

# DEI Trainers & Consultants

## *DAA Solutions Finder Responses*

ARE THERE ANY RECOMMENDATIONS FOR COMPREHENSIVE DIVERSITY TRAINING DONE BY A DEI EXPERT OR THIRD PARTIES? OUR AGENCY IS LOOKING TO DO ONGOING TRAINING AND EDUCATION AND WOULD APPRECIATE A CONSULTANT OR OUTFIT THAT HAS A TRACK RECORD OF EFFECTIVENESS AND HIGH IMPACT.

### Response 1

We strongly recommend [Enact Leadership](#). We've been working with them for more than four years to refine and strengthen our DEI and now our DIB programs and commitments. Even though we thought we had a solid approach, we've significantly expanded and reinforced our program in the past year. Their leadership coaching, organizational training and candid direction have been invaluable. You can reach them here [sindri@enactglobalconsulting.com](mailto:sindri@enactglobalconsulting.com)

### Response 2

I highly recommend Susan Freeman and the Conscious Inclusion Company.  
<https://www.theconsciousinclusioncompany.com/>

### Response 3

Our agency, MullenLowe US, worked with a wonderful and skilled DEI facilitator named [Susan X Jane](#). I highly recommend her. Happy to speak to anyone who would like to discuss our program, which she developed for our agency. – Erica Samadani,  
[erica.samadani@mullenlowe.com](mailto:erica.samadani@mullenlowe.com)

### Response 4

At Temple and our IDEAL Office (which stands for the Institute for Diversity, Equity, Advocacy and Leadership) offers a range of [resources](#) that might be appropriate to consider. Feel free to contact David W. Brown at 215.204.3385 or [tud89980@temple.edu](mailto:tud89980@temple.edu) for more information.

## Response 5

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At Enbridge we have had very good work (that can be customized) on unconscious bias training from [MindGym](#). All of my people leaders went through a customized training with them in the Fall. The rest of my organization went through a more general course made broadly available throughout the company via MindGym.

We also have anti-racism training that is provided by [Blue Ocean Brain](#). Our engagement with them is relatively new, but early reports are terrific.

Training on unconscious bias, anti-racism and indigenous cultural awareness are required for all Enbridge employees beginning this year as part of a strengthened D&I commitment which includes percentage goals for diversity on the Board, senior management and throughout the company that are linked to compensation. Our indigenous cultural awareness (Has been developed in a customized way directly with several First Nations in the U.S. Canada) is necessitated by the fact that we have rights of way agreements with many western US and Canadian indigenous communities to run pipeline through their lands.

As an agency you might also consider bringing in a speaker on the subject to stimulate discussion. For this, I would highly recommend [Stefanie K. Johnson](#), a professor at the University of Colorado's business school and author of one of the best-selling business books on the subject of DE&I in 2020, *Inclusify*. She is an exceptional speaker and is on Marshall Goldsmith's List of Top Business Coaches in the World. One of her parents is Mexican American and she grew up in East Los Angeles. She also was a guest on my podcast with former GE CCO Gary Sheffer, [The Crux](#).

If I can be of any further help, please feel free to contact me: [mike.fernandez@enbridge.com](mailto:mike.fernandez@enbridge.com).

## Response 6

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Vault Communications has used EQuicentric Consulting (Katie Culver and Carissa Casey) for workshops on Implicit Bias and Diversity (held in December 2020) and, and we have workshops on Equity and Inclusion scheduled for next week. We really enjoyed the trainings thus far and staff reported finding them eye opening and effective. Workshop and contact info:

Katie Culver, Co-Facilitator

[culverkatie@gmail.com](mailto:culverkatie@gmail.com)

