

This new landscape presents the international education and cultural exchange sector with a renewed opportunity to embrace diversity, equity, and inclusion to ensure all students and young people have equitable access to the benefits of these transformative experiences, to which we are the gatekeepers. Embracing diversity and inclusion requires a full examination of the practices and policies that govern the field, both with respect to how we engage with students and how we hire, train, and retain professionals. It also involves the acquisition of diversity and inclusion competencies among professionals and faculty in the field. In doing so, the field positions itself to serve a broader population of students, support their success, and become a sector that is in line with the greater higher education community and industry's goal to democratize access to opportunity.

Diversity Abroad has grown into the leading organization advancing diversity and inclusive policies and practices in the field of international education and cultural exchange since its founding in 2006. To build upon our success and ensure intentional growth and continued impact, our team along with the Diversity Abroad Advisory Council embarked on a strategic planning process. This process

included interviews with stakeholders across the Diversity Abroad community, an objective review of our programs, services, and operations, and a robust analysis of the field and trends in higher education.

The result of this exercise is a new strategic plan, ***Diversity Abroad Forward***, which will guide the organization over the next five years. The plan firmly places Diversity Abroad at the vanguard in advancing diversity, equity, and inclusion in global education to support the academic success, interpersonal growth, and career readiness of diverse and underrepresented students.

Our vision has not changed: that the next generation of young people from diverse and underrepresented backgrounds are equipped with the skills, knowledge, and global acumen to thrive in the 21st-century interconnected world and competitive workforce. However, our approach to realizing our vision has been revised and improved to ensure our effectiveness in providing the field with the guidance, learning opportunities, resources, and leadership needed to navigate and thrive in the changing landscape—ultimately to the benefit of the students we serve.

We are grateful to our many partners who shared their insights with Diversity Abroad throughout this process, including our Advisory Council and lead consultant Erica Tran Wang. Additionally, many thanks to the Diversity Abroad team for their contributions to mapping out our organization's course for the coming years.

We welcome your feedback and collaboration as we work collectively to democratize global education and the benefits afforded through participation in such opportunities.

Warm regards,



Andrew Gordon
CEO and Founder of Diversity Abroad



ABOUT DIVERSITY ABROAD

OUR PURPOSE

Diversity Abroad aims to improve the academic success, interpersonal growth, and career readiness of students by ensuring equitable access to the benefits of global education.

OUR MISSION

To create equitable access to the benefits of global education by empowering educators, engaging stakeholders, and connecting diverse students to resources and opportunity.

OUR VISION

That the next generation of young people from diverse and underrepresented backgrounds are equipped with the skills, knowledge, and global acumen to thrive in the 21st-century interconnected world and competitive workforce.

WHAT DIVERSITY, EQUITY, AND INCLUSION MEANS TO US:

Diversity is in our name. So how do we define it? The term **DIVERSITY** for us recognizes and celebrates individual differences. While we recognize all dimensions of diversity, to ensure our effectiveness as an organization we mainly focus on the following identity characteristics: race/ethnicity, socioeconomic status, first-generation college students, sexual orientation, ability, and religious affiliations.

EQUITY AND INCLUSION PLAY A SIGNIFICANT ROLE IN OUR WORK. Whereas diversity focuses on differences, **INCLUSION** is the active, intentional, and ongoing engagement with diversity in ways that increase awareness, content knowledge, and understanding of the complex ways individuals interact within systems and institutions.

EQUITY centers on fairness and impartiality in how individuals are treated. In the context of global education, equity centers on whether or not the quality of the experience is equitable for all students and results in learning outcomes proportional to the student's knowledge and competencies.

Our definition of these terms is rooted in the Diversity Abroad AIDE Guidelines.

OUR VALUES



AUTHENTICITY

Diversity, equity, and inclusion are hard work. We each have a personal connection to the work, communicate openly and honestly with one another, and foster an environment where our members can share best practices and learn from peers.



COMMUNITY

We support and are a part of the Diversity Abroad community, an inclusive space for educators, students, and other stakeholders who have made a commitment to advance diversity, equity, and inclusion in global education.



CURIOSITY

We are lifelong learners: never resting on what we already know! Each of us seeks new ideas, new skills, and a willingness to adapt to new perspectives and approaches.



