

# Examples of Diversity, Equity and Inclusion Activities

College of Human Medicine

## Research/Creative Activities

There are numerous ways that faculty activities can align with diversity, equity, and inclusion in research, scholarship and creative activities. These include but are not limited to producing scholarship/creative work; leading scholarly and creative programs and initiatives; applying for and securing external grants; and generating new knowledge that focuses on diversity, equity and inclusion and engages with equity and inclusion issues.

- Seek training opportunities (local, national or international) to enhance diversity, equity and inclusion in your research activities.
- Develop new innovative forms of diversity-, equity- and inclusion-focused research/creative activities (e.g., digital expressions, medical humanities).
- Develop tools and products for research/scholarship that honor the perspectives of minoritized communities (e.g., social media apps, animation, photo elicitation).
- Provide evidence of a sustained record of important contributions to diversity-, equity- and inclusion-focused research (e.g., proposals, reports, papers, books, screenplays, compositions, performances, exhibitions).
- Direct major diversity-, equity- and inclusion-focused research endeavors (e.g., edit a journal, curate a major exhibition).
- As a principal investigator (PI) or co-principal investigator (Co-PI) submit applications for external grants and funding to support diversity-, equity- and inclusion-focused initiatives, research, and collaborations.
- As a principal investigator (PI) or co-principal investigator (Co-PI) secure external grants and funding to support diversity-, equity- and inclusion-focused initiatives, research, and collaborations.
- Make major and sustained scholarly or creative contributions that seek to improve the lives of minoritized communities and promote knowledge/understanding of their experiences.
- Supervise and mentor minoritized junior faculty, postdocs, graduate assistants, interns, residents, undergraduate research assistants or volunteers.
- Make major and sustained scholarly contributions to advancing equitable access and diversity.
- Serve as an expert consultant to diversity-, equity- and inclusion-focused projects in the professional field.
- Develop sustained research or creative partnerships based on reciprocity with minoritized communities within and outside MSU.
- Develop diversity-, equity- and inclusion-focused research/creative activities/workshop series that impact minoritized communities and inform policies.
- Play a significant role in research or creative opportunities that address the needs of minoritized undergraduates, graduate students, postdocs, interns, and residents.
- Produce research or creative activities that reflect the perspectives of minoritized communities.
- Nurture and promote research or creative opportunities with individuals historically excluded from their disciplines.

- Participate in research or creative projects with minoritized scholars and communities.
- Develop evidence-based research practices for ethical engagement with minoritized communities.
- Promote a climate that values diversity, equity and inclusion in research and creative settings.
- Make scholarly or creative contributions that promote an understanding of the experiences of minoritized communities.
- Facilitate a safe and accessible work environment where there are no barriers to conducting research or creative work.
- Seek funding or grant opportunities for diversity-, equity- and inclusion-focused work and collaborations.
- Recognize the voices of minoritized communities; credit and promote those perspectives in research or creative activities.
- Cite minoritized authors when publishing your research work.
- Intentionally and responsibly include minoritized subjects in data sets for analysis and interpretation.
- Present diversity-, equity- and inclusion-focused seminars, lectures, papers, posters.
- Serve as reviewer for journals or other publications that have a diversity, equity and inclusion focus.
- Collaborate with minority-serving institutions.
- Ensure that research teams and creative collaborations have diverse voices.
- Be inclusive and have diverse perspectives when including patients for research.
- Engage with and include various types of research partners including clinical, community, policy makers.
- Ensure geographic and demographic diversity in research partnerships.
- Recruit participants from diverse groups.
- Offer mentoring and career-enhancing opportunities for researchers at various stages in their careers).

## Teaching

Faculty can exhibit a commitment to diversity, equity and inclusion in their teaching. These include but are not limited to fostering inclusive learning environments and pedagogies, ensuring that students are provided with equitable opportunities for success, incorporating diversity, equity and inclusion into their curricula, and mentoring minoritized students.

## Mentoring

- Seek training opportunities (local, national or international) to enhance diversity, equity and inclusion in your mentoring activities.
- Develop new creative ways of teaching/mentoring that adapt to the needs of minoritized communities.
- Mentor and incorporate minoritized students into their work environments (e.g., laboratories, studios, etc.).
- Ensure that minoritized students receive equitable mentoring that is respectful and culturally responsive.

## Graduate mentoring

- Ensure that minoritized graduate students are aware of all program requirements and receive regular feedback, basic professional development opportunities, adequate supervision, and equitable and respectful mentoring.
- Provide minoritized graduate students with consistent feedback, guidance, professional development and career opportunities, open lines of communication, and encouragement and support.
- Mentor, and/or serve as the major adviser for, significant numbers of minoritized graduate students during their graduate careers (e.g., provide consistent counsel, timely scholarly feedback, stimulating intellectual environments, detailed annual evaluations, outstanding professional development opportunities, wellness support or resources).
- Serve on minoritized graduate students' guidance committees.
- Chair minoritized graduate and professional students' guidance committees to completion.

## Undergraduate mentoring

- Provide minoritized undergraduate students with consistent guidance, career and professional development, assistance when facing challenges, open lines of communication, and encouragement and support.
- Mentor and curate the experience of significant numbers of minoritized undergraduate students (e.g., independent research opportunities, consistent counsel, timely scholarly feedback, stimulating intellectual environments, outstanding career development opportunities, wellness support or resources).

