



# CUSTOMIZED ON-SITE TRAINING MODULE DESCRIPTIONS

The Diversity Abroad Network's custom training sessions provide a specialized learning opportunity for professionals from your institution or organization to learn how to increase participation in and provide inclusive support for diverse and underrepresented students throughout global learning experiences. Further, workshops assist institutions and organizations develop capacity to support and sustain inclusive global education programming. Our customized workshops, delivered by seasoned professionals, bring cost-effective quality training directly to your institution/organization – eliminating travel time and expenses, and increasing the number and diversity of staff and faculty who can participate.

We recognize that each institution is unique; as such, the Diversity Network custom designs each training curriculum for the specific needs of each site, based on:

- Demographics of students, faculty and staff;
- Type of professionals who will attend;
- Practices, programs, and services currently in place; and
- Real-life situations and practical solutions tailored to fit each institution.

## TRAINING COMPONENTS

The overarching goal of our custom on-site trainings is to leverage Diversity Abroad's presence on-campus to advocate for comprehensive support of diversity, inclusion, and equity in global programming. Standard workshop modules are based on the [Access, Inclusion, Diversity, & Equity Roadmap](#) guidelines. Training on additional topics will be developed on a custom basis to address specific goals discussed during initial consultation. All custom trainings will include a one-page summary of the visit along with key recommendations developed by Diversity Abroad staff. Additional training components that can be considered include the following:

- Individual or office-wide meetings with:
  - Education Abroad Staff
  - International Student & Scholar Services Staff
  - Faculty Program Leaders
  - Peer Mentors/Advisory
  - Financial Aid Staff
  - Upper Level Administrators
  - Diversity & Multicultural Office Staff
  - Affinity Office/Cultural Center Staff
  - Student Affairs Staff
- Overview of member resources for staff & faculty
- Facilitated discussions on diversity & inclusion in global education with key stakeholders

## **TRAINING DURATION**

It is most cost-effective to bring Diversity Abroad to campus for a full day. This can include a variety of activities, including formal large-group workshop modules and other targeted meetings. Workshop modules are generally scheduled for 1.5 – 3 hours each, depending on specific parameters discussed during the initial consultation meeting. Diversity Abroad staff can adjust the length of workshop modules to accommodate the custom needs of host institutions.

## **COST**

Pricing for a custom training ranges from \$2495 – \$5995 + travel/expenses. Diversity Abroad will conduct an initial consultation call to identify training goals, audience, time available, and target audience(s) before preparing a proposal for review. Members receive a 5% discount off custom workshop pricing.

## **VIRTUAL TRAININGS**

Diversity Abroad offers virtual trainings as an alternative to on-site sessions. This option may be of particular interest for trainings that bring together colleagues based overseas or regionally. Virtual training development and pricing follows the same structure as in-person, with the exception of travel/expenses.

# **CORE CATEGORIES FOR WORKSHOP MODULES**

## **BUILDING A DIVERSITY & INCLUSION STRATEGY**

It is essential for individual offices and campus units to have a plan in place that describes that office's specific goals and approaches to recruiting, serving, and retaining students throughout their experience with the education abroad office and in their programs. This section seeks to identify ways in which diversity issues are integrated into office-wide strategies to attract and serve students looking to study abroad.

## **CAMPUS COLLABORATION**

Developing partnerships across campus units can provide important support to education abroad offices not only to increase outreach to diverse student populations, but also to better understand the unique challenges diverse students may encounter in accessing and participating in study abroad. This module will examine the process and possibilities that can exist through the practice of collaboration between and within entities.

## **PROFESSIONAL DEVELOPMENT & STAFFING**

Students from diverse backgrounds may require additional support and advising mechanisms for making study abroad accessible. The training and support that staff receive to support and advise diverse students is essential to diversifying the students going abroad and in developing inclusive programming. This training examines professional development opportunities and practices that prepare the staff and professionals to work with diverse student populations.

## **OUTREACH, MARKETING, & RECRUITMENT**

When recruiting, marketing, and conducting outreach to students in various forms, it is important to consider how these methods relate to students of diverse backgrounds. These students may sometimes have interests/concerns that are not clearly satisfied through existing efforts. This training examines what the education abroad office does to outreach, recruit, and market study abroad to students from diverse backgrounds.

## **INCLUSIVE STUDENT ADVISING**

Student advising is a critical component of a student's international experience. It is essential that students from diverse backgrounds have the information they need to prepare to study abroad, actively engage while they are abroad, and reflect on their experiences when they return. This training explores effective strategies for advising students throughout the education abroad process.

## **FINANCIAL AID**

This module examines a variety of funding options in addition to programming choices and locations as influential financial factors in a student deciding to go abroad. A large portion of this module deals with imparting valuable financial advice and information to the student and their family in addition to steps the advisor can take to ensure the information is received, understood, and utilized toward making informed financial decisions regarding education abroad opportunities.

## **INCLUSIVE CURRICULUM & PROGRAMMING**

Students are interested in education abroad opportunities that are applicable to their academic, professional, and personal aspirations. Having a wide range of program options for students can open up opportunities for those who may not have considered education abroad before. This training explores factors that may influence student engagement in education abroad such as the length, subject, and type of programs offered on campus. It will also include a discussion around the alignment of programming to institutional and office goals for diversifying study abroad.

## **HEALTH, SAFETY, & SECURITY**

Do diverse students face unique health and security risks while studying abroad? If so, what can advisors do to help them reduce these risks? This training focuses on how considerations for diversity are included in a study office's overall health and safety plan. These considerations, which may include mental health, racism/discrimination, sexual behavior, and the role that culture and identity play in diverse students' overall experience, have implications for supporting diverse students before and during their study abroad experience.

## **IN-COUNTRY SUPPORT, REPORTING, & ADVISING**

On-site support for students is the hallmark of a quality program. Diverse students may face unique concerns when they are in-country that other students may not. Ensuring that diverse students are aware of these concerns and have the support they need on-site is important to facilitating a positive learning experience while abroad.

## **RE-ENTRY PROGRAMMING & EVALUATION**

When students participate in study abroad programs, they have experiences and stories that can be life changing. While re-entry may appear to be of minor importance compared to other areas of study abroad planning and advising, students — especially diverse students — may find re-entry advising, support, and programming helpful in processing international experiences and to build upon the skills developed abroad. This training explores opportunities for students to debrief, share, and exchange ideas on next steps during re-entry and strategies for evaluating student experiences.

