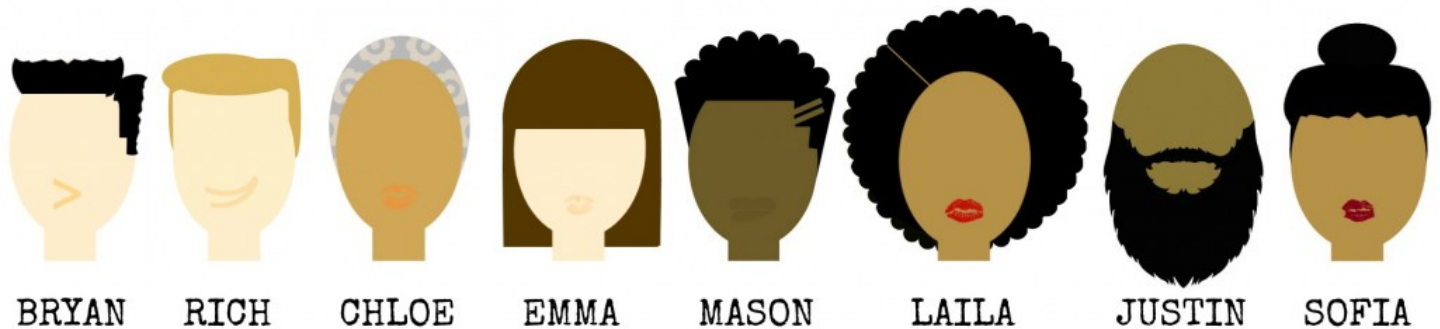


FACTUALITY LLC Launches FACTUALITY Global to Help Multinational Companies Understand and Dismantle Structural Inequality



Baltimore, Maryland Aug 2, 2023 ([Issuewire.com](https://www.issuewire.com)) - Today, experiential learning and development company [FACTUALITY](https://www.issuewire.com) celebrates the official launch of FACTUALITY Global, a program that explores and simulates structural inequality through an international lens, with the goal of evoking empathy, increasing cultural competence, and enhancing self-awareness.

Developed by award-winning creator and founder [Natalie Gillard](https://www.issuewire.com), FACTUALITY Global is a carefully facilitated experience that engages participants intellectually, emotionally, socially, and empathetically by delving into the realities, facts, and modern-day impacts of systemic oppression within today's highly valued institutions, such as education, healthcare, home ownership, religion, and Corporate America, among others. Participants are required to assume the identity of a character different from their own and encounter a series of fact-based advantages and limitations based on the intersection of that character's race, class, gender faith, sexual orientation, age, nationality, and ability. The program can be facilitated in-person or virtually and helps participants better understand the historic and current real-world implications of structural inequality as the first step towards driving change.

"In order to take action and make an impactful, positive difference in our world, we must first understand and acknowledge where and why inequality exists," says Ms. Gillard. "Our experiential approach to learning at FACTUALITY allows participants to step into the lived experiences of others as a way to empathize with identities unlike their own and to identify opportunities to shift mindsets and preconceived notions. This approach helps to quell any angst or discomfort people naturally feel when having conversations about bias and discrimination, and that's what makes the content of our program uniquely digestible."

FACTUALITY Global joins a suite of four other programs offered by Gillard that are tailored to different audiences, including FACTUALITY Jr., designed to simplify complex topics about inequity for younger

audiences, FACTUALITY Collegiate for stakeholders in higher education, Just the Facts available for virtual, hybrid, and in person facilitations, and FACTUALITY the board game, Gillard's flagship program upon which all the others are based. Each offering typically runs for 90 minutes and unpacks a wide range of themes from pay inequity and anti-LGBTQ+ legislation to environmental justice, redlining, religious discrimination and health disparities. All FACTUALITY program offerings are refreshed regularly to include current events and real-world happenings around the globe and can also be customized for a specific group or company's needs.

Natalie notes, "Companies are increasingly looking to understand how DEI and professional development efforts intersect and what solutions can be considered globally and acted upon locally. FACTUALITY is not the standard, lecture-based DEI training you might typically be offered. With our offerings, leaders and professionals have an effective, hands-on way to explore structural inequality with outcomes on how to better engage with others in their workplaces, organizations, and personal networks. The program centers on the importance of mutual exchanges of empathy. That's what makes it so powerful and transformative."

Gillard will be hosting a virtual demonstration of FACTUALITY Global today. More details can be found on the event page [HERE](#).

About Factuality

FACTUALITY is an experiential learning and development company founded in 2016 by Natalie Gillard. The company offers a suite of programs that provide a facilitated dialogue, crash course, and interactive experience that simulates, discusses, and unpacks the real-world impact of structural inequality. FACTUALITY has supported the diversity, equity, and inclusion initiatives at hundreds of multinational companies, universities, government agencies, and nonprofits, such as Google, Harvard, U.S. Immigration and Customs Enforcement (ICE), and the American Heart Association.

FACTUALITY has been featured in Fortune Magazine and Amazon best-seller, *The Memo: What Women of Color Need to Know to Secure a Seat at the Table*. In addition, FACTUALITY has raised and donated over \$20,000 to organizations that advance social equity through its Factualty Gives Back program and became an ice cream flavor through a partnership with social justice ice cream brand, Taharka Brothers.

To learn more about FACTUALITY and additional offerings, please visit: www.factualitythegame.com. You can also follow FACTUALITY on social media @factualitythegame.

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