

## Diversity: Quotes

*If you have come to help me,  
you are wasting your time.  
But if you have come, because you understand that your  
liberation is bound up with mine, then let us work  
together.*

~Words of an Aboriginal Australian woman~

*By accepting our own uniqueness we can accept the  
uniqueness of others.*

~Clyde Ford~

*An effectively caring person is the most  
"dangerous" revolutionary you can let loose.*

~Harvey Jackins~

*Since when do you have to agree with people to defend  
them from injustice?*

~Lillian Hellman~

**Diversity: Quotes**

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## Diversity: Quotes

*People don't get along because they fear each other.*

*People fear each other because they don't know each  
other.*

*They don't know each other because they have not  
properly communicated with each other.*

~Martin Luther King Jr.~

*If I could have but one wish granted, it would be:*

*To live in a universe like this one,  
At a time like the present,  
With friends like the ones I have now,  
And be myself.*

~Harvey Jackins~

*Watch your thoughts, for they become words.  
Watch your words, for they become actions.  
Watch your actions, for they become habits.  
Watch your habits, for they become character.  
Watch your character, for it becomes your destiny.*

~Unknown~



## Diversity: Spectrum of Beliefs Activity

### Steps:

#### 1. Introduce Spectrum Activity:

- Draw a line or use some rope. Line up participants along the line.
- Instruct participants to step forward if they "Agree" and step backward if they "Disagree" with the statements you will read. They can move further forward or back depending on how strongly they agree/disagree. Define the limits of how far they can go. Use the questions below or create your own.

#### Statements:

- When I am in a conflict, I like to talk things out right away.
- I like speaking in front of groups.
- Eating meat is wrong.
- People are basically good.
- I love to be the life of the party.
- I like spending time alone.
- The most important thing is to keep the peace.
- School is a waste of time.
- I would try anything once.
- I'm a hugger.

#### 2. Brief Debrief of Spectrum Activity

What did you notice about the group?

### Diversity: Spectrum of Beliefs



## Diversity: Cultural Shield Activity

### Diversity: Cultural Shield

**1. Instructions:** This activity helps us identify our own culture. Each person gets a piece of paper (or fabric to make a flag) and finds a spot to work near markers, colored pencils, etc. Divide paper into four quadrants to represent four parts of your cultural shield:

- Food that is important to your culture or family
- Clothing that is typical or traditional in your culture
- An object passed down in family
- A tradition, event or holiday in your family

Draw or write these things in the four quadrants. Take a few minutes just to think about it and get started whenever you're ready.

**2. Check in:** After 3 minutes, stop group. Who has already started on their shield? Who is finding this task difficult?

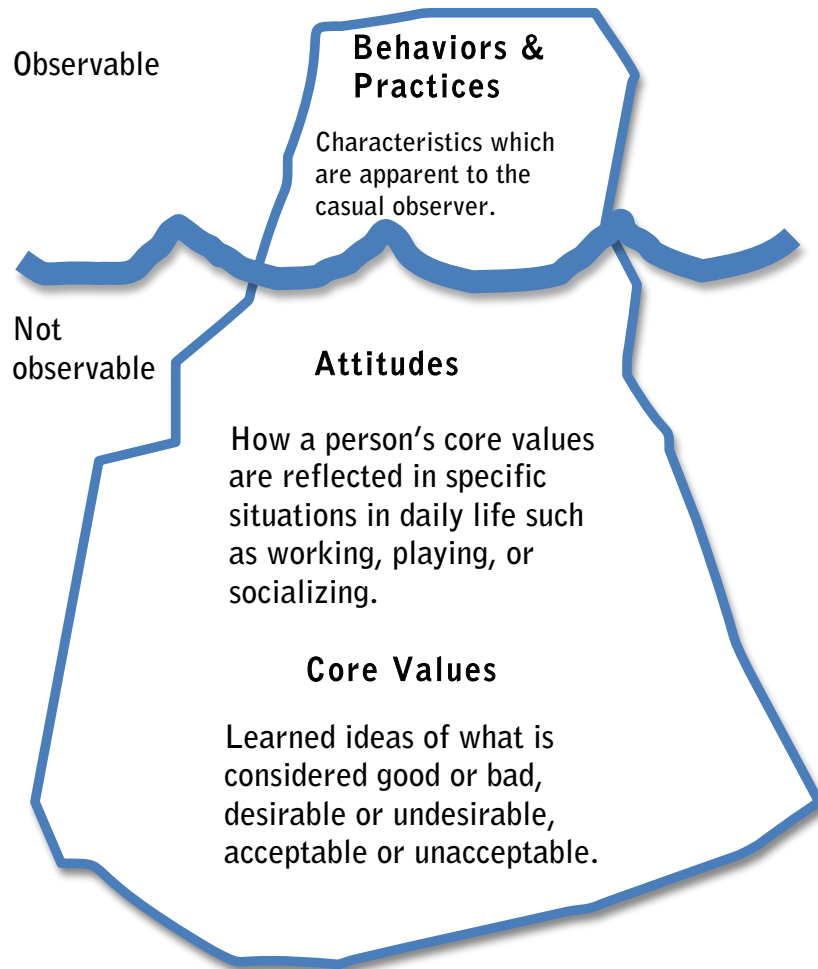
**3. Continue:** Take 5-10 more minutes to finish up.

