

“Navigating Today’s Terrain: Seeing, Naming, Doing” provides an opportunity for Dr. Dolan to better gauge organizational needs. An original, skill-building learning experience will maximize existing interest and capacity, establish a common DEI language, introduce skill sets and mental models, and introduce a brave space where team members can share their ideas, feelings, and wonderings given the current climate.

With "What now and why?" Dr. Dolan builds upon the prior individual, team and organization-wide trainings focused on implicit bias, equity, inclusion, and diversity. This initial session will establish a baseline for equity understanding and action, common language and framework to increase community capacity for equity and inclusion, and normalize courageous conversations on challenging topics, and invite dissent, creativity, and innovation. Focused "skilling up" in DEI does more than simply prevent harassment - it fosters the creation of inclusive and respectful cultures in which all are treated as equals and given the opportunity to thrive and grow.

Senior/Executive Team Development: Tools for Discerning and Articulating Commitment to DEI: This 3-hour interactive workshop equips Senior/Executive Team members with a common language, skill set, and framework to understand and communicate the importance of DEI. Dr. Dolan will share national best practices, as well as provide tools and techniques for visioning inclusive environments. Dr. Dolan will share insights and learning from over twenty+ years of experience working with and within like organizations.

Staff-Culty Development: You are the DEI Director of Your Classroom

This 2-hour interactive keynote equips school staff-culty with a set of mental models to function as culturally humble educators, collaborating across differences and similarities to meet the needs of all students and their families. Dr. Dolan will introduce specific tools and techniques linking cultural humility/competency, growth mindset, academic excellence and innovation. This experience will strengthen the understanding of and need for explicit DEI practices and policies.

Diversity Committee Retreat: Building Capacity for Engagement and Dissent

This 4-hour retreat provides space for the Diversity Committee to practice intentional dialogue to develop a strategic approach in designing and leading DEI initiatives. This retreat supports committee members in surfacing and defining what it means to center non-majority experiences. Committee members will workshop Cultural humility/competency best practices, potential systems of assessment and accountability, and explore individual self-assessment protocols.

Everyday Implementation is a highly interactive and experiential workshop equipping team members with the awareness, knowledge, skills, and confidence to effectively recognize and interrupt conscious/ unconscious bias and micro/macro aggressions, take appropriate advantage of “teachable moments”, and learn to anticipate potential landmines. This will result in an increase in the levels of confidence and efficacy throughout the greater organization.

Listening to Learn from Lived Experiences provides participants an experiential learning process and a set of practical behaviors that contribute to an inclusive and equitable community. This dialogue-driven session provides practical skills necessary in realizing spaces committed to DEI by making space for the lived experience of all stakeholders.

Collaborating with DEI Committee: Review and evaluate the current DEI Committee mission, goals, structure, membership, deliverables, and accountability. Dr. Dolan may make recommendations to increase/ improve the effectiveness and levels of trust achieved by the DEI Committee based on national best practices and consultant's expertise. Dr. Dolan may attend DEI Committee meetings both in-person and virtually in order to support the effective functioning of the DEI Committee.

Customized Organizational Professional Development:

- Support all stakeholders in developing and executing a capacity building scope and sequence for DEI work
- Envision and create a DEI strategic plan to bolster enthusiasm and clarity
- Articulate team goals to strengthen a deeper and broader understanding of DEI and build capacity of those in formal leadership positions and in all spheres of influence to further institutional goals
- Bolster enthusiasm for ongoing skill development in this area throughout the organization.