

## *Activity 10*

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# CROSSWORD PUZZLE

### *Purpose*

- ◆ To familiarize participants with terminology and concepts of diversity.
- ◆ To emphasize the importance of knowing the terminology and concepts related to diversity.
- ◆ To give participants an opportunity to discuss “political correctness.”

### *Special Note*

Prior to conducting this activity, the facilitator *must* be well grounded in the concepts and terminology of diversity. This activity can stimulate discussion on any of the items in the puzzle.

### *When to Use*

- ◆ At any time during a session.
- ◆ As a prework activity (see “Variations”).

### *Group Size*

Unlimited.

### *Time Required*

Thirty to sixty minutes. (Twenty to thirty minutes for “Variations.”)

### *Materials*

None.

### *Physical Setting*

A room in which participants can comfortably be seated at tables.

### *Handouts*

- ◆ A copy of the Crossword Puzzle for each team.
- ◆ A copy of the Crossword Puzzle Clues for each participant.
- ◆ A copy of the Crossword Puzzle Key for each participant.

### *Instructions*

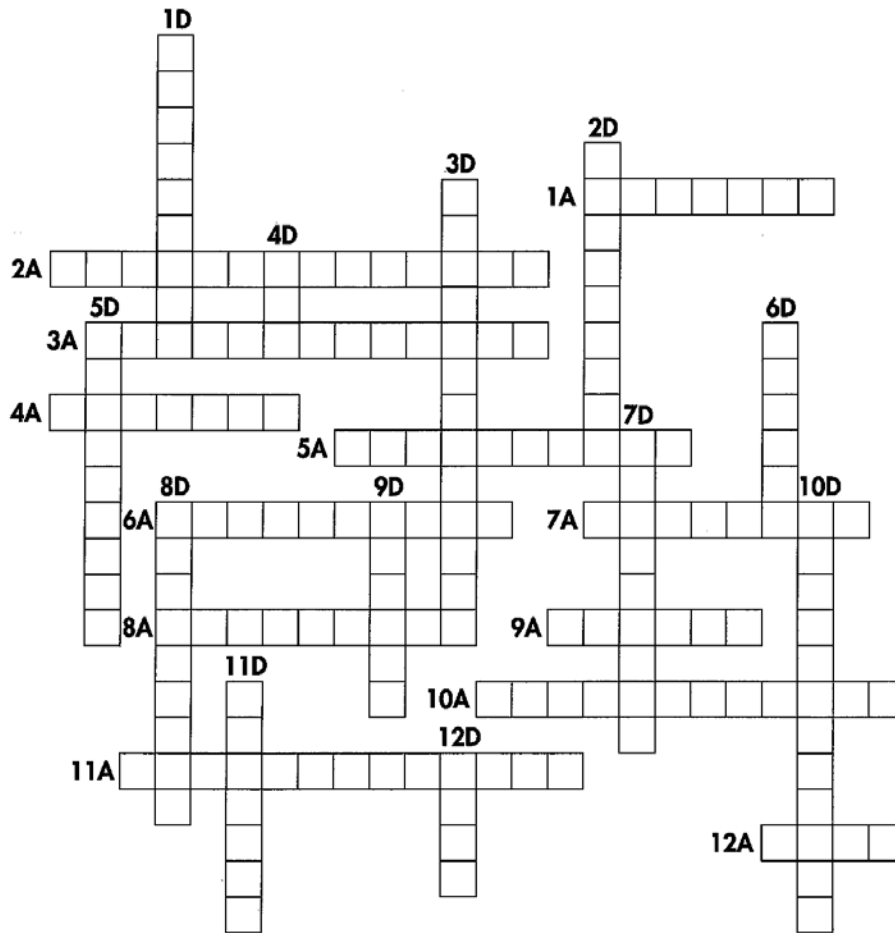
1. Announce the purpose and give a brief overview of the activity.
2. Instruct the participants to form teams of three or four people.
3. Distribute a copy of the Crossword Puzzle Clues to every participant. Give each team a copy of the Crossword Puzzle and instruct the members to work as a team to complete it. Tell the participants that if the answer is more than one word, they should not leave a blank space between the words. (Twenty to thirty minutes.)
4. When all teams seem to have solved as much of the puzzle as possible, reconvene the group and distribute a copy of the Crossword Puzzle Key to each participant. Debrief this activity by leading a discussion on the participants' reactions to some of the terms used. Ask questions such as the following to start the discussion:
  - ◆ Which terms are controversial? Why? What do they signify to you?
  - ◆ Which concepts usually cause resentment? Why?
  - ◆ Which concepts are most misunderstood? What can be done to help people understand them?
  - ◆ What items surprised you? Why?(Ten minutes.)
5. Mention that there is controversy today over terminology and that many people see "politically correct" as absolutely the right thing to be, whereas others see it as going overboard. Ask participants to discuss their views with the other members of their team and then report on their discussions. (Fifteen minutes.)
6. Summarize the reports and state that a goal of managing diversity is to provide opportunities for people to share various views and discuss them.

### *Variations*

- ◆ Use as prework. Discuss terminology and concepts during the session.

