

Take time now to answer the following question: What power imbalances currently exist in your organization? If you don't know the answer, what do you need to do to find the answer?

Think back to the feelings associated with a sense of belonging (you are encouraged to speak up, you are taken seriously, your organization is open to curiosity and creativity, you are given psychological safety, you are not expected to be perfect, you feel welcomed in a supportive environment, and you are recognized both tangibly and intangibly for your contributions). Are these feelings you would associate with your organization? Why or why not?

Think back to the characteristics associated with organizations that do not foster a sense of belonging (perfectionism; sense of urgency; defensiveness; quantity over quality; worship of the written word; paternalism; either-or thinking; power hoarding; fear of open conflict; individualism; progress is bigger, more; objectivity; and the right to comfort). Which of these characteristics does your organization demonstrate? Identify people in your organization with whom you can share the list to get an honest assessment from someone else.

List your current initiatives that are related to DEIB. Then answer the following question:
How are they connected to your mission, vision, and values? If they are not, why not?
What steps can you take to connect them?
