

YOUR TRUSTED CIRCLE ACTIVITY

Example	DIVERSITY DIMENSIONS					
INITIALS OR FIRST NAMES (NO FAMILY MEMBERS)	ETHNICITY	AGE	GENDER	EDUCATION	Etc.	TOTAL Xs
Person 1	X		X			2
Person 2		X				1
Etc.			X			1
TOTAL Xs	1	1	2			

Inclusive leaders traveling the continuum must make a regular habit of examining their inner circle of contacts. When they do this for the first time, and even subsequent times, they often find that this circle reflects a positive bias for those who are most like them. We all have our go-to people— they may be coworkers, friends, those we mentor, as well as those who mentor us. It might be easiest to think of this list as those we talk to the most frequently, whether the setting is work or not.

The simple exercise of inventorying the diverse dimensions different from ours forces us to look for patterns in our relationships, our tendency to seek comfort in sameness, and our discomfort with the unknown.

Write down the names of your trusted inner circle in the first column of a grid (provided below). Next, fill in the top row with various diversity dimensions (e.g. ethnicity, age, gender identity and expression, sexual orientation, education, abilities, parenting status, political beliefs, socioeconomic background, etc.). Then, place an X for each person where their identity differs from your own in any given category. Follow the example grid above.

Having this knowledge helps you understand whether you are mostly surrounded by people who are like you, and how easy it is to exist in a bubble that's devoid of diverse perspectives. As an inclusive leader, stepping outside of this bubble will help advance your journey on the continuum.

	Diversity Dimensions							
Names (<i>First Name or Initials</i>) <i>***As much as possible, don't put family members</i>	Disability (Y/N)	Gender	Age / Generation	Sexual Orientation	Military Experience	Race / Ethnicity	Religion or Spirituality	Neurotypical / Neurodivergent
Totals Xs								