



**WorldStrides®**

Educational Travel & Experiences

# **Beyond the Buzzwords: DEI in Global Programming**

# Meet Your Presenter

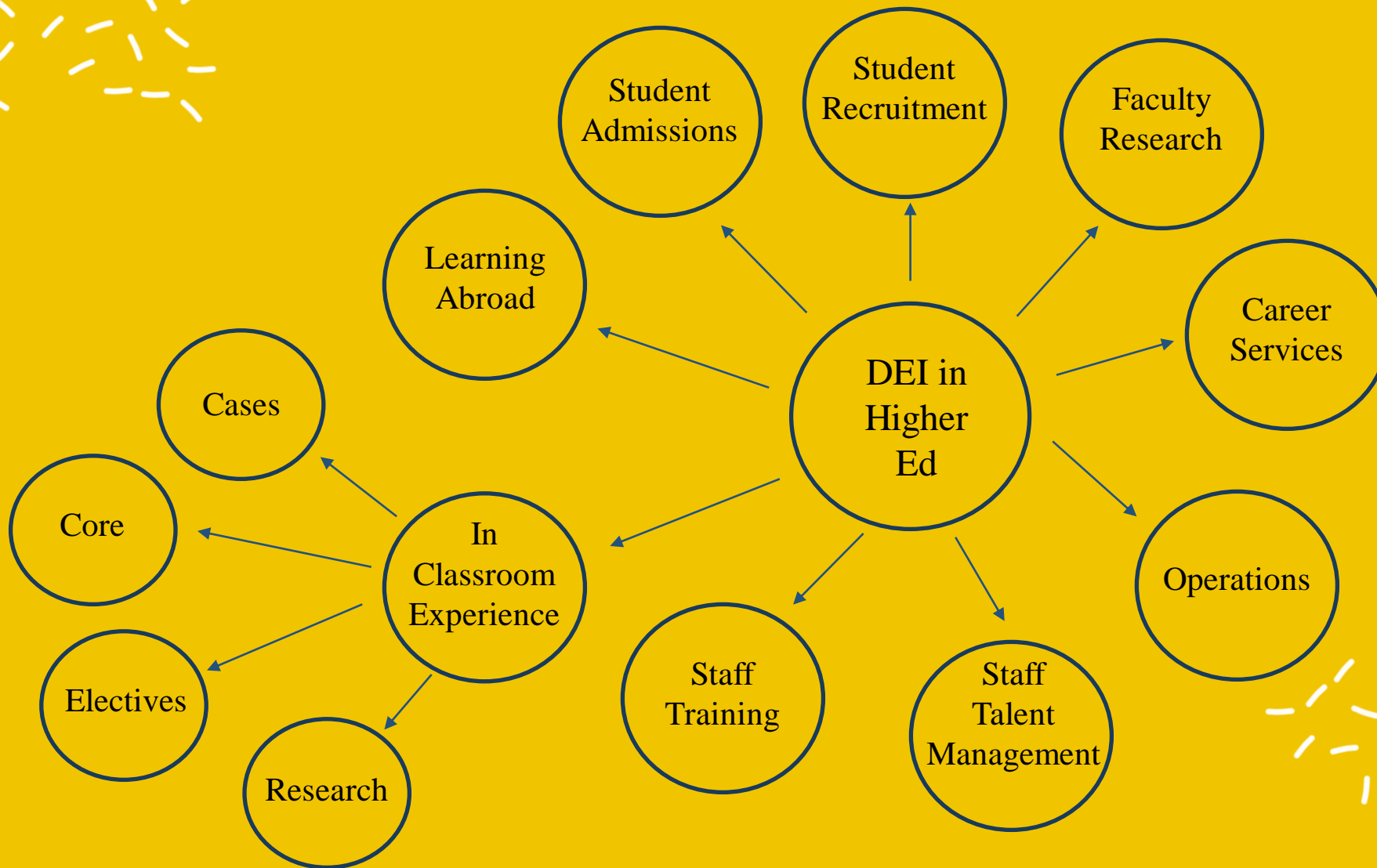


**Michael Desiderio**  
Executive Director, EMBAC



**DEI in Higher Ed**  
*Questions to Consider,  
Insights to Ponder*

# DEI Ecosystem in Higher Ed



# Questions to Consider (overarching)

- What is your DEI vision statement?
- In what way does the school use your DEI vision/mission statements effectively to recruit, train and support?
- What else have you learned about advancing your diversity efforts that you could share with other schools?
- What do each of these mean in the context of your school?
  - *Diversity*
  - *Equity*
  - *Inclusion*
  - *Access*

# Insights from a recent EMBAC session

## My program's DEI effort for our students is...

- Too little – I wish we did more **75%**
- Acceptable – right where we need to be **6%**
- Too much – we need more focus **0%**
- Not sure **6%**
- N/A **13%**

# Insights from a recent EMBAC session

**Does your program employ  
specific practices to ensure  
a diverse class?**

- Yes **41%**
- No **24%**
- Not Sure **29%**
- N/A **6%**

# Insights from a recent EMBAC session

**Which aspect of diversity  
currently receives the greatest  
focus at the program level  
within your school?**

- Gender **29%**
- Ethnicity **12%**
- Race **35%**
- Socio-economic **6%**
- Other **0%**
- N/A **18%**

