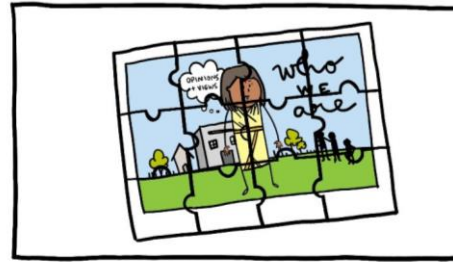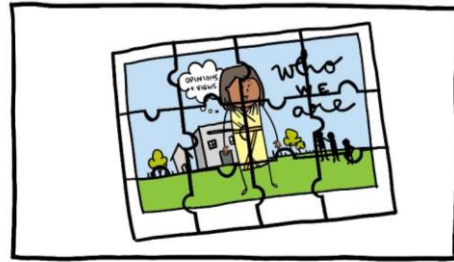# Discussion Topic 6

Diversity Jigsaw

Connecting the Pieces discusses the many diversity characteristics that connect together to create a picture of each person. Sitting below the video is a tool called the Diversity Jigsaw. The Diversity Jigsaw illustrates the range of characteristics that help shape each person and their identity. These diversity characteristics can provide a useful insight to someone's preferences and interests. Important information lies within these characteristics, relating to a person's strengths, capabilities and areas where they potentially need support. The Diversity Jigsaw encourages you to look beyond the visible or obvious diversity and emphasises the need to develop the trust and respect of the people you work with. This will allow you to learn more about who they are and what is important to them. See the supporting document for a description of the diversity jigsaw pieces and use the below questions as conversation starters.

It is important to remember that when talking and learning about clients and their diversity to always be respectful. Information should be freely given and shared, not forced or coerced. Over time people may share more information once you have gained their trust.

Reflective questions

- How do we learn about our clients, who they are and their diversity?

- What do we do to gain the trust of our clients?

- Are they any examples where people have opened up over time? Why do you think this happened?

- If we think about a current client, how much of a picture do we have of them?
  Who they are?
  What they like?
  What are their experiences?
  What's important to them?

- How might that missing information help you/the organisation offer better support?

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Reflective questions

Using the Diversity Jigsaw choose 1 or more jigsaw pieces and have a discussion about that diversity characteristic.

- How would you describe this diversity characteristic and what do you think it could tell you about a client?

- What are we currently doing well? What do we need to do better to support people regarding this diversity piece?

- How could we use the concepts discussed in the Diversity Jigsaw so we learn as much as we can about our clients?

- How do we make the Diversity Jigsaw part of our everyday practice and make sure it continues to be relevant?

- What do we do/what can we do to make sure we don't just look for visible diversity?

- What do we do/what can we do to make sure we don't make assumptions about people based on part of their diversity?

- How can we support each other to operate in this way?

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