### Katie's Journey

My journey started as a white teacher in a low income school in S. Central L.A. serving 100% students of color. The year challenged me to teach 30 students all with incredible potential but without many resources, I felt like both I and the students were set up to fail. My frustration at our inequitable system of education led me to go back to school to pursue a Ph.D. in Educational Leadership & Policy Studies/Urban Education at Temple University, providing an opportunity to critically examine our country's systemic racism, sexism and history of oppression. Teaching classes at Temple on Education, Race, & Inequity pushed me to further examine injustice and motivated my interest in Equity & Inclusion work. The readings for my classes also influenced me to examine my own racism and complicity in a system that benefits whites with unearned privilege. The chance to attend the RACE institute in 2018 was a pivotal experience in my life. My commitment to equity in education continues in my current role as Academic and Student Support coordinator at Steppingstone Scholars, a college and career pipeline program for underserved students in Philadelphia. I am currently a participant in a parent SEED group, part of a multi-racial Courageous Conversations group, and a member of the DEI committees at my children's schools. Additionally, I regularly present at and attend conferences on Equity, Diversity and Inclusion.

Carissa Casey, Co-Facilitator

<mailto:chcasey101@gmail.com>

### Carissa's Journey

My journey must start with my parents' story. They are immigrants from S. Korea. I was raised with strong Korean values at home and with strong American values at school. I internalized many of my differences and tried to be as "American" as possible. It was not until I was trained as a SEED (Seeking Educational Equity & Diversity) Leader that I truly recognized my own blind spots and the systems of oppression and dominance. I am forever grateful that I had this opportunity. Since 2015, I have facilitated more than seven cohorts of SEED experiences to help professionals recognize and challenge the systems of oppression, dominance, and privilege. Further, I have dedicated my time as a presenter at various Diversity, Equity, & Inclusion (DEI) conferences to share the significance of learner-centered experiences as a vehicle for DEI work. As I continue my work now at Communities In Schools, our nation's largest organization providing support to students, families, and schools to prevent K-12 student dropout, I continuously see the need for more DEI work. To further my own learning in this work, I am currently pursuing my doctorate at Drexel University in Educational Leadership with a concentration in Human Resource Management/Adult Learning. This degree further

fuels my passion in working with professionals, in all industries, to cultivate workplaces that are truly diverse, equitable, and inclusive.

## **Workshop #1 - Implicit Bias 101**

*Description: Engaging with Our Own Implicit Biases to Begin Identity Work*

Workshop Overview: What would a truly inclusive community look like? We often get “stuck” measuring success through means that fuel and perpetuate systems of dominance. Sometimes the culture of our organizations celebrate visible successes but struggle to recognize and support the invisible needs or challenges of our community members. Through this session, professionals will have the opportunity to think about their own biases that can lead to community experiences and/or policies that are not equitable to all identities. Participants will learn how to check their own bias and create an inclusive community using specific DEI strategies through a human-centered approach. They will also think about how to initiate and engage in conversations that bring organizational change and address the larger systems of oppression. Further, these practices will be anchored through strategies that help to build authentic relationships and ways to continue courageous conversations as a community.

Outcomes of Professional Development Experience:

1. Tools to recognize each of our own “DKDK (didn’t know I didn’t know) moments”/“blindspots”
2. Awareness of and motivation to examine systems that perpetuate inequity within organizations
3. Human-centered practices to build authentic relationships and to empower underrepresented voices
4. Strategies to initiate conversations and the supports required to continue such conversations

## **Workshop #2 - Diversity**

*Description: Building a More Diverse and Inclusive Community*

Workshop Overview: Through this session, professionals will have the opportunity to recognize and challenge microaggressions that minimize and hurt marginalized experiences and identities. Participants will have the opportunity to consider their experiences with microaggression to collaboratively create strategies to challenge and/or navigate such situations in the future. Further, professionals will reflect on the intersectionality of identities to

consider the impact of having dominant versus oppressed identities. Participants will reflect on how our many identities contribute to the different experiences we all may have. They will also continue to learn how to initiate and engage in such conversations that help to build relationships, bring organizational change, and thus, address the larger systems of oppression.

Outcomes of Professional Development Experience:

1. Tools to recognize and challenge microaggressions
2. Tools to understand the intersectionality of identities
3. Awareness of and motivation to examine systems that perpetuate inequity within organizations
4. Human-centered practices to build authentic relationships and to empower underrepresented voices
5. Strategies to continue these conversations

### **Workshop #3 - Equity**

*Description: Examining Our Role in Challenging Inequity and Having Courageous Conversations*

Workshop Overview: Through this session, professionals will have the opportunity to understand the significant difference between equity and equality. Participants will have the opportunity to consider the historical context to why equity versus equality lead to different outcomes. Participants will practice recognizing and co-creating equitable strategies that cultivate inclusive communities. Further, participants will engage in intentional conversations to practice how to have tough conversations throughout this journey to achieve equity.

