

ENGINEER *inclusion*



Proposal

Created by:

Meagan Pollock, PhD
Engineer Inclusion

Prepared for:

Jason Garman
Campbell County Schools

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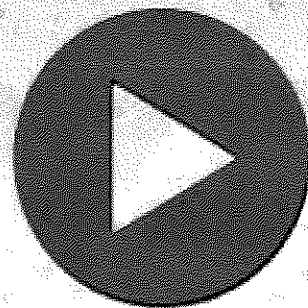
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Take a quick tour of how to best view the proposal including navigation, forward, download, chat, selection, and signing.



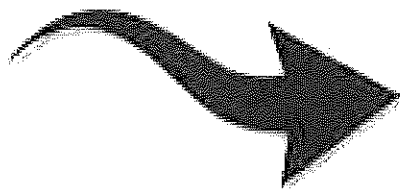
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About Engineer Inclusion

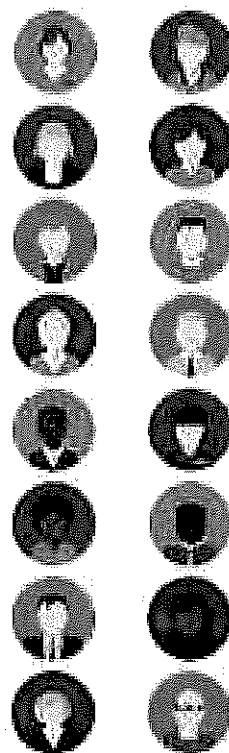
Engineer Inclusion founder Dr. Meagan Pollock began her career playing with light projection on tiny microscopic mirrors as an engineer for Texas Instruments. In 2008, Meagan shifted her focus from widgets to workshops and began teaching, speaking, and writing about diversity, equity, and inclusion. She now utilizes metaphorical projectors and mirrors to shine a light on micro and macro social systems that, when adjusted, improve student, employee, and organizational success.

Drawing on multiple skillsets, Engineer Inclusion helps people intentionally and systematically engineer equity and inclusion into their organizations: driving positive outcomes and effectively supporting employees and the community. Leveraging engineering thinking, process-improvement, and research-based inclusion strategies, Engineer Inclusion is uniquely equipped to help you reach your diversity, equity and inclusion goals.

We help people
intentionally and
systematically
ENGINEER
equity and inclusion
into their organizations:



driving
▶ positive
outcomes



Review Testimonials

Our Approach

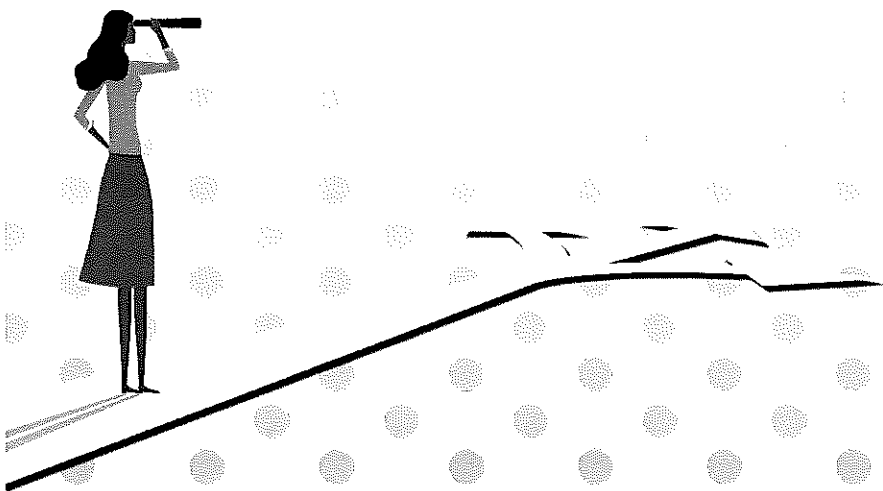
Commonly framed from a deficit perspective, traditional "diversity" workshops often feel punitive. Educators feel like leadership wants to "fix" them, and they then carry that mindset into the classroom to fix students. Few people win in these scenarios.

