

***INTERCULTURAL INTERSECTIONS: DIVERSITY & INCLUSION AS AN  
INTEGRAL PART OF INTERCULTURAL DEVELOPMENT***

DR. KESHIA ABRAHAM, QUINTON REDCLIFFE, MARION TIZÓN, DR. BRITTANI SMIT (CIEE)

cīee

2019 CIEE ANNUAL CONFERENCE

**BROOKLYN**

NOVEMBER 6-8, 2019

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD



# WELCOME

---

## MENTIMETER EXERCISE

Go to **[www.menti.com](http://www.menti.com)** and use the code **30 64 38**

# AGENDA

---

## INTRODUCTION

- LEARNING OUTCOMES
- CENTERING ACTIVITY - “THE NAME GAME”
- INCLUSIVE LANGUAGE: KEY TERMS EXERCISE

## BREAK

ACTIVITY 1: INTERCULTURAL DEVELOPMENT CONTINUUM

ACTIVITY 2: INCORPORATING MINDFULNESS OF DIVERSITY AND INCLUSION INTO ONE OF THE FOUR STAGES OF STUDY ABROAD

CLOSING ACTIVITY: BECOMING A CHAMPION OF INCLUSIVITY

OPEN DISCUSSION (Q&A)



# LEARNING OUTCOMES

**BROOKLYN** | 2019 CIEE ANNUAL CONFERENCE

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD

cíee



# Learning Outcomes

- Unpack important terminology in the field of diversity and inclusion, including the terms “diversity” and “inclusion” themselves.
- Articulate an understanding of the connection between Intercultural Competence and Equity and Inclusion.
- Integrate diversity and inclusion practices and strategies into intercultural skills-building exercises.
- Identify key challenges preventing meaningful diversity and inclusion in the field of international education and develop strategies to transform these into opportunities for intercultural growth and development.
- Walk away with some tools and resources for providing a more inclusive study abroad experiences.



# CONVERSATION GUIDELINES

**BROOKLYN** | 2019 CIEE ANNUAL CONFERENCE

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD

cíee



# THE NAME GAME

**BROOKLYN** | 2019 CIEE ANNUAL CONFERENCE

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD

cíee

# Name Game

---

What do(es) your name(s) say about you?

- Who named you?
- Why are you named what you are named?
- What does it mean to you?
- What does your name signal to other people?





# INCLUSIVE LANGUAGE

**BROOKLYN** | 2019 CIEE ANNUAL CONFERENCE

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD

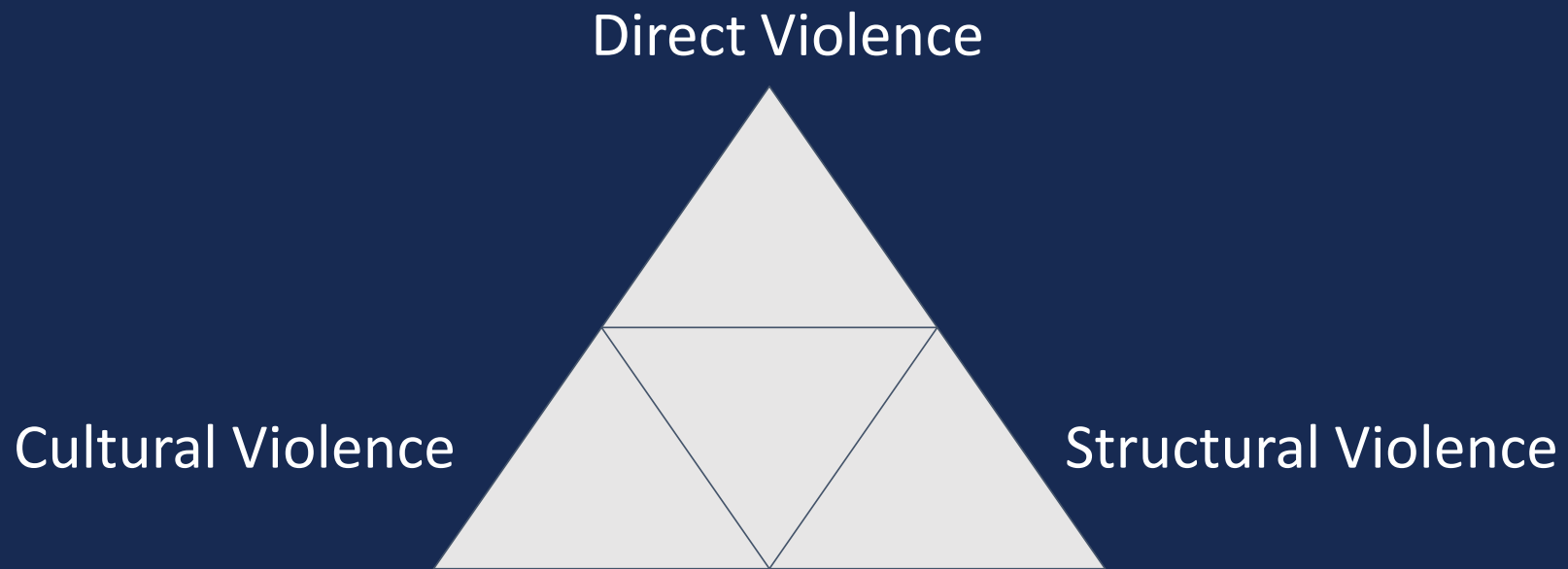
cíee

# Intercultural Competence

The journey towards developing the skill of effective and appropriate communication and behaviour while exercising emotional resilience and suspending judgement with humility.



