

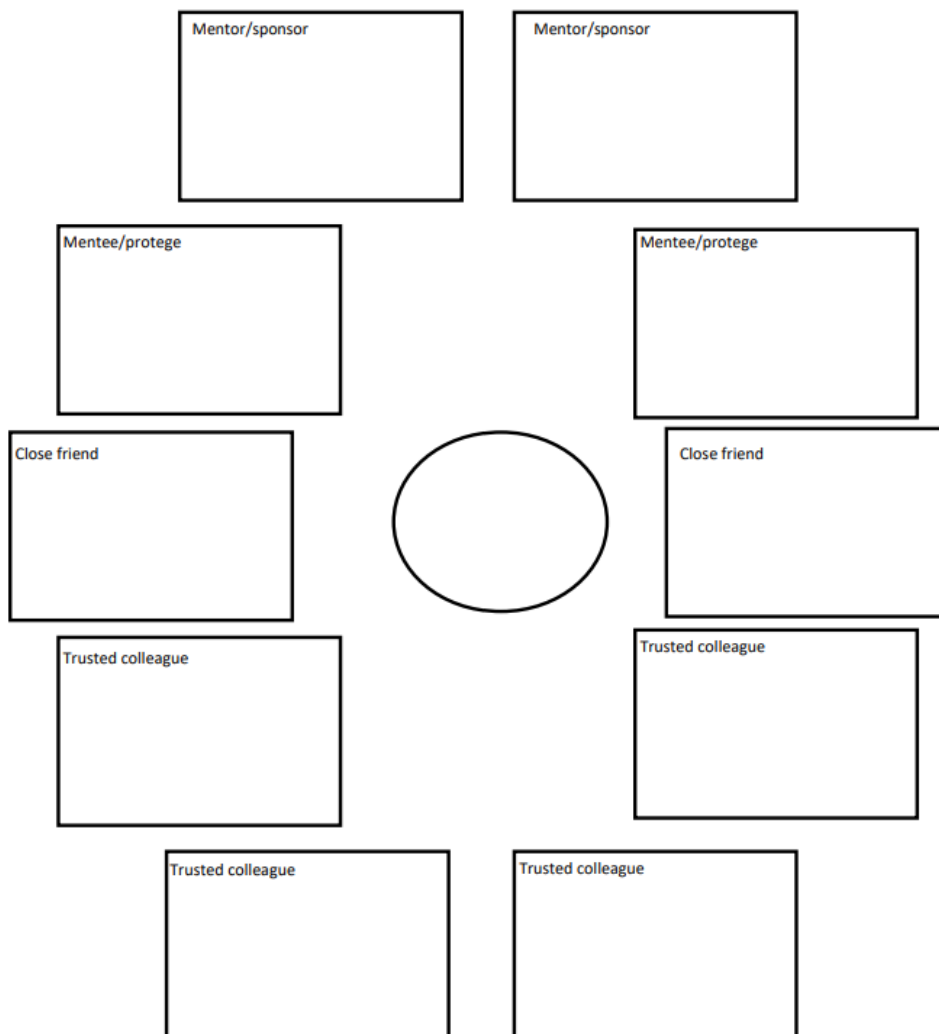
Move From Talk to Action on Diversity, Equity & Inclusion

