

**AGREEMENT FOR TRAINING SERVICES**  
**“LEADING FOR DIVERSITY, EQUITY AND INCLUSION (DEI) IN**  
**COUNTY GOVERNMENT”**

This Agreement is made and entered into by and between the County of Lake, hereinafter referred to as “County”, and Nicole Anderson and Associates Consulting, LLC, hereinafter referred to as “Contractor”, collectively referred to as the “parties”.

1. **SERVICES.** Subject to the terms and conditions set forth in this Agreement, Contractor shall provide to County the services described in the Scope of Services attached hereto and incorporated herein as Exhibit A at the time and place and in the manner specified therein. In the event of a conflict in or inconsistency between the terms of this Agreement and Exhibit A – Scope of Services, Exhibit B – Fiscal Provisions, and Exhibit C – Compliance Provisions, or Exhibit D – Contractor’s Proposal, the Agreement shall prevail.

2. **TERM.** This Agreement shall commence on October 4, 2021 and shall terminate on June 30, 2022 unless earlier terminated as hereinafter provided. In the event County desires to temporarily continue services after the expiration of this Agreement, such continuation shall be deemed on a month-to-month basis, subject to the same terms, covenants, and conditions contained herein.

3. **COMPENSATION.** Contractor has been selected by County to provide the services described hereunder in Exhibit “A” (Scope of Services), attached hereto. Compensation to Contractor shall not exceed eight thousand dollars and no cents (\$8,000.00).

The County shall compensate Contractor for services rendered, in accordance with the provisions set forth in Exhibit “B” (Fiscal Provisions), attached hereto, provided that Contractor is not in default under any provisions of this agreement. Compensation to Contractor is contingent upon appropriation of federal, state and county funds.

4. **TERMINATION.** This Agreement may be terminated by mutual consent of the parties or by County upon 30 days written notice to Contractor.

In the event of non-appropriation of funds for the services provided under this Agreement, County may terminate this Agreement, without termination charge or other liability.

Upon termination, Contractor shall be paid a prorated amount for the services provided up to the date of termination.

5. **MODIFICATION.** This Agreement may only be modified by a written amendment hereto, executed by both parties; however, matters concerning scope of services which do not affect the compensation may be modified by mutual written consent of Contractor and County executed by the County Administrative Officer.

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6. **NOTICES.** All notices between the parties shall be in writing addressed as follows:

County of Lake  
Human Resources

255 N. Forbes

Lakeport, CA. 95453

Attn: Pam Samac, HR Director

Contractor

Nicole Anderson and Associates Consulting, LLC

P.O. Box 5475

Vallejo, CA. 94591

Attn: Nicole Anderson

7. **EXHIBITS.** The Agreement Exhibits, as listed below, are incorporated herein by reference:

Exhibit A – Scope of Services

Exhibit B – Fiscal Provisions

Exhibit C – Compliance Provisions

Exhibit D – Contractor's Proposal

8. **TERMS AND CONDITIONS.** Contractor warrants that it will comply with all terms and conditions of this Agreement and Exhibits, and all other applicable federal, state and local laws, regulations and policies.

9. **INTEGRATION.** This Agreement, including attachments, constitutes the entire agreement between the parties regarding its subject matter and supersedes all prior Agreements, related proposals, oral and written, and all negotiations, conversations or discussions heretofore and between the parties.

Executed at Vallejo, Ca, California on 9/30/2021.

COUNTY OF LAKE

CONTRACTOR

\_\_\_\_\_  
CHAIR, Board of Supervisors

  
\_\_\_\_\_  
Nicole Anderson

ATTEST:  
CAROL J. HUCHINGSON  
Clerk to the Board of Supervisors

APPROVED AS TO FORM:  
ANITA L. GRANT  
County Counsel

By: \_\_\_\_\_

By:   
\_\_\_\_\_  
anita grant (Sep 30, 2021 18:18 PDT)

## **AGREEMENT FOR DEI TRAINING SERVICES**

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### **EXHIBIT “A” – SCOPE OF SERVICES**

#### **1. CONTRACTOR RESPONSIBILITIES.**

Contractor will perform all services described in Contractor’s Proposal attached hereto as Exhibit D.

