

# DIVERSITY IN THE SOCIAL ENTERPRISE

## STEPPING INTO SHOES: EXPLORING PERSPECTIVES AND INCLUSION



### KEY TOPICS

- Creative group problem-solving
- Time management
- Social responsibility

### SUMMARY

The workshop aims to introduce the topic of diversity and create opportunities for reflection on the opportunities and challenges of working in a diverse environment. A vital aspect addressed during the exercises is the introduction to the idea of social entrepreneurship and concepts for managing diversity in the workplace. Primary working methods include role-playing, group discussion, and case studies. An illustrative example of the workshop is a film featuring the social enterprise "Ostrze ostrze".

### TECHNICALITIES



From 12 to 24 participants (up to 30 participants)



Up to 120 minutes



computer, projector, sheets of paper, adhesive tapes, flipchart paper, cardboard, timer, apple, markers

### TOPIC INTRODUCTION

This workshop will focus on the importance of diversity in the workplace and its role in creating inclusive environments. Participants can reflect on the benefits and challenges of working in diverse settings, emphasising how social entrepreneurship can effectively manage diversity.

Diversity includes education, age, beliefs, health status, orientation, religion, and ethnicity, resulting in different needs and perspectives. During the workshop, we will explore leveraging these differences as strengths rather than obstacles. Key questions to address will include:

- How can organisations cultivate an understanding of diversity within their cultures?
- What values and characteristics are essential for fostering an inclusive workplace?
- How does embracing diversity contribute to overall business success?

Social entrepreneurship highlights the importance of social inclusion, providing opportunities for marginalised individuals. We will examine how social enterprises, such as "Ostrze Ostrze" in Wrocław, Poland, serve as models for inclusivity, focusing on the benefits of employing people with special needs. Additionally, participants will learn strategies for overcoming challenges associated with diverse teams and the mutual advantages of embracing inclusivity in the workplace.

## WORKSHOP INTRO

### Methods

- energiser or ice-breaker
- role-playing
- case study
- group discussion

### Objectives

- Understand social entrepreneurship and its role in promoting diversity and inclusion.
- Reflect on the opportunities and challenges one might face in the workplace.
- Adopt a positive outlook on diversity by learning from the inclusive practices of social enterprises.

### Praparatory

- Print the materials
- Put chairs in a circle
- Place under chairs printed parts of the social enterprise definition
- Connect the laptop and speakers to the projector

Depending on the familiarity of the workshop participants, the facilitator can choose between the 'Ice-breaking exercise' for unfamiliar groups or the 'Energizer exercise' for groups who already know each other.

## Human Bingo



30 minutes



Supporting material – Ice-breaking:  
Human bingo!



- Getting to know each other
- Fostering a proactive and cooperative attitude
- Creating a friendly and open atmosphere.

It is recommended for a group where the participants do not know each other.

### Instructions

1. Give each person printed sheets with a human bingo chart and a pen.
2. Explain that the group has 30 minutes to mingle, introduce themselves, and find people matching the card's traits. They should put the person's name in the corresponding box or have the person sign the appropriate square. The person who fills five boxes across or down yells "Bingo!" and can finish the game (but also may continue playing).

## Energiser: You are a piece of paper



10 minutes



List of commands



**Learning objectives**

- Foster a welcoming atmosphere.
- Engage in role-playing activities

It is recommended for a group where the participants know each other.

1. Introduction: Explain the exercise rules to the participants. They will embody a piece of paper and respond to commands that simulate the actions of a sheet of paper.
2. Roles: Ask participants to stand up and adopt the role of a piece of paper. They can bend, crease, break, or reshape themselves as instructed.
3. Commands: Use the following commands to guide the participants in their movements. Encourage them to respond as a piece of paper would:
  - wave like a sheet of paper
  - turn upside down
  - fold in half
  - fold to create an accordion shape
  - expand to make a fan
  - straighten out
  - tear (move apart gently)
  - crease to form a circle
  - toss gently and allow to fall freely

Instructions: As you issue commands, observe how participants interpret and execute them, encouraging creativity and engagement throughout the exercise.

## Crafting the Definition of Social Entrepreneurship



20 minutes



Words from definition printed on A4 sheets, with one word per sheet (Supporting material: Definition Crafting)



**Learning objectives**

- Introduce the values of social entrepreneurship.
- Gain a clear understanding of the differences between social and business enterprises.
- Learn the fundamentals of social enterprises.

