

To: Ahmad Ezzeddine, Vice President for Scholarship and Institutional Strategy

From: Susan Lochner Atkinson, Chair, EAKC

Date: December 2023

RE: **Charge to the EAKC Subcommittee on Diversity and Inclusion in Education Abroad, 2024-2025**

Sponsoring KC/ Committee	Education Abroad Knowledge Community (EA KC)
Proposed subcommittee  Why is it needed?  Is the work ongoing?	<p>In accordance with Rule IX, Section C, this request is to renew the charge for the Diversity &amp; Inclusion in Education Abroad subcommittee for two years, until December 2025.</p> <p>As the field continues its recovery from the upheaval of the pandemic, this issue of promoting diversity &amp; inclusion in EA an on-going focus. Even as participation in education abroad continues to increase, diverse student populations, academic disciplines, and non-traditional country destinations, continue to be underrepresented. Concerns connected to state-wide diversity bans and the recent Supreme Court decision on Affirmative Action only further prove that conversations about promoting access to education abroad are more pressing than ever.</p>
Relates to which sponsoring committee outcome/objective?	<p>This subcommittee supports the NAFSA Strategic Plan 2021-2023. This EAKC subcommittee will provide resources to <b>educate</b> the EA professionals with tools that help them <b>advocate</b> and <b>innovate</b> for diversity, equity and inclusion in education abroad, specifically for diversifying student populations, academic disciplines, and non-traditional country destinations.</p> <p>The work of the subcommittee embodies NAFSA’s belief that “international education lies at the core of an interconnected world characterized by diversity, equity, inclusion, social justice, and well-being for all” and connects with several NAFSA professional competencies including inclusion &amp; equity, program development &amp; delivery, and relationship cultivation.</p> <p>This Subcommittee Charge is required in alignment with the following NAFSA Standing Rules: STANDING RULE VII: MEMBER-LEADER STRUCTURES/KNOWLEDGE COMMUNITIES Section A: Knowledge Communities (KCs) 1. Outcome accountability</p>

	<p>Prioritize work and request and allocate resources in accordance with member needs and the Strategic Plan. KC work may include training programs, information management, Web sites, etc., designed and delivered through task forces, subcommittees, and networking among members.</p> <p>And STANDING RULE IX: MEMBER-LEADER STRUCTURES/GENERAL Section C: Subcommittee Approval</p>
<p>Subcommittee outcome accountability</p> <p>What needs to be achieved? Action? Is it congruent with outcomes/deliverables ?</p>	<ul style="list-style-type: none"> <li>• Collaborate with EAKC leadership and contribute to the EAKC Work Plan to create resources on diversity, equity, and inclusion in education abroad.</li> <li>• Contribute actively to online discussion networks and assist the community with finding existing resources. Act as a resource for colleagues with questions and concerns throughout the year.</li> <li>• Maintain a strong familiarity with NAFSA’s resources and offerings on diversity, equity, and inclusion in education abroad. Assist members in locating these resources.</li> <li>• Encourage proposals and/or facilitate discussions on diversity, equity, and inclusion in education abroad topics at annual and regional conferences.</li> <li>• Ensure that NAFSA webpages on diversity, equity, and inclusion in education abroad are relevant and current.</li> </ul>
<p>Subcommittee composition:</p> <p>Who selects chair?</p> <p># of members?</p> <p>Skills needed?</p>	<p>The subcommittee will be chaired by a member of the EAKC leadership team.</p> <p>Optimum size for the subcommittee is no fewer than 5 members and no more than 8 members, including the chair.</p> <p>Subcommittee members will be appointed for a two-year term, renewable once, for a maximum of four years. Prospective subcommittee members tasks must apply during the leadership cycle for appointed positions (September/October). Applications will be reviewed by EAKC leadership. Subcommittee members should have experience with managing education projects, people and/or programs, in a small or large office, with a solid grasp of comment challenges and potential solutions.</p>
<p>Time commitment for Members</p>	<p>Subcommittee members should plan to devote 1 to 3 hours per month to this role. At a minimum, the subcommittee will convene quarterly for virtual meetings calls with additional meetings, as needed, to accomplish their objectives.</p>
<p>National</p>	<p>Technology to support virtual meetings.</p>

Resources Needed	NAFSA staff partner support
Next review date	12/31/2025
Approved by Board	12/7/2023