

NOVEMBER 2020

RACIAL EQUITY CAPACITY BUILDERS DIRECTORY



PREPARED BY:
CURDINA HILL, CLEARWAYS CONSULTING & COACHING AND
MOLLY MEAD, PRAXIS CONSULTING GROUP

Dear Reader,

COVID-19 and the brutal murders of George Floyd, Breonna Taylor and Ahmaud Arbery have made abundantly clear what happens when those in power do not represent and are not authentically connected to communities and the people living in them. The need to dismantle structural racism and center racial equity in everything that we do continues with renewed urgency.

Yet, despite our region's changing demographics, the nonprofit sector continues to face a marked racial leadership gap. According to the 2017 *Opportunity in Change* report,¹ 85 percent of Greater Boston leaders and 86 percent of board members identify as White. While people of color represent more than 40 percent of the population of Greater Boston, the percentage of people of color leaders in our sector has remained below 20 percent for the last 15 years.² As we are seeing with recent increased national support for the Movement for Black Lives, intentionally naming and disrupting the biases, practices and policies that reinforce the racial leadership gap is critical to our shared progress.

Given the Boston Foundation's position as Greater Boston's community foundation and one of the largest grantmakers in the region, we have a unique role to play in supporting the effectiveness of this nonprofit ecosystem and have long believed that representative, connected and diverse leadership is the key to a strong nonprofit sector. Since 2017, as part of our [Nonprofit Effectiveness strategy](#), we have made an explicit commitment to identify, develop and support efforts that advance racial equity in order to help nonprofit staff and board leadership build the confidence, skills and trust they need to lead this work within their own organizations and beyond.

Over the past several years we have had the privilege to host public conversations around the importance of advancing racial equity within nonprofit organizations and have showcased examples of the tools and practices local sector leaders employ in these efforts. We have been heartened by the response we have received, which has included many requests from nonprofit leaders for racial equity consultants and programming recommendations, as well as many requests from racial

equity practitioners eager to make connections with organizations ready to deepen their commitment to this work.

We commissioned the *Boston Foundation Directory of Racial Equity Capacity Builders* in response to this gap. The goal of this project was to get a clearer sense of the capacity of the sector to support organizations in efforts to center racial equity, and to provide a resource for nonprofits to advance racial equity within their organizations. The first version of this directory was released on Juneteenth 2020 and we immediately received both gratitude from nonprofit leaders and requests for inclusion by those racial equity practitioners our networks had not reached initially. The pages that follow now include a greatly expanded number of practitioners, and we plan to continue to update this resource annually.

A huge thank you to Curdina Hill (Clearways Consulting) and Molly Mead (Praxis Consulting), who have both done incredible work to pull this resource together. We are also grateful to all of the nonprofit leaders and practitioners who contributed to this directory. Finally, we want to recognize the contributions of our Boston Foundation colleague Talissa Lahaliyed, who managed the recent update of this directory.

Thank you for all that you do, and we hope you find this resource helpful as you work to advance racial equity in your organization.

In solidarity,



ANDREA MADU

Former Senior Program Associate, Nonprofit Effectiveness,
The Boston Foundation



JENNIFER ARONSON

Associate Vice President for Programs, The Boston Foundation

¹ Third Sector New England, Boston Foundation. *Opportunity in Change: Preparing Boston for Leader Transitions and New Models of Nonprofit Leadership*, 2017.

² Kunreuther, F., Thomas-Breitfeld, S., *Race to Lead: Confronting the Nonprofit Racial Leadership Gap*, Building Movement Project, 2017.

Introduction

Curdina Hill, ClearWays Consulting & Coaching and Molly Mead, Praxis Consulting Group

As part of its continued work to support nonprofits as it centers and advances racial equity within its organizations, the Boston Foundation partnered with us to develop a directory of racial equity capacity builders currently serving Greater Boston nonprofit organizations. The goals of the project were to:

1. Broaden the Foundation's general understanding of the field of racial equity programming, and
2. Provide the Greater Boston nonprofit community with a shareable database of consultants and programs that support nonprofits to address racial equity.

Over the last year, we interviewed and surveyed nonprofit organizations and leaders all over Greater Boston to create a database of individuals and organizations that were potential fits for the directory. In the end, 141 individuals and firms that provide racial equity consulting or training services were included in this *Boston Foundation Racial Equity Capacity Builders Directory*.

While we analyzed and reviewed the information that was submitted, we have not personally worked with all of the consultants on this list and are not recommending these organizations and individuals above others. All submissions to the directory were based on self-reported responses on surveys we sent to individual consultants and organizations within Greater Boston.

What Is in the Directory?

The directory lists 141 individuals and organizations providing racial equity capacity building services. Each entry includes, in order:

- Contact information
- Description of offerings and detailed listing of specific racial equity services provided
- Fees
- Race/ethnicity and gender identity of the consultant(s)
- Ability to facilitate meetings and/or translate materials in languages other than English
- Populations they have served
- Descriptions (in their own words) about their approach to racial equity work

The racial and ethnic diversity of the consultants and trainers doing racial equity capacity-building work in Greater Boston is extensive, and the range of services provided is broad and deep. There is even considerable capacity to facilitate and translate materials into languages beyond English, though this is an area where additional capacity is needed.

Using the Directory

Before searching for a consultant, it can be helpful to first:

- Establish your goals and expectations for the racial equity work you have chosen to pursue
- Define your desired outcomes
- Assess the readiness and capacity of your organization to do racial equity work

Once you have goals and outcomes in mind, you are ready to search the directory. Each directory entry contains a section describing the range of racial equity training and consulting services provided by that individual or organization. This is our recommendation for where to start.

We also recommend that you read the last two sections in each entry. We asked the individuals and organizations: "What is your 'sweet spot' in doing racial equity work and what should a nonprofit know about your approach if they are considering hiring you?" The answers are powerful and will help you begin to sort out which individual/organization you want to work with.

A note about fees: There is a range of what the capacity builders charge for their work. We recognize that nonprofit organizations need to invest their financial resources carefully. If you find a consultant with whom you want to work, be clear with them about your budget and explore how they can help you achieve the outcomes you want within your budget.

Selecting a Consultant

We recommend that you interview more than one capacity builder. Often the best questions begin with, "Describe a time when you..." This allows the capacity builder to offer concrete examples of their work. For larger pieces of work, you can ask several capacity builders to submit a proposal. While a consultant's experience and qualifications to help you with your racial equity work are essential, do not underestimate how important it is for the staff and board of your organization and the consultant to "click." Make sure the chemistry is right.

Most successful consulting engagements not only meet specific needs for your organization but also build your organization's capacity to continue and sustain this work in the future. Be explicit with your consultant about your desire for transfer of learning.

Finally, decide whether you need consulting or a training. While trainings are designed to build skills, consulting is designed to work with dynamics in your organization and includes facilitating change or mediating disagreements. Be clear about what you need before you dive into the work.

Race and Ethnicity of Consultants and Trainers in the Directory

There is substantial diversity in the race/ethnicity of the individuals in the directory and even more diversity in the firms. Individual consultants identify as:

- Asian Pacific Islander
- Black/African-American
- Biracial
- Latinx
- Indigenous
- Native American
- White

An analysis of the racial and ethnic identities of the consultants who work for firms shows that they are more diverse than individual consultants. A scan of firm information shows that White consultants make up no more than 25 percent of all consultants on the list and there is a substantial number of consultant and training staff who identify as Asian/Asian American, African American/Black or Latinx. Across the 141 entries we note that few people identify as Native American/Indigenous. The North American Indian Center of Boston is in the directory, but there is no other individual or firm explicitly focused on the New England Native American and Indigenous community. There are more women than men in the directory, with a number of people identifying as transgender, gender non-conforming, genderqueer or nonbinary.

Consulting and Training Services Offered

We asked providers about 17 service areas ranging from organizational assessment to change management, asking individuals and firms to check those areas where they have substantial competence doing the work with a racial equity lens. With a few

exceptions, each service area was checked by half or more of the individuals and firms. This means nonprofit organizations will have considerable choice when they look for racial equity capacity-building support. Fund Development is the least represented area.

Multilingual Facilitation and Translation Capacity

Of the organizations providing racial equity services from the survey, 40 percent have the ability to provide facilitation in Spanish, and slightly fewer have the ability to translate the racial equity materials into Spanish. Outside of Spanish and Haitian Creole, the capacity to provide facilitation or translation of racial equity materials is very limited. A number of entries note that, if additional language ability is needed, they will sub-contract with someone who can provide that language capacity.

Competence with a Range Nonprofit Organizations

We asked a number of questions about the kinds of nonprofit organizations that the capacity builders in the directory have substantial experience working with, including the sector, population served and budget size of the client organization. Individuals and firms have experience with nonprofits whose budgets are small (under \$250,000) to nonprofits whose budgets are large (over \$5,000,000). We also saw few gaps in the nonprofit sectors represented or populations served by the organizations that consultants are experienced working with.

While this directory contains a broad array of capacity builders, we recognize that there are and will be organizations who provide these services that are not included in this directory. This document is the first revision of the original in our attempt to create a comprehensive directory, containing many new entries and the continued hope that entries will be regularly added and updated in the future.

We want to thank all of the nonprofit leaders and capacity builders who contributed to this directory. We hope that this tool is a useful resource for you as you work toward your organizational racial equity goals.

We also would like to acknowledge Judy Freiwirth, Principal at Nonprofit Solutions Associates and board member of the Alliance for Nonprofit Management. Her knowledge of survey design meant that we asked better questions in the survey that formed the basis of the information in the directory. Judy also did considerable outreach to encourage her broad network of racial equity capacity builders to consider listing themselves in the directory.

Using the Directory Online

Navigate to the Edit Menu and select “Find.”

A search bar will come up; type in one of the services listed below.

Use “Next” to navigate through the document.

Below are search terms you might use:

TRAINING CAPACITIES

Change Management

Community Engagement

Community/Social Justice Organizing

Cultural Competence

Cultural Humility

Evaluation/Outcome Measurement

Fund Development

Governance/Board Development Re: RE/DEI

Human Resources (e.g., Recruitment, Hiring, Retention)

Leadership Coaching

Leadership Development

Operational or Business Planning

Organizational Assessment

RE Consulting

RE Training

Staff Development Re: RE/DEI

Strategic Planning

Training of Trainers

Work Focused Specifically for People of Color in an Organization
(Staff, Board, Volunteers)

Work Focused Specifically for White Members of an Organization
(Staff, Board, Volunteers)

SECTOR FOCUS

Higher Education

K-12 Education

Early Childhood Education

Jobs and Economic Development

Arts and Culture

Health Care

Mental Health

Community Development and Housing

Social Services/Human Services

Advocacy and/or Community Organizing

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Alane Consulting (Ind)

Email	Alaneconsulting@gmail.com
Phone	617-448-6133
Website	
Description	I build inclusive workplaces and communities through training, coaching and strategic planning. I have been on this journey of equity and inclusion, professionally, for 25 years. Equity is woven into every part of my work. I gently and gracefully work to shift people's mindsets around how our biases impact our decision making and how people experience our organizations. I have developed and delivered many trainings. My training series, The Journey to Inclusion and Equity® is a series of trainings that explore approaches, tools and strategies to becoming more equitable. I have coached organizational leaders around equity and inclusion and how to create open and affirming workplaces, as well as how to assess and improve their systems, policies and procedures.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI Leadership Coaching, Staff Development re: RE/DEI, Cultural Competence Human Resources (e.g., recruitment, hiring, retention, advancement), Strategic Planning, Community/Social Justice Organizing
Sector Focus	Education: Higher Ed, Community Development & Housing, Social Services/Human Services, Advocacy and/or community organizing
Fees	\$125.00 per hour
Racial & Ethnic Identities of Consultants	Black
Gender Identity of Consultant	Woman
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Youth, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	
Most important for interested organizations to know about you and your approach to RE/ DEI work?	

All Aces, Inc. (Org)

Email	info@allacesinc.com
Phone	888-795-6569; Ext. 101
Website	www.allacesinc.com
Description	All Aces, Inc. is a social enterprise that helps people, communities and organizations to address difficult situations and topics. Our mission is to activate consciousness, catalyze critical thinking and transform capabilities to advance racial equity and build resilience. Our services include: speaking, coaching, strategic workshops and an online learning community.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Training of Trainers, Strategic Planning, Operational Planning, Fund Development, Evaluation/Outcome Measurement, Work Focused Specifically for White Staff, Board, Volunteers; Work Focused Specifically for People of Color Staff, Board, Volunteers
Sector focus	Education: K-12, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Social Services/Human Services
Fees	All Aces services are charged per project. Discounted rates are provided to nonprofits.
Racial & ethnic identities of consultants	Black/African American, Black/Caribbean, Asian/Cambodian, White/Irish
Gender identity & gender expression of consultant(s)	Male, Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Our racial equity work is embedded with a focus on resilience.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	The All Aces family seeks to hold itself accountable to reflecting our own organizational vision—resilient people and organizations with the humanity to foster belonging, the humility to learn, and the hope to envision and create a better world.

Ann L. Silverman Consulting (Org)

Email	annsilvermanconsulting@gmail.com
Phone	617-901-0781
Website	www.annsilverman.com
Description	We help community-based nonprofits and community development funders through change with executive search, assessment, strategy and program development work. We train new and emerging leaders, and coach and train people seeking to enter the community development field. We aim to apply a racial equity framework to our work, and have placed a priority on helping people of color grow in the community development field.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Leadership Coaching, Human Resources, Strategic Planning, Operational Planning, Change Management, Program Design. We use a racial equity lens in our organizational assessment and hiring work and have done program development and training for programs that seek to increase the advancement of people of color in community development and related work.
Sector focus	Community Development and Housing
Fees	Hourly Rate: \$100–\$150. We are willing to discuss rates with small community based groups.
Racial & ethnic identities of consultants	White
Gender identity & gender expression	Female
Facilitation in additional languages?	Spanish, Hebrew
Translation of materials in additional languages?	Spanish, Vietnamese
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Elderly/Seniors, Immigrant, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	Helping individuals of color advance in community development.
Most important for interested organizations to know about your approach to RE/DEI work?	Our RE/DEI work is embedded in our consulting. We are committed to, and invest in, the organizations and individuals we work with.

Anti-Racism Collaborative (Org)

Email	information@antiracismcollaborative.org
Phone	617-800-3658
Website	www.antiracismcollaborative.org
Description	Anti-Racism Collaborative (ARC) is a multi-racial collective of anti-oppression educators and activists committed to supporting the movement for racial justice and equity. ARC provides open-to-the-public courses and workshops, organizational trainings and consulting, and social movement partnerships.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Social Services, Community Organizing, Structural/Policy Change
Fees	For organizations with annual budgets up to \$400,000, we charge between \$200 and \$2,000 per training. For organizations with annual budgets between \$400,000 and \$2 million, we charge \$2,000-\$4,000 per training. For organizations with annual budgets over \$2 million, we charge \$4,000-\$6,000.
Racial & ethnic identities of consultants	Black American, Black Caribbean Diaspora (Jamaican), Latinx (Puerto Rican, Mexican, Venezuelan), South East Asian (Bangladeshi, Indian), White (Irish, British Canadian), Non-Native American Indigenous (Sami)
Gender identity & gender expression	Transgender, Nonbinary, Cisgender Female, Cisgender Male
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Able, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced, Various Religious Entities
"Sweet spot," or greatest contribution, to your clients/participants?	Our real gift, outside of direct training work, is accompanying our clients through change processes and coaching.
Most important for interested organizations to know about your approach to RE/DEI work?	The work we do confronting systemic racism and oppression is grounded in intersectionality and the belief that no oppression exists in isolation.

