Getting To We
Inclusion & Belonging
Edutainment™
Experience



Who We Are

- A nonprofit organization that uses the transformative nature of the arts to help people connect to their shared core identity as humans and relate to each other without fear.
- We help organizations and communities turn us and them into WE by developing skill sets necessary to navigate the dynamics of differences at work and in communities.

About DEIB Edutainment™

- **Getting To We** uses the arts to build and embrace a common humanity, create greater human connectivity, and learn together the competencies necessary to navigate our increasingly multiracial, multicultural society.
- Getting To We **DEIB Edutainment™** experiences weave in four multicultural competencies:
  - Holding Multiple Realities, Identities, and Perspectives
  - Using Social Privilege for Mutual Benefit
  - Connecting Intention and Impact
  - Moving from Certainty to Curiosity

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Holding Multiple Identities, Realities, and Perspectives

- Because of our **socialization process**—how we were raised, educated, customs and practices of the geographic region we grew up in—we tend to be drawn to experiences and individuals with whom we are familiar.
- Because of how **our brain functions**—fight, flight, or freeze response— we tend to use our own social identity group as the norm or standard by which to assess and judge other groups.

Holding multiple identities, realities, and perspectives honors that in any given situation there are multiple ways of knowing and being. Developing this competency, allows us to be fully and authentically present in the world while respecting that others have that same right. This competency helps us mitigate our conscious and unconscious biases.

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Using Social Privilege for Mutual Benefit

- Privilege is a social process of access, opportunities, benefits, and veiled rights that allow for an ease of personal expression and psychological comfort in everyday life.
- Social privilege is attached to every human dimension of diversity—race, ethnicity, gender, class, sexual orientation, physical & mental ability, education, age, and religion.
- As a competency, it is having an acute awareness and understanding of the benefits received by those who have social privilege and supporting policies, practices, and procedures that achieve equity where disparities exist.

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Connecting Intention and Impact

We know that one's intention and its impact on the receiver do not operate independent of each other and need to be actively thought of together.

A few principles of how intention and impact work together:

- A positive intention does not mitigate a negative impact
- People tend to pay more attention to impact rather than intention
- People trust behaviors more than words
- The more diverse people one interacts with, the better aligned intentions become with a desired impact

Understanding the dynamics of intention and impact helps us to communicate more effectively across differences.

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Moving from Certainty to Curiosity

Moving from certainty to curiosity is remaining curious about somebody else's reality:

- assuming positive intent unless they provide you with evidence to the contrary,
- listening with the goal of understanding rather than rebuttal,
- and challenging your own assumptions to expand your worldview.

This competency creates new ways of knowing leading to improved performance and enhanced productivity and innovation.

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Amazing Amazing Inclusion & Belonging Edutainment™ Experience

What: Amazing Amazing Inclusion & Belonging Edutainment™ Experience takes participants on a learning journey using the transformative power of the arts—theater, comedy, dance, film, music, visual, and literary.

Why: Having the competencies necessary to successfully navigate our increasingly multicultural society is imperative in places where we work, live, serve, worship, and socialize. In our polarized society, our ability to shape a positive future is determined not only by how we support, trust, and collaborate with those with whom we *agree*...but by how we understand, treat, and work with those with whom we *disagree*, especially on issues critical to establishing inclusion and fostering belonging.

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Amazing Amazing
Inclusion & Belonging Edutainment™ Experience

Who: Business and community leaders, workplace teams, CDOs, diversity professionals and consultants, HR professionals, educators, civic and faith-based organization members, and media influencers invested in creating a society that works for everyone.

When: Thursday November 14,2024, 1:00-5:30PM
Friday November 15, 2024, 8:00 AM- 5:00PM

Where: Corporate College
Professional Development & Training Center
4400 Richmond Road Cleveland, Ohio 44128

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Amazing Amazing Inclusion & Belonging Edutainment™ Experience

How: Over this 1.5-day experience, we'll unravel complex issues, foster life-long learning, and build community. Using theater, film, comedy, dance, music, visual and literary arts, we'll strengthen our shared humanity and build greater human connectivity while learning four diversity competencies.

We'll sharpen our thinking, challenge our assumptions, expand our world views, and enlighten and inspire each other to create workplace teams and communities that work for everyone.



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Day One: Communicating Effectively Across Differences

No matter how much we value diversity, successfully navigating our increasingly multiracial and multicultural society requires cultural competence.

The opening session with NYT best-selling author & poet, **Clint Smith** will set the tone for experience exploring how language represents our thinking and words create worlds. His presentation will be in conversation with **Eve Bridburg**, Founder & Executive Director of GrubStreet in Boston, the nation's largest literary writing center.

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Clint Smith



Eve Bridburg



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Day One: Communicating Effectively Across Differences