## Sharing Knowledge

- Participate in diversity-, equity- and inclusion-focused professional development (e.g., inclusive pedagogy, inclusive course content).
- Encourage students to practice cultural humility (e.g., engagement with inclusivity, expose students to new perspectives on cultures, beliefs, and practices).
- Develop students' ability to practice cultural humility (e.g., active engagement with inclusivity, expose students to new perspectives on cultures, beliefs, and practices).
- Contribute to the advancement of evidence-based practices in inclusive pedagogies.
- Make significant contribution to the advancement of evidence-based practices in inclusive pedagogies and is so recognized by professional peers.
- Develop and teach course(s) that amplify the voices of minoritized groups (e.g., incorporate resources authored by minoritized scholars).
- Include resources that amplify the voices of minoritized groups (e.g., incorporate resources authored by minoritized scholars).
- Create resources that feature scientific discoveries for people of color and women in science to provide an inclusive look at contributions of a range of scientists.
- Employ inclusive pedagogy techniques that meet the needs of students of all backgrounds and abilities.
- Develop learning modules that address health disparities and ethnic and gender based physiological differences.

- Develop learning modules that are designed to maximize learning by diverse pools of students.
- Organize and lead curricular reform in a unit or profession that broadly integrates resources that amplify the voices of minoritized groups and/or are authored by these scholars.

### Classroom Climate

- Seek training opportunities (local, national or international) to enhance diversity, equity and inclusion in your classroom.
- Include a diversity, equity and inclusion statement in course syllabi.
- Maintain an inclusive and safe learning environment (e.g., accessible and encouraging to all students, students engage respectfully with difficult and sensitive subject matter, their identities are validated).
- Create opportunities for formative assessment, flexibility in deadlines, and opportunities for revisions and feedback.

### Accessibility

- Seek training opportunities (local, national or international) to enhance accessibility in your teaching activities.
- Respect the terms of RCPD's Verified Individualized Services and Accommodations documents (VISAs).
- Provide accessible course materials (e.g., understand the expense and accessibility of required course materials).
- Provide flexibility while supporting student success (e.g., extended or virtual office hours, laboratory and studio usage, extra assistance etc.).
- Provide multiple assignment types and use inclusive evaluative criteria in assessing students' performance.

### Service/Outreach

Participating in on-campus diversity, equity and inclusion initiatives is a clear example of diversity-, equity- and inclusion-related university service, but there are other examples. In the area of outreach and engagement, faculty can engage with minoritized communities and promote diversity, equity and inclusion values to the broader public. In the area of professional service, faculty can be involved in a range of activities within their fields that promote inclusive excellence. These are just some of the potential ways to fulfil this requirement.

- Seek training opportunities (local, national or international) to enhance diversity, equity and inclusion in all different types of service activities.

### Off-campus Outreach and Engagement

- Engage in inclusive outreach practices.
- Develop innovative outreach/service programs that meet the needs of minoritized communities.
- Significantly contribute to the adoption of inclusive practices in off campus communities.
- Establish cooperative diversity, equity and inclusion programs and initiatives outside the MSU community.

- Produce extensive diversity-, equity- and inclusion-related resource materials for the general public (e.g., peer reviewed publications, manuals, resource guides, websites, etc.).
- Participate in writing or and/or carrying out grants cooperatively with minoritized communities that are founded on reciprocity (e.g., topics that are relevant to and in partnership with those communities).
- Apply for and/or develop and direct grant(s) as a PI with minoritized communities that is based on reciprocity.
- Develop and direct a major grant, over multiple years, as a PI with minoritized communities that is based on reciprocity and redistribution.
- Collaborate with minority-serving institutions in faculty, staff, and student success programs.
- Disseminate diversity-, equity- and inclusion-focused research to the broader public.

### On-campus Service

- Maintain certification in diversity, equity and inclusion trainings (e.g., mandatory DEI and RVSM training).
- Substantially participate in major college or university diversity, equity and inclusion initiatives (e.g., dedicated member of DEI strategic planning committee).
- Lead a major standing diversity, equity and inclusion committee (e.g., chair unit or college DEI committee).
- Participate in diversity-, equity- and inclusion-focused programs for minoritized undergraduate and graduate students (e.g., The Alliances for Graduate Education and the Professoriate (AGEP), Summer Research Opportunities Program (SROP), OMSP, Drew Scholars, MUSE Scholars Program).
- Participate in diversity-, equity- and inclusion-focused programs for minoritized faculty and staff (e.g., Diversity Research Network (DRM), Womxn of Color Initiative (WOCI), Coalition of Racial and Ethnic Minorities (CoREM), Black Faculty, Staff, and Administrators Association (BFSAA), Employee Pride and Inclusion Coalition (EPIC), Educating Anishinaabe: Giving, Learning and Empowering (EAGLE), SSC Dean's Research Associate Program, etc.).
- Help recruit, retain, and/or mentor a substantial number of minoritized scholars and students.
- Engage in service activities that are inclusive.
- Encourage your department/unit to promote diversity, equity and inclusion activities in the unit.
- Increase diversity, equity and inclusion topics in seminar speakers invited to campus.

### Professional Service

- Provide minoritized faculty with consistent feedback, guidance, professional development and career opportunities, open lines of communication, and encouragement and support.
- Serve as reviewer for diversity-, equity- and inclusion-focused grants and publications and/or editor for newsletters and other publications.
- Present research or creative work on minoritized communities at professional conferences or to academic or other leadership in and outside MSU.
- Make significant and sustained diversity, equity and inclusion contributions to the broader profession (e.g., conduct major workshops, programs or deliver keynote presentations).
- Assume leadership roles in diversity-, equity- and inclusion-focused committees within professional societies.

- Serve on committee(s) in diversity-, equity- and inclusion-focused professional societies.
- Assume a major leadership role in an externally facing diversity-, equity- and inclusion-focused professional society/association.
- Serve as a consultant for off-campus diversity-, equity- and inclusion-focused organizations.