

## Evaluating Statements on Contributions to Inclusive Excellence

	<b>Faculty Positions:</b>	<b>Patient Care Positions:</b>	<b>Staff and Management Positions:</b>
<b>Mentoring Activities</b>	Has the candidate mentored students, student groups, post-docs, staff or faculty peers from cultural groups that were different from their own and/or from groups historically or currently underrepresented in the field, specialty, or the academy at large? Did the candidate describe the context (established program or personal outreach, one-time session or extended duration, etc.) and the objective of the mentoring, including their personal efforts? What was the experience like for the candidate and what were the overall outcomes of the mentoring, if known?	Has the candidate mentored co-workers, subordinates, or trainees from cultural groups that were different from their own and/or from groups historically or currently underrepresented in the field or specialty? Did the candidate describe the context (established program or personal outreach, one-time session or extended duration, etc.) and the objective of the mentoring, including their personal efforts? Did the candidate describe their growth in the experience or any of the overall outcomes of the mentoring, if known?	Has the candidate mentored co-workers, subordinates, or trainees from cultural groups that were different from their own and/or from groups historically or currently underrepresented in the field or specialty? Did the candidate describe the context (established program or personal outreach, one-time session or extended duration, etc.) and the objective of the mentoring, including their personal efforts? Did the candidate describe their growth in the experience or any of the overall outcomes of the mentoring, if known?
<b>Service Activities</b>	Has the candidate 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 awareness of or level of participation in matters related to diversity, equity, and inclusion? Did the candidate outline their specific role and contribution in the service and/or describe any discrete outcomes?	Has the candidate 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? Has the candidate participated in any other activities which demonstrated their skills, knowledge, ability and/or experiences with diversity, equity, and inclusion? Did the candidate include specifics about their role in the activity, its duration, its impact (personally or on the broader community), and any other details important to understanding the activity?	Has the candidate ever served on a working group or task force which sought to encourage effective communication between community members of different cultural or professional backgrounds? Has the candidate participated in any other activities which demonstrate their skills, knowledge, ability and/or experiences with diversity, equity, and inclusion? Did the candidate include specifics about their 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>	Has any of the candidate's past research and/or teaching efforts specifically contributed to diversity, equity, and inclusion? Examples could have included (but are 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. Did the candidate describe any impact on the discipline/institution/community or positive outcomes that resulted from the research and/or teaching activity? Did the candidate describe their specific role in the activities?		
<b>Development Activities</b>	Has the candidate demonstrated that they actively sought out and/or participated in development opportunities which advanced diversity, equity, and inclusion in the area of teaching and/or research? Has the candidate participated in opportunities to build their own cultural competence or communication skills? Did the candidate demonstrate an understanding of why diversity, equity, and inclusion are important to their professional area? Did the candidate address how they used what they learned during these development activities?	Did the candidate demonstrate that they actively sought out and/or participated in development opportunities which advanced diversity, equity, and inclusion in patientcare services? Did the candidate participate in opportunities to build their own personal cultural competence? Did the candidate demonstrate an understanding of why diversity, equity, and inclusion are important to patientcare delivery and healthcare environments generally?	Has the candidate demonstrated that they actively sought out and/or participated in development opportunities which advanced diversity, equity, and inclusion in the area and/or profession? Has the candidate participated in opportunities to build their own cultural competence or communication skills? Did the candidate demonstrate an understanding of why diversity, equity, and inclusion are important to your work/profession/school/operational area? Did the candidate address how they used what they learned during these development activities?