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 - Webinar ID: 565-032-033

For Technical Difficulties:

- Type in the chat box
OR
- Email:
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Welcome!

As you enter the webinar, please respond to the following prompts in the chat box

- Name
- Organization
- Why are you interested in participating in EngageDEI?

EngageDEI

Informational Webinar

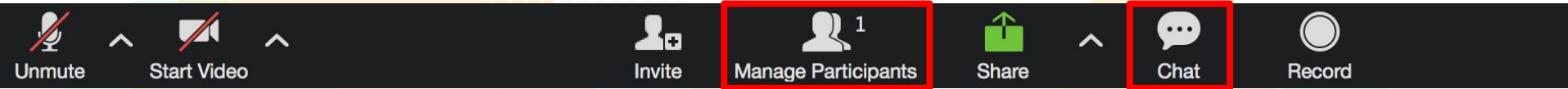
January 18, 2019

catalyst:ed
the DEI Expert Hub

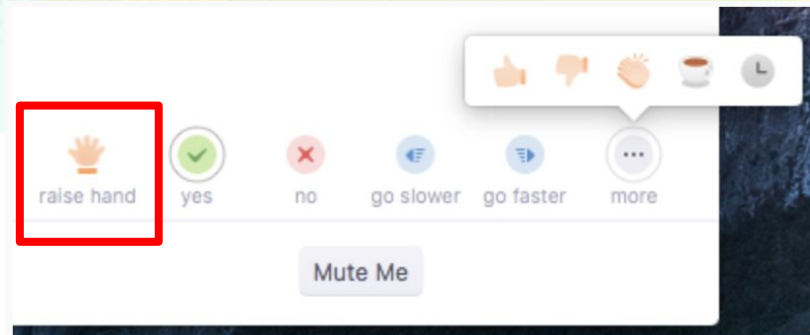


PROMISE54

Interact With Us!



- Use “**Chat**” to interact with us and other attendees
- Click “**Manage Participants**” to open nonverbal feedback
- Use “**Nonverbal Feedback**” to raise your hand





Welcome & Introductions

Agenda

- **EngageDEI Overview**
- Program Elements
- Grantee Commitments
- Enrollment & Next Steps
- Q & A

Why EngageDEI

- The Foundation's US Program Equity Journey
- Our hypothesis:

Equity-minded organizations and organizations influenced by a diversity of thought are essential to improving outcomes in the communities in which we work

- We understand the essential role that access to resources and learning opportunities play in continuous improvement
- We value our partners and are committed to our collective success

Our Goals

To support organizational leaders who are eager to develop or strengthen their organizational practices through the lens of DEI with the **tools, community, and technical assistance** they need to:

- better understand and reflect on the state and progress of DEI in their organizations
- articulate their DEI beliefs and aspirations
- map out and implement strategies to meet their organizational goals
- learn more deeply about the value, approaches and impact of DEI on organizational success

Intros - Promise54



Based on data collected from *Unrealized Impact*, the most comprehensive study done on diversity, equity, and inclusion in the education sector, we know that:

- We are **far from reflecting the communities** and students we seek to serve
- We are **losing talent** due to low perceptions of inclusion and equity in our organizations
- We are **inconsistent** in implementing promising practices around DEI
- We are **lacking accountability** structures around DEI
- We are **unsure** of steps to take to move forward

Intros - Promise54



We help *adults to thrive*
so that they can do their
best work for students.

*Cohort
Experiences*

Research

*Tailored Org
Support*

Intros - Catalyst:Ed

We unlock the collective expertise in the sector, so leaders can access the knowledge and support they need to innovate, excel, and scale.



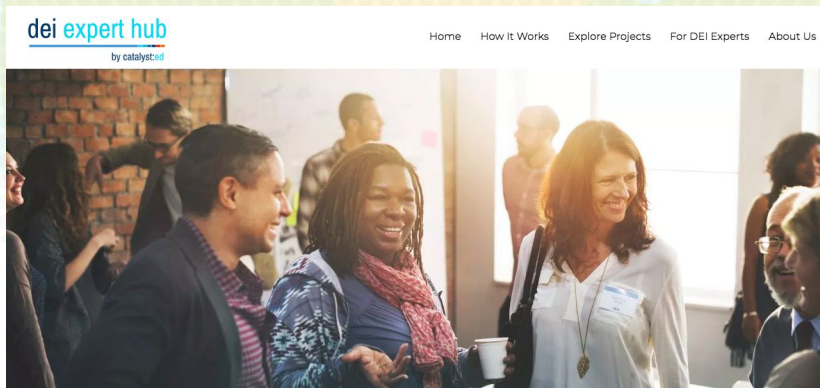
Connect leaders to specialist technical assistance providers for mission-critical projects.



Aggregate and share learnings from these interactions to understand what resources are the most helpful, under what contexts

Intros - Catalyst:Ed

Our DEI Expert Hub helps leaders connect to DEI specialists.