# Insights from EMBAAC Research

**How many students were enrolled in your most recent cohort from the following categories?**

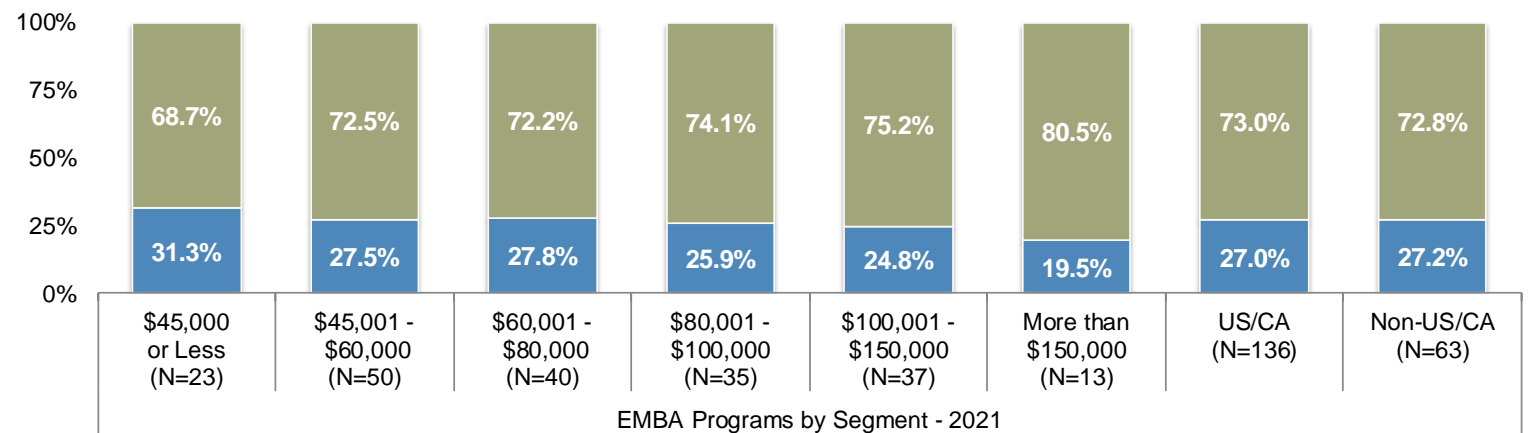
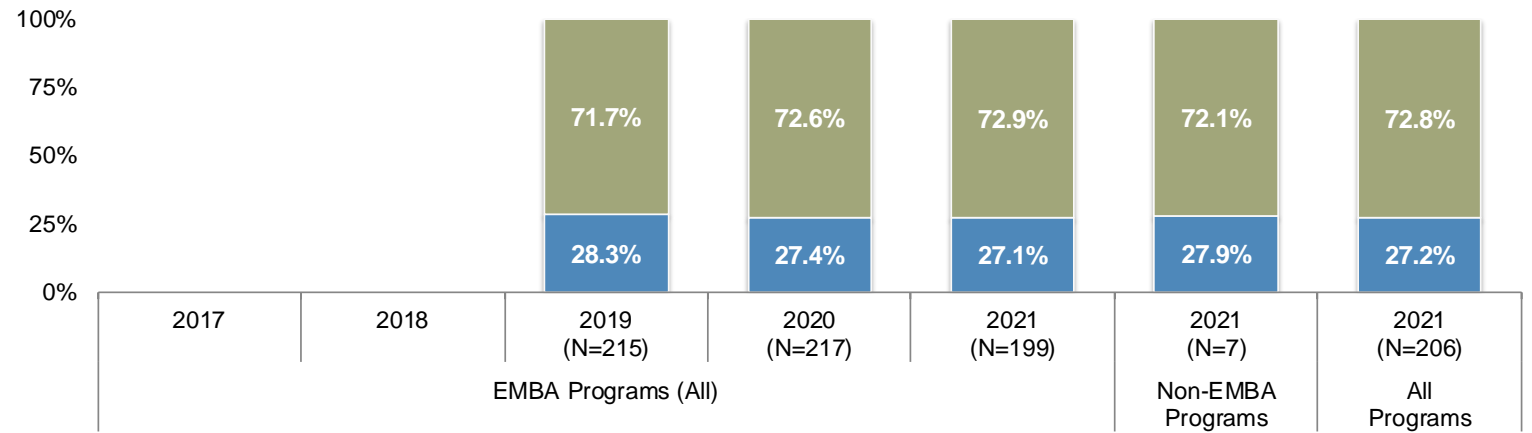
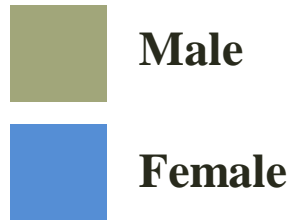
	EMBA Programs (All)					Non-EMBA Programs	All Programs
	2017	2018	2019	2020	2021 (N=190)	2021 (N=5)	2021 (N=195)
Female					33.0%	40.0%	33.2%
Male					67.0%	60.0%	66.7%
Other Gender Identity					0.0%	0.0%	0.0%

	EMBA Programs by Segment - 2021							
	\$45,000 or Less (N=21)	\$45,001 - \$60,000 (N=49)	\$60,001 - \$80,000 (N=38)	\$80,001 - \$100,000 (N=34)	\$100,001 - \$150,000 (N=32)	More than \$150,000 (N=15)	US/CA (N=129)	Non-US/CA (N=61)
Female	40.5%	35.2%	34.2%	28.6%	29.9%	33.7%	36.1%	29.2%
Male	59.5%	64.7%	65.8%	71.4%	70.1%	66.3%	63.8%	70.8%
Other Gender Identity	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%



# Insights from EMBAAC Research

## All faculty in program by gender



# Summary Thoughts

Most of us are not DEI experts...

...we don't have to be to have an impact!

IF...we're open to learning...

...open to sharing...

...AND...

...willing to be KIND!



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