Arts Connect International (Org)

Email	marian@artsconnectinternational.org
Phone	
Website	www.artsconnectinternational.org
Description	Arts Connect International (ACI) builds equity and inclusion in, and through, the arts. We partner with organizations, institutions and individuals committed to anti-racism and anti-oppression practices. Our goal is to move toward cultural equity and creative justice in the arts and culture sector, and to accomplish this we offer a suite of services to fortify this sector-wide development.
Racial equity/DEI Consulting/ Training Capacities	Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Cultural Humility, Evaluation/Outcome Measurement, Community Engagement, Community/Social Justice Organizing, Change Management
Sector Focus	Higher Ed, Arts and Culture
Fees	Sliding scale, average \$150/hour
Racial & Ethnic Identities of Consultants	Not Specified
Gender Identity & Gender Expression of Consultant(s)	Not Specified
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, People who are differently abled, Immigrant, LGBTQ+ White, Low-Income/ Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	ACI's work focuses on deeply understanding one's own positionality within this work; we start from the individual (micro) and move to the organization and ecosystem (macro). Our sweet spot is the arts and culture sector.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are arts-based and arts-focused and employ culturally relevant pedagogy and universal design for learning.

Bethany M. Allen (Ind)

Email	bmayallen@gmail.com
Phone	617-319-1812
Website	None
Description	I help individuals, organizations and communities identify and disrupt systems of oppression through an approach rooted in queer black feminist theory and restorative practices. I guide participants on the internal work of “unmaking” the version of ourselves that has been fashioned by the interlocking structural systems of oppression that make up white supremacy. This is a key first step in a larger process that seeks to create a political framework for relationship and coalition building within and across organizations, communities and movements.
Racial equity/DEI consulting/ training capacities	Governance/Board Development, Leadership Development, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Community Engagement, Community/Social Justice Organizing, Change Management, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization
Sector focus	K-12 Education, Health Care, Advocacy, Community Organizing
Fees	Hourly Rate: \$100–\$150. I work with most nonprofits to arrive at a cost that is appropriate for my time and labor and within the organization’s budget.
Racial & Ethnic Identities of Consultant	Biracial/Black
Gender identity & gender expression	Cisgender Woman
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations: significant experience providing RE/ DEI consulting or training services?	Youth, LGBTQ+
“Sweet spot,” or greatest contribution, to your clients/ participants?	Creating understanding that DEI is emotional work that requires vulnerability (and creating conditions that allow that to emerge), encouraging people to reject shame, and that the goal is to create liberated (not just diverse) spaces.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	My work is ultimately about freedom and decentralizing white supremacy culture. It is meant to support healing among those most harmed by white supremacy (even while acknowledging that white supremacy harms everyone, including White people), promote understanding and care across differences, and foster spaces that allow all people to show up as their authentic selves—without threat or fear of violence—and be recognized as fully human.

Big Sister Association of Greater Boston (Org)

Email	bigsisiter@bigsisiter.org
Phone	617-236-8060
Website	www.bigsister.org
Description	We are committed to supporting diverse, equitable and inclusive environments for our staff, volunteers and girls. To build a more culturally responsive community, we have created a training customized for the workplace. Facilitators guide the group in understanding institutional oppression and how it is reflected in everyday occurrences. Individuals develop an understanding of culture and how everyone has a unique culture of their own. This training concludes with a discussion about microaggressions and how, as individuals, we can actively commit to change for a more culturally responsive community.
Racial equity/DEI consulting/training capacities	Staff Development, Cultural Competence, Training of Trainers
Sector focus	Education: Higher Ed, Social Services/Human Services
Fees	Hourly Rate: \$100–\$150. We charge an hourly fee, based on the training taking at least three hours. Our pricing model is flexible, and we could accommodate a flat fee for the project if that is best suited to the recipient's needs.
Racial & ethnic identities of consultants	Biracial (White/Pacific Islander), White
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, White
"Sweet spot," or greatest contribution, to your clients/participants?	We provide training about cultural responsiveness and make the concept accessible to the general population.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We can tailor the training to the needs of the group.

Black Star Enterprises (Ind)

Email	lloydsheldonjohnson@gmail.com
Phone	617-441-9945
Website	www.blackstarenterprises.com
Description	We use mindfulness, meditation and other strategies of empowerment to inspire leaders to think differently about their organizations, the people who work in them and the clients they serve. We don't seek to think "outside of the box" because we have never been in it. We design unique activities to motivate people to think above and beyond. We design strategies based on clients' needs and to not use a template for program implementation.
Racial equity/DEI Consulting/ Training Capacities	Leadership Development, Leadership Coaching, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Training of Trainers, Community Engagement, Community/Social Justice Organizing, Change Management
Sector Focus	Higher Ed, K-12 Education, Social Services/Human Services
Fees	On average, we may bill anywhere between \$2,000 to \$7,000 per day; all is dependent on how much time it takes to build a viable and effective plan of action and how many participants will be involved.
Racial & Ethnic Identities of Consultants	BIPOC, African American, African, Latinx, White, Biracial
Gender Identity & Gender Expression	GLBTQ
Facilitation in additional languages?	Spanish, Haitian Creole
Translation of materials in additional languages?	Spanish, French, Haitian Creole
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth Immigrant, LGBTQ+, Black or African American White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	With well over four decades of work in both the public and private sector, our strongest area of expertise would be education. We have been involved with both public and elite private schools, colleges, universities, public health facilities, community organizations and agencies across cultures, both inside and outside of the United States.
What is most important for interested organizations to know about your approach to RE/DEI work?	We look at the entire landscape before we offer a strategic plan. This is not easy work; it is challenging. And in order to be successful at it, a "mindful" approach, rooted in a humanity that does not fear taking risks in order to effect real <i>and</i> lasting change must be considered as we live in a time when a new way of "seeing" must be engaged if we are to have a new vision that works!

BluesEnBop (Ind)

Email	jkentalex@gmail.com
Phone	413-455-5724
Website	www.linkedin.com/in/johnkentalexander
Description	I am an anti-racist and workplace culture consultant who develops organizational frameworks for dismantling systemic inequities, implicit biases and racial disparities. I also facilitate community planning and evaluation processes to help organizations develop and maintain equity-based accountability to the communities they serve.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Training of Trainers, Strategic Planning, Evaluation, Community Engagement, Community Organizing, Change Management, Power Exploration Using Somatics, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$100–\$150. I am more than willing to “bend” my fee for global majority–led organizations.
Racial & Ethnic Identities of Consultant	Black American
Gender identity & gender expression of consultant(s)	Cisgender Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, LGBTQ+, Black or African American, White, Low-Income/Low-Wealth/ Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	The great majority of my clients come away feeling “seen and heard” as well as able to be honest in community.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I am frequently told that my approach is “novel” due to my ability to be compassionate while seeking transformation.

Bob Van Meter (Ind)

Email	bvanmeter423@gmail.com
Phone	978-621-6298
Website	None
Description	I have worked to develop teaching tools to educate communities on the historical roots of racial segregation in housing and how current practices in many communities regarding zoning and permitting of housing perpetuate housing discrimination and drive the racial wealth gap and restrict opportunities for people of color. This work is focused on engaging people to become advocates for inclusive housing efforts in their local communities and in broader policy change efforts.
Racial equity/DEI consulting/training capacities	Community Engagement, Community/Social Justice Organizing
Sector focus	Community Development and Housing, Advocacy and Community Organizing. My work to date has focused on educating primarily White suburban communities who are interested in racial justice but not aware of the impact of housing segregation.
Fees	Hourly Rate: \$75-\$100
Racial & Ethnic Identities of Consultant	White
Gender identity & gender expression of consultant(s)	Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	None specified
"Sweet spot," or greatest contribution, to your clients/participants?	Making connections between history of racial discrimination and current realities.
What is most important for interested organizations to know about your approach to RE/DEI work?	I have deep practical experience in affordable housing and community building as well as experience in how suburban communities deal with issues of affordable housing and the connection of housing segregation to racial equity.

Bonita Jones and Associates/dba A Relaxed Attitude (Org)

Email	bonitajones81@gmail.com
Phone	617-445-8946
Website	
Description	Bonita Jones creates, manages and implements Mindfulness Based Stress Reduction programs, Trauma Sensitive Mindfulness training and Strategic Consulting developed to meet your organizational, leadership and staff development goals. She serves multiple industries and sectors including healthcare, nonprofit, corporate, higher education and government as well as organizations championing diverse, equitable and inclusive hiring and promotion.
Racial equity/DEI Consulting/ Training Capacities	Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Community Engagement
Sector Focus	Nonprofit Education
Fees	Bonita Jones' typical hourly rate is \$275 with sliding scale for small nonprofits with fewer than 10 employees.
Racial & Ethnic Identities of Consultants	African American
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men Elderly/Seniors, People who are differently abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Creative training and strategic visioning and planning
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Bonita Jones brings over 30 years of training and development consulting experience with an honest, insightful, and committed approach to communities' and organizations' diversity, equity and inclusion goals and outcomes.

Boston Impact Initiative (Org)

Email	aliana@bostonimpact.com
Phone	617-383-1595
Website	www.bostonimpact.org
Description	We make investments into enterprises (for-profit and nonprofit) to close the racial wealth divide in Eastern Massachusetts. We provide technical assistance to our portfolio companies to increase their positive impact on local communities of color by increasing ownership opportunities, improving job quality, compensation and benefits, and diversifying their customer base and suppliers.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Human Resources, Operational or Business Planning, Resource Development, Evaluation/Outcome Measurement
Sector focus	Jobs and Economic Development, Arts and Culture, Community Development and Housing
Fees	We do not charge for the work we do.
Racial & ethnic identities of consultants	African-American, Black of Caribbean descent, Latinx, White, Asian
Gender identity & gender expression of consultant(s)	Male, Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Immigrant, Latinx, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Our specialty is organizational development.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our consulting services come along with a Boston Impact Initiative investment.

Brain, Bias and Being (Org)

Email	brainbiasbeing@gmail.com
Phone	339-222-8486
Website	www.brainbiasbeing.org
Description	We facilitate workshops that explore the interactions of brain processes with social structures that underlie racism and how implicit assumptions guide behavior; grapple with the negative impact of well-intended words and actions; and practice steps to counteract these. We also design and lead interventions that support a culture of inclusion.
Racial equity/DEI Consulting/ Training Capacities	Governance/Board Development re: RE/DEI, Leadership Development, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Training of Trainers, Change Management
Sector Focus	Higher Ed, Arts and Culture, Health Care, Mental Health
Fees	Workshops are priced on a sliding scale, based on the goals, size of the group, number of sessions, session length and type of organization.
Racial & Ethnic Identities of Consultants	African American, White
Gender Identity & Gender Expression of Consultant(s)	Cisgender Male
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Bridging science and racial experience, practicing evidence-based approaches, comfortably modeling interracial discourse.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We explore the ways our brains work, the roots of social biases and effective strategies for cultural change.

Brianna Boggs Coaching & Consulting (Ind)

Email	briannaboggs@gmail.com
Phone	614-783-3242
Website	www.briannaboggs.com
Description	Brianna Boggs supports executives and boards of directors through leadership challenges. She focuses on racial equity (dismantling white supremacy culture, supporting leaders of color in white-founded organizations, helping white leadership build tolerance for racial stress, preparing organizations for transition) and fundraising (building skills, confidence and creative strategies; responsibly transitioning funding relationships from founders to new leaders; consulting on the place where money and race meet).
Racial equity/DEI consulting/training capacities	Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Strategic Planning, Fund Development, Change Management, Work Focused Specifically for White Members of an Organization
Sector focus	Jobs and Economic Development, Arts and Culture, Health Care, Human Services, Advocacy and Community Organizing, Structural/Policy Change
Fees	I typically charge individuals or grassroots organizations \$150/hour and mid-size to large organizations \$250/hour.
Racial & Ethnic Identities of Consultant	White, of mixed European descent
Gender identity & gender expression of consultant(s)	Cisgender Woman
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations: significant experience providing RE/DEI consulting or training services?	Women, Youth, Immigrant, LGBTQ+, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	I'm told that I work quickly to build deep trust and assess levers for change, and that I'm a motivating coach as leaders face change. My personal assessment of "sweet spot" is working with folks dealing with the confluence of race and money, an important intersection of power.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	My 20+ years of fundraising and nonprofit leadership have shaped me in distinct ways. My RE/DEI-focused coaching and consulting is deep, personal and direct. Nonprofits rarely have the luxury of time, resources and reasonable expectations. We need to do right by our people, internally and externally, and we need to do it right now. I help leaders get to the heart of the matter, then build the will, trust and skills to make our organizations better.

BRIDGE (Org)

Email	Gwendolyn.hvs@multiculturalbridge.org
Phone	413-394-4305
Website	Multiculturalbridge.org
Description	BRIDGE is a grassroots community organizing organization that supports laying the foundation of cultural competence in your workplace and communities through poverty & privilege and race & gender equity frameworks. We are committed to transformation. We provide IDEA (Inclusion, Diversity, Equity and Access) coaching and consulting where we pair you with subject matter experts in anti-racism, systems thinking, resilience and inclusive leadership.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Community eEngagement, Community/Social Justice Organizing, Change Management
Sector Focus	Education: Higher, K-12, Early Childhood; Arts and Culture, Health Care, Mental Health, Social Services, Community organizing, Structural/Policy Change
Fees	Sliding scale for budgets, nonprofits and corporations. \$2400-\$5000/day. \$450-1,000/session. \$300-\$550/1:1 Leadership coaching
Racial & Ethnic Identities of Consultants	Black American, Black African, Latino
Gender Identity & Gender Expression	Nonbinary, Cisgender
Facilitation in additional languages?	Spanish, French
Translation of materials in additional languages?	Spanish, French
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Able, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	The cultural change is long lasting and everyone is welcome to the conversation. There isn't either/or, right/wrong thinking
What is most important for interested organizations to know about your approach to RE/DEI work?	We have great success. We view our relationship as a partnership and a part of network building. Change takes time and steady commitment, resources and practice so we enter the relationship for the long haul!

Building Audacity (Org)

Email	nakia@buildingaudacity.org
Phone	857-264-1348
Website	www.buildingaudacity.org
Description	We support youth practitioners in their effort to prioritize Black and Brown children. We do this by reviewing program curriculum and human resource policies, and designing and facilitating equity training.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Staff Development re: RE/DEI, Training of Trainers, Community Engagement, Community/Social Justice Organizing
Sector Focus	Higher Ed, K-12 Education, Early Childhood, Mental Health Social Services/Human Services, Advocacy and/or Community Organizing
Fees	Workshops range from \$500-1,000 per trainer and customized packages range from \$175 to \$200 per hour. A sliding scale is available.
Racial & Ethnic Identities of Consultants	African American, Dominican, Nigerian, White
Gender Identity & Gender Expression of Consultant(s)	Queer, Lesbian, Heterosexual
Facilitation in additional languages?	Spanish, Haitian Creole, Portuguese
Translation of materials in additional languages?	Spanish, Portuguese
Populations for which you have significant experience providing RE/DEI services?	Women, Youth, LGBTQ+ Black or African American White, Low-Income/Low-Wealth/Under-Resourced, Adults Working with Youth
"Sweet spot," or greatest contribution, to your clients/ participants?	Trauma-informed, youth focused DEI consulting/training
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We approach all services with our intro "White Elephant" workshop. The workshop helps introduce DEI concepts such as bias, norms, collaborative decision making, etc. We believe it is the best way to build a shared understanding of the impact of systems of oppression. Once a shared understanding is started, we then apply the understanding to the organization's programs and policies.