IMPACT-DRIVEN

We are intentional and disciplined with the activities and partnerships that we pursue to advance our mission.



INNOVATIVE

We are passionate about our mission and have a stake in shaping the organization. Each of us, regardless of role, actively engages in dialogue, challenges current thinking, and proposes solutions that continues to push the organization forward.



PROFESSIONALISM

We are respectful, humble, and accountable. Each of us offers expertise and knowledge and delivers high-quality content and experiences.

WHY DIVERSITY ABROAD?

Global educational programs, when effectively administered, are a high-impact practice that can positively contribute to the academic success, interpersonal growth, and career readiness of students. Thus, equitable access to the benefits of global programs is a question of educational opportunity and student success. Students of color, those from lower socio-economic backgrounds, and who are first in their families to go to college remain underrepresented in global education programs like education abroad. For an example, students of color represent 46%¹ of students enrolled in colleges and universities but only 29%² of students who pursue education abroad. Additionally, all students, particularly those from diverse and marginalized groups, must be adequately supported before, during, and after participating in such programs to ensure their safety and security and equitable access to the benefits these experiences afford.

Backed by a global community of educators, policymakers, student leaders, and industry professionals, Diversity Abroad's sole focus is to advance diversity, equity, and inclusion in the field of international education and cultural exchange with the goal of improving student success. To ensure the next generation of students—who increasingly come from diverse and traditionally underrepresented backgrounds—participate and thrive in global programs, the field of international education must transform from a field that is exclusive and serves a small, privileged population of young people to one that is inclusive and supports the success of all students.

With our expertise, authenticity, and in collaboration with our 280+ members, Diversity Abroad is uniquely positioned to continue to lead the field toward inclusive excellence by providing the best practice guidelines, tools, resources, and professional development opportunities that support professionals and their organizations in developing, implementing, and improving diversity and inclusive practices.

¹ Source: National Center for Education Statistics | ² Source: Institute for International Education

OUR IMPACT — BY THE NUMBERS

The Diversity Abroad Community is global and our work would not be possible without the committed engagement of those who contribute their passion and ideas to advancing our mission.

280+

Diversity Abroad Member
Institutions/Organizations

15,000

students annually are supported through Diversity Abroad
scholarships, the online community, and The Passport Tour

700+

attendees at
Diversity Abroad's
Annual Conference

500+

administrators, faculty, and practitioners are empowered
annually to advance inclusive excellence through online
and in-person skill-building training opportunities

OUR 2023 STRATEGY: MOVING TOWARDS SYSTEMIC CHANGE

Diversity Abroad aims to move the field of international education and cultural exchange toward systemic change through the development of good practice guidelines, resources, and learning opportunities that empower professionals to advance inclusive excellence, and position students to succeed through equitable access to global education.

Our approach over the next five years includes the following priorities:



STUDENT SUCCESS THROUGH GLOBAL EDUCATION



PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT



ADVANCE DIVERSITY & INCLUSIVE POLICIES AND PRACTICES



ADVOCACY, LEADERSHIP, AND INNOVATION



OUR TEAM - PASSION, PROCESS, PROGRESS

50+

professionals involved in Diversity in Global Education Task Forces that support the following thematic areas:

- Faculty Development
- Race & Ethnicity
- First-Generation College/First Abroad & High Financial Need
- LGBTQI+
- Access for Disabilities Abroad
- Religious Identity
- Minority-Serving Institutions
- High School
- International Students
- Community Colleges

STUDENT SUCCESS THROUGH GLOBAL EDUCATION

Diverse and underrepresented students gain equitable access to the benefits of global education that can improve their academic success, support their interpersonal growth, and enhance their career readiness.

Student success is at the heart of our work. Despite increased enrollment in higher education, there continues to be an academic achievement and wage gap for students and graduates from diverse backgrounds. The success of students completing university with the skills necessary to compete in the global workforce remains a concern. A high-impact practice, global education programs—when effectively administered—can contribute positively to a student’s academic success and interpersonal growth. Additionally, such programs can support the acquisition of qualities such as empathy, flexibility, resilience, greater acceptance of difference, and collaborative problem-solving, which are cited as a desired skill set among employers.

