

NANCY MORICETTE
FOUNDER, ÁSE POWER CONSULT
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POWER CONSULT

PRESENTED TO:



CAÑADA COLLEGE
ISSUED: APRIL 5, 2021, VALID TO: MAY 5, 2021

BIDDER BACKGROUND

Áse Power Consult's (APC) mission is to sow seeds of equitable growth within communities invested in cultivating authentic connections across diverse environments. Áse Power Consult amplifies organizational growth potential by modeling sustainable Equity, Diversity, Access, and Inclusion (EDAI) frameworks. APC specializes in modeling anti-bias training rooted in a racial and cultural equity inclusive design. The clients listed below reflect organizations with between 50 to 200+ staff members. The services APC offered included but were not limited to anti-bias and anti-racist training for executive leadership, boards, staff, and community partners. EDAI strategic planning, decolonized curriculum planning, executive coaching, EDAI data analytics, and cultivating inclusive community partnership programs.

Recent EDAI Design and Intgration Clients

Young Musicians Foundation	826LA
211 San Diego	The Gabriella Foundation
Center for Non-Profit Management	Expert Effect
enrich (Clients: Google, Philz Coffee, Salesforce)	(Executive Leadership EDAI Coaching)

Bidder Names: Nancy Moricette, Founder (Principal Officer), Áse Power Consult
 Subcontractors: Ethan Kerr, Founder-Embodied Equity Project,
 Rasheda Kilpatrick Esq., Policy Director- National Action Network-Los Angeles
 Smeza Keegan-Systems Manager, Ase Power Consult

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 Los Angeles, CA 90004

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 Company Formed: 2008, Sole Proprietor LLC formation 2020
 Company Size: 1 Lead Consultant (Founder & Principal Officer, 10 years),
 3 Subcontracted Subject Matter Experts (SME)
 FEIN: 85-156050, Bankruptcy & Judgements: None
 Professional Liability-Policy Number: N9PL109983
 Complete client list & offerings available on: www.asepowerconsult.com

A LITTLE ABOUT ÁSE



I founded Áse Power Consult to provide organizations with cultural equity resources that build bridges across racial, economic, religious, and cultural divides.

The foundation of my consulting practice is grounded in Áse principles. These principles come from the West African Yoruba philosophy that words carry the power to create and destroy.

We can cultivate productive communities with our words or allow our words to dissolve opportunities for diverse communities to become inclusive by fostering counterproductive biased practices. I challenge organizations to interrogate their perceptions and investigate the power of their cultural impact on the communities they serve.

Áse Power Consult's mission is to sow, water, and grow seeds of actualized power within organizations committed to cultivating equitable relationships with diverse communities.

QUALIFICATIONS

- M.S.Ed., Bank Street College / Leadership in Community Based Programming
- B.F.A., Roosevelt University
- People's Institute for Survival and Beyond Anti-Racist Training
- Southern Poverty Law Center-Teaching Tolerance Curriculum Training
- Certified Anti-Bias in the Workplace
- Conflict Resolution and Non-Violent Communication Training
- Certified Leader in Critical Cohort Protocol Facilitation- National School for Reform
- Certified Individual Donorship in Nonprofits
- Certified Cultural Competency in Public Health

ORGANIZATIONAL CHANGE

Equity, Diversity, Access, and Inclusion (EDAI): Develop and integrate organization-wide EDAI strategic planning, Cultural Competency, and Cultural Humility Trainings, Anti-Racist/Bias Training, EDAI ERG Committee Framing & Integration, Board EDAI Training, Baseline EDAI Data Analytics, and Creation.

Multi-Cultural Programming: Community program creation, internal performance audits of program efficacy, and EDAI curriculum content creation.

Executive EDAI Training & Coaching: EDAI initiative integration, board cultural diversification, and company-wide formal and informal EDAI protocol and policy integration.

TRAINERS & ADVISORS



RASHEDA KILPATRICK ESQ.

Rasheda Kilpatrick, Esq., currently serves as Policy Director of National Action Network in Los Angeles. She works as an independent consultant for law firms and organizations invested in improving internal and external diversity, equity, and inclusive policies. Ms. Kilpatrick is a native of North Minneapolis, MN. She is a graduate of North Carolina A&T State University (“Aggie Pride!”) and originally came to Los Angeles to attend UCLA School of Law, where she served as Co-Chair of the Black Law Students Association.

