

# 8th Annual Diversity Abroad Conference

## Call for Proposals

New Orleans

March 14-17, 2020

### General Information

As the field of international education and cultural exchange seeks to support a more diverse and inclusive student body, the need to identify champions on and off campus and at all levels of the institution- is paramount. How can we drive systemic change so that all students -- both domestic and international — can maximize the opportunities that a global educational experience presents towards their academic, interpersonal and career success? Moreover, how can the field become more inclusive and support not only the entry of new and diverse professionals, but encourage progression to leadership positions? Add your voice to the dialogue as we explore these questions at the 8th Annual Diversity Abroad Conference.

The 2020 Diversity Abroad Conference -- *Amplifying Voices: Moving from Rhetoric to Systemic Change* -- will be held beginning on Saturday, March 14 and concluding on Tuesday, March 17 in New Orleans, Louisiana. The program will consist primarily of presentations selected through this open call for submissions which include concurrent sessions, deep dives, critical issues sessions, a poster community, as well as invited speakers and panel discussions.

### Session Tracks

The Diversity Abroad Conference Planning Committee invites session proposals inclusive of diverse perspectives that focus on outbound education abroad, inbound international students, and/or Diversity/Equity/Inclusion with respect to supporting the retention and advancement of professionals from diverse backgrounds and increasing the competencies of all professionals to advance inclusive excellence. Additionally, all sessions present the opportunity for researchers to share their emerging work and how research or theory can inform practice. With this in mind, presenters are expected to identify which track applies to each proposed session:

- *Inclusive Advising and Student Success*
- Program and Funding Models;
- *Collaborative Leadership and Strategic Partnerships*;
- Outreach, Marketing and Recruitment;
- *International & Exchange Student Advising and Programming*;
- High School Students;
- *Perspectives from Minority Serving Institutions*;
- *Hiring, Belonging, & Career Advancement*; and
- *Fundamentals of Diversity, Equity, and Inclusion in Higher Education*

These “Tracks” provide a framework for participants of the conference to better understand the content of the session, especially for those seeking to specialize in one or more broad areas.

### **Session Format**

- *Concurrent Session*: Concurrent sessions must involve a minimum of two and up to four presenters in the presentation. Concurrent sessions are either 60-minutes or 75-minutes sessions which will be determined by the Conference Planning Committee. Presenters are encouraged to collaborate with colleagues and professionals from different campus units/offices and/or with colleagues from other institutions, both U.S. and non-U.S., for greater consideration.
- *Deep Dive*: A Deep Dive session provides an opportunity for the presenter(s) to involve participants in interaction through hands-on activities and discussions. Deep Dive sessions are 120 minutes, including breaks and time for action planning. Deep Dive session submissions are expected to include a chair and have no more than three (3) additional presenters.
- *Poster Community*: The Poster Community is intended to encourage conference attendees to explore emerging themes in global education, diversity, and inclusion through interactive dialogue and visual representations (infographics, pictures, graphs, etc.). Proposals may encompass a broad range of topics such as: Multicultural Student Experiences, Promising Practices/Case Studies, and research. Presenters will present their work concurrently during a 60-minute interactive session.
- *Critical Issues*: Critical Issues sessions will involve multiple 10-12 min presentations focused on one of the following emerging topics:
  - *Rising Nationalism & the Global Education Experience*
  - *Career Advancement of Diverse Professionals*
  - Growth & Learning in “Call-Out Culture”: Implications for Students & Professionals
  - *Diverse Cohorts Abroad: Navigating Challenges & Opportunities*
  - Office Dynamics: Fostering a Sense of Belonging in the Profession
  - *Real Talk: Campus Climate & International/Exchange Students*
  - *Decolonizing International Education & Exchange Programming: Reciprocity & Privilege*
  - Global Perspectives on Identity, Diversity, & Intersectionality

Diversity Abroad invites proposal submissions for 10-12 minute presentations related to one of the overarching themes noted above. Accepted presentations will be assigned to a moderated Critical Issues Session (50 minutes total). Moderators

(identified by Diversity Abroad) will facilitate 15 minutes of Q & A to address audience questions after all 3 presentations are finished. Presenters must develop a tool/reading list/resource/framework that can be shared with the attendees. For example, a session focused on inclusive hiring may include a sample interview rubric to mitigate bias.