C. Thomas & Associates (Ind)

Email	tellcarole@mac.com
Phone	508-947-5755
Website	www.carolecopelandthomas.com
Description	Carole Copeland Thomas has been on the cutting edge of empowering people from a cross-cultural perspective for over 33 years. She creates change from within and gets the job done on time and under budget. Through her global diversity services, Carole takes the guesswork out of building strong cross-cultural connections that survive and thrive.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Evaluation/Outcome Measurement, Community Engagement, Community Organizing, Change Management, Global Issues Impacting U.S.-Based Organizations
Sector Focus	Higher Ed, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health Social Services, Advocacy and/or Community Organizing, Structural/Policy Change
Fees	Carole's services are based on value, not on an hourly rate. Scope of the work and stages of development determine the cost of services.
Racial & Ethnic Identities of Consultants	African American
Gender Identity & Gender Expression	Female
Facilitation in additional languages?	If required, C. Thomas & Associates will partner with multilingual diversity colleagues.
Translation of materials in additional languages?	If required, C. Thomas & Associates will partner with multilingual diversity colleagues.
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	History and its impact on racial equity within organizations. The use of stories and their impact on racial transformation.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	If you're looking for "window dressing," I'm not your consultant. I want to work with serious organizations that are looking to change their DEI trajectory.

Callie Watkins Liu, PhD (Ind)

Email	calliewatkinsliuphd@gmail.com
Phone	617-291-9508
Website	CallieWatkinsLiuphd.wordpress.com
Description	I infuse an anti-racist and social movement perspective into areas of research, organizational dynamics, evaluations, pedagogy and community engagement. Consulting services have ranged from conducting a workshop to assessing work processes, to providing guidance on projects and facilitating conversations about social justice, race and anti-oppression. I am especially dedicated to enhancing the strategy and capacity of social movement organizations led by people of color.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Training of Trainers, Strategic Planning, Community Engagement, Community/Social Justice Organizing
Sector Focus	Higher Ed, K-12 Education; Community Development & Housing Advocacy and/or Community Organizing, Structural/Policy Change
Fees	My standard rate is \$250/hour but the rate may vary depending on the type of project and budget of the organization.
Racial & Ethnic Identities of Consultants	Black American and Cape Verdean American
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	Spanish, Cape Verdean Creole
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Immigrant, Black or African American Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	I specialize in capacity building, organizational assessment, leadership development and translating justice aspirations into context-specific next steps.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	This is a collaborative process focused on getting you and your organization to the next growth area, and developing the leadership of you and those around you.

Cause Strategy Partners (Org)

Email	erin@causestrategypartners.com
Phone	201-803-0351
Website	www.causestrategypartners.com
Description	Cause Strategy Partners' flagship programs, BoardLead and BoardLearn, elevate and transform leadership in the social good sector by partnering with top companies, professional services firms and foundations to recruit, place, train and support their professionals for board positions with organizations making a difference in their communities. We have a strategic focus on supporting organizations advancing racial equity or led by BIPOC individuals, as well as placing candidates of color.
Relevant/DEI Consulting/Training Capacities	Governance/Board Development re: RE/DEI, Leadership Development
Sector Focus	All. Our organization works with a wide variety of cause areas. The scope of our work is not limited by sector.
Fees	Nonprofits pay nothing to participate in BoardLead, but must submit an application and be selected for the program. For Cause Strategy Partners' additional DEI board development consulting, we charge based on the scale of the engagement.
Racial & Ethnic Identities of Consultants	African American, Asian American, Caucasian, Multi-Ethnic, Nigerian
Gender Identity & Gender Expression of Consultant(s)	Cisgender Male, Cisgender Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	All. Our organization works with a wide variety of populations served. The scope of our work is not limited by sector.
"Sweet spot," or greatest contribution, to your clients/participants?	
What is most important for interested organizations to know about you and your approach to RE/DEI work?	

Chioma Nnaji (Ind)

Email	chioma.nnaji@gmail.com
Phone	857-325-1489
Website	
Description	We provide facilitation, training and technical assistance to organizations working to advance racial equity. Our expertise is integrating an anti-racist lens. We design the process to be: (1) participatory and inclusive, (2) innovative and tailored and (3) thoughtful and comprehensive. We focus on capturing each group's broader vision and strategies as well as outlining actionable and measurable tactics that can be used to evaluate progress over time.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Training of Trainers, Strategic Planning, Community Eengagement, Community/Social Justice Organizing, Coalition/Partnership Building
Sector Focus	Health Care, Mental Health, Social Services/Human Services, Advocacy and/or Community Organizing
Fees	\$125. We have a sliding scale for community-based nonprofit organizations.
Racial & Ethnic Identities of Consultants	White, Latinx, and Black, including African-American, African and Caribbean
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish, Haitian Creole
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth Immigrant, LGBTQ+, LatinX, Black or African American Low-Income/Low-Wealth/Under-Resourced, People Living with HIV, People Dealing with Substance Use
"Sweet spot," or greatest contribution, to your clients/ participants?	Facilitation of processes that lead to tangible outcomes and action steps
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Ongoing self reflection as individuals and organizations is critical to the process of understanding racial inequities and implementing policies and practices advancing racial equity. We value centering the voices, experiences and ideas of people most impacted by racial inequities—Black, Indigenous and other people of color.

CHNA 17 (Org)

Email	chna17info@gmail.com
Phone	617-331-3627
Website	chna17.org
Description	CHNA 17's mission is to promote healthier people and communities by fostering community engagement, elevating innovative and best practices, advancing racial equity and supporting reciprocal learning opportunities to address the needs of the most marginalized members of our communities. We offer trainings, learning communities, and grants.
Racial equity/DEI Consulting/ Training Capacities	Leadership development Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Training of Trainers
Sector Focus	Health Care, Mental Health, Social Services/Human Services, Structural/Policy Change
Fees	In general, our trainings are free and open to the public.
Racial & Ethnic Identities of Consultants	Not Specified
Gender Identity & Gender Expression of Consultant(s)	Not Specified
Facilitation in additional languages?	
Translation of materials in additional languages?	
"Sweet spot," or greatest contribution, to your clients/ participants?	We are skilled at building networks of organizations centering racial equity in their work. Our coalition does this work from the inside out, and documents our approaches through case studies. This provides concrete examples of how to approach this Herculean, never-ending work in a way that our partners find very helpful.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We have inherited, and are part of, a pervasive system of racial inequities. We work to eliminate these inequities through resources and programs that illuminate stories and lived experiences, which reflects our values and deepens relationships. We strive to be a bridge for our professional network of health providers and their communities. We embrace engaged activism's healing aspects for transforming racial inequalities and systems of oppression and bring our optimism, curiosity and willingness to change to this never-ending work and to our collective liberation.

Christopher McMullen, MBA (Ind)

Email	mcmullen.ca@yahoo.com
Phone	617-586-9756
Description	We help organizations leverage the power of people, repairing and enhancing relationships so that groups can articulate and achieve shared goals. From miscommunication and conflict to brainstorming and visioning, we help remove obstacles to organizational achievement and group success.
Racial equity/DEI Consulting/ Training Capacities	Leadership Development, Staff Development, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Human and Civil Rights, Community Engagement, Peace Work, Community Development, Human Services, Advocacy, Community Organizing, Cultural/Policy Change, Compliance, Soft Skills Development (DEI, Communication, Conflict, Change Management, etc.), Strategic Planning, Visioning, Mediation, Conflict Resolution and Transformation
Sector Focus	Higher Education, Government and Governmental Agencies, Corporate, Transportation, Unions, Non-Governmental Organizations, Peace Centers, Community Groups, Artists and Cultural Organizations
Fees	Sector and project dependent: hourly range \$150–250 per hour for face-to-face work. Negotiated by project and organization size. All trainings are custom designed to achieve client objectives.
Racial & Ethnic Identities of Consultants	Afro-American, Cape Verdean American
Gender Identity & of Consultant(s)	Cisgender Male
Facilitation in additional languages?	Will co-facilitate in Spanish
Translation of materials in additional languages?	Spanish, French
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black/African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced, Working Class, High-Income/High Wealth/Well-Resourced, Limited English
“Sweet spot,” or greatest contribution, to your clients/ participants?	Helping clients gain deeper insights into their realities and achieve breakthroughs in collaboration and visioning. Identify and actualize new goals plus the strategies to realize them.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	All services—training, facilitation, assessment, conflict management, et al.—are customized to the needs and constraints of the client. DEI suffuses our work and helps overcome other types of group obstacles due to dysfunctional siloing or stratification.

Chu Huang (Ind)

Email	Chu.huang@gmail.com
Phone	857-891-6922
Website	None
Description	I facilitate trainings that are co-created to meet your group's goals. I have experience with facilitating workshops on social justice through the framework of an Asian American lens.
Racial equity/DEI consulting/training capacities	Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Community Engagement
Sector focus	Higher Ed, K-12 Education, Arts and Culture, Community Development and Housing, Human Services, Advocacy and Community Organizing.
Fees	\$500 for a three-hour training that includes preparation time and facilitation and meetings to co-design the workshop. I am open to discuss my rates.
Racial & Ethnic Identities of Consultant	Asian American
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	Cantonese
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Youth, Immigrant, Asian American and Pacific Islander, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	I am grounded in the historical context of race and make connections to local Boston issues.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	It's important to know that change and process take time. It is important to co-design and trust that the process in shifting perspectives requires patience and willingness.

Citizens for Juvenile Justice (Org)

Email	leonsmith@cfjj.org
Phone	617-817-1488
Website	www.cfjj.org
Description	Citizens for Juvenile Justice’s mission is to advocate for statewide systemic reform that achieves equitable youth justice in Massachusetts. Our Race Equity Partnership Program is built on race equity principles and core competencies developed collaboratively by training directors across the Massachusetts juvenile justice and child welfare system. The theory of change is: When organizations implement race equity principles and competencies through policy improvement and increased training opportunities, this will impact organization-level outcomes and contribute toward positive population-level equity outcomes for children, families and communities served.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Cultural Humility, Evaluation/Outcome Measurement, Community Engagement, Change Management
Sector Focus	Social Services/Human Services, Government Agency
Fees	The assessment phase (\$2,500) involves two action steps that transpire over two months: a preliminary meeting with leadership to set expectations and develop a detailed timeline and work plan, and performing an organizational self-assessment that identifies areas of focus and selects members of an internal working group that will continue to implement the work plan. An action phase (\$7,500) involves ongoing technical assistance in work plan implementation.
Racial & Ethnic Identities of Consultants	Black/African American, North African/Middle Eastern, White
Gender Identity of Consultants	Male, Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Asian American and Pacific Islander, Black or African American White
“Sweet spot,” or greatest contribution to clients	
What is most important for organizations to know about you and your approach to RE/ DEI work?	

ClearWays Consulting and Coaching (Ind)

Email	dinajh3@gmail.com
Phone	617-524-3907 (office) 617-512-6985 (cell), Calls preferred office #
Website	www.curdinahill.org
Description	Curdina Hill has over 20 years' experience working with nonprofits around issues of race, cultural competency and racial equity. She has collaborated with senior leaders and staff to build Racial equity/DEI in their organizations and clarify strategies for making shifts. Her focus includes shifting culture and processes to elevate roles of people of color in dominant group organizations.
Racial equity/DEI consulting/training capacities	Leadership Development, Coaching, Staff Development, Racial Equity Lens Building, Transformational Learning Design, Organizational Systems Change, Training re: Systemic Racism, Cultural Competency, Advancing Racial Equity with Primarily White Teams or Primarily People of Color Teams
Sector focus	Advocacy and Community Organizing, Community Planning and Development, Health Care, Human Services, Education, Professional Development, Structural/Policy Change
Fees	I typically charge individuals or small organizations \$150-\$175/hour and mid-size to large organizations \$200-\$250/hour. Negotiable based on sliding scale.
Racial & Ethnic Identities of Consultant	African American
Gender Identity & Gender Expression	Cisgender Woman or Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	Translate materials into Spanish or Haitian Creole if working with members of that group or need to reach out to a broader audience.
Populations for which you have significant experience providing RE/DEI services?	Racially Mixed, Majority White, Black or African American, People of Color, LGBTQ, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Building a systemic understanding of our racialized society and organizations and creating transformative learning frameworks and processes.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Has an inside-outside approach both at an individual and systems level. Connecting personal awareness to the expansion of one's racial lens and to increasing one's understanding of racial/intersectional inequities and their function in policy formation, dominant story and practices. Passion for helping organizations build organizational alignment around racial equity and creating inclusive cultures. Helps organizations, leadership and staff become more aware of what it means to do the work of creating a racially equitable and inclusive organization in a white dominant context.

Community Change, Inc. (Ind)

Email	pmarcus@communitychangeinc.org
Phone	617-523-0555
Website	www.communitychangeinc.org
Description	We root our work in the mission, vision and values of our clients recognizing the role of racism. We address racism and white supremacy as a system rooted in the foundation of our country. We support clients to build a critical mass of knowledge, skills and dispositions. We collaborate to build a learning culture.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Community Engagement, Community Organizing, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Human Services, Advocacy and Community Organizing, Structural/Policy Change.
Fees	Hourly Rate: \$100–\$150. We charge fees that meet the organization’s budget for the work. Our fee negotiations are influenced by the size of the organization’s overall budget.
Racial & ethnic identities of consultants	African American, White
Gender Identity of Consultants	Cisgender Female, Cisgender Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations: significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	We support organizations to think about and address issues of oppression—particularly racism and white supremacy—systemically. We get a lot of positive feedback about our process and the learning communities we create.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Donna Bivens and Paul Marcus bring over 50 years of combined experience in anti-racism/ racial justice work. Both have served as directors of nonprofits. They have facilitated workshops and consultations around the country. They also have years of experience training, coaching and teaching at the under-graduate and graduate levels and organizing for racial justice and equity. We always work collaboratively and see ourselves as co-learners with our clients.

Concerned Black Men of Massachusetts, Inc. (Org)

Email	info@cbmm.net
Phone	
Website	www.cbmm.net
Description	As a nonprofit organization serving the local community who meet the needs of Black and Brown boys, Concerned Black Men of Massachusetts, Inc can provide individual or group training to organizations dedicated to asserting the Black male's importance to the perpetuation of family and community cohesiveness through education, social and cultural principles, equity, inclusion and economic interdependence.
Racial equity/DEI Consulting/ Training Capacities	Leadership development Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Competence, Community Engagement, Community/Social Justice Organizing
Sector Focus	Higher Ed, K-12 Education; Community Development & Housing, Social Services, Advocacy
Fees	CBMM does not have set rate for trainings, all training and professional development fees are determined on a sliding scale.
Racial & Ethnic Identities of Consultants	Not Specified
Gender Identity & Gender Expression of Consultant(s)	Not Specified
Facilitation in additional languages?	
Translation of materials in additional languages?	Yes, with proper notice for translated materials in a specific language.
Populations for which you have significant experience providing RE/DEI services?	Men, Youth, Latinx, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	An established, three-decade history of serving the City of Boston.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Organizations seeking training from CBMM will be a partner in learning and he beneficiary of collectiveness in training and development.

