

## Next Steps for Individuals and Teams

### 1. Complete a “scan” of yourself using the following questions:

**If people observed you for several days** (in meetings, as you interacted with colleagues and clients, scanned your office area, followed you on Facebook/Pinterest/Twitter, etc.):

- What might they assume about your commitment to equity & inclusion?
- What issues of diversity, equity, and inclusion would they assume you care about?

### 2. Begin a “scan” of your department’s physical environment, including office decorations, pamphlets, marketing, web site, office set-up, etc.

- Imagine you are coming into contact with your office for the first time.
- What impression do you have about the area's commitment to creating a welcoming, inclusive environment for all?
- Are all office areas and public spaces free of any offensive or insensitive images or materials?
- Scan specific visual items and note which ones contribute to a welcoming, inclusive environment, and which could be improved:
  - office decorations
  - pamphlets and other paper materials on display
  - web site statements, pictures/graphics, descriptions of programs and services, marketing
  - office set-up
- How accessible is the office space/web site for people with disabilities (mobility, visual, hearing, learning)?

### 3. Begin to review/analyze policies, programs, and services with an Inclusion Lens

- Who are we serving?
- What groups might not be getting all they need from our area?
- ✓ Identify 2-3 examples of a program, service, procedure, or policy **that has been intentionally designed** to meet the needs of people from different social identity groups.
- ✓ Identify 1-2 examples of a program, service, procedure, or policy **that could possibly be improved** to better meet the needs of people across a full range of social identity groups.