As demographics shift around the world and increasingly more diverse students have access to higher education, there is increased emphasis on equitable access to the high-impact practices that will support their success. To increase equitable access to the benefits of global education and leverage such experiences to support student success, Diversity Abroad will develop new and expand current learning resources and host events that engage students before, during, and after participation in such opportunities.

KEY INITIATIVES & PROGRAMS TO FOSTER STUDENT SUCCESS THROUGH GLOBAL EDUCATION

DIVERSITYABROAD.COM is an online student community for diverse students to get connected to education and career opportunities from Diversity Abroad partners, and access to carefully curated tips and resources to support their success before, during, and after global programs.

STUDENT LEARNING & ADVISING COURSES is a series of short and engaging courses that provide students with culturally relevant and identity-specific guidance to enhance learning and support their success throughout the global education process.

GLOBAL STUDENT LEADERSHIP SUMMIT is an opportunity for emerging leaders from diverse backgrounds to participate in professional development workshops to enhance their career readiness by leveraging their international experience for career and graduate opportunities.

THE PASSPORT TOUR is a nationwide initiative involving 50+ campuses designed to introduce global education resources and opportunities to students, faculty, and administrators, particularly from diverse and underrepresented backgrounds.

DEVELOP PROFESSIONALS AND FOSTER COLLABORATIONS

Administrators, faculty, and practitioners have the appreciation and develop the cultural awareness, knowledge, skills, and confidence to effectively support diverse and underrepresented students' success through global education.

It is essential for higher education and cultural exchange professionals to have the skills, knowledge, and confidence to make progress in increasing participation and ultimately leveraging global programs to promote student success. Professionals—administrators, faculty, and practitioners alike—have increasingly expressed the need for new resources, professional development opportunities, and guidance to achieve these goals. In the next five years, through our member consortium, Diversity Abroad will double down on providing resources and learning programs to support the development of professionals, institutions, and organizations, both in the U.S. and abroad. Specifically in the U.S., this will involve increased efforts to engage with professionals at HBCUs, other minority-serving institutions, and community colleges.

In addition to engaging with international education and cultural exchange professionals, Diversity Abroad will expand its efforts to partner with student affairs, diversity and inclusion, career services, and other education leaders. These leaders often have access to and are better positioned to influence diverse students' decisions to pursue global education. Their role is critical to ensuring students who participate in global education are adequately supported and able to leverage such programs to advance their success.

KEY INITIATIVES & PROGRAMS TO DEVELOP PROFESSIONALS AND FOSTER COLLABORATION

DIVERSITY & INCLUSION CERTIFICATION PROGRAM is a comprehensive competency-based program that offers participants the opportunity to develop and improve on the knowledge, skills, and confidence needed to champion access, diversity, equity, and inclusion in the field of international education and cultural exchange.

IN-PERSON PROFESSIONAL DEVELOPMENT OPPORTUNITIES are in-depth workshops that train and prepare U.S. and non-U.S. professionals to increase participation and effectively support diverse and underrepresented students in international education through implementations of diversity and inclusion good practices and policies.

ONLINE FACULTY DEVELOPMENT SHORT-COURSES are e-learning opportunities designed to equip faculty and program leaders with insights and practical tools to develop and lead inclusive programs abroad and to support and advance inclusive excellence in global education.

MEMBER ENGAGEMENT & RESOURCES deepen collaborations with on-campus partners and off campus with stakeholders to demonstrate the value of global education and its ability to successfully prepare graduates for success. Continued investment in new resources and trainings, including tailored resources for minority-serving institutions, community colleges, and non-US institutions and organizations ensures administrators, faculty, and practitioners are properly equipped for success.

ADVANCE DIVERSITY & INCLUSIVE POLICIES AND PRACTICES

The field of international education and cultural exchange embraces and implements policies and practices that advance inclusive excellence, achieve representative participation in education abroad, and encourage global learning among diverse student populations.

Operational effectiveness is essential to effect change in a sustainable way. Over the next five years, Diversity Abroad will continue to partner with leaders at higher education institutions, organizations, professional associations, government agencies, and others to move the needle in adopting best practices that advance diversity, equity, and inclusion in our field.

Through ongoing original and collaborative research and publications, Diversity Abroad will raise awareness of the impact of global education, identify opportunities advance diversity, equity and inclusion in the field, and ultimately effect systemic change.

