



Workforce Education Council Collaborative Training

A proposal prepared by
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Introduction:

LTI welcomes the opportunity to provide a training session for the Workforce Education Council (WEC) and their collaborators. We lead with empathy and emotional intelligence because they are foundational to any equity initiative. Our approach is an empowerment model so we hope to give practical tools and lenses to support your organization. We aim to equip clients with the skills and practical knowledge they need to continue working towards their diversity, equity and inclusion goals long after the training is done.

Organizations cannot expect to recruit and retain diverse students and staff when the environment isn't conducive to inclusion. By starting with self-awareness, we are able to identify and remove invisible barriers to inclusion in ourselves and become active participants in equity and antiracist work. We hope this training will introduce WEC and their collaborators to practical ways to work towards your goal of diversifying your staff.

Scope of Work:

- One 3-Hour Training: Distancing and Distortions: Self- Awareness to Bring Us Together

Training Goals:

- Develop a greater understanding of self and navigating working in a diverse community;
- Introduce a framework for how individuals personally and socially distance from others and how we can notice when we are engaging in this behavior; and
- Gain tools and specific models for assessing the covert ways we give ourselves permission not to engage DEI topics. We will practice slowing down our reactivity to different people and perspectives to allow for continued inclusion of everyone.

Learning Outcomes:

At the end of this training session participants will be able to:

- Identify in themselves the distancing behaviors they use to disengage from difficult topics like racism, white supremacy etc. and how that prevents organizations from achieving their DEI goals;
- Understand the role shame plays in how we engage the topic of diversifying your teaching staff;
- Identify empathetic behaviors that they can use to overcome shame and promote productive engagement in difficult subjects; and
- Understand that self-awareness is only the first step in the journey towards a more diverse staff.



Logistics

Sample Agenda:

9:00 - 9:20	Laying the Groundwork
9:20 - 10:20	Session 1: Shame & Race
10:20 - 10:30	Break
10:30 - 11:30	Session 2: Distancing Behaviors
11:30 - 12:00	Q&A

Follow-up: Included in the Training Session Fee is a one-hour debrief call with Dr. Taylor to review pertinent feedback from participants and discuss possible next steps.

Delivery Method: This would be virtual training session held over Zoom.

We request the client provide:

- A Zoom call link, with breakout room functionality
- Co-host access so the presenter can share screen (or a client representative to run the slideshow)

LTI will provide:

- A Power Point presentation, which may include video, multimedia etc.
- Notes sheet or worksheets may be provided for participants in a digital format.

Optional Follow-up Training Sessions

LTI welcomes opportunities to provide follow-up training sessions for WEC or others. Topics could include:

- Workshop Deeper Dive: Practical ways to overcome distancing behaviors in conversations about race. What to say and what to avoid.
- Training: Equitable Leadership Lens: Recognizing and Challenging the Cycle of Oppression in Organizations
- Training: Equitable Leadership Lens: Identifying and Interrupting White Supremacy Culture in your Organization

Please contact us for more details.



Fee Schedule

3 HOUR TRAINING FACILITATION \$4,500

One virtual session, up to 3 hours of training.
Includes a one-hour follow-up call regarding next steps and feedback results.

CURRICULUM DESIGN \$7,500

Unique training preparation and curriculum development.

TOTAL FEES BEFORE DISCOUNT: \$12,000

35% DISCOUNT (\$4,200)

TOTAL FEES: \$7,800

OPTIONAL FOLLOW-UP TRAININGS

CONTACT US FOR DETAILS

Notes

We'd like to offer the facilitation cost at a deep discount and charge primarily for the content creation itself to support the mission you shared.

To change or customize the scope of the project beyond what is described in this proposal please make a written request describing the new scope of work and deliverables. Requests for additional work or changes to the scope of work will be noted in writing and mutually approved. LTI commits to communicating about additional costs and fees related to changes to the scope of work in writing as well.



CEO & Chief Equity Strategist: Dr. Jessica Lynn Taylor

Dr. Jessica Taylor has been working in underrepresented communities for over 15 years. She is a trained Coach with a background in mental health and community engagement. Her educational background includes studies in Human Development and Family Systems, Human Services and Counseling.



Current Work Portfolio

Dr. Taylor currently works in the field of Higher Education delivering equitable development for students and serving as a Vice President overseeing Diversity and Inclusive Development efforts. Dr. Taylor also works with the DeVos Urban Leadership Initiative to resource urban based leaders as they engage with young people and impact their cities. She serves as a Special Advisor to the President at national non-profit. Specifically, in that role she consults on diversity initiatives, equitable leadership development and policy review. Dr. Taylor also currently consults with Adidas as an Equitable Leadership Strategist where she works with employees and managers specifically navigating racially based topics in their antiracism efforts.

LTI is an LLC based in the state of Oregon that provides equity coaching, consulting and training to individuals and organizations. The EIN for the business is 85-1753557.

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Disclaimers

*Jessica Taylor, Leadership Training Institute (the Proposer) and its Subcontractors are not lawyers or magicians and do not guarantee specific results, outcomes or silver bullet solutions. The Proposer does not provide legal or mental health advice. All services, products and recommendations are educational in nature and clients can choose to apply the principles and recommendations or not. The Proposer and Subcontractors are not liable for outcomes or circumstances caused by implementing our recommendations or using our delivered products or services.

*LTI and its subcontractors do not guarantee that our work or recommendations will ensure compliance with local, state or national laws. Clients must do their own due diligence before implementing any LTI recommendations or using LTI products. Clients are responsible for achieving the results they want and for all employment decisions and human resource policies as well as maintaining compliance with laws, funders, governments, and stakeholders.

*A 10% late fee will be assessed for any invoices that are paid more than two weeks late. Failure to pay any invoice within 30 days may result in the cessation of work by the Proposer.

*LTI does not offer refunds unless the above deliverables are not sent to the client by end of the contract term. Diversity, equity and inclusion work is inherently contentious. LTI does not consider client disagreement or dissatisfaction with the content of trainings, reports or recommendations grounds for a refund.

*Due to the COVID 19 pandemic and Statewide Stay Home, Save Lives Executive Order, the Proposer and Subcontractors will conduct the majority of work for this project remotely.

