



Ah Ha moment

**Past/significant experience:** How has an incident/ interaction/ experience shaped/enhanced/challenged your understanding of diversity and inclusion?\*

**Unique background or identity:** how as your background shaped and/or informed your experiences and responses in your research, service, and teaching?

Definitions

Informed by experience

Personal understanding/definition of:

1. Diversity
2. Inclusion
3. Equity (or equality)

Application institutes definitions of:

How have you/will you actualize inclusion/contribute to diversity?

**Teaching**

How do you accommodate/recognize diverse perspectives and abilities in class?

How are your teaching materials reflective of intentional inclusive/equitable practice?

How do you relate to different students in your class with different backgrounds?

**Service**

What involvement do you have with equity and inclusion initiatives on campus (mentorship? Leadership? Development? Participation in?

How have you supported peers in their contributions/struggles with diversity?

How have you encouraged students to engage in diversity outside the classroom?

**Research**

How does diversity and equity enter into your research? (e.g. does your research relate to social justice?

Does your research improve access/ conditions for underrepresented populations?

What methods/theories are you incorporating that may speak to diversity/inclusivity?

How do you create an environment of inclusion in your research space/with peers/colleagues (e.g., labs, fostering dialogs)

\*Examples: encounters with new culture, family member expressed new identity, read/saw/heard new perspective, student interaction, realization of an assumed perspective/experience was not universal. See also Harro's Cycle of Socialization/Liberation.