

## CMU Equity and Diversity Commitments

### *Proactive*

Individuals who are proactive on equity and diversity anticipate possible barriers to inclusion and participation and seek to broaden outreach, develop new pipelines, provide appropriate accommodations, self-identify, ask others about their experiences, and seek out encounters across social and cultural differences.

### *Reflective*

Individuals who are reflective on equity and diversity think about and seek input from others concerning the impact of their own actions and identity on those around them, and problem-solve with groups and teams in order to understand incidents of misunderstanding, social or cultural conflict, or perceived bias.

### *Responsive*

Individuals who are responsive on equity and diversity listen when given feedback about their interactions across social and cultural differences with an interest in learning and working towards positive change. They are ready to serve as allies to those who may have been excluded or felt targeted, and take an interest in opportunities to promote an inclusive climate.

### *Participatory*

Individuals who are participatory in equity and diversity attend workshops and events that are hosted by a variety of social groups and that address inequities on campus and in society at large. They take an interest in and act to broaden their social experiences and enlarge their communities of respectful interaction.

### *Developing*

Individuals who are developing in equity and diversity areas recognize that there is always room for personal and professional growth to bring in new knowledge and enhance the synergistic and dynamically stimulating environment that comes from an open and broadly diverse and accessible campus environment, and act to continue to build their knowledge and skills.