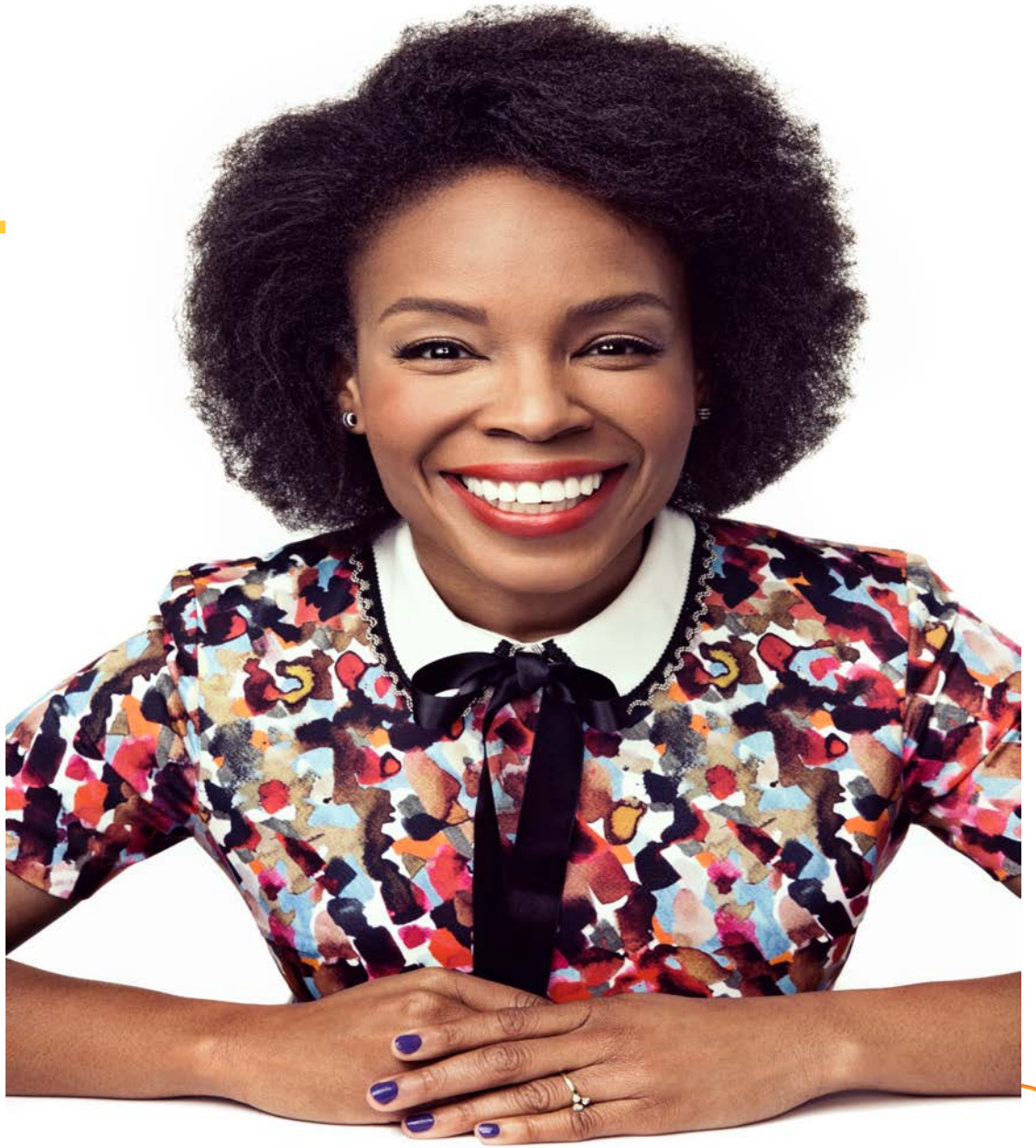
An interactive workshop will follow that is designed to go deep into the four competencies woven into the professional development learning journey.

- Holding Multiple Realities, Identities, and Perspectives
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- Moving from Certainty to Curiosity

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Day Two: The Professional Development Learning Journey

We'll begin the day with a DEIB Edutainment™ theater performance followed by our keynote speaker-- multitalented performer, comedian, writer, author **Amber Ruffin** from *Late Night with Seth Meyers* on the competency of Connecting Intention and Impact.



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Day Two: The Professional Development Learning Journey

- There will be a breakout session using **theater, film, and comedy** where participants will go deeper into each competency.
- We will use **dance** to help us tell stories through movement and how to bond together and build bridges.
- We'll use the lunch time for human connectivity and exploring inclusion and belonging with a **team building exercise.**
- There will be another breakout session using **theater, film, and comedy** where participants will go deeper into each competency.
- We'll hear **music** from **The Cleveland Orchestra** leading us on how to Move from Certainty to Curiosity.
- We'll close the day with another theater performance and **create a digital Book of Learnings** for back-to-work and back-home applications.

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Case for Support

- **Mistrust and fear** create conflict and limit the human development of all people, shaping the imperfect world in which neighbors fear neighbors, people can't give their best at work, public spaces are unsafe for many, and **the quality of all our lives is negatively affected**.
- Ultimately, we want a world where minds are open and human interaction is about making ourselves and each other **better friends, families, neighbors, co-workers, and citizens – better humans.**
- We know that the degree of social trust in a society is a major factor in how well, or badly our society works. **It's essential to an informed public and a key determinant of our social and economic development.**
- Organization, university, and community leaders struggle to find programs that foster inclusion and that hit just the right note with a DEI approach that is positive and **aligned with contemporary scholarship** on the dynamics of human differences.

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Case for Support



People fear what they don't understand.

DEIB Edutainment™ reduces fear while teaching critical multicultural competencies for a rapidly changing job market.

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Participant Impact

Increased Multicultural Competencies

- Mitigated conscious and unconscious biases
- Prejudice and stereotype reduction
- Improved team performance
- More effective communication across differences
- Enhanced well-being, fostering empathy towards others

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SHRM

SHRM-CP | SHRM-SCP

RECERTIFICATION PROVIDER

Getting To We, Inc, is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP®



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Community Impact

Increased Social Trust

85% reported increased hope for a less divided future

71% reported enhanced human connectivity

70% reported enhanced commitment to work on equity and inclusion

Audiences complete a DEIB Edutainment ™impact evaluation

* Includes evaluations from 28 performances of *To My White Friends Who Know Me* and 5 screenings of the documentary *Trust in Black and White*

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Registration Information

Registration Opens June 21, 2024

$675 Early registration—ends August 16, 2024
$750 Regular registration—ends October 25, 2024
$775 Late registration—ends November 8, 2024

Payment Plan Option

$250 due by August 16, 2024
$250 due by September 13, 2024
$250 due by October 11, 2024

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