

# DEI Service Offerings for Buncombe Partnership for Children



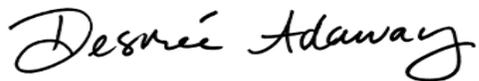
Dear Caroline & Jenny,

Thank you for the opportunity to partner with you as you expand Buncombe Partnership for Children's commitment to deepening your racial justice work.

The following outlines what was discussed on the phone with Desiree – a holistic and tailored individual and group coaching cohort, designed to support BIPOC early childhood educators and administrators in navigating, transforming and engaging in racial equity.

We look forward to bringing this program to your partners, please let me know if you have any questions about the below.

Thanks so much,



Desiree Adaway

## Services Overview:

This 6 month comprehensive cohort program is designed to provide coaching, training and hands on support to BIPOC early childhood educators and administrators by creating a mutually supportive learning & growing community.

Goals of the cohort program for Buncombe partnership for children partners include:

- Individualized racial equity climate assessment
- How to champion racial justice efforts and help your organization create a powerful framework for advancing racial equity
- Build shared analysis of how dominant culture (white supremacy) shows up in our workplaces
- Identify what a race equity culture looks like in the nonprofit sector
- Handling conflict, making mistakes and having difficult conversations
- Individualized & collective coaching around emergent issues of race equity within the cohort
- Cultivate & practice tools for navigating & implementing racial equity change work

**The below is an overview of key components of the cohort:**

### Racial Equity Assessment

- Initial assessment of racial equity climate across partner organizations to be conducted via:
  - Individual surveys
  - 1:1 Interviews
- The racial equity assessment will serve as a valuable tool in gauging where various partners are in relationship to their racial equity work, and provide focal points to shape the group coaching sessions.

### Group Sessions 1 - 6

- The cohort will have the opportunity to engage in once monthly, 90 minute group coaching sessions. The topics will be emergent and based on the articulated need of the participants. All group coaching sessions may include:
  - Shared language check/level setting

- Collective goal for the session
- Racial equity tools & opportunity for practice
- Peer to peer coaching & collective resource building
- Mini training on emergent topics/areas of special interest to participants
- Readings, materials and resources pertaining to group session topics

### **Individual Coaching Sessions**

- Each individual partner participating in the cohort program will receive 4 hours of 1:1 coaching on an issue of their choosing.
- Coaching sessions will be tailored to support the individual partner and can be focused on internal or organizational growth
- Coaching sessions & subsequent progress will be tracked and each participant will receive an individualized coaching plan

### **Open Office Hours**

- In order to provide real time support, all participants will have access to 2 hours of open office hours per month. These office hours may be used for:
  - Technical assistance
  - Community building
  - Peer to peer coaching & support

### **Closing session**

- Our cohort will culminate in a 3 hour closing session, during which cohort participants will have the opportunity to:
  - Debrief the cohort experience
  - Establish and share next steps for maintaining connections and support to one another
  - Share successes and anticipated challenges

### **Post cohort check in**

- This will be one 90 minute optional session to be conducted 3 months post cohort conclusion. This session will provide cohort participants the opportunity to reconnect, fortify and update one another on their current experiences.

## About the Adaway Group

[The Adaway Group](#) is a black woman owned firm that is a proven leader for providing innovative, accessible, high quality consulting and training services in the areas of diversity and inclusion, leadership development and organizational change. We believe that truly inclusive organizations get beyond checking boxes and welcomes, respects, and champions diversity within the organization – invests in programs that build relationships with diverse communities, develops and empowers diverse leadership, invests in staff and community development, and through knowledge and action, systematically changes the culture of the organization so that all individuals and groups are encouraged to fully participate. We specialize in helping teams have the difficult conversations and immerse deeply in the personal and organizational work required to build actively anti-oppressive cultures.

We bring a wealth of experience in working with predominately white organizations to help them do the work of changing culture from being transactional to transformational, while learning how to create an equitable culture.

## Timing

October 2020 – April 2021

## Payment

\$16,200 (cost breakdown to be included in SOW)

## Cancellation

Once the Buncombe Partnership for Children agrees to the terms of this agreement The Adaway Group will commit its time accordingly. In order to avoid cancellation, the client does have the right to reschedule, postpone or delay the project based on the business needs as long as the two parties can find a mutually agreed upon time in the future to complete the work.

Should Buncombe Partnership for Children want to cancel The Adaway Group's services and terminate the contract, The Adaway Group will expect payment for all work done to date.

## Negotiation

All parts of this proposal are subject to negotiation by both parties.

## Lead Consultant

Key Jackson is a 1st nations/Black Queer radical dreamer who is committed to weaving the Strength of their community into sustainable social change. A Founding member of Black Youth Project 100 New Orleans, Key has spent the past 18 years fighting for Queer, Youth, Educational, Housing, Immigrant and Racial Justice. Key's lived experience as a low income, Queer person of color has fueled their desire to educate and move always towards a more equitable reality. Key has co-founded multiple youth centered initiatives and has provided formal as well as informal trainings to thousands of communities across the nation. Key resides in New Orleans with their dog Thunder, and cat Benkole.



## Contact Information

Desiree Adaway can be reached either by phone at 229-815-8887, email at [desiree@desireeadaway.com](mailto:desiree@desireeadaway.com) or by Skype at desireeadaway.

Key Jackson can be reached by phone at 504-717-7273, or by email at [Key@adawaygroup.com](mailto:Key@adawaygroup.com)

*Thank you for giving us the opportunity to provide you with this proposal. If you have questions or require clarification, please feel free and contact me.*