



## Diversity Rounds

*Developed in the field by educators affiliated with NSRF.*

### **Purpose**

To become more aware of the “Venn Diagram” of our identities, to work with others to define our various identities, and to think more deeply about what diversity means.

### **Procedure**

1. Facilitator asks participants to group themselves in four to five of the following ways (do not define the categories fully, the participants are to define for themselves the groups they form):

**geography**  
**kind of school**  
**role in school**  
**reform agenda identity**  
**birth order**  
**gender**  
**ethnicity**

2. As each group forms, participants discuss one or more of the following questions, being ready to report on them as a group. There will be approximately five minutes for each conversation.
  - What does it mean to you to be \_\_\_\_\_ ?
  - How much do you define yourself this way? How is our group unique/different from the other groups?
  - One thing we would like the other groups to know about us is \_\_\_\_\_ .
3. Each group reports back, briefly.
4. Repeat for each “category.”
5. Reflection questions:
  - How did you feel about doing this exercise?
  - What did it bring up that was new for you?
  - What was difficult? What was uncomfortable? What made you feel good?
  - Would you use this activity with your own group/staff?