



diversityabroad

**STATE OF DIVERSITY &
INCLUSION IN INTERNATIONAL
EDUCATION**

JANUARY 24 | 11:00 AM ET

About Diversity Abroad

Diversity Abroad's mission is to create equitable access to the benefits of global education by empowering educators, engaging stakeholders, and connecting diverse students to resources and opportunity.

Education Abroad | Global Engagement at Home |
International Student Services & Cultural Exchange |
Career Advancement & Belonging



Sponsored By



**Measure, Map &
Improve Your
DE&I efforts**

Presenters



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Overview



- A Look at the findings of the 2022 *Survey on Diversity & Inclusion Among International Educators*
- Discussion on how to advance inclusive policies and practices
- Audience Q&A
- Closing Remarks



2022 Profile of International Educators

428 Respondents

First Gen

One third of survey (33.4%) participants identify as the first in their family to complete a college degree

Race & Ethnicity

- **29.9%** identified Black/African American, Hispanic/Latinx, Asian/Asian American, Middle Eastern/Arab or multiracial
- **64%** identified as White

Religion

- **31.6%** of the respondents identified as Christian and **more than a quarter** as non-religious.

(Dis)ability

- **72.8%** respondents did not identify as having a (dis)ability.

Gender

- Women represented **73.6%** of the respondents, men **23.8%**, non-binary or third gender made up **1.2%**.

Country of Origin

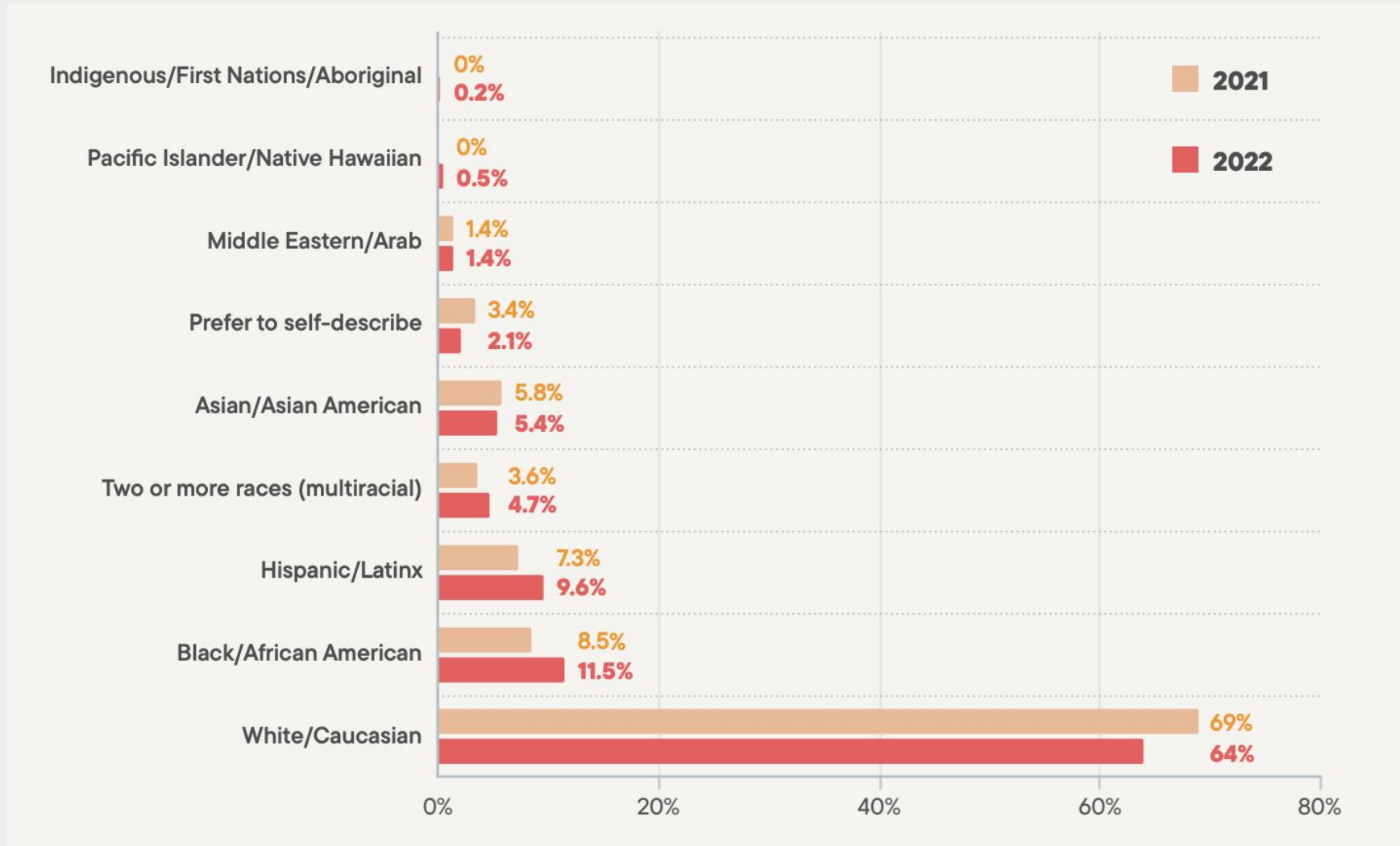
- **84.3%** reported being born in the United States.