**2. RECORDS RETENTION.** Contractor shall prepare, maintain and/or make available to County upon request, all records and documentation pertaining to this Agreement, including financial, statistical, property, recipient and service records and supporting documentation for a period of five (5) years from the date of final payment of this Agreement. If at the end of the retention period, there is ongoing litigation or an outstanding audit involving the records, Contractor shall retain the records until resolution of litigation or audit. After the retention period has expired, Contractor assures that confidential records shall be shredded and disposed of appropriately.

# **AGREEMENT FOR DEI TRAINING SERVICES**

## **EXHIBIT “B” – FISCAL PROVISIONS**

1. **CONTRACTOR’S FINANCIAL RECORDS.** Contractor shall keep financial records for funds received hereunder, separate from any other funds administered by Contractor, and maintained in accordance with Generally Accepted Accounting Principles and Procedures and the Office of Management and Budget’s Cost Principles.

2. **INVOICES.**

2.1 Contractor’s invoices shall be submitted in arrears on a monthly basis, or such other time that is mutually agreed upon in writing, and shall be itemized and formatted to the satisfaction of the County.

2.2 County shall make payment within 20 business days of an undisputed invoice for the compensation stipulated herein for supplies delivered and accepted or services rendered and accepted, less potential deductions, if any, as herein provided. Payment on partial deliverables may be made whenever amounts due so warrant or when requested by the Contractor and approved by the Assistant Purchasing Agent.

3. **AUDIT REQUIREMENTS AND AUDIT EXCEPTIONS**

3.1 Contractor warrants that it shall comply with all audit requirements established by County and will provide a copy of Contractor’s Annual Independent Audit Report, if applicable.

3.2 County may conduct periodic audits of Contractor’s financial records, notifying Contractor no less than 48 hours prior to scheduled audit. Said notice shall include a detailed listing of the records required for review. Contractor shall allow County, or other appropriate entities designated by County, access to all financial records pertinent to this Agreement.

3.3 Contractor shall reimburse County for audit exceptions within 30 days of written demand or shall make other repayment arrangements subject to the approval of County.

4. **EXPENDITURE OF FUNDS.**

4.1 Funds payable through this agreement shall not be used to purchase food or promotional merchandise or to attend conferences unless specifically approved in the budget.

4.2 County reserves the right to refuse payment to Contractor or disallow costs for any expenditure determined to be unreasonable, out of compliance, or inappropriate to the services provided hereunder.

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## **EXHIBIT "C" – COMPLIANCE PROVISIONS**

1. **INFORMATION INTEGRITY AND SECURITY.** Contractor shall immediately notify County of any known or suspected breach of personal, sensitive and confidential information related to Contractor's work under this Agreement.

2. **NON-DISCRIMINATION.** Contractor shall not unlawfully discriminate against any qualified worker or recipient of services because of race, religious creed, color, sex, sexual orientation, national origin, ancestry, physical disability, mental disability, medical condition, marital status or age.

### 3. **DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS**

3.1 The Contractor certifies to the best of its knowledge and belief, that it and its subcontractors:

A. Are not presently debarred, suspended, proposed for disbarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency;

B. Have not, within a three-year period preceding this Agreement, been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public transaction; violation of federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property;

C. Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity with commission of any of the offenses enumerated in the preceding paragraph; and

D. Have not, within a three-year period preceding this Agreement, had one or more public transactions terminated for cause or default.

3.2 Contractor shall report immediately to County, in writing, any incidents of alleged fraud and/or abuse by either Contractor or Contractor's subcontractor. Contractor shall maintain any records, documents, or other evidence of fraud and abuse until otherwise notified by County.

