



# Regional Talent & Equity Consortiums

Promise54 supports education organizations across the country to make progress at **the intersection of diversity, equity, and inclusion (DEI), and talent** because if adults thrive, they can do their best work for students.

We help leaders assess their talent lifecycle including **strategy, structures, and culture**; determine the effectiveness of current **DEI initiatives**; and identify gaps in experience and perceptions that drive **talent acquisition, performance, and retention**. Then we provide solutions to drive impact - and we aim to deepen this impact in a few **progressive hubs of education innovation**.

Promise54's Talent + Equity Consortiums (TEC) are designed to support organizations with these challenges and to foster **deeper impact** by bringing together great minds and resources.

The TEC is a year-long Promise54 cohort experience for 6 to 8 organizations located in the same region working in fellowship to strengthen talent and DEI.





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- 1** **Emerge with one multi-year plan for talent and DEI:** Create a smart, prioritized, thoughtfully-sequenced multi-year plan for progress on talent and DEI.
- 2** **Collect two sets of data to inform practice:** Receive baseline and longitudinal data on the current state of talent and deep dive data on DEI at your organization.
- 3** **Engage with three participants per organization:** A senior executive, the person who will drive the work forward, and a third participant of your choice will join a tight-knit cohort of leaders from your region.
- 4** **Participate in four days of live skill building:** Engage in skill building leveraging promising practices across the talent lifecycle focused on DEI.
- 5** **Join five virtual webinars:** Participate in webinars offered by a variety of field specialists on talent and DEI-related topics as you implement your plan.
- 6+** **Receive at least six coaching sessions:** Receive tailored, real time coaching as your organization moves towards the goals outlined in your plan.

The TEC provides access to proprietary tools to assess, strengthen, and monitor talent systems with a deep focus on diversity, equity, and inclusion.

To learn more please email: [info@promise54.org](mailto:info@promise54.org)

*Promise54 helps adults to thrive so that they can do their best work for kids, families, and communities. In 2017, we released "Unrealized Impact", a groundbreaking DEI study of staff experience, workplace practices, and demographics across the education sector. Now, Promise54 is partnering with education organizations to move the data into action.*