

Service Record

Qualitative Rank	JEDI record for the one-year total	Mark your assessment of performance (✓)	Additional comments
Below Expectations	Does not provide evidence of self-improvement or reflection related to JEDI issues. May not feel personal responsibility for helping to create an equitable and inclusive environment for all. May have participated in one or two limited activities (limited in terms of time, investment, or role), but activities mentioned for the most part are already expected of INSTAAR members or Fellows.		
Meets Expectations	Shows reasonable understanding of challenges faced by individuals who are underrepresented and can knowledgeably engage in discussions of diversity, equity, and inclusion-related issues in professional service. Evidence of active participation in several activities or self-improvement opportunities. Activities may include active participation in the INSTAAR JEDI task force or other working groups focused on equity and inclusion, outreach or service to underserved communities, or otherwise incorporating more diverse perspectives in professional service.		
Exceeds expectations	Discusses diversity, equity, and inclusion as core values that all Fellows and institute members should actively contribute to. Has engaged in multiple JEDI activities in depth, also with a focus on outcomes. Activities may focus on incorporating more diverse and inclusive perspectives in service activities aimed at creating a more inclusive environment in INSTAAR, on campus, in a professional society, etc. or engagement work that centers underserved communities.		
Greatly exceeds expectations	Formulates and enacts new ideas for advancing equity and inclusion at INSTAAR, CU Boulder, and/or within their field through the service or leadership lens. Has a convincing track record of being a strong advocate for diversity, equity and inclusion within the department/school/college and also their field.		