



# Maine Intercultural Communication Consultants

**Proposal for Initial Services: RSU 72**

**6/26/2020**

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Maine Intercultural Communication Consultants (MICC) proposes the following services in support of RSU 72's goal of being a welcoming place for all, and in alignment with its educational goals and best practices for student inclusivity and achievement.

Best practices in the field of educational equity, as well as the latest research and MICC's professional experience in Maine and nationally, indicates that inclusivity and equity are more likely to happen when school leaders and teachers have an "intercultural mindset" as measured by the Intercultural Development Inventory®, or IDI®.

It is for this reason that MICC recommends empowering RSU 72's leadership, and eventually all staff, with the knowledge of their group and individual IDI scores, and the appropriate intercultural training, customized to their goals and challenges, so they can operate from an "intercultural mindset," with effective cross-cultural tools, and effectively serve all students.

This proposal represents a starting point and specifically work with administration over the summer of 2020 (though possible ongoing work with the administration is mentioned on the last page), with the understanding that the conversation around services will continue, and an additional proposal will discuss inclusion of faculty, staff, school board, and students.

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## Intercultural Capacity Building Using the IDI®

MICC recommends that RSU 72 administration and, eventually all faculty and staff, take the Intercultural Development Inventory® (IDI®), an online assessment to be completed individually, which MICC administers. The IDI is the premier instrument, used nationally and internationally, to measure a group's and individuals' abilities (skill sets and mindsets) to bridge effectively across cultural differences, so as to create an inclusive environment. In other words, does the group have an "intercultural mindset" that welcomes and leverages difference, a "monocultural mindset" that inadvertently suppresses, ignores, or judges difference, or something in between? Additionally, and perhaps equally impactfully, the IDI quantifies where a group *perceives* it is versus where it *actually* is in its approach to diversity, equity, and inclusion work. Knowing this information allows the group to understand its intercultural strengths as well as its gaps and how this will play out in building intercultural competency. Teams report that learning this "common language" of the IDI has been transformative in bridging across all kinds of differences (religion, race, sexual orientation, gender identity, ability/disability, class, etc.) and allowing the group's intentions to match its actual impact.

Note: per IDI, LLC international regulations, group results are available only by participating in a Group Debrief with a Qualified Administrator, such as MICC, and individual results are NOT revealed in a Group Debrief.

### Step 1: (Summer 2020):

RSU 72 administrators individually take the Intercultural Development Inventory® (IDI®) online. (MICC coordinates.)

- 20-30 minutes
- \$18/participant (standard fee charged by IDI, LLC)
- \$18 x 7 participants = **\$126**
- MICC administration fee = **\$70**

### Step 2 (Summer 2020):

RSU 72 administrators take part in Foundational Intercultural Training (sometimes referred to as "The Ripple Effects of Culture") and Debrief of **Group** Results, inclusive of customized intercultural training and Group Profile Report

- Four 1.5 hour Zoom sessions; 2 trainers, 1 assistant (possible)
- **\$3,750**

### Step 3 (Late Summer/Early Fall 2020):

RSU 72 administration participates in IDI **Individual** Debriefs via Zoom (inclusive of Customized Individual Report).

Best practice requires a MICC representative to meet individually with each participant to deliver his/her/their individual report, an experience that participants consistently describe as transformational. This highly individualized and confidential meeting allows participants to deeply understand their own strengths and gaps. Note: per IDI, LLC international regulations, individual IDI results are available only by participating in an individual debrief with a Qualified Administrator, such as MICC. Individual scores are not revealed to anyone other than the participant.

- 1-1.5 hour/individual
- \$300/individual
- \$300 x 7 administrators = **\$2,100**

# Ongoing Intercultural Coaching, Training, and Support for Administration

## Group Coaching/Training

Administration Participate in Customized Intercultural Group Training/Coaching in service of IDI identified goals

- Monthly customized training/coaching that reflect the intercultural needs and goals of the group, based on IDI results and the organizational objectives.
  - 1.5 hours (monthly) x 6 sessions
  - \$1,000 x 6 sessions = **\$6,000**

## Individual Coaching

Administration Participate in Customized Individual Intercultural Coaching Series

- Monthly customized individual coaching that reflects the intercultural needs and goals of the individual, based on IDI individual results and goals of the individual. This is highly recommended for administrators.
  - 1 hour (monthly) x 6 sessions
  - \$250/hour x 6 sessions = **\$1,500/participant**

## Consulting Support

MICC Provides Consulting Support Based on Group IDI Results, Client Needs, and Organizational Goals

- Strategic feedback and assistance in service of the client's diversity and inclusivity goals. This could include areas such as: recruitment, hiring, onboarding, performance reviews, retention, and others.
  - **\$150/hour/consultant**

**Maine Intercultural Communication  
Consultants, LLC**  
24 Preble Street, 3rd Floor  
Portland, ME 04101 US  
(207) 807-7751  
info@maineintercultural.com



# INVOICE

**BILL TO**  
Susan Frost  
MSAD 72  
25 Molly Ockett Drive, Door  
#10  
Fryberg, ME 04037

**INVOICE #** 1149  
**DATE** 06/29/2020  
**DUE DATE** 07/29/2020  
**TERMS** Net 30

ACTIVITY	QTY	RATE	AMOUNT
<b>Services</b> IDI usernames @ \$18 per username + \$10 Admin fee per participant	7	28.00	196.00
<b>Group Debrief</b> IDI Group debrief	1	3,750.00	3,750.00
<b>IDI Individual Debrief</b> IDI Individual debriefs	7	300.00	2,100.00

Hi Susan,  
Thank you. Please let me know if you need anything else. Deb

**BALANCE DUE** **\$6,046.00**

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# INVOICE

## BILL TO

Jay Robinson  
MSAD 72  
25 Molly Ockett Drive Entrance  
#10  
Fryeburg, ME 04037

INVOICE # 1160

DATE 08/31/2020

DUE DATE 09/30/2020

TERMS Net 30

ACTIVITY	QTY	RATE	AMOUNT
<b>IDI Educational Version</b> IDI username and login information	7	18.00	126.00
<b>IDI Educational Version</b> IDI Admin fee	1	70.00	70.00
<b>Group Debrief</b> Four 1.5 hour Zoom sessions (total 6 hours) Group Debrief Session dates: July 14, Aug. 4, Aug. 11, Aug. 18th	1	3,750.00	3,750.00

Hi Jay,  
Let me know if there is anything you still need from us to process this invoice. We know that this is a chaotic week for all school districts. We look forward to circling back with you to schedule the one-on-one Debriefs.

BALANCE DUE

**\$3,946.00**

Deb

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of 8-31-20

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# INVOICE

**BILL TO**

Jay Robinson  
MSAD 72  
25 Molly Ockett Drive Entrance  
#10  
Fryeburg, ME 04037

INVOICE # 1171  
DATE 10/01/2020  
DUE DATE 10/31/2020  
TERMS Net 30

ACTIVITY	QTY	RATE	AMOUNT
IDI Individual Debrief one hour individual debriefs of the IDI for 7 admin leaders	7	300.00	2,100.00

Hi Jay,

**BALANCE DUE**

**\$2,100.00**

All 7 individual debriefs were conducted between the time period of Sept. 22nd and Oct. 1st. Please let me know if additional information for this invoice is needed.  
Thank you again for the opportunity to collaborate with you. We look forward to an opportunity to continue partnering with you school.

Deb (and Liz)

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of 10.2.20