Conditioning Leaders (Org)

Email	madeline@conditioningleaders.com
Phone	617-320-7381
Website	www.conditioningleaders.com
Description	We support mission-driven leaders with sustainable organizational leadership and personal alignment. Our clients include nonprofit leaders, community and network leaders, business leaders and family leaders. We guide leaders, organizations and networks to develop equitable and inclusive culture change.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence/Humility, Training of Trainers, Human Resources, Strategic Planning, Evaluation, Community Organizing, Change Management, Trauma Informed and Restorative Justice Approach, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Human Services, Advocacy and Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$150-\$200. For smaller and more grassroots organizations we have a lower rate than larger or national nonprofit organizations.
Racial & ethnic identities of consultants	White, African-American, Asian-Cambodian, Latino
Gender Identity & Gender Expression	Cisgender Male, Cisgender Female
Facilitation in additional languages?	Spanish, Mandarin
Translation of materials in additional languages?	No
Populations: significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Building capacity of an organization to create and sustain an equity team, supporting orgs to implement four key elements of successful RE and DEI work: Foundational Shared Analysis, Cultural Assessment, Education and Training and Policy and Program Implementation.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are inspiring. A diverse group of leaders grounded in healing and trauma-informed approaches, we believe in restorative justice practices. We understand the body doesn't lie. Our work is physical, emotional, spiritual, intellectual. We understand that transformation occurs in the civic and personal domains of life and that process drives content and outcomes. We are masterful, intentional process experts. We talk about white supremacy as foundational to what keeps racial inequity in place.

Courageous Conversations Towards Racial Justice - Milton, Mattapan (Org)

Email	CourageousConversationsMilton@gmail.com
Phone	None
Website	www.CourageousConversations-Milton.org
Description	We believe that racism impacts all of us and operates in our community, country and world on a personal and systemic level. Through a monthly series of events on race and privilege, we hope to build a movement in which we hold ourselves and one another accountable to understanding, interrupting and ending systems of white supremacy culture and racism. We believe this movement will be fostered through the hard work of personal transformation in an individual, interpersonal and communal context.
Racial equity/DEI consulting/training capacities	Leadership Development, Leadership Coaching, Cultural Humility, Cultural Competence, Training of Trainers, Community Engagement, Community Organizing, Model for Creating Beloved Community
Sector focus	Higher Education, Health Care, Advocacy and Community Organizing, Religious Communities and Congregations
Fees	Hourly Rate: \$75-\$100. We have not developed a sliding scale yet. Discussion and planning on this is underway.
Racial & ethnic identities of consultants	Black, Asian, Caucasian
Gender identity & gender expression of consultant(s)	Female, Transgender, Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Bringing communities to a place where they can facilitate difficult uncomfortable conversations on issues related to race, our history in racism and white supremacy culture.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are not experts in equity and justice work. We are on this journey as a community and have built an approach to engage with you.

Cunningham Consulting and Innovation (Ind)

Email	hakim.s.cunningham@gmail.com
Phone	617-530-0757
Website	www.hakimscunningham.wixsite.com/cunninghamconsulting
Description	We design, facilitate and co-create nonprofit staff training and workshops to unlock the full potential of your organization. We work bottom up and top down working with boards, executive, and middle management. We know the struggles and pressures put on the shoulders of customer-facing staff. We have a holistic organizational approach that seeks to inform and empower through deep assessment and data informed decision making.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Evaluation, Community Engagement, Community Organizing, Work Focused Specifically for White Members of an Organization.
Sector Focus	Higher Ed, K-12 Education, Jobs and Economic Development, Health Care, Human Services, Advocacy, Community Organizing.
Fees	Hourly Rate: \$200-\$250. We will work with any size budget as long as there is honesty and transparency of the actual needs and time allotment for the project.
Racial & Ethnic Identities of Consultant	Afro-Caribbean
Gender identity & gender expression of consultant(s)	Cisgender Male
Facilitation in additional languages?	Spanish, French, Haitian Creole, Cape Verdean Creole
Translation of materials in additional languages?	Spanish, French, Haitian Creole, Cape Verdean Creole, Vietnamese
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Immigrant, Latinx, Black or African American, Low-Income/Low-Wealth/ Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	I am a community organizer who ran a small direct services office in Boston with limited resources and staff. I have an entrepreneurial focus and have learned how to get more with less. I've created a blended staff model where I incorporate interns and volunteers.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Hire me when you are ready for deep organizational assessment and staff behavioral change through hearts, minds and structures analysis process.

Disruptive Equity Education Project (Org)

Email	darnisa@digdeepforequity.com
Phone	917-618-1485
Website	digdeepforequity.org
Description	DEEP offers strategic long-term partnerships for individuals, teams and organizations seeking personal, professional and culture changes related to diversity, belonging, inclusion and equity.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Community Engagement, Training of Rainers, Human Resources (e.g., recruitment, hiring, retention, advancement), Strategic Planning, Operational or Nusiness Planning, Fund or Resource Development, Evaluation/Outcome Measurement, Community Engagement, Community/Social Justice Organizing
Sector Focus	Higher Ed, K-12 and Early Childhoo Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development & Housing, Social Services/Human Services, Advocacy and/or Community Organizing, Structural/Policy Change
Fees	\$450 per hour, \$6,000.00 a day. We do provide a sliding scale when we partner with schools and nonprofits.
Racial & Ethnic Identities of Consultants	Not Specified
Gender Identity & Gender Expression	Not Specified
Facilitation in additional languages?	French, Haitian Creole, Cape Verdean Creole
Translation of materials in additional languages?	French, Haitian Creole, Cape Verdean Creole
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Black or African American White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	
What is most important for interested organizations to know about your approach to RE/DEI work?	

Diversity@Workplace (Org)

Email	info@diversityatworkplace.com
Phone	None
Website	www.diversityatworkplace.com
Description	Diversity@Workplace Consulting Group is an innovative, implementation-focused diversity and inclusion consulting and training company for your workplace. We bring no-frills, deeply practical diversity and inclusion expertise and experience. Our knowledge and services encompass all aspects of talent—recruiting, learning and development, succession planning, performance management and associate engagement—to the diversity and inclusion work in your organization.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Strategic Planning, Evaluation, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Social Services, Community Organizing, Structural/Policy Change
Fees	Diversity@Workplace does offer discounts for nonprofit organizations. Contact us for more information about our fees.
Racial & ethnic identities of consultants	White/Caucasian, Korean, Mexican, Black, Afro-Latino, Native American, Latina, Latinx
Gender Identity & Gender Expression	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Able, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	The most common feedback we receive regarding our “sweet spot” is that we do work that creates change in the client organization—both in conversations and behavior.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our approach is a no-frills and practical one for diversity and inclusion. We look to not only create awareness, but to impact behavioral change. We combine our comprehensive talent knowledge and organizational behavior expertise with our experiences of what really works in the workplace to deliver implementable and sustainable diversity and inclusion techniques, strategies and information.

DogWatch Navigation LLC (Ind)

Email	challberg@dogwatchnavigation.com
Phone	860-839-1975
Website	www.dogwatchnavigation.com
Description	DogWatch Navigation's 11-step process will help you get clear on what you want to achieve in all aspects of your organization, and then craft the specific steps you need to take. You will get support from a CCA-certified life coach specializing in emotional intelligence. The process is designed to provide you with tangible results as well as a long-range, sustainable plan that allows you to reach goals in all aspects of your life. I also offer group or one-on-one coaching to individuals within your organization, facilitation of training, and speaker/panelist services for conferences.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Strategic Planning, Fund Development, Community Engagement, Change Management, Program and Strategic Development
Sector focus	Arts and Culture, Health Care, Community Development and Housing, Human Services, Advocacy, Community Organizing
Fees	No information provided
Racial & Ethnic Identities of Consultant	White
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	Spanish, French, German, Portuguese
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Strategic thinking/planning, change management
Most important for interested organizations to know about you and your approach to RE/DEI work?	That my goal is not to tell, but to teach and lead clients to discovery.

Donna Bivens (Ind)

Email	donnabivens@gmail.com
Phone	857-492-4501
Website	None
Description	My work, grounded in each organization's mission, addresses systemic racism (and other systemic oppressions) and white supremacy as barriers to that mission and the work.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Cultural Humility, Change Management, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Health Care, Community Development and Housing, Human Services, Advocacy and Community Organizing
Fees	I usually charge \$125 per hour per facilitator. I work with organizations to design the most impactful use of my hours within their budget.
Racial & Ethnic Identities of Consultant	Race: Black; Ethnicity: African American
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Youth, Immigrant, LGBTQ+, Black or African American, White, People of Color
"Sweet spot," or greatest contribution, to your clients/participants?	Helping people think systemically, grounded in their mission and values.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	This is mind, body, spirit work and involves transformation of the whole self and the entire organization. It is never done once and for all.

Dr. Raul Fernandez (Ind)

Email	raulspeaks@gmail.com
Phone	305-401-5735
Website	www.raulspeaks.com
Description	I give talks and lead workshops on a range of subjects within the field of diversity and inclusion. My signature workshop Blind Spots challenges participants to examine their background, beliefs and biases while identifying areas where they can grow. My talks are tailored to the group I'm speaking with and grounded in research based on their affinity (faculty, mental health professionals, etc.) so no two talks are the same.
Racial equity/DEI Consulting/ Training Capacities	Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Competence, Community Engagement
Sector Focus	Higher Ed, K-12 Education, Health Care, Social Services, Advocacy and Community Organizing
Fees	\$500/hour sliding scale available
Racial & Ethnic Identities of Consultants	Latinx
Gender Identity & Gender Expression of Consultant(s)	Male
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Youth, Latinx, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Getting individuals and organizations to understand how their backgrounds, beliefs, and biases impact their work.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	They should be committed to making meaningful and measurable change.

Drawing Impact (Ind)

Email	angelique@drawingimpact.com
Phone	802-353-1477
Website	www.DrawingImpact.com
Description	I am a graphic recorder and graphic facilitator who creates large scale graphics of your discussions, in person, in real time. Having a visual map of your process, discussion or journey engages all participants and helps align groups to their shared process and experience. I partner with facilitators to determine how to best include visuals as part of the process, whether template based or free form. The artwork serves as an enduring map to guide future discussions, and reassure those who participated that their voices were heard.
Racial equity/DEI consulting/training capacities	Governance/Board Development, Leadership Development, Staff Development, Cultural Competence, Strategic Planning, Fund Development, Community Engagement, Change Management, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Health Care, Human Services, Advocacy, Community Organizing
Fees	Hourly Rate: \$200-\$250. I offer flexibility on a case-by-case basis. Graphic recording services are charged by the day for on-site work.
Racial & Ethnic Identities of Consultant	White American of Franco-Scottish ancestry
Gender identity & gender expression	Cisgender Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Providing a cohesive visual of the voices in the room.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Bring me on board in the early stages if possible, visuals are an extremely effective way to anchor and amplify the work you are doing.

Dynamizing Equity (Ind)

Email	dynamizingequity@gmail.com
Phone	617-671-6248
Website	www.dynamizingequity.com
Description	Dynamizing Equity (dEq) uses processes that engage our bodies in dialogue to recapture the ability to express ourselves. This allows people to change their minds, confront systemic structures and shift their racial responses toward embodied equity. The process is grounded in racial justice and racial equity frameworks that engage the mind and heart in deconstructing systemic oppression.
Racial equity/DEI consulting/ training capacities	Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Community Engagement, Community Organizing, Embodied Equity Facilitation; Trauma Informed and Healing Centered Engagement, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Arts and Culture, Health Care, Mental Health, Community Development and Housing
Fees	Hourly Rate: \$100-\$300. I am open to negotiated pricing based on budget size, values alignment and scope or length of engagement and opportunity for future work.
Racial & Ethnic Identities of Consultant	Indigenous, African, Caribbean, American
Gender identity & gender expression	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	I believe that every person who walks into our workshops has something valuable to share. A creative talent. A personal history. A special skill. It's not their job to present their abilities to us. It's our job to welcome them, invite them to contribute and give them the tools to do so. This is the dynamizing equity, played out loud.
What is most important for interested organizations to know about your approach to RE/DEI work?	The dEq process is a simple invitation to meaningful attendee participation. The activities are clear and well-scaffolded. The outcome is both participant-driven (open-ended) as well as connected to action (traction). It invites participants to make the workshop better. When attendees share their brilliance, it brings the dynamizing of equity to life.

Emblem Strategic LLC (Ind)

Email	Atarsy@emblemstrategic.com
Phone	617-515-9004
Website	www.EmblemStrategic.com
Description	We help leadership teams design a plan for making diversity, equity and inclusion a strategic commitment for an entire organization. A range of facilitated training models are part of the plan—but we don't let our clients start there without anchoring it in a strategy to include stakeholder analysis, program/product review, culture change plan, HR/hiring/recruitment operation upgrade and a purchasing/procurement program.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence/Humility, Training of Trainers, Human Resources, Strategic Planning, Fund Development, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Jobs and Economic Development, Advocacy, Community Organizing
Fees	We offer custom pricing based on ability to pay and willingness to engage a strategic approach.
Racial & Ethnic Identities of Consultant	White
Gender identity & gender expression	Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	None specified
"Sweet spot," or greatest contribution, to your clients/participants?	Strategic focus for leadership teams; specialty helping White-led organizations prepare to embrace a broader understanding of what is next for them to engage a new present reality of core commitment, success and a great future.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are totally focused on seeing the moment through the client's eyes and helping the client achieve its goals. We deal in tough truths through respectful direct conversation among leaders. We make new networks and experiences happen that lead to transformation.

Embracing Equity (Org)

Email	team@embracingequity.org
Phone	410-227-8435
Website	embracingequity.org
Description	Embracing Equity is the first of its kind to explicitly address equity across schools and geographic boundaries in an accessible, synchronous, online learning platform (pre-COVID, established in 2017). Embracing Equity offers a suite of programs that work in concert to increase the racial literacy of teachers and school leaders to create an ecosystem of individual, interpersonal and institutional equity.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Training of Trainers, Evaluation
Sector Focus	Higher Ed, K-12 Education, Early Childhood, Community Development & Housing
Fees	We have differentiated pricing and a sliding scale model for all of our programs.
Racial & Ethnic Identities of Consultants	Asian-American Pacific Islander, Black, Indigenous, Latinx, White
Gender Identity & Gender Expression of Consultant(s)	Female, Male, Nonbinary
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	We create a virtual space that centers adult learning on racial identity development with a strong sense of community and concrete actions for disrupting systemic racism.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	1) We are experts in curating and creating virtual learning environments around racial equity. 2) We intentionally uplift intersectionality and center a diversity of voices that are typically erased or marginalized.

