



# Vibrant Diversity Workshops

## *Diversity and Inclusion: So Complex and Yet So Simple*

Wednesday, June 13, 2012, 1:00 – 5:00 PM

The San Diego Foundation – Hoffman Room, 2508 Historic Decatur Road  
San Diego, CA 92106



This workshop is meant for staff involved in the design and implementation of diversity and inclusion initiatives for their arts/culture organization. Many organizations attempt well-intentioned, naive efforts to build inclusion, with disappointing or even damaging results. This workshop explores complex individual, organizational and societal dynamics that hinder building respectful, trusting relationships across differences. Like it or not, pervasive societal inequalities and prejudices exist. Efforts to build inclusion must be informed and sustained in order to make a difference. This workshop provides the necessary foundation for staff to create successful diversity and inclusion initiatives.

## *Examples of Successful Diversity and Inclusion Strategies for Arts and Culture Organizations*

Thursday, June 28, 2012, 1:00 – 4:00 PM

Ridgehaven Auditorium, 9601 Ridgehaven Court  
San Diego, CA 92123



In this workshop, participants will hear directly from a panel of speakers who are leaders of arts and culture organizations that have successfully implemented creative diversity and inclusion initiatives. Panel members will be asked to share what their organization did, what benefits were the result, and significant lessons learned. Additionally the speakers will share insights regarding their organization's experiences reaching out and developing respectful, trusting relationships with new communities.

### **Workshops Facilitator**

Jeanine Hillis is an Organization Development consultant, specializing in Diversity and Inclusion in public sector organizations. In her past role as the Diversity Officer for the City of San Diego, Jeanine designed and implemented strategic change initiatives to create work environments that welcome and include all people. She has conducted countless diversity workshops for employees, managers and executives, including workshops for the City San Diego Commission for Arts and Culture. Using warmth and humility, Jeanine helps participants explore critical issues related to diversity, social equity and the journey toward inclusion.

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