

Appreciate Diversity Month
August 15th - September 15th



88 Ways to Celebrate Appreciate Diversity Month

- www.appreciatediversitymonth.org -

Founded by PROGROUP®



Introduction

Celebrating *Appreciate Diversity Month* can be done individually or in a group, quietly or with great fanfare, with spontaneity or detailed planning. All it takes is an idea that you can use to fit your needs. Here is a list of suggested activities that will serve as a good place to begin. No matter how you choose to recognize this important time period within your organization, school, or community, the main objective should be to increase knowledge and understanding through conversations of connection.

Appreciate Diversity Month will come alive through individual and personal accounts and real stories around different histories and heritages. Every effort has been made to suggest activities that promote greater understanding of our differences while encouraging conversations that help us learn about our commonalities. The activities go beyond the visible or tangible aspects of culture and ethnicity, such as attire or cuisine, celebrating how these intangible things add to the uniqueness of individuals and add strength to our communities, organizations, and schools.

These activities can be:

- Individual experiences or group events (done in pairs, small groups, or even through web-based conversations, such as the bulletin board on the www.appreciatediversitymonth.org website)
- Magnified or minimized, based upon the audience.
- A single event or a series of events done over time
- Enhanced with facilitated dialogues that promote “conversations of connection”
- Communicated through a variety of vehicles, such as handouts, index cards, or follow-up emails.

Please help us build this list for next year by going to our website and adding any additional suggestions you may have at: www.appreciatediversitymonth.org.

Arts

1. Activity Title:	Appreciate Diversity Logo Contest
Description:	Sponsor a contest to design an Appreciate Diversity logo for your organization. This logo could appear on buttons, t-shirts, or stickers. Provide prizes for the top winners.
Connection Activity:	Encourage team thinking and submissions.
2. Activity Title:	Cross-Cultural Movie Reviews
Description:	Have individuals of varying cultures see a popular mainstream movie or movies of different cultures as a group and have them write their own personal reviews. Post reviews on your company website, other diversity websites, or http://www.appreciatediversitymonth.org .
Connection Activity:	Compare and contrast the viewpoints between individuals and explore how each person's culture influences their opinions and view of situations portrayed in the film. Encourage local press to write reviews with do the same.
3. Activity Title:	Cultural Art Exhibit
Description:	Feature the work of artist of various cultures and backgrounds. Include signage that tells the story of the art and the artist. If enough local artists, invite the artists to join one or more of the showings to share their perspectives.
Connection Activity:	View the art at least with one other person so at the conclusion of the viewing you can talk about what your individual experiences were like.
4. Activity Title:	Learn a Folk Dance
Description:	Have a professional ethnic dancer come to your organization to demonstrate a particular type of folk dancing or take a class or check out a video/DVD from your library to learn dances such as Hawaiian hula, African healing, Russian folk, or others like belly dancing, flamenco, reels, or clog dancing.
Connection Activity:	Get a group of friends or coworkers to take a class together for added fun. Ask local dance experts, employees, or students to demonstrate folk dances during events at your organization. Encourage them to teach audience members basic movements or steps of a particular dance.

<p>5. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Film Festival</p> <p>Be a corporate sponsor or individual attendee of a local ethnic film festival. Invite community groups or local movie theatres to co-sponsor the showing of a film series. Create a project for students involving watching movies from two or more cultures that deal with a similar theme.</p> <p>Ask them to compare and contrast how that theme is addressed or viewed within the different cultures.</p>
<p>6. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Perspectives in Entertainment</p> <p>Read a book or see a movie containing multicultural perspectives like What's Cooking? (2000), a film that addresses Jewish, Latin, Asian, and Black families in the same neighborhood dealing with similar issues around the common American holiday of Thanksgiving.</p> <p>Explore the commonalities in issues faced and the different effects that culture has on the addressing of issues.</p>
<p>7. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Music from Around the World</p> <p>Play different types of cultural music in reception or common areas. Appropriate cultural CDs could be played as your organization's telephone "hold" music on a rotating basis.</p> <p>Ask employees to bring in examples of music from their own culture and heritage or hire local cultural musical groups to provide live music for a special event.</p>
<p>8. Activity Title:</p> <p>Description: :</p> <p>Connection Activity:</p>	<p>Appreciate Diversity Month Briefing</p> <p>Take five minutes at the beginning of regularly scheduled meetings to provide a briefing on diversity-related activities and event in the organization and/or the larger community. Other ideas could be recommendations of diversity-related books, recipes, movies, plays, etc.</p> <p>Allow for participation by all meeting attendees, collecting suggestions to add to the next meetings' agenda.</p>

Business

9. Activity Title:

Corporate Diversity Programs

Description:

Integrate Appreciate Diversity Month conversations and activities into training programs related to diversity.