Sexual Orientation

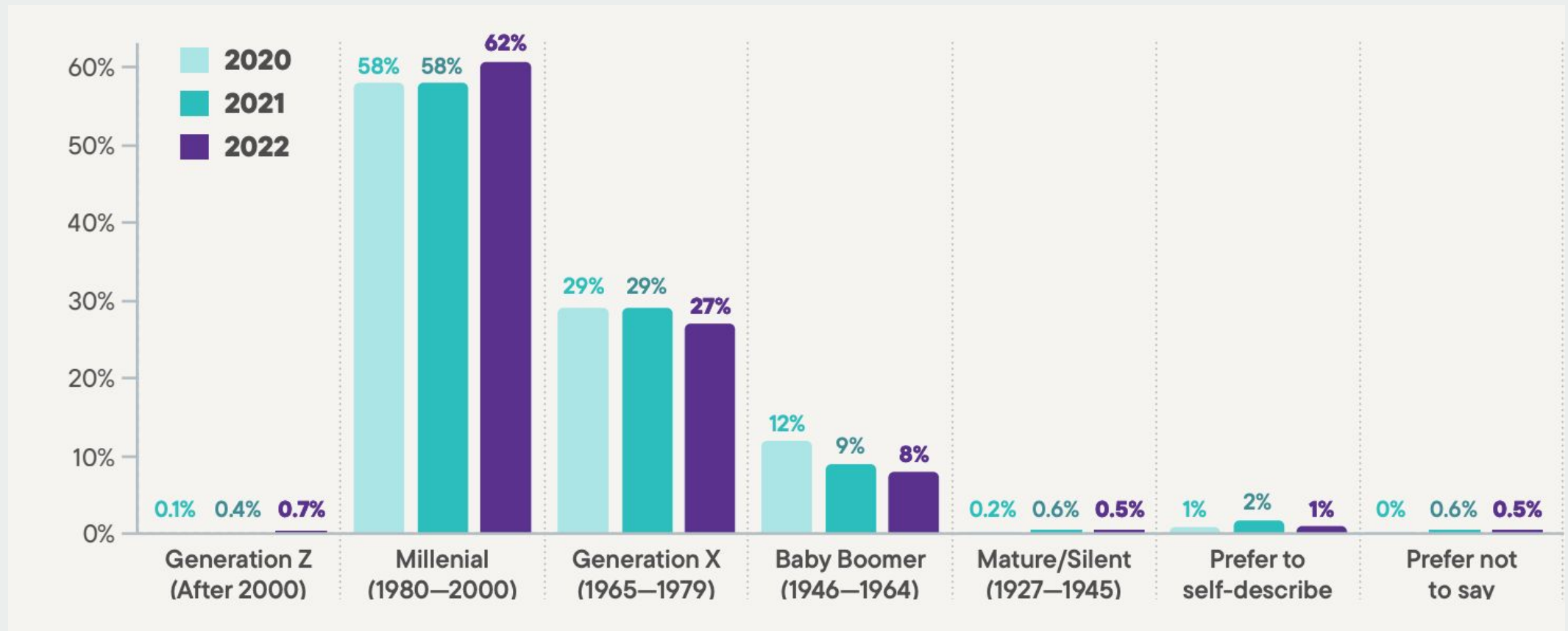
- **73.1%** self identified as heterosexual or straight.



