

3/4/21

Beaverton School District

Equity Advancement Proposal

Proposal response to RFP 20-0027

Center for Equity and Inclusion

www.ceipdx.com

Experience and Qualifications

Founded in 2015, Center for Equity and Inclusion (CEI) is a BIPOC-owned and led consultancy advancing equity, diversity, and inclusion (EDI) efforts within organizations, education systems and communities. Our methodologies drive transformational change. Educators Hanif Fazal and Frewine Kiros founded CEI as a holistic, human-centered learning and strategy partner. We provide assessment, facilitated and independent learning, leadership development, coaching, and strategic consultation to organizations of all sectors. Our work guides people in connecting the dots between racial and economic disparities, the systems we all navigate and the institutions that maintain these disparities. By doing so, we encourage each individual to make positive change so everyone can thrive. Having served over 100 organizations nationwide, CEI currently offers Equity Certificate, our year-long EDI program for K-12 educators in partnership with Lewis and Clark College. We also partner with various school-based districts/entities across the state (Portland Public Schools, Gresham-Barlow School District, Oregon Education Association) as well as large-scale organizations (Providence OR, PeaceHealth), national non-profits (Feeding America, Playworks), and foundations (Stupski Foundation, Meyer Memorial Trust).

Our vision is anchored by a single theory of change: in order for meaningful, sustainable change to occur, a transformative process must take place. This process must support individuals within an organization in developing shared agreements, a common language, consciousness, and value in relationship to EDI (personal and culture work). It must also develop concrete tools and an equity plan that embed EDI into an organization's identity, policies and procedures (institutional work).

CEI is rooted in education. With over 20 years of collective experience guiding educators and administrators in personal learning, organizational change and strategic application, CEI has become a well-known and trusted partner in advancing long-term change in the educational sector.

Our Mission: to transform the spaces we work and live in.

Staffing and Approach

Staffing

CEI suggests the following staff and roles to support Beaverton School District in this engagement. Once CEI meets with BSD, we may amend roles and responsibilities.

- **1 Partner Lead:** Lead consultant for the overall engagement. Responsible for working with BSD's Superintendent Cabinet and Planning Team.
- **3 School-Based Strategists/Facilitators:** Onboards BSD's district-wide Equity Team and school-based principal cohort with Partner Lead input. Participates in Planning Team-related work and sessions. Provides coaching and targeted support when needed.
- **1 Project Manager:** Manages the day-to-day needs across the engagement. Primary contact for BSD with scheduling logistics, client communications, etc. Provides internal support to prepare and manage learning sessions and deliverables. Attends client sessions to support Partner Lead and team with logistics and note-taking.

Approach/Statement of Work

CEI will embark upon a multi-year partnership with Beaverton School District to guide the District in cultivating an equitable, inclusive and anti-racist culture where staff and students thrive. Culture transformation takes time; in our first year of partnership, CEI will engage an initial set of key stakeholders to build a foundation in which additional equity, inclusion and anti-racism efforts will grow.

Over the course of the year, CEI will support these stakeholder groups in building capacity and cultivating champions of equity throughout BSD. Additional aspects of engagement will include:

- Building common language, framework, agreements and protocols
- Strengthening understanding and connection to equity, inclusion and anti-racism
- Application of an Equity Lens to problems of practice
- Initial development of a district-wide Equity Plan (building from the BIPOC anti-racist plan that has been proposed)
- For Building Principals, engage a learning cohort to address common challenges

- and cultivate building leaders for equity
- For Teachers (School-Based Team Leadership Development), engage a learning cohort by participating in CEI's Equity Certificate program. This program guides K-12 educators and administrators to become leaders for equity in classrooms with a focus on support to BIPOC students and families
- Providing independent coaching and consultation to BSD leadership and staff to deepen commitment and trust in this work

Each stakeholder group will be engaged in a series of learning and equity application sessions. We will create a new, BSD Planning Team, a group of key stakeholders who will work with CEI to connect the work between groups, provide strategic input, support in logistics, and collaborate on tracking progress across the engagement. CEI serves not only as the facilitator of sessions, but in thought leadership, coaching, check-ins and targeted support for the many moments between sessions. CEI will be a dedicated partner to BSD in all aspects of our engagement.

Per your RFP, we have organized the work into the following components:

Onboarding

Internal planning and preparation with CEI's team. Initial introductions and relationship-building with BSD key stakeholders. Review, identification and onboarding of BSD's new Planning Team.

What CEI will do:

- Review relevant research and data on BSD as a District as well as organizational and demographic data
- Schedule and meet with BSD key stakeholders to review the engagement, discuss roles and responsibilities, review our process and milestones, and begin planning the onboarding of BSD's Planning Team

Planning Team

The Planning Team will be responsible for planning, debriefing and collaboratively working with CEI to ensure we are keeping one another accountable in this work and keeping communication fluid and transparent. We will meet monthly.

