



THE AGA KHAN UNIVERSITY

BUILDING DIVERSITY, EQUITY AND INCLUSION ACROSS MOBILITY PROGRAMMES

FARZANA KARIM-HAJI

NOVEMBER 10, 2022



THE AGA KHAN DEVELOPMENT NETWORK (AKDN)

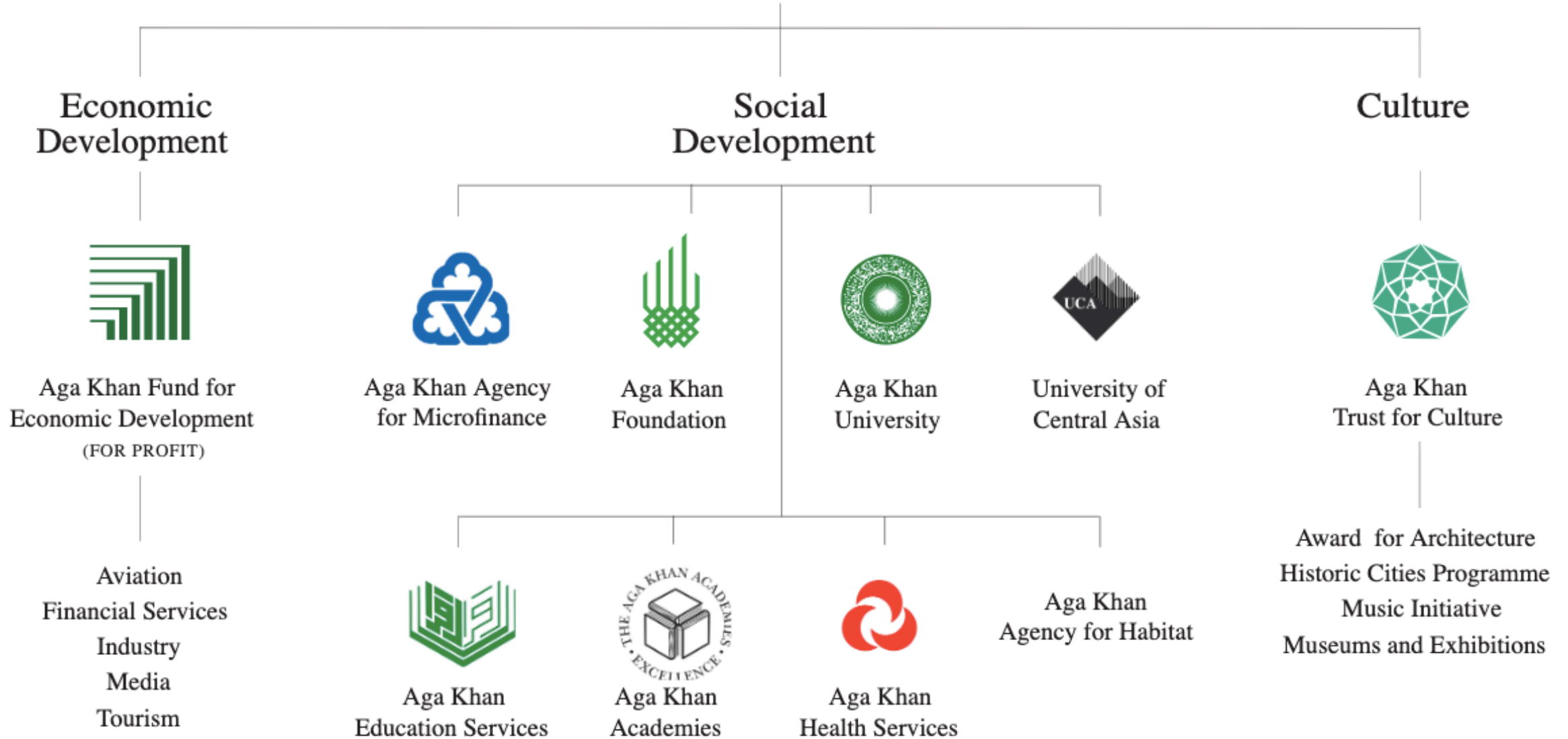
A global group of private, non-denominational social development institutions working in 30 countries with approx. 90,000+ staff and volunteers

