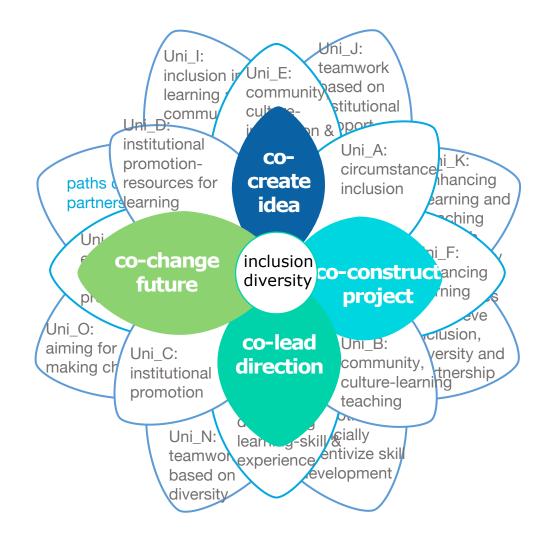


Finding 1: hard-to-change characteristics of individuals are more likely to symbolize inclusion and diversity; conducting 'diversity' may need to be expanded from simply welcoming differentials to supporting in-depth investigation on relevant topics



Finding 2: Partnership life-circle varies in different institutional contexts, while prospects always outweighs paths to partnerships