What CEI will do:

- Plan and lead 10, 2-hour monthly Planning Team sessions

BSD Cabinet Launch and Learning Sessions

CEI will engage BSD Leadership in a launch intensive followed by up to 6 sessions (to be scheduled across the engagement) to become champions and co-creators of an equitable, inclusive and anti-racist culture. This is an accelerated learning process that will focus on: Equity Lens application, accountability to clear goals/outcomes, building common language, framework, comfort, familiarity and value.

What CEI will do:

- Plan and lead an Equity Foundation Intensive with Cabinet: 3 days, 5 hours each day (within one week ideal)
- Plan and lead up to 6 follow-up sessions across the engagement, 3 hours each

District Equity Team Launch and Learning Sessions

CEI will provide guidance in recruiting and onboarding BSD's new District Equity Team. As with BSD Cabinet, the Equity Team will go through our Equity Foundation Intensive and then follow with 9 monthly learning and work sessions. Together, we will align/center and identify clear problems of practice within the BIPOC Anti-Racist Action Plan, set goals and timelines. We will inform the Action Plan with multiple perspectives. We will build common language, framework, capacity to inform and steward equity, inclusion and anti-racism efforts, and align district/school buildings with common direction.

What CEI will do:

- Plan and lead the Equity Foundation Intensive with Equity Team: 3 days, 5 hours each day (within one week ideal)
- Plan and lead 9 monthly sessions, 3 hours each

School Board Learning Sessions

This is time to meet with BSD's board to ensure orientation and alignment in this work together with focus on planning and strategy.

What CEI will do:

- Provide up to 12 hours of board learning and alignment to this work
- Sessions will be confirmed with Planning Team and other key stakeholders
- Sessions will be spread across engagement

Building Principals Launch and Learning Sessions

CEI will organize a cohort of Building Principals to engage school leaders. Similar to groups above, Building Principals will go through our Equity Foundation Intensive followed by up to 6 learning sessions.

We will build common language, framework, capacity to inform and steward equity, inclusion and anti-racism efforts, and align district/school buildings with common direction.

What CEI will do:

- Plan and lead the Equity Foundation Intensive with Building Principals: 3 days, 5 hours each day (within one week ideal)
- Plan and lead up to 6 follow-up learning sessions, 3 hours each

School-Based Team Leadership Development

BSD will select up to 15 administrators and educators from 3 school sites to participate in CEI's Equity Certificate 2021-2022 cohort.

- Participation in CEI's Equity Certificate year long intensive, cohort model 3 school sites with 5 participants from each - begins August 2021
- Building internal capacity among teacher leaders to hold ongoing DEI work - consideration for 2022

In addition to your RFP requests, we recommend including the following:

1:1 Coaching and Consultation

Time to meet independently with the Superintendent and other key stakeholders throughout the engagement.

- Provide up to 30 hours of coaching and consultation across the engagement

Contingency

It is necessary to include additional funds to address real-time issues that arise within the engagement. This may include additional sessions, meetings, planning time, etc.

- Provide a contingency budget of \$15,000

References

Per your RFP, we provide 5 references from education, philanthropy, healthcare and equity leadership in Washington County. We do not share client project fees.

1. Sam Breyer
Superintendent
Multnomah Education Service District
Partnership Duration: 2018-2020
503.257.1504
sbreyer@mesd.k12.or.us
2. James Hiu
Deputy Superintendent/HR
Gresham-Barlow School District
Partnership Duration: 2019-2020
503.261.4599
hiu@gresham.k12.or.us
3. Briana Ekandem
Service Area Chief HR Officer
Providence Health & Services
Partnership Duration: 2019-present
Briana.Ekandem@providence.org
4. Tricia Tillman (ProvidenceOR partner/strategist)
Chief Equity and Inclusion Officer
Washington County
Partnership Duration: 2019-present
latricia_tillman@co.washington.or.us
5. Ami McReynolds
Chief Equity and Programs Officer
Feeding America
Partnership Duration: 2019-present
amcreynolds@feedingamerica.org

Price Schedule

The following components of work are anticipated to be completed in a 12 month period of time. The proposed scope of work (including \$87,500 for School-Based Team Leadership Development and \$15,000 for Contingency) will not exceed \$410,000.

Staff rates and estimated hours are provided below.

Staff Role	Hourly Rate	Estimated Hours
Partner Lead	\$360/hour	202 hours
SB Strategist	\$420/hour	94 hours
Facilitator 1	\$300/hour	323 hours
Facilitator 2	\$300/hour	238 hours
*Coaching (Partner Lead, Facilitators)	\$330/hour	30 hours
Project Manager	\$240/hour	60 hours

*Coaching is a blended rate