

‘Care’ may look, sound, and feel like any of the following:

Nurturing Harmful Figured Worlds	Nurturing Positive Figured Worlds
<ul style="list-style-type: none"> ● Receiving and speaking words of refutation 	<ul style="list-style-type: none"> ● Receiving and speaking words of affirmation
<ul style="list-style-type: none"> ● Lack of access to <i>diverse</i> images of what counts as “STEM identities” and practices 	<ul style="list-style-type: none"> ● Access to <i>diverse</i> images of what counts as “STEM identities” and practices
<ul style="list-style-type: none"> ● Combative peer-to-peer interactions 	<ul style="list-style-type: none"> ● Collaborative peer-to-peer interactions
<ul style="list-style-type: none"> ● Distribution of calls for special publication or research opportunities (e.g., fellowships, collaborations, etc.) to only a select few within the community 	<ul style="list-style-type: none"> ● Distribution of calls for special publication or research opportunities (e.g., fellowships, collaborations, etc.) easily accessible to all individuals within the community
<ul style="list-style-type: none"> ● Practices that (un)intentionally exclude individuals from informal and formal events that build social capital discipline (e.g., networking opportunities, meals with invited speaker) 	<ul style="list-style-type: none"> ● Invitations to informal and formal events that build social capital in discipline (e.g., networking opportunities, meals with invited speaker)
<ul style="list-style-type: none"> ● Feelings of and/or actions that communicate superiority among diverse communities of practice (as it pertains to race, gender, sexual orientation, socioeconomic status, and disciplinary expertise) 	<ul style="list-style-type: none"> ● Feelings of belonging and/or enactments of deep listening among all communities of practice (regardless of race, gender, sexual orientation, socioeconomic status, disciplinary expertise)
<ul style="list-style-type: none"> ● Inequitable allocation of work (i.e., amount AND kind) 	<ul style="list-style-type: none"> ● Diverse allocation of work (i.e., amount AND kind)