<https://www.linkedin.com/in/rasheda-den-e-kilpatrick-28451453/>

REFERENCE

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SMEZA KEEGAN

Smeza Keegan, is an artist and non-profit collaborator. She champion's work/life balance, equitable & inclusive values, and creative expression in workspaces. She is currently the EDAI Internal Systems Manager for Ase Power Consult & the Training Project Coordinator at the Center for Nonprofit Management (CNM). Her dual background in nonprofit program management and artistic direction allows her to creatively & logistically lead teams and programs. Smeza holds a BFA in Directing from The Theatre School at DePaul University.

<https://www.linkedin.com/in/smeza-keegan/>

REFERENCE

Christine Newkirk
 Senior Strategist
 Center for Nonprofit Management
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ETHAN KERR

Ethan Kerr is a facilitator, consultant, and educator committed to equity. Ethan is the Embodied Equity Project founder, which blends his 15 years of experience in anti-racist facilitation and restorative circles to build more equitable internal and external organizational systems. Ethan has received training from the Untraining, the Hero's Journey Foundation, the People's Institute for Survival and Beyond, Fierce Allies, Paul Kivel, and Visions, among many others. He earned his M.S.Ed. in Educational Leadership from Bank Street Graduate School and his B.S. from Bates College.

<https://www.linkedin.com/in/ethan-kerr-71a89a2b/>

REFERENCE

Christa Blatchford
 Executive Director
 Joan Mitchell Foundation
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NARRATIVE

OBJECTIVES

Áse Power Consult commits to providing Cañada College with EDAI training and advising informed by internal/external stakeholder insights. APC will design EDAI racial and cultural equity guides and cultural humility training protocols that effectively support progressive internal systemic change within the institution. The frameworks APC provides will clearly articulate an equitable and inclusive practice that Cañada College can reframe, model, and evolve for internal and external stakeholders.

The consultant will identify inequitable power systems within Cañada College's internal systems and use a cultural humility process to identify specific EDAI training that would benefit Cañada College leaders, EMP Task Force members, and students. Cultural humility is the ability to maintain one's identity while exploring the cultural identity most valued by others. The cultural humility process centers around three core concepts:

- A life-long commitment to self-evaluation
- Developing the ability to identify and amend power imbalances
- Learning to champion partnership through advocacy

The consultant will model these core competencies for Cañada College staff during the empathize, definition, and ideation phase of design thinking and integrate tangible equity tools during the prototype and test phase. The cultural humility framework will lay the foundation for an EDAI roadmap geared towards providing the organization with a strategic planning framework for achieving short and long-term attainable EDAI goals.

The cultural humility model will be integrated into three phases. Phase one will provide Cañada College internal stakeholders with the EDAI framing for understanding marginalized voices and diverse stakeholder input through listening sessions and assessments. Phase two will provide Cañada College stakeholders with the opportunity to clearly define EDAI terms for the organization and integrate EDAI frameworks within the institution. Phase three will provide tangible equity tools for Cañada College staff, senior leadership, students, and EMP Task Force.

NARRATIVE CONTINUED

OBJECTIVES

ASSESS-PHASE ONE: Identify the impact of equitable and inequitable systems on institutional culture through qualitative and quantitative assessments. The consultancy begins with assessing Cañada College's current equity, diversity, access, and inclusion plan and initiatives and evaluating stakeholder data. APC will administer three quantitative cultural audit surveys to assess the college's relationship to an EDAI practice from an employee/faculty, student/community, and leadership perspective.

