



MODULE 1: WELCOME ACTIVITY

PURPOSE OF THE ACTIVITY:

The purpose of the Welcome Activity is to build trust among the participants as they introduce themselves to each other, by telling the “story” of their names; and by establishing “ground rules,” or “agreements” that will help create a safe environment for participant sharing.

SUPPLIES NEEDED:

Flip chart or slide with the introduction questions listed:

- Say your name
- Tell what it means or how you came by it
- Where you work and what you do there
- One sentence about what you hope to learn or get from this training

Post-it Flip chart & Markers to record

- “Hopes for learning”
 - “Agreements for a safe environment” from the group
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INSTRUCTIONS FOR THE ACTIVITY:

PART 1: INTRODUCTIONS

- 1) **Invite participants to introduce themselves; state:** The first step in getting to know someone is learning their name. Learning the meaning or significance of their name is a step toward understanding their life story. Let’s go around the room with introductions. Please stand so everyone can hear you, say your name and tell us the story of your name, such as what it means and how you came by it. Also tell us where you work and what you do there. And one sentence about what you hope to learn or get out of this training.
- 2) **Display the list of questions** so every one can read it.
- 3) **Demonstrate** by telling the story of facilitator’s name.
- 4) **Stress** that there is no “right” answer; each person can choose what they want to share about their first or last name.
- 5) **Ask for a volunteer to begin;** continue until each person has answered the introduction questions.
- 6) **Record hopes for learning on a flip chart** to review at end of training.
- 7) **Post “hopes for learning.”**

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PART 2: AGREEMENTS FOR A SAFE ENVIRONMENT

- 1) **Establish agreements for the day with participant in-put on what will help create a safe environment for sharing.**
- 2) **Ask:**
 - What do participants need from each other?
 - What do participants need from the facilitators?
 - What do the facilitators need from the group?
- 3) **Write responses** on a Post-it Flip Chart
- 4) **Draw from the following list:**
 - **Confidentiality** (*what is said remains in the room, especially when co-workers are present*)
 - **Participation** (*when individuals refuse to participate and share, it can shut down the entire group*)
 - **A day of “amnesty” from mistakes** (*we all learn from our mistakes and we can learn from others mistakes; no one will judge another’s mistake*)
 - **Humor** (*The information about casework and culture can be hard to hear but try to have a sense of humor; it makes the work easier and learning more fun.*)
 - **Use of “oops / ouch”**
 - *When dealing with cultural topics in mixed groups, it is easy to say something that someone else finds offensive; if that happens and you feel offended, just say “ouch!;”*
 - *If you say something and you realize that you have offended someone say, “Oops!”*
 - *When a problem arises, the facilitator should ask what the offender’s intent was; and ask what it meant to the offended party.*
 - *Usually processing the situation in this manner (intent/consequences) can diffuse negative feelings and reduce tension between the individuals as the intent is rarely to cause hurt to anyone.*
 - *Point out that discussing misunderstandings without blame and accusation can provide learning opportunity and information for cultural competency growth and development.*
- 5) **Display the “Agreements for a Safe Environment” throughout training; refer to it as necessary.**