Connection Activity:

Encourage Diversity Councils to sponsor events regularly as part of a corporate initiative. Build in conversations of connection in formal programs, including new employee orientations.

10. Activity Title:

Group Vision Statement

Description:

Create a group vision statement for Appreciate Diversity Month. Provide sticky notes, pens, and a blank wall for people to add their ideas, words, and phrases. At the end of the month, compile the ideas into one statement or a comprehensive list. Post or circulate.

Connection Activity:

Get group input, feedback, and consensus in the creation of the statement.

11. Activity Title:

International Business Meetings

Description:

Use resources and books like Kiss, Bow, or Shake Hands: How to do Business in 60 Countries to find out more about the cultural norms of how business is conducted in countries your organization has operations in, does business with, or that you will be personally visiting. Remember that those norms may be similar or greatly different from the U.S.

Connection Activity:

Respectfully ask your international colleagues questions to learn more about their customs around punctuality, gift-giving, business cards, negotiating, greeting protocol, forms of address, etc. When in doubt, always ask for more information.

12. Activity Title:

Make Respect Mandatory

Description:

Address honoring differences in your company's mission statements, core values, written policies, press releases, etc.

Connection Activity:

Have conversations about core values with others and hold people accountable for their words and actions.

<p>13. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Job Fair</p> <p>Organize a multi-level job fair in your community with an emphasis on diversity.</p> <p>Invite and talk to people of all ages, from grade-schoolers (to emphasize the importance of education, to college graduates (to explore opportunities), to older workers seeking to re-enter the job market (to help discover ways to become more employable).</p>
<p>14. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Support Minority Vendors and Minority-owned Businesses</p> <p>Utilize the services and products of local minority businesses.</p> <p>Ask employees for recommendations or ideas for resourcing more diverse vendor opportunities.</p>

Connections

<p>15. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Create a Feedback Loop</p> <p>Keep a journal or notes of feedback you receive from those involved in your celebration of Appreciate Diversity Month.</p> <p>Use the stories you hear from participants to link the idea of appreciating differences to job satisfaction and building a respectful environment. These anecdotes may spark even more conversations and ideas for celebrating diversity throughout the year!</p>
<p>16. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Values Conversations</p> <p>Have a discussion with someone from another culture about their cultural values related to various cultural variables like time, gestures, appearance, and how they view the elderly. Use a resource book like Gestures : The Do's and Taboos of Body Language Around the World or Bridging Cultural Conflicts : A New Approach for a Changing World to inspire ideas.</p> <p>Think about a time when you have been frustrated, misread, or misunderstood something because of your own personal expectations around time, appearance, or gestures. Start your conversation with a non-judgmental question like, "Does your culture tend to ...? or "How are elders in your culture viewed?"</p>

<p>17. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Diversity Lifeline</p> <p>Have individuals create a personal timeline on a piece of paper by drawing a long straight line and labeling the left end of the line "birthday" and the right end "today." Ask them to think about events in their lives that taught them about diversity and to mark those events on the timeline they have drawn. Use questions to generate ideas like: When was the first time you met someone of a different race? Learned another language? Traveled far from home? Worked with someone of a different culture? Noticed a person who avoided you? Observed an incident you believe could have been related to bias or prejudice?</p> <p>Ask participants to pair off with someone of different generation or background to answer the following questions: What have you learned about each other after hearing about these events? How do these different experiences impact how you personally view diversity (positively or negatively)?</p>
<p>18. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Diversity Roundtable</p> <p>Start a monthly "diversity roundtable" to discuss critical issues facing your community.</p> <p>Listen to learn about different perspectives and offer your own perspectives.</p>
<p>19. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Encourage "Uncommon" Affinity Groups</p> <p>Break from the typical affinity groups around race and gender to uncommon variables. Create groups assembled around unique categories like basketball players, scrapbookers, or other life experiences.</p> <p>Encourage these groups to meet and talk about the other commonalities they may share.</p>
<p>20. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Generational Perspectives</p> <p>Have a group conversation about personal beliefs around age. Divide the group into two sections: "older" and "younger" (the composition of your larger group will determine those definitions). Give each group a question like the following (brainstorm more) to answer: What was your first car and how have the types of vehicles you have owned changed over time? How many jobs have you held? What songs do you remember from your childhood? How do you define "dressing for success?"</p> <p>Compare group responses. Ask if there were any surprises as a result of the conversation. Consider how the group's differing perspectives might impact how they work together.</p>

