



## **Crossing Party Lines: Building Bridges Between IC and DEI in Higher Education**

Presenters: Dr. Kris Acheson-Clair & Nastasha E. Johnson

Increasingly, missions and strategic plans of higher education institutions (HEIs) include references to the development of intercultural competencies, the cultivation of global citizens, and commitments to diversity, equity, and inclusion. Many of these HEIs, however, struggle to operationalize their intentions meaningfully and across the entire institution. In this hands-on workshop, we will work together to generate possibilities for scaling up intercultural learning and equity-minded pedagogy to all areas across universities and all levels of organizational structures. Taking into consideration the unique contexts of participants, we will draw on case studies, scholarship, and lived experiences to exemplify strategies that broaden impact without sacrificing depth of learning or quality of teaching. After participating, attendees can expect to be able to:

- 1) Articulate for stakeholders the value of scaling up intercultural learning and equity-minded practices,
- 2) Grasp the tensions between breadth and depth of impact,
- 3) Analyze their home institutional contexts for challenges to and resources for concrete and comprehensive planning, and
- 4) Identify short- and long-term SMART goals that address those challenges and leverage resources effectively.

### **About the Presenters**



**Dr. Kris Acheson-Clair** earned a PhD in Intercultural Communication from Arizona State University in 2008. Before coming to Purdue University in 2016, she served as a faculty member in Applied Linguistics at Georgia State University for 7 years and was awarded a year-long Fulbright Scholar grant to research and teach in Honduras in 2015. At Purdue, she now directs the Center for Intercultural Learning, Mentorship, Assessment and Research (CILMAR) and holds a courtesy faculty position in the Brian Lamb School of Communication. CILMAR's mission is to support intercultural development for everyone in the Purdue community. Led by Dr. Acheson, CILMAR's staff works with faculty and staff at Purdue to embed intercultural learning across the curriculum, to support faculty and staff development, and to produce cutting edge intercultural research. Over the past several years CILMAR has been realizing her long-time dream of building a science gateway of resources for interculturalists. This open-access site, the



Intercultural Learning Hub ([www.hubicl.org](http://www.hubicl.org)), features collaboration, publication, and professional development areas as well as a searchable, curated digital toolbox of 700+ activities, assessments, media, texts, and other tools.

Acheson-Clair is a well-published scholar with recent research interests focusing on the development and assessment of intercultural competence, including innovative federally-funded projects to create and test virtual reality simulations that foster the attitudes, knowledge, and skills necessary to interact successfully across cultural differences. She is also known for her theoretical work on topics such as silence, transformative learning, emotion labor, and cultural adaptation processes. She frequently consults at peer institutions on strategic planning for large-scale intercultural and global learning initiatives, and often facilitates workshops on assessment planning, mentoring best practices, and the backward design of curricula for on-campus, study abroad, and virtual exchange programs. Raised as a third culture kid in a military family, she grew up without strong roots to any place, but these days she enjoys being more connected to the land on her small farm in rural Indiana.



**Nastasha E. Johnson** is Associate Professor of Library Science at Purdue University Libraries & School of Information Studies in West Lafayette, IN. She also serves as a Provost Fellow in the Office of the Provost, Division of Diversity & Inclusion and an Intercultural Learning Officer for the Center of Intercultural Learning, Mentoring, Assessment, and Research (CILMAR). She is a qualified administrator of the Intercultural Development (IDI) and Beliefs, Events, Values Inventory (BEVI), and has completed Phase 1 of the Racial Equity Institute of REI in Greensboro, NC. She is currently a facilitator of the

Purdue Institute on Racial Equity, where faculty, staff, and graduate students are led through 6 modules that elevate anti-bias intervention, inclusive excellence, and equity-mindedness. For over five years she has been a team member for the Instruction Matters: Purdue Academic Course Transformation (IMPACT) initiative, where faculty redesign their courses to be student-centered by aligning learning outcomes with assessment strategies. Her other responsibilities include being a library liaison to the Mathematics & Physics Departments and maintaining the Mathematical Sciences Library and the Physics and Astronomy library collection.

Johnson joined Purdue University in 2013 after serving as a Reference & Instruction Librarian at North Carolina A&T State University, the largest historical black college or university in the U.S. As a scholar-practitioner, she is published in the areas of effective instruction, interdepartmental collaboration, course design, faculty development and collections management. She has a forthcoming book for new librarians entitled *Sudden Selectors in Mathematics*, American Library Association Press. She is also a co-author of a 4-part column series entitled Science Librarianship & Social Justice, where the first two entries were the most read articles in 2020 of *Issues of Science and Technology Librarianship*. Her research interests include faculty development and training, equity, diversity, and inclusion within STEM, and high impact educational practices (HIPS). She is an active mom of 2 sons.