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SPHERES OF INFLUENCE: MAPPING TO MITIGATE BIAS

*A reflective workbook by
Dr. Dédé Tetsubayashi*





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[Intro, a few words from Doc Dédé] Spheres of Influence

Prompt

1. In column 1, row 2, enter your name.
2. In rows 3–7, enter the names of the top five people in your sphere of influence.

These are the people from whom you seek guidance or direction on life's big decisions; they could be mentors, colleagues, friends, family members or your significant other(s).

But no celebrities – these should be real people you turn to in your life.

		Organization	Gender	Education	Age	Ethnicity	Marital Status	Sexual Orientation
1	Your Name							
2	Name							
3	Name							
4	Name							
5	Name							
6	Name							

		Organization	Gender	Education	Age	Ethnicity	Marital Status	Sexual Orientation
2	Name							
	Serena	Incluu	Female	PHD	32	Asian	Married	Heterosexual
3	Name							
4	Name							

Exercise instructions

1. Compare each group to your own.
2. If you come across an item that is different from yours, put plus (+) sign.
3. Add plus (+) sign in the age box if the person is over 5 years older or younger than you.
(Ex. If you are 25, add a check if someone is 19 or younger or if they are 31 and older)
4. Put a star next to columns where you have 2 or more plus (+) signs.



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