<p>21. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Hobby Fair</p> <p>Organize an event in your cafeteria or other common areas for people to bring in representations, tools, or examples of their hobbies, such as fishing memorabilia, photos, ice skates, quilts, etc.</p> <p>Encourage participants to talk about their hobbies, including how long they have practiced, where, most unusual results, etc.</p>
<p>22. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Hold an Appreciate Diversity Month Block Party</p> <p>Put up a tent in a yard, find a park, or use your company's parking lot to hold a party. Invite employees, vendors, colleagues, or neighbors to share music, food, displays and stories. This can be as big or small as you desire. It will amaze you how quickly this becomes an annual event.</p> <p>Schedule events, entertainment, and contests that promote conversations and learning.</p>
<p>23. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Honor Diverse Families</p> <p>The definitions of "family," are multiple both in history, cross-culturally, and in contemporary society and include traditional male-female couples, GLBT partners, singles, couples with pets, ESL, siblings or grandparents as caregivers, adoption, mixed race, divorces, families of "choice," multi-generational families, etc. Create a display wall for employees or students to show a photo and a brief description of their "family."</p> <p>Invite participants to share a fact or story about their families that make them unique. Ask them to share what some of the strengths they have and challenges they face as a family.</p>
<p>24. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>International Penpal/Keypal Campaign</p> <p>International penpal/keypal projects can be arranged for an individual student or a whole class. Decide in advance on a possible specific goal for students learning (such as to find out about a game or a holiday celebrated in another country, how the project will be implemented, and how often the exchanges should take place.</p> <p>Ask students to write a short report or essay on what they learned from their penpal/keypal regarding the assigned project. Ask for suggestions from students for future topics of correspondences.</p>

<p>25. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Life Events Photo Board</p> <p>Create a corkboard display related to employees' personal important life events, such as weddings, births, Bar/Bat Mitzvahs, family reunions, etc.</p> <p>Ask employees to share photos or other paper memorabilia.</p>
<p>26. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Lunch Invitations</p> <p>Vary your lunch partners. Seek out coworkers of different backgrounds, from different departments, and at different levels and lengths of tenure in the company.</p> <p>Ask one another respectful and open-ended questions that invite explanation and further conversation.</p>
<p>27. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Web of Inclusion</p> <p>Create a web of inclusion on a corkboard, a whiteboard, or online. Start by asking one individual to note something that makes them unique. As others see the previously posted item, they look for connections to their own lives and make an addition. For example: I grew up in the Texas, the next person connects to this with a line and adds: I lived in Texas when my husband was in the military, the next person connects to this and adds: My son is in the Army and is stationed in Belgium, and so on.</p> <p>Encourage participants to ask more questions of the person who has drawn a connection to their item, as well as others in the web.</p>
<p>28. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Where Were You When ...?</p> <p>As an icebreaker or meeting opener, ask participants, Where were you when ... (JFK, MLK, Jr., Bobby Kennedy, space shuttle)?</p> <p>Ask participants to consider how their age may have impacted their reaction to specific historical events. How did it they feel if they understood what was happening?</p>

Education

29. Activity Title:

Accessibility Signs

Description:

Create a worksheet containing the accessibility symbols that people with disabilities rely on and that work to make workplaces and other areas more hospitable. Symbols and their meanings can be downloaded from http://www.monmoutharts council.org/ADA_icons/ADA_icons.html. Ask individuals to look at the symbols and then offer guesses as to what each means, then share with them the real meaning of each sign.

Connection Activity:

Ask why participants think these symbols are helpful to people with disabilities. What are some simple ways these symbols can be incorporated into your organization or community if they are not currently?

30. Activity Title:

Act as a Change Agent

Description:

Speak up when you hear inappropriate cultural or ethnic jokes or comments. Don't be a "silent supporter." Let people know that biased speech is always unacceptable.

Connection Activity:

Talk about a time when you acted as a Change Agent and felt proud of doing it. Encourage others to act as Change Agents in person, by phone, or by email.

31. Activity Title:

Appreciate Diversity Book Club

Description:

Create and post a list of suggested readings related to appreciating diversity then host monthly meetings to discuss designated readings.

Connection Activity:

Encourage participants to talk about what they learned from reading and how it relates to their experiences.

