

<b>Considerations for Inclusive Excellence</b>			
	<b>Faculty Positions:</b>	<b>Patient Care Positions:</b>	<b>Staff and Management Positions:</b>
<b>Mentoring Activities</b>	Have you mentored students, student groups, post-docs, staff or faculty peers from cultural groups that were different from your own and/or from groups historically or currently underrepresented in your field, specialty, or the academy at large? Describe the context (established program or personal outreach, one-time session or extended duration, etc.) and the objective of the mentoring, including your personal efforts. What was the experience like for you and what were the overall outcomes of the mentoring, if known?	Have you mentored co-workers, subordinates, or trainees from cultural groups that were different from your own and/or from groups historically or currently underrepresented in your field or specialty? Describe the context (established program or personal outreach, one-time session or extended duration, etc.) and the objective of the mentoring, including your personal efforts. What was the experience like for you and what were the overall outcomes of the mentoring, if known?	Have you mentored peers, subordinates, or trainees/interns from cultural groups that were different from your own and/or from groups historically or currently underrepresented in your profession or specialty? Describe the context (established program or personal outreach, one-time session or extended duration, etc.) and the objective of the mentoring, including your personal efforts. What was the experience like for you and what were the overall outcomes of the mentoring, if known?
<b>Service Activities</b>	Have you served on a committee or board (institutional or national organization) that focused on building a respectful and inclusive climate, spoken on a panel which fostered cross-cultural dialogue on a relevant topic, strategized ways to engage in program/course/employment/institutional recruitment for populations historically underrepresented or underserved in the school/discipline, or otherwise raised your awareness or level of participation in matters related to diversity, equity, and inclusion? Outlining your role in the service and any outcomes would be helpful.	Have you ever served on a working group or task force which sought to encourage effective communication between providers and patients of different cultural or professional backgrounds? Have you participated in any other activities which demonstrate your skills, knowledge, ability and/or commitment to diversity, equity, and inclusion? You may wish to include specifics about your role in the activity, its duration, its impact (personally or on the broader community), and any other details important to understanding the activity.	Have you ever served on a working group or task force which sought to encourage effective communication between community members of different cultural or professional backgrounds? Have you participated in any other activities which demonstrate your skills, knowledge, ability and/or commitment to diversity, equity, and inclusion? You may wish to include specifics about your role in the activity, its duration, its impact (personally or on the broader community), and any other details important to understanding the activity.
<b>Research and Teaching Activities</b>	Have any of your past research and/or teaching efforts specifically contributed to diversity, equity, and inclusion? This could have included (but is not limited to) selecting a research site or process which fostered multi-cultural experiences for students, conducting research on subjects historically excluded from analysis, designing course features which encouraged appropriate and contextual cultural dialogue as a part of the curriculum, inclusion of guest lecturers practicing in the topical area or from the broader community of impact. You could consider describing any impact on the discipline/institution/community or positive outcomes that resulted from the research and/or teaching activity. As with other areas you would want to describe your specific role in the activities.		
<b>Development Activities</b>	Have you actively sought out and/or participated in development opportunities which advanced diversity, equity, and inclusion in your area of teaching and/or research? Have you participated in opportunities to build your own cultural competence or communication skills? You may wish to consider stating why diversity, equity, and inclusion are important to your profession generally.	Have you actively sought out and/or participated in development opportunities which advanced diversity, equity, and inclusion in patientcare services? Have you participated in opportunities to build your own cultural competence? You may wish to consider stating why diversity, equity, and inclusion are important to patientcare delivery and healthcare environments generally.	Have you actively sought out and/or participated in development opportunities which advanced diversity, equity, and inclusion in your area and/or profession? Have you participated in opportunities to build your own cultural competence or communication skills? You may wish to consider stating why diversity, equity, and inclusion are important to your work/profession/school generally.