EPIC (Empowering People for Inclusive Communities) (Org)

Email	jlafata@epicleaders.org
Phone	617-917-5181
Website	www.epicleaders.org
Description	EPIC provides interactive trainings to assist nonprofits in exploring and learning about ableism and inclusion in order to address the ways in which ableism may manifest itself in your organization and services. EPIC's trainings assist organizations in becoming more inclusive of people with disabilities in their services and workforce. Additionally, EPIC also provides consulting to work with nonprofits to address ableism, accessibility and inclusion.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Staff Development, Cultural Competence, Human Resources, Operational or Business Planning, Evaluation/Outcome Measurement, Community Engagement, Community Organizing
Sector focus	K-12 and Early Childhood Education, Jobs and Economic Development, Mental Health, Community Development and Housing, Human Services, Advocacy, Community Organizing, AmeriCorps Programs
Fees	Hourly Rate: \$200-\$250. The price is per hour for training, not consulting. We do have scholarship options for smaller nonprofits seeking ableism and inclusion trainings.
Racial & Ethnic Identities of Consultant	Latinx, Black, Multi-Racial, White
Gender Identity of Consultants	Female, Nonbinary, Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Participants get a clear understanding of ableism and ways in which they can begin to address it personally and professionally.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Addressing and dismantling systems of oppression can be challenging and uncomfortable. EPIC works with individuals and organizations to be challenged and work through that in order to build practices to address ableism.

Essential Partners (Org)

Email	info@whatisessential.org
Phone	617-923-1216
Website	www.whatisessential.org
Description	Essential Partners offers custom trainings, consultation and facilitation to organizations and communities struggling with differences of values, beliefs and identities.
Racial equity/DEI consulting/training capacities	Staff Development, Training of Trainers, Human Resources, Community Engagement, Community Organizing, Change Management, Building Internal Capacity to Navigate Differences
Sector focus	Higher Ed, K-2 Education, Arts and Culture, Human Services, Advocacy, Community Organizing, Faith-Based Organizations
Fees	Hourly Rate: \$250–\$300. We offer a sliding scale for nonprofits based on the prospective impact of a collaboration and their budgetary limitations.
Racial & ethnic identities of consultants	EP consultants identify their race/ethnicities as European/White, Black, South Asian, Jewish and Middle Eastern.
Gender identity & gender expression of consultant(s)	Male, Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Youth, Immigrant, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	Working with complex intersectional contexts in which the goal is greater capacity to foster trust, understanding and social cohesion.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our approach is flexible, broadly applicable and capable of helping a community/organization address nuanced differences within and between identities.

Firebrand Cooperative (Org)

Email	darnell@firebrand.coop
Phone	617-620-6983
Website	www.firebrand.coop
Description	We design customizable trainings and facilitate discussions to create the foundation and processes for both individual awareness and organizational change. We firmly believe that understanding the aspects of power and racial bias is key in creating a culture, designing systems and implementing policies that align organizations more closely with their mission, vision and values.
Racial equity/DEI consulting/ training capacities	Governance/Board Development, Leadership Development, Strategic Planning, Change Management, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization.
Sector focus	Higher Education, Community Development and Housing, Co-Ops
Fees	Hourly Rate: \$100-\$150
Racial & ethnic identities of consultants	African American
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	We provide understandable frameworks and tools for organizations to create actionable plans.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We customize trainings and processes to get the best outcomes drawing on frameworks such as dominant culture, power systems and implicit bias that are applicable to all organizations.

Forefront (Org)

Email	yulkendy@getforefront.com
Phone	929-383-0241
Website	www.workshops.getforefront.com
Description	We offer customized training and workshops as an extended part of your talent strategies through our Forefront Cultures™ framework. Workshops include Inclusive Leadership and Cultural Competency, Workplace Belonging and Wellbeing, Cross-Generational, and Cross-Racial/Ethnic Collaboration.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Community Engagement, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-2 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing
Fees	We charge on a project basis. We can do engagements from 90-minute workshops to longer-term consulting and training. We design and facilitate both online and live training. We design high-quality and impactful training experiences that work for your budget. Our work with corporations allows us to subsidize the work we do with nonprofits and schools.
Racial & ethnic identities of consultants	Black, Latina
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	We offer fun and dynamic experiences. We understand the Millennial and Gen-Z workforce.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	It is not your typical unconscious bias training!

Glenn Diversity Inclusion & HR Solutions (Org)

Email	jackie@glenndiversitysolutions.com
Phone	617-460-5567
Website	www.glenndiversitysolutions.com
Description	Glenn Diversity Inclusion & HR Solutions helps leaders, corporations and individuals create the mindset and vision needed to bring their best selves to the workforce and develop inclusive corporate structures that weave the benefits of diversity, equity and inclusion into the DNA of the organization.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Competence, Training of Trainers, Human Resources (e.g., recruitment hiring, retention, advancement), Change Management
Sector Focus	Jobs and Economic Development, Community Development & Housing
Fees	Our trusted advisory services start at \$7,500 and our workshop fees start at \$5,000 per session
Racial & Ethnic Identities of Consultants	Black/African-America, Jamaican
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Increased awareness about diversity, equity and inclusion
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our DEI approach comes from a place of empathy and authenticity.

Greater Boston Chamber of Commerce (Org)

Email	aweiss@bostonchamber.com
Phone	617-557-7314
Website	www.bostonchamber.com
Description	In partnership with Diversity@Workplace, we offer a Transformational Diversity, Equity and Inclusion Certificate for anyone looking to increase their fluency in DEI concepts and practices. In addition, our Fierce Urgency of NOW Festival highlights the experiences, challenges, and opportunities for young professionals of color in Boston.
Racial equity/DEI Consulting/ Training Capacities	Leadership Development, Staff Development re: RE/DEI, Cultural Competence, Community Engagement
Sector Focus	
Fees	The 2020 rate for the Certificate is \$350 for member organizations and \$695 for non-member organizations. FUN (Fierce Urgency of Now) is a mix of free and paid events.
Racial & Ethnic Identities of Consultants	Not Specified
Gender Identity & Gender Expression of Consultant(s)	Not Specified
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	
"Sweet spot," or greatest contribution, to your clients/ participants?	The Certificate offers an opportunity to build actionable skills and a cross-sector network
What is most important for interested organizations to know about you and your approach to RE/DEI work?	

Greater Boston PFLAG (Org)

Email	sunnie@gbpflag.org
Phone	415-265-7634
Website	www.gbpflag.org
Description	We are here for you when it comes to creating a more inclusive environment at your school, workplace, healthcare setting, conference or community. And the best part about our Safe Schools and Communities Program is that it's a customizable model. We'll assess your needs and develop a program especially for you with the aim of creating long term sustainable support for your community. That way when you are done working with us you will have what you need to continue on with amazing inclusive practices and policies.
Racial equity/DEI Consulting/ Training Capacities	Cultural Humility, Cultural Competence, Human Resources (e.g., recruitment hiring, retention, advancement), Community Engagement, Community/Social Justice Organizing
Sector Focus	K-12 Education, Mental Health, Social Services/Human Services, Structural/Policy Change, Corporations, Employee Resource Groups
Fees	1 hour session, \$800 (non adapted), additional rates apply for specialization. We do offer panels and series sessions as well, \$800-3,200.
Racial & Ethnic Identities of Consultants	Caucasian, Asian
Gender Identity & Gender Expression of Consultants	Across the spectrum
Facilitation in additional languages?	
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, LGBTQ+ Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Greater Boston PFLAG works to create environments of understanding so that all people can live with dignity and respect through support: to cope with an adverse society; education: to enlighten the public; advocacy: to end discrimination and to secure equal civil rights. Greater Boston PFLAG provides opportunity for dialogue about sexual orientation and gender identity, and works to create a society that is healthy and respectful of human diversity.
What is most important for interested organizations to know about your approach to RE/DEI work?	We help change attitudes and create an environment of understanding so that our LGBTQ family members and friends can live in a world that is safe and inclusive. We accomplish this through support, education and advocacy.

Gurleen Kaur (Ind)

Email	gurleenkaurco@gmail.com
Phone	916-293-2698
Website	gurleenkaur.co
Description	Rooted in 10+ years of community organizing, I am obsessed with facilitating conversations that awaken minds, coaching leaders to center people in decision-making, and using storytelling to deepen team member connections. Trained in sexual violence prevention, I encourage teams to develop cultures built on communication, consent, and boundaries.
Racial equity/DEI Consulting/ Training Capacities	Organizational assessment Leadership development, Leadership coaching, Staff Development re: RE/DEI, Work focused specifically for white members of an organization (staff, board, volunteers), Work focused specifically for people of color in an organization (staff, board, volunteers), Cultural humility, Cultural competence, Training of trainers Strategic planning, Community engagement, Community/Social Justice Organizing
Sector Focus	Education: Higher Ed, Community Development & Housing, Advocacy and community organizing
Fees	\$150-200/hour. Negotiable based on sliding scale.
Racial & Ethnic Identities of Consultants	Punjabi, South Asian
Gender Identity & Gender Expression of Consultant(s)	Cisgender Woman
Facilitation in additional languages?	Punjabi, Hindi
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Immigrant, LGBTQ+ Asian American and Pacific Islander
"Sweet spot," or greatest contribution, to your clients/ participants?	Ability to adapt to the needs of my clients using tools such as design thinking, storytelling, brain-based coaching, and restorative practices
What is most important for interested organizations to know about you and your approach to RE/DEI work?	1. I lead with relationship. 2. I am intentional about process—I create space for us to reflect on what is (not) working well. 3. I center those at the margins.

Hang Ngo, Psy.D., LLC (Ind)

Email	hangngopsyd@gmail.com
Phone	857-997-0683
Website	www.hangngopsyd.com
Description	In collaboration with your entire organization, I assess and recommend organizational changes relating to diversity, equity and inclusion (DEI) to improve work culture, services and products to better attune to the needs of diverse customers in ways that are socially equitable and inclusive. I provide DEI trainings and consultation on LGBTQ issues, gender identity, working with/serving racially and ethnically diverse populations, intersectionality, immigrant/refugee mental health, organizational self-care and issues relating to first-generation college students.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Staff Development, Cultural Humility, Cultural Competence, Human Resources, Strategic Planning, Evaluation, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Education, Mental Health, Human Services
Fees	Hourly Rate: \$200–\$250. I charge hourly but can work with budget caps for projects (i.e., no longer bill after the cap has been met).
Racial & Ethnic Identities of Consultant	Asian-American/Chinese-Vietnamese-American
Gender identity & gender expression of consultant(s)	Gender Non-Conforming Female
Facilitation in additional languages?	Mandarin, Cantonese
Translation of materials in additional languages?	Mandarin
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Immigrant, Asian American and Pacific Islander, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	Intersectional lens in recognizing systemic forces that contribute to continued social disparities; my personal reflections on these issues as a person with multiple marginalized identities.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I am also a clinical psychologist, so I pay attention to individual and group dynamics, and how they interrelate to organizational dynamics.

Harvard Charles Hamilton Houston Institute for Race & Justice (Org)

Email	dharris@law.harvard.edu
Phone	617-495-8285
Website	www.charleshamiltonhouston.org/project/implicit-bias-workshops
Description	The Charles Hamilton Houston Institute at Harvard Law School conducts implicit bias workshops to encourage cultural competency. The workshop introduces participants to the science of implicit bias and to its impact on our lives. We help them understand the origins of biases (e.g., race, gender, sexual orientation, age), how and under what circumstances they are triggered, and how these biases may influence our daily decisions and actions with others.
Racial equity/DEI consulting/training capacities	Cultural Humility, Cultural Competence, Training of Trainers, Community Organizing, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Human Services, Structural/Policy Change
Fees	We charge a flat rate based on the length of the workshop. We offer workshops as short as one hour to half-day sessions. We work with the budget of each nonprofit. We are flexible because we know how important this work is for our communities.
Racial & Ethnic Identities of Consultant	African American, Caucasian
Gender identity & gender expression of consultant(s)	No answer provided
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Immigrant, LGBTQ+, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	One of our greatest strengths is our ability to tailor our workshops based on each organization's unique needs. We do not believe in a one size fits all approach.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We stress that our biases don't necessarily make us prejudiced; they make us human. We all have a responsibility to learn how these biases work so we can minimize their effects on our every day lives.

Health Resources in Action (Org)

Email	jholman@hria.org
Phone	617-451-0049
Website	www.hria.org
Description	HRiA works with clients to put health equity in action. Persistent health disparities stem from historical and contemporary social and racial inequities. We help clients implement and evaluate solutions that address these inequities at their root causes. We support partners to examine their own internal policies and practices and external community health approaches, centering issues of power and privilege, authentic and diverse engagement, and community ownership.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Strategic Planning, Operational Planning, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Arts and Culture, Health Care, Community Development and Housing, Advocacy, Community Organizing
Fees	Hourly Rate: \$150-\$200. HRiA develops proposals for clients based on the needs of the organization. Proposals are based on the hourly rates of staff plus necessary expenses. Most proposed budgets are negotiable.
Racial & ethnic identities of consultants	White/Italian; White/German/Scottish; White; Puerto Rican; Middle Eastern; African American/Black American; White/Irish/Italian; Asian American (Chinese/Thai); Black/Cape Verdean; Black; Afro-Caribbean
Gender identity & gender expression of consultant(s)	Female, Male
Facilitation in additional languages?	Spanish, French
Translation of materials in additional languages?	Spanish, French
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Able, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	No answer provided

Heang Ly (Ind)

Email	heangly@gmail.com
Phone	857-928-7381
Website	heangly.com
Description	Heang Ly customizes effective and lasting solutions, using a process that transforms teams, leadership, systems and organizational culture. She uses coaching, training and facilitation frameworks and tools. She believes that diversity, equity and inclusion must be woven into the fabric of organizations and its work. All of her services consistently center DEI. Her DEI work is primarily focused on racial equity and resilience.
Racial equity/DEI Consulting/ Training Capacities	Organizational assessment Leadership development, Leadership coaching, Staff development, Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Training of Trainers, Human Resources, Strategic planning, Community Engagement, Community Organizing, Change Management
Sector Focus	Higher Ed, K-12 Education, Arts and Culture, Mental Health, Community Development & Housing, Social Services, Advocacy, Youth Development
Fees	Standard fee is \$150/hour or \$1,200 per day.
Racial & Ethnic Identities of Consultants	Asian American; specifically Cambodian-American
Gender Identity & Gender Expression of Consultant(s)	Cisgender Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Relationships and systems of communication consistently prove to be areas that affect an organization's ability to create an environment that is inclusive, equitable, and resilient. Heang is adept in utilizing inclusive processes, while providing content. She is an expert in developing learning, dialogue and meeting spaces that strengthen authentic engagement and disarm negative group dynamics.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Organizations must have the capacity to contribute time, resources and people to the RE/DEI work. Heang Ly works closely with each organization to plan the best strategy and approach to the work. In addition it is vital that an organization includes its people to be part of the creation and implementation of the solutions that are developed.

Holloway Learning and Development (Ind)

Email	sara@hollowaylad.com
Phone	802-809-8870
Website	www.hollowaylad.com
Description	I offer 1:1 coaching, strategic planning and learning workshops for diverse audiences. I have amassed countless frameworks for self-care, facilitating difficult conversations and increasing awareness around implicit bias, exclusive behaviors and strategies for cultivating safe, inclusive and engaging work environments.
Racial equity/DEI consulting/ training capacities	Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Human Resources, Strategic Planning, Change Management, Work Focused Specifically for White Members of an Organization
Sector focus	Social Services/Human Services, Advocacy, Community Organizing
Fees	Hourly Rate: \$200–\$250.
Racial & Ethnic Identities of Consultant	White, American-European
Gender identity & gender expression of consultant(s)	Cisgender Female
Facilitation in additional languages?	French
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	None specified
“Sweet spot,” or greatest contribution, to your clients/ participants?	I work with empathy and engagement and provide experiential resources.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I open myself up to learning new things with every engagement and create safe space for people to get vulnerable, get real and learn together. A lot of people say they do this but this is truly what I am known for.

