



The importance of building diverse teams

- 1** Explain the group that they are going to do an activity and read a cartoon to understand why collaboration and diversity are important in the world of work. Ask everyone to read the 'Weather heroes' cartoon. Ask the group why collaboration was important in this story. How many people worked together to solve the challenge? Could the challenge have been solved by just one of the characters? Explain that in many workplaces, it's important for different teams to work together, to bring a combination of skills and expertise
- 2** Ask the group to think about how each character differed. Encourage them to think beyond each character's job to focus on their different attributes. Answers could include their age, gender, ethnicity. Explain that workplaces are an opportunity to meet and build relationships with people from diverse background and cultures
- 3** Ask everyone to consider what benefits a diverse workforce can have. For example:



20 minutes



Groupwork



Weather heroes cartoon

- It can help to bring in different viewpoints, fresh ideas and new perspectives on ways to solve problems
- It can help people feel valued, meaning we are happier, more productive and work together better
- It can help to network and build stronger relationships with others e.g. if travelling abroad or going to a new place where we'll meet people from different countries, nationalities, cultures and ethnicities
- It can challenge workplace stereotypes and biases e.g. if they had heard this story without seeing Sophie or knowing her name, would they have imagined a woman? Many will say no because historically, STEM careers are associated with men, and there is still a minority of women in these careers (11% of the engineering workforce is female). By seeing more women in these roles, this can inspire others to make the same choices, and so we can continue to diversify our workforce

4 Bring the activity to an end and encourage the group to think about where bringing diversity into their own environment, home life or school work has benefitted them e.g. when they've worked on group projects, debated with someone who had a different point of view, had an exchange student come over or a relative who lives abroad etc.

5 Ask for a few volunteers to share their ideas and examples and discuss as a group. To bring the activity to an end, encourage them to remember that diversity is beneficial in their environment