

Suggestions for Using *Diversity In Your Life*

Objectives:

- Gain awareness about diversity in one's life
- Gain awareness about one's patterns regarding interacting with diverse individuals.
- Stimulate inquiry and discussion about comfort with diversity.

Audience:

- Employees and managers in diverse organizations.
- Participants in a diversity training session

Time: 45 – 60 minutes

Materials:

- Copy of "Diversity In Your Life" worksheet.

Process:

- Introduce the activity by asking participants what kinds of diversity they experience in their own lives, and/or how we learn about differences among people.
- Lead a large group discussion of insights, learnings and application.
- Ask participants to list the ten people with whom they have the most contact in their lives. Then, using the matrix, put an **S** next in each column where the individual is the same in that category and a **D** in each column where the individual is different.
- Have participants discuss in pairs, triads or small groups, their insights, reactions, patterns and learnings from this activity.
- Ask participants to commit to one action step that could increase their ability to deal with difference.

Questions for Discussion:

- What patterns do you see in your **Ds** and **Ss**? In which categories do you have most and least similarity?
- What surprises are there for you?
- From which individuals have you learned the most about diversity?
- What are the most important learnings you have gained from individuals on your list?
- What do you take from this chart regarding your own growth and development in dealing with differences?
- What actions does this suggest?