



## Equity, Diversity, Inclusion and Anti-Racism Statement

The Illinois Consortium for International Studies and Programs (ICISP) recognizes that systemic racism is pervasive within our society and actively commits to advancing anti-racist practices by creating an environment that is inclusive to all, celebrates and honors diversity, and promotes individual growth and social responsibility for success in a global world. ICISP strives to eliminate structural racism and inequities within the organization, education abroad, global professional development programming, and campus internationalization efforts.

### **Guiding Principles**

- The lens of diversity, equity, and inclusivity should be embedded within the structure of the organization and integral to its practices.
- The inclusion and celebration of a diversity of voices and experiences enriches our organization and is essential to our success.
- International education and professional development are tools for cultivating anti-racist, anti-biased, and decolonial thought in students.
- Safe and brave spaces, communication, and sharing and learning promote a sense of belonging, value, and meaningful contribution.
- Equity, diversity and inclusion are on-going endeavors that require reflective practitioners willing to support and challenge one another.

### **How We Manifest This:**

ICISP will make our policies and practices more equitable, actively encourage member colleges to diversify representatives and program participants, and develop engaging programs with particular consideration of historically marginalized or minoritized groups. ICISP will engage with the greater field of international education by employing equity-minded practices, analyzing disaggregated data, and contributing to the body of relevant scholarship and discourse.

-Adapted from the [Forum on Education Abroad](#)

-Adopted by ICISP Executive and Governing Boards, January 29, 2021