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KJA GAUITY SOLUTIONS

Your Ultimate Guide to Using the Wheel of Power and Privilege in DEI/B Conversations

You can create a workplace where
everyone feels included. Learn how!

SWIPE >>>

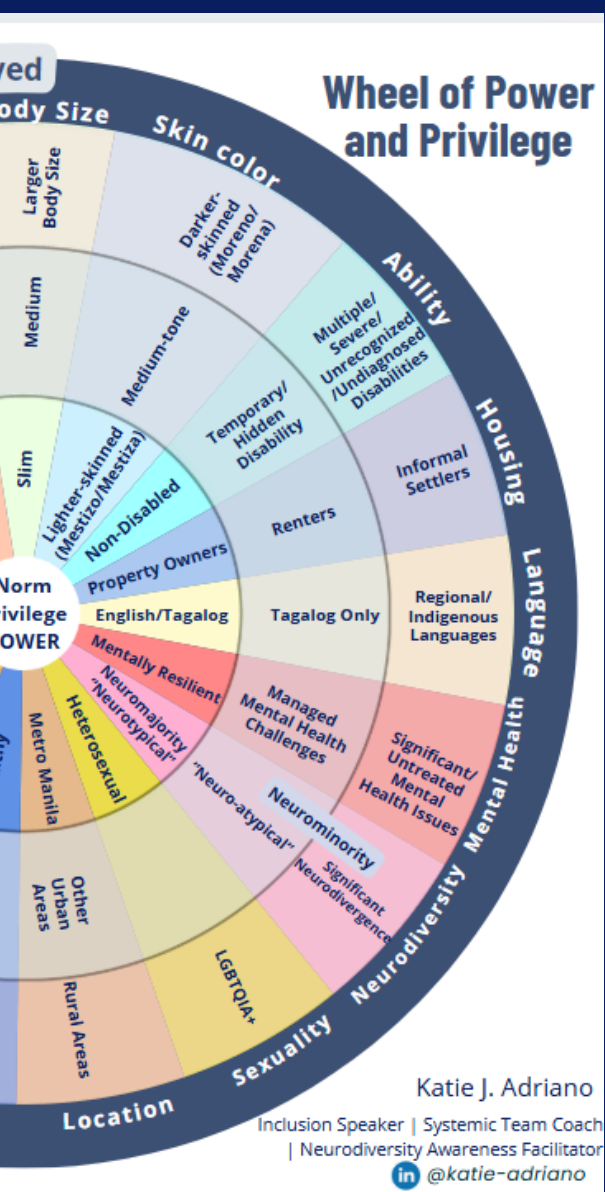


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This tool identifies three critical elements that shape the Filipino workplace.

