



## City of Marshall Diversity, Equity, and Inclusion Commission Proposal for Meeting Facilitation Services

### **Overview**

Since 1993, Mighty Consulting has worked with a variety of nonprofits, partnerships, government entities, and community groups as they experience transition. Our work is infused with insights and knowledge gleaned from over two decades of working with organizations as they grapple with internal and external change.

Through a facilitative leadership style, Mighty Consulting builds consensus and keeps organizations, collaborations, and projects moving – supporting them through transition and leaving them stronger and more focused on the other side. We mediate and resolve issues to bring clarity and shared understanding to our clients. We bring optimism, energy, and fresh ideas to our work and bring out the same in others.

### **How We Work**

Mighty Consulting works as collaborators with our clients. Our approach is intentional and rooted in the belief that clients are the leaders and experts of their organizations – we will continue to listen and ask questions until there is a shared understanding of the organization’s needs and desired outcomes. With this understanding we focus our experience and expertise on the deliverables and support the client’s resources, time, and talent.

Because we value the unique knowledge and insights clients contribute to the process, we adapt our work as necessary. Though many organizations seek out our services, each client brings their own unique set of circumstances and desired outcomes. We create an inclusive and deliberative process that respects each situation. We insist on managing your time and resources to maximize our impact and strive for simplicity and clarity in our communications and deliverables.

### **Relevant Experience**

We bring over 20 years of experience working with nonprofit organizations to develop clear, concise and usable strategic plans. We have facilitated hundreds of meetings over the course of our work, always working with the client to craft a clear agenda and outcomes prior to the meeting, and facilitating in such a way to meet the outcomes and draw out all voices and perspectives.

## **PROPSAL FOR FACILITATION AND DOCUMENTATION**

Mighty Consulting will provide the City of Marshall Diversity, Equity, and Inclusion Commission (the Commission) with meeting facilitation and documentation for two, large group community conversations.

### **Scope of Services:**

- Prepare for meeting with conversation(s) with key individuals (selected by the Commission) and review of all documents provided
- Facilitate two meetings – February 15<sup>th</sup> and April 30<sup>th</sup>
- Document and distribute documentation from the meetings to the Commission

### **Anticipated Outcomes**

Mighty Consulting will provide an agenda and other printed materials ahead of the meetings to set expectations and create a foundation for productive conversation. The purpose of both meetings is to create a safe and welcoming space to engage community members in dialogue around diversity, equity, and inclusion in Marshall and Lyon County. Recommendations on actions and activities generated in these conversations will be shared with the Commission for consideration.

### **Consultants**

Melissa Martinez-Sones and Roger Meyer are the owners and lead consultants who provide facilitation services for Mighty Consulting. All Mighty Consulting consultants work independently and collaboratively with each other and the organization to accomplish the agreed upon outcomes for the contract.

### **COMPENSATION**

Mighty Consulting would be paid \$175/hour for services rendered, not to exceed \$4,200 for the contract period.