

DIVERSITY, EQUITY AND INCLUSION CONSULTANTS

With varying specialities

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CRITERION FOR ADDING A CONSULTANT: Person contributing a consultant and/or consulting firm agrees to include their own name and email address as an initial reference. It is desirable, though not mandatory, that contributor has experience with consultant. Contributions do not equate to endorsement.

Name	Contact info	Previous Clients Include	Specialties/Other Notes:
America & Moore, Dr. Eddie Moore	Dr. Eddie Moore eddieknowsMoore@yahoo.com http://www.eddiemoorej.com/index.html		Added By: Holds white supremacy conference
AORTA (Anti-Oppression Resource and Training Alliance)	info@aorta.coop Aorta.coop		Added By: Marc Mascarenhas-Swan Trainers include: Esteban Kelly, Dana Pederson, Autumn Brown and others (http://aorta.coop/about/)
The Avarna Group, Aparna Rajagopal-Durbin & Ava Holliday	www.theavarnagroup.com info@theavarnagroup.com	Appalachian Mountain Club The Sierra Club Student Conservation Association The Wilderness Society Conservation Lands Foundation Green 2.0 Outward Bound California Teton Science Schools YMCA of Greater Seattle Colorado Outward Bound Youth Outside Colorado Parks & Wildlife	Added By: Aparna Rajagopal-Durbin Trainers include: Aparna Rajagopal-Durbin and Ava Holliday Specialties/Other Notes: We specialize in the outdoor and environmental space, which includes organizations in the green sector as well as land management agencies, conservation corps organizations, environmental and outdoor education organizations, and youth development organizations operating in the outdoors.



		Hurricane Island Outward Bound School Thompson Island Outward Bound School YMCA Boys & Girls Outdoor Leadership Development YMCA Camp Orkila Montana Nonprofit Association Washington Trails Association SHIFT Training Resources for the Environmental Community Montana Conservation Corps Outdoors Empowered Network Meridian Institute Transforming Youth Outdoors	
Berthoud Consulting, Heather Berthoud	Heather Berthoud (202) 545-8749 Heather@berthoudconsulting.com http://www.berthoudconsulting.com/ Based in Washington, DC	Sierra Club Institute for Conservation Leadership	Added By: Allison Chin With 25 years in organization effectiveness, Heather Berthoud is a thoughtful and trusted partner to organizational and community leaders. She combines a passion for social justice with a focused practical results-orientation that improves leaders' and organizations' ability to accomplish their social change goals, learn, and enjoy.
Center for Diversity and the Environment	Queta González, Director ggonzalez@cdeinspires.org http://cdeinspires.org/ Based in Portland, OR	National Audubon Society National Parks Service Naturebridge Oregon League of Conservation Voters Sierra Club	Added By: Allison Chin



<p>ChangeWorks Consulting</p>	<p>781-986-6150 info@ChangeWorksConsulting.org http://www.changeworksconsulting.org</p> <p>As of late 2016, the president of ChangeWorks resides out of the country, but will be back to work with clients in June-July and Oct-Nov each year. (noted by Amelia Shenstone 8/25/16)</p>		<p>Added By:</p> <p>ChangeWorks Consulting specializes in workplace and community diversity, cultural competency, organizational change, leadership development, conflict resolution, and social justice education. We provide services to businesses, educational institutions, healthcare and human service agencies, and community groups.</p>
<p>Cream City Conservation & Consulting LLC</p>	<p>414-322-8482 august@creamcityconservation.org info@creamcityconservation.org www.creamcityconservation.org</p>	<p>USFS Urban Ecology Center The Nature Conservancy WI League of Voters (formerly WI League of Conservation Voters) University of WI - Milwaukee WI Assoc. Of Environmental Educators (WAEE) Midwest Fish & Wildlife Action for Healthy Kids Milwaukee County Parks Dane County Teens Grow Greens Beyond the Bell Walnut Way NextGen Alliance for Climate Education Natural Resource Fund Victory Gardens Nelson Institute (UW Madison) Green & Healthy Schools</p>	<p>Cream City Conservation is a two-prong social enterprise. First, the firm works with environmental and community based organizations to address internal cultures and practices that contribute to a homogenous workforce. Through a 3-part organizational assessment and suite of interactive workshops, organizations are empowered to build the foundation necessary to attract and retain diverse talent.</p> <p>Second, through proceeds from the consulting firm, Cream City Conservation Corps trains and employs traditionally underrepresented youth 15-25 years of age, in various environmentally based career pathways. The model is a closed loop system that cultivates the next generation of environmental leaders while preparing existing organizations to attract, develop and retain a dynamic 21st Century Workforce.</p>



