



# Other Voices

## Class 2012 (Class XIX)

**Application Due Date: September 1, 2011**

### **BEGINNINGS**

The development of Other Voices began in 1990 with a group of Leadership Greensboro members called together by the mayor of Greensboro to tackle some difficult issues facing our community. After three years of challenging work, the group launched the Other Voices program in 1993. The program sought to significantly improve human relations, especially race relations, in Greensboro. To date, approximately 465 individuals have participated in Other Voices as a result of their commitment to the Other Voices vision and to its potential for our community.

### **VISION**

The vision of Other Voices is a Greensboro and Guilford County that encourages full and productive participation by our diverse citizenry in building a leading community open to all.

### **MISSION**

Other Voices is a leadership development and community-building experience in which participants – in frank and open dialogue – examine racism, sexism, ethnocentrism, anti-semitism, homophobia and other forms of oppression. Due to its pervasive and historical impact in our community, racism is the key focus. Participants develop skills and strategies to understand and eradicate prejudice and discrimination on a personal, organizational and community level.

### **GOAL**

Other Voices is designed to build participant insight and understanding of the roots of prejudice; help participants determine how “oppressive-isms” affect their quality of life; share cross-cultural environments; evaluate personal biases that play out in behaviors; define and clearly state the issues; develop a vision for dealing with problems; and develop strategies for alleviating these problems individually, in small groups at the workplace, and in the community.

### **PROGRAM**

An orientation and reception, a two-day Fall retreat, regular monthly day sessions, a two-day Winter retreat, a two-day Spring retreat, and a celebration event make up the schedule for Other Voices. Each session is planned by a program committee working with a professional facilitator. Program goals are accomplished through a series of readings, interactive seminars, experiential assignments, creative dialogue among class members, and community resources. Class teams may also develop one or more group projects which are aimed at addressing issues which improve human relations in Greensboro and Guilford County.

### **PARTICIPANTS/SELECTION**

A diverse group of traditional and non-traditional leaders with the capacity to influence others and with an interest in enhancing their personal involvement in our community will be selected to participate in the program. Class size will be approximately 25 participants. An important tool of the learning process in the Other Voices program is the diversity of the class.

### **YOUR TIME COMMITMENT**

Other Voices requires a serious commitment of time. The success of the program depends on the commitment of each participant to being present on each program day and to being on time. Accordingly, recognition of the completion of the program, which includes a certificate and will be invited to attend graduate activities. Pre-session assignments and any community project will require additional time above and beyond the scheduled programs days. Those who are unable to make the entire commitment should not apply.



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### **ATTENDANCE**

A participant may miss up to two days and still graduate. However attendance at the Fall Retreat, the Winter Retreat and the Spring Retreat is mandatory.

### **APPLIATION PROCESS**

Candidates may be nominated by their employers, by an organization in which they serve as volunteer leaders or they may nominate themselves. Applications must be returned to the Greensboro Chamber of Commerce by 5:00 p.m. on the deadline date. No applications will be accepted following the deadline.

### **THE INVESTMENT**

The tuition for Other Voices is \$1200 for Chamber members and non-profit staff members, and \$1500 for all other individuals. It may be paid by the individual, an employer, agency, organizations or other source. You will be invoiced upon acceptance. Payment is due prior to the beginning of the program year.

### **SCHOLARSHIPS**

A limited number of partial scholarships are available, based upon need and availability of funds.

### **OTHER VOICES APPLICATION INSTRUCTIONS**

- Type or print in blue or black ink.
- Complete each section fully. Limit answers to space available. Please do not include additional pages.
- Application must be signed by applicant and the CEO/Senior Executive of applicant's organization.
- One letter of recommendation should be attached to the application.
- Indicate at bottom of application if applying for a scholarship.
- Application must be signed by applicant and the CEO/Senior Executive.

### **SELECTION CRITERIA**

A maximum of thirty individuals will be selected to participate in the program. Since the number of participants to Other Voices is limited, applicants who are not selected are encouraged to reapply in subsequent years.

Participants will be chosen by the Other Voices Selection Committee based upon the information provided in the application. The committee will be seeking men and women from Guilford County:

- Who represent a cross-section of the community including business, the professions, education, government, arts, clergy, service and community organizations, neighborhoods and various racial, cultural, socio-economic, age and gender groups.
- Who have demonstrated a sincere commitment, motivation and interest in improving human relations in the Greensboro community.
- Who have a genuine concern for the future of the Greater Greensboro area and a desire to be personally involved in shaping it.
- Who have the interest and potential for building a leading community open to all.
- Who have the time to complete the Other Voices initiative and have the full support of the corporation or organization represented.
- Who have the intention, upon completion of the initiative, to seek leadership opportunities in the community.



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### Monthly Program Calendar

- Continental breakfast begins - 8:30 a.m.
- Program Day begins - 9:00a.m.
- Program Day ends - 5:00 p.m.

**Friday, September 23, 2011**

Orientation/ Group Development

**Thursday, October 27, 2011**

**Friday, October 28, 2011**

Fall Retreat (this may be an overnight retreat)

Starts 9:00 a.m. on the first day and ends at 5:00 p.m. on the second day

Race/Culture/Ethnicity

**Friday, November 18, 2011**

Gender

**Friday, December 16, 2011**

Sexual Orientation

**Thursday, January 26, 2012, 8:30 a.m. – 8:00 p.m.**

**Friday, January 27, 2012, 8:30 a.m. – 5:00 p.m.**

Race & Socioeconomics - Impact

**Thursday, February 23, 2012\***

Religion

*\* Note that we will meet on Thursday for this day*

**Friday, March 23, 2012**

Culture/Ethnicity

**Friday, April 27, 2012**

"Look-ism"/Differently Abled

**Thursday, May 24, 2012, 8:30 a.m. – 8:00 p.m.**

**Friday, May 25, 2012, 8:30 a.m. – 5:00 p.m.**

Spring Retreat

Pulling It All Together/ Building Allies

**Thursday, May 31, 2012 - 6:00 p.m.**

Graduation Celebration

(Combined with the Other Voices Members Annual Dinner, featuring the presentation of Change Agent Awards)





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In your judgment, what are the top Human Relations challenges facing Greensboro?

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How do you feel the Other Voices experience will benefit you in your involvement with the community/Professional organizations to which you belong?

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How did you learn of the OTHER VOICES program?

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### PARTICIPANT COMMITMENT

I understand the purposes of the OTHER VOICES program and if I become a participant, I will pay my tuition prior to the deadline. I will devote the time as described in the program information provided and as outlined in the **Other Voices Attendance Policy**.

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

### EMPLOYER COMMITMENT

THIS APPLICATION HAS THE APPROVAL OF THIS ORGANIZATION AND THE APPLICANT HAS OUR FULL SUPPORT WHICH INCLUDES THE NECESSARY TIME REQUIRED TO FULLY PARTICIPATE IN ALL DAYS AND ASPECTS OF THE PROGRAM. I understand the time commitment required as indicated above for my employee/candidate to participate in OTHER VOICES AND APPROVE OF AND SUPPORT HIS/HER ABSENCE IF SELECTED INTO THE PROGRAM.

Organization \_\_\_\_\_

Sponsoring Manager's Name (please print) and include Signature - (can be same as organization's CEO - noted below) \_\_\_\_\_

CEO Name (please print) and include Signature \_\_\_\_\_

Date \_\_\_\_\_

My tuition will be paid by:  Employer  Participant  Other (specify)

### FOR MORE INFORMATION CONTACT:

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