

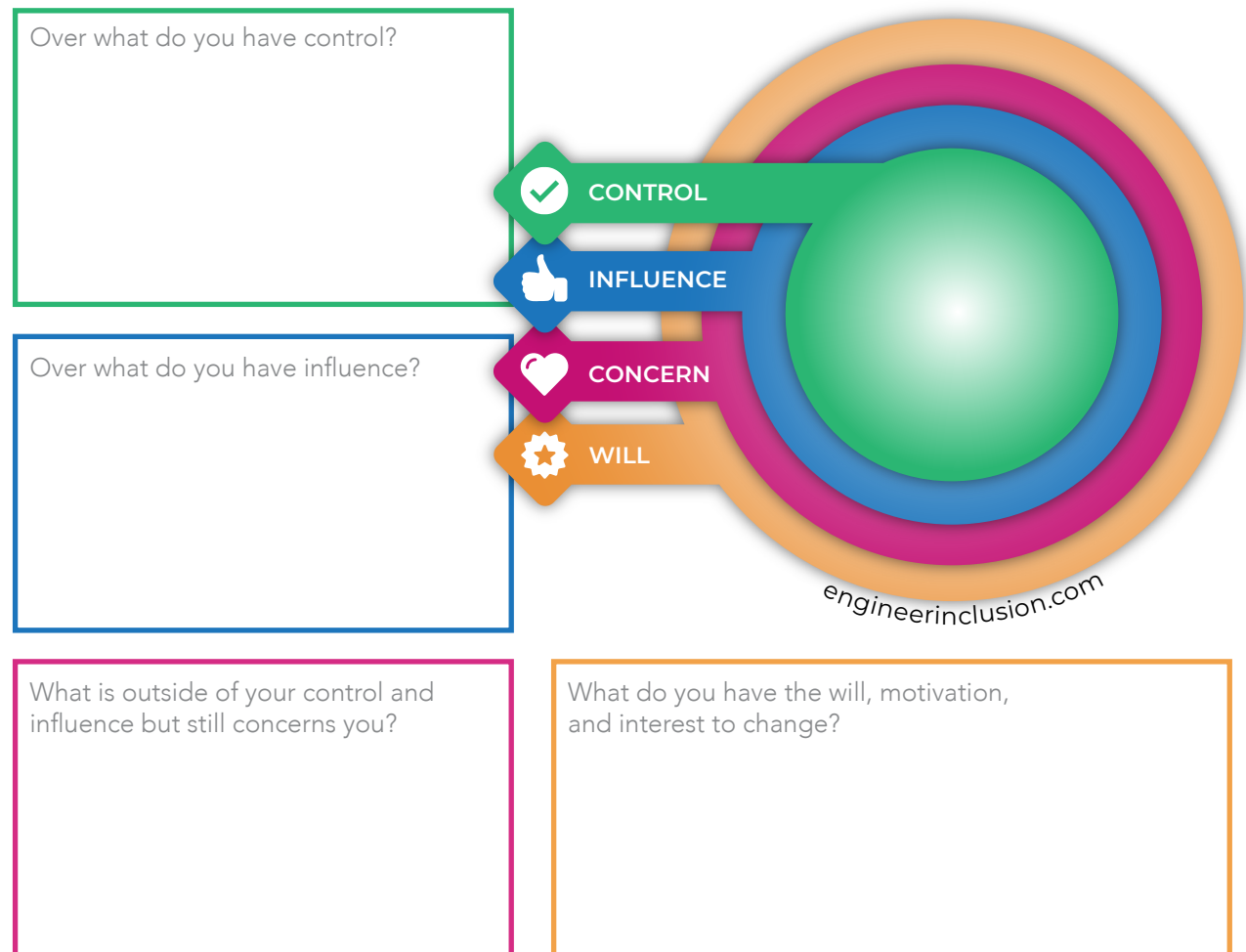
Circle of Influence

When it comes to improving access, equity, diversity, inclusion, and justice, it can feel like an overwhelming task because it is a complicated and profoundly faceted challenge. Many people who initiate a journey to becoming a more inclusive individual find themselves flummoxed to identify where they can and should influence meaningful change.

Like any big task, we have to break it down to manageable, proximal goals. One method is to use Covey's Circle of Influence

Model¹, as shown by the three inner circles.

We progress when we focus on what we can control and influence rather than what we cannot. So, in the context of your environment (classroom, team, department, office, campus, community, etc.), when it comes to diversity, equity, equality, inclusion, and systemic change, what are the conditions you can control? Where do you have influence? What are areas of concern, but are outside of your influence? What are changes you'd like to see?



REFLECTION QUESTIONS

What are some of the challenges you've faced in improving diversity, equity, inclusion, or striving for social justice and systemic change?

What are some of the specific changes you'd like to see that are, at least in part, within your circle of influence?

If you haven't taken steps towards these changes, what's keeping you from moving forward?

Who are other people or organizations who are working on these changes? How could you connect and collaborate with them?

What are the resources that you and others need to accomplish the change you'd like to see?

What would it take for you to create the resources you need?

Identify an action item for yourself and reflect on how you can find support, encouragement, and accountability.

¹ Circle of concern and circle of influence are concepts from Stephen Covey's *7 Habits of Highly Effective People*. The circle of will is original to Meagan Pollock.