- Guidance and project scoping for leaders who need help figuring out how to start or advance DEI initiatives
- 78 providers currently (teams and individuals); expected to grow to 100+ by March

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EngageDEI Overview

2.5yrs



Cohort-Based
Learning



Tailored Technical
Assistance

✓ — ✓ — ○
DEI Survey 1
Feb/Mar 2019

✓ — ✓ — ○
DEI Survey 2
Q1 2020

✓ — ✓ — ○
DEI Survey 3
Q1 2021

EngageDEI

#1: DEI Surveys



Goal: To help you better understand and reflect on the state of DEI in your organization + help us tailor supports and programming to your needs

- Participating organizations will have access to a set of DEI surveys to choose from to administer in their organization.
- Organizations must administer their chosen DEI survey three times -- in Q1 2019, 2020, and 2021.
- For the baseline survey, organizations will have to commit time to selecting a survey and socializing it with their staff, in addition to survey administration.
- Each organization will receive a share-back report with aggregated data and findings.

#2: Cohort Support



Cohort support for fellowship with other leaders who are also working to advance DEI in their organizations, is a key element of this experience.

There are three main components to the cohort experience:

**Virtual
Community**

Convenings

**Tailored
Support**

#2: Cohort Support



Virtual Community

Convenings

Tailored Support

- **Capacity Building Webinars** - A mix of required and optional monthly sessions (workshops, consultancies, video/text based discussion groups) providing opportunities to build relevant skills, connect with other leaders, access specialists, and advance in our own personal journeys around DEI.
- **Online Community Platform** - Optional easy access to DEI-related materials, downloadable resources, and other leaders throughout the program.
- **Affinity Groups** - Connect with other program participants through a common lens of identity for affirmation, restoration, and problem solving.

#2: Cohort Support



**Virtual
Community**

Convenings

**Tailored
Support**

- **2019 EngageDEI Convening** - Wednesday May 29-Thursday May 30, 2019. Location is TBD.
- **Key Components** - An opportunity to ground the work in student experience and DEI data around field-based aggregate trends, build community together, engage in capacity building workshops, and gain inspiration from keynote speakers and plenary sessions.
- **2020 EngageDEI Convening** - Targeting April or May 2020 (detailed date and location TBD).

#2: Cohort Support



**Virtual
Community**

Convenings

**Tailored
Support**

- Guidance to **articulate organizational beliefs and definitions** around diversity, inclusion, and equity
- Support to **make sense of your data** and leverage it to understand root causes and action plan
- Assistance to **create a two-year plan** for forward progress tailored to your organization's assets and need areas

#3: Tailored Technical Assistance



Goal: To connect you to DEI specialists who can help you to implement your two-year plan successfully and build your organizational capacity in an area that you identify

- Catalyst:Ed will work with your leadership team to develop a project scope and help you identify leading practitioners who are the best fit for your needs and organizational context.
- Once matched, DEI providers will work alongside your team as you identify and implement strategies.
- The goals and structure of TA services will be right-sized to align with the scope and scale of work your organization chooses to take on and commit to.

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Your Commitment

To get the most out of the experience and maximize learnings and leadership, we ask that participating organizations be fully committed to engaging in this work.

In addition to the fixed programmatic dates and events, this involves a leadership commitment to invest the time and efforts needed to drive the work forward within the organization.

Leadership Participation

We ask that participating organizations designate a senior leadership team that reflects the following:

- A senior leader with positional-authority to approve resource investment, break down organizational barriers, and model leadership commitment (e.g., CEO)
- A leader who will drive the work day-to-day and inherits the plans of the group (e.g., Chief HR Officer or Director of Equity), and
- A third leader of the organization's choosing (e.g., Board or Staff member)

Program Commitment

Senior leader participation and responsibilities in EngageDEI will generally fall into four categories:

- **DEI Survey Administration** -- to establish an organizational baseline for your participation (Q1 2019, 2020, and 2021)
- **Learning** -- in-person convenings and webinars (May 29-30, 2019, April/May 2020)
- **Customized DEI Technical Assistance** -- engaging with your DEI expert to map and implement changes in your organization (time commitment depends on scope and scale of goals you set and work you decide to tackle)
- **Leading** -- progress check-ins to share what impact your tactical activities are making (monthly)

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Next Steps and Key Dates

Jan 28, 2019: Webinar 2

Another opportunity for you to ask any questions about EngageDEI or your participation.

Jan 21-Feb 18, 2019: Enrollment

The enrollment form will go live on Monday, Jan 21, 2019. The enrollment window will remain open until midnight PST on Feb 18, 2019.

No later than Feb 22: Confirmation of Participation

Grantees will be accepted largely on a first-come-first-serve basis, while maintaining balanced representation by grantees of the different foundation program teams.

Key Dates: Post-Enrollment

Feb/Mar 2019: DEI Survey Completion

Participant organizations select and administer surveys; webinars on 2/8, 2/15 and 2/26

Week of Mar 4, 2019: Virtual Kick-Off

Participants will connect virtually, engage around content and begin the journey

May 29-30, 2019: In-Person Convening

Leadership teams connect for two days of data grounding, capacity building, and action planning

June, 2019: TA Matching Begins

Participant organizations work to define a scope of work and identify DEI specialists to partner with.

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If you have questions or concerns please **contact us at:**

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EngageDEI