Our theory of change is an asset- or strengths-based approach that activates learning and motivation theory, provides an appropriately challenging experience, scaffolds communities of practice, and is focused on student outcomes. Drawing on the collective, we strive to create an inclusive and positive environment that meets people where they are and supports them in a stimulating and fulfilling learning experience.

Our work focuses on three measures of change: **knowledge**, **beliefs**, and **behaviors**.

- We aim to establish a shared vocabulary and equip educators with skills to recognize and talk about educational equity issues.
- We aim to reveal the underlying beliefs in all of us that may limit our ability to serve every student and employee and we guide educators in shifting mindsets.
- We aim to co-create a roadmap for the essential and ongoing journey of an equity-minded and inclusive educator.

We honor educators and invite them to join us on a journey creating a more equitable and inclusive education and work environment for every student and employee to reach their full potential.



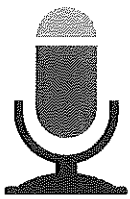
How You Found Us

Jason Garman invited Meagan Pollock to provide a quote on March 3.

Solution

ready to be customized specifically for Campbell County Schools.

You are seeking an on-demand virtual professional learning solution that educators can complete at their own pace on March 31, 2022. You mentioned participants like practical strategies that they can immediately employ in the classroom. On the following pages, I outline three companion solutions.



How to Give Self-Efficacy Boosting Feedback

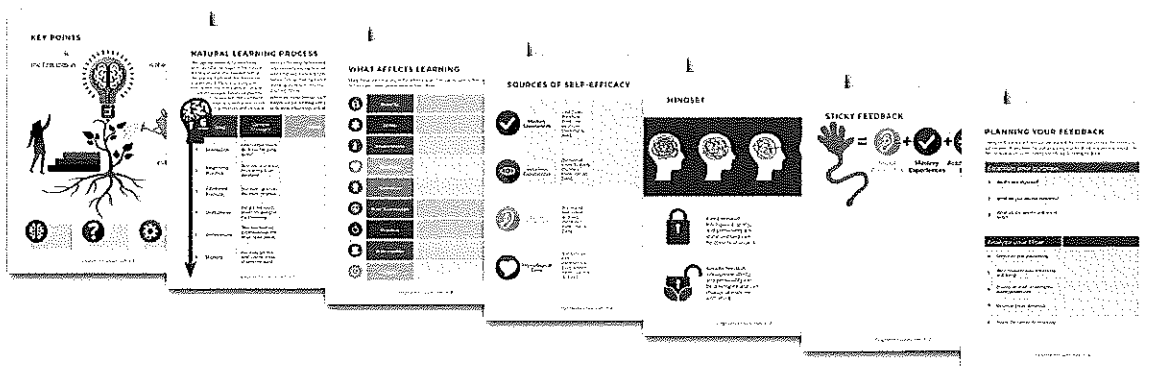
Abstract: Feedback and support from others are sources of our self-efficacy — our belief in ourselves to accomplish a task. Using a simple formula, we can adjust our feedback to be a super-booster for self-efficacy, motivation, and belonging. In this on-demand seminar, participants will learn how to encourage others more effectively to reach their goals.

Guiding Questions and Objectives:

- What are sources of motivation? Participants will examine sources of motivation.
- How does motivation affect learning? Participants will be able to apply the natural learning process.
- How do you give feedback that boosts motivation? Participants will be able to give effective feedback that can boost motivation and self-efficacy.

Duration: ~2 hours

Sample: View a sample recording [here](#).