<p>Crossroads Antiracism Organizing & Training</p>	<p>708-503-0804 http://crossroadsantiracism.org/ (new website under construction, April 2020) National organization with regional hubs in Chicago, Springfield IL, St. Louis & Indianapolis</p>	<p>National Park Service RTCA</p>	<p>Added By: Diana Toledo (River Network) The Mission of Crossroads Antiracism Organizing & Training is to dismantle systemic racism and build antiracist multicultural diversity within institutions and communities implemented primarily by training institutional transformation teams</p>
<p>DRWorks</p>	<p>http://www.dismantlingracism.org drworksbook@gmail.com</p>	<p>North Carolina League of Conservation Voters</p>	<p>Added By: Jennifer Allen Tons of great resources for other consultants</p>
<p>Every Level Leadership, Ericka Hines</p>	<p>Ericka Hines Ericka@everylevelleads.com https://www.linkedin.com/in/ericka_hines http://www.everylevelleads.com/ Based in Raleigh, NC</p>		<p>Added By: Ericka Hines is a consultant, advisor, strategist, curriculum designer, and senior trainer who works with organizations to do two things: use diversity to their advantage and leverage leadership across levels</p>
<p>Hackman Consulting Group, Dr. Heather Hackman</p>	<p>info@hackmanconsultinggroup.org www.hackmanconsultinggroup.org/ Based in Minneapolis</p>	<p>League of Conservation Voters Washington Conservation Voters</p>	<p>Added By: Allison Chin, Jennifer Allen</p>
<p>Jumana Vasi</p>	<p>https://jvasiconsulting.com/</p>	<p>American Rivers Building Equity and Alignment for Impact (BEAI) Franciscan Sisters of Mary (Foundation) Freshwater Future Luminare Group Midwest Environmental Justice Network</p>	<p>Added by: Francisco Ollervides</p>



		National Audubon Society River Network Surdna Foundation	
<p>Kebaya Coaching & Consulting, Carolyn Love, PhD</p>	<p>www.kebayaconsulting.com kebaya@msn.com Based in Broomfield, CO</p>	<p>Conservation Colorado</p>	<p>Added by: Jennifer Allen</p> <p>Dr. Love is the founder of Kebaya Coaching & Consulting, a leadership coaching, training, and process design company. Kebaya is an African term that means leadership. The company focuses on enhancing the leadership talent in organizations, expanding the understanding of leadership, and facilitating meaningful and sustainable change.</p>
<p>Kenian Group, Iantha Gantt Wright</p>	<p>301-292-6677 http://delnsb.com/iantha-gantt-wright/ https://www.linkedin.com/in/iantha-gantt-wright-788a282 Based in Fort Washington, MD</p>	<p>River Network</p>	<p>Added By: Diana Toledo (River Network)</p> <p>Before launching The Kenian Group, Iantha served as the Director of Diversity for the National Parks Conservation Association (NPCA) for more than 10 years. Under her leadership, NPCA became the first national conservation organization to address race and diversity in the national parks</p>
<p>Laurin Mayeno Consulting, Laurin Mayeno</p>	<p>Laurin Mayeno 510-529-4597 Based in Berkeley, CA http://www.mayenoconsulting.com/wordpress/</p>	<p>Asian/Pacific Environmental Network Center for Environmental Health Earthworks (with PFCC) Sierra Club (with PFCC)</p>	<p>Added by:</p> <p>Building shared values, vision, theory of change, and plans that advance Equity, Inclusion & Justice.</p> <p>Facilitating group processes and workshops to build capacity, engage stakeholders, and bring about cultural change.</p>