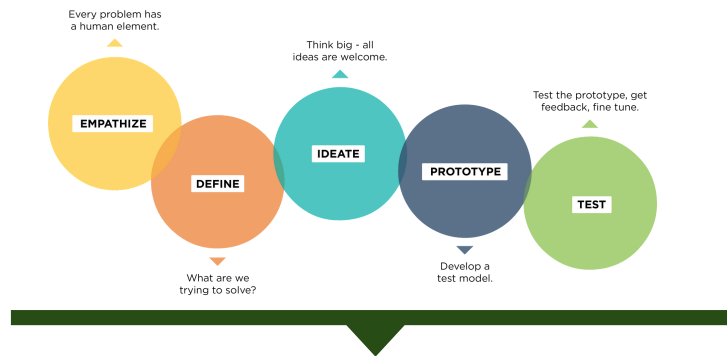
To review Cañada College's prior EDAI community cultural integrations, APC will conduct approximately two listening sessions for internal and external stakeholders. Listening sessions provide an opportunity for a qualitative assessment of stakeholders' EDAI needs within the institution. A listening session is a moderated forum where internal and external stakeholders can directly respond to the needs identified in Cañada College's RFP, such as early collegiate access, adult education on ramping, ELL support, and professional development for career changers. APC will utilize qualitative data retrieved from listening sessions to clearly define equitable terms and action steps for the organization and develop a high-impact EDAI training, strategic action plan, and roadmap.

OPTIMIZE-PHASE TWO: Following the successful gathering of data from phase one, the consultant will utilize the data to clearly define an empathetic and inclusive training and EDAI institutional integration framework. Participants learn how to develop culturally inclusive engagement plans for staff, faculty, and students. The consultant will introduce a cultural humility HUMBLE model for stakeholders. A cultural humility HUMBLE model encourages educational service providers to embrace a mindful practice when making decisions that impact diverse cultural groups. Providers learn how to respectfully investigate individual cultural identity and privileges, model and motivate collective cultural understanding and learning, and begin incorporating cultural equity within the institution's community culture.

INTEGRATE-PHASE THREE: Model the integration of sustainable EDAI frameworks rooted in cultural humility HUMBLE model. The consultant will combine strategies, protocols, and frameworks modeled throughout the consultancy into a racial and cultural equity guide/toolkit and training framework. The consultant will facilitate EDAI knowledge transfer sessions for Cañada College's leaders, EMP Task Force, and select external stakeholders connected to the college's EDAI integration strategic planning process. Cañada College leaders will also learn how to develop an internal EDAI infrastructure that sustains EDAI knowledge transfers regardless of staff and EMP Task Force turnover.

PROJECT SCOPE

Áse Power Consult utilizes a Design Thinking Process to achieve empathy-centered organizational cultural integration. Design Thinking is an empathy-driven process that identifies problems using data derived from stakeholders. Internal stakeholders will receive an opportunity to integrate strategies from the empathize, definition, and ideation phase of design thinking to produce a viable racial and cultural equity strategic plan.



This consultancy will identify inequitable power structures within the college's internal systems and utilize a cultural humility process to develop an attainable long-term vision for equity diversity and inclusion. Cultural humility is the ability to maintain one's interpersonal identity while respecting and exploring the cultural identity most valued by others. The cultural humility process centers around three core concepts: a life-long commitment to self-evaluation, developing the ability to identify and amend power imbalances, and learning to champion partnership through advocacy. The consultant will model these core competencies for Cañada College stakeholders during the empathize, definition, and ideation phase of design thinking and integrate tangible equity tools during the prototype and test phase.

EMPATHIZE

"Every problem has a human element." Internal stakeholders (staff, leadership & board members) learn to identify racial and cultural equity bias within and beyond the organization. They will learn how to incorporate a cultural humility practice within internal and external systems.

- The consultant provides two methods of assessing Cañada EDAI policies and internal practice.
 - Method One (Qualitative):** The consultant will gather insights into the organization's internal culture at various levels within the organization through several listening sessions throughout the year targeting faculty, administrators, the board, and students. Cañada College leaders can potentially combine listening sessions with the college's Critical Conversation series. The purpose of the listening session series is to gather empathy-centered insights from internal and external stakeholders on what equitable resources the institution can provide in the short and long term.
 - Method Two (Quantitative):** Collect baseline data on internal and external stakeholder perception of Cañada College's relationship to cultural and racial equity through online assessments. Three 20-30 question anonymous assessments will be administered to staff, the board of directors, faculty, and, students. Assessments will allow stakeholders to address the EDAI efficacy of Cañada College policies and internal cultural systems.

PROJECT SCOPE

DEFINE

"What are we trying to solve?" Cañada College stakeholders further clarify as a community what racial and cultural equity systems and barriers need to be clearly named and addressed.