KEY INITIATIVES & PROGRAMS TO ADVANCE DIVERSITY & INCLUSIVE POLICIES AND PRACTICES

ACCESS, INCLUSION, DIVERSITY, AND EQUITY (AIDE) ROADMAP is the gold standard for developing, evaluating, and implementing diversity and inclusive practices and policies within education abroad offices and provider organizations that support the success of students throughout the education abroad process.

INCLUSIVE EXCELLENCE PROGRAM is a comprehensive and collaborative program which guides education abroad offices and organizations through the AIDE Roadmap, recognizes their success, and promotes continued growth, operational effectiveness, and progress toward inclusive excellence.

SURVEY OF DIVERSITY & INCLUSION AMONG INTERNATIONAL EDUCATORS collects demographic data on the composition of professionals in the field of international education and exchange with the goal of addressing diversity and inclusion in hiring practices, institutional climate, career development, and advancement.

THE DIVERSITY ABROAD STUDENT EXPERIENCE SURVEY'S purpose is to gather data about the education abroad process and ascertain how students' identities influenced or shaped their experience. The results will inform the development of new resources and tools to support future students.

ENGAGE STAKEHOLDERS

ADVOCACY, LEADERSHIP & INNOVATION

Diversity Abroad leads a growing community that promotes innovation, critical dialogue, and insights to drive systemic improvements in diversity, equity, and inclusion in global education.

The Diversity Abroad Community is comprised of practitioners, scholars, students, and leaders that are committed to examining current practices and policies and finding innovative solutions and new approaches to democratize the benefits of global education. This includes learning from other sectors, partnering with new stakeholders, and leveraging technology to ensure that diversity, equity, and inclusion are part of the fabric of global education.

Diversity Abroad will emphasize building eminence in thought leadership, partnership, and training across diversity topics.

KEY INITIATIVES & PROGRAMS TO PROMOTE ADVOCACY, LEADERSHIP & INNOVATION

LIVE AND VIRTUAL PLATFORMS such as The Global Impact Exchange, Annual Diversity Abroad Conference, and Regional Workshops for members and partners to contribute research, insights, and expertise and advocate for change.

DEVELOP INNOVATIVE PARTNERSHIPS with higher education associations, diversity- and inclusion-focused organizations, and companies that contribute to advancing inclusive excellence in the profession, promote student success, and create greater awareness of the impact of global education.

EXCELLENCE IN DIVERSITY & INCLUSION IN INTERNATIONAL EDUCATION AWARDS celebrate and recognize innovation and inclusive excellence by outstanding institutions, organizations, professionals, and students.

GROW AND SUPPORT OUR TEAM

PASSION, PROCESS, PROGRESS

Build and sustain an equity-minded team who is passionate about the mission and embodies the following values: authenticity, community, curiosity, impact-driven, innovative, and professionalism.

Team members are at the heart of Diversity Abroad. They are dynamic and entrepreneurial in spirit and bring their passion, ideals, and commitment to be part of a social impact organization.

Looking forward over the next five years, the organization will focus on building a sustainable infrastructure in order to accommodate the expanded portfolio and reach of our work.

KEY INITIATIVES & PROGRAMS TO GROW AND SUPPORT THE TEAM

- Build an organizational culture that embodies the ideals of diversity and inclusion to grow, develop, and retain team members.
- Build a strong infrastructure with processes and procedures that support continued growth.
- Build career pathways and professional development opportunities to develop and nurture future international education professionals.

MEASURING SUCCESS

With Diversity Abroad's focus on student success through global education, a wider range of students will graduate from college and university with the skills necessary to thrive in the global workforce.

- By 2023 the gap between the percentage of racial and ethnic minorities enrolled in U.S. higher education and those taking advantage of education abroad will be cut in half.
- Diversity Abroad will reach new domestic and international exchange populations through our online community, on-demand *Student Learning and Advising Resources*, among other resources. The course library will reach 200 titles.
- The Global Student Leadership Summit will serve 150 students annually as the competitive global leadership conference for underrepresented and diverse students in the United States.
- Our student-oriented resources are valued and used across higher education institutions from the education abroad and international student services offices to the student affairs and diversity offices.

