



Diversity Impact Program Overview

The NAFSA Diversity Impact Program is a year-long opportunity designed to support **international education professionals from institutions serving underrepresented populations**. As participants in this program these professionals will have access to NAFSA resources and networks so that they can expand capacity, grow study abroad, and increase student global competencies on their campuses.

Participant Benefits

- Complimentary NAFSA membership for one year
- Complimentary registration for the NAFSA Annual Conference and 6-8 identified conference events during the year of participation
 - A shared housing option at an Annual Conference hotel if confirmed in mid-February. Hotel expenses are the responsibility of DIP participants.
- Monthly programming to support learning outcomes
- Mentoring support from experienced NAFSA member-leaders
- Two complimentary NAFSA e-Learning Seminars
- 10% discount for NAFSA Academy or NAFSA Management Development Program (for dates outside of Annual Conference)

The program will accept up to 30 participants and 30 mentors each year. The **application for both opportunities will be open December 1, 2017 - February 1, 2018, or until filled**. Participants will be selected in February and participation must be confirmed by or before March 1st. The program for each cohort will run April 1st through March 30th of the next year.

Program Requirements

Participant Requirements

To be considered for the program, an applicant must:

- Work at a U.S. institution categorized as a
 - **Community or Associates College**
 - **Historically Black College or University (HBCU)**
 - **Hispanic-serving institution (HSI)**
 - **Tribal College or University**
- Have responsibilities or will have responsibilities for aspects of international education on their campus as a professional, faculty member, or graduate student
- Have never participated in the Diversity Impact Program
- Be committed to fully engage in all Diversity Impact Program benefits and expectations

Mentor Requirements

To be considered as a mentor for the program, an applicant must:

- Be an active NAFSA member
- Demonstrate a strong interest in guiding program participants who work with underrepresented student populations
- Be committed to fully engage in DIP learning outcomes and expectations.



Learning Outcomes

As a result of participation in this program, participants will:

1. Establish relationships with fellow participants, mentors, and other NAFSA members and utilize this network to further international education on their campuses
2. Gain tools to build capacity, grow study abroad, and increase student global competencies on their campuses by attending related sessions at the Annual Conference, working with mentor and participating in e-learning

Program Expectations

Participant Expectations

In order to get the most out of the program and give back to NAFSA and your institution, participants will commit to the following:

- o Participation in the Diversity Impact Program welcome/orientation call and webinar
- o Attendance at NAFSA Annual Conference and six - ten identified conference events
- o Attendance at four – six conference calls
- o Selection of and attendance in two on-demand e-Learning Seminars
- o Develop a plan for volunteering in a NAFSA volunteer group, region or other NAFSA-related opportunity
- o Participate in sponsorship campaigns as program ambassadors
- o Hold one workshop on the college campus related to international education
- o Submit one conference proposal, poster session, or diversity and inclusion dialogue to a NAFSA regional conference or the Annual Conference
- o Submit other program-related materials, discussion posts, and reflections by the deadline via Network.NAFSA
- o Active engagement with mentor to include:
 - o Responding to mentor's communication within a reasonable amount of time
 - o Taking initiative to drive the conversation in a way that informs their own career goals and goals of the institution
 - o Keeping time commitments
 - o Participating in monthly programming

Mentor Expectations

In order to best serve their mentees, mentors will commit to the following:

- Attendance at NAFSA Annual Conference and identified conference events, as funding allows (complimentary registration for special conference events provided)
- Working with mentee to select helpful conference activities and connect with appropriate NAFSA groups
- Communicate with mentee at least once a month
- Support and provide mentee with guidance and encouragement
- Keep time commitments
- Actively participate in programming

Program Contacts

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