Annual budget for non-profit development activities is approx. US \$1 Billion

AKDN seeks to empower communities and individuals in order to improve their living conditions and create opportunities in resource-poor areas



THE AGA KHAN DEVELOPMENT NETWORK



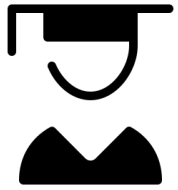


THE AGA KHAN UNIVERSITY (AKU)

A private, not for profit, university founded in 1983 with a mission to:

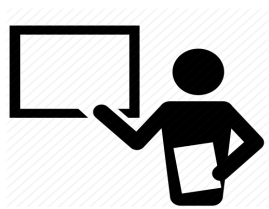
- Educate Leaders
- Conduct Research with Purpose
- Achieve World-Class Excellence
- Serve Local Communities
- Focus on Impact, Quality, Relevance and Access

AKU AT A GLANCE



3,196

Current
students



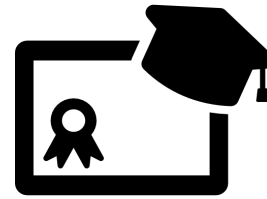
15,275

Faculty &
Staff



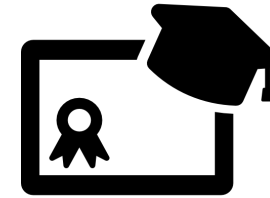
18,023

Alumni



15

Degree
Programmes



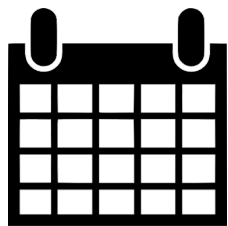
2

Diploma
Programmes



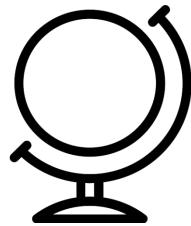
66

Specialties



40

Years of Impact, Quality,
Relevance, Access



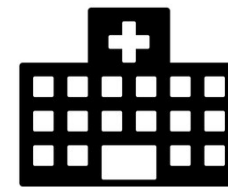
3

Continents



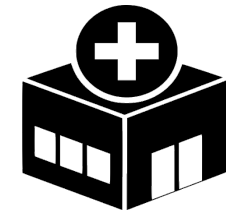
6

Campuses and
Teaching sites



7

Hospitals



341

Outreach
Centers

SOME OF OUR PARTNERS



- University of California, San Francisco
- University of Alberta
- University of Toronto
- Catholic University of Portugal
- University of Calgary
- University of Washington
- Fred Hutchinson Cancer Research Center
- NOVA Lisbon University
- University of Michigan
- Harvard University
- Baylor University
- Ryerson University
- Johns Hopkins University
- University of Alabama
- University of Virginia
- Columbia University
- Chinese Academy of Sciences
- University College of London
- Ghent University
- Institute of Business Administration (IBA)

MOBILITY PROGRAMMES – A KEY STRATEGIC DRIVER

- Mobility – a key strategic driver for AKU’s Global Engagement Strategy
- Partners wanted opportunities for their students, faculty and staff
- Focused on establishing an on-site programme in 2008 across AKDN – Accessible, innovative, high quality and rooted in a partnership model

COVID-19 HIT:

- Pivoted to a virtual format to accommodate the “lockdown generation”



OUR VIRTUAL MODEL



- Project-based opportunities- outcomes
- **12 weeks** and **15+ hours** per week
- **60+ hours** of professional development
- Focus on **mentorship/ leadership and flexibility**
- **Impact, access, quality, relevance**
- 6C model: **Communications, Culture, Community, Creativity, Curriculum, Competencies**

RESULTS AFTER TWO YEARS

400+

PLACEMENTS
IN 15
COUNTRIES

52

INTERNATIONAL
UNIVERSITIES

20

%

REPRESENTATION FROM LMICS

122

INTERNS
RECRUITED

43%

STUDENTS
EXTENDED
THEIR INTERNSHIPS

95

MENTORS
PARTICIPATED FROM
9 AKDN AGENCIES

70%

WOMEN
RECRUITED

AKDN ENGAGEMENT 8 NEW COUNTRIES

EXISTING

KENYA
MOZAMBIQUE
PAKISTAN
TANZANIA
UGANDA
INDIA
UAE

NEW

AFGHANISTAN SWITZERLAND
CANADA SYRIA
KYRGYZTAN TAJIKISTAN
PORTUGAL UNITED KINGDOM



PROGRAMME APPROACH – DIVERSITY- FROM BOTH SIDES

- **Diversity of Students** – More women, mature students, local, diaspora, refugees, athletes, disabled etc.
- **Diversity of Locations** – Access to high-risk countries, expensive locations,
- **Diversity of Approach** – Changing the way we looked at traditional internships, fees

