

## Diversity Map<sup>1</sup>

Author	Described by Erika Lüthi
Diversity competencies to develop	Dealing with perceptions, ambiguity tolerance
Significance of the exercise	This exercise allows for a relaxed experimentation and exploration of the topic of "differences and similarities".
Targets	To recognize which individual distinctions exist.
Time needed	30 minutes
Participants	8~ people
Spatial requirements	Sufficient free space on the floor for the map
Preparation, tools	<ul style="list-style-type: none"> <li>• Stick student name cards to a large poster and place it on the floor.</li> <li>• Get felt pens and wax crayons ready</li> <li>• Music recorder and music to feel well with</li> </ul>
Special notes	Also suitable for groups that do not know each other yet. Some participants may find it difficult to see differences at all. Here, appropriate practical indications of differences (visible, invisible, related to groupings, etc.) are needed.
Exercise description	<p><i>Step 1:</i> The students walk to the music in the room. When the music is turned off, they find a partner and discuss the question: What makes you different from me?</p> <p><i>Step 2:</i> The two people draw their connections (from one name card to the other) and record the differences with symbols.</p> <p><i>Step 3:</i> The first two steps are repeated as long as the desire and joy of discovering the differences continues and the poster has taken on shapes and colors.</p> <p><i>Step 4:</i> Everyone stands around the map.</p>
Evaluation questions	<p>Reflection:</p> <ul style="list-style-type: none"> <li>• Which symbol made the biggest impression on me?</li> <li>• Which symbol would I like to have explained?</li> <li>• Which differences (or similarities) were surprising? Which were not?</li> <li>• What differences might be relevant to the course (seminar, tutorial, etc.)?</li> </ul>

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<sup>1</sup> From: Lüthi/ Oberpriller/ Loose/ Orths: *Teamentwicklung mit Diversity Management. Methoden-Übungen und Tools*, Bern 2013, p. 99.