

Ways to Celebrate and Appreciate Diversity

Adapted from [88 Ways to Celebrate Appreciate Diversity Month](#) and
[NC Office of Human Resources](#)

Introduction

Appreciating Diversity 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.

These activities come alive through individual and personal accounts and real stories around different histories and heritages.

The goal is to promote greater understanding of our differences while encouraging conversations that help us learn about our commonalities.

Arts

Activity Title: Appreciate Diversity Logo Contest

Description: Sponsor a contest to design an Appreciate Diversity logo for your group, club, etc. This logo could appear on buttons, t-shirts, or stickers. Provide prizes for the top winners.

Connection Activity: Encourage team thinking and submissions.

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 website, instagram, and other diversity websites.

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 and do the same.

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.

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.

Arts

Activity Title: Multicultural Film Festival

Description: Be a 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.

Connection Activity: Ask them to compare and contrast how that theme is addressed or viewed within the different cultures.

Activity Title: Multicultural Perspectives in Entertainment

Description: 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.

Connection Activity: Explore the commonalities in issues faced and the different effects that culture has on the addressing of issues.

Activity Title: Music from Around the World

Description: 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.

Connection Activity: Ask students/staff 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.

Connections

Activity Title: *Create a Feedback Loop*

Description: Keep a journal or notes of feedback you receive from those involved in your celebration of Appreciate Diversity Month.

Connection Activity: 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!

Activity Title: *Cultural Values Conversations*

Description: 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.

Connection Activity: 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?"

Connections

Activity Title: *Diversity Lifeline*

Description: 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?

Connection Activity: 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)?

Connections

Activity Title: *Generational Perspectives*

Description: 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?"

Connection Activity: 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.

Activity Title: *Lunch Invitations*

Description: Vary your lunch partners. Seek out friends / coworkers of different backgrounds, from different schools / departments, and at different grades / levels and lengths of tenure.

Connection Activity: Ask one another respectful and open-ended questions that invite explanation and further conversation.

Education

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.

More ways to celebrate diversity...

- Talk to someone from a different culture about the customs, traditions, values, and practices they observe—and share yours with them.
- Read a book about a culture that is not your own or by a writer of an ethnicity different from yours. Need suggestions? Try these: [14 of the Best Books for Exploring New Countries and Cultures](#)
- Visit art museums around the world. [Here are 12 famous museums you can visit virtually.](#)
- Visit [Google Art and Culture](#) to explore the art of the world.
- Explore local ethnic restaurants and markets to sample food from a different culture or...Cook! Step into the kitchen to try a recipe from a culture you are exploring. Invite friends or family to do the same and make it a global potluck.
- Learn a new language—or perhaps a few friendly phrases--via an app! [Best language learning apps](#)
- Listen to music from around the world and make a playlist of your favorites. Share with others and see what you may have in common.