

## **CULTURE: Noticing + Naming Your Patterns, How You Learned Them, and What Those Patterns Mean to You and Others**

The teams, groups and organizations we are part of all have a different flavor. When working towards greater diversity, equity and inclusion, it is important to be keenly aware of the elements of your own group's culture. Noticing and naming will give you a new opportunity to keep what's working, toss what isn't, and tweak what needs adjusting. Self-awareness (your group) is a necessary first step before thinking about how you want your group to be better or different.

---

### **CULTURE**

has three important elements



**Shared patterns**



**That we use to  
make meaning**



**To determine what  
is and is not appropriate**

- 
- ◆ *Objective Culture:* The artifacts and institutions created by a group of people, reflected in such areas as art, architecture, literature, dance, holidays and collective history.
  - ◆ *Subjective Culture:* Patterns of difference (values, beliefs) and behavior learned from one's group that guide individual and group activity.

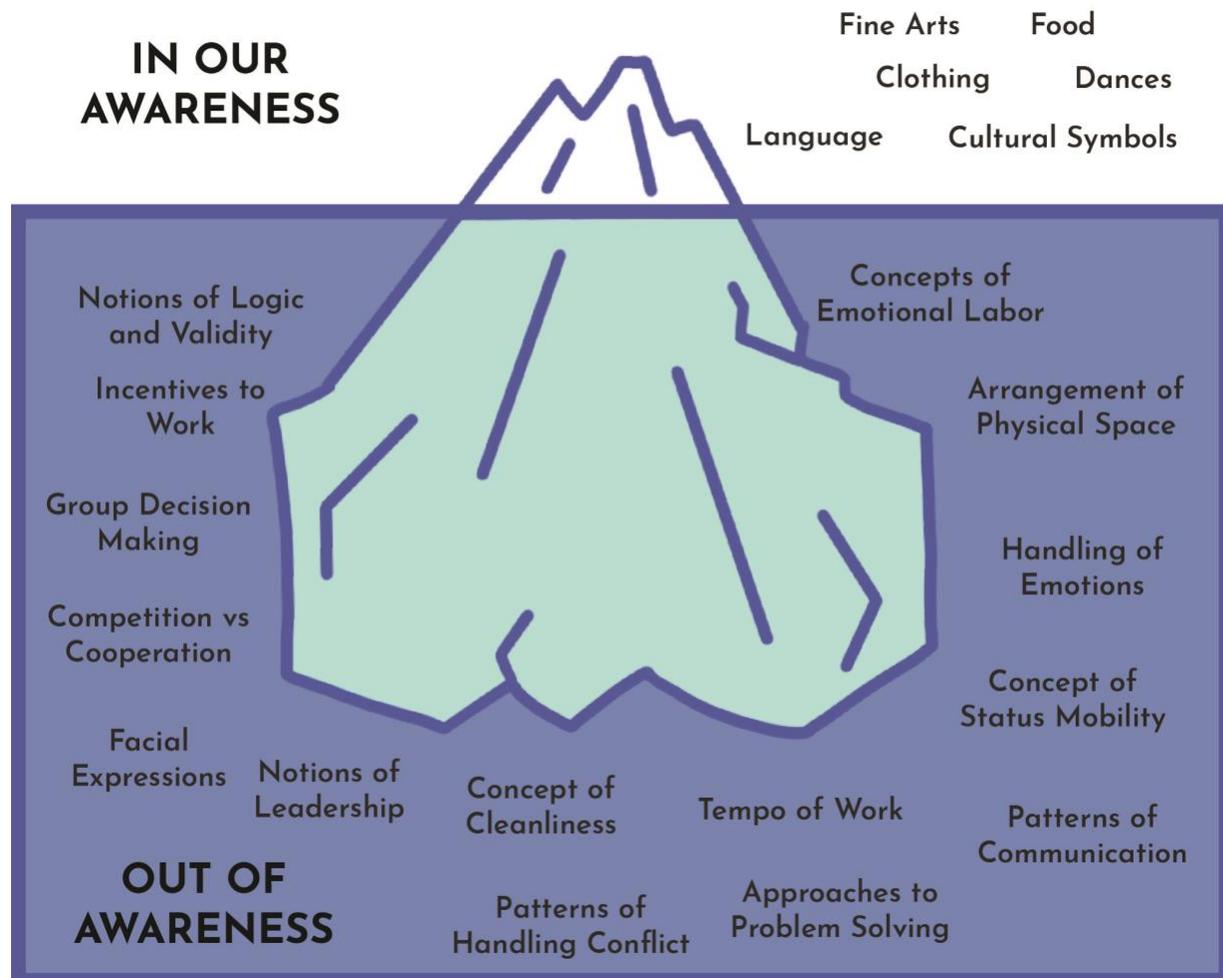
### **SUBJECTIVE CULTURE**

Where you grew up | Where you sleep and take meals  
Neighborhood Norms | Subcultures | Broader community expectations

---

When we take the time and attention to notice “the way we do things around here” we increase our ability to check-in about **how our group's “culture” developed** and how our group's culture is and isn't working for the people we care about.

## The Iceberg Model of Considering Culture



Questions to help you put words to the way your group behaves – what your ‘norms’ are:

- ❖ **ART & ARTIFACTS** → What is displayed in your space? Who decides? What’s the vibe?
- ❖ **GREETINGS & GOODBYES** → What does this look like, typically?
- ❖ **IF YOU DISAGREE**, how is that handled? What is the process? Who has power? Volume?
- ❖ **HOW IS TIME HANDLED?** What are the expectations of how your group relates to time?
- ❖ **DECISION-MAKING PROTOCOL** → Who is involved? How are perspectives weighted?
- ❖ **CLOTHING & GROOMING** → What are folks wearing? Shoes? Hair? How much variation?
- ❖ **What else would someone notice about your team???**