Outcomes of Professional Development Experience:

1. Tools to recognize the difference between equity and equality
2. Tools to specifically engage in courageous conversations around inequity (Using workplace and/or current events as discussion prompts)
3. Hone the ability to see a situation through the lens of others' perspectives and experiences
4. Strategies to take action when inequities are observed and/or experienced
5. Review of organization's DEI plan

## Workshop #4 - Inclusion

*Description: Recognizing and Challenging the Systems of Oppression, Dominance, and Privilege to Cultivate Inclusive Communities*

Workshop Overview: Through this session, professionals will have the opportunity to recognize the larger systems of oppression, dominance, and privilege. Participants will further co-create strategies that challenge the oppressive system within their own organization's policies, partnerships, investments, philanthropy, etc. Participants will collaboratively establish action steps that support the organization to sustain their work towards a truly diverse, equitable, and inclusive community.

Outcomes of Professional Development Experience:

1. Tools to recognize and challenge the systems of oppression, dominance, and privilege
2. Commitment to examine systems that perpetuate inequity
3. Strategies to continue and/or lead these conversations
4. Establish measurable goals that align with the organization's DEI Plan
5. Co-created next steps to continue the DEI journey as an organization and as individuals

## Response 7

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I recommend [VISIONS, Inc.](#) They have consultants across the US and often partner with organizations for long term training

## Response 8

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Kito Huggins, esq. has just assumed a new role at Finsbury—Diversity, Equity & Inclusion At Finsbury—doing DE&I consulting around crisis communications, corporate strategy and employee engagement. - Judy Cushman

## Response 9

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My agency worked with [Dorianne St. Fleur](#) – she provided a series of ongoing diversity training for our team, and we've expanded our engagement with her to include consulting on our people processes and beyond. Strong recommendation. Dorianne comes from a corporate HR background (including at Google) and does an excellent job of educating without creating feelings of shame or embarrassment. Contact [info@doriannestfleurconsulting.com](mailto:info@doriannestfleurconsulting.com).

Other trainers who have also come highly recommended:

[Amber Cabral](#) (recently led company-wide training for Gap Inc. and all its brands)

[Sherhara Downing](#) (outstanding and engaging trainer – attending a mini DEI workshop she led at an event and it was fantastic)

[Jennifer Brown](#)

Michelle Kim's company [Awaken](#)

I'm happy to chat with any agency leaders interested in talking more about our DEI journey – feel free to contact me directly. – Ann Melinger ([ann@brilliantink.com](mailto:ann@brilliantink.com)) 917.447.6243

## Response 10

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Alta Maura at Harvard is really wonderful. She wrote a chapter in a book I edited and we have presented together. We just worked with her this fall in our college.

<https://dso.college.harvard.edu/people/alta-mauro-phd>

I saw Brenda J Allen present years ago and she was fabulous. Just hired her to do some work for us in the fall. <https://www.linkedin.com/in/brenda-j-allen/>

I have worked with both of these folks directly (each reported to me in my previous institution and also worked with them as a consultant): <https://www.elon.edu/u/news/author/mbosch3/>,

<https://www.elon.edu/u/directory/profile/?user=nclark3>

I work in higher ed so these are the folks I know but I also know that they have worked in non - higher ed settings. I will say that they all like to work in a space where there is a comprehensive plan in place and not do a one-off training, which increases the program success.

## Response 11

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My recommendations (I both know personally and have participated in a training):

1) Dr. Rachel Talton, Synergy

<https://www.synergyloyalty.com/practice-areas/diversity-inclusion.html>

2) Shavon Arline-Bradley, R.E.A.C.H. Beyond Solutions

<https://reachbeyondsolutions.com/#services>

3) Monica Hawkins, Professional Pipeline Development Group

<http://ppdgllc.com>