Hopson Consultancy, LLC (Ind)

Email	info@hopsonconsultancy.com
Phone	203-340-0092
Website	www.hopsonconsultancy.com
Description	We design and implement training programs to improve individual and organizational performance. Our trainers provide up-to-date research, trends and implementable strategies for cultural competence in the workplace. Our trainings co-create a thriving, goal-congruent culture ready for transformation in the workplace. But most importantly, our sessions galvanize a deep engagement for job fluidity, working beyond a profession, title and job description in the workplace.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Fund Development, Evaluation, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Arts and Culture.
Fees	Fees range from \$50 to \$175/hour for nonprofits.
Racial & Ethnic Identities of Consultant	Pacific Islander; Filipino
Gender identity & gender expression of consultant(s)	Cisgender Woman
Facilitation in additional languages?	Tagalog
Translation of materials in additional languages?	Tagalog
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	We understand human behavior dynamics to increase the knowledge, skills and ability to work effectively with individuals from diverse backgrounds.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Trainings are multi-dimensional and interactive with immersion learning formats such as fishbowls, role plays, simulations, debates, small group discussions and group challenges that complement the traditional training format.

Human Impact Partners (Org)

Email	nashira@humanimpact.org
Phone	510-452-9442; Ext. 111
Website	www.humanimpact.org
Description	Human Impact Partners supports clients in developing a shared understanding of why health inequities persist and what organizations can do to leverage change. We offer tailored, hands-on consulting to public health organizations—offering each partner personalized supports based on their unique context, needs and goals. We offer training, technical assistance and leadership development. Our modalities include: in-person small and large group training, one-on-one coaching, webinars and small group work to meet our partners’ objectives.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development, Community Engagement, Community Organizing, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization
Sector focus	Health Care, Human Services, Advocacy, Community Organizing, Structural/Policy Change, Public Health
Fees	Hourly Rate: \$100–\$150. Willing to work with organizations to identify a scope of work that fits in their budget.
Racial & ethnic identities of consultants	Black African-American, Biracial, White, Iranian, Mexican American
Gender identity & gender expression	Cisgender, Gender-Queer
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations: significant experience providing RE/DEI consulting or training services?	None specified
“Sweet spot,” or greatest contribution, to your clients/participants?	Advancing health equity with an explicit focus on addressing power imbalances and oppression.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We work with leadership, staff and other stakeholders to create the conditions for change so partners can implement content and skills in a way that is appropriate for their context. We work to understand the social and political climates our partners work in. We respect this context, while encouraging them to experiment and take risks with what feels possible around health equity. We offer partners connection to our vast network of leaders in health departments and public health organizations around the country.

In.Visible Paradigms (Org)

Email	in.visibleparadigms@gmail.com
Phone	720-288-0340
Website	www.invisibleparadigms.com
Description	In.Visible Paradigms originated after witnessing the centering of Whiteness in marches, public narratives of oppression and organizing efforts after the election of Trump. We create transformative spaces that inform and transform White community members to better integrate themselves into the community, work and movement of anti-oppression. We speak directly to how white supremacy facilitates oppression and reflect on our intimate role within it. In.Visible Paradigms connect members to the larger picture and deepens the role we all carry to interfere, disrupt and dismantle white supremacy.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Training of Trainers, Community Organizing
Sector Focus	Arts and Culture, Mental Health, Social Services/Human Services, Advocacy and/or Community Organizing
Fees	\$250
Racial & Ethnic Identities of Consultants	Queer Immigrant Woman of Color
Gender Identity & Gender Expression of Consultant(s)	Cisgender Woman
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you provide RE services	Women, Men, Youth, Latinx, White
"Sweet spot," or greatest contribution, to your clients/ participants?	A learning space that allows for vulnerability, and personal and professional growth to exist. We hold transformative spaces for a bridge to exist between the personal and the professional.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We do organizational audits through the an anti-oppression lens. As a result, we move through the nuances to identify the barriers we wish to address. Our work engages directly with the personal, institutional and cultural dimensions of an organization.

Insource Services, Inc. (Org)

Email	swalsh@insourceservices.com
Phone	781-235-1490
Website	www.insourceservices.com
Description	Insource provides customized training for organizations to increase awareness around issues of unconscious bias and diversity in the workplace as part of its broader training offerings.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence/Humility, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Jobs and Economic Development, Mental Health, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$200–\$250. Our client base is heavily nonprofit, and we have adjusted our rates based on our market focus.
Racial & ethnic identities of consultants	Not specified
Gender identity & gender expression of consultant(s)	Male, Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	We have extensive training experience in the nonprofit sector. Diversity training is a newer offering for us to which we bring our extensive content expertise in HR to bear.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are an interactive, nonjudgmental group of consultants that meet participants where they currently are to take them to the next level of their training.

Inspiration Zone LLC (Org)

Email	jmayers@inspirationzoneLLC.com
Phone	617-328-0953
Website	www.inspirationzonellc.com and www.juliettemayers.com
Description	We help organizations achieve measurable results that drive business growth through our strategic, holistic approach to diversity, equity and inclusion. Our services include organizational assessments, benchmarking, design, facilitation, education, leadership coaching, strategic networking and inspirational talks. It gives us joy to see our clients' results recognized with awards and highly energized employee ambassadors.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Training of Trainers, Human Resources (e.g., recruitment hiring, retention, advancement), Strategic Planning, Operational or Business Planning, Community Engagement, Change Management
Sector Focus	Jobs and Economic Development, Health Care, Mental Health, Community Development & Housing, Social Services/Human Services, Advocacy and community organizing
Fees	Our fees are project based and most of our clients have monthly retainers.
Racial & Ethnic Identities of Consultants	Black
Gender Identity & Gender Expression of Consultants	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors Immigrant LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Strategy Development, Executive Coaching, Unconscious Bias, Inclusive Leadership, Strategic Networking, Personal Branding
What is most important for interested organizations to know about you and your approach to RE/DEI work?	My approach is holistic and is business oriented, vs. a social justice lens.

Institute for Nonprofit Practice (Org)

Email	info@nonprofitpractice.org
Phone	781-400-5742
Website	www.nonprofitpractice.org
Description	Our award-winning certificate programs equip social sector leaders at all career levels, the majority of whom are BIPOC, with the skills, knowledge and networks they need to make strategic, mission-driven decisions that center DEIB and affect meaningful change. We also train consultants and board members to integrate DEIB into their practices.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Operational or Business Planning, Fund Development, Evaluation/Outcome Measurement, Community Engagement, Community/Social Justice Organizing, Change Management
Sector Focus	K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development & Housing, Social Services/Human Services, Advocacy and community organizing
Fees	Core Program: \$3,500. Community Fellows Program: Free. Board and consultant training: contact us for cost.
Racial & Ethnic Identities of Consultants	68% of our 37 expert faculty identify as BIPOC
Gender Identity & Gender Expression of Consultants	68% Female, 29% Male, 3% Nonbinary
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Participants learn to apply an equity lens to every organizational and leadership decision and strategy they design.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We approach this work with a goal of building bridges and facilitating learning and relationship building across difference

Integrated Insights Consulting (Ind)

Email	bhayes@integrated-insights.com
Phone	617-827-3041
Website	www.integrated-insights.com
Description	Integrated Insights Consulting works with you to create customized strategic initiatives for building an equitable and inclusive workplace culture at your organization. By setting a long-term strategic horizon, the change initiatives we develop in partnership with you will maximize available resources and achieve immediate and near-term goals that set the stage for reaching your long-term vision. We work with governing boards, committees and administrative leadership and staff to bring your work culture in alignment with the values and mission of your organization.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Strategic Planning, Fund Development, Community Engagement.
Sector focus	Higher Ed, K-12 and Early Childhood Education, Health Care, Structural/Policy Change
Fees	We work primarily with nonprofit organizations and our fees are set to work within budgets for large, mid-sized, and smaller organizations.
Racial & Ethnic Identities of Consultant	Caucasian
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	None specified
"Sweet spot," or greatest contribution, to your clients/ participants?	Developing strategic visions and plans that strengthen mission and culture.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	There is no "one size fits all" approach for work in the areas of equity, diversity and inclusion. At Integrated Insights Consulting, we do a deep-dive organizational assessment to develop an approach that fits your mission and values and that builds equity, diversity and inclusion from within.

Interaction Institute for Social Change (Org)

Email	info@interactioninstitute.org
Phone	617-535-7100
Website	www.interactioninstitute.org
Description	The Interaction Institute for Social Change (IISC) partners with you to build your capacity to achieve greater social impact. Our services can be combined and tailored to meet your needs—from individual leadership development to large-scale social change. Our focus is racial equity change work, helping organizations and networks embed equity in their processes, policies and ways of being to achieve equitable outcomes.
Racial equity/DEI consulting/training capacities	Leadership Development, Leadership Coaching, Strategic Planning, Operational or Business Planning, Community Engagement, Change Management, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization
Sector focus	K-12 Education, Arts and Culture, Health Care, Community Development and Housing, Human Services, Advocacy, Community Organizing, Networks
Fees	Hourly Rate: \$250-\$300. We build a scope that identifies project outcomes and deliverables. Budget is based on the time and materials those outcomes will take. We occasionally do low-bono rates for grassroots and national movement groups.
Racial & ethnic identities of consultants	African American, SE Asian, Latinx, White, North African/Arab
Gender identity & gender expression	Male, Female, Transgender/Nonbinary
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations: significant experience providing RE/DEI consulting or training services?	We often work with organizations and networks that serve/address work across groups of people and identities (e.g., health department) or focus generally on people of color.
“Sweet spot,” or greatest contribution, to your clients/participants?	Helping groups move from an idea to making a change; structure; tools; combination of focus on structural change with attention to individual growth and loving spaces.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We build our DEI work on a bedrock of collaborative and democratic tools; we believe in love as a force for social change, coupled with deep awareness and tools and an ability to see the whole system. We will be asking you to shift the ways you have always done things and yet we rely on the group to understand your specific data and to name changes. You will end the engagement with new ways of doing things that you will continue!

Jane Edmonds (Ind)

Email	jedmonds@babson.edu
Phone	None
Website	None
Description	We have over 70 years' combined experience in the field; we are deeply passionate and knowledgeable about DEI work; we are authentic and come straight from the heart; and we center historical and current contexts, making our programming razor-sharp relevant.
Racial equity/DEI consulting/training capacities	Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Jobs and Economic Development, Arts and Culture, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	No information provided
Racial & Ethnic Identities of Consultant	African American
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Immigrant, LGBTQ+, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Using historical literacy to close racial gaps in understanding and combine with leadership and entrepreneurial training to move from knowledge to action.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We have over 70 years combined experience in the field; we are deeply passionate and knowledgeable about DEI work; we are authentic and come straight from the heart; and we center historical and current contexts making our programming razor-sharp relevant.

Joanna Gattuso Consulting (Ind)

Email	joannagattuso@gmail.com
Phone	617-390-4660
Website	www.joannagattuso.com
Description	I support groups through the work of organizational change and combating mission-drift. I coach leaders interested in decentralizing power and shifting work culture. I also offer training and technical assistance, facilitation and evaluation support, all through a social/racial justice lens. I partner with individuals and groups to move toward a model of organizational leadership that is built in right relationship with one another, the work and ourselves.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development, Strategic Planning, Evaluation/Outcome Measurement, Work Focused Specifically for White Members of an Organization
Sector focus	Higher Ed, K-12 Education, Health Care, Mental Health, Human Services, Public Health
Fees	Hourly Rate: \$100-\$150. I am flexible with my rates based on the organizational budget, project size and scope.
Racial & Ethnic Identities of Consultant	White/Italian American
Gender identity & gender expression	Cisgender Woman
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, LGBTQ+, White
"Sweet spot," or greatest contribution, to your clients/participants?	My work on LGBTQ+ inclusion integrates conversations about white supremacy culture and the impact of colonization on our current context/understanding of LGBTQ identity. When we erase the impact of white supremacy on the queer community, we are not doing justice for queer and trans POC. We are also failing to see the ways in which our organizations are still hurting queer/trans POC even if they're "LGBTQ-friendly."
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I push organizations to embrace transformation, get comfortable with change and prioritize relationship among their team. I don't believe RE/DEI work can happen in a one-off training. Looking inward first at organizational culture and structure will always be a priority in my facilitation and consulting.

Karen R. Young Consulting (Ind)

Email	karen@karenryoungconsulting.com
Phone	603-548-6437
Website	www.karenryoung.com
Description	Leadership, business strategy and inclusion firm specializing in inclusion as an innovative and strategic lever for business and professional results.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	None specified
Fees	Hourly Rate: \$200–\$250.
Racial & Ethnic Identities of Consultant	White with European origins
Gender identity & gender expression of consultant(s)	Cisgender Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Elderly/Seniors, People Who Are Differently Abled, LGBTQ+
“Sweet spot,” or greatest contribution, to your clients/ participants?	Leadership, business strategy and organization development focused on building inclusion capability.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I have had executive level experience leading an enterprise-wide, multi-year inclusion strategy and extensive experience in developing inclusion as a leadership capability.

Katie Caster - TheLuchEdora (Ind)

Email	katie@theluchedora.com
Phone	617-395-1668
Website	www.theluchedora.com
Description	I believe in dismantling the inequitable and oppressive systems that suppress our most underrepresented learners in education. This demands recognizing and abolishing white supremacy perpetuated through school curriculum and practices. I offer educator training, consultation, and public speaking. Topics include Antiracist and Culturally Responsive Teaching, Abolitionist Teaching, Diversifying the Education Workforce, the retention, and recruitment of Educators of Color and the importance of Latindad and identity within educational spaces.
Racial equity/DEI Consulting/ Training Capacities	Staff Development re: RE/DEI, Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers) Cultural Competence, Community Engagement, Community/Social Justice Organizing
Sector Focus	K-12 Education
Fees	\$100 per hour and I also offer a sliding scale.
Racial & Ethnic Identities of Consultants	Latinx
Gender Identity & Gender Expression of Consultants	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, People Who Are Differently Abled, Latinx, Black or African American Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	My focus is on anti-racist and culturally relevant pedagogy.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I lead from my identity.

Kelley Chunn & Associates (KCA) (Ind)

Email	kcassociates106@gmail.com
Phone	617-388-7148
Website	www.kelleychunn.com
Description	KCA provides culturally smart strategies to promote social change. We use the power of strategic communications, public relations and marketing to address and mitigate the broad range of racial and ethnic disparities: health and social services, community and economic development, arts and culture, educational, entrepreneurial and the wealth gap.
Racial equity/DEI Consulting/ Training Capacities	Training of Trainers, Strategic Planning, Community Engagement, Community/Social Justice Organizing
Sector Focus	Jobs and Economic Development, Arts and Culture, Health Care, Community Development & Housing, Social Services/Human Services, Advocacy and Community Organizing
Fees	Sliding scale \$150-\$250 per hour; day rate: \$1,000-\$1,200
Racial & Ethnic Identities of Consultants	African American
Gender Identity & Gender Expression of Consultant	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors LGBTQ+, LatinX, Black or African American Low-Income/ Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Civic engagement, community mobilization, public awareness.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We live in an era of disruption. But change is an evolutionary process. To be sustainable, true organizational change must come from inside an organization. That organization must, in turn, listen to stakeholders and include them in the change making process.

