



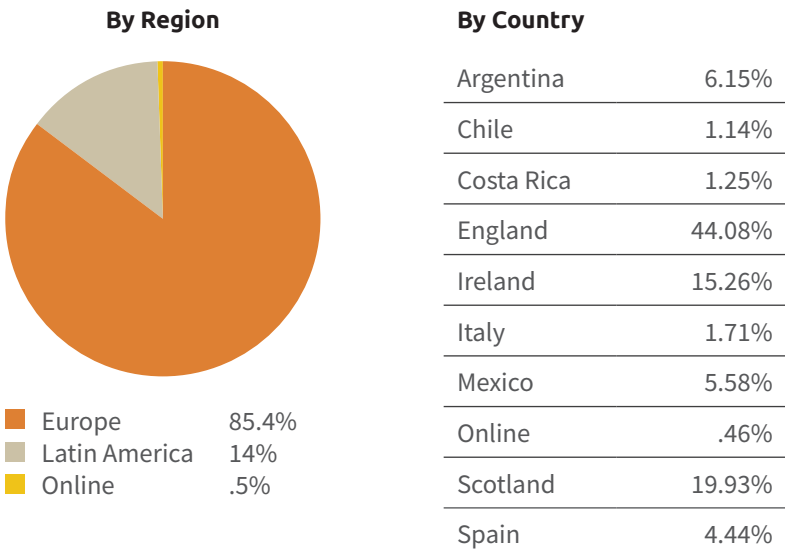
2022 Impact Report

QUALITY STUDY ABROAD PROGRAMS are the scaffolding for the deeper work we do—preparing students to make meaningful contributions at work, at home, and in their communities. It doesn’t happen by accident. After all, there’s so much more to this than getting students out of their comfort zones and encouraging curiosity.

That’s why we commit to success in four distinctive areas—**inclusive excellence, individualized learning, intercultural agility,** and **enduring impact.** Join us for a closer look at the exciting progress we’ve made this year.

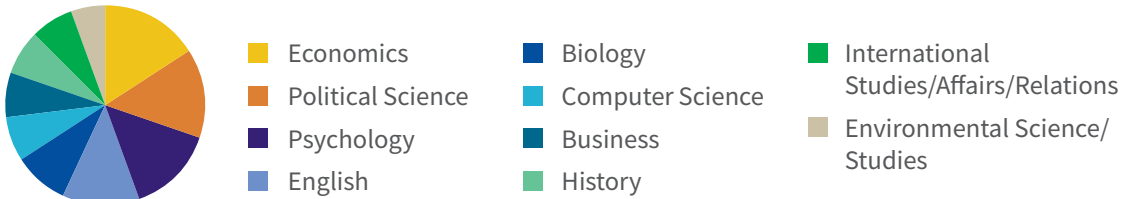
Participation: Numbers rebound as COVID loosens its grip

It’s great to see study abroad numbers bounce back, even as the pandemic closed most of our 2020-2021 Asia & Pacific programs.



Meeting the needs of students in nearly every field

The chart below reflects the top 10 majors of IFSA students—and represents just over half of our student population. All in all, our students represent nearly 100 majors, showing the broad appeal of our programs.



INDIVIDUALIZED LEARNING

No two students are alike—and neither are their journeys. Our goals-oriented approach considers this at every step by building on individual strengths and tailoring support to meet each student’s needs and goals. From helping a student find the right class to meeting the growing demand for mental health resources, we meet students where they are on every front. And then we provide the elements they need to grow and achieve.



Top-rated for student support

IFSA is proud to be consistently recognized as a leader in this category by both the students we serve and leading international educators.

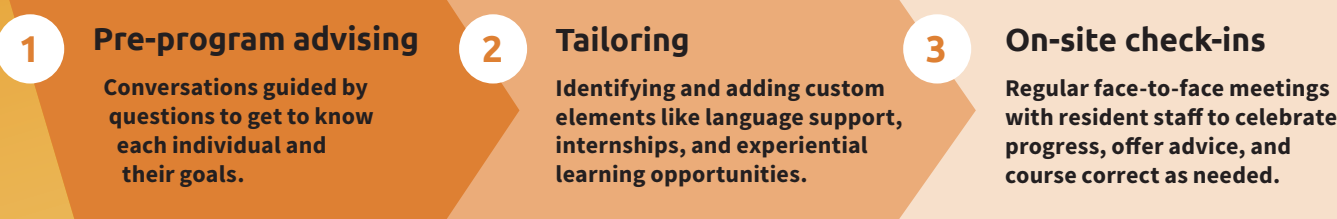


“The program staff in Pune were amazing... especially our program director. Uttaraa was extremely attentive to our needs and if we had any questions about volunteering or tutoring, she was always on top of it to find us the best options.”