Marginalization

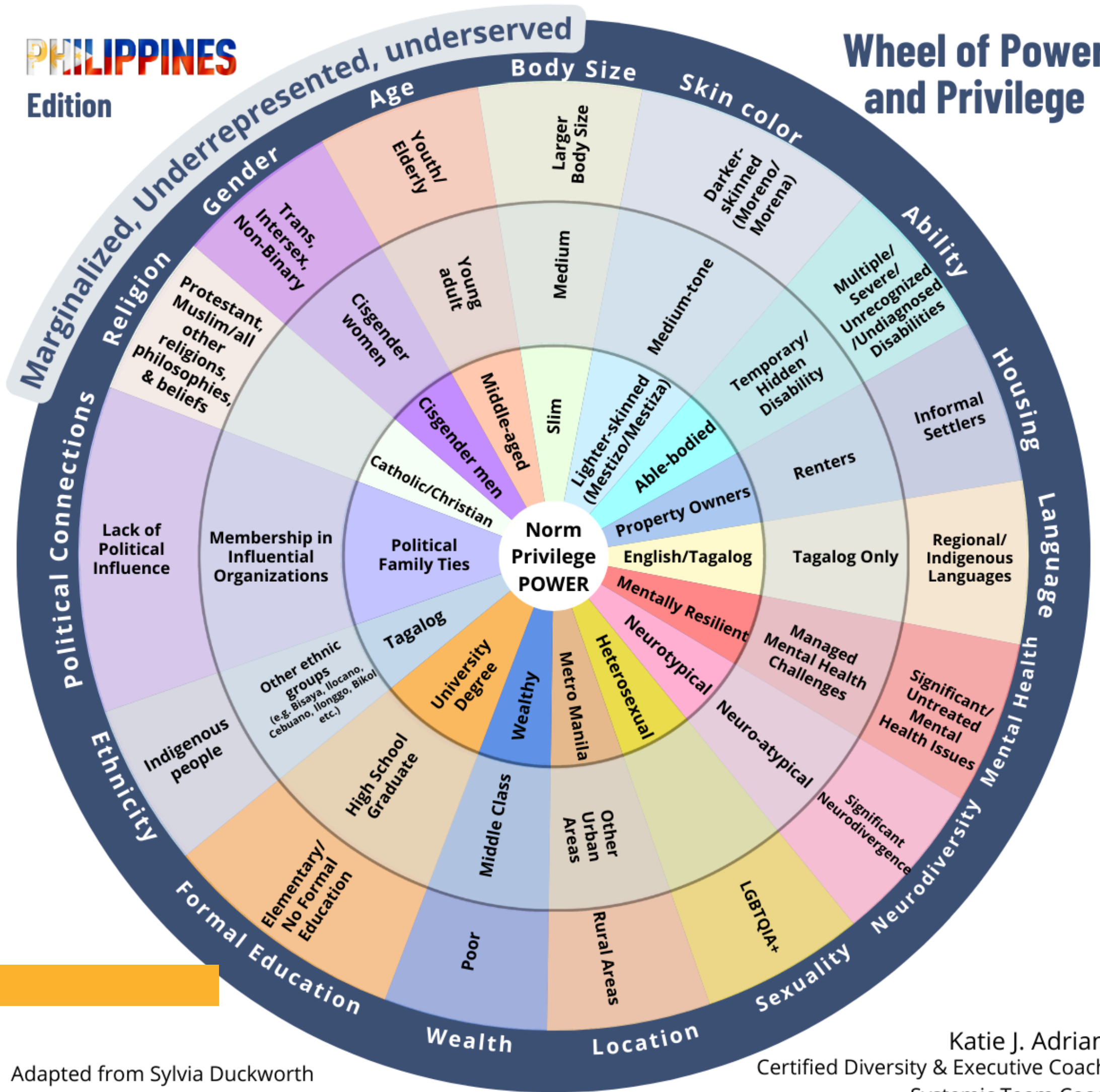




The Wheel of Power and Privilege: Philippines Edition

PHILIPPINES
Edition

Wheel of Power and Privilege



