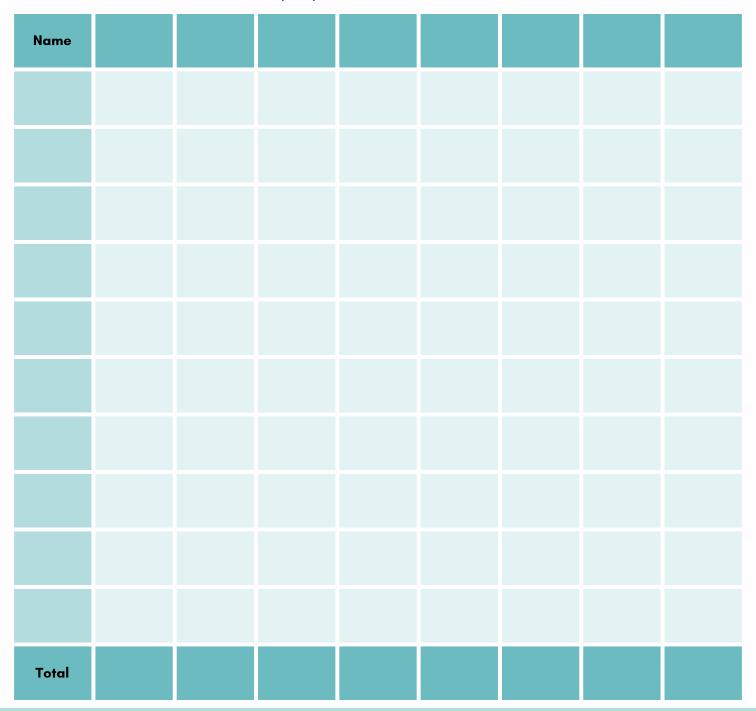# NETWORK DIVERSITY ANALYSIS

1 List your people

Who are the closest, most trusted people in your life? Those you consult or consider when making big decisions at work or in your personal life.

Write down the names of these 10 individuals in the left most column below. Then move on to step 2 on the next page.

Have a smaller circle? List as many as you have.

Name								
Total								

2 Explore your network

There are eight more columns in the table on the previous page. Selecting from the list of categories below, add one item per column to the top row of the table. The list below is non-exhaustive. We encourage you to think of more!

Once you've labeled your columns, consider each category one by one reviewing the people in your circle. Put a check next to anyone who *shares* the same experience or identity as you.

An example is provided at the bottom of the page.

- Gender
- Generation
- Geographic location
- Race and Ethnicity
- Ability or Disability
- Sexual Orientation
- Socioeconomic Status
- Job Level
- Job or Occupation
- Highest Education Level Achieved
- Language(s) and Native Language(s)
- Nationality
- Veteran or Active Military
- Parental and Caregiver Status
- Martial status
- Political beliefs
- Religious beliefs
- Immigration Status

Each category is rich with diversity!

For example, 'disability' encompasses a wide range of abilities. Some disabilities are invisible - like depression or Cystic Fibrosis.

They may be physical, mental, or a combination. And within each of these categories is even greater diversity!

Within Education Level, two people may both hold Bachelor's degrees but one may be a first-generation college graduate. Or one may have had to take on student debt while another did not have to.

Parental and caregiver status covers a wide-range of experiences.

You could be a single parent, adoptive parent, step-parent, legal guardian, caregiver for parents, siblings, etc.?

There are many possibilities beyond these and one individual may inhabit multiple of these spaces simultaneously!

Note: Our understanding of diversity within and beyond these dimension is constantly evolving so it's important to revisit this exercise throughout our lives.

Example

Name	Race / Ethnicity	Ability / Disability	Socioeconomic Status
A		✓	✓
B		✓	
C	✓		✓
Total	1/3 = 33%	2/3 = 66%	2/3 = 66%

3 Tally up!

Name	Race / Ethnicity	Ability / Disability	Socioeconomic Status
A		✓	✓
B		✓	
C	✓		✓
Total	1/3 = 33%	2/3 = 66%	2/3 = 66%

Starting with the first column:

1. Count the number of check marks in the column.
2. Divide that number by the total # of people in your list.
3. Multiply by 100 and write that number down in the last row of the column.
4. Repeat for each column.

These numbers represent the percentage of people in your circle who are similar to you for each category. A higher number indicates that your circle has less diversity in a particular area.

4 Reflect

Before we reflect, take a deep breath. Our goal is not to judge ourselves, but to seek to understand how our experiences and networks impact our behavior.

Pretend you're an anthropologist studying how humans build networks and make decisions. Lean into your curiosity and take 10 minutes to reflect on the following questions:

Where do I have a lot of diversity in my network?

Where is diversity lacking?

Am I different from many in any dimension but the rest of the network shares similar characteristics? (ie. *you have an invisible disability but most of your circle is able-bodied.*)

How might an abundance or lack of differing perspectives impact my decision making? How I see the world? What I believe is fair?

How or why do people become a part of my circle of trust?

4 Reflect (Continued)

Are your leadership teams diverse?

Who is likely to be among their trusted circle? Are those circles diverse or homogenous?

How will this impact our strategy and success now? In the future?

5 Commit

1. Review your Network Diversity Analysis and write down one area you want to focus on to increase your exposure to differing perspectives and experiences.

2. Write down one way you can develop your understanding of this area *on your own*.

3. Write down 2 individuals and/or groups you could learn from. (Coworker, Employee Resource Group, Thought Leader, etc.)

4. Add 30 min to your calendar to reach out to the individual or sign up for a learning activity.

My area of focus is _____

I will develop my understanding on my own by _____.

I will reach out/join _____ and _____ by this date: _____.

6 Notes