

# Positionality Radar

Through this exercise, you will:

- Reflect on how aspects of our individual and collective identities inform our leadership
- Reflect on where there may be gaps with the people we serve
- Learn more about our team members as people

Identity is complex, multi-layered, and dynamic. Each of us has multiple identities: some that are relatively constant (e.g. our race/ethnicity, cultural background, sexual orientation, and often, gender and disability); some that change (e.g. our education, job, class, and for some, gender and disability shift); some we define for ourselves; and some defined by how others see us. The groups we form likewise create their own unique units of identity.

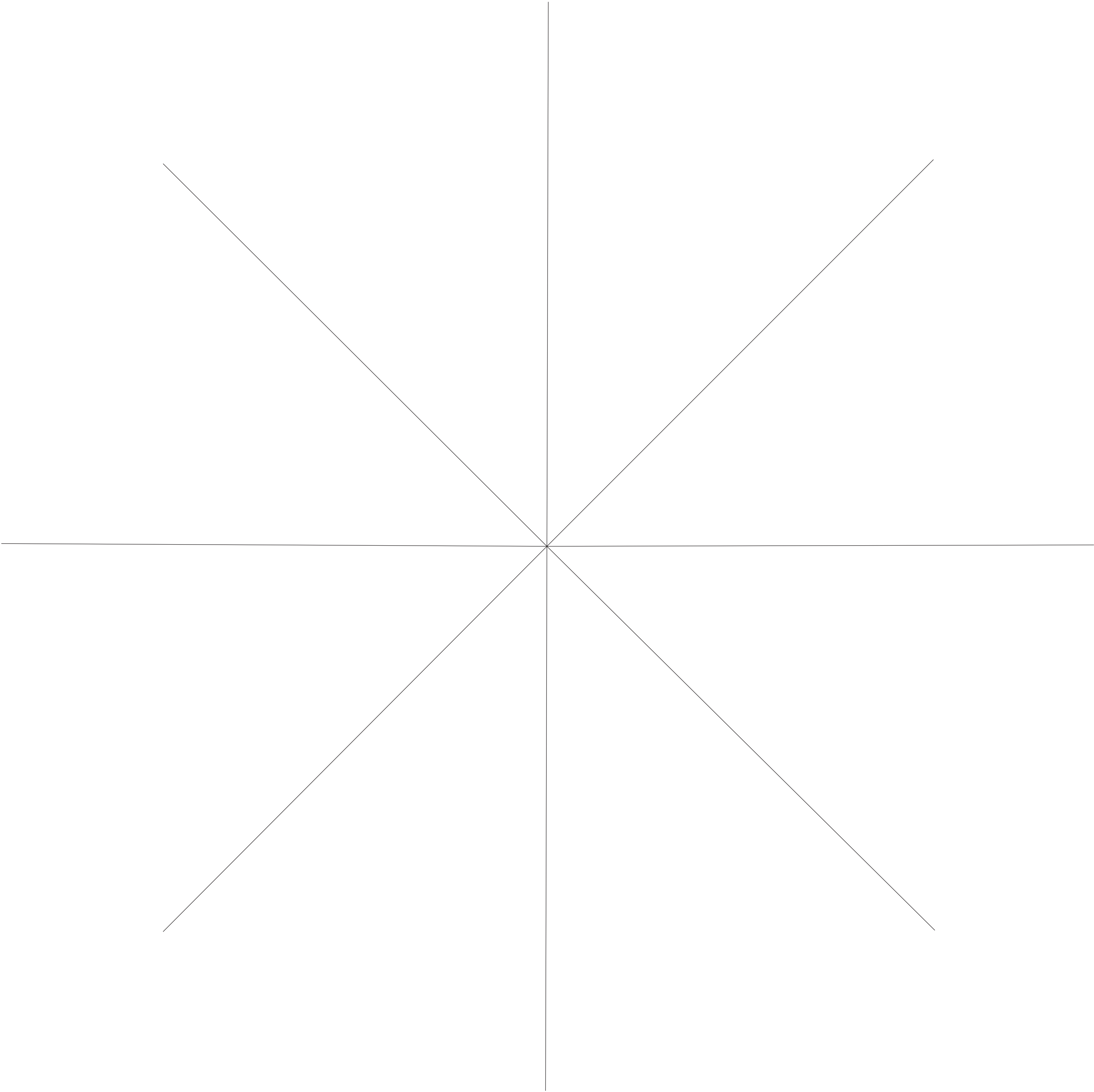
**Social location** - where our identities sit within our groups and within society more broadly - can create both opportunities and challenges, for us and the people we serve.

