

## Days of Understanding Breakout Group Sessions

Below are the descriptions for the small group sessions scheduled throughout the day on Sept. 13 and 14. Sign up for your chosen session by filling out the [Engagedly survey](#). Everyone is encouraged to participate in at least one session, but you can sign up for a second one as well.

### Leadership Networking

15-minute networking session with a leader you do not currently work with today.

### I Am... But I Am Not...

The activity helps to break down stereotypes and misconceptions among teams.

Instructions:

1. You can start by providing each participant with plain paper and a pen.
2. Each player will divide the paper into two. Participants will write 'I am' in one column and 'I am not' in the other. Ask participants to write 'But' between the two columns.
3. Give participants five minutes to fill both columns. Participants can fill the sections with common identifier stereotypes such as race, gender identity, religion, education background, and socio-economic status. Encourage players to fill in both negative and positive stereotypes.

Invite participants to share statements written with their team. Then, groups can open a respectful discussion about the stereotypes. While sharing some of these statements may make some people uncomfortable, the 'I am, but I am not' activity will help to eliminate stereotypes.

### Cultural Trivia Game

Answer cultural trivia questions with your group.

### Pair and Share

Pair and shares are team building activities that revolve around teammates talking to each other. To do this exercise, split teammates into pairs or small groups by using the breakout room feature. Then, challenge team members to find 1 to 4 things they all have in common, and 1 to 4 things that are different.

This exercise highlights the similarities and differences between team members and helps colleagues find common ground. It also helps foster relationships which is a vital component of team cooperation and is especially important in remote offices where teammates interact organically less often.

## Heard, Seen, Respected (HSR)

This type of diversity game helps improve the communication skills of people in small groups. The games below help participants learn how to be more open by sharing personal stories.

Team size: 4+ people in pairs

Time: 30+ minutes

Purpose: Build empathy and trust among team members

How to play:

- Invite employees to think of a situation when they felt not heard, seen or respected.
- Pair them up and let them take turns sharing their stories for seven minutes each while the other person listens without interrupting.
- In pairs, each person then shares their feelings about listening to the partner's story and telling their own.
- Group two pairs to identify the patterns of not being HSR and reflect how the game addresses the issue.

## Watch & Discuss

Watch a video and discuss your reactions.

## Never Have I Ever Ice Breaker:

The facilitator reads "Never Have I Ever" statements one by one. Teammates that the description applies to raise a hand. After each prompt, have team members share stories about their experiences.

Examples of prompts:

Never Have I Ever...

- Been afraid to show affection to a partner in public for fear of violence.
- Been told to "go back where you came from."
- Sent my child to school with the fear they can be hurt because of who they are.
- Been called a slur.
- Been stopped by the police for doing something innocuous.
- Been misgendered.
- Lived in a country where I couldn't communicate in my native language.
- Been followed by someone, despite expressing disinterest.
- Not seen anyone who looks like me on TV while growing up.
- Not been able to physically enter a building because of lack of accessibility options.
- Had to use a different name to get respect.

## Open Dialogue about Choosing Pronouns

Have a candid conversation with your group about choosing pronouns.