

Diversity & Inclusion - Top 25 Activity

Session Time:	30 minutes
Session Purpose:	<p>The purpose of this activity is to provide a foundation for conversations around the topics of diversity and inclusion (D&I). This activity peels back the layers of what makes up and defines who we are, and then be able to connect who we are, to our belief systems, values, and perspectives. The activity works best in a more intimate setting of 6-10 team members.</p> <p>** This activity would be incorporated into a D&I training.</p>
Session Objectives	<ul style="list-style-type: none"> ● Identify the most significant aspects of our life which impacts our worldview ● Discuss how our worldview impacts how we approach conversations around diversity and inclusion
Materials Needed:	<ul style="list-style-type: none"> ● 25 index cards per person ● Writing utensils for each learner ● Flip charts and markers ● PowerPoint slide deck
Room Set-Up:	<ul style="list-style-type: none"> ● Cards pre-sorted and placed at each seat

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Section	Time	Description / Directions	Slide
My Top 25	18 min.	<ul style="list-style-type: none"> ● Welcome participants ● Set context for activity ● Provide instructions: <ul style="list-style-type: none"> ○ Identify the 5 most significant life experience or events which have shaped who you are today. ○ Identify the 5 most significant people in your life which have shaped who you are today. ○ Identify the 5 most significant possessions in your life which have shaped who you are today. ○ Identify the 5 most important values which have shaped who you are today. ○ Identify the 5 most significant labels or identities which have shaped who you are today. 	Top 25 Slide
Share Top 25	10 min.	<ul style="list-style-type: none"> ● Share Top 25 ● Set-up sharing activity; have a facilitated led discussion: <ul style="list-style-type: none"> ○ How different would our life be today if those 8 cards were removed from our stack? ○ Who would we be today? 	

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		<ul style="list-style-type: none"> ○ How might our decision making process be different today? ○ How about our moral compass? ○ How many people know your 25? ○ What if people knew our 25? ○ What impact could we make if others knew our 25? ○ How does our Top 25 impact our understanding of diversity and inclusion? ○ How would understanding others' Top 25 impact how we look at diversity and inclusion? 	
Review & Close/ Transition	1 min.	<p>Thank participants.</p> <p>Connect learning objectives back to their experience.</p> <p>Provide a contextual bridge or summation which ties together their experience, in light of where the learner will be taken next.</p> <p><i>I.e. "Thank you for showing up and sharing your top 25 with us today. We know that it took vulnerability, trust, and digging-deep to make this happen - thank you. Now that we have a stronger understanding of our top 25 and the top 25 of those we work with, let's continue to unpack this conversation as we further explore D&I and its impact in the workplace."</i></p>	