CHANGING NATURE OF INTERNSHIPS

PROGRAMME APPROACH – EQUITY

- **Equal Opportunity**– Opened up to AKU students, marginalized populations
- **Professional Development**– Changing the rules
- **Unique model**- Flow of knowledge both ways



LEVELLING THE PLAYING FIELD

AKU'S RECIPROCAL VIRTUAL INTERNSHIP PROGRAMME

CURRENTLY RUNNING 3
PROGRAMMES

71 AKU STUDENTS
PARTICIPATED

57 STUDENTS WORKED
ON PROJECTS RELATED
TO SDGs

20

COMPANIES PARTICIPATED

FROM 10 COUNTRIES

- AUSTRALIA
- UK
- USA
- CAMBODIA
- GERMANY
- NETHERLANDS
- BRAZIL
- NEW ZEALAND
- FRANCE
- INDIA

8

PARTNER UNIVERSITIES
PARTICIPATED

- SIMON FRASER
- VICTORIA
- WATERLOO
- RYERSON
- UBC
- CALGARY
- MICHIGAN
- BAYLOR

PROGRAMME APPROACH – INCLUSION



- **Breaking Structural Inequalities** – Visa, financial, geo-political, cultural
- **Nurturing Greater Empathy and Tolerance** – Pluralistic opportunities
- **Support to Marginalized Populations** – Hybrid approaches, access to grants and scholarships

GLOBAL MOBILITY: SOUTH– SOUTH, SOUTH– NORTH

IMPACT

PARTNER ORGANIZATIONS

- Virtual has allowed access to new countries and opportunities through a coordinated, facilitated and systematic programme
- Rooted in a partnership model- partners continue to benefit from strengthened relationships with the AKDN beyond mobility
- Access to new student pipelines
- Access to new research, grants and engagement opportunities
- Virtual internship opportunities meet co-op requirements and credits

Doubled the number of universities we receive students from (2019: 25 universities, 2022: 52 universities)

IMPACT

HOST ORGANIZATIONS

- Access to a high quality pool of interns from different parts of the world
- Access to new knowledge and new partnerships
- New pipelines of students- education or even the future of work
- Cost efficient options
- Access to research, grants and engagement opportunities with partners

Placed 71 AKU students with Partners and Companies globally in 2022

IMPACT

INTERNS

- Access to new types and kinds of internships
- Opportunities for future career and employment opportunities– AKU, AKDN, other
- Learning to work in the post-pandemic world – communications, flexibility, open mindedness
- Becoming globally relevant
- More flexibility and comfort of gaining professional experience from your living room

200+ applications received in 2019 – 900+ applications received in 2021-2022

WHAT ARE WE PREDICTING

- The virtual model is here to stay and will evolve in many forms - 43% student extended their internship duration
- Hybrid models are picking up steam
- Virtual is going to change the way we look at mobility and the future of work
- It is levelling the playing field as it relates to the Global South – see more access and impact
- Access to new research, grants and engagement opportunities
- Huge opportunity for us to test and try new things



THE AGA KHAN UNIVERSITY

Let's Stay Connected

FARZANA KARIM-HAJI

ASSOCIATE VICE PROVOST, GLOBAL ENGAGEMENT

Farzana.karimhaji@aku.edu

www.aku.edu/iip

www.akdn.org



November 10, 2022

Increasing Diversity, Equity and Inclusion through Virtual Internships

Eric Sprague
Director of Operations
CIEE's Custom Programs



CIEE's Virtual Internships Offerings

Global Internship Program (GLINT)

“Off the Shelf”

