**Diversity Wheel**

When we reflect on our own experiences, we can go to the next step to ask: To what extent does a given situation relate to the degree of privilege or marginalization of our experiences? In some cases, we can experience both.

Using the ‘Diversity Wheel’ below, identify areas in your life where you have had advantages or disadvantages.

* Underline advantages
* Circle disadvantages

**Ableism**

**SOCIAL**

How can you use your experiences to understand and become an ally for people experiencing exclusion in the workplace?

**Heterosexism**

**Anti - Semitism**

**Sexism**

**Classism**

**Ethnocentrism**

**Islamophobia**

**Transphobia**

**Ageism**

**Homophobia**

**Racism**

**Colonialism**

Length of

service

Classification

Occupation

Profession

Manager

Supervisor

Staff

Union

affiliation

Full-time

Part-time

Permanent

Contract

Temp

Students

Unit

Department

**ORGANIZATIONAL**

Leadership

Immigration

status

Income

Language

Place of origin

Disabilities

Religion

Spirituality

Social

Class

Gender

Identity and Expression

Geographic

location

Marital/

Family status

Length of

Time in

Community

Sex

Education

Race

Ethnicity

Age

Sexual

Orientation

Indigeneity