iCHANGE collaborative

The Inclusivity Experts

TRANSFORMATIONAL CHANGE

Empowering students, faculty, and community potential

Solutions

iChange Collaborative is a minority and women owned business, collaboratively operated by a diverse, equitable and inclusive team of experts.

iChange Collaborative partners with schools to develop inclusive cultures in which learning thrives. We bring deep knowledge of how individuals and organizations develop effective DEI mindsets as they move through an inquiry-based, transformational process.

About iChange Collaborative
OVERVIEW

Diversity, equity, inclusion, and belonging impact every aspect of learning. iChange Collaborative guides school leaders, educators, and students through a transformational change process that inspires commitment to inclusive practices across all stakeholder groups. We help schools create thriving and vibrant learning communities.

The iChange team brings deep knowledge of how individuals and organizations develop effective DEI mindsets as they move through a transformational process.

Our experts specialize in diversity, equity, and inclusion training, inclusive leadership development, equitable curriculum design, and community driven engagement.

Our services include:

- DEI Learning Programs for faculty, students, and parents
- Inclusive Leadership Development for school leaders
- DEI Task Force Coaching
- Curriculum Design for Equitable Outcomes
- DEI Facilitation Training
- Affinity & Advocacy Group Support Services
- Individual Coaching

The research is in! Inclusive schools inspire engagement, increase self-esteem, cultivate critical thinking, and increase academic achievement. We understand that inclusive relationships are the foundations of transformational change.

Transformational Inquiry, our trademark change theory, draws on four domains of learning to inspire and energize learning. It taps into student genius and funds of community knowledge and prepares students to be the leaders of tomorrow.

Recognizing that change efforts are ongoing, our process uses multiple touch points in a multi-layered framework to engage stakeholders at every level of the school community. Uniquely designed components maximize the potential for student, faculty, and community wide development. Our focus increases a school's internal capacity to develop, implement, and sustain long-term, equitable change.

We start every consultation with the understanding that something is already working in every person and organization we encounter. Our appreciative approach generates solutions from pre-existing strengths, cultivates thoughtful, strategic mindsets, and results in well-reasoned, effective action.

iChange Collaborative Services
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DEI LEARNING PROGRAMS

Our DEI experts guide learning at every level of the school community. Our foundational and deep dive trainings make impactful changes around DEI topics.

Reflection → Dialogue → Understanding → Action

Level I: Foundations for DEI Education

For school leaders, faculty, staff, parents and students
Six 1-hour sessions, Up to 35 attendees per cohort

DEI Learning Programs Level I combines concept acquisition with interactive experiences to lay the foundation for understanding DEI topics at every level of the school community.

Inclusivity: The Educational Imperative

Introduces foundational communication skills for identity-affirming teaching methods. Explores research in strengths-based approaches that inspire learning.

Outcomes include:

- Increased self-awareness
- Greater commitment to DEI initiatives

Cultivating a Common Language for Diversity, Equity, and Inclusion

Introduces concepts and terms for conversations about DEI. Explores social dynamics that interfere with learning such as unconscious bias, microaggressions, and stereotype threat.

Outcomes include:

- Greater awareness of identity experiences
- Understanding of systemic discrimination

Creating Safe & Brave Spaces for Conversations about DEI

Explores characteristics of inclusive classrooms and introduces foundational principles in social emotional learning that apply to DEI education.

Outcomes include:

- Increased capacity for empathetic listening
- Capacity to cultivate psychological safety

Disrupting Bias and Conditioning

Explores common patterns of identity experience in schools and introduces intervention strategies to counteract harm.

Outcomes include:

- Heightened awareness of perceptual differences
- Skills to build trust in relationships

Counteracting Bias and Microaggressions

Introduces common scenarios that demonstrate unintentional bias and explores strategies to interrupt microaggressions.

Outcomes include:

- Practical skills to counteract the harm caused by microaggressions
- Capacity to foster inclusive relationships

Cultivating DEI Champions

Addresses how to build strong alliances across identity differences and cultivate long-term, strategic mindsets to build trust and create inclusive cultures.

Outcomes include:

- Capacity to foster collaboration and innovation
- Skills to advocate for marginalized students and colleagues

Level II: A Deeper Dive into DEI

For school leaders, faculty, staff, parents and students
Prerequisite Level I, Six 1-hour sessions, Up to 35 attendees per cohort

A Deeper Dive into DEI, Level II combines concept acquisition with interactive experiences to continue building DEI capacity for innovative practices among talent in every stakeholder group.

Assessing Inclusive Behaviors

Inclusive behaviors increase capacity for social emotional intelligence, cultivate empathy and accountability and build skills for authentic conversations about identity experiences.

