



The metaphor of music **Diversity Training: D-Village™** The meaning of diversity

***“Diversity cannot be taught...it must be experienced.”***

*D-Village* is a two-hour experiential program that incorporates the rich metaphors of the drum circle into a hands-on experience that challenges participants to examine life in a profoundly new way. Unlike programs that leave participants feeling uncomfortable, guilty, or blamed, our goal is to provide a powerful, enlivening, non-threatening approach to diversity training.

*D-Village* was developed by Christine Stevens in collaboration with diversity expert, Dr. Mark Benn and has been a featured workshop and all-conference event at NCORE – The National Conference on Race and Ethnicity in Higher Education for three years.

***Results you can expect:***

- Positive experience of diversity
- Improved inter-cultural relationships
- Building community
- Self-discovery
- Understanding of privilege and oppression
- Shared creativity and fun

***Applications:***

- Staff training
- Experiential Diversity Programs
- Keynote Presentations
- Student Leadership Programs
- Cultural Awareness Events
- Residence Advisor Training



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## **Praise**

"We are now confident that our student leaders will be a valuable resource to Carleton's community thanks to the information, support, and unforgettable experience you provided in D-Village."

-Luke Lara, Asst. Director of Multicultural Affairs, Carleton College,  
Northfield, Minnesota.

"In all my diversity training, this has been the most effective and thought provoking."

-Participant

## **D-Village™ Curriculum**

*\*The design of D-Village requires a minimum of 40 participants*

### **10 minutes      Opening Drum Circle**

Drums and percussion instruments have already been placed on chairs when participants enter. Before anyone speaks, we drum together, creating a metaphor of different instruments and sounds uniting in a common song.

### **5 minutes      Overview of Program**

The Cultural General Model of diversity is introduced (hand-out provided). This model views diversity in terms of a multi-faceted approach including; race, gender, culture, sexual orientation, personality type, religion, geographic location, and family of origin issues.

### **45 minutes      D-Village Challenge**

We set the stage for the simulation experience using the six instrument groups to symbolize various groups within the larger community – with power and majority/minority differences. Then the challenge begins...

### **30 minutes      The Meaning of the Metaphor**

We facilitate a discussion of the experience within the context of the metaphor. Insights are then related to the specific group's daily experience.

### **30 minutes      Resolution of D-Village**

The group is empowered to construct an ending that resolves the conflicts through musical interventions they create.

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### **2 hours      Total Program Time\***

\*Can be customized to fit your program needs. We also provide three and four hour programs which may require additional facilitators.

For more information, contact

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