

Research 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 (for example training required to serve on search committees).		
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 research. Evidence of active participation in several activities or self-improvement opportunities. Activities may include taking steps to make the research program, infrastructure, or broader discipline more diverse, equitable, or inclusive; or incorporating more diverse perspectives in research.		
Exceeds expectations	Demonstrates expertise in applying diversity, equity, and inclusion principles/work as a core value. Has engaged in multiple JEDI activities in depth, also with a focus on outcomes. Activities may focus on incorporating more diverse perspectives in research or could also include applying research skills or expertise to investigating aspects of diversity, equity and inclusion.		
Greatly exceeds expectations	Formulates and enacts new ideas for advancing equity and inclusion at INSTAAR, CU Boulder, and/or within their research discipline. Has a convincing track record of being a strong advocate for diversity, equity and inclusion within the department/school/college and also their field.		