			<p>Over two decades as an independent consultant working with non-profit and public organizations.</p>
<p>Angela Park</p>	<p>Angela Park (802) 299-8353 ruby.APconsulting@gmail.com Based in Vermont</p>	<p>Alliance for the Great Lakes Alternatives for Community & Environment Animal Agriculture Reform Collaborative Annie E. Casey Foundation Barr Foundation Ben & Jerry's Bullitt Foundation Bowdoin College California Food Policy Council California League of Conservation Voters Climate Interactive Coalition for a Livable Future Colorado Funders for Inclusiveness & Equity Common Ground High School Cornell University Demos Earthjustice EcoDistricts Ecolab Energy Action Coalition Environmental Grantmakers Association Environmental Support Center Ford Foundation Forterra ForestEthics The Funders' Network for Smart Growth and Livable Communities Green For All Green Leadership Trust Green Mountain College Greenbelt Alliance Greenpeace USA Healing Our Waters Coalition High Country News</p>	<p>Added By: Allison Chin, Jennifer Allen</p> <p>Angela is an independent consultant, researcher, and writer dedicated to making social justice and equity hallmarks of progressive advocacy, policymaking, philanthropy, and business. She helps mission-driven organizations embed social justice and equity throughout their work, bringing nearly three decades of experience on sustainable development policy, environmental justice, equity and diversity, and organizational and leadership development.</p> <p>Angela has testified before Congress and state legislatures and lectures at colleges across the United States. A sought-after speaker, she has keynoted conferences for Bowdoin College, Urban Sustainability Directors Network, The Funders' Network for Smart Growth and Livable Communities, Coalition for a Livable Future, Sustainable Agriculture and Food Systems Funders, Western States Center, the North American Association for Environmental Education, and the Northeast Sustainable Agriculture Working Group, among others. She researched and wrote <i>Equity in Sustainability</i> (2014) and <i>Everybody's Movement: Environmental Justice and Climate Change</i> (2009) and her work has been published by <i>The Diversity Factor</i>, <i>Grist</i>, and Yale University and featured in <i>Audubon</i>. She was an adjunct professor at Antioch New England where she co-taught a graduate course in Environmental Advocacy and Organizing; she has guest lectured at universities across the country.</p> <p>Previously, Angela worked at The White House in both terms of the Clinton-Gore administration, managing sustainable communities policy and constituency engagement at the President's Council on Sustainable Development. She led research and recommendations to the President on wide-ranging issues from civic participation and</p>