Outcomes include:

- Skills for compassionate listening and supportive feedback
- Capacity to build trust in relationships

Understanding Differences in Identity Experiences

Addresses patterns of experience among marginalized groups and introduces strategies to close equity gaps and empowers learning.

Outcomes include:

- Greater awareness of identity differences
- Increased capacity to address inequities

Examining Power Dynamics in Classrooms and Schools

Analyzes social dynamics that influence teaching and learning and introduces strategies to mitigate their effect.

Outcomes include:

- Understanding transformational power
- Capacity to work across hierarchies to achieve equitable learning outcomes

Cultivating Psychological Safety

Explores the role of psychological safety and power dynamics in learning relationships across differences and introduces methods that build trust and resiliency.

Outcomes include:

- Understanding the role of teacher/leader transparency
- Trust-building methods

Identifying Bias in Academic Standards

Explore how the "hidden curricula of schooling" affects belonging and how belonging affects academic achievement.

Outcomes include:

- Heightened awareness of learning agency
- Capacity to increase inclusion and belonging in classroom and school cultures

Storytelling for Changemaking

Stories are powerful levers of change. Learn how to use stories to effectively guide DEI conversations and ask questions that elicit stories that build inclusivity.

Outcomes include:

- Understanding the role of personal transparency in advancing learning
- Using your own stories to model change

INCLUSIVE LEADERSHIP DEVELOPMENT

iChange consultants help school leaders cultivate collective intelligence within all areas of their community.

| Reflection | Dialogue | Understanding | Action |

Inclusive Leadership Development

For leaders, administrators and department heads
Six 1-hour sessions, Up to 20 attendees per cohort

The Inclusive Leadership Development sessions combine concept acquisition with interactive experiences to help school leaders better develop talent through effective DEI leadership practices.

Transformational Change Theory in Action

Learn the phases of a diversity, equity, and inclusion change initiative. From building team cohesion to implementing programs, we explore the scope and sequence of change.
Outcomes include:
- Assessing strengths and challenges
- Identifying characteristics of DEI champions

Visionary DEI Leadership

Leaders are most effective when guided by a vision of what diversity, equity, and inclusion looks like in the work they do. A clear vision, aligned with core values is foundational to sustaining diversity, equity, and inclusion efforts.
Outcomes include:
- Communicating with purpose and power
- Gathering stakeholder input

The Business Case for an Ethical Imperative

Leaders learn the benefits of inclusion and the high cost of exclusion. Inclusive practices result in higher retention rates, increased innovation, and financial growth.
Outcomes include:
- Moving beyond the zero sum game
- Assessing the role of business in transformational change

Establishing Psychological Safety and Building Trust

Psychological safety is key to building inclusive cultures and high performing teams. Learn what it is (and isn't), the neuroscience behind it, and how to cultivate safe and brave communities.
Outcomes include:
- Increasing capacity for collaboration
- Improving accountability

Using DEI Feedback as an Equity Tool

High quality feedback drives personal and organizational advancement. Learn who gets it, who doesn't, and how to use feedback to inspire growth and development.
Outcomes include:
- Understanding feedback as a DEI issue
- Developing a "culture of coaching"

Characteristics of Inclusive Leaders

Take the iChange Inclusive Leadership Assessment and create an action plan to build inclusive (and accountable) teams.
Outcomes include:
- Cultivating social emotional intelligence
- Leveraging the traits of inclusive leaders

INCLUSIVE CURRICULUM INNOVATION

iChange consultants help educators design and implement inclusive curricula to enhance student learning.

Reflection → Dialogue → Understanding → Action

Inclusive Curriculum Innovation

For faculty, curriculum specialist, and administrators
Six 1-hour workshops, Up to 25 attendees per cohort

This cohort-based series fosters capacity to assess, develop, and deliver curriculum through a racial equity lens. Educators develop culturally responsive, identity-affirming, and racially equitable curriculum design and instructional practices.

Teaching for Equity

Introduces the 4 learning domains in the Transformational Inquiry Method, frameworks for culturally responsive teaching, and iChange curriculum assessment tools.
Outcomes include:
- Cultivating an inclusive learning community
- Guiding transformational learning

Building Foundational Skills for Equity in Education

Focuses on the reflective and interactive learning domains. Explores creating psychological safety, taking a strength-based approach, and leveraging connections to inspire learning.
Outcomes include:
- Applying inquiry learning to identity topics
- Integrating identity experiences in learning

Strengthening Students' Racial Identities

Addresses identity formation, common patterns of identity experiences, methods to counteract stereotypes and support healthy racial identity development.
Outcomes include:
- Leveraging the motivational dynamics of identity development
- Strengthening student identities through curriculum and instruction

Designing Equitable Curriculum: It's More than Content!