“ACT” Now Notes

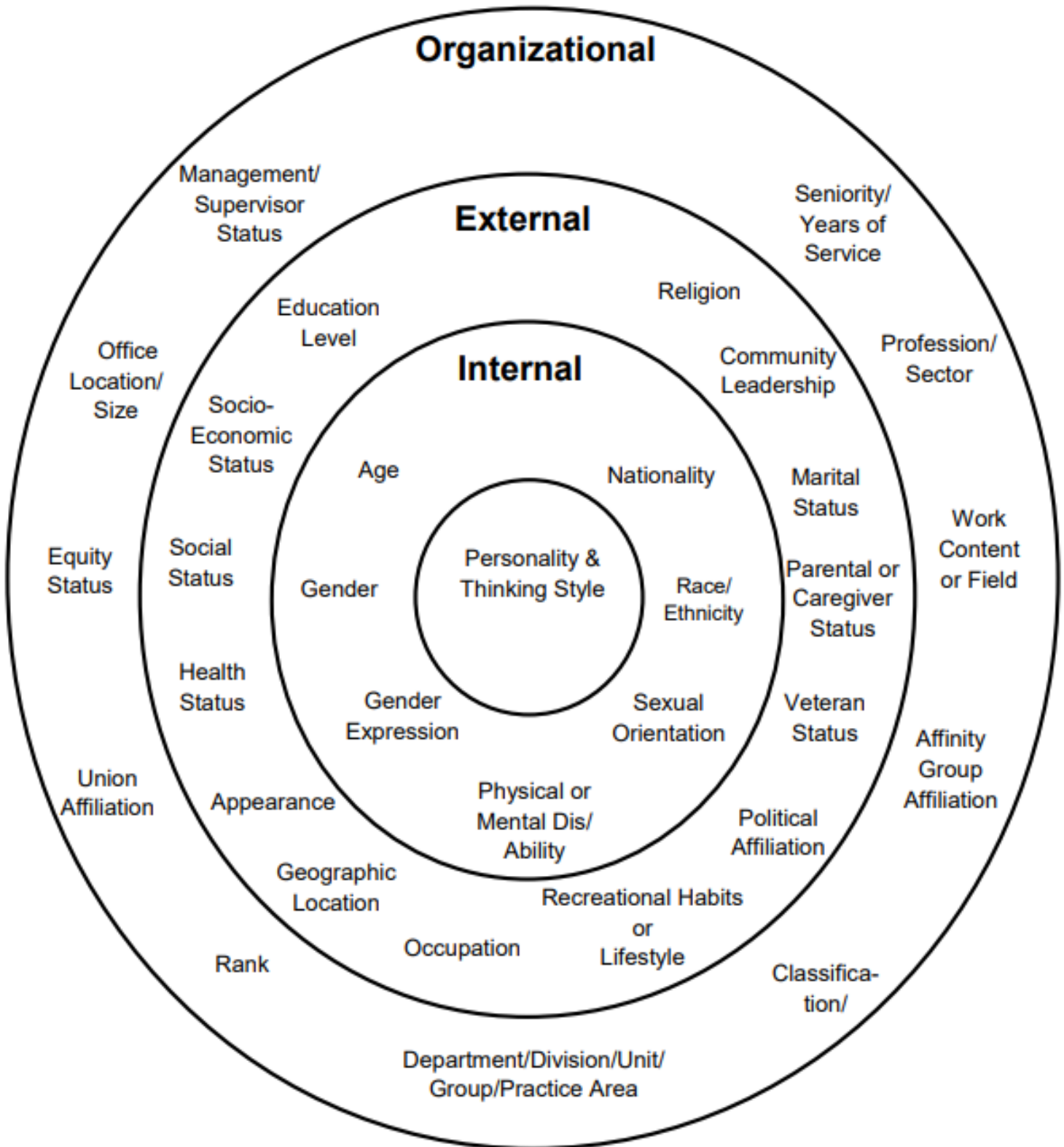
A Areas of Surprise & Aha’s

C Concepts and Concrete Issues that Can be Addressed

Circle of Influence



Social Identities



Adapted from "Diverse Teams at Work: Capitalizing on the Power of Diversity" by L. Gardenswartz & A. Rowe

Social Identities Worksheet

More Important (I think about this identity and see the world through this lens on a frequent basis)	Internal Identities	Blind Spots (I don't think about this identity much – this is a blind spot for me and I need to work on looking through that lens more)
	Age	
	Gender	
	Race	
	Ethnicity	
	Mental/Physical Dis/Ability	
	Sexual Orientation	
	Personality Type	
	Other:	
	External Identities	
	Educational Background	
	Socio-economic Background	
	Lifestyle	
	Religion, Spirituality	
	Political Affiliation	
	Occupation	
	Veteran Status	
	Parental/Caregiver Status	
	Health Status	
	Marital Status	
	Geographic Background	
	Community Leadership	
	Other:	
	Organizational Identities	
	Rank	
	Office Location/Size	
	Seniority	
	Classification/Certification	
	Work Content/Field	
	Affinity Group Affiliation	
	Division/Department/Unit/Group/ Practice	
	Other:	

Building Inclusive Intelligence

Blind Spots:

Non-salient Identity	Strategy for Looking into this Blind Spot

What benefits come from building your individual inclusive intelligence?

Circle of Influence

How diverse is your circle of influence - how many check marks did you have on your worksheet?

Why is it important to diversify your circle of influence?

Are there areas where you would like to add diversity to the circle (by pulling up new yellow chairs and being intentional about developing close relationships with people who are different from you)?

What steps will you take to expand and diversify your circle of influence?

T Transfer Aha's and Concepts into Actionable Changes

Individual Action Plan—what actions will you take to diversify your circle of influence and look into blind spots to build inclusive intelligence?

1.

2.

3.