

Consulting Proposal: An Equity-Centered Approach

Prepared for:

Platte County School District

January 2020

Dear Dr. Reik,

It was certainly our pleasure to meet you and your colleagues earlier this week to discuss the unique needs and opportunities of your learning community. Thus, it is equally our pleasure to submit this proposal regarding the potential for partnership with Platte County School District (PCSD). We are excited about the prospect of aiding your organization in its efforts to further the work of Diversity, Equity and Inclusion. With over 40 years of combined experience, we are poised to assist you and your esteemed organization as it continues to position itself as a source of growth and harmony in our region.

As you know, Sophic Solutions, LLC is a change management consulting firm that provides management solutions with a specific emphasis on issues of diversity, equity and inclusion. Some of our clients and efforts include serving as Project Managers for the KC Race, Equity and Inclusion Project that is sponsored by the City of Kansas City, MO, Kansas City Public Schools, Kansas City Public Library and the Ewing Marion Kauffman Foundation. As well, we serve as diversity, equity and inclusion consultants to Superintendent Dan Clemens and North Kansas City Schools (NKCS). We also serve as diversity, equity and inclusion consultants to President Elizabeth MacLeod-Walls of William Jewell College and the entire campus community. We are specifically assisting the college with its *Radical Inclusivity* initiative.

Some of our additional clients are listed below:

Kansas City Friends of Alvin Ailey	Jackson County CASA
W.E.B. Dubois Learning Center	First Call KC
Johnson County Library	Green Light Fund

Skills and Qualifications

Managing Partner, Stephenie K. Smith, serves as Sophic's lead authority on executive project management, organizational structure & design and operations improvement. She has led a number of efforts to align not-for-profit policy with community investments, with a special emphasis on large-scale transformation. Specifically, Stephenie's work has focused on the effects of poverty and oppression. In so doing, community revitalization, change management and diversity, equity & inclusion have taken center stage. These involvements have led to her serving on a number of local boards and national committees. Stephenie is a Kansas City, Kansas native who graduated from Fisk University and the University of Tennessee College of Social Work.

Managing Partner, Rodney D. Smith, has served in the higher education and not-for-profit community for the past 23 years. In addition to his work with Sophic, he serves as a Graduate-level Adjunct Professor in the School of Education at the University of Missouri-Kansas City (UMKC), where he specializes in courses that address racial and ethnic diversity, and cultural understanding. He has also taught several courses that focus on administrative and organizational leadership. Rodney holds a Doctor of Education Degree from Tennessee State University and a Bachelor of Arts Degree from Morris Brown College.

Diversity, Equity & Inclusion Approach

We believe that there has never been a more relevant time to help individuals and organizations strengthen their understanding around issues of diversity, equity and inclusion. As such, we offer a broad range of consulting and training opportunities for our clients. We are ultimately aimed at helping others discover where they are, and together, chart a path to where they would like to go. We believe it's important to note that our equity-centered approach begins with an understanding of the following principles:

With, Not For: We work <i>with</i> our clients, and not <i>for</i> our clients, which speaks to an innate respect of their humanity.	Be willing to be uncomfortable: Our comfortability has led to status quo outcomes.
Getting Proximate: Equity-centered work requires, not only, a love of people, but a desire to be in relationship with people.	Commit! Engage! Trust the Process: Things will only change if we commit to changing them.
Changing the Narrative: We must do our part to change what has been said about “others” in our society.	No Quick Fix: We cannot expect quick solutions to problems that have existed for centuries.
Be Open to New Information: Learn to accept information that is new and/or counter to what we have grown to believe.	Maintain Hope in the Face of Brutal Facts: Our society has a history of discriminatory practice; we must acknowledge that, but remain hopeful.

Schedule of Services and Fees

Services include but are not limited to:	Cost
<p>Phase I: Consultation Services</p> <ul style="list-style-type: none"> Support PCSD staff w/ equitable, yet sustainable organizational solutions. Meet with PCSD leaders to map out the organization’s unique needs (i.e. inclusive recruitment, hiring & retention practices; curriculum enhancements, community engagement strategies...etc.) On-going access to consultants 	<p>\$1,500/month = \$18,000</p> <p>Additionally: \$300/hour for time exceeding 5 hours per month.</p>
<p>Phase II: Diversity, Equity and Inclusion Workshop Series</p> <ul style="list-style-type: none"> Facilitation of (4) 2-hour diversity, equity and inclusion training workshops. Participants will be afforded the opportunity to engage in real introspection and critical reflection. Participants will explore the fluidity and ubiquity of many of the “isms” that permeate our society. Participants will walk away with strategies to advance diversity, equity and inclusion in their personal and professional lives. <p>Training Process: This 4-part series explores the subconscious assumptions we often harbor that causes us to have various thoughts and feelings about “others” in our society. Ultimately, the training allows participants the opportunity to interrogate these topics in a safe environment. The workshops are done through a combination of facilitator-led discussion, group participation and dialogue, and can be tailored to the specific needs of a variety of leadership levels (i.e. Community Stakeholders/Board of Directors, Senior Leaders, Middle Management, Entry Level, etc.).</p>	<p>\$8,000</p>
<p>Phase III: Evaluation and Analysis</p> <ul style="list-style-type: none"> Consultants will provide a written report highlighting our observations as well as recommendations at the conclusion of service. 	<p>\$1,500</p>
Invoices will be submitted throughout the length of service.	\$27,500+ Total



The undersigned have authority to enter into and be bound by the specifications of this Agreement.

The parties listed below have established this Agreement as of February 12, 2020.

SOPHIC SOLUTIONS LLC:

Signature: *Rodney D. Smith*

Print/Type Name: Rodney D. Smith

Title: Managing Partner

PLATTE COUNTY SCHOOL DISTRICT:

Signature: _____

Print/Type Name: _____

Title: _____