- Standard Fall and Spring Terms
- 8 and 12 week options
- Program open to students from all institutions
- Internships in multiple locations (18 cities) and industries
- Project Based, 225-300 hrs. of work (28-30 hrs/week)
- Corresponding Internship Seminar Course run by CIEE
- 6 Semester/9 Quarter credit (recommended)
- Workshops, advising and placements

Custom Internship

Customized programming based on Partners needs and goals

- Start and End dates determined by Partners
- Flexible durations 6, 8, 10, 12 or more weeks possible
- Internships in multiple locations (18 cities) and industries
- Project based
- Work hours can be set to Partners requirements/expectations
- Customizable cohort experience
- CIEE run Seminar or can run concurrent to a Partner Internship Seminar, or no seminar
- Customizable number of workshops
- Advising and placement

CIEE's Virtual Internships by the numbers

Global Internship Program (GLINT)

“Off the Shelf”

- 2020:
 - 56 Participants
- 2021:
 - 72 Participants
- 2022:
 - 9 Participants
- 78 Universities/Colleges Represented
- 17 Nationalities Represented

Custom Internships

Customized programming based on
Partners needs and goals

- 2020:
 - 2 programs- 18 Participants
- 2021:
 - 10 programs- 75 Participants
- 2022:
 - 7 programs- 26 Participants
- 14 Universities/Colleges Represented
- 18 Nationalities Represented

Study Abroad Enrollments by Race/Ethnicity

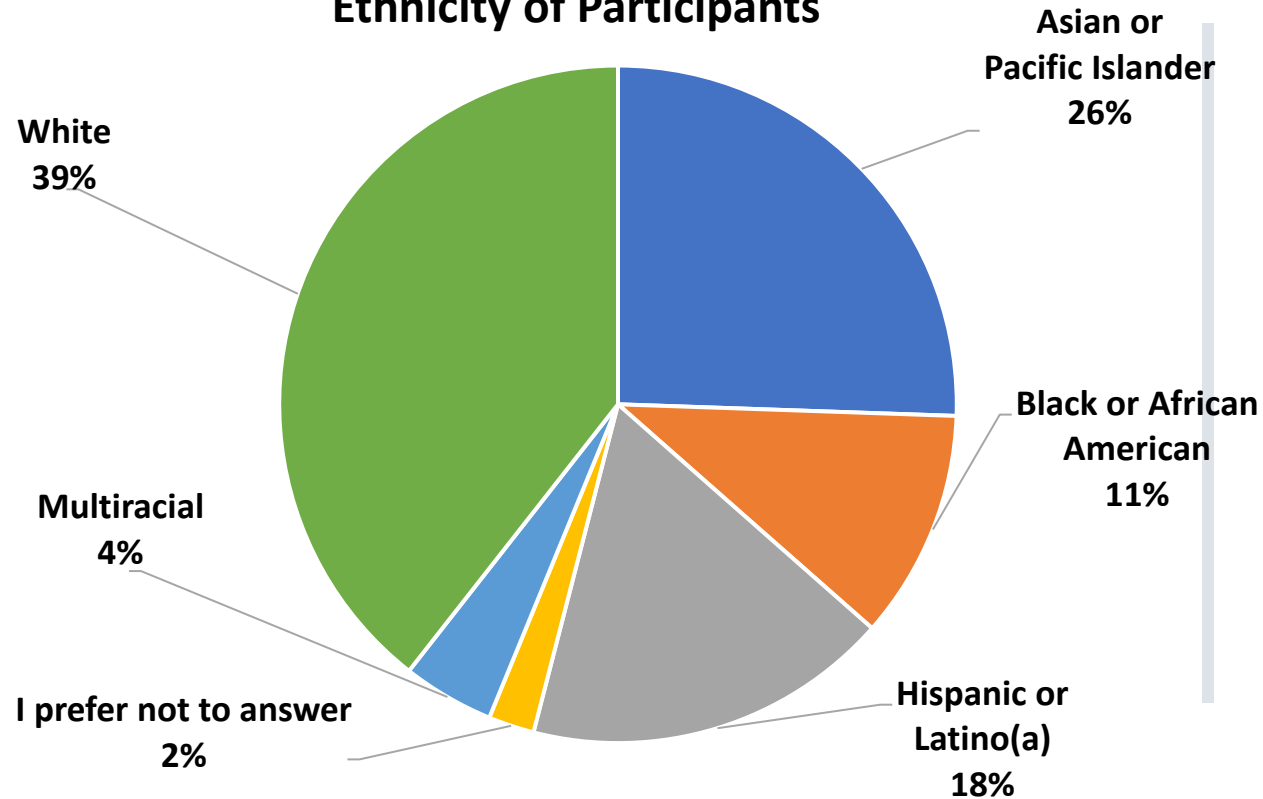
(As reported by NASFA)