Focuses on the cognitive learning domain. Explores representation in content materials and how students assessments guide transformational learning.
Outcomes include:
- Assessing learning through an equity lens
- Designing learning with assessment in mind

Completing the Learning Cycle

Focuses on the action domain of learning. Explores innovative ways students can demonstrate learning and apply what they've learned in real world contexts.
Outcomes include:
- Evaluating students through multiple mediums
- Including students in self-assessments and assessment design

Presenting Curriculum Innovation Projects

Participants share how they have integrated Transformational Inquiry into their curriculum and applied identity-affirming methods.
Outcomes include:
- Applied learning in a generative learning community
- Assessing next steps for curriculum development

COACHING

iChange consultants help educational organizations address personalized DEI challenges on an individual or group basis.

Reflection ▸ Dialogue ▸ Understanding ▸ Action

Coaching

Coaching sessions build self-awareness and increase DEI competencies. These sessions foster connections, build relationships, increase DEI engagement, and develop DEI champions.

Inclusive Leadership Coaching

Leaders develop capacity through a strength-based approach. From vision to strategy to implementation, they build inclusive skills. Through an exploration of DEI topics, they are equipped to cultivate champions and increase engagement in DEI programs.

DEI Task Force Coaching

Supports a core group of leaders and champions who collaborate to design DEI initiatives. Topics include leadership development, vision and values creation, goal setting, and implementing strategies for change.

Affinity Group Leadership Coaching

Supports leaders in creating identity safe and brave spaces, empowering participants, facilitating dynamic conversations, developing programming, communicating progress, cultivating advocates, and increasing school-wide DEI efforts.

Affinity Group Facilitation

Our experts design and facilitate programs for affinity groups to address relevant DEI topics, build connections within the group, and build support for efforts throughout the school community.

Alliance Network Coaching

Supports advocacy groups (men, LGBTQ advocates, white advocates for racial equity, and/or disability advocates) committed to empowering the voices of others in advancing DEI progress.

BIPOC Community Support

Supports Black, Latinx, AAPI, or other people of color and empowers identity strength in educators and students. Includes leadership coaching, conflict resolution, focus group facilitation, and navigating cultural norms in schools.

LGBTQ Community Support

Supports and empowers identity strength in LGBTQ educators and students. Includes leadership coaching, conflict resolution, focus group facilitation and navigating cultural norms in schools.

Inclusivity Coaching for Individuals

Supports individuals to increase self-awareness and cultural competence. Includes learning to recognize unconscious bias, respond to microaggressions, and foster relationships across differences. Increases DEI engagement and develops DEI champions.

DEI FACILITATION TRAINING

Effective facilitation of sometimes challenging DEI topics is an invaluable art and skill.

Reflection → Dialogue → Understanding → Action

DEI Facilitation Training

For affinity leaders, DEI councils, faculty and other DEI leaders
Series of Six 1-hour sessions, Up to 20 attendees

This series builds capacity and empowers educators to guide sensitive conversations about DEI topics and identity experiences toward productive outcomes.

Leading with Purpose and Self-Awareness

Effective facilitators are guided by a clear sense of purpose. They understand their own identity and explore it as an ongoing practice. Outcomes include:

- The role of self-awareness in identity formation
- Theoretical underpinnings of the facilitation process

Building Trust in Safe and Brave Spaces

People are hungry for places in which they can share the truth of their inner experiences and learn how to grow together. Learn practical skills for establishing safety and accountability.

Outcomes include:

- Asking inquiry questions that guide the process
- Methods to affirm and validate responses

Taking a Strengths-Based Approach

Learn to empower participants through a lens that highlights contributions as well as acknowledges the impact of inequities.

Outcomes include:

- Recognizing resiliency and power
- Amplifying marginalized voices

Assessing Who's in the Room

People in DEI conversations come from different backgrounds and varying levels of awareness. Learn to invite every voice into the conversation.

Outcomes include:

- Affirming (or challenging) different perspectives
- Taking an intersectional approach

Using Innovative Facilitation Practices

This toolkit for facilitating effective conversations helps set the stage for transformation and contains methods and tips to keep a group focused and moving forward.

Outcomes include:

- Managing emotional processes
- Raising awareness through inquiry questions

Managing Conflict

Learn methods to inspire trust and minimize conflict by establishing clear communication boundaries and applying them to common scenarios in DEI conversations.

Outcomes include:

- Protecting and empowering underrepresented groups
- Redirecting conflict

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