

The BACKPACS Inventory

a tool for faculty, staff, students, and administrators
to realize the educational benefits of diversity

Intended for individuals who seek to engage diversity productively themselves and to create the conditions for inclusive classrooms, departments, and campuses.

Developed by Mark Chesler, Diana Kardia, and Karen Williams as an extension of the Passion, Skills, Awareness, and Knowledge (PASK) model described by Beale, Thompson, and Chesler in their contribution to *Intergroup Dialogue* edited by Schoem and Hurtado (2001).

	A resource I need	In development	A strength I can share with others
(B) BEHAVIOR			
Translate thought into effective action			
Coordinate small steps into movement and momentum			
Set priorities and act accordingly			
Assess impact and adjust as needed			
Appropriately use own authority to be responsible and accountable			
(A) AWARENESS			
Of the experience of others			
Of the impact of my personal style on others			
Of the impact of my social identity on myself			
Of the impact of my social identity on others			
Of when and how I become reactive to others instead of present and engaged			

	A resource I need	In development	A strength I can share with others
(C) CONFIDENCE			
In my ability to accurately assess reality			
In my ability to accurately assess myself			
In my ability to recognize and make use of existing resources			
In my capacity to make a positive contribution			
In my ability to learn from my mistakes			
In the eventual success of my efforts			
(K) KNOWLEDGE			
My own and other groups' culture/history			
'Isms, bias and microinequities			
Group process dynamics			
Theories and terminology which inform multicultural work (e.g., social identity development)			
Strategies for making change			
Strategies to effectively respond to resistance			
The role of conflict and how to engage it strategically and effectively			

	A resource I need	In development	A strength I can share with others
(P) PASSION			
Energy to devote to this work			
Can lead with my heart			
Deep personal motivation			
Professional motivation			
Compassion for our collective endeavor			
Ability to share feelings with others			
(A) ALLIANCES			
Good relationships with faculty			
Good relationships with students			
Good relationships with staff			
Good relationships with administrators			
Good relationships with people who share my social identities			
Good relationships with people who don't share my social identities			
Good institutional connections			
Good relationships with people working on diversity and inclusion in other areas of the university			

	A resource I need	In development	A strength I can share with others
(C) COURAGE			
Willingness to serve as a role model for others			
Ability to advocate for new or unpopular ideas			
Willingness to address own fear/anxiety			
Ability to act without approval from others			
Ability to make mistakes			
Ability to take risks			
(S) SKILLS			
Ability to listen well			
Ability to lead and participate in discussions			
Ability to challenge others effectively			
Ability to lead and to accept the leadership of others			
Ability to take the perspective of others			
Ability to give and receive feedback			
Ability to engage conflict productively			
Ability to ask for and offer help			