—Vineeta C., IFSA Study in India: Field Experience

Advising doesn’t stop once the program begins

Resident staff mentor students throughout the study abroad experience, using each student’s IFSA Roadmap to stay on track, and offering resources and connections to help them achieve their goals. Time and again, we see that tapping into what motivates each student helps them optimize their IFSA experience.



Stepping up mental health support

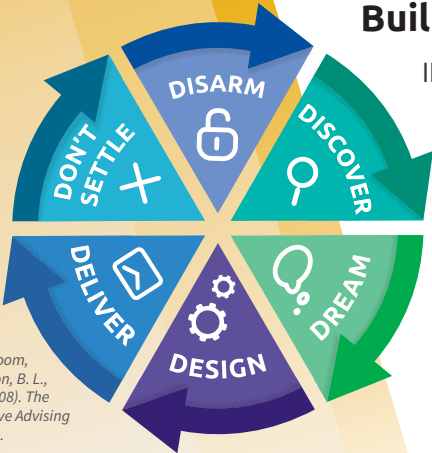
Our data show student needs for mental health support are up more than 7% from pre-pandemic levels. In response, our experienced team of five Health and Safety specialists help connect students with professional support and services.

**Appreciative Advising:
Built into every student conversation**

IFSA advisors follow research-backed methodology to consider and accommodate each student’s needs, captured in individual roadmaps. From interactions at study abroad fairs to advising sessions, we ask open-ended questions that help us identify a student’s goals and develop plans for an inclusive experience with enduring impact.

“We might ask, ‘How could navigating your personal identity be different in a new cultural setting?’ And we listen carefully to every answer.”—Margaret McCullers, IFSA Director for Strategic Initiatives

Source: Bloom, J. L., Hutson, B. L., & He, Y (2008). The Appreciative Advising Revolution.



INCLUSIVE EXCELLENCE

Learning flourishes when every voice is valued, and everyone feels like they belong.

Striving for the best in student support

In a year when the pandemic didn't allow for a normal experience, we set out to make sure we were doing all we could to support our students. One way we gauged each students' personal comfort level during their IFSA program was with this question:

91%

"How strongly do you agree with the statement, 'I feel comfortable being myself with IFSA.'"

Their responses gave us a metric to celebrate—and inspired us to work toward doing better still.

In-house expertise

IFSA President & CEO Heather Barclay Hamir, Ph.D., has more than 20 years of experience in breaking down barriers to study abroad and creating programs that welcome and value all.

Her most recent work, *A House Where All Belong: Redesigning Education Abroad for Inclusive Excellence* (Forum on Education Abroad, 2022, edited with Nick Gozik), offers insights to help colleagues embed inclusive excellence in every stage of the study abroad journey.

Developing an inclusive mindset starts behind the scenes

From changing hiring practices to adding new ways to assess students' understanding of inclusion, our You Belong Here initiative has significantly advanced DEI efforts.

2021

About 70% of IFSA staff volunteered to lead Dialogues on Difference sessions, which explored power, privilege, and oppression in a U.S. context. This effort included numerous opportunities to explore systemic racism, white privilege and fragility, American Indigenous people, and the LGBTQIA+ community.

2022

Led by our resident staff, we are exploring the dynamics of power, privilege, and oppression in our global locations.



"The focus group was another testament to everyone's hard work to improve culture and relationships. So many of the things you are creating are things I dreamed of at previous jobs."

—Marcy Dodson, IFSA Institutional Engagement Coordinator



"When I joined IFSA in 2018, one of the most satisfying things was verifying that IFSA's inclusion initiatives are not just ink on paper, but imprinted in everything we do. Being part of the 2022 You Belong Here staff initiative has been a great way to contribute to that."

—Danny Gibbons, IFSA Director for Peru Programs



"I'm so glad we're having Staff Care sessions within IFSA. Especially after pandemic, mental health has acquired a place alongside Diversity & Inclusion—it is after all, a center piece of the human experience. As program managers, it's essential to address our own mental health, as it is from this place of integration that we can create positive impact on our staff and students' experiences."

—Amelia Soto Camacho, IFSA Director for Costa Rica Programs



Moving toward a more diverse staff

In just two years, changes to IFSA hiring practices show we're attracting qualified candidates from a more diverse applicant pool. Since 2020, we've seen a:

6% increase in applications from people of color






9% increase in applications from men

Not everyone celebrates Christmas

That's why we revisited the IFSA staff calendar and created a new system with up to five floating holidays that gives staff members the freedom to celebrate what matters to them.

