In this talk I will discuss my own strategies and difficulties with working towards a more inclusive environment in various aspects of my professional career: as a member of the community of mathematics, as a faculty member, a teacher, a mentor and as a colleague.

I'll focus on particular examples that I hope will be easy to relate to, including hiring, graduate admissions, course scheduling, high school outreach, advising and teaching. I will try to explain how framing these issues through a lens of empathy, human relationships and group membership gives some insight into building processes which support inclusivity, and how this relates to diversity and equity. I will also describe some of the main pitfalls I’ve identified in this process, and the strategies I try to use to deal with them.