

Whether you are a student or an employee, you likely have been hearing more and more about diversity and inclusion over the past few years. But what exactly does it mean, and why is it important?

Diversity, in its simplest form, is variety. In the workplace, the goal is to have diverse employees.

For example, in terms of observable factors, like gender, race,

ethnicity, age and disability as well as diversity of thought and experiences. Inclusion, on the other hand, indicates that employees are involved, engaged and empowered. When combined, a diverse and inclusive workplace means a wide variety of employees have an equal opportunity to contribute, participate, develop and grow. Diversity may look like a workplace having both genders represented equally (50/50), but inclusion means women are also represented in management roles.

Why are diversity and inclusion important? While diversity and inclusion have always been important, organizations are doing a better job over the past

Students are always quick to identify empathy as an important aspect of our moral psychology. Especially in fields like medicine, empathy is an important moral response to others that enables understanding. This ranges from a basic curiosity about the other's perspective to more complex, narrative understandings of the other's perspective.

A large part of the work on my Professional Development Award through The University of Tampa has included researching the ways to improve self-reflection on this and other parts of our moral psychology. Specifically, I have compiled a compendium of cases and narratives to help students reflect on their own thinking, feeling and valuing. They read and engage with moral problems from diverse perspectives. They

use worksheets and trackers to organize their application of theories, values and arguments. But this is not enough. The moral landscape of the world is not like that of the classroom, and students also need to learn to recognize and cultivate their own moral ecologies. Moral ecology is the way that our environment is set up—by ourselves and by others—to hinder or

