



Build Your DEIB Support Team

Your DEIB Support Team will serve a critical role in your journey to build your global and cultural competency. Use this worksheet to begin building a small team of trusted individuals who can hold you accountable to the growth and values you strive for.

DEIB Support Team Members' Role:

- Provide accountability
- Assist in perspective-taking and building your capacity to understand and consider others people's thoughts, feelings, and experiences
- Encourage introspection
- Provide guidance and feedback as you reflect and analyze your processes, bias, social identities, etc. on your DEIB journey

DEIB Support Team Member Characteristics:

- A willingness to challenge you and provide accountability
- Someone from your in-group who walks the talk and has experience doing their own internal work
- Someone who is not from your in-group, but is willing to build a strong relationship with you and talk through issues and challenges you encounter on your DEIB journey
- Has enough time to spend supporting you on your DEIB journey

Your Role:

- Ask for help and seek the counsel of your DEIB support team
- Commit time to doing the work
- Be open to being challenged and receiving feedback

Where to find DEIB Support Team Members:

- Hire a professional service or coach
- Ask a friend or colleague and offer compensation for their time



DEIB Support Team Member Profiles

Name:

Pronouns:

Preferred Contact Method:

Follow Up Preference:

Phone:

Email:

What are your reasons for selecting this individual?

What compensation has been agreed to?

How long will this individual serve on your DEIB Support team?

How frequently do you plan to meet?

What area of expertise or need does this individual fulfill?

Additional notes



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