4. **AGREEMENTS IN EXCESS OF \$100,000.** Contractor shall comply with all applicable orders or requirements issued under the following laws:

4.1 Clean Air Act, as amended (42 USC 1857).

4.2 Clean Water Act, as amended (33 USC 1368).

4.3 Federal Water Pollution Control Act, as amended (33 USC 1251, et seq.)

4.4 Environmental Protection Agency Regulations (40 CFR, Part 15 and Executive Order 11738).

**5. INDEMNIFICATION AND HOLD HARMLESS.**

Contractor shall indemnify and defend County and its officers, employees, and agents against and hold them harmless from any and all claims, losses, damages, and liability for damages, including attorney's fees and other costs of defense incurred by County, whether for damage to or loss of property, or injury to or death of person, including properties of County and injury to or death of County officials, employees or agents, arising out of, or connected with Contractor's operations hereunder or the performance of the work described herein, unless such damages, loss, injury or death is caused solely by the negligence of County.

Contractor's obligations under this Section shall survive the termination of the Agreement.

**6. STANDARD OF CARE.** Contractor represents that it is specially trained, licensed, experienced and competent to perform all the services, responsibilities and duties specified herein and that such services, responsibilities and duties shall be performed, whether by Contractor or designated subcontractors, in a manner according to generally accepted practices.

**7. INTEREST OF CONTRACTOR.** Contractor assures that neither it nor its employees has any interest, and that it shall not acquire any interest in the future, direct or indirect, which would conflict in any manner or degree with the performance of services hereunder.

**8. DUE PERFORMANCE – DEFAULT.** Each party agrees to fully perform all aspects of this agreement. If a default to this agreement occurs then the party in default shall be given written notice of said default by the other party. If the party in default does not fully correct (cure) the default within 15 days of the date of that notice (i.e. the time to cure) then such party shall be in default. The time period for corrective action of the party in default may be extended in writing executed by both parties, which must include the reason(s) for the extension and the date the extension expires.

Notice given under this provision shall specify the alleged default and the applicable Agreement provision and shall demand that the party in default perform the provisions of this Agreement within the applicable time period. No such notice shall be deemed a termination of this Agreement, unless the party giving notice so elects in that notice, or so elects in a subsequent written notice after the time to cure has expired.

**9. INSURANCE.**

9.1 Contractor shall procure and maintain Workers' Compensation Insurance for all of its employees.

9.2 Contractor shall procure and maintain Comprehensive Public Liability Insurance, both bodily injury and property damage, in an amount of not less than one million dollars (\$1,000,000) combined single limit coverage per occurrence, including but not limited to endorsements for the following coverage: personal injury, premises-operations, products and completed operations, blanket contractual, and independent contractor's liability.

## AGREEMENT FOR DEI TRAINING SERVICES

9.3 Contractor shall procure and maintain Comprehensive Automobile Liability Insurance, both bodily injury and property damage, on owned, hired, leased and non-owned vehicles used in connection with Contractor's business in an amount of not less than one million dollars (\$1,000,000) combined single limit coverage per occurrence.

9.4 Contractor shall procure and maintain Professional Liability Insurance for the protection against claims arising out of the performance of services under this Agreement caused by errors, omissions or other acts for which Contractor is liable. Said insurance shall be written with limits of not less than one million dollars (\$1,000,000).

9.5 Contractor shall not commence work under this Agreement until it has obtained all the insurance required hereinabove and submitted to County certificates of insurance naming the County of Lake as additional insured. Contractor agrees to provide to County, at least 30 days prior to expiration date, a new certificate of insurance.

9.6 In case of any subcontract, Contractor shall require each subcontractor to provide all of the same coverage as detailed hereinabove. Subcontractors shall provide certificates of insurance naming the County of Lake as additional insured and shall submit new certificates of insurance at least 30 days prior to expiration date. Contractor shall not allow any subcontractor to commence work until the required insurances have been obtained.

