



Metro North Health CULTURE & ENGAGEMENT



Diversity mixer

Time: Approximately 10 – 15 minutes.

Materials needed: None.

Participants: Groups of 4 – 10 minutes.

Values in Action: Compassion, Teamwork, Respect.

Outcomes: Builds a more inclusive, respectful, and connected team through shared stories and perspectives.

Purpose

To create an inclusive environment where participants learn about each other's unique backgrounds, interests, and values — strengthening mutual respect, understanding, and team cohesion.

How to run the activity

Step 1: Introduction (2 minutes)

Briefly introduce the purpose of the activity:

“This is a chance to get to know each other beyond work titles — to share parts of your background, interests, and values. Diversity includes culture, perspective, hobbies, and life experience. Today we’ll explore all of that.”

Step 2: Pair up and share (3 minutes)

Ask participants to form pairs. In each pair, invite them to take turns answering these questions:

- “Where are you from (geographically or culturally)?”
- “What are some of your personal interests or hobbies?”
- “Can you share a tradition or value that’s important to you?”

Encourage active listening, curiosity, and respectful dialogue.

Step 3: Rotate and repeat (5–7 minutes)

- After each round, ask everyone to switch partners and repeat the process.
- To keep things engaging, add a twist to each new round:
- **Round 2:** Share one thing you and your partner have in common

- **Round 3:** Share something surprising or interesting you learned
- **Round 4 (optional):** Share one cultural or personal experience you think others should understand better

Step 4: Group reflection (3–5 minutes)

Gather the group and ask a few quick reflection questions:

- *“How did it feel to learn more about each other?”*
- *“What surprised or inspired you?”*
- *“How can we keep learning from each other’s diverse experiences?”*

Step 5: Discuss key takeaways and debrief

Close the activity with a short discussion or summary:

Key messages:

- Diversity isn’t just about stories — it’s about creating a culture where everyone feels heard and valued.
- Keep discovering, stay curious and open to learning about one another.
- Shared identity: even with our differences, we build stronger teams when we connect.
- Respect and empathy are the foundation of inclusive, high-performing teams.

Optional: Ask the group how the activity could be even more effective next time (e.g. deeper questions, more time, structured follow-ups)