Amplified DEI efforts for students

With a stronger grasp of the identities and cultural dynamics our students carry abroad, we're better prepared to deepen diversity, equity, and inclusion learning on-site. Several touchpoints amplify this.

-  **Appreciative advising.** As admissions counselors discover identity-based interests, they direct students toward resources to reflect on the culture and identities they embody abroad.
-  **First-person IFSA Student Stories.** Found on our website, these identify-focused accounts relate the authentic experience of peers.
-  **D&I orientation module.** This workshop is part of every on-site orientation. It shows that we recognize and value the diverse identities of our students and cultivate brave spaces for identity exploration from day one, supporting students as they navigate identity in new cultural contexts.
-  **Affinity groups pilot.** In Sydney, we're piloting informal lunches for students who want to discuss their experiences as students of color, LGBTQIA+ students, or other under-represented identities with like-minded peers.
-  **DEI/identity courses and excursions.** IFSA offers classes on identity, power and privilege in society, and social justice topics in many locations—for example, Urban Identities: Gender, Race, and Class in London, and Multicultural Psychology in Buenos Aires. Excursions like the trip to El Carmen—birthplace of Afro-Peruvian culture—in Peru, and Invisible Edinburgh in Scotland gives students deeper cultural insights and helps them examine their own beliefs and assumptions.

Advancing inclusion means eradicating exclusion

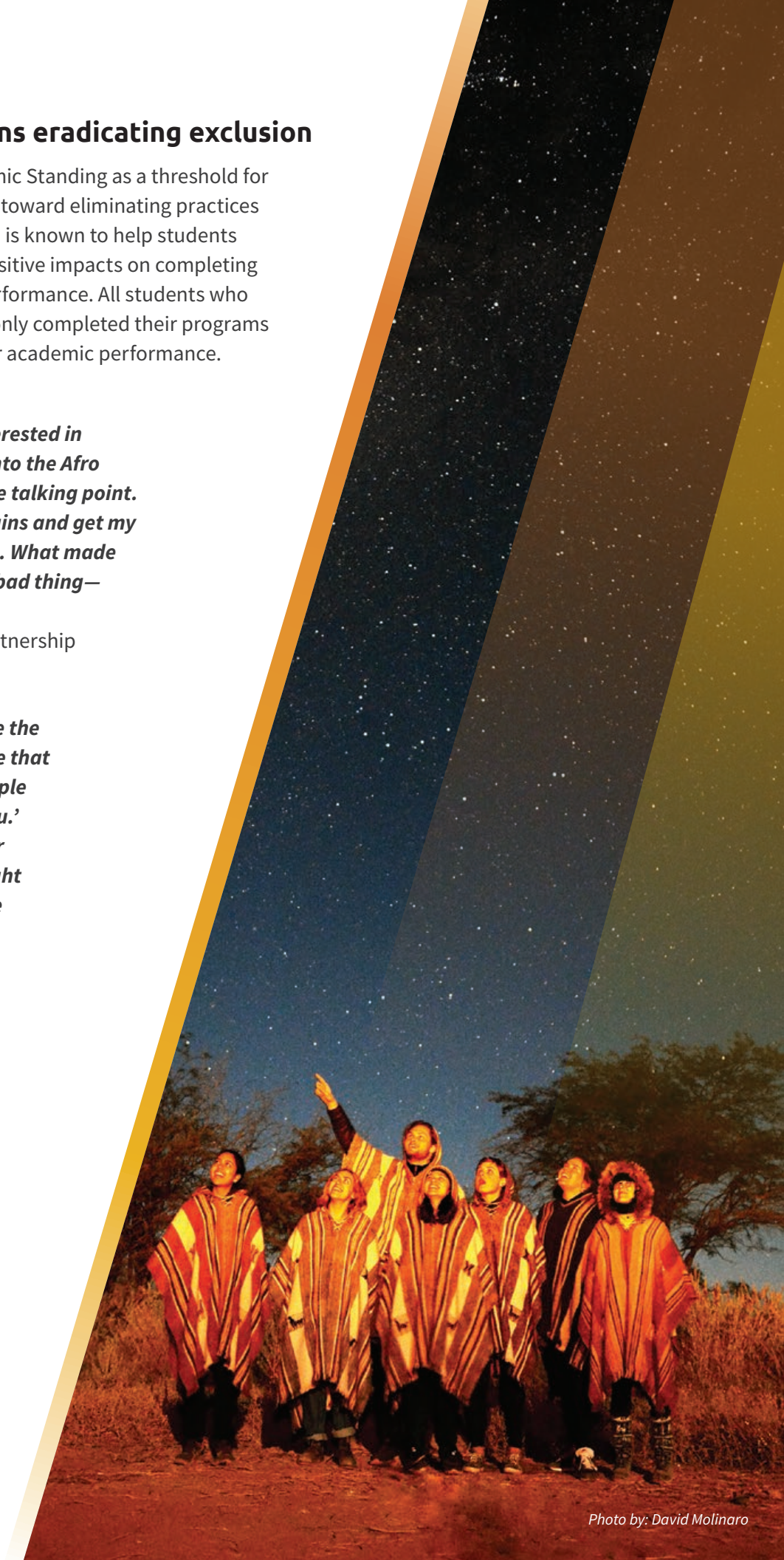
IFSA was first to adopt Good Academic Standing as a threshold for all IFSA-instructed programs, a step toward eliminating practices that limit opportunity. Study abroad is known to help students find their way academically, with positive impacts on completing degrees, learning, and academic performance. All students who enrolled due to this new policy not only completed their programs successfully, but also improved their academic performance.

