

# Diversity Activities

## Sketch a Penny

Diversity Council  
Diversity Toolkit  
for Business



### Objectives

To describe the advantages of heterogeneity. Working cooperatively with those who are different results in better problem solving more ideas and more creativity.

### Audience

1. Participants in a diversity training session.
2. Employees working with and/or serving diverse individuals.
3. Managers of diverse teams.

### Time

7 - 10 minutes

### Materials

- Paper
- Pens or pencils
- One penny per participant

### Instructions

1. Distribute writing utensils and a sheet of paper to each participant.
2. Ask participants to draw two equal sized circles on their paper. When the signal is given, they will have 90 seconds to draw complete pictures of both sides of a penny. They may not look at a penny or consult with their neighbors.
3. When the 90 seconds are up, ask participants to turn their paper over and draw two more circles. This time they will be given 90 seconds to collaborate with a neighbor to draw the penny. Participants should choose partners and designate the sketcher before the signal to start.
4. When the time is up, pass around pennies to the participants to compare with their drawings.

### For Discussion

1. Compare the individual sketches and the collaborative sketches. Which were more accurate?
2. Why is the collaborative attempt generally more successful?
3. How does this relate to diversity?