



Bridging & Bonding Women's Social Trust Retreats Frequently Asked Questions

Getting To We offers three types of Bridging & Bonding Retreat Experiences:

- 1.) Bridging & Bonding Women's Social Trust Retreat (B &B)**
- 2.) Bridging, Bonding & Building Women's Social Trust Retreat (BB & B)**
- 3.) Bridging & Bonding Women's Leadership Retreat (BB &L)**

This document offers information on each of these experiences.

About Bridging & Bonding Women's Social Trust Retreats

Q. What exactly are Bridging & Bonding (B & B) Retreats?

A. B & B Retreats are dedicated time for women, particularly Black and White women, to come together in gender solidarity to explore innovative strategies for living within the duality of race and gender. During the weekend retreat, women work to enhance social trust and develop the necessary competencies for the individual and collective work that needs to be done to achieve racial equity.

Q. Is the retreat open to only Black and White women?

A. Bridging & Bonding Retreats are open to women of all ages from across the United States who are invested in working toward racial equity. The curriculum for the retreat is derived from history, research, and frameworks based on racial dynamics between Black and White women, the top and bottom of "America's hidden caste system" (refer to Isabel Wilkerson's *Caste*) with application to other Women of Color groups. We focus on relating to each other in our core identity as humans and, especially as women, fostering human connectivity.

Q. What is the agenda for the Bridging & Bonding Retreat?

The retreat agenda includes short learning burst sessions and experiential exercises designed to understand historical and present-day barriers to achieving social trust, defining social trust, how social trust operates in our everyday lives, bridging and bonding self-care and action planning. It is also designed for community building in a psychologically safe environment

where everyone is encouraged to bring their full and authentic self to the weekend. Getting To We's work is about turning us and them into we by being better humans for other humans.

About Bridging, Bonding & Building Retreats

Q. What are Bridging, Bonding & Building Retreats?

This retreat is an experiential, competency-building experience for women who want to work together to make substantial change in achieving racial equity.

Q. How does the Bridging, Bonding & Building Retreat differ from the Bridging & Bonding Retreat?

A Bridging, Bonding & Building Retreats are open to anyone for whom "woman" is a meaningful identifier or experience, including but not limited to cisgender women, gay women, transgender women, and non-binary individuals. The curriculum for the B, B, & B Retreat is designed to be more experiential, focusing on collectively exploring the work necessary to build social trust and enhance gender solidarity to achieve racial equity. The agenda is different from the B & B retreat (less learning burst sessions and more facilitated discussion) and is especially beneficial for women who have done previous gender solidarity and racial equity work or for those who want to begin the process in a psychologically safe and enriching environment.

About Bridging & Bonding Leadership Retreats

Q. What is a Bridging & Bonding Leadership Retreat?

We know that workplace competition further fosters racial division and women particularly end up vying for executive and leadership roles held by men. Thus, the work of gender solidarity to achieve racial equity places significant challenges on women as senior leaders in organizations. This retreat brings together women senior leaders across corporations, organizations, educational institutions, nonprofits, faith-based institutions, and government agencies to work on specific strategies to accelerate the work of gender solidarity and racial equity.

Q. Who is the Bridging & Bonding Women's Leadership Retreat for and who would be considered a senior leader for this retreat?

A. . For Bridging & Bonding Leadership Retreats, the target audience are women who:

- lead organizations or teams by creating vision, inspiring trust, executing strategy, and developing others.
- hold leadership positions within the organization, especially those related to its people strategy.
- in educational institutions could be the university/college president, university dean, university department chair or superintendent, principal, head of school or other leadership role.
- are self-employed and direct the business full time and have significant clients.
- hold significant level of influence within their community evidenced by membership on corporate or non-profit boards, participation in philanthropic activities, and volunteerism.

General Questions and Answers

Q. What are the goals and objectives for the retreats?

We have six goals for these experiences:

1. **Shared experience** of more enlightened, forward-moving conversations about race.
2. **Shared facts** about the historical and present-day barriers to building social trust.
3. **Shared understanding** of the rationale and necessity for building social trust.
4. **Shared value** for turning us and them into we by becoming a better human for other humans and learning competencies to sustain effective cross-racial relationships.
5. **Shared skill sets:** Holding multiple realities, identities, and perspectives; connecting intention and impact; moving from certainty to curiosity; and using social privilege for mutual benefit.
6. **Shared goal** for continued work as women to foster trust as a foundational aspect for achieving equity.

Q. Can the cost be more affordable so that more women can attend?

A. Getting To We works to make the registration fee affordable across several socioeconomic levels. Yet the registration fee does not cover the full costs of the retreat per participant. We work to charge approximately half of the full cost and secure funding through grants and donations. We also encourage participants who can afford to support other women to attend to donate a tax-deductible “friend sponsorship” which covers the registration fee for a woman who wants to come but is not able to afford the registration fee. Getting To We manages the distribution of these scholarships to women with demonstrated commitment to this work and expressed need for financial support. We have recently made these experiences commuter retreats (participants are responsible for

their own lodging) which allow us to reduce the registration fee significantly while still recognizing travel and hotel or housing accommodations remain a part of the total cost.

Q. Is it possible to come for only part of the experience as my schedule permits?

A. Because the goal is to build gender solidarity and enhance social trust, you will need to be in attendance for the entire retreat as the experience is designed for collective and cumulative learning from all participants. Some exercises are also designed to be done with partners or in groups so, if someone is not in attendance for the entire experience, it interrupts and diminishes other participants' experience.

Q. How can I best prepare for the experience?

A. Suggested pre-work readings and journaling prompts to best prepare for a great experience will be provided before the retreat. Participants are also invited to a Meet & Greet Orientation Session where participants have an opportunity to meet other participants, get updated information, an overview of the agenda, and address any questions they may have.

Q. What is the dress attire for the retreat?

A. The dress attire for the retreat is business casual. We also take a group photo at the end of the experience and provide any guidelines for dress at the orientation.

Q. What are the success measures for the retreat?

A. Getting To We administers an impact evaluation several weeks after the retreat to determine the impact of the experience and to assess increased levels of gender solidarity and enhanced social trust.

A detailed summary of expressed learning and insights is also provided to participants. We continue to gather this data on the learning and its application to work and social settings and report the findings in aggregate form in GTW Thought Leadership Papers at no cost to general audiences.