






The purpose of this activity is to help participants gain insight into the impact of the similarities and differences between their personal approach to DEI and their organization's approach to DEI and to determine how those differences or similarities might guide their actions.

 BUILDING COMPETENCE:	This approach focuses on increasing the competence of individuals to interact more effectively.
 BEING IN COMPLIANCE	This approach focuses on rules, codes, legislation, or regulatory requirements.
 HONOURING DIGNITY	This approach focuses on secular, religious and spiritual recognition of the value and interdependence of every human being and our interdependence.
 DEVELOPING THE ORGANIZATION	This approach focuses systemically on improving organizational performance.
 ADVOCATING FOR SOCIAL JUSTICE	This approach focuses on achieving fairness, and equity, locally and globally.

STEP 1: ASSESSMENT. Rank order each list below – with 1 being the least and 5 the most (use all numbers 1, 2, 3, 4, 5). These approaches are from the Global Diversity, Equity & Inclusion Benchmarks: Standards for Organizations Around the World, a free resource available at centreforglobalinclusion.org. The three authors and 112 Expert Panellists used a consensus-based research model to come to agreement.

Your Personal Approach to DEI

Think of these items as your passion, approach, values, area of study, or similar term. Rank 1 for the least important to you and 5 for the most with 2, 3, 4 in between.

Building Competence	
Being in Compliance	
Honouring Dignity	
Developing the Organization	
Advocating for Social Justice	

Your Organization's Approach to DEI

Think of these items as the approaches your organization uses – its mission, strategy or tactics based on outcomes, values, or measures. Rank 1 for the least important to your organization and 5 for the most with 2, 3, 4 in between.

Building Competence	
Being in Compliance	
Honouring Dignity	
Developing the Organization	
Social Justice	

STEP 2: REFLECTION QUESTIONS

1. Compare the two lists. What does the similarity or difference mean regarding your “fit” with DEI as a career choice?
2. How does the similarity or difference impact your effectiveness in your organization? Think about your ability to influence and/or implement what your leadership requires.
3. Consider if your organization's priorities match its actions. For example, an organization may be seen to prioritize Compliance in policy, yet employee attitudes and actions seem to prioritize Social Justice.
4. How can you use this insight to select your career path and/or be more influential/effective in your organization?
5. How does this insight impact your personal feeling and energy as you do your work?

STEP 3: DISCUSSION. Use the questions above to discuss with your colleagues.

You can use the reverse side for notes.