- Consultant develops a solid collective definition for equity, diversity, access, and inclusion as it applies to education opportunities and professional stewarding opportunities for employees/potential employees from historically marginalized groups. Definitions will be integrated into the racial and cultural equity toolkit and eventually incorporated into the EMP Task Force committee charter.

IDEATE

"Think big all ideas are welcome." Cañada College leaders and EMP Task Force members explore integrating diverse cultural perspectives into the structural framing of internal systems in the short/long term.

- The consultant will model an employee resource group (ERG) framing session that provides the EMP Task Force with EDAI tools that support successful EDAI integrations. The task force will develop an EDAI inclusion statement representing the college's values and develop initiatives and programs rooted in that mission.
- The consultant facilitates an introduction to sector-specific bias related to race, gender, and dominant/targeted groups. Participants will learn how to utilize EDAI protocols rooted in a Southern Poverty Law Center anti-bias design to identify institutional barriers to equity rooted in white dominance, heterosexism, ableism, and nativism. **(Workshop Co-Facilitators: Nancy Moricette and Ethan Kerr/ Workshop can be integrated at any point throughout the consultancy, potentially during the campus leadership retreat.)**
- Leaders will learn how to develop equity-centered protocols that disrupt explicit or implicit racist and culturally biased systems impacting student and employee success outcomes. They will learn how to generate accessible platforms that multiple prospective employees and students can access regardless of cultural identity or economic standing. **(Workshop Co-Facilitators: Nancy Moricette and Ethan Kerr/ Workshop can be integrated at any point throughout the consultancy.)**

PROTOTYPE

"Develop a Test Model." Internal stakeholders test the EDAI tools offered throughout the consultancy by developing and re-imagining pilots, and initiatives informed by internal stakeholder experiences.

- The consultant provides an equity road map informed by insights from listening sessions and preliminary assessments to clarify EMP Task Force and PRIE EDAI strategic plan vision.
- Model a short and long-term planning framework cultivating a think tank space where internal stakeholders can develop cross-departmental 30-60-90 day EDAI benchmarks. The consultant will model a vision protocol framework that will allow stakeholders to prioritize EDAI efforts. Provide the leadership team and EMP task force with a 30-60-90 day recommendation report that addresses concerns such as, early collegiate access, adult education on ramping, ELL support, and professional development for career changers.

TEST

Internal stakeholders test the EDAI racial and cultural equity prototype suggestions by actively working towards achieving short and long-term goals outlined in the EDAI centered strategic plan. Monitor initiatives through constant assessing and evaluation.

- Identify internal stakeholders who will be responsible for achieving internal EDAI goals.
- Develop a logic tool to track movement and efficacy of integrated EDAI design within the organization. Initiatives are monitored through constant assessing and evaluation. Successful initiatives are retained whilst initiatives that did not generate intended impact return to the ideate and prototype phase for re-imagining.

TIMELINE

The outline below is an estimation of services provided following a 9-month timeline between May 2021 and January 2022.

MAY

- RFP offer extended
- Schedule a preliminary meeting with leadership to clarify and finalize the project scope, timeline, and deliverables.
(Minimum Committed Meeting Time: 2-hours)
- Evaluate the organization's community culture by analyzing previously collected organizational data on EDAI and data collected by the consultant. Disaggregate relevant data to further clarify inequities and outcomes gaps.

JUNE

Strategic Planning Training for the EMP Task Force: 25 participants (RFP Time Estimate-4 hours)

- Administer EDAI cultural audit assessments to staff/faculty, leaders/board members, and students.
- Gather insights into institutional and community/student culture through 2 listening sessions. Sessions could potentially coincide with Cañada College's Critical Conversation series scheduled on June 8th and 28th.
- The consultant provides the EMP taskforce employees with a condensed strength, weakness, opportunity, and threat (SWOT Analysis) of current EMP Task Force EDAI integrated actions. The consultant will frame an EDAI internal and external cultural integration plan based on internal and external stakeholder insights.
(This session can be split into separate two-hour sessions or a can be a single four-hour session.)