<p>32. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Around the World</p> <p>Display a world map and have individuals use tacks or post-its to indicate: locations of your company's global business partners, their own countries of origin, places they have traveled, and/or places in current headlines. Select one or two countries for discussion for a meeting starter, "lunch and learn," or special conversation. This can be done with states and regions of the USA, as well.</p> <p>Talk about the similarities and differences of these locations in terms of history, cultural nuances, weather, etc.</p>
<p>33. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Challenge Stereotypes in the Media</p> <p>Watch television and look at other forms of media with your children. Listen closely to discern accents used in relation to good guys/bad guys, certain ethnic groups being linked to certain products, etc.</p> <p>Talk about how people who create shows and advertising can have biases just like everyone else. Seek out books or other resources that talk about the actual histories of popularized stories and compare how they are the same or differ from media portrayals.</p>
<p>34. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Coffee Can Conversations</p> <p>Ask participants to bring in small objects of cultural significance (for example, matches, combs, chopsticks, currency, etc.) In small groups, put the objects in a coffee can. One by one, have the participants pull an object out of the can and ask the members of the group to talk about its significance.</p> <p>With each object, ask participants how it does or could connect to something within their culture. For example, a comb will generate interesting conversation about hairstyles and adornments. Provide opportunities for this type of sharing to begin and continue throughout the year.</p>
<p>35. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Country/State Flags</p> <p>Encourage individuals to bring in their national flags or flags from the state in which they were born for part of a large display. Provide information about the place represented and cultural significance of particular colors or symbols used in the design of the flags.</p> <p>Ask about the flags in order to learn and share.</p>

<p>36. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Bulletin Board</p> <p>Create a display in a common area where employees can post notices of upcoming cultural events in their communities.</p> <p>Invite friends or coworkers to attend these events and talk about what was experienced.</p>
<p>37. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Minimuseum</p> <p>Create a minimuseum in a prominent corner or display case (make sure there is adequate safety for items displayed). Exhibit ideas can rotate on a regular basis.</p> <p>Ask individuals to bring in items for the display that build on a chosen theme, such as wedding traditions, food, rites of passage, specific regions of the world, dancing, etc.</p>
<p>38. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Panel Discussions</p> <p>Host a panel discussions via lunch "brown bag" sessions about cultural values related to banking, gender roles, etc., or topic of the group's choice.</p> <p>Ask participants to put questions they always wanted to know on index cards. Collect the questions and give them to the panel to answer.</p>
<p>39. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Posters</p> <p>Display posters in common areas of your organization that celebrate cultural diversity and/or prominent individuals of diverse backgrounds.</p> <p>Ask people to submit their own suggestions of diverse groups or individuals that could be featured.</p>

<p>40. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural S/heroes Conversations</p> <p>Have a conversation with someone about their cultural s/heroes. They may talk about historic people, media figures, acquaintances, or family members that they admire. Encourage them to share how these individuals represent their culture and background. Think about symbols, rituals, or beliefs associated with that person. For example: Heroine: Gloria Steinem, Symbols: Ms. magazine, Rituals: equal rights rallies for women, Beliefs: Women should succeed at all they desire. Choose someone of a different generation than yours to have an even more interesting conversation.</p> <p>Think about how the symbols, ritual, or beliefs surrounding the person they tell you about relate to yourself and your own culture. Share your thoughts with your conversation partner.</p>
<p>41. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Speakers</p> <p>Provide cultural speakers on any topic that informs the audience about some aspect of their culture. Topics could range from food, historical events, heroes, famous people, popular games for kids, etc. Speakers can be found by contacting local cultural groups, searching the Internet, or asking for names from various participants. Be sure to do your homework to make sure that the speaker will support the message of appreciating diversity and building connections.</p> <p>Have a follow-up group conversation and share one thing you learned and how it may be different or similar to something you have experienced yourself.</p>
<p>42. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Different Language Alphabets</p> <p>To compare different written languages, use an Internet programs that spells your name in Braille, Arabic, or Japanese kanji: at a site like http://www.yourdictionary.com/fun.html.</p> <p>Share your results with others or post your favorite in a visible place to inspire comments and questions.</p>
<p>43. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Diversity Reading List</p> <p>Ask for recommendations of readings considered “classics” from members of diverse backgrounds and cultures, particularly books that they find influential or inspirational for appreciating diversity. Collect and distribute the suggestions via a bibliography list.</p> <p>Have participants talk about the book they chose to read. Why did they choose it and what did they learn?</p>

<p>44. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Education in Other Countries</p> <p>Learn about schools in other countries using resources like http://nces.ed.gov/surveys/. Compare the length of time in classrooms, attitude toward teachers, vacations, scholastic scoring, and more.</p> <p>Try to find a school that you can partner with for the year to continue the learning. Share learning with others.</p>
<p>45. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Expand Your Definition of Diversity</p> <p>Diversity is much more than race, ethnicity, or gender. Think about what other things make people unique.</p> <p>Brainstorm in a group what other aspects of diversity you may not think about on a daily basis. Use examples like: marital status, education level, height/weight, working style, religious practices, etc. to get the conversation started.</p>
<p>46. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Global Science Projects</p> <p>Assign projects for students to explore areas such as regional U.S. ecosystems, specific animals found only in certain regions of the world, or participate in an international collaborative experiments such as the International Boiling Point Project (to discover which environmental factors such as room temperature or elevation, has the greatest influence on water's boiling point) More ideas for global projects can be found at http://www.k12science.org/collabprojs.html.</p> <p>Solicit other creative project ideas from students.</p>

