

To: Laylah Sullivan
Pullman Community Montessori School

Fr: Christine Moses
Buffalo Cloud Consulting

Re: Decolonizing Learning Proposal

Dt: October 9, 2021

Buffalo Cloud Consulting (BCC) is excited to submit a proposal to work with Pullman Community Montessori School (PCMS) to support transformational equity learning for your newly created school. BCC is beginning its third year of equity consulting with Community Roots School in Silverton, OR. We have moved from beginning knowledge, to developing the strategic plan with an equity lens, to now doing the work of infusing equitable conversations and decisions into every aspect of the school. As you can tell, it takes three to five years to develop the knowledge and create the systems that allow for equity to drive decision making, culture, and community.

Decolonizing learning means beginning with the adults in who bring their identities into the room as Guides, Aides, and administrators. We all have biases, and we all need to do the vulnerable work of identifying, examining, and excavating old assumptions for us to begin integrating new information and beliefs into our lives. BCC is highly experienced in helping adults and students through this process. We center love, compassion, and forgiveness for all of us to learn and grow into the educators we want to be for every single student we encounter.

Based on my conversation with Kim Torres, I believe you are starting in the right place, developing a shared language for decolonizing education. This includes the follow:

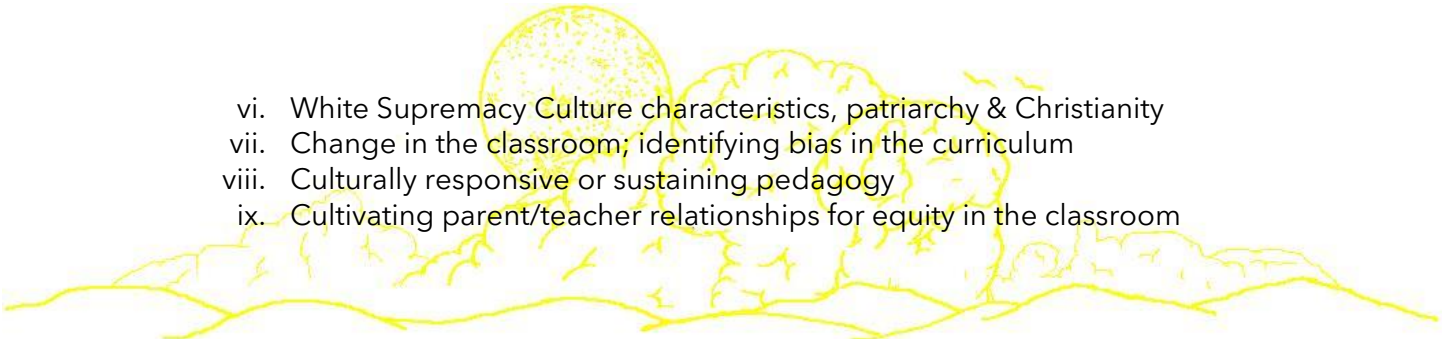
- Microaggressions
- Culturally responsive or sustaining pedagogy
- Community integration into the curriculum
- Defensiveness and discomfort with conflict
- Personal identity work

What we also suggest is:

- Understanding bias
- White Supremacy Culture characteristics
- US history

BCC is committed to supporting PCMS in working toward the following goals:

1. Trainings for Staff
 - a. Trainings will be held bi-monthly for 2.5 hours as a combined group. BCC will debrief w/the DEI Committee or director for 1-hour after each training. Each workshop requires 2 hours of prep/planning on the part of BCC.
 - b. The following topics will be addressed:
 - i. Welcome, the creation of our country
 - ii. Nonviolent communication and defensiveness
 - iii. Implicit bias
 - iv. Giving/Receiving Feedback
 - v. Microaggressions

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- vi. White Supremacy Culture characteristics, patriarchy & Christianity
 - vii. Change in the classroom; identifying bias in the curriculum
 - viii. Culturally responsive or sustaining pedagogy
 - ix. Cultivating parent/teacher relationships for equity in the classroom

Staff trainings

1 Onboarding meeting = 2 hours

9 staff workshops x 4 hours (2.5 hours for the meetings, 2 hours for prep) = 40.5 hours over 2 school years

9 debrief meetings x 1 hour = 9 hours over 2 school years

20 consultation/coaching meetings with director x 1 hour = 20 over 2 school years

Estimated work = 71.5

Board trainings

Suggested topics:

School board responsibilities when using an equity lens

Developing an equity lens

Examining policies for barriers to equity

Creating an equity statement for the school

TBD

1 Onboarding meeting = 2 hours

3 Board workshops per year x 2 years = 6 workshops x 2.5 hours = 15 hours

2 hours prep per workshop = 12 hours

Estimated work = 29 hours

BCC recommends purchasing the following books to support personal learning and growth and to level-set collective knowledge. Our work is based on these texts:

The Racial Healing Handbook, by Anneliese Singh

This Book is Anti-Racist, by Tiffany Jewell



Biography

Christine Moses, CEO
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Certified Women Business Enterprise (WBE),

Minority Business Enterprise (MBE),

Disadvantaged Business Enterprise (DBE), and

Emerging Small Business (ESB)

Washington State Certified Minority/Women Business Enterprise

(MWBE) and Disadvantaged Business Enterprise (DBE)


Christine Moses is an award-winning communicator and expert consultant working with schools, nonprofits, government agencies, law firms and tech firms on the high-risk issues of equity, diversity, inclusion, belonging, community engagement, and communications. Her company, Buffalo Cloud Consulting (BCC), co-creates equity programs, strategic plans, trainings, and coaching sessions for clients through multiple collaborative pathways.