Adapted from Sylvia Duckworth

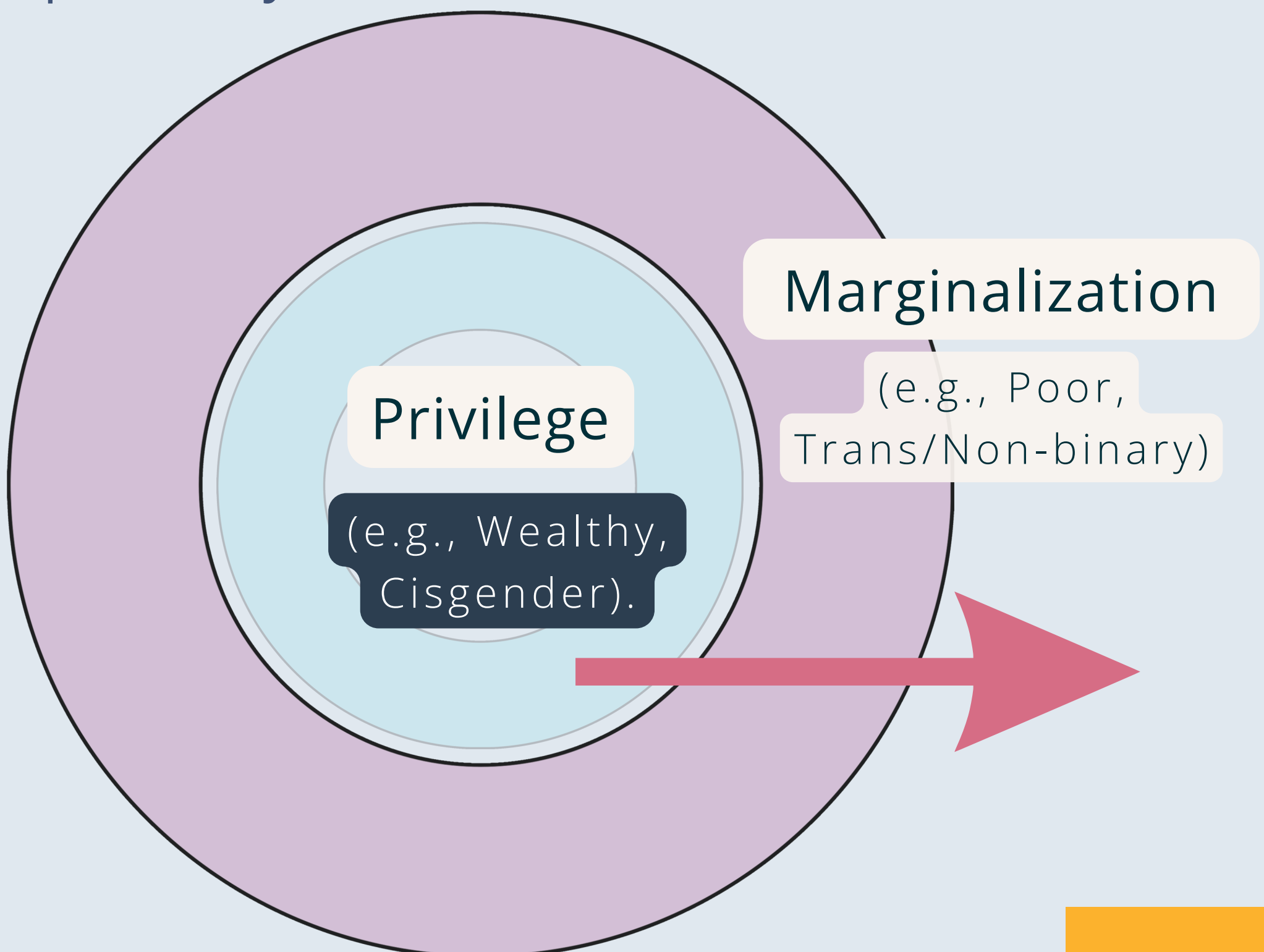
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Decoding the Wheel

