

Activity: Diversity Walk

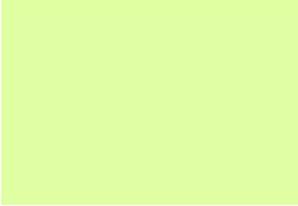
Aim: The aim of this activity is to provide participants (often HR practitioners and managers) with insight into another person's world and the situations they may face on a daily basis. It also highlights our own assumptions and biases.

Could be used to frame a diversity discussion or as an icebreaker.

Time Required: Approximately 20-30 minutes.

Resources: A large space to move around. Scenarios and statements attached and both are adaptable, depending on your organisational context. Scenarios are coloured coded for ease and have no meaning.

<p>Introduction</p> <p>2 mins</p>	<p>Introduce the session and explain the general purpose and the activity.</p> <p>Randomly assign scenarios/colour cards to participants and ask them to spend a couple of minutes thinking about that person.</p> <p>Ask the participants to form a line in the middle of the room.</p>
<p>Statements</p> <p>5 mins</p>	<p>Advise participants that you will read a series of statements and after each statement you will take a step forward, back or remain in your place.</p> <p>If you think your person would agree or they have an advantage with this statement step forward.</p> <p>If you think they would disagree or have a disadvantage – then step back.</p> <p>If they believe they wouldn't be advantaged or disadvantaged then remain where you are.</p> <p>There are 10 statements. Read the statements.</p>
<p>Debrief</p> <p>10 mins</p>	<p>Once the statements are complete. Ask the participants to look around and form a group of people who are close to them.</p> <p>Ask people with the same colour cards to come together in groups. (You will probably find that similar groups are in similar place).</p> <p>Allow a few minutes for discussion.</p> <p>Start with the group in front of line and ask for a volunteer to reveal their colour and scenario.</p> <p>Ask the people with the same scenarios if they found that they were clustered close together at the end of the exercise.</p> <p>Ask the wider group if they placed their person in a different position? Why do you think that is?</p> <p>Could be your own assumptions and biases. Continue until all groups have shared their scenario – sharing thoughts and experiences along the way.</p> <p>Finish the discussion by asking some of the following questions</p>



How did it feel to take part in this activity? What did you observe?
What were you aware of? How did it feel to take a step forwards or
backwards?
How did it feel to be left behind as people took steps away from you?
How did it feel to leave other people behind

Close

Ask for any final comments/observations

Ask participants how can they apply the learnings? How will they continue to experience and reinforce other world views.

Statements

1. I am applying for a new job, I can be relatively confident I will reach the interview stage.
2. I am comfortable to bring my whole self to work.
3. I go to buy a new car, I am approached immediately and it is assumed I can afford to buy that car.
4. I am looking for rental accommodation; I will probably be accepted for the first available house I apply for.
5. I am inline for promotion but there is one spot and five applicants. I can be relatively confident I will be promoted.
6. I can do well in a challenging situation without being called to credit my ethnicity.
7. I see people who look like me in advertisements
8. There is an incident in our neighbourhood and the Police are called. I am unlikely to be considered a suspect.
9. I am reading the morning newspaper. I am sure I will see people like me shown in a good light.
10. My workplace can meet my personal needs.

I am a Maori youth, male, age 22, single and work in the construction industry doing manual labour. I have been working for 3 years and have recently moved to Auckland from Rotorua.

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I am a Pakeha/NZ European male, age 35. Went to Kings college and now an accountant. I am married with 2 children and my wife is a stay-at-home parent.

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I am a 52 year old Chinese woman who is NZ born and fluent in Mandarin and Cantonese. I am single and have a university degree.

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I am a Samoan born woman in her late 20's and require a wheelchair to move around. I am a single mother and recently gained a degree.

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