

A Game Review

By Dave Wigglesworth

Conference Diversophy is game for up to 72 players that includes 12 disposable game pads, 12 "Quick Start" instructions, and a 28-page Planner's Guide.

A number of issues ago, I reviewed the *Diversophy Game*, an excellent, provocative, and catalytic board game for use with groups of thirty persons or less. *Conference Diversophy*, a reworking of this successful *Diversophy Game*, is for use with larger groups and does not require a board. The object of the game is to win *diversiPOINTS* for yourself and your team by responding correctly to the *diversiCARDS*. These are divided into: *diversiSMARTS* cards that test knowledge of facts about diversity; *diversiCHOICE* cards that ask how best to handle face-to-face situations; *diversiSHARE* cards that call for relating personal information; and *diversiRISK* cards designed to enable the players to experience the challenges and risks of a multicultural environment.

The pad with these *diversiCARDS* is passed around the table and each player tears off the top card. After responding to the card, the players turns it over, reads the answer provided, and follows the instructions given.

Once again, the *diversiCARDS* are thought-provoking and provide information as well as stimulating discussion. The game calls for a facilitator, called here a "Presider" to administer the game, keep time, and enhance the playing of the game.

Conference Diversophy provides an inexpensive way to initiate diversity training in large groups with stimulating and instructive tools. It has a great potential!

A note in passing. The producers of the *Diversophy Game* have now added gender-related cards to their board game along with a separate manual for their implementation. These cards in the four categories listed above help to round out the game and make it more meaningful and more useful.

The game can be purchased for \$139, plus shipping and handling, from HR Press, P. O. Box 28, Fredonia, NY 14063; (716) 672-4254.

David C. Wigglesworth, Ph.D., has an international/intercultural human resource, organization, and management development practice and is president of D.C.W. Research Associates International, P.O. Box 4400, Foster City, CA 94404-0400; phone (415) 573-1864, fax (415) 349-7330.

July 1994

A monthly source of information, ideas, and tips for people managing a Diverse Workforce

Managing Diversity

Vol. 3, No. 10