### **Session Category**

Conference sessions will be organized based on the categories indicated below. All session proposal submissions are required to select ONE category that best describes the intended approach to be utilized in developing the session. These categories will be used to assist conference participants in their selection of sessions.

- *Theoretical Models*  
These sessions will focus on key theoretical frameworks, concepts, and ways of understanding challenges and opportunities.
- *Best Practices & Exemplar Programming*  
These sessions highlight programs, policies, and/or training models that have yielded positive results, focusing on lessons learned & applicability across different institution/organization types. .
- *Skill-Building/Interactive*  
These sessions engage attendees in activities, reflection, and learning designed to promote growth and skill-building.
- *Research and/or Assessment*  
These sessions draw upon findings from research-based inquiry and/or explore assessment methodology.

### **Target Audience**

Each submission will be expected to note the anticipated level of understanding and knowledge necessary to meaningfully engage in the session content:

- **Entry level** sessions should address basic topics of diversity and inclusion in global education, require little to no experience with the content of the session, and include information that is relevant to entry level professionals.
- **Intermediate level** sessions should require some level of understanding or experience with the topics covered in the session and advance the conversation beyond the basics of the topic covered.
- **Advanced level** sessions should cover material that require advanced understanding of the topic or theme and include information that is relevant for senior level administrators and educators.

### **Guidelines & Timeline**

- Proposal submissions will be accepted through **August 23, 2019** at 11:59 PM Pacific Standard Time.
  - *Participation limits.* To promote broad participation in the Annual Conference, an individual may not appear as primary presenter or chair on more than two submissions. An individual may not appear as a participating presenter on more than three submissions.
  - Presenters are encouraged to review the guidelines available in the [Access, Inclusion, Diversity, and Equity \(AIDE\) Roadmap](#) when developing proposals.
  - All participants whose proposals are accepted for a session (chairs and panelists where applicable) are required to register for the Annual Conference by the early bird deadline and attend the Conference to present their scheduled session. The Diversity Abroad Conference is unable to accommodate virtual presenters.
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## Online Application

Thank you for expressing an interest in presenting at the Annual Diversity Abroad Conference. Please submit an online application (found here) at the Diversity Abroad Conference website by **Friday, August 23, 2019** at 11:59pm Pacific Standard Time.

1. **First Name:**

2. **Last Name:**

3. **Job title:**

4. **Institution / Organization Affiliation**

*(Please include the name of your institution or organization):*

5. **Email Address:**

6. **Telephone Number:**

7. **Diversity Abroad Membership Status:**

- Diversity Abroad Member
- Non-Diversity Abroad Member
- Graduate Student

8. **Co-Presenter's Name(s), Title(s), Organization(s), and Email(s) (up to three):**

9. **Preferred Session Format**

*Please choose the preferred format for this session. Kindly note that the Diversity*

*Abroad Planning Committee will use their discretion when creating the Conference program to identify formats that best align with session content and the overall schedule. More details regarding available session formats [here](#).*

○ **Concurrent Session** (60-minute or 75-minute)

Concurrent Session: Concurrent sessions must involve a minimum of two and up to four presenters in the presentation. Concurrent sessions are either 60-minutes or 75-minutes sessions which will be determined by the Conference Planning Committee. Presenters are encouraged to collaborate with colleagues and professionals from different campus units/offices and/or with colleagues from other institutions, both U.S. and non-U.S., for greater consideration.

○ **Deep Dive** (120 minutes)

A Deep Dive session provides an opportunity for the presenter(s) to involve participants in interaction through hands-on activities and discussions. Deep Dive sessions are 120 minutes, including breaks and time for action planning. Deep Dive session submissions are expected to include a chair and have no more than three (3) additional presenters.

○ **Critical Issues** (10-12 minute presentation; 15 minutes Q & A)

Critical Issues: Critical Issues sessions will involve multiple 10-12 min presentations focused on one of the following emerging topics:

- Rising Nationalism & the Global Education Experience
- Career Advancement of Diverse Professionals
- Growth & Learning in “Call-Out Culture”: Implications for Students & Professionals
- Diverse Cohorts Abroad: Navigating Challenges & Opportunities
- Office Dynamics: Fostering a Sense of Belonging in the Profession
- Real Talk: Campus Climate & International/Exchange Students
- Decolonizing International Education & Exchange Programming: Reciprocity & Privilege
- Global Perspectives on Identity, Diversity, & Intersectionality

Diversity Abroad invites proposal submissions for 10-12 minute presentations related to one of the overarching themes noted above. Accepted presentations will be assigned to a moderated Critical Issues Session (50 minutes total). Moderators (identified by Diversity Abroad) will facilitate 15 minutes of Q & A to address audience questions after all 3 presentations are finished. Presenters must develop a tool/resource/framework that can be shared with the attendees. For example, a session focused on inclusive hiring may include a sample interview rubric to mitigate bias.

