



## Diversity Awareness

### Key message

When working to better understand different cultures and the reasons why some people may be drawn to radicalisation and not others, it is important that we practice empathy and try to put ourselves in others' situations to see how we would react. This activity aims to achieve this. By including Martians in this case study, this exercise removes the topic of diversity and differences from a real-life setting, allowing participants to discuss more openly and freely how they would feel as a minority group.

**Key words:** understanding diversity, minority groups, intercultural awareness

### Summary

This exercise can be used with any group of young people as a way of raising diversity issues in an amusing way. The fictional case study might seem quite ridiculous at first and this helps people to relax so that they are more open about their assumptions about diversity. The value of the exercise is that it puts people in the position of being in a group which is oppressed and devalued. For some people this will be a novel experience, for others it might be painfully familiar.

Module	Group size	Group age	Duration
• Prevention	• medium • large	• 12 - 15 • 16 - 19 • 20 - 24	• 1 hour

### Purpose

- To introduce the issue of discrimination and diversity in our society
- To raise the issue of self-oppression
- To challenge the notion that diversity needs to be managed and seen as a problem, but rather it is something to be celebrated.

### Participants

Suitable for use with any number of diverse groups; non-gender specific.

### Description

**Step 1:** The facilitator breaks the main group into small sub groups of four or five people. Give out a copy of the Martian case study sheet to each group.

**Step 2:** After approx twenty minutes of discussion the facilitator brings the whole group back together for feedback on how they found the exercise and any insights the group had arising from their discussions. Review the questions listed on the case study sheet.

### Materials needed

Copies of the case study for each group

## Methodology

Case study review, Small working group discussions, Large working group discussions

## Advice for Trainer

As the feedback progresses you will start to find that people spontaneously make the connections between these ridiculous, fictional examples, and real life situations. The discussion is likely to raise many issues about managing specific aspects of diversity. Ask participant their thoughts on the diversity argument. Is being inclusive about politics and conforming to politically correct requirements or more about valuing and respecting everyone as a matter of course?

Other key questions for discussion could include:

- What are some of the barriers to inclusion?
- Name some strategies that might be useful in coping with these barriers?
- How can society be more inclusive?
- How can individuals be more inclusive?

If you are successful in creating a supportive and relaxed atmosphere during discussion you will find that people begin to talk about their own experiences quite naturally.

## Source / Literature

Martian case study adapted from [www.amtraining.co.uk](http://www.amtraining.co.uk)

## Handouts

### Martian Case Study



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