INTRODUCTION: When facilitated right, "Diversity Circle," is a wonderful interactive activity that builds diversity awareness within individuals and gives an open line of communication for future discussion and dialogue. The goal of this activity helps participants learn about themselves and gives participants and opportunity to reflect upon their self- and cultural identity; allowing the group to reflect and appreciate its own diversity.

DIRECTIONS: Please pass out the Spectrum of Diversity handout. This activity requires medium facilitation. Read over the directions closely, this activity should take around 35-40 minutes to complete. Make sure you do a complete debrief or intercommunication dialogue amongst the group at the end of the activity.

Time needed
About 35 minutes for the activity. About 15-20 minutes for discussion.

Room set-up & Materials
- All chairs should be placed in their original rows
- Plain white sheets of paper & colored markers
- Ask every participate in the room to choose a partner
- Ask for conversation, but not loud so that each group can have time to reflect and discuss the circles of diversity.
- Facilitator should be off to the side so he is not the center of attention.

Content

Statement of Purpose
"This is a diversity exercise that will allow you to get to know one another, but dig deeper into our own self-identity. In this exercise we continue exploring diversity. Much of our earlier exercises addressed diversity that was obvious. We want to acknowledge and address those differences but also bring to the surface other differences that we may not have recognized.

Description of the Process
"I would like everyone at this time to choose someone in the room that you may not know very well. This person is going to be your partner for the activity."

"Described the Spectrum of Diversity diagram."

Guidelines
"Over the next half hour or so, we will share some of our experiences and vulnerabilities with one another. This will demand a safe atmosphere. To insure that we remain sensitive to one another’s feelings, we need to follow two critical guidelines."
"The first involves LISTENING. Let’s have minimal talking during this exercise.

"The second guideline is RESPECT. It is imperative that we respect the dignity of each person who is here this during this activity.

"I need a nod of the head to indicate that you understand the importance of our keeping an atmosphere both silent and respectful..."

"Before we begin there are several other guidelines that we need to consider."

**NO PRESSURE.** "No one here is under any pressure to respond in any particular way to any of the circles of diversity that would reveal areas of their life or personality they are not ready to self-disclose.

**Suggestions to Facilitator**

Please grab a white piece of paper and a colored marker. At this time please draw three circles one inside each other. The larger circle should be on the outer perimeter. The middle circle should come next and then the smaller circle.

Explain that you are now going to read a statement and ask the individuals in the group to use the circles to describe themselves. The outer circle will describe a characteristic, quality or perception about you that everyone can see. The middle circle is a characteristic or perception about how your friends perceive or describe you. And the inner circle is how you see your-self as an individual, think about a self-portrait.

Once you have completed the three circles please face your partner and share with them the outer, middle and inner circles. Remember please only share parts of yourself that you are comfortable sharing.

**Discussion Afterwards**

**REMEMBER OF GUIDELINES**

"I want to remind the group again of the guidelines. During this discussion we must have the utmost respect. Again, one person talking while others speak, no side comments, etc.

"I also want to remind people that everything spoken in this room stays in the room."

"**Would anyone like to share what the three circles of diversity were for themselves?**"

"**In exploring this diversity exercise did you learn anything new about yourself?**"

"**When discussing the various circles of diversity with your partner was there anything that shocked or made your partner take another guess at?**"