

Thank you for inquiring about our fee for service options at Compassionate Atlanta.

All these opportunities are only available to the Compassionate Atlanta organizational partners and are available online only via zoom or other platform of your choice. If you are not yet a partner, inquire and we will sign you up! Iyabo Onipede is the team lead and one or two other facilitators may also participate. The fees reflect our standard prices which reflect the value of the work. If the amount quoted does not fit into your budget, then consider this an invitation to discuss your budget and your organizational needs for anti-racism work.

After you review this document, [please fill out this form](#) and we can set up a "Let's Get to Know Each Other" Session.

Any conversation about race is uncomfortable and raises and requires vulnerability and expert facilitation skills. In most predominantly white organizations, this becomes an especially delicate issue. Nobody knows what to say and nobody wants to offend or create a misstep that is harmful to the Black, Indigenous and People of Color that work in the organization. Yet, what does an organization do with employees that want to create this conversation and live out their personal commitments to social justice? What about working on a team where some members are not interested in social justice issues? And as politicized and polarizing as race is right now, how does an organization live out her social responsibility conscience while recognizing that key stakeholders may not find personal and business resonance with the organization's commitment to social justice?

We have a proven track record of helping with such issues and many others that often come up when there is a commitment to racial justice combined with a desire to grow. There are multiple ways that Compassionate Atlanta assists with these issues. We work with:

1. **Leadership Teams** by conducting an assessment and then coming up with a strategic plan to move the team forward.
2. **Larger teams** when an organization wants to shift the culture to a place where equity and belonging works for all employees and stakeholders; and
3. **Non-profit groups, communities of faith and municipalities** that want to deepen their community building by addressing social justice issues.

These goals can be met through thoughtful and professional facilitation of a co-learning experience.

We design customized workshops to teach and open up blocks to feeling a sense of empowerment and harmony in an organization. Our workshops are flexible and designed to meet the needs of the particular group we are working with. We are seasoned global professionals and are able to pivot and handle any situation that comes up. Our style is warm and friendly, with an openness to painful truths. We center compassion in all our work.

Please read through this document to get a feel for our work. We never shame participants in a workshop or talk and we believe in the power of compassion to heal us and move us towards wholeness as individuals and as a larger society.

After you fill out the form, we will be in touch to schedule an initial appointment. let us know if you have any additional questions and if and when you would like to move forward. Our next step will be to set a date and we always ask clients to set up the zoom call to have a recording so you can keep that for posterity.

We are excited about creating an ongoing relationship with your organization and partnering with you on this journey.

Peace, and Be Well!



iyabo onipede
Co-Director and Anti-Racism Educator

Consultations

Let's get to know each other.

Free - 30-minute conversation to brainstorm about your issue and give suggestions for resources.

Ask the Expert

\$1,000 - One hour facilitated larger group discussion that helps your organization figure out what they want to do. Pick our brains. Ask the expert and get feedback from our observations. Up to 15 people.

Workshops

Develop a Plan:

\$300 - One hour facilitated larger group discussion that helps your organization figure out what they want to do. Pick our brains. Ask the expert and get feedback from our observations. Receive recommendations.

Accountability:

\$1,000 - Three monthly 1-hour check ins with your group to discuss progress after your plan has been developed.

"We See Color!"

\$1,000 - 2-hour community building learning opportunity focusing on racial and cultural inclusivity. Up to 15 to 20 people.

Leadership Cultural Competency Assessment and Debrief:

\$3,000 - 3 hours or two 1.5-hour sessions. Each leader will take an assessment prior to the first meeting to assess cultural competency. The group's result will be debriefed in the first part of the gathering, and we will engage in learning and organizational strategy between the intentions of the organization and the impact of the organization

in the second half of the gathering. Cost of assessment additional and up to \$30 person depending on the type of organization. Ideal group will be up to 10 leaders.

Creating Compassionate Organizational Culture

\$5,000 - three 2-hour sessions. This deeper dive learning and brainstorming opportunity will help participants evaluate and assess their organizational culture and their role in upholding detrimental aspects of culture.

Flagship Class - Compassionate Racial Healing Training:

\$600 per person with a minimum of 20 people and maximum of 30 people. Seven module class of 2 hours each that compassionately unpacks race and culture. This is our signature class with the deepest engagement with the facilitators.

Sample Agenda

Creating Compassionate Organizational Culture

In working with larger teams, the design of the workshop sessions is to normalize team dynamics when it comes to talking about race and gaining individual and group awareness about the oppressive aspects of the dominant culture. The goal is not a "one and done" event but to create a starting point so that the team can gain cohesion and shared language as they focus on developing anti-racist identities.

First Session: We will start out by gauging where the various participants' interest, experience and skills lie in diversity, inclusion and equity. With introductions, stories and probing questions, we will explore the differences people experience as they grow from being unaware to non-racist to actually being antiracist and what that looks like.

Second Session: Using virtual rooms, participants will explore and identify various aspects of dominant culture. We will then gather in a large group to address the

negative aspects of dominant culture and how it shows up in the organizations. For instance, "perfectionism" is the first thing on the list. The problem is not that perfectionism is bad, but we often do not compliment failed attempts or study failure as we only measure ourselves based on perfection. This erodes trust which is the foundation of a successful team.

Third Session: We look at the components of a healthy team and address the foundational trust that is absent when we do not address race and culture in an organizational structure.

Each session will conclude with questions and answers.

The session will leave the participants with materials that will create conversations for many weeks to follow. It will give participants shared language which in turn, will help collaboration for a shared vision for the team. This is fundamental and necessary before taking any action.



Scope of Services 2021

Shared learning and shared language is effective in helping an organization dismantle oppressive systems and create accountability.