The field of international education and cultural exchange is more diverse and equipped with the skills, knowledge, and tools to support diverse and underrepresented students.

- Diversity Abroad consortium will grow to 500 higher education institutions, organizations, and companies. Our membership will continue to reflect the diversity of institutional type both across the United States and abroad.
- Annually more than 2,500 administrators, faculty, and practitioners will access Diversity Abroad's conferences and trainings, in person and online.
- 30% of Diversity Abroad member institutions/organizations will have enrolled in the Inclusive Excellence Program and completed the AIDE Roadmap Assessment Tool.
- With 80 professionals enrolled annually, the *Diversity & Inclusion Certification Program* will be adopted as a critical learning program for preparing future leaders in the field.

Diversity Abroad is recognized as a thought leader for innovative, culturally relevant research and reports across diversity topics that drive awareness and change.

- Increase brand recognition of Diversity Abroad within higher education, international education, diversity and inclusion, and skills sectors.
- Greater awareness among education professionals and stakeholders of the impact of global education on diverse and underrepresented student populations.
- Annually, develop one key innovative strategic partnership with education entities, government agencies, or the private sector that will advance diversity, equity, and inclusion and support student success.

Grow and support a team and infrastructure that advance diversity, equity, and inclusion in global education.

- A robust employee engagement program that attracts top talent.
- A strong organizational and operational structure in place that results in increased annual funding.
- Recognition as a social impact organization that has demonstrated commitment to its ideals and is financially sustainable.
- A unified communication strategy that promotes our values, mission, and impact.

OUR STORY

2006

FOUNDED

- Launch of DiversityAbroad.com, the first online platform to connect diverse and underrepresented students to opportunities and resources to support their participation and success in education abroad programs.

2008

GO GLOBAL
CAMPUS TOUR

- Go Global Campus Tour, a multistate student engagement tour that educates students on the important of education abroad and other global programs, is added to the organization's portfolio.

2009

DIVERSITY ABROAD
NETWORK CONSORTIUM

- The Diversity Abroad membership consortium is created and would be the first professional body tasked with developing international educators so that they would have the skills, knowledge, and confidence to serve an increasingly diverse student population.

2010

- The first professional development workshop in collaboration with AIFS was held at the National Press Club in Washington, D.C.

2013

DIVERSITY ABROAD
CONFERENCE

- Inaugural Diversity Abroad Annual Conference in Chicago lays the foundation for a comprehensive national forum on issues of access, diversity, equity, and inclusion in global education.

2014

AIDE
ROADMAP

- The Access, Inclusion, Diversity, and Equity (AIDE) Roadmap is developed. The Roadmap is a self-assessment tool that serves as the gold standard for D&I practices, policies, and procedures to help institutions move toward inclusive internationalization.

2015

GLOBAL
STUDENT
LEADERSHIP
SUMMIT

- The premier student leadership conference—the **Global Student Leadership Summit**—is added to the Annual Conference with the goal of helping students from diverse backgrounds who have participated in study abroad or other international programs become successful leaders in a global society.

2018

CDO/SIO
STRATEGIC
LEADERSHIP
FORUM

- The first **CDO & SIO Strategic Leadership Forum** is held, recognizing the critical importance these roles play in supporting student success through global education.

2019

- Diversity Abroad launches its 5-year strategic plan, *Diversity Abroad Forward*.

JOIN THE COMMUNITY

EXPLORE MEMBERSHIP WITH DIVERSITY ABROAD

Diversity Abroad's membership consortium is the leading professional network of educational institutions, government agencies, and for-profit and nonprofit organizations who share Diversity Abroad's vision that the next generation of young people from diverse and underrepresented backgrounds are equipped with the skills, knowledge, and global acumen to thrive in the 21st-century interconnected world and global workforce.

CONNECT WITH STUDENTS & YOUNG PROFESSIONALS

The DiversityAbroad.com community is comprised of globally-minded and talented students and young professionals. We connect our community to skill-building global education opportunities while also serving as a platform for companies and organizations interested in identifying diverse talent for internships and entry-level career opportunities.

GLOBAL PARTNER OPPORTUNITIES

The Global Partner program is designed for institutions and organizations that want to play a greater role in the success of Diversity Abroad and take full advantage of the services and resources offered.



[diversityabroad](http://diversityabroad.org)

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