47. Activity Title:**History and Heritage Months****Description:**

Create a plan to celebrate the seven nationally-recognized History and Heritage Months within your organization, such as sharing the significance of the month, little-known facts, resources, bringing in cultural speakers, playing educational games, displaying posters, etc., for: African American History Month (February), Women's History Month (March), Asian Pacific American Heritage Month (May), Gay and Lesbian Pride (June), Hispanic Heritage Month (September), Disability Employment Awareness Month (October), and American Indian Month (November). A variety of resources on the origins of these months can be found on the internet at sites such as <http://www.infoplease.com/>. Yearly Presidential proclamations about the months can be found at: <http://www.whitehouse.gov/>

Connection Activity:

Ask for employees or students to contribute individual or group ideas on how to celebrate each month.

48. Activity Title:**Internet Scavenger Hunt****Description:**

Prepare an email worksheet with search questions for individual workstation Internet use. You may want to create a contest for those who complete the hunt. Example questions might be: Name a country other than France that uses French as an official language. What is the national music of Brazil? What color represents prosperity in most Asian cultures? Which culture paints the brides hands and feet with Henna prior to the wedding?

Connection Activity:

Share results and winning names with all participants. Create a method (such as via email) for them to submit a question to the search that is related to their personal culture or ethnicity.

49. Activity Title:**Interpersonal Scavenger Hunt****Description:**

Prepare a worksheet for the search by having people submit questions and items to be included. Encourage them to ask things that are related to their own culture and background. Questions should cause the participants to find differences and similarities with other people in the group. Examples: Find someone in this room /building /neighborhood who speaks more than one language. Find someone who shares your favorite food.

Connection Activity:

This activity will generate a great deal of dialogue without the need for too much formal facilitation.

<p>50. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Linguistics/Language Exercise</p> <p>Explore the linguistic and cultural composition of the US by looking at the Modern Language Association Language Map (available at http://www.mla.org/census_main).</p> <p>Ask individuals to look at the diversity of languages and ethnic groups in your state. What words from those languages and cultures have been "adopted" into standard English use?</p>
<p>51. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Date Resources</p> <p>Make inclusive resources, like ProGroup's Honoring Differences® calendar, available to employees and utilize them around respectful ways to schedule meetings and events and other dietary or work considerations related to ethnic or religious holidays.</p> <p>Invite employees or others to contribute ideas for additional resources, dates, or simple ways to honor their own cultural holidays.</p>
<p>52. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Newsletters</p> <p>Sponsor a company-wide multicultural newsletter that will foster understanding, publicize cultural events, and encourage conversation.</p> <p>Encourage individual contributions around writing, topic suggestions, and specific events.</p>
<p>53. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Show and Tell</p> <p>Have students do some research into the cultural group that they identify with and then ask each student to bring in one item or fact related to his or her family's background. It might relate to a country of origin, home state/region in the U.S., or special customs and traditions they observe.</p> <p>Ask student to teach others one thing related to the item, such as its word in a native language or how the item is made. A discussion could follow into what cultural identity is and comparing North America to other parts of the world.</p>

<p>54. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Toys</p> <p>Expose your children to positive images of multiple ethnic groups through dolls of different skin colors, toys from other cultures, books, music, movies, plays, and other activities.</p> <p>Talk to your children honestly and openly about the differences that make each of us unique and the similarities that we all share.</p>
<p>55. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Trivia Game</p> <p>Use a multicultural trivia game as a contest during Appreciate Diversity Month celebrations or as a learning unit activity to test knowledge of U.S. and international cultures. Purchase a game like A Trivia for All Seasons from http://www.technoforge.ca/html/sales.htm or create your own multiple choice, true/false or bingo-style quiz from resources like World Trivia: The Book of Fascinating Facts: Culture, Politics and Geography by Michael Smith.</p> <p>Encourage employees or students to suggest questions that could be included.</p>
<p>56. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Question of the Day</p> <p>Create and publish a daily question, via email or other vehicle, related to various cultures and customs. Offer a small prize with a multicultural theme to the individual who first answers the question correctly.</p> <p>Encourage students or employees to submit "stumper" questions from their own culture.</p>
<p>57. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Read All About It</p> <p>Go to a newsstand or book retailer and purchase two or three different cultural publications, such as Asian, Latino, or Eastern European-focus newspapers.</p> <p>Look at the front pages and compare headlines. Are the focuses the same or different? Find an article in each publication that deals with the same significant worldwide issue or event. Compare and contrast the perspective of each culture on the topic.</p>