Kelly B Warner (Ind)

Email	kelbwarner@gmail.com
Phone	301-452-4021
Website	www.kellybwarner.com
Description	I work with organizational leaders (White folks) in a one-on-one capacity and show how to implement systemic equitable change in their organizations. My experience lies in performance reviews, hiring, job descriptions and policy change. I also am a trained facilitator to support groups in learning the impact of racism on public health and/or on racial justice framing in their organizations. As a White person, I work alongside a person of color for co-facilitation. In addition, I am available for general consultations and other projects as they arise.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development Re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Training of Trainers, Strategic Planning
Sector Focus	Health Care, Social Services/Human Services, Environmental Agencies
Fees	\$150 per hour, negotiable.
Racial & Ethnic Identities of Consultant	White, Scandinavian, English, and Scottish
Gender Identity & Gender Expression of Consultant(s)	Agender/Nonbinary
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Creating awareness of how racism impacts all areas of oppression and all systems in connection; assisting folks in seeing where racial inequity lies within their systems.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I work from both the head and the heart, meaning we can't do the work without doing both. A heart-centered approach is essential to systemic change.

Korsi (Org)

Email	tissa@korsiconsulting.com
Phone	617-862-7750
Website	www.korsiconsulting.com
Description	At Korsi Consulting, we believe that better diversity, equity and inclusion practices lead to better organizations, and better organizations lead to a better world. Our commitment to a diverse, equitable and inclusive world is at the heart of everything we do. We are here to take your organization to the next level and beyond on your DEI journey. Wherever you are now, we will meet you there. We offer consulting services, assessments and creative training programs using Interactive Theater, Interactive Comedy and Storytelling, and Facilitator-Led Training.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Board Development, Leadership Development, Staff Development, Cultural Competence, Human Resources, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Education, Social Services/Human Services
Fees	Hourly Rate: \$150-\$200. Nonprofits receive 20% off the corporate rate.
Racial & ethnic identities of consultants	Middle Eastern
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Immigrant, LGBTQ+
"Sweet spot," or greatest contribution, to your clients/ participants?	Engaging participants in DEI dialogue through dynamic storytelling.
What is most important for interested organizations to know about your approach to RE/DEI work?	Trust. Thoughtfulness. Empathy. This is how we approach the people with whom we work.

Koya Leadership Partners (Org)

Email	mforbes@koyapartners.com
Phone	None
Website	www.koyapartners.com
Description	We design and implement customized trainings for organizations to help them achieve their goals around diversity, equity and inclusion (DEI). These trainings include implicit bias training as it pertains to recruiting processes; manager training with a lens to DEI; and an audit of processes and procedures to identify areas of strength and vulnerability with regard to DEI. We also do significant work with compensation benchmarking, which we see as a key lever for internal equity.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Leadership Development, Training of Trainers, Human Resources
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$100-\$150. We take into consideration the nonprofit's budget and needs.
Racial & ethnic identities of consultants	White, Black
Gender identity consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	None specified
"Sweet spot," or greatest contribution, to your clients/participants?	Koya works with organizations to build inclusive practices that allow talent from all backgrounds to thrive and succeed.
What is most important for interested organizations to know about your approach to RE/DEI work?	Our team of talent consultants includes seasoned HR executives with a blend of private and social sector experience and expertise. We are results-obsessed and our greatest inspiration comes from helping amazing organizations like yours succeed in changing the world.

La Piana Consulting (Org)

Email	info@lapiana.org
Phone	510-601-9056
Website	www.lapiana.org
Description	La Piana's highly skilled consultants employ a balanced, creative and comprehensive approach to each consulting engagement, incorporating relevant analyses and proven, practical processes. We work closely with our clients to devise powerful strategies, build strong and adaptive cultures, analyze new ventures, develop strong management teams and boards, and negotiate bold partnerships undergirded by our commitment to equity and justice across all aspects of our work. We work to improve both strategic and change management skills, so our clients have the greatest positive social impact.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Strategic Planning, Change Management
Sector focus	Human Services, Advocacy, Community Organizing
Fees	Hourly Rate: \$200-\$250. Both hourly and fixed pricing are possible.
Racial & ethnic identities of consultants	Latino, Black, Biracial, Asian, White
Gender identity of consultant(s)	Male, Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Immigrant, LGBTQ+, Latinx, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Meeting clients where they are and providing tools and resources to develop RE/DEI muscle.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	At La Piana Consulting, we view our work as an opportunity to help people and organizations that are driving change to be their best, to use resources wisely, to create equitable workplaces where staff can thrive, and, as a result, to make measurable progress on the issues they confront. In order to be effective helpers, we have adopted a racial justice framework. What this means is that, while we are far from perfect, we strive toward justice.

Lach Training & Consulting (Ind)

Email	Claudia@Lachtc.com
Phone	781-860-9782
Website	www.Lachtc.com
Description	We offer a collaborative approach to assess your organization's current DEI reality, help you reflect, and assist in creating and implementing a specific action plan to achieve your desired outcomes. We work at the individual, team and organizational level. Services include customized assessments, customized interventions, workshops and trainings, meeting facilitation, DEI strategic planning, individual and team coaching (English-Spanish), among others.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Human Resources, Strategic Planning, Community Engagement, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Education, Health Care, Community Development and Housing, Legal Services, Human Services, Advocacy, Community Organizing, Philanthropy
Fees	Hourly rate: \$150-\$200. I am committed to creatively work with clients to meet their budget and timeline.
Racial & Ethnic Identities of Consultant	White-Latina
Gender identity of consultant(s)	Cisgender Woman
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, Immigrant, Latinx, Asian American and Pacific Islander, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	First, setting the structures for open and honest conversations. Through inclusive facilitation, the ability to help clients frame situations and the ideal state they seek. Typical feedback refers to "gaining clarity, understanding and direction."
What is most important for interested organizations to know about your approach to RE/DEI work?	I come at this work from a social justice perspective and I bring organizational development expertise. I assist organizations to examine the individuals' thoughts, feeling and behaviors, and, at the organizational level, the structures: policies, practices, the culture and symbols, the power dynamics and the human relations.

Lawyers for Civil Rights (Org)

Email	iespinoza@lawyersforcivilrights.org
Phone	617-988-0624
Website	www.lawyersforcivilrights.org
Description	Lawyers for Civil Rights fosters equal opportunity and fights discrimination on behalf of people of color and immigrants. We engage in creative and courageous legal action, education and advocacy in collaboration with law firms and community partners.
Racial equity/DEI consulting/training capacities	Cultural Competence, Training of Trainers, Human Resources, Community Engagement, Community Organizing
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Health Care, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$250-\$300. We have a sliding scale for nonprofit organizations, and we provide free services for community-based and grassroots groups.
Racial & ethnic identities of consultants	Not specified
Gender identity & gender expression of consultant(s)	Not specified
Facilitation in additional languages?	Spanish, French
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Immigrant, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Racial and cultural competency.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We have over 50 years doing racial justice advocacy.

Leading Culture Solutions (Ind)

Email	andrea@leadingculturesolutions.com
Phone	860-222-7400
Website	www.leadingculturesolutions.com
Description	We partner with organizations to help them make transformational changes they need to get the results they desire through strategic planning, community alignment, culture evolution and full people engagement through a cultural competency journey. We help by taking chaos and creating order, meeting an organization where it is and helping each person provide their unique gifts to deliver your organization's products and services.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Human Resources, Strategic Planning, Operational Planning, Change Management, Culture Transformation
Sector Focus	Higher Ed, K-12 Education, Jobs and Economic Development, Arts and Culture, Health Care Social Services/Human Services, Advocacy, Community organizing, Structural/Policy Change, Government
Fees	\$295-\$495/hour. Daily rate of \$2,500-\$4,000. Yes, we have a sliding scale
Racial & Ethnic Identities of Consultants	Black, Asian, Caucasian, Biracial, Jewish
Gender Identity & Gender Expression of Consultant(s)	Female, Male, Unknown (we do not ask)
Facilitation in additional languages?	We have limited speaking and understanding of other languages but not fluency.
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Youth, Immigrant, Black or African American Low-Income/Low-Wealth/Under-Resourced, Criminal Background, Human Trafficking, Artists
"Sweet spot," or greatest contribution, to your clients/ participants?	Our company focuses on RE/DEI strategy and planning. We provide the framework to create sustainable change within organizations.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We use a proprietary framework and approach to begin, and make progress along the cultural competency journey. The 4L Model includes the four phases: Listen, Learn, Lean-in and Live.

Leah and Ayla of Circus Up (Ind)

Email	leah@circusup.com
Phone	917-856-3733
Website	www.circusup.com/equity-and-integration-training
Description	In partnership, Ayla and Leah have been working with leadership and staff teams to build racial justice and equity into their organizations and team culture, policies, and practices. Most often this takes the form of foundational workshops and training on racial equity and liberation health, but can also include individual and group coaching and facilitated dialogues.
Racial equity/DEI Consulting/ Training Capacities	Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Cultural Competence, Community Engagement, Community/Social Justice Organizing, Change Management
Sector Focus	Higher Ed, K-12 Education, Arts and Culture Advocacy and Community Organizing, Structural/ Policy Change
Fees	Sliding Scale - \$125 for the two of us.
Racial & Ethnic Identities of Consultants	Black, Jewish
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, LGBTQ+, LatinX, Black or African American White, Low-Income/Low- Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Everyone has a valuable contribution to make in our group work, and we understand that we all contribute in different ways.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We believe that doing meaningful work, including establishing new policies and practices, depends on trust and relationships

M. Smith Consulting LLC (Ind)

Email	ContactUs@MSmithConsulting.net
Phone	413-575-2555
Website	www.MSmithConsulting.net
Description	M. Smith Consulting works with grantmaking foundations and their grantees to facilitate strategic thinking about diversity, equity and inclusion; convene diverse groups for multi-stakeholder collaborations; and develop organizational readiness to work for racial and gender inclusion. Mistinguette specializes in work with funders at the intersections of racial, gender, LGBTQ and/or environmental justice.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Governance/Board Development, Leadership Coaching, Staff Development, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Education, Human Services, Advocacy, Community Organizing, Structural/Policy Change, Philanthropy: Public, Family and Private Grantmaking Institutions
Fees	Hourly Rate: \$200–\$250.
Racial & Ethnic Identities of Consultant	Black/African-American
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, LGBTQ+, White
“Sweet spot,” or greatest contribution, to your clients/ participants?	After an organization has had training, I can help them turn that new knowledge into actionable plans with systems of accountability for them. I specialize in developing internal advisory/ accountability groups plans for DEI work.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I do not offer one-shot trainings. I focus on policy and practice change, rather than training. The decision makers (Board President or CEO) must be engaged with me, and must be willing to commit organizational resources to a DEI effort that achieves specific outcomes.

MAK Consultants (Ind)

Email	None
Phone	315-427-0513
Website	None
Description	MAK Consultants manages health care and nonprofit organizational development. Areas of interest include health disparities/equity, cultural competency and population health. We use Dr. Susan Kenny Stevens' model of capacity building for nonprofits and organizational development (Nonprofit Lifecycles: Stage-Based Wisdom for Nonprofit Capacity).
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Cultural Competence, Strategic Planning, Change Management, Work Focused Specifically for People of Color in an Organization
Sector focus	Human Services, Structural/Policy Change
Fees	A short project would be charged at an hourly rate of \$100/hr. Longer projects would be charged per project and would depend on the deliverables. A sliding scale would depend on the size of the nonprofit.
Racial & Ethnic Identities of Consultant	Hispanic
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Latinx, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Getting the client to understand their contribution to their community.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I am who I am; a successful Hispanic woman who is willing to help organizations reach their highest potential.

Mel King Institute, MACDC (Org)

Email	shirrondaa@macdc.org
Phone	617-379-5923
Website	www.melkinginstitute.org
Description	The Mel King Institute for Community Building fosters vibrant and thriving Massachusetts communities by advancing the skills, knowledge and leadership ability of professional practitioners and volunteer leaders in the community development field. We leverage collaborative partnerships that increase access, encourage innovation and promote and institutionalize systemic success. Through the ongoing dialogue the Institute facilitates, organizations align their work towards the field's common vision, and adapt to the changing world.
Racial equity/DEI consulting/training capacities	Governance/Board Development, Leadership Development, Staff Development, Training of Trainers, Human Resources, Community Engagement, Work Focused Specifically for People of Color in an Organization
Sector focus	Higher Education, Jobs and Economic Development, Arts and Culture, Health Care, Community Development and Housing
Fees	We charge tuition for our trainings. We have a MACDC member rate and nonmember rate.
Racial & ethnic identities of consultants	White, Latino and African American
Gender identity & gender expression of consultant(s)	Not specified
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Able, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced, we are open to all.
"Sweet spot," or greatest contribution, to your clients/participants?	Serving as a resource for trainings. Our annual Undoing Racism training.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We contract with trainers to offer workshops across the state.

Moon Shadow Consulting (Ind)

Email	wendy@moonshadowconsulting.com
Phone	860-550-1141
Website	www.moonshadowconsulting.com
Description	We develop effective, inspiring organizations in all aspects of organization development and culture change, working co-creatively with you and those you serve. We perform our work with an equity lens, often partnering with others with deep expertise in this area, especially when the need is to address inclusion and equity issues head on. We pay as much attention to the process of change as we do the change itself. We believe that every engagement is an opportunity to make a difference, to build relationships and to learn from the wisdom of others.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Human Resources, Strategic Planning, Change Management, Work Specifically for White Members of an Organization
Sector focus	Higher Ed, K-12 Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Human Services
Fees	Hourly Rate: \$150-\$200. I have a sliding scale depending on the size of the nonprofit client.
Racial & Ethnic Identities of Consultant	White
Gender identity of consultant(s)	Cisgender Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing consulting services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Ability to address issues extremely well at four levels of oppression and change in an integrated way: personal, interpersonal, institutional and cultural/systemic.
What is most important for interested organizations to know about your approach to RE/DEI work?	My 25 years of organization effectiveness and change consulting is complemented by my strong partnerships with others who have been addressing DEI for an equally long period of time.

Mpact Consultancy LLC (Ind)

Email	mikel@striveformpact.com
Phone	203-996-6208
Website	www.striveformpact.com
Description	Mpact strengthens mission-driven initiatives, individuals, and organizations through coaching, consulting, professional development, and content creation. Mission-driven work is in service to others. People are central to achieving the mission and reaching intended outcomes. Mpact works to deeply understand the “WHY” that drives mission-centered work.
Racial equity/DEI Consulting/ Training Capacities	Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Training of Trainers, Strategic planning, Operational Planning, Community Engagement, Community/Social Justice Organizing
Sector Focus	Higher Ed, K-12 Education
Fees	We charge different fees for different work. Examples: Coaching \$225; Professional Development \$750; Project-Based Consulting = \$300-\$400
Racial & Ethnic Identities of Consultants	African American (Principal Consultant), Latinx (Contractor)
Gender Identity of Consultants	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you provide RE services	Women, Men, Youth, Latinx, Black or African American White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	Mpact asks the questions no one has thought of to take execution and relationship building to the next level, starting with visioning and the “why” behind the mission. Purpose setting is catalytic to client engagement. Every element of client partnership is designed to manifest vision, purpose and equitable outcomes while holding people, teams and organizations accountable when a gap exists between “aspiration” and “reality.”
What is most important for interested organizations to know about your approach to RE/DEI work?	Working with Mpact is not a passive experience. Coaching, consulting and professional development services require deep reflection, a willingness to lean into discomfort and commitment to do the self and system work necessary for change.

