

Exercise No. 1: DEIB Foundations

Currently, where are you with applying *critical thinking* and *empathy skills* in relation to your assumptions about diverse groups of underprivileged people? Read each skill and its accompanying description. Then conduct a self-evaluation to determine and mark your level.

| Skill | Description | Self-Evaluation | | | |
|-----------------------------|---|------------------------------------|--|--------------------------------------|------------------------------------|
| Humility | The recognition that the things you believe in might in fact be wrong. Acknowledging your limitations, or admitting you were wrong about something helps you identify bias, pretentiousness, conceit, and work on eliminating them from your thinking. It helps you be curious about other perspectives, which is crucial for building awareness of others. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
| Courage | For questioning your beliefs, values and devotions, papers, and books you have grown up trusting, you need a lot of intellectual courage. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
| Empathy | To understand the needs of others, we must put our agendas aside, park our prejudices, and try to see other views, other reasoning, and remember those times where you were wrong, despite being convinced you were right. It requires you to not just put yourself in someone else's shoes, but also walk in them for some time. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
| Autonomy | Your ability to think critically must underlie intellectual autonomy. You need to gain control over your thinking and be aware of what influences your thought processes. Look at the evidence you use to justify your values, think about your behavior patterns and the reasons you act as you do. Autonomy requires a well-developed sense of social responsibility and high moral standards. Autonomy without taking any responsibility for outcomes, or without standards, opens the door for immoral or corrupt behavior. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
| Integrity | If we cannot be honest with ourselves, how can we be honest with others? You need to be consistent in all your doing, thinking, and acting. The standards you apply to the thinking and behavior of other people should apply to your own thinking and behavior. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
| Perseverance | Despite good intentions to be honest and ethical, you will encounter times when the breakthrough to intellectual insight is difficult and frustrating; therefore, you will need perseverance and constant practice. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
| Confidence in Reason | Confidence in reason is based on: (1) the belief that what you are doing is in the best interests of humanity and that it serves your own higher interests, (2) good listening skills to hear opposing arguments, and (3) your ability to form rational arguments and reasoned conclusions. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
| Fair-mindedness | If you are honest to admit errors in your thinking or actions, you are applying fair-mindedness. Objectivity is the goal. Are there other points of view to consider? Are my biases working against the best outcome? Do I have any vested interests that might influence my thinking and decision-making? You are conscious of the need to treat all viewpoints with the same care & attention. If you are emotionally attached to your religion or political leanings to the point that truth and justice become secondary considerations, it is a red flag that you are NOT fair-minded. | Novice <input type="checkbox"/> | Intermediate <input type="checkbox"/> | Advanced <input type="checkbox"/> | Expert <input type="checkbox"/> |
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List below the skills, attitudes, and behaviors you would like to reinforce this year.

SKILL, ATTITUDE, AND/OR BEHAVIOR

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