

### Organizational Inclusiveness<sup>1</sup>

Who becomes an insider and who remains an insider over time?

<b>Closed/Homogeneous</b>	<b>Neutral/Individualistic</b>	<b>Welcoming/Assimilative</b>	<b>Seeking/Inclusiveness</b>
People get to be insiders mostly by being groomed and invited. Like-minded people of similar backgrounds (similar identity-group memberships) are often chosen as insiders because they are a comfortable "fit."	The route to becoming an insider is open but not well-marked. Individuals have to figure out for themselves how the insider culture works and how to fit in.	Newcomers are welcomed and current insiders readily help them learn the ropes. Still, fitting in with the current culture is still key.	Current insiders actively recruit newcomers and value diversity. Insiders are willing to change themselves and the culture to make room for new people with diverse perspectives, ideas and ways of working together.

Where does my branch fall?

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<sup>1</sup> Adapted from Sierra Club and Diversity Matters