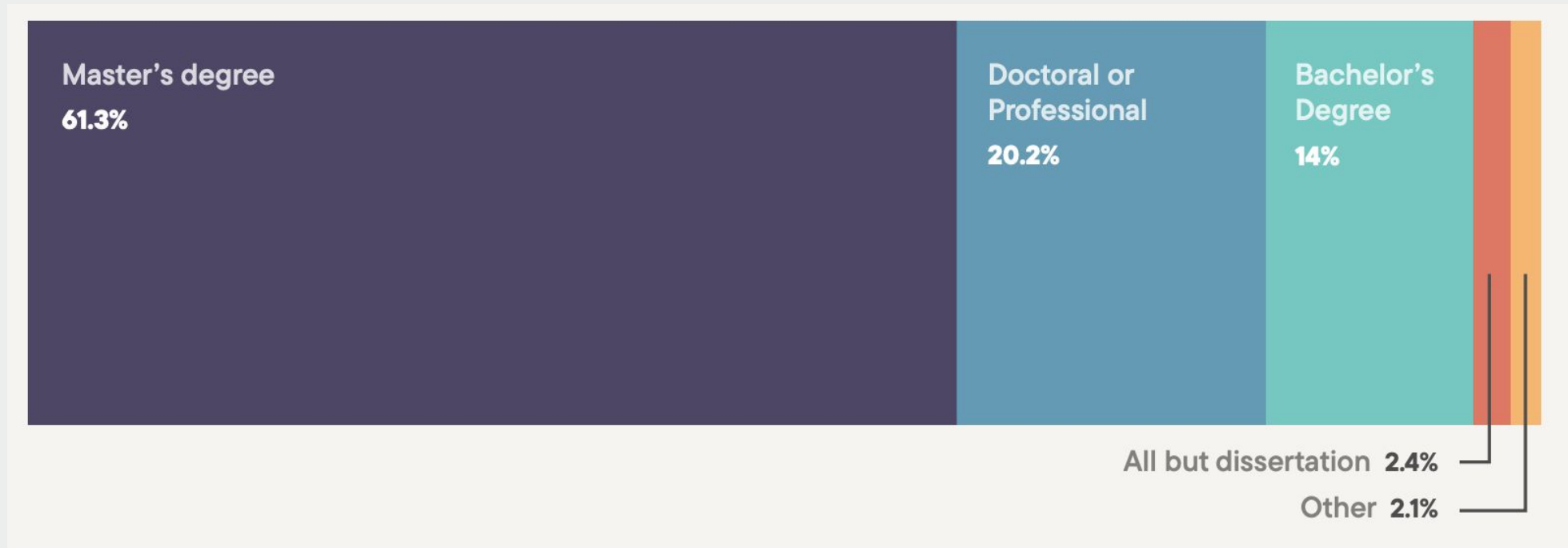
Racial or Ethnic Identity



Generational Cohorts



Educational Background



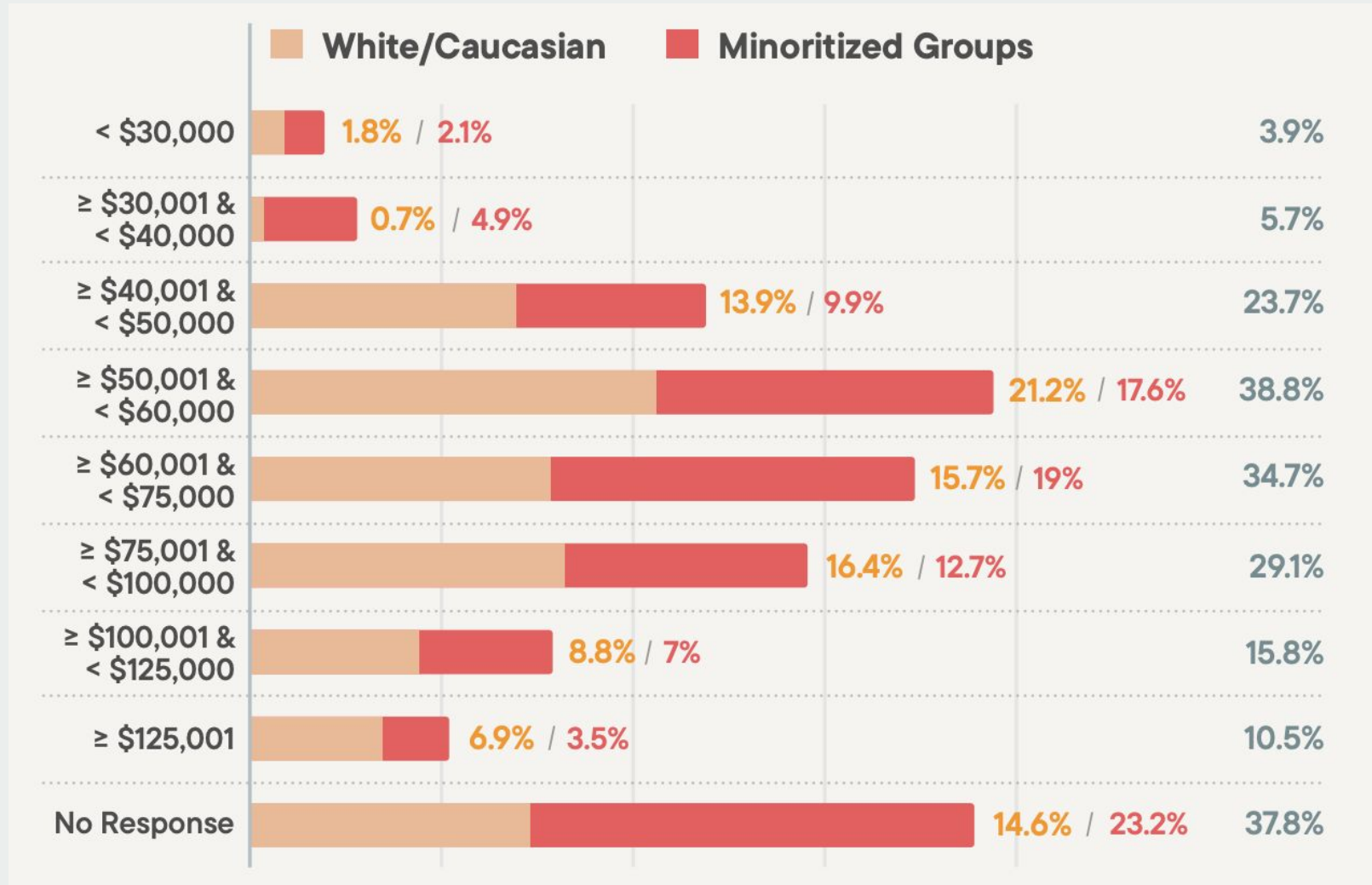
76.6% indicated they studied abroad

Primary Work Functions

Primary Work Functions	2020	2021	2022
Education abroad (outbound student exchange and services)	62.8%	71.5%	68.2%
Administration, Management, or Leadership (human resources, budget/finance, development/fundraising, institutional partnerships)	23.1%	32.9%	32.4%
Marketing, Communications, or Outreach	20.9%	23.7%	25.6%
Diversity, Equity, and Inclusion	15.5%	21.0%	21.7%
Both education abroad and international/foreign student and scholar services	13.3%	18.4%	17.2%
International/foreign student and/or scholar services (inbound student services)	17.6%	18.6%	16.3%
None of these	2.2%	3.6%	2.3%



