



# It's Not Just a Game

**TYPE:** Gay, Lesbian, and Bisexual Issues - Diversity

**GROUP SIZE:** Any

**MATERIALS:** Provided Activity Card, Pens, & Provided Handout

**INTRODUCTION:** We are going to participate in an activity that will help us address some of the issues faced by people who are gay, lesbian, and bisexual.

**DESCRIPTION:** Distribute activity cards to each group member. Instruct them to find people in the room who can provide the information requested on the activity card. Have group members initial the line indicating they provided the requested information. Group members should fill as many squares as possible. Allow 15 minutes for this task. Facilitate a group discussion using the processing questions as a guide.

**PROCESSING:**

- Go through each square of the card and ask group members to provide the requested information.
- What did you discover as you filled out your card?
- What challenges did you encounter?
- What surprised you during this activity?
- What can we do to become more aware of the differences in our group?
- How can we incorporate these differences in our work setting?

**VARIATIONS:** The facilitation of this activity requires great sensitivity and care. Maintain control of the discussion and be aware of the feelings of group members. It is possible that a group member may share with the group that she/he is gay, lesbian, or bisexual. If this occurs, be prepared to offer extra support to the group and to the individual. Try to encourage a judgement-free environment during this discussion. During the discussion, positive and negative feelings will emerge and it is important for you to remain neutral. Be aware of resources available in your community.

**OUTCOMES:**

- To promote awareness
- To facilitate discussion
- To offer a new perspective about diversity

**REMEMBER:**

- Introduce the exercise*
- Explain it thoroughly*
- Process it completely*