		<p>Ibis Reproductive Health Interaction Institute for Social Change Island Foundation Kendall Foundation Kresge Foundation League of Conservation Voters Loom Foundation Marin Community Foundation Massachusetts Audubon Society Mott Foundation National Audubon Society Natural Resources Defense Council New England Aquarium New Hampshire Charitable Foundation NextGen Climate North American Association for Environmental Education Northeast Sustainable Agriculture Working Group PLACES fellowship Population Connection Rainforest Action Network REI Reproductive Health Technologies Project Seventh Generation Sierra Club Sierra Student Coalition Smart Growth America Stockholm Environmental Institute Student Conservation Association Surdna Foundation Sustainable Agriculture & Food System Funders TogetherGreen Tides Foundation Transportation for Michigan Coalition TomKat Charitable Trust Training Resources for the Environmental Community Trout Unlimited Trust for Public Land Trustees of Reservations Union of Concerned Scientists Univ. of Chicago Laboratory Schools Univ. of Chicago Medical School</p>	<p>environmental justice to sustainable economic development and smart growth. Angela was the longest-serving staff member at the Council and the only person appointed for both recommendations and implementation phases of the Council’s work. She coordinated state-level sustainable development initiatives at the Center for Policy Alternatives, focusing on legislation to promote renewable energy, public transportation, energy efficiency, and environmental justice. Angela co-founded and served as deputy director of the Environmental Leadership Program.</p> <p>Expertise:</p> <ul style="list-style-type: none"> · Training, education, and learning on equity, diversity, and inclusion; environmental, social, racial, and economic justice; implicit bias; leadership development; management and supervisory competencies; emotional intelligence; feedback and communication skills; Myers-Briggs Type Indicator · Public policy, advocacy, and philanthropy—climate change, transportation, smart growth, sustainable agriculture and food systems, sustainability, conservation; community and economic development and the arts; integrating equity and social justice · Organizational assessments, strategy, and planning · Coaching, management counsel, and conflict mediation · Strategy, planning, and implementation on the integration of equity throughout organizational policies, practices, and infrastructure; rewriting organizational policies and practices (employee handbooks, recruitment and hiring policies, orientation/onboarding, job descriptions and position announcements, performance review processes, professional development, learning curricula) · Facilitation · Research and writing
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<p>Mistinguette Smith Consulting</p>	<p>Mistinguette Smith MSmith@MSmithconsulting.net http://www.msmithconsulting.net/</p>	<p>Bio: Mistinguette Smith works at the intersection of racial, gender, LGBTQ and environmental justice. She offers racially and culturally competent strategy and project planning, and inclusive convening facilitation. She is the founder of The Black/Land Project, a narrative research project about black people and urban land. Her environmental writing has been published in academic and literary journals including the Activist History Review, Emergence magazine, and the anthology Wildness: Relations of People and Place, as well as the field-oriented journal NonProfit Quarterly.</p> <p>List of enviro clients served: - Center for Whole Communities -CISA: Communities Involved in Sustaining Agriculture -Gardening the Community -Mt Holyoke College, Miller Worley Center for the Environment - Nuestras Raices -Surdna Foundation -University of Vermont, Rubenstein School of the Environment -Worcester Food Policy Council -W.K. Kellogg Foundation</p>	<p>(Added by: Makshya Tolbert) Facilitation and Collaboration We are well-known for masterful group facilitation and result-oriented meetings and convenings. We: Bring together people who have different stakes in the same issue. Design a clear process for working together toward shared goals. Don't hammer out lowest common denominator compromises. Instead, we identify areas of strong agreement -- and how to act on them. Build cohorts for ongoing learning and capacity building</p> <p>Planning and Implementation We place a high value on achieving measurable outcomes. We can help you to plan and achieve excellent results by:</p> <ul style="list-style-type: none"> • Visualizing how your program works to create social change. • Strategizing, using analysis-based, visionary, and/or incremental planning models. • Analyzing how your organization's programs affect your mission and your money. • Preparing for partnerships and strategic alliances. <p>Leadership and Coaching We understand that change requires leaders who model clarity and confidence. We offer:</p> <ul style="list-style-type: none"> • Coaching for Co-Executive Directors, to make shared leadership a strategic advantage and a good management practice. • Advising for board leaders about how to increase capacity for generative governance. • Trainings for grassroots boards who are ready to take on new challenges.



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<p>J.E.D.I. Heart</p>	<p>J. Marcelo Bonta Marcelo@JEDIHeart.com (503) 347-0772 www.jediheart.com</p>	<p>Doris Duke Charitable Foundation Meyer Memorial Trust The Russell Family Foundation S.D. Bechtel, Jr. Foundation The Kresge Foundation Seattle Parks Foundation College Futures Foundation Environmental Grantmakers Association Willamette River Initiative The Corps Network The River Network Urban Sustainability Directors Network North American Association for Environmental Education National Wildlife Federation Land Trust Alliance Grist EcoAdapt Cornell Lab of Ornithology Ohio State University University of Vermont Portland State University Earthcorps U.S. Fish & Wildlife Service National Park Service The Association for the Advancement of Sustainability in Higher Education The Association of Partners for Public Lands Center for Planning Excellence Appalachian Voices Metro Columbia Land Trust Portland Audubon Society 350PDX Association of NW Steelheaders Earth Advantage Climate Nexus Environmental Leadership Program</p>	<p>New report: Transforming a Movement: How foundations can support effective diversity, equity, and inclusion (DEI) capacity building efforts in environmental organizations</p> <p>Added by: Paco Ollervides</p>
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Packard Foundation Organizational Effectiveness Knowledge Center	Emily Dwyer EDwyer@packard.org https://oe.packard.org/		The Packard Foundation's space to exchange learning, resources, and reflections about improving nonprofit organizational and network effectiveness
Peter Forbes (founder of Center for Whole Communities)	Peter Forbes peter@peterforbes.org http://peterforbes.org/home	River Network Land Trust Alliance	Added By: Diana Toledo (River Network)
Race Forward	NY Office: 212-513-7925 CA Office: 510-653- 3415 https://www.raceforward.org/ Based in New York and California Paco interacted with Terry Keleher Director of Strategic Innovations tkeleher@raceforward.org		Added By: Jennifer Allen Race Forward advances racial justice through research, media, and practice. Founded in 1981, Race Forward brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity. Race Forward publishes the daily news site Colorlines and presents Facing Race, the country's largest multiracial conference on racial justice. Race Forward Practice supports advocacy and action on complex racial justice issues in several ways. Our work includes mobilization, skill-building, leadership development, organization- and alliance-building, issue-framing, messaging, and advancing solutions Paco Ollervides took a one day course with them in July 2016 and was very pleased at their competencies
Racial Equity Institute, Deena Hayes-Greene	704-400-2869 http://rei.racialequityinstitute.org/ Based in Greensboro, NC dhayes@racialequityinstitute.org		Added By: Diana Toledo (River Network) Partners with the Center for Diversity and the Environment
Skeo Solutions	Sarah Malpass (insert new email) info@skeo.com http://www.skeo.com/	Choose Clean Water Coalition	Added By: Diana Toledo (River Network) Vernice provides technical expertise for collaborative planning and design services in area-wide brownfields revitalization, community



