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

Unique background or identity: How has your background shaped and/or informed your experiences and responses in your research, service, and teaching?

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.