# Working Effectively Across Differences 2018 Pathfinder Program WALLOT KARP

## **Objectives**

- Provide an overview of diversity and why inclusion matters
- Participate in an activity designed to:
  - Create a dialogue about how to work more effectively across differences
  - Provide an opportunity to step outside of your comfort zone
  - Debunk myths and stereotypes
- Have fun

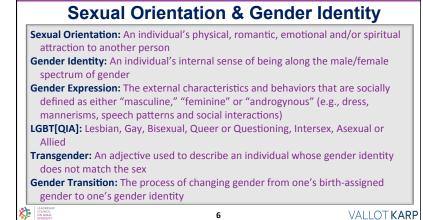


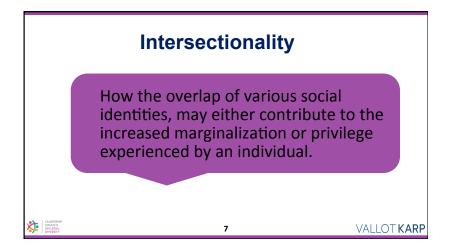
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## Diversity & Inclusion: an Overview VALLOTKARP





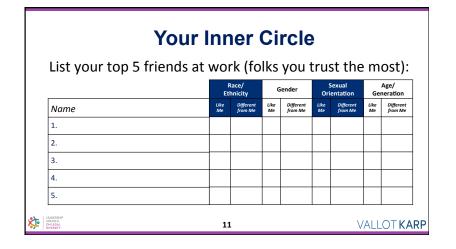














### **Self-Sort** • We each have multiple identities To support today's conversation, please select one of the following identities and stand by that sign: (6 - 8 people per group) Men Extravert White Women **MENA** Introvert **LGBTQ** Multi-Racial Black/A.American Heterosexual Hispanic/Latinx Asian VALLOT **KARP**

### Round 1

Generate a list of:

"Myths and Stereotypes" that you think others have about your identity group.

• You don't have to agree. If one person says/thinks that, write it on the chart.

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### **Round 2**

Generate a list of:

"Information you would like other groups to know and/or better understand about your identity group."

 You don't have to agree. If one person says/thinks that, write it on the chart.

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### **Round 3**

Generate a list of:

"Suggestions/Advice to colleagues about how to:

- Work effectively/interact respectfully with your identity group, and/or
- Be an ally to your identity group."
- You don't have to agree. If one person says/thinks that, write it on the chart.

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### **Round 4**

- Form cross-identity dialogue groups (6-8 people per group):
  - Men and Women
  - Whites, Hispanic/Latinx, and Multi-racial
  - Blacks/A.Americans, Asians and MENA
  - Extraverts and Introverts
  - LGBTQ and Heterosexuals
- Discuss:
  - How might you apply any of the insights, advice, and/or lessons learned from this dialogue going forward?
  - Designate someone in your group to report out 1-2 insights/take-aways

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