JULY

Strategic Planning Training for the EMP Task Force (RFP Time Estimate- 16 hours)

- The consultant will research sector-specific trends, topics, and EDAI protocols critical to EMP Task Force plan success.
- The consultant will schedule time with various EMP Taskforce or EMP Taskforce subcommittees to develop a 30-60-90-day recommendation report detailing attainable EDAI actions based on internal stakeholder input.
- The consultant will work with the EMP task force to develop an EDAI implementation strategy informed by PRIE strategic planning steps. The consultant will frame a LOGIC tool model tool that lays the foundation for a long-term cultural norm shift.

AUGUST

August 2021 Campus Summer Leadership Retreat: 45 participants: (RFP Work Time Estimate: 24 hours)

- The consultant will meet with leadership to develop a shared action plan outlining EDAI topics, facilitating responsibilities, and creating equity-centered guides for one day of the two-day summer leadership retreat.
- Research the college's previous summer leadership retreat outcomes to develop an EDAI integrated retreat design that is highly effective and relevant.
- Develop post-retreat surveys to assess the efficacy of EDAI impact and modeling.

Monthly consulting hours will be determined as needed with leadership at the beginning of the month until the RFP Work Time Estimate is reached

TIMELINE

SEPTEMBER

- The consultant will meet with leadership to develop a shared action plan outlining EDAI topics, facilitating responsibilities, and creating equity-centered guides for one day of the two-hour college-wide session.
- Research the college's previous racial and cultural equity critical conversation stakeholder data to develop and integrate critical conversation's participant insights into the college-wide mission and values facilitated conversation.

OCTOBER

October 13, 2021, FLEX DAY 2-hour, a college-wide session (RFP Work Time Estimate: 8 hours)

- Facilitate a vision protocol session to clarify what EDAI mission-centered goals leaders want to both prioritize and accomplish. The vision protocol framework will further integrate feedback from stakeholder assessments and will help translate stakeholder insights into actionable items. The session will be co-facilitated by Policy Expert Rasheda Kilpatrick Esq. who will provide insights into how leadership can re-visit and revise policies in an effort to provide more accessible equitable opportunities for historically marginalized students and communities.

NOVEMBER- DECEMBER

- Provide EDAI advising and/or coaching time that can be utilized to better support the successful integration of EDAI goals.
- The consultant will meet with leadership and EMP Task Force to begin to develop a shared action plan outlining EDAI topics, facilitating responsibilities for the Educational Master Plan Retreat.

JANUARY

January 2021 Educational Master Plan Retreat: (RFP Work Time Estimate: 36 hours)

- Model inclusive leadership in the workplace frameworks rooted in anti-bias design. Specifically focusing on preparing leaders to re-imagine how diversity, equity, access, and inclusion can shape the organization's cultural impact.
- Facilitate a vision protocol session to clarify EDAI goal targets. The vision protocol framework will further integrate feedback from internal stakeholder assessments and will help translate stakeholder EDAI insights into actionable items. The session will be co-facilitated by Policy Expert Rasheda Kilpatrick Esq. who will provide insights into how the college can work towards developing policies that realistically incorporate relevant needs impacting marginalized community groups onto the organization's strategic plan.

Monthly consulting hours will be determined as needed with leadership at the beginning of the month until the RFP Work Time Estimate is reached

DELIVERABLES

Suggested Workshops:

- 4-hour Listening Session for Stakeholders
- 3-hour Unconscious Bias/Disrupting Dominant Systems
- 3-hour Cultural Humility & Inclusive Leadership
- 4-hour Vision Protocol for Board and Leaders
- 4-hour EDAI ERG committee framing

Preliminary Internal Stakeholder Metrics

- Assessment One: Student EDAI Surveys
- Assessment Two: Leader/Board EDAI Assessment
- Assessment Two: Staff/Faculty EDAI Assessment

Coaching/Advising

- 40 hours of advising or coaching to be utilized by leaders and staff to further develop EDAI strategies and initiatives within departments.
- 20-hours anti-racism collegiate support
 - 20-hours PRIE support

Tangible Tools

- EDAI EMP 30-60-90 Report and Road Map
- EDAI EMP Racial/Cultural Equity Committee Toolkit
- EDAI Strategic Plan Template
- Recommendation Report
- Supportive Educational Guides for Summer Leadership Retreat
- Supportive Educational Guides for College-Wide Session

CLIENT ROLE

Cañada College will be responsible for the following:

- Providing the consultant with a headcount of attendees in each workshop session at least 48 hours in advance.
- Identifying which department heads, staff members, or EMP Task Force members will utilize advising sessions.
- Appoint a designated point person or team to pre-conference with the consultant and align on workshop goals and expectations.
- Respond to consultant emails within 48 hours.
- Communicating next steps to internal and stakeholders following consultancy completion.

