

**Jeni Hart**  
**Dean of the Graduate School**  
**Vice Provost for Graduate Studies**  
**Professor of Higher Education, ELPA**

# Context

\$ \$ O & ' , & X O W X U H D Q G &  
7 R R O N L W  
7 Z R S D U W V  
6 H O H I O H # F W I D R U W L Q J V P D O O  
2 U J D Q L ] D W L R Q D O \$ Q D O \ V L V



**WALLS**



**DESK**

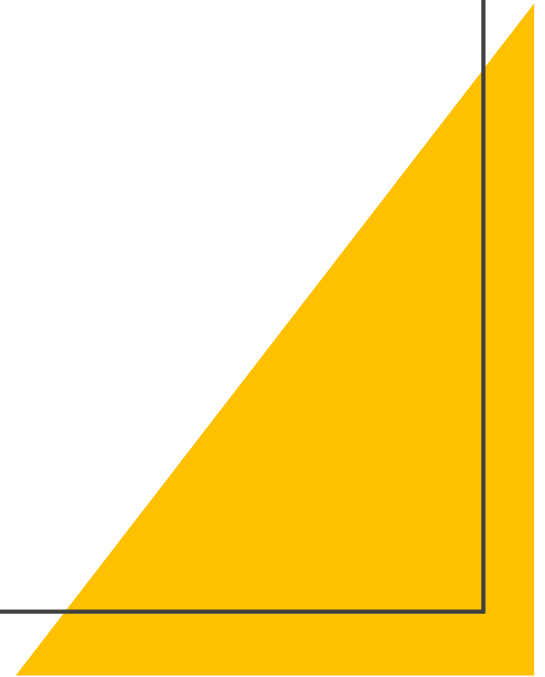


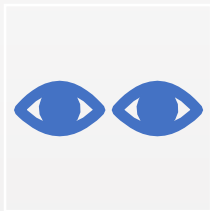
**SHELVES**



# **Diverse Experiences and Identities**

**Think  
about**





What can people see  
and/or hear?



What messages are  
communicated?



Is that what you want  
to communicate?

Is it accessible?

What messages are communicated?

Is that what you want to communicate?



**Are they conducive to caregivers?**

**What about those in different time zones?**

**Are they convenient for those who have clinical responsibilities or other jobs?**

**What about those who use public transportation?**





\_\_\_\_\_

\_\_\_\_\_

**Is there space for silence?**

**Who sits/is positioned where?**

**Does everyone participate?**

: K R S D U W L F L S D W H V O H V V I U H T X H

**Is there a typical way for people to engage?**

5 D L V L Q J K D Q G V

7 X U Q L Q J R I I P X W H

- X P S L Q J L Q D W Z L O O

**Do you pay attention to nonverbal cues?**

**Consider your reflections**

**What changes might you make to be more inclusive?**

**What are non-negotiables?**

: K \ "

**Framework/Tools for organizational analysis**