



2024



Annual Report

About Getting To We

Getting to We is a non-profit organization that uses the transformative nature of the arts (theater, film, dance, comedy, literary, visual) to help people understand their shared, core identity as humans and relate to each other without fear. Ultimately, we want a world where minds are open and human interaction is about making ourselves and each other better friends, families, neighbors, coworkers, and citizens – better humans.

Our Promise

We help people understand their core identity as humans and how to **turn us and them into WE**. They're lofty goals, and we don't promise a perfect humanity.

What we do promise are learning resources, online tools, and competency-building experiences that create a pathway toward a healthier society for all of us. We know how to turn discomfort into learning and how to turn tension into meaningful relationships. We've delivered on that kind of effective learning and change process with proven success.



A Year of IMPACT

DEIB Edutainment™ To My White Friends Who Know Me

Was brought to communities across the U.S.

67% of audiences reported enhanced levels of human connectivity after seeing the play.

Bridging, Bonding & Building Retreat

Held in Cleveland, Ohio.

90% of attendees reported they are very likely or likely to recommend the retreat to others.

GTW Becoming Better Humans Speaker Series

A platform to build our learning community of advocates for we in the places where we work, live, serve, worship, and play.

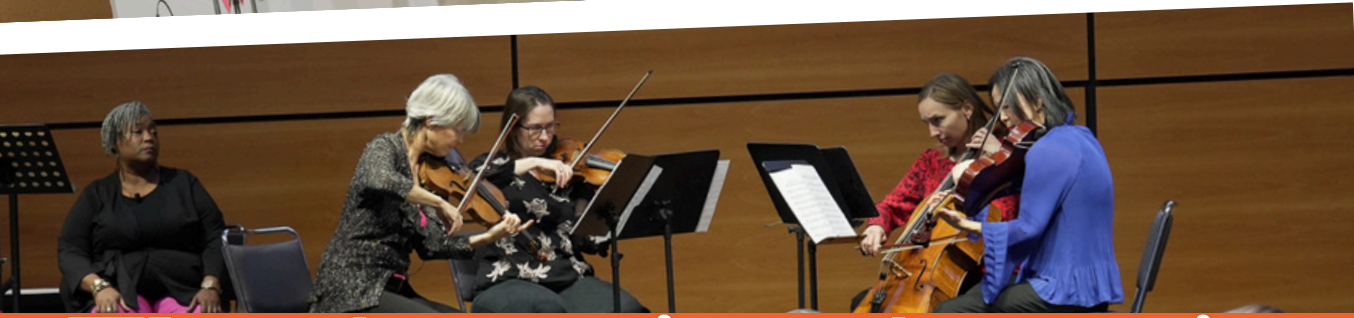
300 participants joined the series.

Online Assessment Tools

Tools include the Antiracist Style Indicator, Racial Identity Status Self-Assessment, and Diversity, Inclusion & Belonging Survey.

28,000+ individuals have taken our assessments.





The Amazing Amazing Inclusion & Belonging Edutainment Experience

A Professional and Personal Development Conference





AMAZING AMAZING



CULTURE IS TO HUMANS AS WATER IS TO FISH

THE FUNCTION OF RACISM IS DISTRACTION.
-TONI MORRISON



TO MY WHITE FRIENDS WHO KNOW ME

I'D RATHER CALL WHITE PEOPLE IN...



NOT TALKING IS NOT AN OPTION

CREATE SPACE FOR PEOPLE TO FEEL GOOD ABOUT THEMSELVES



STORIES THAT PROTECT THAT REMIND US OF THE GOOD THAT IS POSSIBLE

THEIR FRAME } PUSH BACK



ASSUMPTION IS A NICE WORD FOR RACIST

BLUE BRACELETS
"MAKES ME FEEL SAFE"
"IT'S PERFORMATIVE"

TAKE RESPONSIBILITY

WORK ACTIVELY TO DISMANTLE RACISM

START SCREAMING!

HONOR, LEARN, AND LISTEN

SHARE OUR BEAUTIFUL DIFFERENCES



JENNY HAGEL

YOU CAN SAY WHATEVER YOU WANT... BUT WHAT ARE YOU MODELING?

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

JOKES

CONSCIOUS INTENTION

WOMEN ARE SOCIALIZED TO NOT TELL JOKES

COME FROM YOUR HONEST PLACE

TRUMP'S COMEDIAN: RACIST THOUGHTS WITH THE SENTENCE STRUCTURE OF A JOKE

"YEAH, WE'RE NOT DOING THAT ANYMORE"

LOVE WILL GROUND OUR CHILDREN

YOU'LL SEE THE WHITE BOOGIE MAN WHEN...

TRY & BUY A HOUSE

GET PROMOTED

RACISM... YOU CAN'T JUST SHAKE IT OFF!