Neuroscience-based Strategies to Reduce Prejudice and Stereotypes

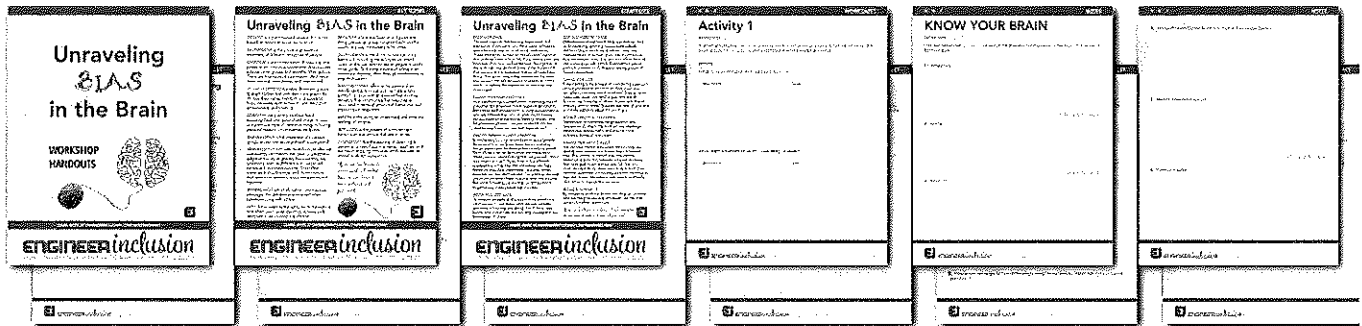
Abstract: Every educator has a brain and science confirms that everyone has bias. If we use our brains to understand and combat unconscious bias, we can reduce the barriers for students in nontraditional pathways and careers. In this on-demand seminar, "Unraveling Bias in the Brain," participants will explore how the brain can work against best intentions and what we can do to create more inclusive learning environments.

Guiding Questions and Objectives:

- Review some of the barriers to an inclusive and just world.
- Outline 15 key terms to add to or reinforce your vocabulary.
- Examine 8 neural mechanisms in our brains that support prejudice and stereotypes, the underlying functions of bias.
- Identify 9 self-regulation strategies to reduce prejudice and stereotypes.

Duration: ~2 hours

Trailer:





Nontraditional Career Exploration: Teacher-Guided Curriculum for Students

Nontraditional careers are any in which one gender represents less than 25% of the workforce. For example, women in engineering or men in nursing. When many of these careers are high-wage, and high-demand jobs, it is imperative that we remove barriers and increase the participation and completion of women and men in nontraditional educational pathways. The teacher-guided curriculum is interactive, engaging, and designed to excite students with the possibilities of nontraditional CTE Careers.

The digital curriculum package consists of four modular student activities. Students will explore work values, assess career interests, and challenge gender norms related to careers. The following items are included:

- Teacher Training video
- Teacher's guides (PDF)
- Student packet (PDF)
- Guided animated video for each activity
- Recorded conversations with people in non-traditional careers

Student Learning Objectives:

- Identify career characteristics that are important to you
- Explore nontraditional careers
- Consider and reflect on nontraditional careers of interest
- Reflect on a nontraditional decision you made
- Understand that your unique strengths help you stand out in your career
- Begin to understand the basic how-tos of professional network
- Identify people in your life that you can help and who can help you explore a career
- Articulate a dream or goal
- Analyze the power of the non-traditional career story
- Reflect on next steps you can take to reach your career goals

Duration:

- Teacher Training Video ~30 minutes
- Student Lessons: ~30-45 minutes per module (4 total)

Investment

Select or de-select the items you want to include in the work agreement.

On-Demand Virtual Workshops	Price	QTY	Subtotal
<ul style="list-style-type: none"> • Engineer Inclusion's Learning Management System • Recorded seminar(s), self-guided learning exercises, discussion prompts • <i>Unlimited</i> participants • <i>Unlimited</i> on-demand access • Includes PDF Handouts • Includes a participation report 			
<input checked="" type="checkbox"/> How to Give Self-Efficacy Boosting Feedback <ul style="list-style-type: none"> • Duration: ~2 hours 	\$2,500.00	1	\$2,500.00
<input type="checkbox"/> Neuroscience-based Strategies to Reduce Prejudice and Stereotypes <ul style="list-style-type: none"> • Duration: ~2 hours 	\$2,500.00	1	\$2,500.00
<input checked="" type="checkbox"/> Nontraditional Career Exploration: Teacher Guided Curriculum for Students <ul style="list-style-type: none"> • Teacher Training Guide Duration: ~30 minutes • Student Lessons Duration: ~45 minutes per module (4 total) 	\$4,000.00	1	\$4,000.00
<p>Do you want content built on your LMS (Canvas or Schoology)?</p> <p>If so, select the items above that you want, the line item below, and adjust the quantity if needed.</p>			
<input type="checkbox"/> Custom LMS Build + License If you'd rather have the content on your platform (Jason mentioned Canvas or Schoology), we can build out simple courses with the self-guided learning exercises. This would be a time sensitive task that we'd need to start ASAP, so this is only an option if we have an agreement in place no later than 3/22, but ideally 3/8. The content license would have NO expiration date. Priced per unit.	\$1,500.00	3	\$4,500.00
Total			\$6,500.00