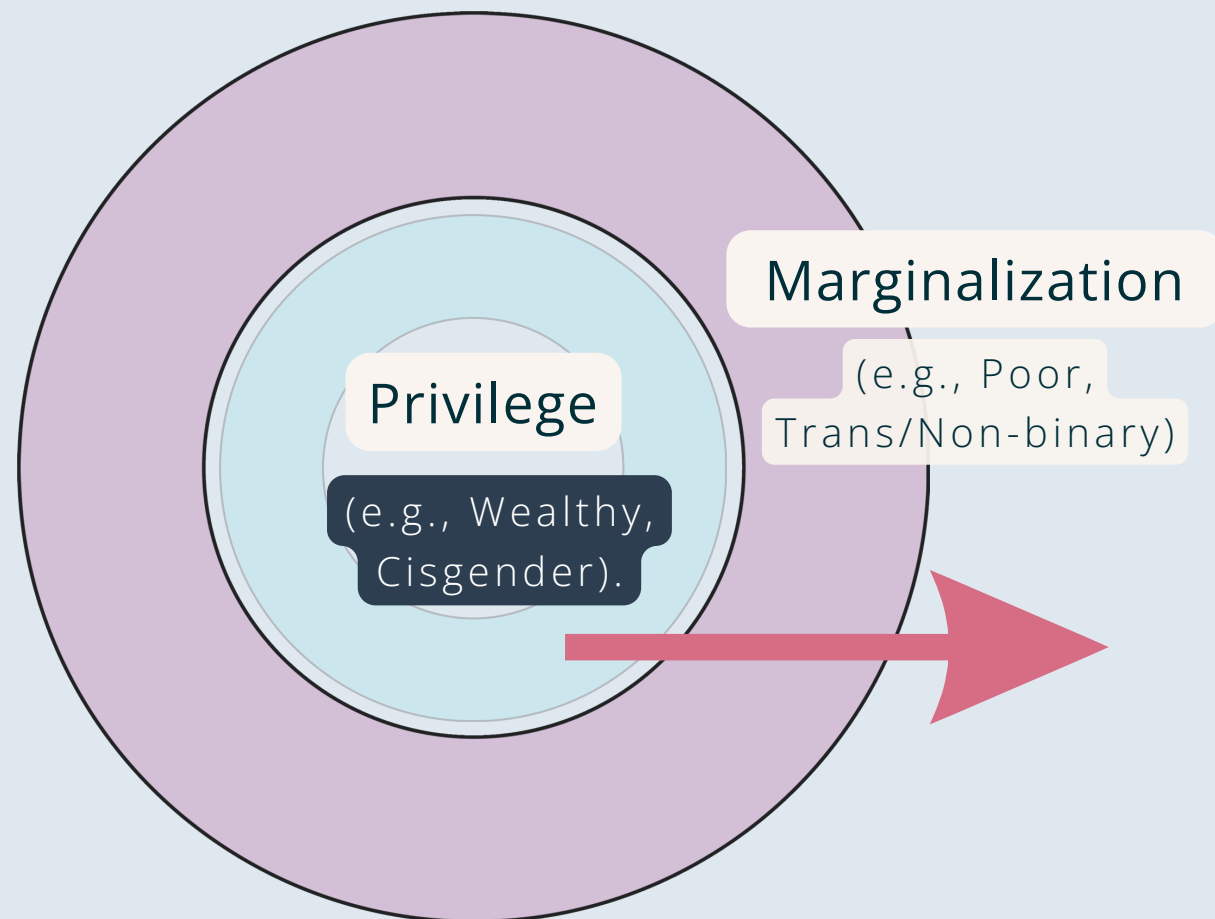
Feeling uncertain about your organization's inclusivity?

The Wheel helps you visualize and address power dynamics. Let's break it down:





Decoding the Wheel



- **Power at the Center:** Individuals in the center hold the most privilege (e.g., wealthy, cisgender, able-bodied).
- **Marginalization at the Periphery:** Marginalized groups are represented in the outer rings (e.g., those from rural areas, neurodivergent, LGBTQ+).



Where Do You Fall on the Wheel?

01 >> Start with Self-Reflection

Before facilitating conversations with your team, reflect on where you stand on the Wheel.

- Ask yourself:
 - What are my privileges? Where do I experience marginalization?
- This step is essential to lead by example. ✨





Facilitate Team Discussions

02 Discuss

Introduce the Wheel to your team.

Encourage them to think about where they fall across different categories, such as language, wealth, or ability.

Use it to start an open conversation about power dynamics within your organization. 🧠



Identify Gaps in Inclusion



03 >> Analyze

Once you've had these discussions, use the Wheel to identify gaps in your current practices.

- For example: Are neurodivergent team members being excluded from opportunities because of a lack of accommodations?
- This is where action starts! 💪





Adjust Policies

04 >> Adjust

Adjust Your DEIB Policies

Tailor your policies and programs based on what you learn from the Wheel.

