



Mimi – mind changer

Diversity as added value

This mind changer activity is designed to support learners in identifying the benefits of diversity. Picture this: learners are doing a vocational training. Some participants have migratory background. What is the added value those participants contribute to the training? What can we learn from engaging with people, who were not brought up in the same country as ourselves? This exercise is about taking on different perspectives that make us realise the benefits of diversity. You can implement it with your learners, if you feel the need to establish a connection among the group.

Step 01

Prepare

Think about the topic of diversity. What does it mean to you? What are your thoughts on it?

Step 02

Implement

Have learners think about the questions in Step 01 in pairs. Then, discuss your findings in the group.

Step 03

Develop

Learners create a poster with discussion findings and benefits of diversity.

Step 04

Follow-up

Learners write down convincing arguments and explain why diversity brings added value to our lives. Presentation in class.

Recommendations, Tips & Hints

You can start this exercise by sharing positive stories that you have personally experienced with diversity (i.e. in the workplace, in education, in daily life). Highlight the added value of appreciating diversity as a source of personal growth and development.

Classroom resources

Flipchart/whiteboard
Posters
Pens

Duration

60 - 90 minutes



Diversity as added value

Picture this:

Your company is hiring for a certain position. You are thinking about hiring an applicant with migratory background. The applicant was educated in his/her country of origin. You are a bit unsure, whether the educational qualification is comparable to the qualification in your country. However, you start to think about the added value of hiring an applicant with migratory background: people with migratory background are very often highly adaptable and flexible, a valuable skill in 21st century working life. What other added values come to your mind?



About the tool

This exercise can help you dismantling prejudice and being open-minded towards diversity.

Food for thought

Think about your company: in which areas is diversity (under)represented? What need for change do you see?

Key words

Identifying the added value of diversity.

Read this:

<https://www.linkedin.com/pulse/five-reasons-why-diversity-inclusion-business-asset-lynch>