



MAYA Contract for Great Hearts' DEI Learning Sessions

Summary: This is [MAYA Consulting's](#) (MAYA) Phase 1 proposal to provide diversity, equity and inclusion (DEI) support for Great Hearts (GH) in Arizona through three, 3-hour thought seminars and bi-weekly advising beginning in Fall 2019.

Context and Reflection: In May 2018, MAYA consultant, Rachel Franco, facilitated two 90-minute cultural competency trainings for a GH teacher. The outcome of this training was a beginning experience for understanding whiteness as a deeply socialized identity, and the role identity plays in teaching and learning. In March 2019, Rachel facilitated one 3-hour DEI workshop attended by the GH-Texas President, Executive Director, and headmasters, as well as the national network's Chief Administration Officer and Chief Executive Officer.

When reflecting on GH's strengths and areas of growth, network and school leaders emphasized the following needs in three areas:

1. **Staff:** Greater racial and ethnic diversity of staff and its benefit for all students and families;
2. **Community:** Greater community engagement to cultivate a sense of inclusion and belonging for families of color (including parent groups and partnering with immigrant/refugee organizations); and
3. **Curriculum:** Considering a cross-walk of curriculum to incorporate authors of diverse religious and cultural traditions that are aligned with the GH cannon.

Each of these needs points to the opportunity for GH to take a systems approach to its DEI strategy. Data collected from exit ticket during the March 2019 session show that **83% of participants expressed needing more time to think through, discuss and plan DEI work for GH.** Three, 3-hour learning sessions for GH National and AZ teams will center the time and discussion necessary to plan DEI work for GH. Such an approach is outlined in the following activities, which are outlined in the following two work streams and in this [project plan](#):

1. **Thought Seminars:** MAYA will facilitate three DEI Thought Seminars. Each seminar will focus on one of the three needs--staff, community, and curriculum--identified by the GH Team in May 2018. Thoughts seminars will build a strong understanding of DEI for GH leaders in Arizona, including the executive team and headmasters. Rachel will build awareness for DEI as it currently exists within schools today, and provide multiple opportunities for GH leaders to grapple with how DEI currently lives in the current GH ecosystem. After each Thought Seminar, Rachel will provide meeting documentation and summary, detailing the key understandings of the meeting.
2. **Weekly Advising Support:** To support GH using DEI in the areas of academic programming, talent hiring and development, and community engagement, and most importantly building the unique structure of the three Thought Seminars, MAYA will hold weekly calls with Chief Administration Officer, Robert Wagner. Rachel will facilitate these meetings with a discussion protocol that frames the conversation for reflection, and action.

- 3. Strategic Recommendations for Implementation:** During the final advising call, MAYA will provide a summary of the Phase 1 engagement, including codifying the ways in which GH is advancing in its approach to academic programming, talent hiring and development, and community engagement, as well as areas for continued growth and action.

- 4. Coordinate Project Management:** Larkin Tackett will provide strategic guidance for the project and attend in-person Thought Seminars and Advising Support, while Rachel Franco will lead day-to-day project management to ensure high-quality customer service through the entirety of the DEI vision planning process.

Payment Terms, Schedule, and Acceptance: The total proposed cost for MAYA's three-month engagement with GH is \$10,000. This includes travel costs (\$2,400) for three Thought Seminars, 10 hours at Larkin's \$175 hourly rate (\$1,680) to provide strategic guidance and feedback, and 79 hours at Rachel's \$75 hourly rate (\$5,925) to manage and complete the engagement.

For MAYA Consulting



Larkin Tackett, CEO
Date: July 15, 2019

For Great Hearts



Robert Wagner, CAO
Date: November 22, 2019