

# MINDSETS:

DI defines ***mindsets*** as beliefs, values, and attitudes that ***drive actions toward social change***.

## CREATIVITY

- Embrace an open, learners mindset
- Believe that curiosity and wonder are key to creating transformative change
- Value divergent thinking
- Value emerging insights over static plans
- Be comfortable with and embrace ambiguity
- Value playfulness to uncover new possibilities
- Understand when to work alone and when to work together
- Understand the need for both structured and unstructured activities in the change process
- Understand the conditions needed to foster creativity
- Lean into human wholeness as a medium for creativity
- Value multidisciplinary approaches
- Value human-centered design as a powerful change-making process
- Appreciate visualization as a core communication and synthesis tool

## EQUITY

- Recognize one's own positionality and entanglements with white supremacy and systems of oppression
- Understand how oppressive systems harm everyone
- Value equity and inclusion
- Understand implicit bias, and how power and privilege work to uphold inequity and support institutional racism
- Understand the role that bias plays in promoting self-interest
- Recognize trauma caused by systemic oppression
- Gain understanding of root causes of inequity
- Value all people as powerful contributors to the whole
- Value lived experience as a form of expertise
- Understand that diverse perspectives and experiences are necessary for effective and sustainable change
- Value the role that empathy plays in problem-solving
- Value the importance of trust across boundaries in change work
- Value decentralized power structures as means to facilitate co-creation and social change
- Value relationships over profit

## LEADERSHIP

- Understand the health of the "self" drives the effectiveness of action
- Understand the role ego, fear, and self-preservation play in promoting self-interest (at the expense of the whole)
- Understand self as part of the larger whole
- Value vulnerability as a key leadership tool
- Understand that the quality of dialogue shapes action
- Value all living systems as connected and whole
- Believe in transformative power of co-creation
- Value relationships as key to creating all change
- Value open and transparent feedback as critical for growth
- Believe that presence and awareness provide insight that drive transformative action
- Value a strengths-based approach
- Recognize how past trauma, toxic stress, and systemic oppression can prohibit innovation and participation
- Value risk-taking, failure, growth, and change