**4. Share & Discuss:** Pair up and share your shield. After 5 minutes come back together and discuss.

- How easy or difficult was it to make your shield?
- What was it like to share your shield with someone else?
- Did seeing someone else's shield give you new ideas about your own shield?

## Diversity: The Iceberg of Cultural Identity

Cultural identity can be described as an iceberg. There are a few things we can observe, but many more that remain hidden.



Iceberg modified from Language and Culture Worldwide  
<http://www.languageandculture.com>

**Diversity: The Iceberg of Cultural Identity**

**Diversity: Being an Ally**



One way to work for social justice in society is to work for justice within our communities by being an ally.

As a Crew Leader it is important to be an ally to your crewmembers and co-leader.

Tools for being an ally:

- Understand oppression and privilege.
- Listen. Ask questions.
- Take a stand and oppose oppression. This is a deliberate act.
- Stay present when things get tough.

Appendix A

Defining and assigning *Group Roles* is helpful when your crew is forming and can build accountability and shared responsibility.

### ***Leader of the Day***

- Wakes crew
- Makes GORP
- Leads morning stretch circle
- Writes in crew journal
- Assists crew leaders with decisions

### ***Kitchen Patrol***

Puts away food after breakfast and dinner

### ***Breakfast/Lunch***

Prepares breakfast and lunch

### ***Dinner Cooks (2)***

Plan and cook dinner

### ***Dish Crew (2)***

Clean the day's dishes

### ***Bombproofer***

Ensures camp is rain and critter proof in a.m and p.m.

## **Sample Group Roles**

Appendix A

## **Sample Group Agreements**

Establishing Group Norms (also know as a Group Agreement) with your crew allows everyone to have common expectations of one another and of the experience.

### **Sample Group Agreements**

- ✓ Respect yourself and others
- ✓ Participate actively and listen carefully
- ✓ Appreciate difference
- ✓ Set your own limits
- ✓ Avoid exclusive relationships
- ✓ Keep positive and open to new experiences
- ✓ Communicate respectfully
- ✓ Maintain crew-appropriate language and topics of conversation

Appendix A

## The Five Stages of Group Development

Group Stage	Characteristics
Forming	Becoming oriented to group goals and procedures, dependence on leaders.
Storming	Conflict, resistance, hostility, emotional reactions.
Norming	Cooperation, communication, cohesion, expression of opinions, sharing of information.
Performing	Productivity, interdependence, problem-solving toward group goals.
Adjourning	Wrapping up, reminiscing, reflecting, celebrating.

