



**POLLYANNA**  
Every Voice Matters.

Intra-Conference  
Aspirational Action



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## INTRODUCTION

Pollyanna wants to see the practice of inclusion and equity embedded within a school culture throughout every practice and initiative. We want every voice to be heard, because Every Voice Matters. We support a school's work and effort being done in Diversity, Equity and Inclusion (DEI) and envision building upon that foundation in order to support the evolution of 21<sup>st</sup> century citizens and practices.

## APPROACH

What is most impactful about Pollyanna's approach is the intentional design for emotional connectivity and allowing everyone to be heard in a setting where they are the school's constituent experts. The school in this approach becomes known as a vehicle for resource collaboration, thus encouraging connection and inviting communication of opinions, perspectives and leadership from individuals within, organically creating opportunities for involvement and action.

## INTRA-CONFERENCE AND ASPIRATIONAL ACTION OFFERINGS

Pollyanna facilitates acting on a school's commitment to DEI by proposing two capacity-building offerings: *Intra-Conference* and *Aspirational Action*.

The *Intra-Conference* and *Aspirational Action* offerings address many different DEI areas. For example, build community, build a culture of belonging, create new initiatives or realize an existing one, develop a strategic plan, or evaluate and rewrite a mission or vision statement.

Pollyanna's *Intra-Conference* and *Aspirational Action* are implemented sequentially as a holistic initiative offering results generated from the knowledge, skills, abilities and perspectives of school community members



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## INTRA-CONFERENCE

The Intra-Conference is a full-day engagement for all constituents to go deeper into reflection, sharing, connecting and data collection. The Intra-Conference is unique as it creates a platform that facilitates conversations on a specific topic, at multiple levels, between many groups who normally have limited interaction. The Intra-Conference serves as a foundation for what is desired by various members of a community ready to acknowledge the past while embracing the future.

The day long Intra-Conference runs as follows:

The morning begins with a gathering of all the constituent groups (alumni, employees, parents, parents of alumni and students), a welcome by leadership and a theme related keynote address. Attendees then break out into smaller groups with their own peer constituents to share challenges and effective practices around the Intra-Conference topic. To jumpstart the potentially difficult conversations, participants are given a list of provocative comments or assumptions that reflect the day-to-day impact of challenges. After lunch there is a moderated panel with all constituent groups represented. Following the panel, there is a full audience share-out. Detailed notes are taken in the morning and afternoon sessions.

The Intra-Conference is a powerful day of listening, raising empathy, making connections, and inspiring a strong desire for movement and change. By hearing all the voices in the room with data collection the Intra-Conference promotes future informed and intentional action.

Pollyanna will provide guidance and support in the preparation and planning of the Intra-Conference. The school forms a planning committee and runs their own meetings for preparation. Pollyanna is there to guide through the process to ensure a successful conference.



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## ASPIRATIONAL ACTION

Aspirational Action develops a workable framework that will put in place methods that serve a specific DEI initiative or as holistic follow-up to the Intra-Conference, through community stakeholder engagement, collaboration for innovation while leveraging existing formal and informal structures within a school. School community members serving as resource collaborators remains foundational. Aspirational Action evolves a school's chosen theme from recognition and deep understanding within its cultural context, to generative strategies that produce tangible outcomes.

A flow for the Aspirational Action offering is as follows:

During and immediately following the Intra-Conference, Pollyanna begins to identify members from school constituent groups that are willing and well suited to serve on a collaborative Steering POD. The Steering POD is established with a balance of members that are both formally (employees, students, parents) and informally (alumni, parents of alumni) engaged or interested in enhancing school activities connected to a chosen theme. The Steering Pod comes together for single day retreat to connect and identity goals and commitments for the cycle of its existence which will be for the current academic year. During the retreat, the Steering POD will also discuss topics such understanding its own diversity composition, motivation and strength behaviors in efforts to create a cohesive team.

The group's first important school-wide assignment will be to partner with Pollyanna in the design of a two-day community stakeholder brainstorming retreat. Invitations are shared with upwards of 50-60 individuals from the Intra-Conference constituent groups and existing school groups i.e. councils, clubs, committees and programs. The Steering Pod and Pollyanna co-facilitate the two days during which participants connect with one another as a greater community understanding that more connects them than separates them; identify with shared themes, brainstorm innovative approaches to bring forth possibilities and design the methods to make them happen. An important transition that occurs during this retreat is the community stakeholders recognize the Steering Pod as a supportive community leadership accessible to them during the school year.



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The project outcomes of the community stakeholder retreat will be implemented over the course of the academic year with support from the Steering POD and the Pollyanna team. At the end of the school year, there will be formal deliveries of results from each project group as well as a coordinated presentation if it's a fit within the school's culture. These efforts beginning with the Intra-Conference set the stage for DEI initiatives maintaining progressive spaces within the school.

Aspirational Action objectives are realized by:

- Creating a high-performance leadership group at the helm of the effort;
- Running small group and large brainstorming group retreats for bonding and identifying areas for growth and work;
- Generating successful outcomes from the retreat culminating in initiatives run by community change agents who will create opportunities for invitation and involvement;
- Expanding the size of the buy-in population as the process unfolds and more foundational behaviors of inclusive practice is observed, experienced and measured.

This will result in a grassroots network that supports the school's specific area of focus and the school's commitment to DEI work.

Pollyanna's team strategist and facilitators will guide implementation of Aspirational Action over a year, integrating methods that will become part of the school's culture.



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## CONCLUSION

Often in the work of creating inclusive communities, the efforts are fractured, and the benefits are not effectively and efficiently felt. The question often arises: How should we maximize the connections that are made, the information that is gathered and palpable momentum and energy that is felt from past DEI work and events?

Pollyanna's Intra-Conference and Aspirational Action focus on precisely this and provide a viable solution.

Pollyanna's Intra-Conference is centered on Community Building and facilitates deeper connections, collaboration and theme-based DEI information gathering resulting in a strong desire for more action. Aspirational Action takes the ball and runs.

Aspirational Action moves a school's chosen theme from recognition and a deeper understanding within its cultural context acquired by the Intra-Conference and promotes informed and deliberate action moving forward. Stakeholders and change agents design and implement a holistic framework by generating strategies and initiates that create opportunities for community involvement.

The Intra-Conference along with Aspirational Action organically produce desired tangible and measurable outcomes; more foundational behaviors of inclusive practice, a grassroots network that supports the school's specific area of focus and much more.

Pollyanna wants all community members to take-part, we want all voices to be heard, because Every Voice Matters. Come and join the Pollyanna family and host an Intra-Conference and follow thru with your Aspirational Actions!



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## TIMING & COSTS

This proposal covers work initiated and completed during an academic school year or calendar year. The cost for these approaches ranges from \$70,000 to \$95,000 and is implemented over 20-25 days spread throughout the school year. This does not include cost of any assessments or on-site consulting work outside the proposed project scope.

### Notes:

Additional work outside the scope of this project will be billed at the following rates:

- Workshops - \$6,000 per day for two Pollyanna facilitators (includes pre-work, design and delivery)
- Consulting, planning and other on-site activities - \$4,000 per day (Pollyanna team rate)
- Any travel, printing or shipping will be billed additionally, at cost