



INCLUSIVE ACTIVITY

I AM... AND I AM NOT...

DURATION: 45 minutes, depending upon the size of the group

PURPOSE:

This activity helps people get to know each other, respect individuality and encourage honest and authentic interactions. It can also discourage people from making assumptions about colleagues.

PREPARATION:

This activity is best run in person

Everyone will need paper and a pen

STEPS:

1. Everyone divides their piece of paper into 2 columns with the headers 'I Am' and 'I Am Not' with the word 'And' in between. You can substitute 'But' for 'And', if you wish.
2. They write statements about themselves that they are comfortable to share with the team. For example, it can create something like "I am older, and I am not planning to retire soon" or "I am from Newcastle and I am not interested in football/Newcastle United".
3. People share their statements
4. Reflections/thoughts from people
5. Thank people for their contributions

@Vantage Circle 2024



"We celebrate our diverse culture where everyone's contribution is welcomed and valued."

WHAT ROLE MODELS DO:

- **Respectful** - Understand differences & respect Individuality.
- **Authentic** - Strive for honest & genuine interactions.
- **Diversity Champions** - Invite & listen to the views & opinions of others.

LEADERS ALSO:

- **Respectful** - Create team environments where it feels safe to ask questions, share views, & challenge non-inclusive situations.
- **Authentic** - Are consistent & transparent with how colleagues are led & motivated.
- **Diversity Champions** - Ensure a diverse range of people are involved with making decisions or generating ideas.