**Identify your place in the radar.**

Take a look at the dimensions of the radar. Using a marker, place a dot on the layer where you identify for each dimension. The further you feel you are from the dominant category (center), the further out you should place your dot. If there's a dimension that you don't fully understand or that you don't feel comfortable answering, skip it.

**Connect your dots and shade in the shape.**

What do you notice about your social location or position?



## Reflect

How does your position on these various dimensions show up in your work?  
Which dimensions show up more?

Note: There is ongoing debate over the relative social locations of different non-dominant identities in this diagram. These categories are just placed as-is for now to prompt discussion.



**Race:** the (often disputed) idea that the human species is divided into distinct groups on the basis of inherited physical and behavioral differences. (eg., Black, Native, Pacific Islander, Asian, White)

**Neurodiversity:** refers to the natural variance of human minds and neurocognitive functioning in society. The National Symposium on Neurodiversity includes “Dyspraxia, Dyslexia, Attention Deficit Hyperactivity Disorder, Dyscalculia, Autistic Spectrum, Tourette Syndrome, and others” in its definition of neurodiversity.

**Physical Ability:** pertains to a person's physical ability specific to the range of physical disabilities that can impact physical functioning, mobility, dexterity or stamina

**Gender Identity:** refers to a person's sincerely held belief and innate understanding of their gender. This includes being a man, a woman, a girl, a boy, non-binary, fluid, in between, or outside of the gender binary. This may or may not correspond to the sex they were assigned at birth. (eg., cisgender, nonbinary, trans, intersex, genderfluid, etc.)

**Sexual Orientation:** a person's identity in relation to the gender or genders to which they are sexually attracted. (eg., gay, lesbian, straight, bisexual, asexual, pansexual, etc.)

**Caregiver:** refers to individuals who have people or animals in their lives that rely on them for support and to attend to their needs. The majority of workplace conversations around caregiving usually revolve around taking care of children, but there are many other care obligations that a person might have. Someone might need to care for their aging parents or loved ones.

**Housing:** access to shelter/lodging. (eg., unhoused, renter, homeowner, etc.)

**Age:** age can refer to the specific number of years that have passed since someone was born, what specific developmental phase society categorizes them as (e.g. baby, toddler, child, adolescent, teenager, young adult, adult, middle-age, advanced age, end-of-life, etc.), the generation they were born in (Silent Generation, Baby Boomers, Generation X, Millennials, Generation Z, etc.), and their generation group in their family (e.g. Great-Grandparent, Grandparent, Parent, Child, etc.). *For this exercise, this is referring to the distance from the age most impacted by natural disasters (40-60 years old).*

**Citizenship:** citizenship status refers to someone's right to live and work within a specific national jurisdiction. Citizenship status usually comes with a set of rights (e.g. constitution), entitlements (e.g. social programs), and responsibilities (e.g. certain taxes) that a person will have. (eg., undocumented, asylum seeker, documented, recognized non-citizen (territory), US citizen)

**Language:** refers to the primary language that you communicate in and the privilege that comes with that (eg., English first language, learned English, little or no English, etc.)

**Business Owner:** an individual who holds ownership, control, and responsibility for the operations, profitability, and strategic direction of a business, whether it is a small, large, or family-owned enterprise, either independently or as part of a group or team.

**Disaster Response:** access to resources or actions taken directly before, during, or in the immediate aftermath of a disaster to save lives, ensure health and safety, and meet the basic subsistence needs of the affected person.

**Health:** any condition affecting the state or status of a person's physical, mental, or emotional well-being. It encompasses any illness, injury, impairment, or physical or mental condition that affects an individual's overall health and ability to function normally.

**Survivor of a Disaster:** a survivor is a person who has experienced and endured a traumatic natural or man-made event, such as a hurricane, earthquake, flood, or other catastrophic natural occurrence, and has managed to cope with the aftermath and continue living their life.

### 1. How does your position as an individual and as a team impact your equity delivery?

What positions create levers of power? What positions disconnect you from who you serve? What else do you notice about your social location in your work?

### 2. How might the weight of all your dimensions together impact the approach to customer experience and equity for this project?

Are there dimensions that you weigh heavier? Where are the gaps in your own dimensions accounted for in your team, or in how you are approaching participant engagement?

### 3. What could be handed over to the agency to encourage them to take a more inclusive approach to iteration at handoff given what you've learned today?

What would be included in that plan? How would inclusion look on an agile roadmap?

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