**Stages of Group Development**

## Situational Leadership

Group Stage	Leadership Approach	Tools and Techniques
Forming	High direction Low support	<ul style="list-style-type: none"> <li>✓ Group Norms</li> <li>✓ Group Roles</li> <li>✓ Setting Expectations</li> </ul>
Storming	High direction High support	<ul style="list-style-type: none"> <li>✓ Active Listening</li> <li>✓ Positive Reinforcement</li> <li>✓ Conflict Resolution</li> </ul>
Norming	Low direction High support	<ul style="list-style-type: none"> <li>✓ Effective Communication</li> <li>✓ Diversity of Ideas</li> <li>✓ Group Responsibility</li> </ul>
Performing	Low direction Low support	<ul style="list-style-type: none"> <li>✓ Delegation</li> <li>✓ Group Decision-Making</li> <li>✓ Recognition</li> </ul>
Adjourning	Reflection	<ul style="list-style-type: none"> <li>✓ Accomplishments</li> <li>✓ Improvements</li> <li>✓ Celebration</li> </ul>

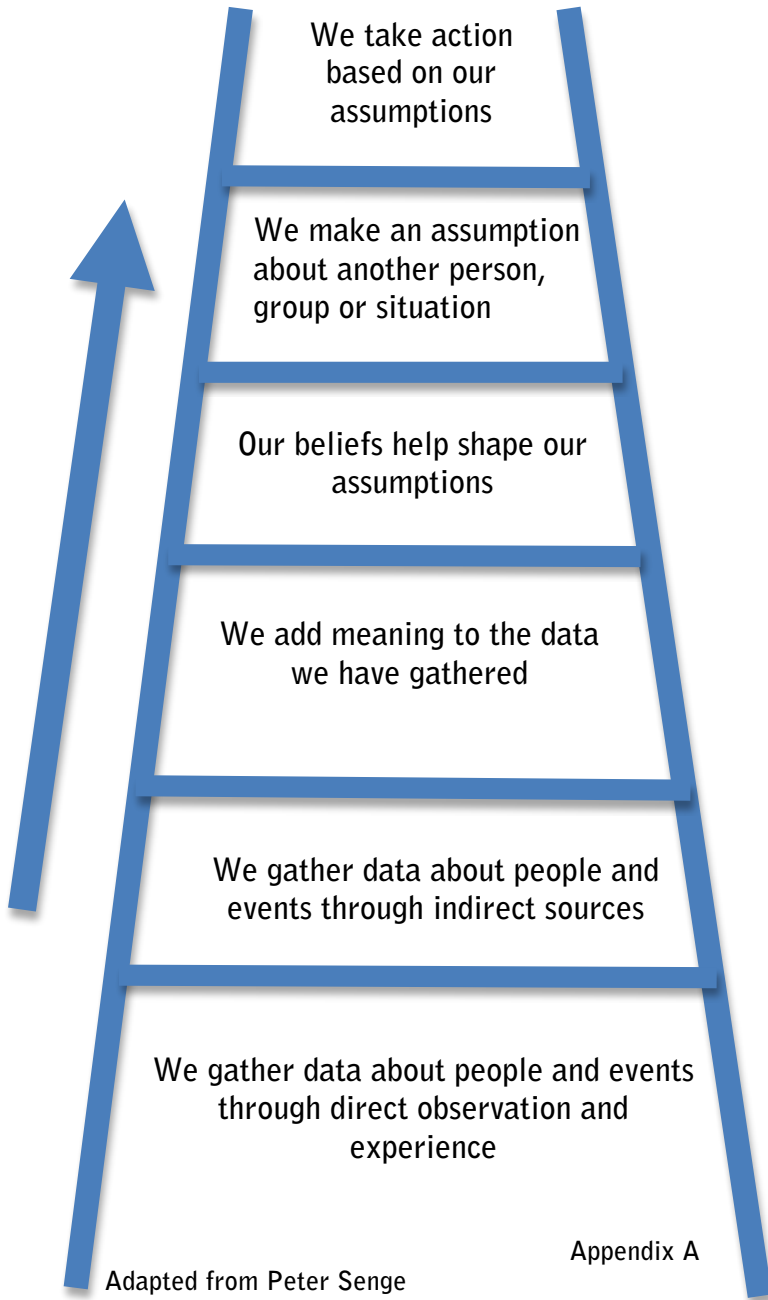
**Situational Leadership**

### Leadership:

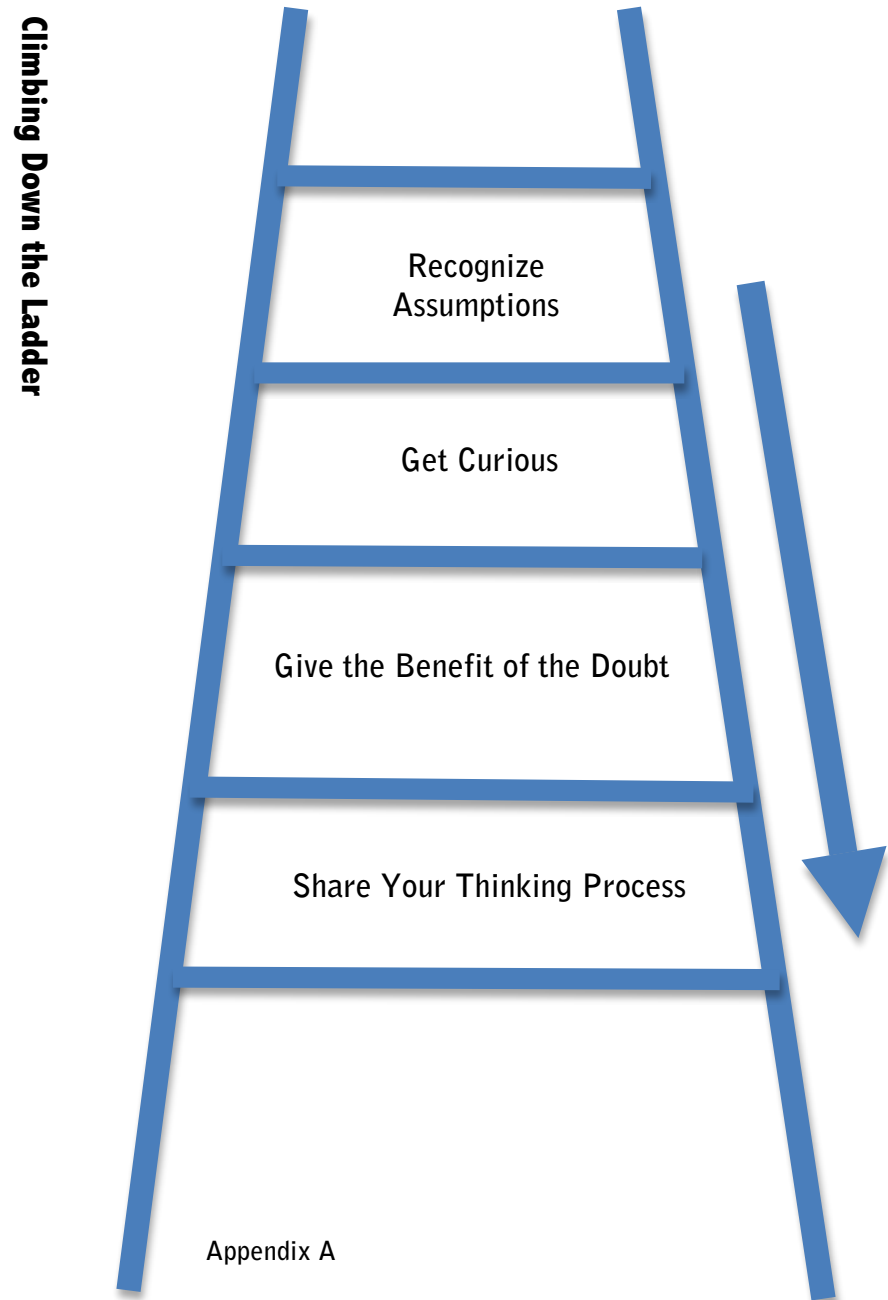
*Direction:* task focus.

*Support:* relationship focus.

## Climbing the Ladder of Assumptions



## Climbing Down the Ladder



Ladder of Assumptions

Climbing Down the Ladder