9.7 For any claims related to the work performed under this Agreement, the Contractor's insurance coverage shall be primary insurance as to the County, its officers, officials, employees, agents and volunteers. Any insurance or self-insurance maintained by County, its officers, officials, employees, agents or volunteers shall be in excess of the Contractor's insurance and shall not contribute with it.

9.8 The Commercial General Liability and Automobile Liability Insurance must each contain, or be endorsed to contain, the following provision:

The County, its officers, officials, employees, agents, and volunteers are to be covered as additional insureds and shall be added in the form of an endorsement to Contractor's insurance on Form CG 20 10 11 85. Contractor shall not commence work under this Agreement until Contractor has had delivered to County the Additional Insured Endorsements required herein.

Coverage shall not extend to any indemnity coverage for the active negligence of the additional insured in any case where an agreement to indemnify the additional insured would be invalid under subdivision (b) of California Civil Code Section 2782.

9.9 Insurance coverage required of Contractor under this Agreement shall be placed with insurers with a current A.M. Best rating of no less than A: VII.

Insurance coverage in the minimum amounts set forth herein shall not be construed to relieve the Contractor for liability in excess of such coverage, nor shall it preclude County from taking other action as is available to it under any other provision of this Agreement or applicable law. Failure of County to enforce in a timely manner any of the provisions of this section shall not act as a waiver to enforcement of any of these provisions at a later date.



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9.10 Any failure of Contractor to maintain the insurance required by this section, or to comply with any of the requirements of this section, shall constitute a material breach of the entire Agreement.

10. **ATTORNEY'S FEES AND COSTS.** If any action at law or in equity is necessary to enforce or interpret the terms of this Agreement, the prevailing party shall be entitled to reasonable attorney's fees, costs, and necessary disbursements in addition to any other relief to which such part may be entitled.

11. **ASSIGNMENT.** Contractor shall not assign any interest in this Agreement and shall not transfer any interest in the same without the prior written consent of County except that claims for money due or to become due Contractor from County under this Agreement may be assigned by Contractor to a bank, trust company, or other financial institution without such approval. Written notice of any such transfer shall be furnished promptly to County. Any attempt at assignment of rights under this Agreement except for those specifically consented to by both parties or as stated above shall be void.

12. **PAYROLL TAXES AND DEDUCTIONS.** Contractor shall promptly forward payroll taxes, insurances, and contributions to designated governmental agencies.

13. **INDEPENDENT CONTRACTOR.** It is specifically understood and agreed that, in the making and performance of this Agreement, Contractor is an independent contractor and is not an employee, agent or servant of County. Contractor is not entitled to any employee benefits. County agrees that Contractor shall have the right to control the manner and means of accomplishing the result contracted for herein.

Contractor is solely responsible for the payment of all federal, state and local taxes, charges, fees, or contributions required with respect to Contractor and Contractor's officers, employees, and agents who are engaged in the performance of this Agreement (including without limitation, unemployment insurance, social security and payroll tax withholding.)

14. **OWNERSHIP OF DOCUMENTS.** All non-proprietary reports, drawings, renderings, or other documents or materials prepared by Contractor hereunder are the property of County.

15. **SEVERABILITY.** If any provision of this Agreement is held to be unenforceable, the remainder of this Agreement shall be severable and not affected thereby.

16. **ADHERENCE TO APPLICABLE DISABILITY LAW.** Contractor shall be responsible for knowing and adhering to the requirements of Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, (42 U.S.C. Sections 12101, et seq.). California Government Code Sections 12920 et seq., and all related state and local laws.

17. **HIPAA COMPLIANCE.** Contractor will adhere to Titles 9 and 22 and all other applicable Federal and State statutes and regulations, including the Health Insurance Portability

## AGREEMENT FOR DEI TRAINING SERVICES

and Accountability Act of 1996 (HIPAA) and will make his best efforts to preserve data integrity and the confidentiality of protected health information.

**18. SAFETY RESPONSIBILITIES.** Contractor will adhere to all applicable CalOSHA requirements in performing work pursuant to this Agreement. Contractor agrees that in the performance of work under this Agreement, Contractor will provide for the safety needs of its employees and will be responsible for maintaining the standards necessary to minimize health and safety hazards.