○ **Poster Community** (60-minute interactive session)

The Poster Community is intended to encourage conference attendees to explore

emerging themes in global education, diversity, and inclusion through interactive dialogue and visual representations (infographics, pictures, graphs, etc.). Proposals may encompass a broad range of topics such as: Multicultural Student Experiences, Promising Practices/Case Studies, and research. Presenters will present their work concurrently during a 60-minute interactive session.

## 10. Session Category

Conference sessions will be organized based on the categories indicated below. Please select ONE category that best describes the intended approach to be utilized in developing the session. These categories will be used to assist conference participants in their selection of sessions.

- *Theoretical Models*  
These sessions will focus on key theoretical frameworks, concepts, and ways of understanding challenges and opportunities.
- *Best Practices & Exemplar Programming*  
These sessions highlight programs, policies, and/or training models that have yielded positive results, focusing on lessons learned & applicability across different institution/organization types. .
- *Skill-Building/Interactive*  
These sessions engage attendees in activities, reflection, and learning designed to promote growth and skill-building.
- *Research and/or Assessment*  
These sessions draw upon findings from research-based inquiry and/or explore assessment methodology.

## 11. Proposed Session Title (maximum 10 words):

*Identify the topic in a short, catchy style to attract attendance. This title will be published in the program booklet and the website (maximum 10 words approximately 100 characters).*

## 12. Synopsis of session for website/program (maximum 75 words)

*Sell your topic! Use this to entice conference attendees. Distill your topic for the conference program and Diversity Abroad Conference website.*

## 13. Session Description (maximum 500 words)

*Please include a detailed description of your session, the goals of the session, and details related to how you'll engage attendees throughout the session (e.g., activities, discussion, etc).*

## 14. Learning Objectives (maximum 75 words)

Please list 3-4 learning objectives for the session. What will learners know after attending the session?

15. **Tracks** (select one)

Presenters are requested to identify which track applies to your proposed session. Kindly note that Diversity Abroad and the Planning Committee Members will use their discretion in designating tracks when creating the Conference program. More details regarding each track available [here](#).

- o *Advising & Support for Student Success*  
Student success is a shared goal on college campuses as well as within the organizations who support them. To ensure international programs lead to greater student success, academically, interpersonally, and professionally, it's critical that the advising and support structures in place are inclusive and address the needs of diverse students. This track will explore inclusive practices for advising and support of diverse and underrepresented students before, on-site, and after participating in international programs. Additionally, it explores how various campus units, such as diversity & multicultural offices, career centers, disability or TRiO offices, have a role in supporting on-campus international students and student success through international programs.
- o *Program & Funding Models*  
Both funding and program development are important to consider as we identify best practices for increasing access and inclusion in global education. Funding is often cited as one of the key challenges students of all backgrounds face to participating in study abroad programming. Furthermore, programs with inclusive curricular and co-curricular activities may be more attractive to students from diverse and underrepresented backgrounds. In this track, participants will consider what innovative approaches to funding can be employed to provide greater access to encourage students from a broad range of backgrounds to participate in global education opportunities.
- o *Collaborative Leadership & Strategic Partnerships*  
International education offices and organizations benefit from formalizing current diversity and inclusion efforts into a cohesive plan to broaden access and engender inclusion in global education. This track will examine the process and components of engaging multiple institutional stakeholders to develop a diversity and inclusion strategy, as well as how to develop inclusive and comprehensive strategies in global education.
- o *Outreach, Marketing, & Recruitment*  
When recruiting, marketing, and conducting outreach to students for international programs opportunities, it is important to consider how the methods and messages we use reach and resonate with students of diverse

and underrepresented backgrounds. This track engages in these important considerations by examining how diverse students may have interests or concerns that are not clearly satisfied through existing marketing and recruitment efforts for international programs.

