

*On reading and reflecting on Choudhury's EBTP framework:*

Student A: "The diversity readings were wonderful and uncomfortable to read. I was painfully reminded that I grew up in a racist country, where demeaning jokes were just another way to pass the time. When I finished the readings, I sat on my bed and tried to think of a joke that wasn't demeaning and came up empty. It was then that I called my dad and talked to him about it and emailed some friends I once thought were hilarious. My dad came through and was shocked that it never crossed his mind, my friend on the other hand is still convinced that it is all in good fun and refuses to rethink what comes out of his mouth, as he plainly says it "it's just the culture I grew up in so why change?" This conversation threw me into meditation to calm my frustration over the close-mindedness of my friends."

Student D: "One thing that has surprised me in the readings is that bias is inherent, and you can't get rid of it, you can only be aware of it and work against it. I always thought of a bias as being something that was learned, and most of the time wrong. The existence of beneficial biases also caused me to rethink what bias is, and in particular people who have biases I don't agree with. I have been trying to be more understanding of people with negative biases instead of automatically writing them off as bad people."

Student E: "Before graduate school, I didn't think much about issues of diversity, equity or inclusion. I knew the issues existed, but I had never had personal experience with these issues. ... Since starting graduate school, my awareness of and how I view the issues of diversity, equity and inclusion has definitely changed. ... I found myself becoming more aware of biases I didn't realize I had and identifying with tribes I didn't realize I was a part of. I especially appreciated reading about the eight inner skills ... Since the beginning of the semester I've really focused on improving my life and mind through the development of these 8 inner skills and now find myself more understanding and less stressed."