Salary Range by Racial/Ethnic Identification



Perceptions of Belonging

Table 22: Agreement Level of Statements on Sense of Belonging in the Workplace

STATEMENT	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A
My opinions and ideas are valued and are considered when decisions are made.	2.3%	9.2%	14.3%	49.3%	24.4%	0.6%
I feel like I can bring my full self to work.	2.0%	12.6%	14.6%	44.1%	26.1%	0.6%
I feel respected and valued by my direct supervisor.	4.0%	6.9%	8.3%	33.8%	45.3%	1.7%

Perceptions of Belonging

I FEEL LIKE I CAN BRING MY FULL SELF TO WORK.	DISAGREE/ STRONGLY DISAGREE	AGREE/ STRONGLY AGREE
White/Caucasian	10.7%	73.4%
Black/African American	25.0%	58.3%
Hispanic/Latinx	17.2%	72.4%
Asian/Asian American	15.8%	68.4%
Two or More (Multiracial)	31.3%	50.0%

Perceptions of Belonging

THE LEADERSHIP SHOWS THAT EQUITY AND INCLUSION ARE IMPORTANT THROUGH ITS ACTIONS.	DISAGREE/ STRONGLY DISAGREE	AGREE/ STRONGLY AGREE
White/Caucasian	19.3%	50.2%
Black/African American	26.5%	52.9%
Hispanic/Latinx	27.6%	48.3%
Asian/Asian American	31.6%	52.6%
Two or More (Multiracial)	31.3%	50.0%
MY EMPLOYER'S PROMOTION AND ADVANCEMENT PRACTICES ARE TRANSPARENT AND FAIR.	DISAGREE/ STRONGLY DISAGREE	AGREE/ STRONGLY AGREE
White/Caucasian	42.1%	34.0%
Black/African American	35.3%	23.5%
Hispanic/Latinx	44.8%	27.6%
Asian/Asian American	31.6%	31.6%
Two or More (Multiracial)	31.3%	18.8%

Priorities & Emerging Issues

Inadequate compensation and pay:

“I feel confident I could stay in this field, but don’t know if it’s financially feasible”

Rhetoric versus action:

“Leadership acknowledges that DEI needs/support is necessary and wanted, but execution is lacking”

Exclusion and isolation in the workplace:

“My work is taken for granted and I am effectively invisible. I have work from home accommodation due to a disability, and I think it has diminished my opportunities for advancement”

A person in a plaid shirt is gesturing with their hands while speaking. In the foreground, a laptop and a smartphone are on a table. The background is blurred, showing other people in a meeting setting. The entire image has a light blue overlay.

Panel Discussion

A person wearing a red and blue plaid shirt is seated at a desk, gesturing with their hands as if speaking or presenting. On the desk in front of them is an open laptop displaying a website, and a smartphone is placed on a notebook. The background is blurred, showing other people in a meeting or classroom setting. The entire image has a light blue overlay.

Audience Questions

What's Next?

- **Inclusive Learning Institute**

- March 29 - 31 | Virtual

- **Global Inclusion 2023**

- Call for Proposals Available through April 14
- Oct 31 - Nov 3 | Chicago, IL

- **Upcoming Community Discussions**

(complimentary for members):

- Supporting International Students from India (Feb 2)
- Opportunities to Engage with Diversity Abroad (Feb 15)
- Avoiding the Exit: Leadership Development Without Burnout (Feb 23)



Contact Us



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**THANK
YOU!**