



DIVERSITY & INCLUSION EXERCISE

This activity will allow participants to explore thoughts about being on the outside of and then on the inside of a situation which will expose a personal perspective without becoming personal. The objective is to demonstrate that there is much more to a perspective than what comes across in a glance.

Goals: To begin to understand the importance of looking beyond appearances, encouraging self-reflection, and to consider things from the perspective of others as a means to understand rather than simply to be understood while allowing for meaningful group dialogue.

Estimated Time: 1-2 minutes each participant
+ 5 minute debrief

Materials: None

Introduction: When we allow ourselves to judge a situation based on its appearances alone, we miss out on getting to know important information. "What Water?" allows a safe space to see a situation holistically in an effort to metaphorically lead to self-examination and situational analysis that each participant may encounter with co-workers.



How to Play (modified for Virtual Meetings)

1. Each person will choose whether they are the fish in the bowl or the person (fish out of the water) looking at the fish in the bowl
2. Participants will complete the following two (2) statements whether in or out of the water:
 - a. The one thing you cannot tell just by looking at me is _____.
 - b. This is important for me to tell you because _____."
3. Once all have shared the observations and debrief led by the facilitator is to note how individual participants whether fish in the water or out of the water chose to (1) humanized the experience based on their expressed statements or (2) adopted the experience from the perspective of the fish;

In either case, the dialogue to have involves the final question:

What are the barriers to encountering a new person without drawing an inference but to courageously seek to engage in dialogue as a means of building relationship, which leads to trust and ultimately to a more inclusive encounter?