<p>58. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Rural/Urban Demographics</p> <p>Research and educate yourself on your state's demographic composition, particularly in major urban areas. Compare with the ethnic diversity in rural areas. Note any surprises you discover. Demographic information by state can be accessed at http://quickfacts.census.gov/qfd/.</p> <p>Make an effort to find out more about the ethnic groups that comprise the greatest percentages of your state's population.</p>
<p>59. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Take a Field Trip</p> <p>Provide opportunities for employees or students to attend local cultural events and exhibits that feature a particular culture.</p> <p>Ask participants to share verbally or in writing one thing that they learned or found interesting and why.</p>
<p>60. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Where Did That Come From?</p> <p>Create a Q&A icebreaker activity or contest around learning the origins of everyday objects or things. Use books like "The Extraordinary Origins of Ordinary Things" and "Stories Behind Everyday Things" to generate ideas for items to use, such as French fries (credited to Thomas Jefferson bringing the idea back from France), safety pins (invented in the 2nd millennium BC), or lawn mowers (first produced in 1832).</p> <p>Shared answers will likely generate laughs and conversations. Ask participants if anything surprised them and what, if any, pre-conceived ideas they may have previously had about the origin of the item.</p>
<p>61. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Words of Respect</p> <p>Identify a group of words and terms from various cultures that are commonly used. Consider promoting a words of the day through bulletin boards, emails, or posters. Be sure to add pronunciation tips. Here are some suggestions: Hello: hola [OH-la] (Spanish) marhaba [MAR-hah-bah] (Arabic) ni-hao [NEE-how] (Mandarin Chinese) Thank you: domo arigato [doh-mo a-REE-ga-toe] (Japanese) salamat po [sa-LA-mat-po] (Tagalog) motshakeram [MOAT-sheh-KER-am] (Farsi)</p> <p>Encourage others to use these words when appropriate with other employees or clients.</p>

Food

62. Activity Title:

Common Foods

Description:

Have a conversation with someone of another culture about common foods in your culture and theirs, such as rice or bread. For example: Someone from Barbados may eat rice prepared with beans and someone from Italy may eat rice with green peas.

Connection Activity:

Explore commonalities and differences in preparation and presentation of common foods between cultures. Use books like *Everybody Cooks Rice* and *Everybody Bakes Bread* by Norah Dooley to spark a conversation.

63. Activity Title:

Feature Ethnic Cuisine

Description:

Consult and plan with your cafeteria to feature different ethnic dishes on a regular basis, use local ethnic restaurants to cater events, or post ethnic take-out menus in your lunch/break rooms. Create a *Have you ever eaten ...?* checklist of various dishes from ethnic takeout menus and use as a meeting starter or icebreaker.

Connection Activity:

Talk about how traditional cultural foods have influenced your own family recipes and popular "fusion" dishes served in restaurants.

64. Activity Title:

Global Potluck

Description:

Serve foods from different cultures by having people bring a specialty important to them. Provide identification signs and handouts that share the recipe and other information such as who brought the item, stories of its cultural significance (for example, typical times it is eaten or any other interesting facts about the item or its ingredients).

Connection Activity:

Have people talk about which foods they enjoyed, why, or similar dishes that their own families may prepare. Individual recipes could be collected, published as a booklet, and distributed as gifts to employees, colleagues, or neighbors.

65. Activity Title:	Visit Ethnic Restaurants
Description:	Plan family dinners or dinners with colleagues or friends in diverse neighborhoods and restaurants that feature different cultural foods.
Connection Activity:	Have each member of your group order a different entrée from the menu, sample one another's dishes and have a conversation about what you like/don't like about each thing you try.

History

66. Activity Title:	Cultural Role-play
Description:	Have participants pick a s/hero or historical figure from their own cultural group or another group they admire. Have them research and prepare a mini-presentation where they take on the role of the person they selected. Encourage costumes and props that will add to an understanding of this person and their contributions.
Connection Activity:	Ask any questions you may have about the person portrayed either while the actor is "in character" or after the presentation is complete.

67. Activity Title:	Cultural Storytellers
Description:	Storytelling is a big part of many cultures and way to share the history and heritage with the next generation. Invite representatives from various senior communities or trained storytellers to share stories of their background and cultures.
Connection Activity:	Encourage others to share their stories even if they have been passed down to them and embellished along the way.

68. Activity Title:	Family Portrait Collage
Description:	Create your own personal display of family photographs going back as many generations as possible. Find out stories about relatives you may not have known or known well from other family members.
Connection Activity:	Ask family members for copies of their favorite photos, making sure to find out the names of all people in the photos and any interesting stories about the individuals or situation pictured. You may find out something you never knew before.