Race/Ethnicity	U.S. Postsecondary Enrollment 2019-2020	U.S. Students Abroad 2019-2020
African American or Black	13.3%	5.5%
Asian/Pacific Islander	7.4%	8.6%
Caucasian	54.3%	70.0%
Hispanic/Latino American	20.3%	10.6%
Multiracial	4.1%	4.8%
American Indian/Alaska Native	0.7%	0.5%

CIEE's Virtual Internships by the numbers

Global Internship Program (GLINT)

Ethnicity of Participants

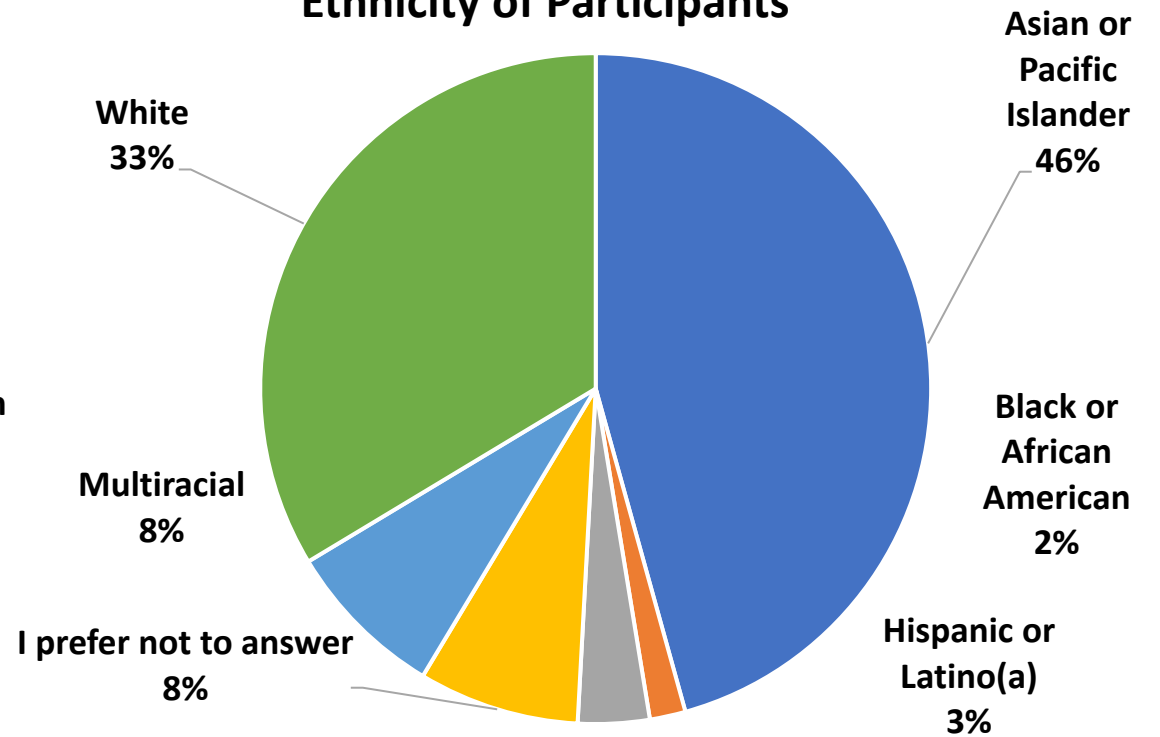


72% Female
28% Male



Custom Internship

Ethnicity of Participants



53% Female
47% Male



Overcoming the “Three C’s”

What makes Virtual Internships more accessible for students?



