

## GDEIB SYSTEMS ACTIVITY LEADERS GUIDE

*This activity was designed and first used by David Jamieson, Tanya Cruz Teller and Julie O'Mara for a presentation entitled, Whole Systems Change for Diverse, Equitable, and Inclusive Workplaces at the ATD, Association for Talent Development Conference in 2021.*

See also GDEIB systems activity handout and GDEIB systems activity slides.

This entire activity takes about 30 minutes, but allow about 40 minutes in case it's needed in the debriefing steps.

### Preparation

To be fully prepared and fluent in the GDEIB we suggest you read the Global Diversity, Equity, and Inclusion Guidebook, which can be downloaded for free at [www.centreforglobalinclusion.org](http://www.centreforglobalinclusion.org) under Downloads. If you navigate to User Tools, you will find the three documents connected to this activity.

### Delivery

Step 1. Cover the information on pages 6 & 7, How to Use the GDEIB, in the GDEIB Guidebook. You may want to use the slides that are on another document of this activity. The slides to use here are "If you want a quick fix, the GDEIB is not for you!" Wait until Step 4 to describe one of the Examples of System Connections That Matter.

Step 2. Describe the GDEIB Model saying that the dotted lines separating the four groups symbolize that the categories relate to each other and work together as a system.

Step 3. Use the slide on 15 Categories in Four Groups to more clearly define the four categories.

Step 4. Announce that they are going to do an activity that will assist them to understand and apply the GDEIB. Assist them to form small groups (5 persons per group would be optimal, but as few as 3 per group will work).

Step 5. Display the slide entitled Example of How a Goal Needs a System to be Achieved and walk through the example pointing out the categories on the handout, which you have just distributed.

Step 6. Review the instructions on the handout and the slide. Adjust the time recommended in the instructions based on the time you have for the entire activity. Keep the instructions slide, Let's Apply, up during the time of the small group work.

### Debriefing

Invite small group reports on what they learned about systems from as many groups as time permits. Look for and reinforce comments such as "you cannot make change happen in a piecemeal way," "many stakeholders need to be engaged in a goal," "if you want to show results against goals, you need to think about all the elements that impact the achievement of a goal and have a plan to address that."