

My Diversity-Equity-Inclusion Request for Feedback

1. I want to be the most effective mentor/mentee/scientist I can be.
2. I recognize that, in addition to the technical skills required to fulfill my duties, factors including my personality, how I was socialized, my values, my sense of familiarity and commonality with people in my community, and the differential impact of historical, structural, and institutional inequities are bound to influence how I work and interact with others.
3. I recognize that, despite my good intentions, I am at risk of saying and doing things that might misrepresent, demean, embarrass, offend, or otherwise upset and alienate the people I wish to respect, include, and serve.
4. Knowing it's possible that I will occasionally say or do something that leads someone to feel upset, I hope I will be able to learn when I have done so so that I can try to make amends and take steps to avoid repeating such actions.
5. I know I have *blind spots* (the inability to see that what I'm doing might be harmful to someone). I know I have *tough spots* (the natural resistance to input that suggests my behavior conflicts with my intention). I know I have *blank spots* (the lack of data and knowledge about crucial differences in social advantages and disadvantages between myself and others).
6. I hope you will always feel entitled to let me know if my blind, tough, or blank spots ever cause you to feel anything less than respected, included, and well-served by me. I promise to always do my best to receive your notice of my mistakes with humility and gratitude - because I want to be the most effective mentor/mentee/scientist I can be.

Questions

1. Do you subscribe to the six articles above? If you have reservations or questions about any, please note them.
2. If you subscribe to the statement, how do you or how will you convey it (in your own words and in a manner appropriate for the groups you interact with)?