



Building the inclusive university culture from ideas to implementation, 30. March – 1. April 2022

Ice Breaker Activity: ONION of DIVERSITY*

This is a very good ice-breaker for large groups!

Resources needed:

large space where participants can form a circle; timer; a bell, a whistle or something else that you can make a loud sound with

Time:

depending on the number of questions asked; calculate 2-3 minutes for each question including moving from one partner to the next

Instructions:

- Ask participants to form an inner and an outer circle standing in pairs facing each other. They are supposed to be two onion layers.
- Now you can start asking the first question. *The idea is to start with very general questions and then to go deeper into personal values or topics connected to your topic. We guided our participants closer to the topic with the questions we asked.*
- Participants have 1 to 2 minutes to discuss the question. *You should set the timer so that there is always the same amount of time they have for discussing.*
- Then the outer circle moves one partner to the right.
- Now you can ask the next question, and the next ...
- Ideally you should use as many questions as you have pairs so that the participants get the chance to talk to 50% of the people.

Questions we asked:

- How are you today?
- What would you usually do on Wednesday at noon?
- How did you like Erik's talk? What inspired you most?
- What inspires you in general?
- Why did you come to the InComm training?
- Which was the best training you've taken part in and why?
- What is your field of expertise?
- What do you do to include international staff and students at your university?
- What makes you feel welcome?
- Communication: Which channels of communication do you like using?
- How would you describe your personal communication style? Direct, emotional, ...

Bare in mind that this activity gets really noisy!

*Source: Intercultural Learning, T-KIT No.4, 2000, Training-Youth, <https://www.salto-youth.net/tools/toolbox/tool/training-kit-on-intercultural-learning-t-kit-series.69/>