



Engineering Inclusive Excellence with **Heart-Centered Leadership**

New England Educational Opportunity Association (NEOA) In Partnership and Collaboration With Castro Collaborative Consulting & Coaching (CCCC)

Purpose:

This proposal is for the continued partnership and collaboration between the New England Educational Opportunity Association (NEOA) Board of Directors and the Castro Collaborative Consulting and Coaching (CCCC) Executive Team. Our intention is to support the NEOA Board membership with ongoing Justice, Equity, Diversity, and Inclusion (JEDI) trainings by developing awareness of the known and unknown, building skills that work within and across differences, nurturing an environment that fosters learning and respect, and co-creating an organizational culture where everyone can thrive, regardless of identities.

Consultants:

Angelica Castro, M.A., PCC, and Anastasia Morton, B.A. offer a cofacilitator partnership supporting organizations in their quest to grapple with, learn, and understand key concepts grounded in a Justice, Equity, Diversity, and Inclusion (JEDI) framework. Their team's decades of experience as executive leadership consultants, life coaches, and social justice educators integrated with their personal backgrounds provide organizations, with the knowledge and skills to revolutionize workplace cultures, transform learning spaces, and infuse communities with authentic inclusivity. They synthesize experiential learning with immersive project-based critical thinking while using dialogue as an ingredient for breaking down barriers, building trust, redefining relationships, and modeling application tools.

Proposed Project Details:

Over the course of September through May, we will weave our key foundational framework into each training, which is essential in achieving our shared vision. Our commitment and expertise in these areas are designed to help NEOA and CCCC reach our desired and agreed-upon outcomes:

AWARENESS:

Awareness consists of foundational surveys, assessments, and trainings addressing topics such as Wellbeing, Belonging, Communication, Power Dynamics, Conflict Resolution, Personal and Social Identities, Implicit and Unconscious Bias, Calling In/Out/On, Apologies, Microaggressions and Microaffirmations.

ALIGNMENT:

Alignment consists of next-level training, and practicing team and relationship-building skills that deepen connections, values, and trust within and across identities through Storytelling, Dialogue, Perspective Taking, Empathy, and Compassion.

AFFIRMATION:

Affirmation consists of advanced training for administrators, leaders, educators, social impact, and changemakers on topics such as Mission and Vision Statements, Emotional Safety, Cultural Humility, Hiring, Retention, Culturally Responsive Feedback, and Facilitating Dialogues.

ACTION:

Action consists of applying skills to engage with colleagues, supervisors, young people, and community; developing tools to collect data to demonstrate and model growth, transformation, and healing; and “Engineering Inclusive Excellence with Heart-Centered Leadership” that cultivates and promotes **L.O.V.E: Listening, Openness, Vulnerability, Empathy!**

Proposed Engagement Dates:

Virtual Training #1 for NEOA Membership (1.5 hours):.....	October 2024
Virtual Training #2 for NEOA Membership (1.5 hours):.....	December 2024
Virtual Training #3 for NEOA Membership (1.5 hours):.....	February, 2024
Virtual Training #3 for NEOA Membership (1.5 hours):.....	April 2024

Proposed Project Cost Breakdown

Four co-facilitated virtual trainings for NEOA Membership inclusive of pre and post-training meetings, planning and preparation time and training materials.

Total Proposed Project Cost.....	\$1500 per training x 4 = \$6000
10% Discount for Continued Partnership.....	-\$600

Total Cost.....	\$5400
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**Additional tasks should they arise and be agreed upon will be billed at our typical individual hourly rate of \$200.00 an hour for corporate and \$150.00 for nonprofit.*

Disbursement of Funds

The disbursement of funds will be payable in three installments; one-third of the fee to be paid at the time of signing, one-third after two virtual trainings, and the final balance after all services have been completed. CCCC will submit invoices, which will be due and payable within 30 days of receipt.

Confidentiality

All work is considered confidential between consultants & clients.