EXCLUSIONS

The consultancy will not include:

- Internal conflict resolution or cultural/racial equity mediations
- Human Resource EDAI integration, modeling, or advising

MEASUREMENTS

- **Qualitative Measures:** Include written, oral observations and feedback observed throughout consultancy. Includes live feedback retrieved during listening sessions, EDAI workshops, and planning sessions.
- **Quantitative Measures:** Includes data collected through anonymous assessments to gather a baseline on how bias impacts internal/external stakeholders. Comparative data analysis of EDAI data conducted prior to contract.

EDAI CLIENT EXAMPLES

211 SAN DIEGO

A national nonprofit service providing access to community health, social services, and mental health to under-resourced communities.

(Consultancy Completed in 2020)

- Integrated inclusive design into organizational cross-department protocols.
- Developed multi-phase 90-day action plans for the organization to meet cultural equity accountability benchmarks.
- Facilitated company-wide anti-bias workshops for 200 plus support staff and executive leadership.
- Facilitated executive advising sessions with leadership to develop equitable sustainable strategies that successfully fulfilled initial strategic planning goals.
- Designed & Modeled EDAI ERG Committee for internal stakeholders across departments.
- Facilitated mediations and coaching motivated by workplace racial disruption.

826 LA

A national youth program agency serving 9,000 students a year by providing them with tutoring and educational services. (Consultancy Completed in 2020-2021)

- Integrated inclusive design into the organizational strategic plan.
- Developed multi-phase 90-day action plans for the organization to meet cultural equity accountability benchmarks.
- Facilitated company-wide anti-bias Workshops for 20 plus support staff and executive leadership.
- Facilitated disrupting white-dominant systems and cultural humility workshops and framings for support staff and executive leadership.
- Designed and facilitated EDAI company committees and affinity groups to support cultural equity outcomes not achieved from the 2019 strategic plan.
- Designed Board Cultural Competency training, Board EDAI Assessments, and Board EDAI integration Recommendation Reports.

REFERENCES

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BUDGET

SERVICE	AMOUNT
Listening Sessions Hourly- \$500 Estimated Committed Time: 4 hours	2000.00
Strategic Planning/ EMP Task Force Training Hourly Facilitation Rate: 800 (4 Hours) = 3200 Committed Hourly Work Rate: 150 (16 Hours) = 2400	5600.00
Campus Leadership Retreat Hourly Facilitation Rate: 800 (6 Hours) = 4800 Committed Hourly Work Rate: 150 (24 Hours) = 3600	8400.00
College-Wide Session Hourly Facilitation Rate: 800 (2 Hours) = 1600 Committed Hourly Work Rate: 150 (8 Hours) = 1200	2800.00
Educational Master Plan Retreat Hourly Facilitation Rate: 800 (12 Hours) = 9600 Committed Hourly Work Rate: 150 (36 Hours) = 5400	15,000.00
Anti-Racism Collegiate Support (coaching, advising, training research) Committed Hourly Work Rate: 150 (20 Hours) = 3000	3,000.00
PRIE Support (Coaching, advising, training research) Committed Hourly Work Rate: 150 (20 Hours) = 3000	3,000.00
Tangible Tools: EDAI EMP Framing Racial/Cultural Equity Committee Toolkit, EDAI Strategic Plan Template, Recommendation Reports, Equity Centered Roadmap, Supportive Educational Guides for EDAI training and retreats Generated Tangible Tool: 600, Estimated Tools Created: 8	4800.00
<i>Additional continuum coaching and anti-racism institutional support available once committed work and facilitation hours are exhausted at a billable rate of 150.00 hourly. Additional Workshop Facilitation Rate: 800 Hourly.</i>	
\$44,600	

***THANK
YOU***

