



INTEGRATION

EMPOWERMENT THROUGH INTEGRATION

INTEGRATIONS PROGRAMS

Empowerment Through Integration (ETI) offers a unique, customizable programming suite designed to address the diversity and inclusion needs and goals of private clients across sectors. ETI's Integrations Programs include a range of options geared to both intimate and larger scale groupings, from orientation sessions to trainings, internal policy and skill development courses, and more. Each encourages participants to experience personal and organizational growth through the acknowledgement and reconsideration of preconceived notions and -isms (e.g. racism, sexism, ableism) that can prevent individuals from reaching their true potential, or recognizing it in others. These programs support organizations in creating policies and spaces where every individual can embrace all aspects of their identity, feel a sense of belonging and realize their talents. Through ETI's Integrations experiences, individuals and organizations are empowered to create more inclusive spaces where everyone feels welcome and valued.



IN THE DARK OFFERINGS

The ETI Integrations Programs' *In the Dark Series* encourage introspection on an individual and organizational level. *In the Dark* sessions are facilitated, blindfolded experiences that utilize artificial blindness to remove visually cued expectations, placing participants into an environment that facilitates reflection and discussion concerning biases to create opportunities for learning and growth. This allows participants to better understand the preconceptions that they impose on others, and that are self- and socially-imposed.

The *In the Dark Series* are varied in content and structure, ideal for a diverse set of audiences and settings. The series currently consists of the following offerings:

TEAMBUILDING IN THE DARK

Ideal for manager trainings, employee resource groups or other internal retreats; facilitation focuses on the preconceived notions and -isms that were formed during the initiation of the team and that affect and limit daily interactions and ideal teamwork. Participants are encouraged to set these notions aside in order to allow all team members to reach their full potential.

ORIENTATION IN THE DARK

Ideal for new employee or student orientation in which individuals are meeting each other for the first time and forming initial perceptions; Orientation in the Dark encourages individuals to look beyond surface level labels to get to know others for who they truly are and establish more authentic connections from the start.

NETWORKING IN THE DARK

Ideal for settings in which participants are looking to meet many individuals for the first time, such as conferences or meetups; often during networking events, people may limit their interactions to individuals who they believe are valuable based on preconceived notions. Networking in the Dark encourages individuals to keep an open mind when meeting new professional contacts for the first time.

DINING IN THE DARK

An ideal way to add a unique and fun way to meet new people or better know your friends and acquaintances, our Dining in the Dark offering consists of a seated meal and lively discussion surrounding -isms, preconceived notions and how to battle these on a day-to-day basis. Dining in the Dark sessions can be added to Jeffersonian Dinners, Galas, Holiday Parties or Staff Retreats, and include but are not limited to: Breakfast in the Dark, Lunch in the Dark, Dinner in the Dark, and Tea in the Dark.

In the Dark Experiences can be facilitated in groups of 25 people up to 150 individuals. All offerings, in addition to Dining in the Dark, can be facilitated over a meal for an additional layer of interaction. Facilitation is tailored to each individual event based on audience and setting.

INSTITUTIONAL EVOLUTION

Empowerment Through Integration is currently developing a multi-year program cycle which will allow us to more effectively partner with individual clients to more comprehensively address the continuing evolution of diversity and inclusion policies and practices over time.

Contact Kayla Strickland, Integrations Program Director, kstrickland@etivision.org if you have more questions or are interested in hosting your own *In the Dark Experience*.