“I found out people were really interested in my American culture. That mixed into the Afro Caribbean culture, which was a nice talking point. I got advice on where to find plantains and get my hair braided. I left with new friends. What made me feel like a sore thumb wasn't a bad thing—my difference was an ice breaker.”

—Chris C., University of Glasgow Partnership

“The IFSA Resident Director told me the first day, ‘Don't worry about people that try to judge you, because more people will be judging them for judging you.’ Basically, there are allies no matter what. Just because there are straight people, doesn't mean it's not a safe place for queer people. Don't let other people's prejudices stop you from a once in a lifetime adventure.”

—Trenity N., University of Sussex Partnership



INTERCULTURAL AGILITY

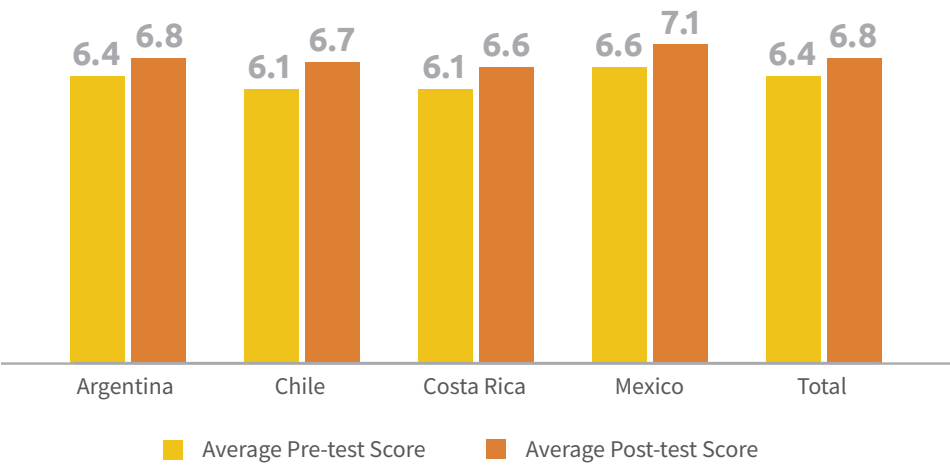
See the latest ways we’re ensuring IFSA students are not just visitors but engaged learners who build critical global perspectives and intercultural skills.

LATAM pilot reflects commitment to language learning

Communicating in the local language leads to the deepest cultural connections. That’s why we continue to improve language learning at IFSA. This year, partnering with TrueNorth to assess the skills of our Latin America-bound students helped us:

- Demonstrate that IFSA students consistently make steady improvement, regardless of location (see graph below).
- Simplify the assessment process for students.
- Make it easy for students to share proof of their language skills.
- Find a process that can be replicated in any language or region for broader benefit.

Pre-test and post-test Spanish language assessment scores by country



“Overall student satisfaction was strongly correlated with developing skills needed in a multicultural world.”
—IFSA Global Learning Objectives Survey, 2021

“I learned to push out of my comfort zone, from interacting confidently with others in a new language, to feeling confident as an independent adult.”
—Will T., IFSA Mérida Universities Program

Buenos Aires pilot amplifies cultural learning

Our new partnership with the City of Buenos Aires shows how we go the extra mile to amplify community engagement experiences that fuel reflection and discussion. Highlights include:

- A personal welcome at City Hall.
- A meet-and-greet with local students plus access to music, workshops, embassy speakers and more, at the city’s annual event for university students.
- Tickets to live soccer or polo matches, two local fan favorites.
- Look for this feature at additional IFSA program locations soon.

