



Vision in *motion*

## DIVERSITY & INCLUSION INTERACTIVE WORKSHOP



## AIMS OF THE WORKSHOP

This workshop is used as a “temperature test” to uncover internal D&I challenges. The collected data and information are compiled into a report to support the development of a D&I strategy.

Understand why diversity, inclusion & transformation are important in organisations.

Understand staff experiences of D&I at work through arts-based methodology.

Address themes of D&I in different fields, such as perceptions, unconscious bias, discrimination, gender inequality, transformation.

Promote social cohesion & a common experience amongst the delegates.

Using African cultural arts as a medium to address sensitive diversity challenges.



## THE PROGRAMME

5 MIN

Introduction to  
the programme

What to expect from  
the workshop

10 MIN

Warm-up exercises

Interactive activity used to shed  
inhibitions

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90 MIN

## African storytelling sessions

Understanding our own perceptions through the power of storytelling, highlighting that we are connected through our differences or similarities.

### DOYLE MUGEYO'S STORYTELLING SESSION

This is a true-life story of Doyle Mugeyo, a 29 years old Burundian refugee who lost his entire family during the mass genocide in Rwanda in the early 90's. With limited resources, Doyle traveled through 17 African countries and experienced different life challenges, until eventually found his happiness in South Africa. This story is about the power of human spirit, resilience and inspiration to believe that anything is possible. What you will hear is heartbreakingly beautiful, funny and shocking.

45 MIN

## Hot topic: example of D&I in design and architecture group discussion

Case study of how a company overlooked a great design flaw that created D&I issues in their team. This session reveals to delegates that work spaces and environments play an important role in whether we all feel included.

40 MIN

## Challenge, Impact, Solutions

Delegates discuss and flipchart D&I challenges that they face on a daily basis (e.g. race, gender, language, cultural and social differences, and subtle discrimination). Delegates will then analyse the impact of those challenges on themselves and the organisation, and lastly suggest possible solutions.

40 MIN

## Role plays

Delegate use the information gathered in the flipchart notes from the previous session and chose one challenge to depict through a "role play" performance, known as "applied theatre".

20 MIN

## Debrief of applied theatre performances

Critical reflection on what issues were illustrated, focusing on possible solutions/actions to address these challenges.

45 MIN

## West African Interactive Drumming

Using cultural arts activities to understand the diversity theme of "Ubuntu" - an ancient African word meaning "humanity to others". It is often described as a reminder that "I am what I am because of who we all are".

15 MIN

## Final reflections and closing of the workshop

### INVESTMENT

Please enquire.

Minimum 20, maximum 30 delegates.