

CHAPTER 12 DRAFT BLUEPRINT: BREAKING SILOS

Transformative shifts eventually cascade, but most start with one person at a time. It's a journey. We can all move closer to the goal by implementing changes at an individual level to impact change at organizational and societal levels. So, let's start with ourselves.

Maybe the question isn't, "Who are you?" but "Who do you want to be?" and "What are you going to do about it?"

SELF-INVENTORY

- Who are some of your closest friends?
- Who are some of your professional connections?
- What events do you typically attend?
- What volunteer groups or advocacy do you participate in?
- What are some key socioeconomic and educational demographics that you think you belong to or are identified with?



SELF-REFLECTION

Examine the self-inventory for commonalities across social connections. Reflect upon factors such as age, race, ethnicity, ability, and gender.

What do you think about your social inventory?

.....
.....
.....

How homogenous or diverse are your interactions?

.....

How do you think your social circle impacts your exposure to different perspectives and experiences?

.....
.....
.....

What biases or assumptions do you think have played a role in your favoring certain groups or excluding others?

.....
.....
.....

How can you diversify your connection points?

.....
.....
.....

How can you actively seek opportunities to engage with people who may be unlike you – however you define it?

.....
.....
.....

How can you share your insights through this reflection with someone and inspire them to do the same?

.....

.....

.....

There are many silos that need to be deconstructed to make substantive and sustained progress. Silos don't need to be broken if they are not allowed to form. We all have bias, and we all need to acknowledge and actively manage it.

The journey starts by looking inward and reflecting upon our own mental blocks and invisible barriers. We all have capacity to learn, at any time, at any age.

We all may not be heroes, but we can all take action.