- Consider changes like mental health support, remote work options, or inclusive hiring practices to ensure everyone feels valued.



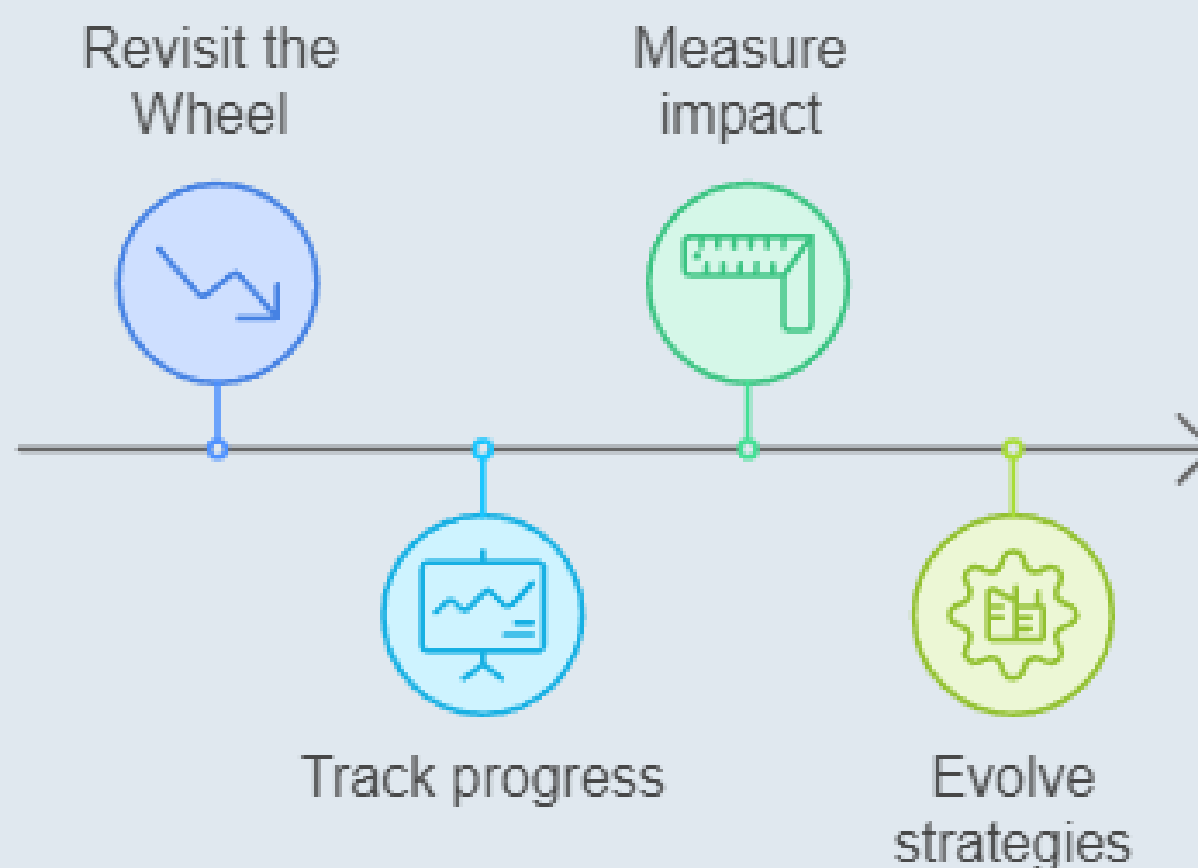


Continuous Monitoring

05 >> Monitor & Evolve

Creating inclusive environments is an ongoing process. Regularly revisit the Wheel and track your progress.

- **Measure your impact:**
 - Are marginalized groups feeling more included?
 - Are engagement rates rising?
- Continue to **evolve your strategies** for lasting change.





in @katie-adriano



Will you give
this a try?

Thriving Through Inclusion



Katie J. Adriano

**Inclusion Speaker | Systemic Team Coach |
Neurodiversity Awareness Facilitator**

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