**19. JURISDICTION AND VENUE.** This Agreement shall be construed in accordance with the laws of the State of California and the parties hereto agree that venue of any action or proceeding regarding this Agreement or performance thereof shall be in Lake County, California. Contractor waives any right of removal it might have under California Code of Civil Procedure Section 394.

**20. RESIDENCY.** All independent contractors providing services to County for compensation must file a State of California Form 590, certifying California residency or, in the case of a corporation, certifying that they have a permanent place of business in California.

**21. NO THIRD-PARTY BENEFICIARIES.** Nothing contained in this Agreement shall be construed to create, and the parties do not intend to create, any rights in or for the benefit of third parties.

**22. PUBLIC RECORDS ACT.** Contractor is aware that this Agreement and any documents provided to the County may be subject to the California Public Records Act and may be disclosed to members of the public upon request. It is the responsibility of the Contractor to clearly identify information in those documents that s/he considers to be confidential under the California Public Records Act. To the extent that the County agrees with that designation, such information will be held in confidence whenever possible. All other information will be considered public.



# Nicole Anderson And Associates Consulting, LLC

*Better Education Through Honest Effective Leadership*

**1-year Proposal: Submitted Sept. 9, 2021**  
October 1, 2021 through June 30, 2022

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Pam Samac, Human Resources Director  
Lake County  
255 North Forbes St.  
Lakeport, Ca. 95453  
[Pam.samac@lakecountycal.gov](mailto:Pam.samac@lakecountycal.gov)  
707-263-2245 office line

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## Executive Summary

In order to close equity gaps seen in communities and organizations, it is essential that leaders build capacity and shift the paradigm of the system that was not designed to yield successful outcomes for all community members. We have designed a rich and comprehensive program with a systems approach to support leaders and teams from all levels to assist in the development of deep belief systems and understanding of diversity that empowers them to be proactive and responsive to the diverse needs of the communities they serve.

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## About Us

Nicole Anderson has served in varying roles in education for more than 20 years around the state and nation. She is a highly qualified developer and facilitator of professional learning services as well as a dedicated advocate for educational equity work. After serving as a school district teacher and administrator at various levels, she led and facilitated ACSA's and CSBA's state-wide equity work as well as a cadre of networks for administrators of diverse backgrounds.

Mrs. Anderson's current work is supported by a team of experts in the field, practitioners, as well as researchers who provide unique services to school boards, Superintendent search firms, as well as county, district, and school leaders. Inspired by her grandfather, Jesse M. Bethel, she continues to inspire educational leaders around the state and nation who have locked arms on the journey to close educational equity gaps through a systems approach. (See details below)

Current clients that are receiving similar services in this proposal include but are not limited to: CSAC, Vacaville City Council, Albany City Council, Solano County CSBA, state educational associations (ACSA, CSBA), various county offices of education, as well as multiple school districts around the state of California.

\*Refer to [website](#) for list of additional current and past clients.

*"Educational Leaders:  
we cannot close the educational  
gaps that we see in our schools if  
we don't close the one in our  
minds first."  
-Nicole Anderson-*