As an equity consultant, Christine uses non-violent communication and trauma-informed practices to identify clients' needs, help them articulate their positions clearly, and then center their opinions in the community discussion. She then ensures everyone is engaged in the conversation by using Liberating Structures and Courageous Conversation conventions. *The Art of Community* is an underlying philosophy for her work while providing a culturally responsive experience that honors past harms through storytelling and design thinking/ethnographic strategies. She bridges cultures, age groups, races, classes, and gender identities to reach desired outcomes through thoughtful, deep engagement by building empathy for others. In the process, clients understand the historic harms caused by past and current racial policies to inform the development of their equity lens in order to eliminate individual, institutional, and systemic barriers to racial equity. Results include:

- The amplification of historically minoritized voices within the engagement and policy making/changing processes
- The collective understanding of how implicit bias, cultural norms and practices, and systems organization reinforce stereotypes, racism, and disproportionate outcomes
- The centering of equity within the policy engagement and crafting processes by identifying specific measurable outcomes and community values early
- The building of community capacity for change by using collective impact strategies
- The incorporation of strategic planning, strategic communications, and audits at all levels of the engagement process

Board and staff equity and change management clients include Ecumenical Ministries of Oregon and Community Roots School in Silverton, OR. Both clients are currently in the process of level-setting leadership's knowledge of equity and inclusion, in addition to understanding bias, racism, and power dynamics. The process is both personal and professional for the institutional change to occur. This includes using videos, podcasts, readings, and self-reflection resources in a critical race theory framework to build self-awareness and organizational structures to support the use of the 2012 Multnomah County Equity and Empowerment Lens as their guiding document for equitable change.

Christine is currently working with the Oregon Department of Veterans' Affairs. Her work, in collaboration with other consultants, is to bring diversity, equity, inclusion and belonging principles into the strategic planning process. The work is both at the institutional and the individual level and staff have identified potentially promising outcomes for historically minoritized veterans.



BCC's current and recent clients include working with Nelson\Nygaard, Markowitz Herbold, SlideUX and Lane Community College to facilitate equity trainings; Lake Oswego School District School to create equity policies; Community Roots School, the Eugene Waldorf School and Caritas of Austin to develop and deliver equity trainings; and Austin Independent School District to support the creation of an equity office. Current training and consulting partnerships include Empress Rules, the Center for Equity and Inclusion, Blue Tiger Leadership and John Lenssen and Associates.

The Connecticut State Department of Education engaged BCC to ideate and launch a statewide engagement program to inform and receive feedback from school officials, parents, and educators in order for the Board of Trustees to adopt the Next Generation Science Standards. BCC synthesized and delivered political research, survey research, communication tools, ambassador training, and policy advice. Results: achieved overwhelming community support for state's adoption of new science standards within five-month campaign window.

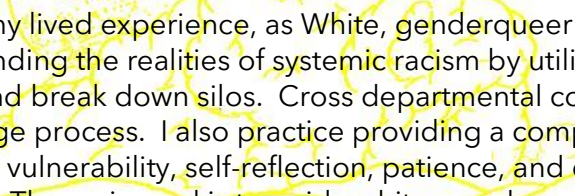
Christine previously served as the communications director of Southwest Educational Development Laboratory, marketing communications director for the Connecticut Science Center, and community affairs director for Fox 61-TV. While at the Connecticut Science Center, Christine convened the Governor's Task Force on STEM Education for Governor Jodi Rell of Connecticut. She facilitated a yearlong conversation with corporate, small business, and education leaders to examine career and technical education requirements, curriculum, and student supports (mentorships and internships) that were necessary to support career-focused students. Result: Revised and modernized Tech Ed curriculum to provide training for hard, soft, and technical skills requested by the business community.



[Kura Myrrlin](#)

Diversity, Equity and Inclusion Collaborator
Mountain Path Consulting, LLC

Kura Myrrlin grounds their equity work in the knowledge and feeling that we all seek inclusion and liberation. Shifting power to those who have been historically, and currently, marginalized and oppressed is what inclusion should look like, in action. Kura uses tailored strategies, accountability in planning and policies, innovative communication plans, and collective courage. This can be achieved as groups working on multiple fronts, in multi-layered paths, and as individuals through active collaboration and celebration. Kura works as a co-facilitator with other DEI facilitators, in workshops and behind the scenes. A current facilitator she collaborates with is Christine Moses at [Buffalo Cloud Consulting LLC](#). As an apprentice and assistant to Christine, her role includes co-facilitation, strategic planning, administrative work, community engagement, uncovering blindspots (or, a less ableist framing is weak spots) and many more supportive and collaborative tasks. She also develops and works in surveys, survey analysis, survey reports, reflective questions, guided reflection meditations, storytelling, and workshop curriculums.



"I ground my skills and abilities in my lived experience, as White, genderqueer woman. My strengths lie in assisting White people in understanding the realities of systemic racism by utilizing transformative practices and strategies that build bridges and break down silos. Cross departmental communication is key in the active transformative systems change process. I also practice providing a compassionate space and fostering a general energy in which vulnerability, self-reflection, patience, and compassion are utilized and encouraged for all parties involved. The main goal is to guide white people past the stages of reactionary responses, and into a space of re-humanization, in which deeper connections can be cultivated and sustained. For my own journey, I practice regularly avoiding stagnation and resistance, so that even while I am educating, I am always a student.

Some of my skills include assisting in organizational change, conflict de-escalation, non-violent communication (NVC), and hands-on, action-oriented approaches that permeate all aspects of my life. My years as a caregiver helped to cultivate deep empathy and compassion for other people, plants, animals, and our very precious Earth. I have an A.A. in Psychology and a Certificate in Clinical Western Herbalism, as well as facilitator training at The Center for Equity and Inclusion. My passion for this work compels my lifetime commitment to seek experience and understanding."

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