

Diversity Rounds

Inclusion

OUTCOME

Seek and identify likenesses in others, understand sameness and differences within group, and relate personal experience to topic.

PROCESS

- Indicate directions will be purposively vague so members can decide which subgroup they will report to.
- The facilitator chooses categories that fit the group's purpose going from lesser to greater levels of sensitivity. Examples: birth order, decade of birth, gender, cognitive style, time in the organization, ethnicity.
- As each category is named stand and search for three or four people that fit criteria.
- How has this identity criteria shaped or influenced you as a professional?
- Eight to ten minutes.
- Hear reports from group.
- The facilitator names a new category and the pattern is repeated three or four times.
- Next, members write responses to prompts such as: "What I am noticing about myself, the group, and the effect of being in various subgroups"; "How I feel about the various subgroups that I selected; and what might we do to maximize the attributes of the various subgroups."
- Responses are shared in heterogeneous groups.
- Each group develops a summary paraphrase of their findings and recommendations.

VARIATIONS

- Instead of journal entries, small groups might converse about their responses to the prompts.

TIPS

- Best for a group of at least twenty people. If group becomes too large, divide into smaller subgroups.