- o *Perspectives from Minority Serving Institutions*  
As international education becomes more ingrained into the fabric of higher education many Minority Serving Institutions (MSIs) are engaged in innovative activities to ensure their students have the skills and knowledge to be successful in the global market. This track explores innovative practices, research, program models and current trends from colleagues at MSIs or those who partner with MSIs on inbound and outbound international education.
- o *Hiring, Belonging, & Career Advancement*  
Aside from the direct work international educators do to reach and support diverse and underrepresented students, the goal of inclusive excellence also impacts the climate within organizations and offices. The field of international education is not nearly as diverse as the students it serves. This track will explore inclusive excellence with respect to hiring practices, training and development, career advancement, mentorship, and allyship within international education as well as balancing career advancement and health/wellness for diverse professionals.
- o *International Student & Exchange Programming*  
The number of international & exchange students continues to rise on many college campuses around the country. Some college campuses have been criticized for their lack of support in creating a welcoming climate for these students. Furthermore, many international students may spend years in this country without interacting with or developing an understanding of the many diverse communities that exist in the United States. This track explores ways to support this cohort in a more impactful manner and how to engage them in education abroad opportunities.
- o *High School Students*  
As we consider systemic approaches to ensure access and support for diverse and underrepresented student populations in education abroad, it is necessary to include conversations in global education as early as possible in a student's academic career. This track addresses this need for early action by considering how educators can ensure that students are exposed to global education opportunities throughout the K12 "pipeline."
- o *Fundamentals of Diversity, Equity, and Inclusion in Higher Education*  
This tracks features sessions designed to advance learning and collaborative exchange related to core topics in Diversity/Equity/Inclusion. Example sessions

may focus on key theoretical frameworks for supporting under-represented minorities in higher education learning environments (critical race theory, belonging, etc), research supporting diverse learning environments, emerging social movements impacting global LGBTQI+ communities, and historical significance and modern-day goals of Minority-serving Institutions.

## 16. Level of Experience

*Each submission will be expected to note the anticipated level of understanding and knowledge necessary to meaningfully engage in the session content. Please indicate the level of experience of the participants you anticipate addressing for your session.*

- **Entry level** sessions should address basic topics of diversity and inclusion in global education, require little to no experience with the content of the session, and include information that is relevant to entry level professionals.
- **Intermediate level** sessions should require some level of understanding or experience with the topics covered in the session and advance the conversation beyond the basics of the topic covered.
- **Advanced level** sessions should cover material that require advanced understanding of the topic or theme and include information that is relevant for senior level administrators and educators.
- **All Audiences**

## 17. Target Audience

*Please indicate the target audience for this session. Select all of the offices/departments/organizations that apply.*

- Study Abroad/International Programs
- Diversity/Inclusion/Multicultural Affairs
- Disability Services
- Academic Affairs
- Career Services
- International Student Services
- LGBTQ+ Student Services
- Financial Aid
- Faculty/Instructor
- Minority Serving Institutions
- Community Colleges
- Study or Intern Abroad Provider
- Nonprofit Organizations
- Government Agencies
- Secondary Institutions (High School)

- Private industry (companies/employers)
- Other: \_\_\_\_\_

### 18. Room Set-up & AV

*Standard room setup will be theater seating. The Poster Community will occur in a space to maximize flow of participants. Presenters are asked to bring their own laptop & needed adaptors to accommodate presentations. Please note that reliable access to Wifi cannot be guaranteed for presenters. Please indicate any special room setup requests here. We will do our best to accommodate these requests. The Diversity Abroad Conference is unable to accommodate virtual presenters.*

- Round Table set-up
- Flip Chart
- Other; please specify

### 19. Americans with Disabilities Act

*Pursuant to the Americans with Disabilities Act, I require specific aids or services at the event location as indicated below.*

- Audio
- Visual
- Mobile
- Other; please specify

### 20. Diversity Abroad Conference-specific Content

*Please indicate the degree to which this session will be developed specifically for the Diversity Abroad Conference.*

- I have presented this proposed session at another conference in the past year.
- I plan to submit this session proposal to another international education conference in the 2019-2020 academic year.
- Proposed session content has been developed specifically for the Diversity Abroad Conference.
- Unsure

### Contact Information

General inquiries regarding the Annual Conference may be addressed to [conference@diversityabroad.org](mailto:conference@diversityabroad.org) or by phone +1-510-982-0635 ext. 707. Confirmation notices are scheduled to be sent in late September.