

Marshall's Follow-On Diversity Learning

My Trusted Network

Have you ever considered whether you are talking in an echo-chamber, or whether you are prone to 'group think'? This activity explores the diversity of our closest colleagues and contacts. It can be **done individually or in a group**.

What you will learn:

1. Understand who we turn to for advice, support and guidance.
2. Reflect on how the make-up of closest network (from a diversity perspective) can reinforce our biases and affect the nature of our decisions and actions.
3. Be motivated to widen the diversity of our trusted network.

How to do the activity:

1. Download the template, or copy it onto a sheet of paper.
2. Write the initials or first names of up to 10 of your closest and most trusted colleagues or contacts (not family members) in the first column.
3. Check the appropriate boxes where the person has the same personal characteristics as you and leave blank where they have different characteristics.
4. Compare the profiles to explore how diverse your trusted network is, and how similar or different to yourself.

Ask yourself these questions, or discuss in pairs or as a group:

1. Do you see a pattern?
2. How similar are the people in your trusted network?
3. In what ways are they similar or different?
4. Who is missing from your trusted network?
5. Does any of that surprise you?
6. How might the similarities or differences influence your behaviours, actions or decisions?
7. What can you do to widen the diversity of your trusted network?