- ◆ Modify or create a new puzzle using terminology and concepts specific to your organization.
- ◆ Change the Crossword Puzzle to a “search-a-word” puzzle by removing the boxes on the Crossword Puzzle Key and adding random letters around the words. The participants then locate and circle each word.
- ◆ Change the Crossword Puzzle to an anagram puzzle by scrambling the letters of each word. The participants can use the clues to help them unscramble the term.

## CROSSWORD PUZZLE



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## CROSSWORD PUZZLE CLUES

### Down

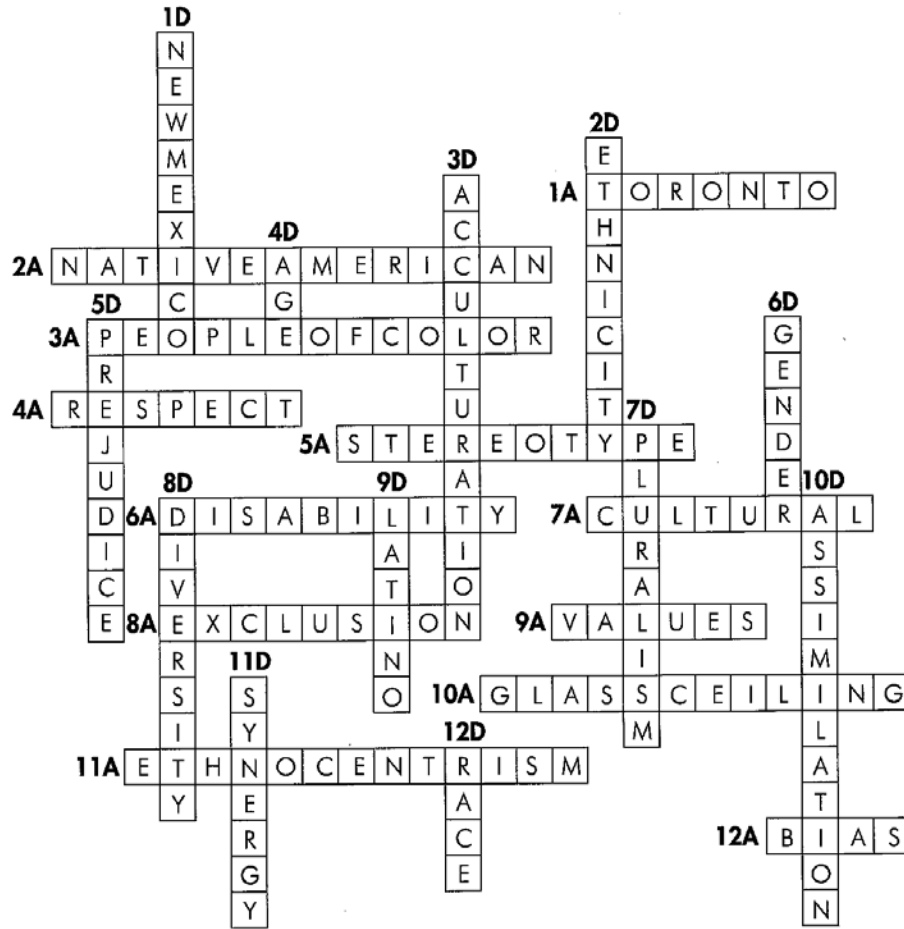
1. In 1991, there was a 60-percent chance that two people randomly meeting in this state would be different racially or ethnically.
2. Refers to affiliation with an ethnic group and retaining its customs, language, or social view, e.g., Hispanic.
3. The process by which one cultural group takes on or incorporates one or more cultural traits of another group, resulting in new or blended cultural patterns.
4. The dictionary defines this as to grow old; to ripen or become mature.
5. Suspicion, intolerance, or irrational hatred of other races, creeds, religions, occupations, etc.
6. Masculine and feminine.
7. View that the most healthy and productive way to work and live is more analogous to a salad than a melting pot.
8. Term used to describe a broad range of cultural differences.
9. The dictionary defines this as Latin American.
10. The process by which an individual or group completely takes on the traits of another culture, leaving behind the original cultural traditions.
11. This can occur when cultural differences are viewed as an asset to a team.
12. Any of the different varieties of humankind.

### Across

1. Named by the United Nations as the world's most diverse city. Over one hundred languages are spoken there.
2. Indigenous peoples of the Americas.
3. Positive inclusionary way to describe all nonwhites.
4. \_\_\_\_\_ for others is important in valuing diversity.
5. A fixed notion or concept that is held by a number of people and allows no individuality or critical judgment.

6. Legal definition: A condition from which a person has a physical or mental impairment that substantially limits one or more major life activities; or has a record of such impairment; or is regarded as having such an impairment.
7. Pertaining to the ideas, habits, attitudes, customs, and traditions of a group of people.
8. The action of refusing to admit, consider, or include an individual or group.
9. The social principles, goals, or standards held or accepted by an individual, class, society, etc.
10. An invisible, though frequently experienced, barrier found in the workplace.
11. *Random House Dictionary* defines this as a tendency to view other groups or cultures in terms of one's own.
12. A mental preference or inclination.

### CROSSWORD PUZZLE KEY



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