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	Based in Charlottesville, VA 1-434-975-6700		sustainability and environmental justice. Vernice is sought after for her expertise in brownfields redevelopment and community revitalization, collaborative problem solving, multi-stakeholder design and planning and environmental justice.
The Equity Consulting Group, Jonathan Poullard	Jonathan Poullard (626) 529-3944 jonathan@equity-consulting.com equity-consulting.com Based in Pasadena, CA	Green Leadership Trust	Added By: Francella Chinchilla
The People's Institute for Survival and Beyond, Tiphonie Eugene	504-301-9292 http://www.pisab.org/ tiphanie@pisab.org Based in New Orleans		Added By: Allison Chin
Tim Wise	timjwise@icloud.com 510-647-9115 TimWise.org		Added By:
The Raben Group	Whitney Tome wtome@rabengroup.com 202-930-6815 https://rabengroup.com/ Team based in NYC, DC and Oregon	Green Leadership Trust Chesapeake Bay Foundation National Wildlife Federation	Added By: Francella Chinchilla The Raben Group manages Green 2.0 and has Green Leadership Trust as a client. Raben has a robust diversity and inclusion practice that includes working with clients like AirBnB, Google, and BBC America.
UHope Consulting	Donna U. Hope Donna@UHope-Consulting.com www.uhope-consulting.com	ACEEE EcoDistricts ENERGIZE-NY NRDC Sustainable United	Added by: Donna Hope is a queer, Black, NYC-based consultant on advancing racial equity in strategic planning, organizational development,



	518-859-2591	Neighborhoods The Climate Reality Project The JPB Foundation The Trust for Public Land US DOE NREL	recruitment and outreach. She has a M.S. in environmental engineering and brings her STEM to every meeting.
Visions, Terry Berman	Terry Berman 617-541-4100 office@visions-inc.org http://visions-inc.org Based in Dorchester, MA Regional offices in Rocky Mount, NC and Fresno, CA		Added By: Diana Toledo (River Network) Terry Berman, M.A., is a native of South Africa. She has been working as a consultant for community-based multicultural organizations and for the private sector for over 15 years. Skilled in the areas of conflict resolution, alliance building and anti-racism, she is particularly interested in exploring the meaning of whiteness and its impact on white people in this country.
Fierce Allies, J Miakoda Taylor	J Miakoda Taylor they/them, or we/us miakoda@fierceallies.com www.fierceallies.com Based in ohlone territory (Berkeley , CA)	Rainforest Action Network Wild Earth Guardians Alliance for Climate Education Golden Gate National Parks Conservancy Ecology Center	Added by: Francisco Ollervides J. Miakoda Taylor is a two spirited descendent of both indigenous ancestors and immigrants to this continent. Since founding Fierce Allies in 2009, Miakoda has worked as a coach, trainer, facilitator, mediator, and strategy consultant, with well over 500 leaders, organizations and movements. They have in-depth experience in the fields of Restorative Justice, Somatic Trauma Healing, embodied and popular education, group facilitation and conflict transformation, earth-based spirit consciousness, storytelling, and ritual.



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MORE INFORMATION NEEDED

Joel Brown and Carol McHuron ForestEthics: Stand has hired them