Framework for DEI focused Structural Analysis

1. Identity 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?