<p>69. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Immigrants' Stories</p> <p>Invite and host panel of three individuals who have left their country to live in the U.S. Have them share what life was like in their homeland, how that is different today, and their personal experience in the U.S.</p> <p>Encourage participants to ask the panel members questions and to share with them what part of their heritage they would like others to know about.</p>
<p>70. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Local History Center</p> <p>Plan a trip for students to a local history center, making an effort to seek out perspectives or cultural contributions that may be missing from traditional recounts of historical events.</p> <p>Ask students to think creatively and draw a picture, write a short essay, or compose a poem about one aspect of the culture they learned about.</p>
<p>71. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Organize a Family Reunion</p> <p>Celebrate the diversity found in your own family by gathering members together from as far away as you can. If not feasible, research into your family tree and share your findings with the rest of your family.</p> <p>Use family gatherings as an opportunity to encourage storytelling and the sharing of multi-generational experiences and perspectives. You may find a s/hero in your own family.</p>

Outreach

72. Activity Title:	Community Cultural Event Planning
Description:	Connect with others in your community to plan festivals, speakers, storytelling, music, theatre and other events during this period.
Connection Activity:	End each event with time to talk and network.
73. Activity Title:	Donate Cultural Materials to School Libraries
Description:	Donate books, films, magazines and other materials related to various cultures to school libraries. Organize a company or community book drive.
Connection Activity:	Encourage people to talk about the materials they donate, such as what they are about and why they think they are important for others to view or read.
74. Activity Title:	International Literacy Day: September 8
Description:	It is estimated that 860 million of the world's adults do not know how to read or write (nearly two-thirds of this number are women), and that more than 100 million children lack access to education. Volunteer to help someone read on International Literacy Day, organize a read-athon to raise money for a local literacy program, or find other ways to acknowledge the work of literacy tutors, extension workers, and volunteers whose efforts make such a difference in people's lives. More information can be found on the website http://www.reading.org/ .
Connection Activity:	Solicit creative suggestions from employees or students on ways your organization can host an event or speaker on the importance of literacy or sponsor a community award for literacy volunteers.
75. Activity Title:	Multicultural Gifts and Thank Yous
Description:	Patronize local businesses and seek out product lines aimed at diverse groups. Use greeting cards and gifts with multicultural designs or cultural artwork as thank yous for organizers or contributors to Appreciate Diversity Month.
Connection Activity:	As an added touch, words of thanks in other languages (see Words of Respect for ideas) could be added to correspondences.

<p>76. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Multicultural Internet Links</p> <p>Visit Internet sites that promote diversity/multiculturalism like www.appreciatediversitymonth.org . From your own website, provide a list of links to other sites that promote diversity or highlight particular countries that you either do business with or are studying.</p> <p>Encourage employees or others people to use the bulletin board to share ideas and stories with others related to appreciating diversity and brainstorm and submit other appropriate cultural resources.</p>
<p>77. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Promote Religious Understanding</p> <p>Host respectful visits by individuals of other faiths to your own place of worship or find a respectful way visit another's place of worship.</p> <p>After observing or taking part in a ritual of another faith, ask practitioners respectful and non-judgmental questions to learn more about their religious beliefs.</p>
<p>78. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Volunteer around Multicultural Issues</p> <p>Arrange a volunteer event for an organization the helps with Multicultural issues.</p> <p>Allow employees opportunities to brainstorm more ideas for organizations to assist and provide time to honor their volunteer commitments.</p>

Traditions

<p>79. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Celebrate an Ethnic Holiday</p> <p>If you celebrate a particular holiday, invite someone of another culture to share your traditions or ask your friends or colleagues to find out if any of them celebrate a particular ethnic holiday. Find out how the holiday is celebrated and where you might attend a cultural event related to the holiday, if appropriate. If the holiday is similar to one you personally celebrate, perhaps an aspect of it could be incorporated into one of your own celebrations. For example, a custom from the Chinese New Year, such as the use of flowers and the color red.</p> <p>Invite a friend or colleague to speak to a group about the cultural and personal significance of a holiday they celebrate.</p>
<p>80. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Dress/Costumes Exhibit</p> <p>Host a display of traditional fashions from around the world, making sure to include both men's and women's clothing. This could include live modeling of cultural dress or static displays. Be sure to provide information on any cultural holidays or events associated with particular clothing as well as the origin of the designs, colors, and fabrics.</p> <p>Have the audience or viewers talk to each other about what they learned. Was there a particular item of clothing belonging to another culture that they liked or had seen before? If so, in what context?</p>
<p>81. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural Traditions Conversations</p> <p>Engage in conversation with a neighbor, colleague, or friend about cultural traditions they may observe, such as gift giving, rites of passage, New Year's celebrations, marriage, births, naming, and death.</p> <p>Keep the conversation going throughout the year and encourage others to ask you about traditions you may observe, as well.</p>

