



CIEE Commitment to Diversity and Inclusion

CIEE was founded in 1947 to help people gain understanding, acquire knowledge, and develop skills for living in a globally interdependent and culturally diverse world. We advance that mission by bringing the world together through meaningful exchange programs. We build bridges between different people, different cultures, and different ways of living. In short, we embrace differences and celebrate diversity.

To authentically live our commitment to diversity requires that CIEE create and sustain a critical mass of diversity and inclusion initiatives that is evidenced in all aspects of our organization – people, programs, and participants.

A. People: CIEE will recruit and retain diverse staff to advance CIEE’s mission

CIEE is committed to recruiting and retaining diverse staff at every level of the organization, including advisory groups and the board of directors. We strive to open doors for all people from all backgrounds and identities, and we believe a workforce that reflects those whom we serve is critical. To achieve our goals, we believe in shared responsibility.

Every person at CIEE is responsible for helping recruit diverse talent and supporting an organizational culture that embraces diversity and provides a respectful environment for the sharing of diverse ideas and approaches to advancing CIEE’s mission.

Senior leaders and managers in every department are expected to implement best practices and measure their success in advancing our diversity and inclusion objectives. Human Resources will provide support and education to increase our skills and competencies to create and maintain a diverse and inclusive work environment.

Historically CIEE has benefited from strong employee diversity in many areas (e.g. gender, age, and sexual orientation), while other measures of diversity have not kept pace with changing demographics. At this particular time, we are re-committing to expand our racial and ethnic diversity as we rebuild the organization and re-emerge from the global pandemic.

By 2026, CIEE will have a domestic workforce that includes at least 30% people of color and will be a recognized leader in developing talented diverse staff, managers, and leaders in the field of international education and exchange. By 2031, CIEE will strive to have a domestic workforce that includes at least 50% people of color.

B. Programs: CIEE will develop programs that address important topics and issues related to diversity, inclusion, and social justice to advance CIEE’s mission

CIEE will develop programs for staff that help develop skills that promote diversity and inclusion, including staff training programs, workshops, symposium and working groups (e.g., Inclusive Excellence Task Force, Study Abroad Global Staff Diversity and Inclusion Training Curriculum). CIEE

will ensure all staff devote time each year to developing skills and a deeper understanding of topics related to diversity and inclusion.

CIEE will develop exchange and study abroad programs, both domestic and international, that address contemporary issues related to diversity, inclusion, and social justice.

CIEE will update program elements, including courses, workshops and extra-curricular activities, that address contemporary issues related to diversity, inclusion, and social justice.

C. Participants: CIEE will increase access and opportunity to all CIEE programs for non-traditional and socioeconomically challenged students and participants to advance CIEE's mission

CIEE will maintain its leadership in providing scholarships and grants for students and participants from non-traditional backgrounds

CIEE will develop programs that help overcome the primary barriers (e.g., cost, curriculum and culture) to study abroad and international exchange