

Snap!

OVERVIEW

This exercise helps participants become familiar with concepts that other people associate with Diversity, Equity, Accessibility, Inclusion, and Belonging (DEAIB). The game helps players notice that different people have different ideas about what these terms mean and that it can take time to reach a common understanding.

STEPS

This game is played in pairs. It has three or more short rounds (see below). You can change partners each round. For each round, each person creates and uses an imaginary deck of cards.

Find a partner. Stand up and face each other. Create your imaginary deck of cards. Shuffle it and hold it in a pile.

To play, you both flip your top card at the same time and say out loud what it is. Keep flipping until you both draw the same thing.

Say “Snap!” when you have a match. Play until time is up, counting how many matches you get.

The objective is to “Snap!” as many times as possible.

Round 1: The first round is numbers from 1–10. Each number can be in your imaginary deck only one time.

Round 2: The second round is animals. You can use each animal only once, but you can keep adding to your imaginary deck as you play to improve your chances of getting a match.

Rounds 3+: The final rounds are words you associate with *diversity, equity, accessibility, inclusion, and/or belonging*. Once again, you can use each word only one time, but you can mentally add new cards to your deck as you go.

FACILITATION NOTES

You can use this game in a variety of settings. For example, you can use it at a team meeting to introduce the concepts of DEAIB and their relevance to your organization or at a community meeting as an icebreaker.

This game can be played with any number of participants. If you have an odd number of people, you can create one group of three, or the facilitator can play with the extra person.



Introduce the game by going over the basic procedure. It is helpful to have two people that know the game demonstrate how it is played for the others. Players should mimic the motion of manipulating their imaginary cards, as it helps them sync with each other.

After each round, ask how many people were able to Snap, and how many times. Participants may notice that the game gets more difficult with each round.

For rounds 3 (and on), choose one term from Diversity, Equity, Accessibility, Inclusion, and/or Belonging. You probably don't want to do every single one, so choose a couple (e.g. Diversity and Equity, or Accessibility and Inclusion).

DEBRIEF

After you've played all your rounds, do a quick debrief of the experience. Discuss:

- Was it easier to make a match in some rounds than others? Why do you think that was?
- What did you notice about the concepts of DEAIIB from playing this game?

You can also share the definitions below as part of the debrief.

Diversity: *The ways people are similar and different, including but not limited to identities, social positions, lived experiences, values, and beliefs.*

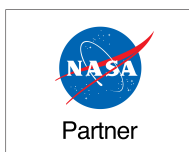
Equity: *Fair access to resources that advances social justice by allowing for full participation in society and self-determination in meeting fundamental needs. This requires addressing structural and historical barriers and systems of oppression.*

Accessibility: *Ensuring access to everyone along the continuum of human ability and experience.*

Inclusion: *An environment of involvement, respect, and connection in which the richness of diverse ideas, backgrounds, and perspectives is valued.*

Belonging: *An individual's feeling that they are connected to a given community, place, or situation, and that their whole self is valued, supported, and welcomed.*

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