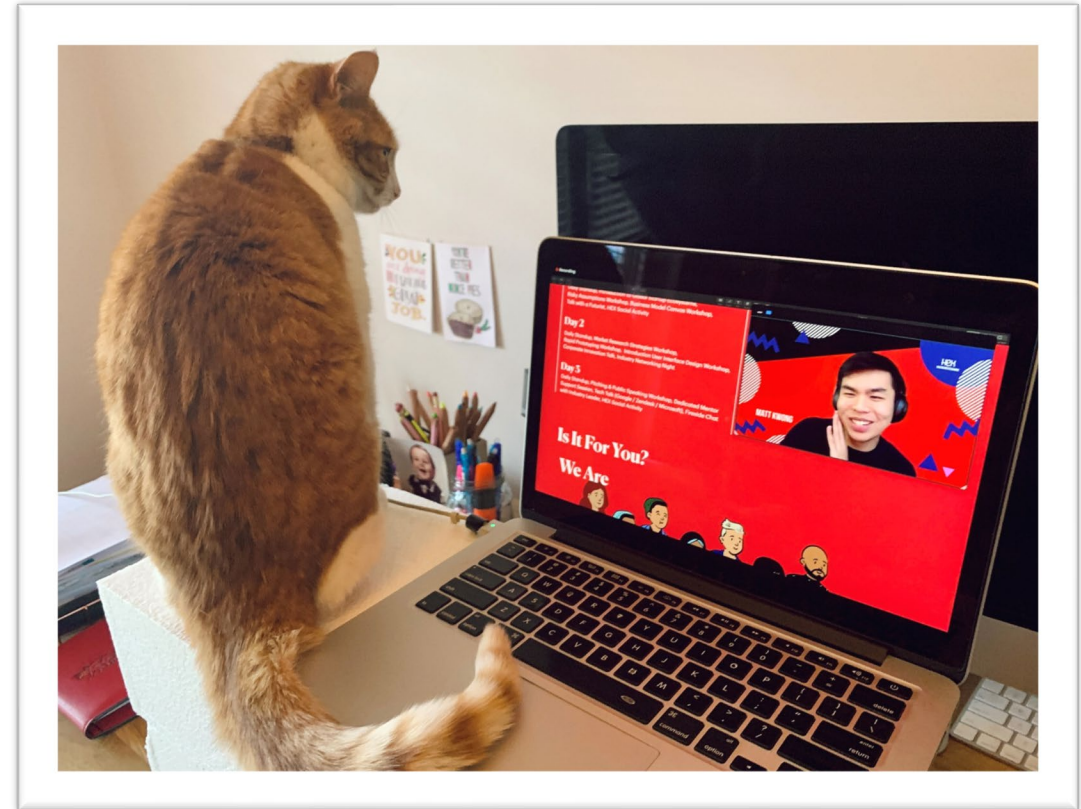
Addressing Costs Barriers

Lower overall costs:

- ✓ No Meal Costs
- ✓ No Housing Costs
- ✓ No Airfare Costs
- ✓ No Visa Costs
- ✓ No Transit/Commuting Costs

Custom Internships can be tailored to meet a budget

- ✓ Length can be adjusted
- ✓ Number of workshops can be tailored to budgets



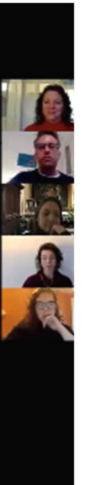
Addressing Curriculum Barriers

- Expands opportunity and choice for students
 - Pull from countries with more opportunities in that subject area.
 - Unique opportunities that fit better into the participants goals
- Internship Requirements can be tailored to the Partners curriculum.
 - Work hours can be extended or reduced
 - Workshops can be organized around the subject
 - Seminars can be built and taught
- Prepares participants for remote and multicultural working environments
 - Provides opportunities to practice remote working skills
 - Pulls in a diverse pool of interns that fosters intercultural communication skills

cīee

Guest speaker: Rotem Carmely

- 10+ years working in international tech teams for companies like Trusteer, IBM, and Wix.com
- From Tel Aviv, Israel, living in Berlin, Germany
- Co-Founder and CEO, Clustered
- An early stage startup working 100% remotely



Addressing Culture Barriers

- Travel as a cultural barrier:
 - Option for those who are undocumented/visa restricted
 - Option for those without a passport
 - Those with other responsibilities at home (student parents)
 - First Generation cultural barrier
- Fewer Application hurdles
 - Fewer Enrollment Materials needed
 - No Visa Application Process



Addressing Cultural Barriers

- Keeping Virtual Internships in the University academic/study abroad culture.

