



**Providence After School Alliance (PASA) is
Seeking a Diversity, Inclusion, Equity & Belonging Consultant
October 19, 2020**

About PASA

The Providence After School Alliance's (PASA) mission is to help close persistent opportunity gaps by expanding and improving quality after school, summer and other out-of-school-time learning opportunities for all the youth of Providence. PASA does this by operating a system of public-private partnerships that contributes to student success and serves as a national model.

PASA's partnership model engages middle and high school youth in a variety of learning opportunities that spark their curiosity, connect them to real world experiences, and allow them to explore their interests. For additional information on the PASA, go to www.mypasa.org.

PASA is seeking to engage with a consultant who can help guide the organization through a process to help us grow our understanding of these things within the organization of diversity, inclusion, equity and belonging (where we currently stand and where we would like to be) so that we can address challenges and better serve PASA's stakeholders: our staff, our Board, our community partners and the youth and families we work with on a day to day basis. We would like to take stock on where we are and determine how to deepen our work. To launch this work the staff has formed a Diversity, Inclusion, Equity, and Belonging (DEIB) Committee to develop this proposal and discuss the organization's needs and interests.

Major Roles and Responsibilities

Social Responsibility Audit

- Develop and administer a questionnaire and engage focus groups of a range of PASA stakeholders including staff, volunteers, Board, providers, educators, city officials, funders, youth, and their families.
- Consultant will collaborate with Diversity, Inclusion, Equity and Belonging (DIEB) committee to develop questionnaire and focus group content and protocols.
- Consultant, using an equity lens, will analyze the data from the questionnaire and focus groups to develop a report that will inform the development of a PASA Equity Agenda.



Develop Equity Agenda

- Consultant will collaborate with DIEB Committee PASA staff, & Board using the findings of the audit to write an Equity Agenda.
- The equity agenda will consist of recommendations on organizational priorities and actions in the form of a multi-year plan.
- Consultant will engage stakeholders in a feedback process on the Equity Agenda prior to finalization of Agenda.
- The consultant will collaborate with the DIEB committee to communicate the agenda to the staff, Board, and other stakeholders.

Sustainability

- Engage with PASA to enact steps of the Equity Agenda

Qualifications

Required

- A. A commitment to racial equity and justice
- B. Experience working on equity initiatives
- C. Experience with qualitative research
- D. Experience creating strategic plans
- E. Ability to produce examples of work and recommendations for review

Desired

- A. An understanding of the education climate in Rhode Island, specifically Providence
- B. Familiarity with the after school field and public private intermediaries

Contact Information: Please send a letter of introduction and your resume/biography to:

Hillary Salmons, Executive Director, Providence After School Alliance, 81 Carpenter Street, Providence, RI 02903 and to her email address; hsalmons@mypasa.org.

If you have any questions, Hillary Salmons can be reached at 401-952-5464.