DIVERSITY, EQUITY AND INCLUSION CONSULTANTS
With varying specialities

This is an open-source document for information sharing purposes. Please add in any more information as you see fit, but please be mindful and respectful to stick with this format and to not delete other people’s additions.

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.

<table>
<thead>
<tr>
<th>Name</th>
<th>Contact info</th>
<th>Previous Clients Include</th>
<th>Specialties/Other Notes:</th>
</tr>
</thead>
<tbody>
<tr>
<td>America &amp; Moore, Dr. Eddie Moore</td>
<td>Dr. Eddie Moore <a href="mailto:eddieknowsMoore@yahoo.com">eddieknowsMoore@yahoo.com</a> <a href="http://www.eddiemoorejr.com/index.html">http://www.eddiemoorejr.com/index.html</a></td>
<td></td>
<td>Added By: Holds white supremacy conference</td>
</tr>
<tr>
<td>AORTA (Anti-Oppression Resource and Training Alliance)</td>
<td><a href="mailto:info@aorta.coop">info@aorta.coop</a> Aorta.coop</td>
<td></td>
<td>Added By: Marc Mascarenhas-Swan Trainers include: Esteban Kelly, Dana Pederson, Autumn Brown and others (<a href="http://aorta.coop/about/">http://aorta.coop/about/</a>)</td>
</tr>
<tr>
<td>The Avarna Group, Aparna Rajagopal-Durbin &amp; Ava Holliday</td>
<td><a href="http://www.theavarnagroup.com">www.theavarnagroup.com</a> <a href="mailto:info@theavarnagroup.com">info@theavarnagroup.com</a></td>
<td>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 &amp; Wildlife</td>
<td>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.</td>
</tr>
</tbody>
</table>
| **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  
gonzalez@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 |
| ChangeWorks Consulting | 781-986-6150  
info@ChangeWorksConsulting.org  
http://www.changeworksconsulting.org  
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) | Added By:  
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. |
| Cream City Conservation & Consulting LLC | 414-322-8482  
august@creamcityconservation.org  
info@creamcityconservation.org  
www.creamcityconservation.org  
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 | 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.  
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. |
| Crossroads Antiracism Organizing & Training | 708-503-0804  
http://crossroadsantiracism.org/  
(new website under construction, April 2020)  
National organization with regional hubs in Chicago, Springfield IL, St. Louis & Indianapolis | National Park Service RTCA  
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 | DRWorks  
http://www.dismantlingractivation.org  
dRworksbook@gmail.com | North Carolina League of Conservation Voters  
Added By: Jennifer Allen  
Tons of great resources for other consultants |
| Crossroads Antiracism Organizing & Training | 708-503-0804  
http://crossroadsantiracism.org/  
(new website under construction, April 2020)  
National organization with regional hubs in Chicago, Springfield IL, St. Louis & Indianapolis | National Park Service RTCA  
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 | DRWorks  
http://www.dismantlingractivation.org  
dRworksbook@gmail.com | North Carolina League of Conservation Voters  
Added By: Jennifer Allen  
Tons of great resources for other consultants |
| Every Level Leadership, Ericka Hines | Ericka Hines  
Ericka@everylevelleads.com  
https://www.linkedin.com/in/ericka_hines  
http://www.everylevelleads.com/  
Based in Raleigh, NC | 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 | Ericka Hines  
Ericka@everylevelleads.com  
https://www.linkedin.com/in/ericka_hines  
http://www.everylevelleads.com/  
Based in Raleigh, NC | 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 |
| Hackman Consulting Group, Dr. Heather Hackman | info@hackmanconsultinggroup.org  
www.hackmanconsultinggroup.org/  
Based in Minneapolis  
Added By: Allison Chin, Jennifer Allen | League of Conservation Voters  
Washington Conservation Voters  
Added By: Allison Chin, Jennifer Allen | info@hackmanconsultinggroup.org  
www.hackmanconsultinggroup.org/  
Based in Minneapolis  
Added By: Allison Chin, Jennifer Allen | League of Conservation Voters  
Washington Conservation Voters  
Added By: Allison Chin, Jennifer Allen |
| Jumana Vasi | https://jvasiconsulting.com/ | American Rivers  
Building Equity and Alignment for Impact (BEAI)  
Franciscan Sisters of Mary (Foundation)  
Freshwater Future  
Luminare Group  
Midwest Environmental Justice Network  
Added by: Francisco Ollervides | https://jvasiconsulting.com/ | American Rivers  
Building Equity and Alignment for Impact (BEAI)  
Franciscan Sisters of Mary (Foundation)  
Freshwater Future  
Luminare Group  
Midwest Environmental Justice Network  
Added by: Francisco Ollervides |
<table>
<thead>
<tr>
<th>Kebaya Coaching &amp; Consulting, Carolyn Love, PhD</th>
<th><a href="http://www.kebayaconsulting.com">www.kebayaconsulting.com</a>  <a href="mailto:kebaya@msn.com">kebaya@msn.com</a>  Based in Broomfield, CO</th>
<th>Conservation Colorado</th>
<th>Added by: Jennifer Allen  Dr. Love is the founder of Kebaya Coaching &amp; 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.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenian Group, Iantha Gantt Wright</td>
<td>301-292-6677  <a href="http://delnsb.com/iantha-gantt-wright/">http://delnsb.com/iantha-gantt-wright/</a>  <a href="https://www.linkedin.com/in/iantha-gantt-wright-788a282">https://www.linkedin.com/in/iantha-gantt-wright-788a282</a>  Based in Fort Washington, MD</td>
<td>River Network</td>
<td>Added By: Diana Toledo (River Network)  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</td>
</tr>
<tr>
<td>Laurin Mayeno Consulting, Laurin Mayeno</td>
<td>Laurin Mayeno 510-529-4597  Based in Berkeley, CA  <a href="http://www.mayenoconsulting.com/wordpress/">http://www.mayenoconsulting.com/wordpress/</a></td>
<td>Asian/Pacific Environmental Network  Center for Environmental Health  Earthworks (with PFCC)  Sierra Club (with PFCC)</td>
<td>Added by:  Building shared values, vision, theory of change, and plans that advance Equity, Inclusion &amp; Justice.  Facilitating group processes and workshops to build capacity, engage stakeholders, and bring about cultural change.</td>
</tr>
</tbody>
</table>
| Angela Park                                         | 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 | Over two decades as an independent consultant working with non-profit and public organizations.  

