



Leaders in International Higher Education

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# Developing a JEDI Framework: Initial Finding and Discussion of the IDEA + Justice Task Force Survey

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# Survey Questions

1. Please rate your general sense of belonging to AIEA (according to your own definition of “sense of belonging.”)
2. Considering the UN SDG Goal 1: “Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels,” ...
  - how would you rate the level of inclusivity of AIEA's Strategic Plan?
  - how would you rate the level of inclusivity of AIEA's Constitution?
  - how would you rate the level of inclusivity of AIEA's by-laws ?
  - how would you rate the level of inclusivity of AIEA's programming (including annual conference, senior advisor program, townhalls, etc.)?
3. In which areas do you think AIEA should strengthen its efforts?

# Survey Design

- **What:** An environmental scan of the organization to identify various levels of systemic racism within the association, examine AIEA policies and practices and recommend ways to dismantle inequities within our association.
- **Focus:** Interest in measuring members' sense of belonging and engagement with AIEA, its policies and organizational structure; while being sensitive and inclusive of the various cultural definitions and understandings of terms like "diversity," "equity," and "inclusion."



# Emergent Findings

- The vast majority of respondents have reported multiple engagements with the organization (seminar, town hall, and conference participants, committee work, presenters, board members, etc.)
- Our strategic plans, constitution, and bi-laws our out-of-step respondents' expectations
- Respondents' sense of "belonging" is strong (7 out of 50 reported "low" sense of belonging) inclusivity of strat. plan (4 low/50); constitution (5 low/50); programming (6 low/50)
- Our understanding of diversity, equity, and inclusion is US-centric
- Most identified areas for growth: "provide more support for professionals at different levels" and "be more inclusive to strengthen the sense of belonging among members"

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# Discussion Prompts: Be Specific

- I would feel that my sense of belonging to the organization increased if...
- I would know that programming was more inclusive if I saw...
- I would feel that all perspectives (not just US-centric) belonged if..
- AIEA would provide more support for professionals at all different levels if...
- AIEA would be more inclusive to strengthen the sense of belonging among members if...
- Our bi-laws, constitution, and engagements as an organization would reflect all of the above if I could point to...

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