

# **Towards Global Inclusion: From Dichotomy to Synergy, Bridging IC and DEIB**

*Facilitators: Amer Ahmed and Bert Vercamer*

The intercultural field (IC) and the field of diversity, equity, inclusion and belonging (DEIB) are related but different. While they both address how to deal with human differences and similarities, the IC field tends to focus on geographically defined cultures and competency building, and neutrally describes differences. The DEIB field primarily focuses on U.S. social identities, seeking to address issues related to access and equity. We compare and contrast the conceptual and practical foundations of both fields and identify opportunities to bridge them with the goal of working towards global inclusion. The integration of these approaches better highlights the historical context and inequities created from power dynamics that must be considered in order to effectively navigate intercultural realities in our world today. Level 1 shares an overall approach to building your own Global Inclusion program. Level 2 introduces key concepts and applies them to our personal realities. Level 3 continues introducing key concepts and explores the impact on our institutional contexts.

## **Tier One: Towards Global Inclusion: Bridging IC and DEIB, An Overall Approach**

We will share an approach to building your own Global Inclusion program.

*In this session, participants will:*

- Understand the needed skills and competencies that form the foundation for a global inclusion program
- Explore an example of successful synergy between an IC and a DEIB approach
- Learn best practices for creating, enhancing, and delivering a global inclusion program for your respective audiences

## **Tier Two: Towards Global Inclusion: Bridging IC and DEIB on a Personal Level**

We will introduce key concepts and apply them to our personal realities. How can we become better agents of change in our various environments?

*In this session, participants will:*

- Understand the needed skills and competencies to successfully address issues of inequity
- Understand and analyze inequities related to one's own and other's identities
- Critically examine the origin and impact of various implicit and explicit biases, especially reflecting on one's own
- Suspend judgement and to manage prejudice
- Learn how to allow ambiguity and foster curiosity and empathy as key cornerstones for engaging with diverse learning audiences

## **Tier Three: Towards Global Inclusion: Bridging IC and DEIB on an Institutional Level**

We will introduce key concepts and apply them to our institutions. How can we show inclusive leadership and influence systems that are biased towards marginalized identities?

We meet 3 times, for 2 hours each, with 1 hour of preparation before each meeting (total: 6 hours synchronous and 3 hours asynchronous). Maximum 50 participants. Rate: 179 USD per participant.

*In this session, participants will:*

- Apply a synergistic framework that bridges IC and DEIB concepts
- Learn about and implement strategies to advance and embed equity and inclusion with an intercultural lens into institutions and organizations.
- Introduce concepts of Inclusive Excellence
- Share and apply intercultural and Inclusive Leadership that strengthens equity and inclusion in organizations

## Facilitator Bios:



Amer F. Ahmed, Ed.D. is the Founder and CEO of AFA Diversity Consulting, LLC, a consulting practice dedicated to enhancing the development of organizations through leadership, professional development, assessment, and strategic change. In addition, he currently serves as interim Chief Diversity Officer and Executive Director of Equity and Inclusivity at Dickinson College and is a member of SpeakOut: Institute for Democratic Education. Amer's approach is grounded in social justice and commitment to community. He is the host of "The Eclectic Inclusion Podcast" and has been featured in media such as MSNBC, a documentary film, and other national press outlets. He also has keynoted prominent conferences including the National Conference on Race and Ethnicity (NCORE) in Higher Education, White Privilege Conference, and the Society for Intercultural Education (SIETAR) Conference.

For more info: <http://www.amerfahmed.com/about/>



Bert Vercamer is a differentist, consultant, and strategist whose work centers around the question: "How do we collaborate with those who are different from us and don't think like we do?"

He is a respected executive, worked in 45 countries, lived in six, speaks four languages and has extensive experience in cultural integration, innovation (design thinking), organizational development, global skill development, diversity - equity - inclusion - belonging, start up, change management, and strategy. He has worked with start-ups (founding CEO of one), educational institutions, government, established corporations, and non-profit organizations and managed multiple diverse teams on four continents.

A lifetime learner, Bert has a Masters Degree in Economics from Ghent University (Belgium) with an award winning thesis, and Intercultural Relations (USA) with a published thesis.

For more info: <https://www.linkedin.com/in/bertvercamer/>