

Kennesaw State University
Learning Community 16: The Triple Double
Racially Ambiguous Identities Of Afro-Latinos In America
Fall 2015

Diversity and Identity Workshop (60 minutes)

Tools:

- Internet access
- “Embracing Diversity” Prezi - <http://prezi.com/eeo44pll7wj-/diversity/>
- “U.N. Cocktail party” activity worksheet
- “Diversity Circle” activity worksheet

I. Intro:

1. Personal introduction **(5 mins.)**
2. U.N. Cocktail party exercise – Refer to worksheet **(10 mins.)**
3. Group discussion about cultural differences **(5 mins.)**

II. YouTube video:

<http://www.youtube.com/watch?v=DWynJkN5HbQ> **(5-10 mins.)**

III. What is Diversity? **(5 mins.)**

1. First, ask students about their definition of diversity (2-3 responses)
2. Show students the following definitions on computer screen
 - i. Diversity – refers to a range of human perspectives, backgrounds, and experiences as reflected in characteristics such as age, class, ethnic origin, gender, nationality, physical and learning ability, race, religion, sexual orientation, and veteran’s status. Other dimensions of diversity include, but are not limited to, education, marital status, employment and geographic background, as well as cultural values, beliefs, and practices. (Retrieved from <http://www.worldlearning.org/>)
 - ii. Dictionary definition of diversity : The fact or quality of being diverse; difference. A point or respect in which things differ.
The American Heritage® Dictionary of the English Language, Fourth Edition, 2004, Houghton Mifflin Company.

IV. Diversity Circle exercise: **(15-20 mins.)**

V. Group activity: **(15-20 mins.)**

1. Break students into groups of 3-5
2. Ask students to write down the answers to 4 questions (5 min)

3. Ask groups to write 1 answer to each question on a flip chart, without repeating what the previous groups wrote.
4. Open discussion

Discussion questions:

1. What new or different perspectives have you learned today about diversity?
2. Why is it important to embrace diversity?
3. What steps can you take to embrace your awareness of diversity?
4. How does this factor into being an effective peer leader?

Worksheet 1:
UN COCKTAIL PARTY

Exercise: Break participants into two groups, sending one group out of the room with a facilitator. **This** is the guest culture. The group remaining in the room is the host culture. Each must learn a simple set of behaviors related to its culture. Then the guests enter the room and attempt to engage the hosts in conversation at a party.

Host culture

Stands farther away than normal from people.

2. Speaks louder than normal.

Does not touch other people,

4. Does not maintain eye contact.

Guest culture

Stands slightly closer to people than normal.

2. Speaks slightly softer than normal.

3. Touches fairly frequently (on the elbow or pats the back).

4. Maintains eye contact.

Can also suggest that the guest culture people always ask families before getting into other discussions and the host culture feels family is no one's business and consider asking about family rude.

You can, however, just tell them to greet and talk with each other.

Processing: Works when it doesn't work because you can ask why they did not follow directions.

If it works, the results are obvious. You can still deal with what happened, how people felt, their initial impressions of the other culture, etc... As follow up, you may

ask:

What was your initial response to the other culture you were meeting for the first time? Describe the "other culture."

How did you feel learning a new culture? Was it difficult to act differently from your normal behavior patterns? What does this say about ingrained cultural behavior? Why did you choose to obey/not to obey the rules?

How might your initial interactions / first impression with the "other" culture affect your communication? What consequences might this have in the real situations?

How can you accommodate different behavior when visiting another culture or functioning in a multicultural group?

Common Results: is easy to jump to negative conclusions about differences and it is not easy to feel comfortable when learning new cultural behaviors/norms. Knowing that these challenges exist makes it more likely that the intercultural communicator will develop skills related to tolerating ambiguity and withholding judgment.

Worksheet 2: Diversity Circle (Ups and Downs)

This is a safe place. This exercise is completely voluntary and that if at any point you are uncomfortable self-identifying with a particular statement, they should feel free not stand up. However I challenge you to go beyond your comfort zone!

I will be reading numerous statements...if the statement applies to you, stand up. If the statement does not apply, they should remain sitting.

Notice who is with you, notice who is not and then sit down again.

Get Started...

This college is the first college you've attended

You are transferring from another college

You come from the West Coast.

You come from the East Coast.

You come from the Midwest.

You were born in Georgia.

You grew up in Cobb County.

You were born in a country that is not the United States of America.

You live in a large urban area.

You live in a small town.

You play a musical instrument.

You speak more than one language

You are...

Both your parents' work.

Neither of your parents graduated from college.

One or more of your parents has graduated from college.

You have your own car.

Hip-hop or rap is the genre of music you prefer to listen to.

Country music is the genre of music you prefer to listen to.

Classical music is the genre of music you prefer to listen to.

Rock music is the genre of music you prefer to listen to.

Pop music is the genre of music you prefer to listen to.

You have traveled outside of the country

You want to move to another state or country for a job someday

You know other students attending KSU.

You are under 18 years old.

You are 19 years old.

You are 20 years old.

You are 21 years old.

You are 22 years old.

You are 22 and over.

You are the oldest in your family.

You are the youngest in your family.
You are the middle child in your family.
You are adopted.
You are the only child.
You are a twin/triplet.
You come from a large family (5 or more people).
You were raised by a single parent.
You were raised by divorced parents.
You consider yourself Italian.
You consider yourself German.
You consider yourself African American.
You consider yourself Native American.
You consider yourself English.
You consider yourself Irish.
You consider yourself Scottish.
You consider yourself Hispanic, Latino/a
You consider yourself Asian or Pacific Islander.
You consider yourself Arab or Middle Eastern.
You were raised with more than enough growing up.
You were raised with just enough growing up.
You were raised with less than enough.
You speak more than one language.
You speak more than two languages.
You are Protestant.
You are Baptist.
You are Presbyterian.
You are Episcopal.
You are Methodist.
You are 7th Day Adventist.
You are Catholic.
You are Jewish.
You are Muslim.
You are Hindu.
You are Buddhist.
You are Greek Orthodox.
You are Agnostic.
You are Atheist.
You know someone who is addicted to drugs or alcohol.
You have a family member who is/has struggled with addiction.
You have a physical disability
You have a family member who has a disability.
You identify GLBT.
You have a friend or family member who identifies as GLBT.

Now I'm going to open this up to the group...what did I forget?
(this is where the group can come with their own..)

Closing observation from Diversity Circle:

"We all have multiple labels. There are some that we can change, and some we cannot. There are some that are assigned to us, and others that we assign to ourselves. There are some that are hidden, and some that are obvious."

Debrief for Diversity Workshop:

- Break into groups of 3-5
- Ask students to write down answers to 6 questions
- Ask group to write down one answer to each question on a piece of paper (to be shared as a larger group)

- 1) What was your reaction to the diversity circle?
- 2) What was it like to be standing/or sitting?
- 3) What new or different perspectives have you learned today about diversity?
- 4) Why is it important to embrace diversity?
- 5) What steps can you take to embrace your awareness of diversity?
- 6) How does this factor into being an effective peer leader?