Added By: Allison Chin, Jennifer Allen  

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.  

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 *Equity in Sustainability* (2014) and *Everybody’s Movement: Environmental Justice and Climate Change* (2009) and her work has been published by *The Diversity Factor*, Grist, and Yale University and featured in *Audubon*. 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.  

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 |
<table>
<thead>
<tr>
<th>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.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expertise:</strong></td>
</tr>
<tr>
<td>- 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</td>
</tr>
<tr>
<td>- 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</td>
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<td>- Organizational assessments, strategy, and planning</td>
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<td>- Coaching, management counsel, and conflict mediation</td>
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<td>- 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)</td>
</tr>
<tr>
<td>- Facilitation</td>
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<tr>
<td>- Research and writing</td>
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| 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 |
| 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 | Sordna 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 |
Mistinguette Smith Consulting

Mistinguette Smith
MSmith@MSmithconsulting.net
http://www.msmithconsulting.net/

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.

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

(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.

Planning and Implementation
We place a high value on achieving measurable outcomes. We can help you to plan and achieve excellent results by:
- 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.

Leadership and Coaching
We understand that change requires leaders who model clarity and confidence. We offer:
- 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.
| J.E.D.I. Heart | 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 | New report: Transforming a Movement: How foundations can support effective diversity, equity, and inclusion (DEI) capacity building efforts in environmental organizations  
Added by: Paco Ollervides |
| **Packard Foundation Organizational Effectiveness Knowledge Center** | **Emily Dwyer**  
[EDwyer@packard.org](mailto:EDwyer@packard.org)  
[https://oe.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](mailto: peter@peterforbes.org)  
[ http://peterforbes.org/home](http://peterforbes.org/home) | Added By: Diana Toledo (River Network) |
| **Race Forward** | **NY Office: 212-513-7925**  
**CA Office: 510-653-3415**  
[https://www.raceforward.org/](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**  
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](mailto:info@skeo.com)  
[http://www.skeo.com/](http://www.skeo.com/) | Added By: Diana Toledo (River Network)  
Vernice provides technical expertise for collaborative planning and design services in area-wide brownfields revitalization, community |
<table>
<thead>
<tr>
<th>The Equity Consulting Group, Jonathan Poullard</th>
<th>The People’s Institute for Survival and Beyond, Tiphanie Eugene</th>
<th>Tim Wise</th>
<th>The Raben Group</th>
<th>UHope Consulting</th>
</tr>
</thead>
<tbody>
<tr>
<td>Based in Charlottesville, VA 1-434-975-6700</td>
<td>Based in Pasadena, CA</td>
<td>Based in New Orleans</td>
<td>Added By: Francelia Chinchilla</td>
<td>Added By:</td>
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<tr>
<td>Green Leadership Trust</td>
<td>Added By: Allison Chin</td>
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<tr>
<td>Added By:</td>
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<td>Donna U. Hope</td>
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<td>Donna Hope is a queer, Black, NYC-based consultant on advancing racial equity in strategic planning, organizational development,</td>
</tr>
<tr>
<td><strong>Visions, Terry Berman</strong></td>
<td><strong>Fierce Allies, J Miakoda Taylor</strong></td>
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<tr>
<td>Terry Berman</td>
<td>J Miakoda Taylor</td>
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</tr>
<tr>
<td>617-541-4100</td>
<td>they/them, or we/us</td>
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<tr>
<td><a href="mailto:office@visions-inc.org">office@visions-inc.org</a></td>
<td><a href="mailto:miakoda@fierceallies.com">miakoda@fierceallies.com</a></td>
<td></td>
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<tr>
<td><a href="http://visions-inc.org">http://visions-inc.org</a></td>
<td><a href="http://www.fierceallies.com">www.fierceallies.com</a></td>
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<td>Based in Dorchester, MA</td>
<td>Based in ohlone territory (Berkeley, CA)</td>
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<td>Regional offices in Rocky</td>
<td>Rainforest Action Network</td>
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<td>Mount, NC and Fresno, CA</td>
<td>Wild Earth Guardians</td>
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<td>Alliance for Climate Education</td>
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<td>Golden Gate National Parks</td>
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<td>Conservancy</td>
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<td>Ecology Center</td>
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<tr>
<td>Added By: Diana Toledo (River Network)</td>
<td>Added by: Francisco Ollervides</td>
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<td>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.</td>
<td>J. Miakoda Taylor is a two spirited descendant 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.</td>
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MORE INFORMATION NEEDED

Joel Brown and Carol McHuron ForestEthics: Stand has hired them