

**Name of the Game:** Never Have I Ever ....

**Competencies:** Unconscious Biases, Diversity, Equity & Inclusion

**Description:** Here's a game adaptation of '*Never Have I Ever*' game that uses cards to help participants explore unconscious biases and their effects at work. Players will draw a card, read it aloud, and, if it resonates with them, drop a coloured pom-pom ball into a glass jar. This creates a visual representation of shared experiences and can facilitate meaningful discussions around bias and inclusivity.

**No: Players:** 5 to any

**Duration:** 45-60 minutes

### Game Setup

Materials:

- Deck of Never Have I Ever bias-themed cards
- Colored pom-pom balls
- A tall, transparent glass jar
- Types of Biases card

Objective:

- Recognise and reflect on unconscious biases in the workplace.
- Identify and distinguish between the various implicit biases.
- Raise awareness of how biases impact interactions and decisions.

### Game Play

1. Players sit in a circle and take turns drawing a card from the deck.
2. The player reads the card aloud.
3. If the statement on the card (which is the Never Have I ever statement) is true then there is no action required from the player. If the statement is false then they drop a pom-pom ball into the jar.
4. As the game progresses, the jar fills up, visually representing shared experiences and biases within the group.
5. Players can also refer to the 'Type of Biases' card after each card to spot the bias in action in the particular situation. Facilitator can also encourage short discussions on each type of bias after each round, based on the time available.

## Debrief

At the end of the game, facilitate a discussion around the filled jar. Use prompts like:

- "How did it feel to recognise these experiences openly?"
- "What can we do to address these biases in our day-to-day work?"
- "Were there any statements that surprised you when others related to them?"

This game encourages self-reflection and can be a powerful tool to make participants aware of their unconscious biases, fostering a more inclusive workplace culture.

## Instructions to Print:

The cards are designed to be printed in the size of coasters (4 inch \* 4inch).

The first card is the backside of all the cards.

Printing Recommendation : 300 GSM (double sided)