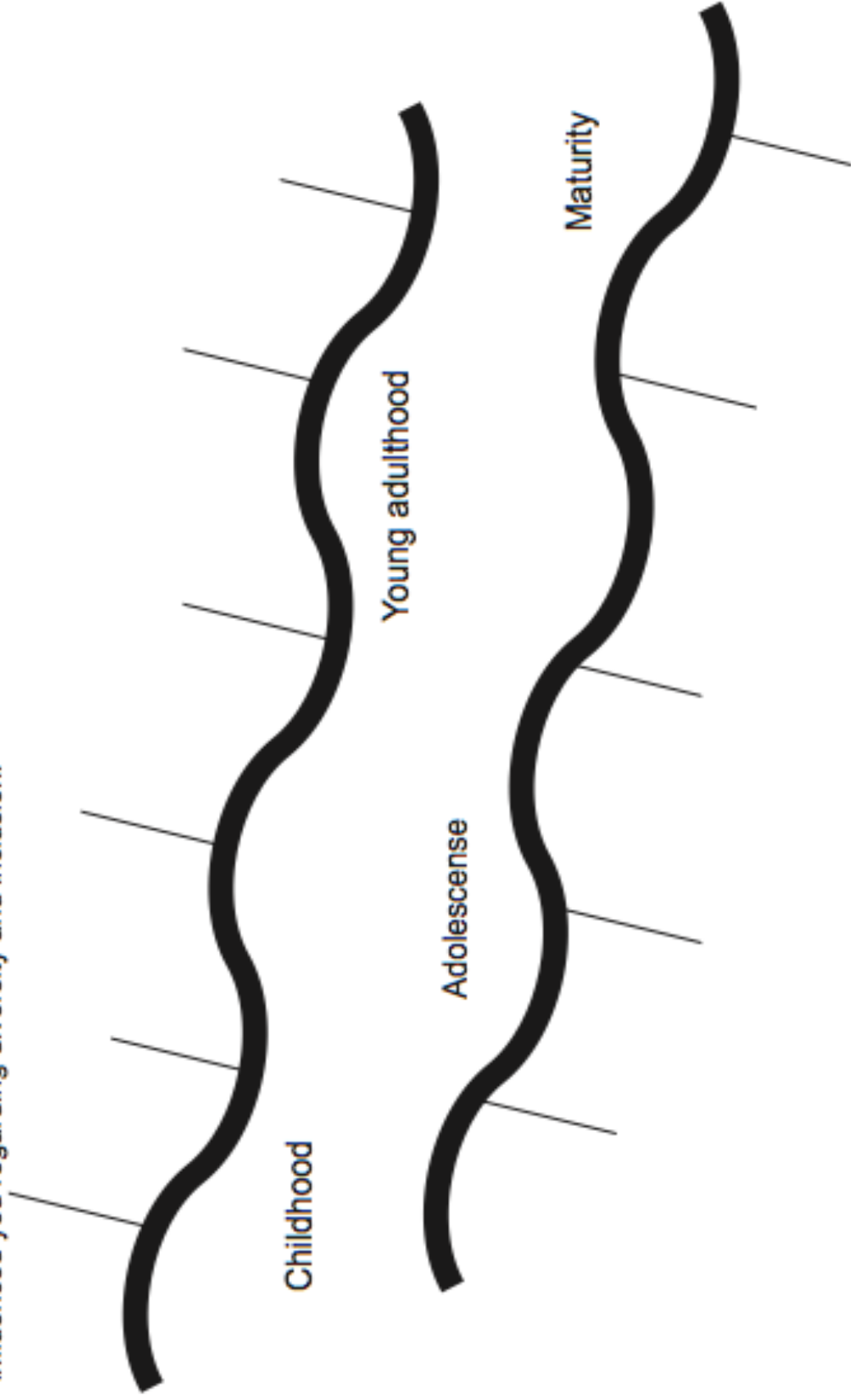


Diversity Journey

Note the milestones in your life's diversity journey, including events, people, and experiences that influenced you regarding diversity and inclusion.



Suggestions for Using:

Diversity Journey

Objectives:

- To increase understanding of one's own development regarding diversity
- To understand others' diversity development process
- To build relationship and connection in a work team or group

Intended Audience:

- Participants in diversity awareness training
- Members of a diversity council
- Members of a work team wanting to develop cohesiveness and connection

Time: 45 – 60 minutes

Materials:

- Copies of *Diversity Journey* worksheet
- Large sheets of chart paper
- Colored markers

Processing the Activity:

- Facilitator gives a brief lecturette on the Four Layers of Diversity.
- Facilitator asks participants to brainstorm reactions and dynamics that often accompany diversity and dealing with differences. Facilitator charts responses (Answers such as curiosity, stereotyping, labels, inclusion, exclusion, prejudice and creativity might be typical.)
- Facilitator then explains that each individual develops an understanding and orientation about diversity based on life experiences, events and milestones that have been influential. Facilitator gives two or three examples of significant experiences that influenced his/her own diversity journey.

- Participants then illustrate their journeys on chart paper, depicting 6 – 8 significant influences that shaped their experience and understanding of diversity at different stages in their lives.
- Participants then share their journeys in pairs or triads, discussing milestones and the impact they had.
- Facilitator leads a total group discussion of the experience.

Questions for Discussion:

- What reactions and feelings did you have as you identified and depicted your milestones?
- How was the experience of your journey with others?
- What elements did you have in common?
- What did you find most interesting?
- How does this experience of sharing your diversity journeys impact your relationships with your partner(s)?
- What did you learn about diversity from hearing others' stories?
- Why does this matter in a diverse workplace?
- How can you learn more about the diversity journeys of your coworkers?

Caveats, Considerations and Variations:

- If the group is small enough and there is adequate time, each person can share his/her diversity journey with the entire group.
- Once the pairs or triads have shared, each person can share one significant milestone with the entire group.