Nicole Anderson and Associates  
Consulting, LLC  
**PHONE**  
707-333-8552

**ADDRESS**  
P.O. Box 5475, Vallejo, Ca. 94591

**EMAIL**  
[nicole@nicoleandersonconsulting.com](mailto:nicole@nicoleandersonconsulting.com)

**WEBSITE**  
[nicoleandersonconsulting.com](http://nicoleandersonconsulting.com)

## *Targeted Scope of Work*

### *-DEI in County Government-*

DAYS/DATES	SERVICE	Summary of Purpose/Outcomes	STAFFING
<p>2 days</p> <p>2-4 hour sessions</p> <p>9am-12pm with break each hour;</p> <p>12:30pm-1:30pm team collaboration/action planning</p>	<p>Leading for Diversity, Equity, and Inclusion (DEI) in County Government</p> <p>(County Staff/ Management)</p>	<p>This course focuses on changing policy and practices in county government through an equity, diversity, and inclusion lens.</p> <p>The course discussion explores a systemic framework developed around structural changes to address complex issues of inequities that impact communities across counties.</p> <p>These interactive sessions provide participants the opportunity to engage in self reflection, content exploration, as well as application of research based best practices to address internal and external inequities across the county. Topics include:</p> <ul style="list-style-type: none"> <li>the impact of historical politics and public education on underserved or vulnerable communities challenging county governments in California</li> <li>Key terms related to DEI/barriers to DEI (diversity, equity, inclusion, implicit bias, stereotypes, oppression, institutional racism)</li> <li>Cultural Proficiency Framework</li> </ul> <p>Prior to first session, participants are expected to read the Waters of Systems Change article, which focuses on sustainable systems change for complex issues.</p> <p>The material includes case studies, videos, and terminology focused on diversity, equity and inclusion.</p> <p>The sessions intend to help participants to strategically navigate the dynamics of change in county government through the lens of equity, diversity, and inclusion.</p> <p>Intended outcomes of the sessions include the following components:</p> <ul style="list-style-type: none"> <li>Development of a plan to address a complex issue within their county communities through a systems change framework</li> <li>Establishment of structure for collaborative network/partnerships to build capacity to advance DEI work across counties</li> <li>Participate in collaborative consultancy protocol to share/gain collegial feedback</li> <li>Conduct self/agency DEI assessment</li> <li>Obtain strategies to recognize and respond to DEI needs in the workplace (i.e. policies, protocols)</li> </ul>	<p>1-2 consultants</p> <p>Nicole Anderson</p>

## Client References

Contact Name	Position/Organization	Email
Graham Knaus	Executive Director, California State Association of Counties	<a href="mailto:gknaus@counties.org">gknaus@counties.org</a>
Shamann Walton	San Francisco Board of Supervisors	<a href="mailto:waltonstaff@sfgov.org">waltonstaff@sfgov.org</a>
Nicole Almaguer	City Manager, City of Albany	<a href="mailto:nalmaguer@albanyca.org">nalmaguer@albanyca.org</a>
Ge'Nell Gary	Mayor, City of Albany	<a href="mailto:tggary4@gmail.com">tggary4@gmail.com</a>
Mike Silva	City of Vacaville; City Council; District 3 Former	<a href="mailto:silvaforkids@gmail.com">silvaforkids@gmail.com</a>
Veronica Bethel-Parker	Legislative Aid, California State Senate	<a href="mailto:bethelparker315@gmail.com">bethelparker315@gmail.com</a>

## Investment Proposal

Activity	Year 1 # of days	Daily Rate (Includes Travel, prep time, and any expenses associated with providing services)	Total
DEI Staff Workshops	2 days	\$4000	\$8,000

Upon contract approval, NAAC will submit a W9, certificate of insurance, signed client generated contract, and any other relevant documents upon request prior to rendering services.

(email: NAAC Associate, Crystal McAllister at [crystal@cmcallisterconsulting.com](mailto:crystal@cmcallisterconsulting.com) Or [info.nicoleanderson@gmail.com](mailto:info.nicoleanderson@gmail.com))

\*Invoicing will be submitted in monthly to client. Payment should be submitted to:

Nicole Anderson and Associates Consulting, LLC

P.O. Box 5475

Vallejo, Ca. 9459

## Our Vision and Mission

While our vision and mission center around youth within our educational system as a core foundation to society's future, we embrace and recognize the moral imperative to close the equity, diversity, and inclusion gaps for all human beings across multiple industries around our nation and world.

Our *Vision* is to realize the closure of educational equity gaps in school districts throughout the nation.

Our *Mission* is to support educational leaders in the creation of new and equitable schools that intentionally meet the needs of every student in order for them to attain their personal and professional goals and contribute to the transformation of societal constructs and systems. We strive to support educational leaders by building a platform of research-based resources and tools that enable them to shift their mindsets and thus, their practices.