Meet Our Team

Every contract and partnership is uniquely crafted. Drawing upon a strong network of Diversity, Equity, and Inclusion experts with a systemic thinking skillset, we design the best team to meet your specific needs.

MEET OUR TEAM OF STRATEGIC PARTNERS & ASSOCIATES



MEAGAN POLLOCK, PHD

Chief Inclusion Engineer



+1 (512) 739-0774
mp@engineerinclusion.com
[Meet with Meagan](#)

Dr. Meagan Pollock envisions a world where personal and social circumstances are not obstacles to achieving potential, and where kindness, inclusivity, and conservation prevail. An international speaker, teacher, engineer, and equity leader, her mission is to provide services, tools, and resources that inspire awareness and initiate action.

Meagan's company, Engineer Inclusion, helps people intentionally and systematically engineer equity and inclusion into their organizations: driving positive outcomes and effectively supporting employees and the community. With twelve years of experience, she provides teaching, consulting and development services related to engineering, education, and equity to industry, non-profit organizations, and educational institutions across the globe. A storyteller at heart, Meagan connects with audiences through her authentic style, and her ability to facilitate tough conversations.

A past recipient of the National Science Foundation Graduate Research Fellowship, Meagan holds a PhD in engineering education from Purdue University, an MS in electrical engineering from Texas Tech University, and a BS in computer science from Texas Woman's University.

Meagan began her career playing with light projection on tiny microscopic mirrors as an engineer for Texas Instruments. She now utilizes metaphorical projectors and mirrors to shine a light on micro and macro social systems that when adjusted, improve student and employee success in science, technology, engineering, and mathematics.

As an engineer turned educator, Meagan focuses on engineering equity into education and the workforce.

Next Steps

1

Discuss any questions with Meagan.

2

Make selections on the investment page.

3

Sign the document and we are set to get ready!

Terms and Conditions

Document
Created: Mar
4, 2022

Quotes
Expire: May
7, 2022

Roles and Responsibilities

EI will be responsible for the following:

- Preparing online courses and distributing access
- Create an evaluation form, and send evaluation data to Campbell County Schools.
- Send a participation report to Campbell County Schools (only if courses are on EI's LMS).

Campbell County Schools will be responsible for the following:

- Recruiting and communicating in advance with participants

Adjustments

If you wish to cancel services for any reason, we ask that we have a conversation first to determine how we can adjust the contracted program to fit your needs.

Material Use Agreement

Resources and materials shared can be used by Campbell County Schools and participants for the use of continuing the work of educational equity, but no EI materials can be used for hired engagements.

Creative work

All creative work and work product developed by EI during the term of our agreement will remain the property of EI, unless otherwise defined and mutually agreed upon. EI reserves the right to share its content and lessons learned from the programs we offer Campbell County Schools. Unless requested otherwise, EI will add Campbell County Schools to our website's client list.

Invoicing and Payment terms

Invoices will be sent within 7 days of service delivery. Terms are net 30. Payment can be made securely via ACH or via check mailed to Meagan Pollock, 3163 Scotch Creek Road, Coppell, TX 75019. Engineer Inclusion is a registered DBA of 7E Ventures LLC.

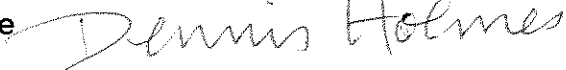
Agreement

Campbell County Schools

By digitally signing this document, Campbell County Schools agrees to the terms of this proposal as a contractual work agreement.

Name Name

Title Title

Signature 

Date 3-9-22

Engineer Inclusion

By digitally signing this document, Engineer Inclusion agrees to the terms of this proposal as a contractual work agreement.

Name Meagan Pollock

Title Founder, Chief Inclusion Engineer

Signature

Date