### Instructions

1. Place word cards that form the definition of social entrepreneurship under some chairs and, if there's space, in other areas.
2. Explain to participants that they will build the definition using these cards.
3. Their task is to collect and arrange all the cards into the correct order.
4. After they have assembled the definition, suggest showing a film about Ostrze Ostrze, an example of a social enterprise.

## Watching the Ostrzę Ostrze video clip



20  
minutes



video clip of the Ostrzę Ostrze,  
flipchart, markers



### Learning objectives

- Learn the core values of social entrepreneurship.
- Distinguish between social enterprises and traditional businesses.
- Understand social enterprise fundamentals

It is recommended for a group where the participants know each other.

### Instructions

1. Watch [the video](#) together with the participants.
2. After the video, discuss it.

Suggested discussion questions:

- What are your thoughts on the Discovery Foundation?
- How do the employees use creativity in their work?
- What do you think about the company's business profile?
- What goals do social enterprises aim to achieve?
- How do social enterprises differ from traditional businesses?
- What types of people work in social enterprises?
- Would you be interested in working for a social enterprise?
- Can you name any other examples of social enterprises?

Use a flipchart to write down the key points from the discussion.

## Role playing: Tightrope Exercise



40 minutes



- Chairs arranged in a circle, one per participant



### Learning objectives

- Understand different perspectives to foster empathy.
- Address the challenges faced by the excluded ones.
- Explore strategies to reduce differences and the impact of employing marginalized individuals.

### Introduction

- Purpose: Explain the aim of the exercise: understanding diverse perspectives and the limitations some individuals face in society.
- Role Assignment: Each participant will "step into the shoes" of another person for 10 minutes. Distribute role descriptions from supporting material No. 2 (note: roles can be duplicated or removed depending on the number of participants).
- Confidentiality: Instruct participants to read their roles carefully and only reveal them to others after the exercise.

# WORKSHOP FLOW

## Immersion into Roles:

- **Preparation:** Participants should read their descriptions after distributing roles and sit comfortably.
- **Silent Reflection:** Announce that this part will be conducted in silence to promote deeper identification with their assigned role.
- **Guided Imagery:** Play relaxing music and ask participants to visualise aspects of the person they are representing through a series of guided questions, such as:
  - How does this person look?
  - Where do they live, and what surrounds them?
  - How do they spend their free time?
  - What challenges do they face? What dreams do they have?

## Movement Exercise

1. Line-Up: After the immersion session, participants line up with 4-5 meters of space in front of them.
1. Procedure Explanation: Explain that you will read a series of "yes or no" questions; participants will move forward or stay based on how they think their character would respond.
1. Questions for Movement: Use the provided questions to assess how optimistic and empowered the character feels.

## Conclusion Discussion

- **Revealing Roles:** After the movement exercise, ask participants to state their assigned roles while standing in their final positions.
- **Group Discussion:** Facilitate an open discussion with questions such as:
  - Who moved forward, and who stayed still?
  - How did it feel to be in your role during the exercise?
  - What limitations did you experience, and what could change that?
  - What insights did you gain from this exercise?
- **Capture Responses:** Take notes on a flip chart for later reference.

## Summary and Conclusion

- **Summary:** Use the notes to summarise key findings from the exercise.
- **Physical Activity:** Ask participants to perform a brief physical activity to "shake off" their roles, symbolically stepping back into their identities.
- **Closing Remarks:** Reinforce the importance of understanding diverse perspectives and the value of inclusivity in the workplace. Encourage participants to apply these insights in their everyday interactions and professional settings.

## Debriefing of the workshop and strengthening the learning outcomes

### Format:

- Participants will circle to create an open and inclusive discussion environment.

### Purpose:

- Evaluate the workshop experience, reinforce the learning outcomes, and encourage participants to reflect on the insights gained.

### Discussion Questions:

#### 1. Reflection:

- What will you remember most from this exercise?

#### 2. Role of Social Enterprises:

- How can social enterprises activate and empower diverse individuals?

#### 3. Awareness and Acceptance:

- To what extent is the concept of social enterprises known and accepted in your country?
- What factors contribute to this?

#### 4. Promoting Social Enterprises:

- What actions can you take to help spread the idea of social entrepreneurship within your community?

### Closing:

- Encourage participants to share thoughts and insights openly, ensuring all voices are heard.
- Reinforce the importance of applying the concepts learned in the workshop to real-world scenarios and everyday interactions.

## Handouts

- Movie about [Ostrze Ostrze](#)
- Supporting material - [ice-breaking: human bingo](#)
- Supporting material - [definition of social entrepreneurship](#)
- Supporting material - [roles](#)