## How we Started

Nicole Anderson has over 21 years of service in education. In that timeframe, she has served in many roles around the nation including developer and facilitator of professional learning services as well as an advocate for educational equity work. Nicole was the first Diversity and Equal Access Executive in the history of the Association of California School Administrators (ACSA), a position she held for several years. She led work focused on equity and diversity including the facilitation of statewide professional learning for ACSA's leaders and state board. She initiated the California Equity Leadership Alliance and pioneered networks for administrators of diverse backgrounds. Her work also includes the development of a research team that provides research-based content and conducts case studies of educational leaders around the state on their journey to closing educational equity gaps. Nicole served as the Chair of ACSA's Equity Committee wherein she focused on leading the work to implement a system that will effectively address the beliefs of ACSA around equity for students and leaders in California.

As a practitioner, Nicole served as an Elementary Principal, High School Vice Principal, and High School Assistant Principal/Dean. She has also served in the capacity of Leadership Teacher, Spanish Teacher and Activities Director at Jesse M. Bethel High School; the namesake of her grandfather. She has taken the mantle and is following in his footsteps which includes a legacy of advocacy for equality and civil rights for students of color in the city of Vallejo, the state of California, and around the nation. Nicole continuously works with a strong team of experts and practitioners who support a deeper implementation of equity related work which transcends across multiple industries.

Nicole Anderson and Associates Consulting, LLC offers Educational Equity and Multi-industry EDI solutions in the form of services, products, and advocacy. Highlights of these solutions include, but are not limited to:

- CSBA: California School Boards Association (equity network, school board study sessions, retreats, coaching, policy development, content development, and workshop facilitation)
- CAFE: California Association For Bilingual Education 2019 Featured Speaker
- ACSA Equity Leaders Academy Director
- ACSA/CCEE Professional Learning Network Facilitator
- School Board Member Campaign Management
- Elected Official study sessions, coaching, strategic planning
- California County Offices Of Education Training, Coaching, and Network Development
- Executive Leadership/Site Principal / District Cabinet Level Coaching and Strategic Planning
- Educational Equity Data And Research Support/Equity Impact Plan Development
- Equity Leader Coaching, Mentoring, and Networking
- Parent/Community/Student Listening Session Facilitation/Support
- Equity Retreats
- Equity/Community Walks
- Superintendent Search And Executive Recruitment
- Teacher/Employment Pipeline Development
- Women's Empowerment Retreats and Network Development

## Our Partners and Associates

We value and thrive from our connections with researchers, practitioners, and experts in the field who provide a wide range of products and services to serve the needs of educational leaders. These partners include but are not limited to:

Association of California School Administrators, California School Boards Association, California Association of Latino Superintendents and Administrators, California Association of African American Superintendents and Administrators, California Association of School Business Officials, Associate of Latino Administrators and Superintendents, California Parent-Teacher Association, Ed Trust West, California County Superintendents Educational Services Association, McPherson & Jacobson Executive Recruitment, Alder Graduate School of Education, Epoch Education, Footsteps 2 Brilliance, Center for Leadership, Equity, and Research (CLEAR), and Center for Power Public Schools.

Associates include a unique team of diverse and culturally proficient experts in the field, practitioners, as well as researchers who provide unique services. They include but are not limited to:

Dr. Shayna Sullivan Langhorne, Crystal McAllister, Kevin Taylor, Tovi Scruggs-Hussein, Dr. Trudy Arriaga, Dr. Aliah Majon, Dr. Jamelia Abrams, Dr. Shelley Holt, Dr. Daniel Moirao, Dr. Patricia Brent Sanco, Suwinder Cooper, Al Venegas, Tony Gross, Sonjhia Lowery, Polished Geek, Greg Rolan

## Acknowledgments of Inspiration

The following equity warriors and warriorettes are being acknowledged for their continued support, inspiration, guidance, and partnership in the quest to build capacity of educational leaders to close educational equity gaps.

