

	Goals	Project Team Equity	Community Beneficence
<p>Access</p> <p><i>Removing barriers and building pathways to achieve full participation</i></p>	Mitigating barriers to entry or full participation	<ul style="list-style-type: none"> What flexibility will you provide to project team members to maximize participation from historically marginalized groups? 	<ul style="list-style-type: none"> What efforts will be made to invite community questions, feedback or input regarding research activities?
	Examining disparities associated with social and cultural capital	<ul style="list-style-type: none"> What efforts will be made to ensure equitable project team recruitment and selection? 	<ul style="list-style-type: none"> When communicating research activities to the public, what efforts will be made to ensure broad comprehension?
	Maintaining systemic and macro perspectives	<ul style="list-style-type: none"> What responsibility will be taken for disparities in the STEM researcher pipeline, and how will this project invest in the development of scholars from historically marginalized communities? 	<ul style="list-style-type: none"> What efforts will be made to bridge or reconcile relationships with communities who have been historically harmed by the research enterprise?
<p>Belonging</p> <p><i>Realizing a pluralistic community that negotiates and reflects shared values</i></p>	Cultivating affirming conditions	<ul style="list-style-type: none"> How will project leaders communicate and model expectations of diversity, equity and inclusion in all research activities? 	<ul style="list-style-type: none"> How do research goals reflect the values, hopes and aspirations of the communities served or impacted by research activities?
	Mitigating marginalizing conditions	<ul style="list-style-type: none"> How will project leaders intervene and ensure accountability when expectations of diversity, equity and inclusion are compromised? 	<ul style="list-style-type: none"> How will project leaders listen for and respond to any adverse community impacts of research activities?
	Developing accountability for shared mission, vision and values	<ul style="list-style-type: none"> How will project leaders sustain dialogue with team members and maintain openness to evolving values and expectations? 	<ul style="list-style-type: none"> How will project leaders sustain dialogue with community members and maintain openness to evolving values and expectations?
<p>Success</p> <p><i>Ensuring each of us have the resources and experiences we need to achieve our goals</i></p>	Flexibility and responsiveness in research practice	<ul style="list-style-type: none"> How will project leaders maintain dialogue with the project team to assess and respond to their evolving needs? 	<ul style="list-style-type: none"> How will researchers sustain dialogue with communities served or impacted by research and ensure responsiveness to community concerns?
	Examining and negotiating notions of success	<ul style="list-style-type: none"> What efforts will be made to ensure communities impacted by the research project are represented on the project team? 	<ul style="list-style-type: none"> How will research goals be negotiated with communities served or impacted by research activities?
	Facilitating equitable distribution of resources	<ul style="list-style-type: none"> How will project leaders ensure project team members are provided fair compensation commensurate with knowledge, skill and experience? Further, how will project leaders share research successes, including publications and accolades? 	<ul style="list-style-type: none"> How will research successes be shared with communities served or impacted by research activities?