Self-Reflection: Preparing for a Diversity and Inclusion Analysis

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Context

• AAMC D & I Culture and Climate Toolkit
• Two parts
  • Self-reflection—starting small
  • Organizational Analysis
Your workspace
What does it communicate?

WALLS

DESK

SHELVES
Diverse Experiences and Identities
Think about someone who holds different identities than you.

• What is welcoming to that person?
• What might make someone feel uncomfortable and/or unwelcome?
• Are these the messages you want to communicate?
• “Neutral” ≠ Inviting, welcoming, inclusive
Zoom @ Home & In Office

What can people see and/or hear?

What messages are communicated?

Is that what you want to communicate?
Path to Office & Layout of Furniture

Is it accessible?

What messages are communicated?

Is that what you want to communicate?
Office Hours and Meeting Times

• Are they conducive to caregivers?
• What about those in different time zones?
• Are they convenient for those who have clinical responsibilities or other jobs?
• What about those who use public transportation?
Email Signature

- Fonts, pronouns, contact information, quote, strengths
  - What might these signal?
Curriculum & Presentations

• What do you know about the identities of the authors of content you use?
• When using multi-media, who or what is included or left out?
• Do you close caption?
• What messages are you sending?
Meeting Style

• Is there space for silence?
• Who sits/is positioned where?
• Does everyone participate?
  • Who participates less frequently? More frequently?
• Is there a typical way for people to engage?
  • Raising hands
  • Turning off mute
  • Jumping in at will
• Do you pay attention to nonverbal cues?
Next Steps

- Consider your reflections
- What changes might you make to be more inclusive?
- What are non-negotiables?
  - Why?
- Framework/Tools for organizational analysis