

Framework for DEI focused Structural Analysis

1. Identify the relevant structural layers within the division
 - a. Who are the supervisors within the structure?
 - b. Who are the other relevant stakeholders within each layer of the structure?
2. Identify the DEI engagement points
 - a. Color-code the places in the structure (Departments, offices, positions,etc.) to clearly identify points where DEI work is an explicit part of that function
3. **Creating change**: Identify the structural layer starting point(s)
 - a. What stakeholder group or groups should be engaged first?
 - b. Who has the positionality or authority to further divisional DEI engagement?
4. Identify the engagement opportunities
 - a. What are the regularly occurring meetings or other engagement points within the division?
 - a. Do additional engagement opportunities need to be created?