*"Despite the return to in-person programming, UC Berkeley has decided to retain our Virtual Internships program. The virtual format remains the most **affordable option** for our high-financial needs students to access international work experiences. Additionally, the format is **accessible to students who may not be able to travel** or those who have commitments at home. And lastly, the format is the perfect modality for students to **build the technological skill sets and competencies** needed to succeed in the digital world."*

Breanne Tcheng, Ed.D.
Manager, Global Internships Program
University of California, Berkeley



What do Virtual Interns Say?

cīee



Survey Results

“Coming to the internship, I was skeptical about how worthwhile it is to pursue a virtual internship. I wasn't sure how the supervisor-intern dynamic would play out or the interaction with the rest of the team. I can confidently say the experience surpassed my expectations.”

- Washington and Lee University Virtual Intern

“I think I learned more about myself and how to operate under pressure. I think that professionally, I developed essential skills that will benefit me in my future career. “

-UCLA Virtual Intern

“After completing the 8 week virtual internship, I have been driven more to see what adventures and opportunities there are in the world. I am motivated to set goals in my life and accomplish them. I am driven to learn the language of my colleague’s home countries.”

-University of Colorado- Boulder Virtual Intern

cīee

Overall Program
Rating:

7.6

Placement
Satisfaction:

8.1

Cross Cultural
Exchange:

7.3

**Deciding factors for
choosing a Virtual
Internships:**

54% Costs

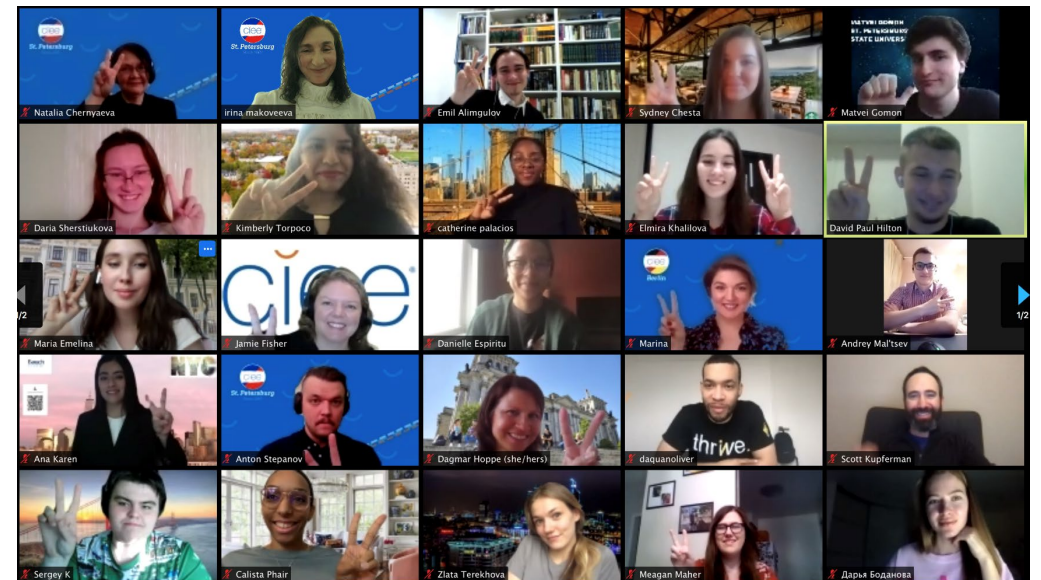
60% Flexible Schedule

30% No required travel

(197 surveys answered)

What is CIEE predicting?

- Remote work is here to stay, so are Virtual Internships
- More Host Organization seeking virtual interns since work is remote.
- Hybrid Models
 - Hybrid Work (1-2 remote days a week for in person)
 - Hybrid Programming (part of the program)
- More Custom Virtual Internships Programming



Here is my contact info:

- ☺ Eric Sprague
- ☺ +1-207-553-4044
- ☺ ESprague@ciee.org

CIEE- Portland
600 Southborough Dr. Suite 104
South Portland, ME 04102
1-800-40-STUDY

www.ciee.org