

## Diversity Bean Icebreaker Activity

1. Give each guest a bag of jelly beans.
2. Discuss the possible flavors for each color based on assumptions – white/vanilla, red/cherry, black/licorice, orange/orange, yellow/lemon, and green/lime.
3. Have guests place the beans in the order that they like them; line them up from the bean they most want to eat to the bean they least want to eat.
4. Ask guests why they have ranked the jelly beans in the order they ranked them.
5. Ask if there are any guests who don't want to taste a specific color and discuss why. Have guests note which color jelly beans everyone else placed first and last and discuss why.
6. Have each guest select a jelly bean and then taste it. Have all guests who tasted "red" tell the flavor they tasted. Discuss the results.
7. Ask guests if the flavor tasted in the first bean changes anyone's expectations for the next bean. Discuss why.
8. Have each guest taste their second bean. Discuss the results and ask if their expectations are changing.
9. Ask the guests if they would still rank the beans in the same order. Discuss why or why not. Allow the guests to change the order of their remaining beans if they want to. Note the changes.
10. Have guests select and taste the next bean. Discuss with them possible explanations for the results. Discuss how results are changing their expectations.
11. Discuss with the guests why they ordered the beans in the way they did to start (based on expectations of how they would taste). Ask if color and taste expectations are valid reasons now that they have tasted the beans. Discuss characterizing beans based on color/appearance.
12. Discuss how people characterize each other when they first meet. Ask guests if they have ever made an assumption about another person (based on appearance) before getting to know them. We all do. Share experiences.
13. Discuss whether appearance is truly an indicator of what a person is like. Relate the appearance of people to the color of the beans. Discuss the results of the tasting of beans in terms of what it could mean for people--you can't judge people by their appearance – they may be very different inside. Depending on time and age of audience, you can talk about stereotyping, unconscious biases, and micro inequities.
14. Discuss with the guests that people should be evaluated based on attitudes, behaviors and actions. Or, as Diversity Beans puts it, "We believe that people should be judged by the content of their character, not by their appearance. Appearances can be deceiving and Diversity Beans serve as that reminder."