



Diversity & Inclusion

FACTSHEET

An engaging, board game activity to bring this important topic to life, explore values around diversity and inclusion and make learning fun! Option for virtual use included.

30-60 minutes + debrief

3-12 (in 2 teams of 3-6 per team)

For staff at any level

No computer required

450 ex VAT



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Learning objectives

- to help foster a workplace culture that values individual differences
- to help create an inclusive environment where everyone is treated fairly
- to highlight the levels and types of discrimination prevalent in many workplaces
- to encourage empathy towards minorities
- to create a more harmonious and productive work environment



About the activity

In the activity, the board represents a typical office layout, and each player visits a different department to find about a diversity issue. On the way they pick up *On the spot!* cards. Some cards contain statistics and teams choose which figure they think is correct. Other cards are True/false – guaranteed to stimulate discussion. Further cards cover a range of key issues.

When a player enters their department they 'meet' a member of staff who 'raises' a key issue. This is supplied on a *Real Cases* card. The players discuss the case and decide what is highlighted and how it is best dealt with? There is one *Real Cases* card for each department but there an optional set of six *You Decide!* cards to use in a similar way (if time allows), while players are still in their departments. With these cards, players choose a response from a number of options. Specific issues include, for example, LGBTQ+, sexism or sexual harassment as well as stereotyping, 'banter', ageism, disability issues and racism.

On their next turn, the player leaves their department heading back to their start point, encountering more *On the spot!* cards as they go.

When time is up the cards are discussed at the debrief, ideas are shared and correct responses, where applicable, revealed. During this process, key learning points are extracted. The Trainer's Notes contain a commentary on each card and there is an optional PowerPoint to help with the Debrief.

The aim is for participants to not only think about their own values and beliefs but to hear alternative views and to reach agreement on potential solutions. It's a lot about mutual respect, emotional intelligence and simply 'being nice'. By the end of the activity teams have a much better understanding about diversity and inclusion, the issues facing modern organisations and the positive values that help improve workplace relations. Option for virtual use also included.

Pack contents

- Trainer's Notes
- Trainer's PowerPoint (Intro)
- Trainer's PowerPoint (Debrief)
- Game Boards x2
- Playing Pieces
- Real Cases Cards
- On the spot! Cards
- You Decide! Cards
- All Cards (digital format for virtual sessions)
- Handout

This activity is for face-to-face training with a virtual option. It is supplied as a hard copy pack & the digital files are supplied via the Northgate Trainerhub.

Five-year licence

This Northgate training activity comes with a five-year licence for repeat use with up to 12 participants. A licence is required for each site (or remote hub). To use with larger groups or for multiple site licences please contact us for a quote.

Ideally suited to

Encourage discussion and awareness of key issues around diversity and inclusion

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Customer reviews

“ Our learners enjoyed the Diversity & Inclusion training activity and it was great for sparking discussion.
Sarah Abenbrook, MD, Interventions Consulting Ltd

“ Northgate games are fun and interactive!
Kay Reynolds, OD Manager, Diamond Light Source

“ We use a lot of Northgate activities and we love the teambuilding nature of the activities to drive awareness.
Mandy Knott, L&D Manager, allpay @X



Trainer's role (full guidance supplied in Trainer's Notes)

- Split the group into two teams of 6. You can have up to six players around each board.
- Explain how the game works, verbally or using the Introductory PowerPoint.
- Issue boards, cards and playing pieces and ensure they are set up correctly (**On the spot!** cards go on the board itself. The **Real Cases** cards are positioned to the side of the board).
- If using virtually, issue cards for teams to work through in breakout rooms.
- Observe teams play and make notes for the Debrief but do not get involved.
- Keep the game on track, stop the game at a suitable time - either when a player has returned to their starting point, or using the **You Decide!** cards to lengthen the activity according to your timing requirements. See Trainer's Notes for full guidance.
- Lead the debrief by working through the cards that both teams have used, referring to the guidance and commentary in the Trainer's Notes.
- Review the key lessons that have arisen.
- As an optional activity, use the Handout, *My Organisation* to help teams reflect on diversity and inclusion in their organisation.

Northgate says...

Really gets to the heart of a wide range of key issues and raises awareness of this important topic. Can startle and surprise participants as well as help with emotional intelligence, social cohesion and self-awareness about attitudes and behaviour.

Ordering is easy!

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Northgate customers