Dr. Jeff Duncan Andrade and Community Responsive Education-researcher/practitioner, O. Brown and Associates-retired educators, Dr. Randall B. and Delores Lindsey-author/retired educator, Stephanie Graham Rivas-author/retired educator, Dr. Tyrone Howard-author/professor, Glenn Singleton-expert in the field, Dr. Nancy Dome-CEO of Epoch Education-expert in the field, Abraham Maslow-researcher, Joe Jones-Retired Educator/Mentor, Dr. Ken Magdaleno-Retired Educator/Mentor, Tony Gross-Retired Educator Mentor, Dr. Wes Smith-Executive Director of Association of California School Administrators-educator/former supervisor

## Our Clients

We are honored to lock arms with clients who are intentionally engaging in the work to close equity, diversity, and inclusion gaps not only in the school system but across multiple industries. Our clients have received customized services provided in the form of workshops, executive leadership coaching, study sessions, strategic planning, equity impact plan development, equity task force facilitation, equity networks, superintendent searches, parent and student listening sessions/support, keynotes, employee evaluation development, employee pipeline development, and a variety of other services to advance equity driven work. Some of these current and past clients include:



## EXHIBIT D - Page 6 of 6

### School Districts

Association of California School Administrators

California Collaborative for Educational Excellence

Stockton Unified School District

Vacaville Unified School District

Evergreen School District

Benicia Unified School District

Rialto Unified School District

Lynwood Unified School District

Anaheim Elementary School District

Moreland School District

Moreno Valley Unified School District

Adelanto Elementary School District

Pleasanton Unified School District

Victor Valley Union High School District

Manteca Unified School District

### School Boards

California School Boards Association

CSBA Equity Network (3 cohorts)

Jefferson Union High School District

Jefferson Elementary School District

Belmont-Redwood Shores School District

South San Francisco Unified School District

Hacienda La Puente Unified School District

Claremont Unified School District

Redlands Unified School District

Corona Norco Unified School District

El Monte City School District

Pacifica School District

Bakersfield City Unified School District

Vista Unified School District

Salinas City School District

Salinas Union High School District

San Diego Unified School District

Monterey Peninsula Unified School District

Washington Unified School District

Fairfield-Suisun Unified School District

Mt. Diablo Unified School District

Elk Grove Unified School District

Albany Unified School District

Sunnyvale School District

Soquel School District

### Community Colleges

California Community College Administrators of Occupational Education

Yuba College

Solano Community College

### County Offices of Education

Alameda County Office of Education

San Diego County Office of Education

Humboldt County Office of Education

San Mateo County Office of Education

Solano County Office of Education

Yolo County Office of Education

Los Angeles County Office of Education

Riverside County Office of Education

Amador County Public Schools

San Bernardino County Office of Education

Orange County Department of Education

Fresno County Office of Education

Imperial County Office of Education

Merced County Office of Education

Monterey County Office of Education

### Superintendent Searches

McPherson and Jacobson Superintendent Search Firm

Albany Unified School District

Washington Unified School District

Vallejo City Unified School District

Saucilito-Marin School District

San Carlos School District

San Mateo-Foster City School District

### Schools

Lewisville High School-Killough Campus

Alhambra High School

ICEF Public Schools

Pacific Collegiate Charter School

Highlands Community Charter Schools

Sacramento Valley Charter School

Gateway Charter Schools

St. Francis High School

Great Valley School

Matt Garcia Career & College Academy

### Elected Officials

City of Albany

City of Vacaville

California State Association of Counties

### Non Profits

Girls Scouts-San Geronio Council

West Ed

Villa Lindo Retreat Center

HT Farms of Penryn Retreat Center

Peacock Acres Foster Youth Center

Center for Powerful Public Schools

Black Students of California United



# Lake county contract -Nicole Anderson Diversity Training

Final Audit Report

2021-10-01

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