<p>82. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Cultural/ World Regional Games</p> <p>Learn and play games that could encompass sports, board, card, or lawn games, as well as marbles, and variations of chess, dominoes, etc., specific to cultures or regions of the world. This could be done over an extended period, with participants choosing a different game to play each day, and tournaments could be planned, as well. Games can be purchased, brought in by participants, or sourced via the Internet. Provide cultural and historical information for each game for added interest. Some examples are: Chinese Checkers, Carom, Mah Jong, Canasta, etc.</p> <p>Conversations will naturally happen between players of the games.</p>
<p>83. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Doll Display</p> <p>Create a display of dolls from around the world in a central location. Ask individuals to bring in traditional dolls of their own cultures or those collected during travels. Use them to talk about the unique dress of various countries.</p> <p>Generate conversations related to the dolls and what they represent.</p>
<p>84. Activity Title:</p> <p>Description:</p> <p>Connection Activity:</p>	<p>Gift Exchange</p> <p>Get inspired by another culture's gift giving traditions such as Japanese "omigage" (bringing back some small souvenirs of a trip or visit for colleagues), the symbolic lucky money given to children for Chinese New Year, or modest gifts in threes (three is a luck number in Thailand). Educate yourself about other proper guidelines when giving gifts to colleagues or friends in other countries with sites like http://www.culturalsavvy.com/gift_giving.htm.</p> <p>Ask students or colleagues to suggest ways that their own cultural traditions around gift giving could be incorporated into celebrations of various events or holidays.</p>

85. Activity Title:**Proverbs from Around the World****Description:**

Share proverbs from different countries. Use them as part of your email signature, post them on your office door, use them as a screensaver, write them in greeting cards, etc. Find proverbs in books or on the Internet about various subjects from various cultures.

Connection Activity:

Have a conversation to compare and contrast the perspectives found in proverbs from several cultures on the same topic. For example, proverbs about WISDOM: Wisdom cannot be bought for money. (African) All wisdom is not taught in your school. (Hawaiian) Too much wisdom is folly. (German) Wisdom adorns old age. (Russian) Wisdom without use is fire without warmth. (Swedish) A wise head keeps a shut mouth. (Irish) NEIGHBORS: A near neighbor is better than a distant cousin. (Italian) Better good neighbors that are near than relatives far away. (Chinese) If your neighbor is an early riser, you will become one. (Albanian) Love your neighbor, but don't pull down the fence. (German) Your neighbor is your teacher. (Egyptian)

86. Activity Title:**Wedding/Commitment/Handfasting Customs****Description:**

Acknowledge and celebrate the various local and global customs people incorporate into their weddings. Research wedding customs from other cultures using resources such as the Internet (for example, http://www.zawaj.com/weddingways_main.html and <http://www.topics-mag.com/internatl/weddings/wedding-customs.htm>) or books (like *Timeless Traditions: A Couple's Guide to Wedding Customs Around the World* by Lisl Spangenberg). Ask participants to share their own wedding photos in a discussion or display area.

Connection Activity:

Talk about any cultural or family traditions they incorporated into their ceremonies or that they found interesting when attending others' ceremonies.

87. Activity Title:**What's in a Name?****Description:**

Have a conversation with someone of another culture about naming traditions. Share your full name and nickname, if any. Ask the other person to share theirs. Talk about traditions around names and naming. Examples might be everything from some cultures naming children based upon expectations for the child (Chinese), naming a child to honor a relative that has died, having both a traditional cultural name as well as an "American" name, modern hyphenated names, or last names that are a hybrid of the two last names of a married or committed couple or an entirely new last name chosen for personal reasons.

Connection Activity:

Use a baby naming book to discover the ethnic origins of your name and any other cultural derivations of your name. For example, Susan is the English version of the Hebrew word for lily. In Italy, Susan might be Susetta, and in French, Suzette. Talk about how important each person's name is. What did you learn about the names of your friend or colleague? What will you do when you meet someone for the first time to remember their name and pronounce it correctly?

88. Activity Title:**World Folk Tales****Description:**

Visit a library or bookstore to find books of folk and fairy tales from other cultures. Read appropriate children's' cultural tales to your children or volunteer to read to other children at the library or a local grade school.

Connection Activity:

Look for common story themes across cultures and find characters that may be familiar to your own culture or childhood. Explore how different cultures treat story resolutions and lessons learned.