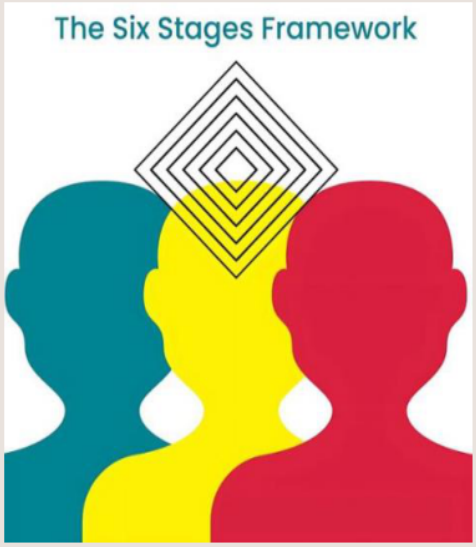

Six Stages Framework Reflective Journal

A 7-Step Weekly Practice for Daily DEIB Growth

Before you begin...

The Six Stages Framework (SSF) helps you understand where you are on your DEIB journey I have created some reflective steps to help you in your journey. These Reflective Steps — from Unawareness to Leading and Modelling. are different from the actual SSF Stages, they offer you a way to explore, reflect, and grow through weekly practice, regardless of which SSF stage you're in.

Step 0 invites you to identify your current SSF stage. Steps 1–6 offer universal strategies and questions to support your daily growth.

Reflective Step 0: Locate Yourself in the SSF

🌱 Strategy:
Review the Six Stages Framework and identify which stage best reflects your current mindset, actions, and awareness.

📝 Reflective Prompt:
Where am I on the SSF continuum today? What evidence or behaviours led me to this conclusion?

⚡ Call to Action:
Write down your current stage. Commit to revisiting it at the end of this 7-week journey.

Notes and Reflections:
_____

Reflective Step 1: Noticing the Unseen

🌱 Strategy:
Start noticing what you don't know. Observe your environment with curiosity.

📝 Reflective Prompt:
What identities or perspectives do I rarely hear from — and why?

⚡ Call to Action:
Follow 3 voices from marginalised communities. Consume their content with openness.

Notes and Reflections:
_____

Reflective Step 2: Turning Awareness Into Intention

🌱 Strategy:
Turn awareness into intention. Focus on one DEIB topic this week.

📝 Reflective Prompt:
What makes me hesitate to engage more deeply? What feelings arise?

⚡ Call to Action:
Write about what you're learning. Be honest about discomfort or resistance.

Notes and Reflections:
_____

Reflective Step 3: Seeking With Curiosity

🌱 Strategy:
Connect with others on the journey. Join a discussion, webinar, or book group.

📝 Reflective Prompt:
Whose voices am I centring — and whose are missing?

⚡ Call to Action:
Ask a curious question in a safe space. Focus on listening without defensiveness.

Notes and Reflections:
_____

Reflective Step 4: Acting With Purpose

🌱 Strategy:
Take one visible action in your context to promote inclusion.

📝 Reflective Prompt:
What impact did my action have? What was the emotional response?

⚡ Call to Action:
Document your action. Consider sharing your experience to encourage others.

Notes and Reflections:
_____

Reflective Step 5: Disrupting and Advocating

🌱 Strategy:
Use your privilege to challenge harmful norms and systems.

📝 Reflective Prompt:
When have I used my influence — and when have I stayed silent?

⚡ Call to Action:
Choose a policy or practice to challenge. Start planning your advocacy.

Notes and Reflections:
_____

Reflective Step 6: Leading Through Living

🌱 Strategy:
Be a daily example of inclusion. Embed equity into your leadership.

📝 Reflective Prompt:
Who am I mentoring or lifting up in this work?

⚡ Call to Action:
Offer mentorship to someone earlier in their journey. Share tools and time.

Notes and Reflections: