



Centralia College
EquityEd
SB 5227 Compliance Package
January 19, 2024

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About ASWR

And Still We Rise, LLC is a liberation-focused mental health and consulting practice based in Massachusetts. As a liberation-focused practice, our providers and consultants not only support clients in exploring how they may be impacted by marginalization and/or oppression (e.g., racism, sexism, transphobia), but our providers and consultants are also involved in community efforts to dismantle oppressive systems. We balance mental health healing with social justice work.

We understand that organizational change can look different for each of our partnerships. My hope is that this proposal provides clarity regarding our strategy for supporting the change you wish to see in your organization.

In solidarity,

Dr. N. Holmes
Dr. Natasha Holmes, PsyD



The Proposal

SB 5227 Compliance Package

The Objective

Create, implement and fully execute a comprehensive [SB 5227](#) compliance plan for the 2024-25 academic year to include the following:

- DEI and antiracism training development support
- Provide DEI and Antiracism training for faculty and staff
- Provide DEI and Antiracism training for students
- Facilitate annual listening and feedback sessions
- Provide data analysis, reporting and recommendations as required by SB 5227
- Monthly executive team consultation and training sessions

The Deliverables

The following is a list of the project deliverables provided during the 2024-25 academic year. The dates/times for deliverables will be scheduled prior to contract execution:

Deliverable #1 - Virtual

Organization climate/culture assessment with ASWR Senior Consultant.

Deliverable #2: On campus

Two hour meet, greet and planning session with ASWR Consulting Team.

Deliverable #3: Virtual

Three 1-hour DEI and antiracism training development meetings with ASWR Consulting Team.

Deliverable #4: Virtual OnDemand

Campus wide access to ASWR EquityEd SB 5227 DEI and antiracism professional development courses for faculty, staff and students which includes evaluation creation and analysis.

Deliverable #5:

Training evaluation reporting and recommendations as required by SB 5227.

Deliverable #6: Virtual (10 sessions)

Facilitate campus listening and feedback sessions which includes evaluation creation and analysis (two 1-hour sessions per group):

All faculty | All staff | BIPOC faculty and staff | All students | BIPOC students

Deliverable #7

Listening and feedback session reporting and recommendations as required by SB 5227.

Deliverable #8: Virtual (10 sessions)

Monthly 90 minute consultation and training sessions for up to six executive team members.

Project Cost: \$26,500

FAQs

Why does improving diversity make good business sense?

Simply put, when diversity is de-prioritized, workplace culture can be negatively impacted which can result in employees and customers leaving. Here are four resources that make the case:

1. Workplace diversity increases employee retention and productivity. (Source: [Deloitte](#))
2. Workplace diversity draws top talent. (Source: [Glassdoor](#))
3. A diverse leadership team increases revenue. (Source: [BCG](#))
4. Employers understand the benefits of prioritizing diversity in the workplace. (Source: [Just Capital](#))

How long does it typically take to see results?

While each organization's timeline can vary based on factors such as organization size, existing culture, and level of commitment, it is important to recognize that implementing effective change with furthering inclusion and belonging efforts requires both time and dedication. An insightful article published in the Harvard Business Review, "[The Five Stages of DEI Maturity](#)" discusses the different stages an organization typically goes through in their journey towards DEI success. No matter the stage, ASWR can support your organization in creating equity and safety for all!

What is the 5-Stage model?

ASWR consulting projects follow a 5-STAGE model to ensure efficacy and successful project completion.

1. Assessment Stage - 2-3 weeks
2. Planning Stage - 3-4 weeks
3. Kick-Off Stage: 1-2 weeks
4. Preparation + Delivery
5. Closing Stage: 2 weeks

What is the timeline for services?

Partner's should allow 6-8 weeks between Assessment Stage and Kick-Off Stage. For an expedited turn around, we offer a "Rapid Response" add-on. This add-on will incur a 20% surcharge. Please contact Roberta at info@andstillwerise.us with any questions.

Should we advertise our partnership with ASWR?

Absolutely! Your journey can motivate other organizations to prioritize inclusivity and diversity. At ASWR, we strongly believe in the power of collaboration and we have witnessed the incredible journeys of our clients and are always inspired. With that in mind, sharing publicly opens doors for potential partnerships, collaborations, or media

coverage to elevate your brand image. We will always provide a copy of marketing pieces for you to share. When sharing on social media outlets, please “tag” ASWR.

What if we need to reschedule or cancel?

When our consultants partner with an organization, they reserve their time exclusively for that organization. If a Partner repeatedly (i.e., 3 or more times) reschedules meetings and/or deliverable dates, it impacts our consultants. Therefore, any meeting and/or scheduled deliverable canceled within 48 hours of the scheduled time will result in a fee of \$333 per consultant.

Why was my request closed?

In the event the ASWR consulting team attempts to contact a potential Partner three times with no response, we will close out your request and/or project. Any future partnerships will always be welcomed.

Who do I contact with questions?

For any proposal, contract, or billing questions email Roberta at info@andstillwerise.us.
For general project questions or requests email consulting@andstillwerise.us.