# Johan Galtung's Triangle of Violence







# BREAK

BROOKLYN | 2019 CIEE ANNUAL CONFERENCE

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD

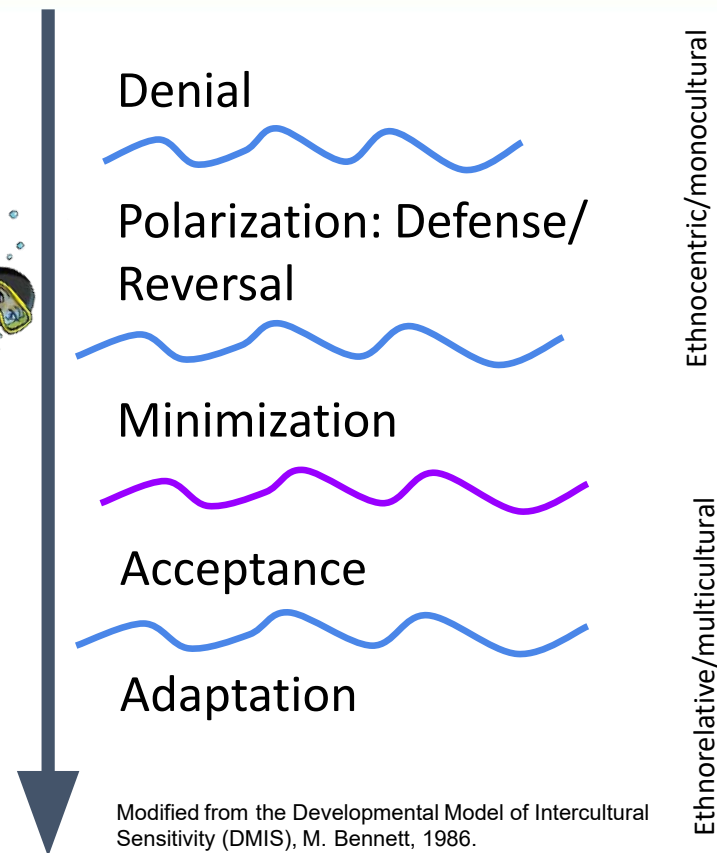
cíee



# ACTIVITY #1: INTERCULTURAL DEVELOPMENT CONTINUUM



# Activity #1: Intercultural Development Continuum





# ACTIVITY #2: INCORPORATING MINDFULNESS OF DIVERSITY & INCLUSION IN ALL FOUR PHASES OF PROGRAMMING

Administrative | Pre-departure | On-Site | Re-Integration

# Activity #2

## Administrative | Pre-departure | On-Site | Re-Integration

- Break into small groups with each group coming up with practical examples of how to incorporate **mindfulness of diversity & inclusion** into one of the four stages of study abroad
- Nominate one scribe/spokesperson to report out to the larger group



# CLOSING ACTIVITY: BECOMING A CHAMPION

**BROOKLYN** | 2019 CIEE ANNUAL CONFERENCE

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD

cíee



# Becoming a Champion of Inclusion

- It is the responsibility of everybody and not a select few.
- Be aware of your own bias and prejudice.
- Expose yourself to positive images of marginalised people.
- We are all on this journey together. People are at different points in this journey.
- Take a good hard look at your team/friendships. Is it diverse and inclusive?
- Building a truly diverse and inclusive culture includes responding patiently and sensitively to the unconscious biases that exist around you.
- Create a team environment of psychological safety so that all members can contribute their best efforts.
- Use inclusive forms of speech, examples and activities.
- Others?























# Toolkit- Resources

We've put together a Google Drive folder with information and resources pertaining to the topics covered today.



<https://tinyurl.com/CIEEToolkit>

	Activity Exploring Identities.docx	
	Activity on Sterotyping.doc	
	Activity Privelege Walk Instructions.pdf	
	Article Can Mindfulness Help Mitigate Unconscious Bias - ...	
	Article on Cultural Violence-Galtung.pdf	
	Article on The Intercultural Development Inventory-Hamm...	
	Article on the Psychology of Prejudice - Plous.pdf	
	Article on ViolenceTheory - Galtung.pdf	
	Definitions sheet.docx	
	Essay on White Privilege-mcintosh.pdf	



Reach out:

Keshia Abraham-  
Quinton Redcliffe-  
Brittani Smitt -  
Marion Tizón -

[kabraham@ciee.org](mailto:kabraham@ciee.org)  
[qredcliffe@ciee.org](mailto:qredcliffe@ciee.org)  
[bsmit@ciee.org](mailto:bsmit@ciee.org)  
[mtizon@ciee.org](mailto:mtizon@ciee.org)





# THANK YOU

**BROOKLYN** | 2019 CIEE ANNUAL CONFERENCE

STUDY ABROAD 2019 | OPENING DOORS TO INCREASE DIVERSITY IN STUDY ABROAD

cíee