Getting to know Mayan culture on the Yucatán

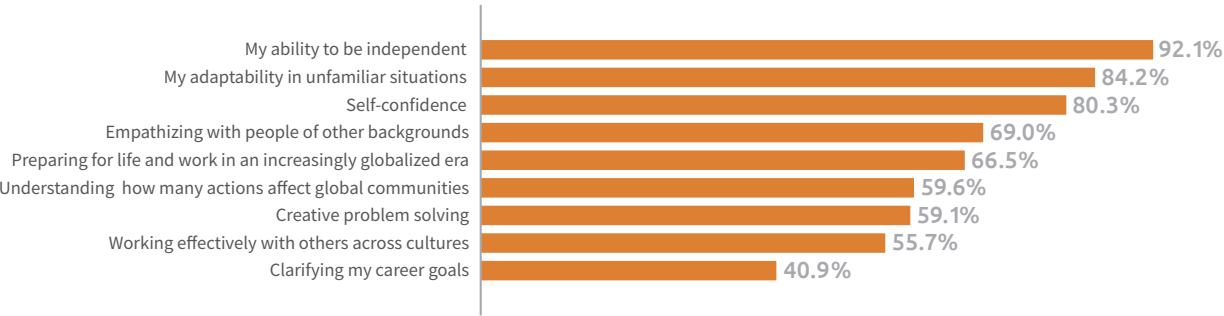
IFSA programs in Mérida, Mexico, include a carefully developed service learning and community engagement segment in Yaxunha, a small town near the Chichén Itzá ruins. Students work at the community garden, stay with Mayan host families, and learn tradition and history from a local anthropologist.

“Being with my host family was the best part. Seeing the similarities our families had—like hanging out with little brothers, talking about soccer—that was so cool. The highlight was watching my host mom Gloria make tortillas by hand—they were so, so good.”
—Kate P., IFSA Mérida Universities Program

ENDURING IMPACT

The best lessons are the ones that stick. That’s why we’re so intentional about leaning into the most current educational research to design and curate programs and experiences that maximize learning abroad. The impact is clear—as our students’ voices show.

Student surveys illustrate growth and development



2022 Post-Program Survey, students who responded “quite a bit” or “very much” to the question: How much has your experience contributed to your knowledge, skills, or personal development?

Nurturing confident problem-solvers

“I learned that I’m capable of so much more than I ever thought. I can figure out how to live and succeed in a foreign environment. I can make new friends. I can explore new places independently. I will take this newfound confidence on all my next adventures.”

—Sam M., Trinity College Dublin Partnership

“My independence has been vastly deepened and my ability to overcome adversity individually has increased as well.”

—Colby P., IFSA Barcelona Universities Program

“I’ve learned I’m capable and independent, more experienced, developed, and proud [that] I exposed myself to different cultures. I’ve also gained critical life skills for my day-to-day life and I view things from a different perspective.”

—Ana T., IFSA Study in London

“I am significantly more confident in my own abilities to figure out things on my own.”

—Stephanie S., University of Edinburgh Partnership

Shaping careers

We know we’ve done our job well when we hear from students like Sarah B., a student who completed one of our Argentina programs and later wrote to share this news.

“As a community organizer for a progressive Jewish organization, I help organize the Jewish community for racial and economic justice through issue-based campaigns. For my campaign—Decriminalizing Communities—we work with other marginalized communities to transform the public safety and immigration systems. Doing this work, I have realized that I want to be a therapist. I’m specifically interested in couples and family therapy, which examines how family systems and systems of oppression shape us. Your Human Rights in Argentina course was critical to my development as a student and my current interests.”

REACH OUT TO US

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A person is sitting on a rocky cliff, looking out over a vast landscape. The landscape features a river, green hills, and mountains in the distance under a cloudy sky. The person is wearing a white shirt and patterned shorts. The image is split into two main sections by a diagonal line: the left side is a solid orange-brown color, and the right side shows the landscape and the person.

“Our focus on the individual experiences, strengths, and identities of our students runs through everything we do. Tying every aspect of our work to our four commitments means we’re using proven approaches that maximize the value of study abroad for each student, no matter who they are or where they are in their journey.”

Heather Barclay Hamir, Ph.D.
IFSA President & CEO