

Exploring affiliations¹

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Diversity competencies to develop	Dealing with perceptions, confidence in dealing with oneself
Significance of the exercise	This exercise is suitable for starting a course (seminar, tutorial, etc.). Looking at differences and their effects on the whole is exciting for all participants and arouses curiosity.
Targets	To raise awareness of different affiliations and perspectives and recognize their impact on the group.
Time needed	About 45 minutes (depends on the number of identity groups and questions)
Participants	10~ people
Spatial requirements	Depends on the number of participants
Preparation, tools	Tables and chairs placed on the sides of the room.
Special notes	This exercise gives the teacher a nice overview of the different groupings in the course.
Exercise description	<p><i>Step 1:</i> Different groups (age, gender, origin, first/second degree, etc.) line up in the room.</p> <p><i>Step 2:</i> Exchange within the groups while emphasizing the following: What themes are emerging? What is special about our grouping? What distinguishes us from the others?</p> <p><i>Step 3:</i> Each group summarizes their issues and findings and briefly shares them - still standing in the room - with the others.</p>
Evaluation questions	<p>Reflection in pairs:</p> <ul style="list-style-type: none"> • What feelings do the different affiliations trigger in me? • Where do I feel like I belong, where rather not? • What characteristics of these identity groups have influenced me? • To what extent do they influence my thoughts and actions?
Variant	<p>Focus on just one of the identity groups - for example, the "origin" distinction - asking "what is special about our origin, what is on our minds and what moves us?"</p> <p>Plenary reflection:</p> <ul style="list-style-type: none"> • What is good and useful about this difference? • What are our special needs and limitations, if any? • What can the groups learn from each other? • How do we want to deal with the differences?

Translated by

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¹ From: Lüthi/ Oberpriller/ Loose/ Orths: *Teamentwicklung mit Diversity Management. Methoden-Übungen und Tools*, Bern 2013, p. 188.