

"Step-In" "Step-Out" A 5 Minute Mini Diversity Workshop Exercise

Taken from the 2011 Healthy Meeting Diversity Checklist, this exercise is designed as an "ice breaker" or for a business mtg or group inventory. You will be asked a series of 15 questions to which you will respond, hypothetically, to "step in"-meaning you agree or to "step out"-meaning you don't agree. All this is done with your eyes closed, to encourage maximum honesty. No movement is involved-the entire exercise is done in your head and heart. Okay, get ready, get comfortable, relax, close your eyes.

Question #1. Have you ever felt like you didn't belong?

"step in" if you agree----"step out" if you don't

Question #2. Have you ever felt like someone else didn't belong?

"step in" if you agree--"step out" if you don't

Question #3. Does your group share equally?

"step in" if you agree--"step out" if you don't

Question #4. Does your group have regular Tradition studies?

"step in" if you agree--"step out" if you don't

Question #5. Does your group remind all members "to keep coming back"?

"step in" if you agree--"step out" if you don't

Question #6. Are you uncomfortable with the opposite sex in your meetings?

"step in" if you agree--"step out" if you don't

Question #7. Are you uncomfortable with foreigners in your meetings?

"step out" if you agree--"step out" if you don't

Question #8. Are you uncomfortable with GLBTQ (gay, lesbian, bi-sexual, transgender, queer) in your meetings?

"step in" if you agree--"step out" if you don't

Question #9. Are you uncomfortable with the different faiths in your meetings?

"step in" if you agree--"step out" if you don't

Question #10. Are you uncomfortable with anorexic, bulimic, or 100#ers in your meetings?

"step in" if you agree--"step out" if you don't

Question #11. Are you uncomfortable with people of color in your meetings?

"step in" if you agree--"step out" if you don't

Question #12. Are you uncomfortable with special needs or handicapped individuals in your meetings?

"step in" if you agree--"step out" if you don't

Question #13. Are you uncomfortable with angry or hostile people in your meetings?

"step in" if you agree--"step out" if you don't

Question #14. Are you uncomfortable with pregnant woman in your meetings?

"step in" if you agree--"step out" if you don't

Question #15. Are you uncomfortable with young or older people in your meetings?

"step in" if you agree--"step out" if you don't

That concludes the mini workshop-you can open your eyes now. No one will be questioning you or taking a survey of your responses. This was done to increase your diversity awareness. Thank you for your participation.