"BUSINESS CARDS"

LIFE ENTHUSIAST

INSIGHTS & LEARNING THRU JOKES

JOKES SETH (MEYERS) CAN'T TELL

DIFFICULT LAUGHS MADE EASIER

PUNCHING UP!

HARD TRUTHS

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HARD TRUTHS

RACE AN OLD TOPIC THAT REQUIRES A NEW CONVERSATION

PUT BEADS IN YOUR CUP

YOUR

- HIGH SCHOOL
- COLLEGE
- FAMILY
- BOSS
- NEIGHBORS
- CLUBS
- FRIENDS
- GROCERY STORE
- FAVORITE SINGER
- AUTHOR OF FAV BOOK
- CO-WORKERS

WE ARE SCARED TO TALK ABOUT RACE WE DON'T HAVE THE SKILLSET

RELATIONAL MODEL TO GO DEEPER WE MUST INTERACT OUTSIDE OF WORK



THE GOD I KNOW

DEIB THEATER EDUTAINMENT

EMAIL SIGNATURE... YOURS IN CHRIST, ELLA

PEOPLE HAVE CONCERNS... IT MIGHT SIGNAL THAT YOU ARE NOT TOLERANT OF OTHER'S RELIGIONS... PRO-CHOICE... LGBTQ+...

MY GOD IS A BIG GOD AND LOVES YOU JUST AS YOU ARE



I WILL FILE A COMPLAINT WITH HR CAUSE I'M NOT CHANGING IT

* CHRISTIANITY IN AMERICA - CULTURAL DOMINATION

WAS ELLA DOUBLING DOWN ON HER POWER

* YOUR AUTHENTIC SELF... IN SERVICE OF THE MISSION

* SHE DIDN'T HAVE ILL INTENT... BUT "YOURS IN CHRIST" IS NOT A NEUTRAL STATEMENT

* MAJORITY MINORITY STATUS

* WE ALL SHARE GENDER... WE ALL DON'T PARTICIPATE IN RELIGION

* SPACE FOR AUTHENTICITY FOR MYSELF

* FOR OTHERS

* QUALITY DECISIONS VS GOOD DECISIONS

LONG TERM SYSTEM WIDE

* ELLA HAS THE CHOICE TO CONTINUE WORKING THERE OR NOT

* AND FOR YOUR CO-WORKERS

* CURIOUSITY VS CERTAINTY

* GENDER IS VISIBLE

* RELIGION HAS/DOES HURT PEOPLE

GENTLE BUMPING

ONION I GROW THEM ON STEAK CARAMELIZED YUCK!

REWIND GAME

YOU SAID BEACH... SO I SAID LOBSTER

LOVE ROSES

WHAT IS SOMETHING ALL 5, 10, 20 OF YOU HAVE IN COMMON?

ROCK PAPER SCISSORS

THE BRAIN PREDICTS

THRU SENSES

"ENEMY" "PROTECTOR"

FIND YOUR

JOINING IS DIFFERENT THAN JUDGING

* FLORENCE PRICE - 1ST BLACK WOMAN TO HAVE A COMPOSITION PLAYED BY A MAJOR ORCHESTRA

ON MOVING FROM CERTAINTY TO CURIOUSITY

WITH THE CLEVELAND ORCHESTRA

WE'VE ALL BEEN TO THE CARIBBEAN

WE ALL LOVE DENZEL WASHINGTON

WE'VE ALL BEEN ON AN AIRPLANE

THE BRAIN PREDICTS

THRU SENSES

"ENEMY" "PROTECTOR"

FIND YOUR

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BELONGING BEGINS WITH OURSELVES

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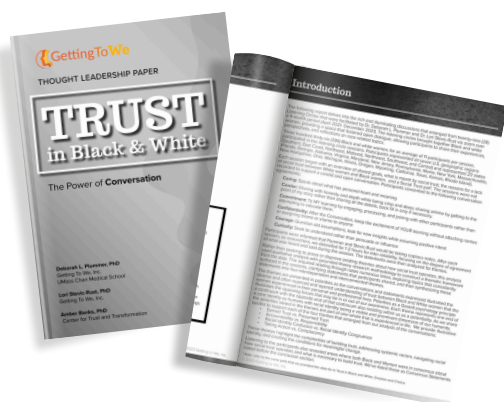
TRUST

in Black & White



Cleveland Film Festival

Our documentary, **Trust in Black & White**, was accepted into the Cleveland International Film Festival, with three showings, positive reviews, and meaningful discussions. The companion thought leadership paper is now available.







Getting to





WordscreateWorlds

2024 Award Winner

Dolly Chugh

Author of **A More Just Future**

Amplifying the voices of writers
who inspire us to turn us and
them into **WE**.



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Enough of Us Together Carrying All of Us Forward