Multicultural Dimensions (Ind)

Email	bill@billhowe.org
Phone	860-209-4728
Website	www.multiculturaldimensions.org
Description	Dr. William Howe has given over 600 workshops, lectures and keynotes on diversity, multicultural education and organizational development. He has trained almost 20,000 educators. Dr. Howe is the co-author of a textbook on multicultural education, <i>Becoming a Multicultural Educator: Developing awareness, gaining skills, and taking action.</i>
Racial equity/DEI consulting/training capacities	Staff Development, Cultural Competence, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education
Fees	\$1,600 per day. \$800 for half day. Pro bono for eligible local nonprofit groups.
Racial & Ethnic Identities of Consultant	Asian American
Gender identity & gender expression of consultant(s)	Cisgender Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Motivating and inspiring educators and parents in the importance of cultural competence and anti-bias education.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I am blessed to be considered a tactful, motivating and inspiring educator. Best illustrated by feedback such as, "The workshop was an emotional roller coaster but so well worth the ride. I have never been to a professional development that touched my heart so deeply," and, "This workshop provided a safe environment for a diverse group of individuals to explore issues of values and beliefs to facilitate change for themselves and their schools."

MXM Consulting (Ind)

Email	Min@mxmconsulting.org
Phone	617-863-6469
Website	www.mxmconsulting.org
Description	We conduct community research and evaluations with an equity lens. Together, we identify ways to embed racial equity principles into your organization's evaluation systems.
Racial equity/DEI consulting/ training capacities	Evaluation/Outcome Measurement
Sector focus	K-12 Education, Mental Health, Human Services, Youth Development
Fees	Hourly Rate: \$100-\$150.
Racial & Ethnic Identities of Consultant	Asian, Taiwanese American
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	Spanish, French, Mandarin
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Immigrant, Latinx, Asian American and Pacific Islander, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Experience applying a racial equity lens and power analysis tools in both local and international settings.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We embed power analysis into each evaluation partnership. An organization does not need to have baseline RE/DEI knowledge before launching an evaluation or audit.

Nonprofit HR (Org)

Email	eholthaus@nonprofithr.com
Phone	202-644-7468
Website	www.nonprofithr.com/deipractice/
Description	We provide expert-level thought partnership, equity assessments and training aimed at helping you challenge your thinking, change your paradigms, assumptions and actions, and inspire you to innovate in the area of DEI in a way that recognizes the unique internal and external factors impacting your organization.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Operational Planning Evaluation, Community Engagement Change Management
Sector Focus	Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care Community Development & Housing, Social Services/Human Services, Advocacy and community organizing, Structural/Policy Change, National Membership/Network Associations
Fees	Our typical rate is \$325 per hour, but also offer project based pricing models for training and assessments to support you in achieving your DEI goals.
Racial & Ethnic Identities of Consultants	African American, Hispanic/Latino, Biracial, Asian, Middle Eastern
Gender Identity & Gender Expression of Consultant(s)	Current staff are male and female, with one contract-based team member who identifies as gender nonconforming.
Facilitation in additional languages?	
Translation of materials in additional languages?	We can make this happen upon request.
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, People who are differently abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American White, Low-Income/Low-Wealth/ Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Utilizing an outcome-based, systems-level approach to help you create your equity strategy.
What is most important for interested organizations to know about your approach to RE/DEI work?	We focus on systems, outcomes and strategy that is customized to the needs of the organization.

Nonprofit Solutions Associates (Org)

Email	Judy@NonprofitSA.com
Phone	978-443-7201
Website	www.NonprofitSA.com
Description	We provide consulting and training for nonprofits, networks, coalitions, foundations, public organizations and associations. We assist nonprofits with racial equity and diversity/equity/inclusion change initiatives, which may include assessments and assistance with change processes focused on issues such as implicit bias, systems of oppression, white privilege and power dynamics.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence/Humility, Training of Trainers, Human Resources, Strategic Planning, Evaluation, Community Organizing, Change Management, Constituent Leadership Development, Community Assessment, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Social Services, Advocacy, Structural Change, Coalitions, Foundations
Fees	I use a sliding scale depending on the budget of the organization.
Racial & ethnic identities of consultants	White
Gender Identity & Gender Expression	Female
Populations for which you have experience providing services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth
"Sweet spot," or greatest contribution, to your clients/participants?	Judy provides a safe, trusting and collaborative environment for White-led and racially diverse organizations to assess and address these challenging issues on both an interpersonal team level and to create meaningful change.
What is most important for interested organizations to know about your approach to RE/DEI work?	Judy has used a racial equity and social justice lens in her 30 years of consulting and training. She is engaged with thought leaders in the field and keeps up to date on evidence-based methodologies. She uses a systemic and social justice perspective; that is, during the assessment phase, she will consider underlying issues and look at the whole organization to understand the Racial equity/DEI dynamics. She uses democratic and participatory methodologies, engaging the key stakeholders within an organizational system.

North American Indian Center of Boston (Org)

Email	Rhalsey@naicob.org
Phone	617-232-0343
Website	www.naicob.org
Description	The North American Indian Center of Boston provides cultural and social services to the New England Native American and indigenous community. From an Indigenous methodology, our organization can help you identify and addresses disparities in data equity, community consultation and promotion of resilience. Topics include: violence against women, substance abuse prevention, stewardship of ecosystems, fostering entrepreneurship, civic participation and government to government relations.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Staff Development, Cultural Competence/ Humility, Training of Trainers, Human Resources, Strategic Planning, Evaluation, Community Organizing, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Arts and Culture, Health Care, Mental Health, Human Services, Advocacy, Community Organizing
Fees	Hourly Rate: \$150-\$200. Larger groups are encouraged to visit North American Indian Center of Boston; visits typically start at \$350.
Racial & ethnic identities of consultants	Wide range including Indigenous, Native American, Alaska Native, Native Hawaiian, Afro-Indigenous, Samoan, Intertribal, Mixed
Gender identity of consultant(s)	Male, Female, Transgender
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/ Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Over the last five years, NAICOB has provided numerous trainings for educators, organizers, and staff from nonprofits and government agencies around Native American awareness, Indigenous cultures, inclusion and the basic frameworks of Indian law.
What is most important for interested organizations to know about your approach to RE/DEI work?	We hope to learn and build together, to ultimately improve outcomes for all.

Novak Educational Consulting (Org)

Email	lindie@novakeducation.com
Phone	401-595-9109
Website	www.novakeducation.com
Description	We design and execute professional learning opportunities for schools and organizations using best practices of Universal Design for Learning and Culturally Responsive Teaching to help increase equity and access in inclusive learning environments.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Strategic Planning, Community Organizing
Sector focus	Higher Ed, K-12 and Early Childhood Education
Fees	We charge per project and offer full-day and half-day rates for professional learning experiences.
Racial & ethnic identities of consultants	https://www.novakeducation.com/meet-our-team/
Gender identity & gender expression of consultant(s)	https://www.novakeducation.com/meet-our-team/
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, People Who Are Differently Abled, Immigrant, LGBTQ+, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	All means all. We focus on delivering educational experiences and plan for all variability and diversity.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We customize all of our work based on where you are and where you want to go. Our focus is on equity and inclusion, particularly in learning environments, whether they are traditional classrooms or training sessions.

One Square World (Org)

Email	andrea@onesquareworld.org
Phone	617-257-4227
Website	www.onesquareworld.org
Description	One Square World provides people-centered planning and policy development, facilitation, training and movement support toward equity and sustainability. Our work is centered in collaborative governance, just transition and environmental justice. Our racial equity training and planning for communities, local government and justice movements focuses on understanding your personal stake in ending racism and taking a healing-centered, collaborative and adaptive approach toward becoming an anti-racist institution.
Racial equity/DEI consulting/training capacities	Leadership Development, Leadership Coaching, Staff Development, Training of Trainers, Community Engagement, Community Organizing, Work Focused Specifically for People of Color in an Organization
Sector focus	Community Development and Housing, Advocacy, Community Organizing, Structural/Policy Change, Philanthropy, Local Government
Fees	Hourly Rate: \$150–\$200. We are flexible with grassroots organizations, especially BIPOC led orgs and will help identify grants to support the work.
Racial & ethnic identities of consultants	Latinx, Black, Mixed
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	Centering frontline communities in addressing racial inequity.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are committed to work that improves outcomes for people of color working within and affected by the entities that they work with.

Organizational Equity Practice at Trinity Boston Connects (Org)

Email	Aria Pierce: apierce@trinityconnects.org
Phone	617-536-0944
Website	www.trinityconnects.org/oep
Description	Organizational Equity Practice (OEP) provides systemic, strategic interventions that help organizations achieve their desired outcomes and create a healthy community that allows staff to operate at their full capacity and bring their whole selves to work. We are guided by three essential approaches: Racial Equity, Restorative Justice, and Trauma-Inclusive Community Practices. These approaches help build relationships that allow people to take risks and be vulnerable with one another. A foundation of trust is necessary for sustainable impact in any organizational system.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Training of Trainers, Strategic Planning, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Health Care, Mental Health, Advocacy, Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$150–\$200. We do not have a sliding scale for nonprofits, though we plan to implement one in the near future.
Racial & ethnic identities of consultants	Black-American, White
Gender Identity & Gender Expression	Cisgender Women
Translation of materials in additional languages?	Spanish, Cape Verdean Creole
Populations: significant experience providing RE/DEI consulting or training services?	Youth, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced, Foster System Involved Youth, Incarcerated Youth
“Sweet spot,” or greatest contribution, to your clients/participants?	Participants have described our work as “real, honest, deep.” Our practice: braids restorative, trauma inclusive racial equity frameworks; offers a relaxed & relational facilitation style, grounded in case studies & examples; builds community.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our work is guided by three essential community practices: Racial Equity, Restorative Justice and Trauma-Inclusive Practices. We believe that deep, sustainable change takes time and we do not sacrifice quick wins for deep change. This can be challenging for people seeking swift results. We centralize relationship building and trust, and invest time in building relationships with our clients, and within our client organizations.

Partners for Youth with Disabilities (Org)

Email	sslowinski@pyd.org
Phone	617-556-4075; Ext. 126
Website	www.pyd.org
Description	We facilitate trainings on disability inclusion best practices, which are available in person or as webinars. We also offer online, take-at-your-own-pace courses on disability inclusion. And we are available for custom consulting projects, such as Universal Design site audits, curriculum reviews and more.
Racial equity/DEI consulting/training capacities	Governance/Board Development, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Evaluation/Outcome Measurement, Community Engagement
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Human Services, Advocacy and Community Organizing
Fees	Hourly Rate: \$100-\$150. For nonprofit organizations, we offer a 20% discount off our standard rates.
Racial & ethnic identities of consultants	27% People of Color
Gender identity & gender expression of consultant(s)	62% Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, People with Disabilities
"Sweet spot," or greatest contribution, to your clients/participants?	Providing a mix of theory and practical, on-the-ground applications that people can use.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are not ADA compliance auditors. We provide trainings focused on disability <i>inclusion</i> —taking things a step beyond simple legal compliance.

Payton Place Coaching & Consulting (Ind)

Email	info@paytonplace.info
Phone	901-421-8595
Website	www.paytonplacecoaching.com
Description	We provide support, resources, tools and guidance to help our clients identify, cultivate and demonstrate mission-driven goals. We engage every client through a social-justice framework as we encourage open dialogue and help identify policies, practices and norms that perpetuate injustice and inequity. We partner with every client to help co-create a culture that demonstrates its values and mission, and bridge gaps to inclusion, equity, diversity and being a sustainable, relevant, thriving organization.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Human Resources, Strategic Planning, Evaluation/Outcome Measurement, Community Engagement, Community/Social Justice Organizing
Sector focus	K-12 Education, Jobs and Economic Development, Arts and Culture, Mental Health, Community Development and Housing, Human Services, Advocacy and Community Organizing, Institutional Transition
Fees	Hourly Rate: \$100-\$150. Our project pricing takes budget constraints and limitations into consideration.
Racial & Ethnic Identities of Consultant	Black/African American
Gender identity & gender expression	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting	Women, Youth, People Who Are Differently Abled, LGBTQ+, Black or African American, Low-Income/Low-Wealth/Under-Resourced, Formerly Incarcerated, Military
"Sweet spot," or greatest contribution, to your clients/participants?	Our "sweet spot" has been the use of reframing as a communication strategy to help our clients identify gaps in practices, policies and programming around RE/DEI. We use re-framing in every component of our Community Coaching model and extensively in our RE work.
What is most important for interested organizations to know about your approach to RE/DEI work?	I approach my work through a social justice framework, supported by competency-based social and human development practices. Additionally, my lived experience as a Gen X, southern-born African American female fuels my passion for this work.

Piñeros Shields Consulting (Ind)

Email	apineross Shields@gmail.com
Phone	978-376-1718
Website	None
Description	We use inclusive and participatory strategies to both 1) model meaningful democratic decision making and 2) develop plans to address issues of concern identified by your organization. Our approach includes equipping your organization with innovative and creative tools and tactics to evaluate your work toward racial equity and ensure ongoing institutional learning.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Training of Trainers, Strategic Planning, Evaluation, Community Engagement, Community Organizing, Work Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization
Sector focus	Jobs and Economic Development, Human Services, Advocacy and Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$200–\$250. We have a sliding scale for nonprofits based on the organizational budget and whether the organization is community-based.
Racial & Ethnic Identities of Consultant	Latina
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations: significant experience providing RE/DEI consulting	Women, Men, Immigrant, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	With over 20 years of experience, we have significant expertise in macro-level institutional analysis. Using racial, class and gender lenses, we train individuals and organizations to develop competencies in analyzing the structural dynamics of power within their organizations and field of work. Our intersectional approach includes 30 years of experience with immigrant inclusion and immigration policy analysis.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our goal is competency and sustainability. Our methods seek to ensure that key people in your organization incorporate the theories, strategies and tools so they can train others in the organization and engage in ongoing cycles of action and evaluation of the strategies being tested and implemented. We understand inclusion and democracy as both a means and an end.

Positively Partners (Org)

Email	kmohamed@positivelypartners.org
Phone	617-843-3064
Website	www.positivelypartners.org/
Description	We partner with nonprofits to advance diversity, equity and inclusion goals through dialogue, education and dismantling the exclusionary practices that limit voice and opportunity in its many forms. Our engagements focus on the achievement of measurable outcomes to ensure that authenticity and intersectionality are valued and encouraged by leaders and peers across your organization and that policies and practices are audited, challenged and amended to ensure that what we learn and commit to lives on in our day-to-day work together. Our team is uniquely qualified to train on topics related to LGBTQ identities, race and intersectionality.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment Leadership Development, Leadership Coaching, Staff Development Re: Re/Dei Cultural Humility, Cultural Competence Human Resources (e.g., recruitment hiring, retention, advancement), Strategic Planning
Sector Focus	K-12 and Early Childhood Education, Arts and Culture, Community Development & Housing, Social Services, Advocacy and Community Organizing, Structural/Policy Change
Fees	Positively Partners prices our work on a per-project basis and, as a social enterprise, we are often able to deliver services for an overall cost that is 25-30% lower than other providers of similar services.
Racial & Ethnic Identities of Consultants	Black, Multiracial, Korean, White
Gender Identity & Gender Expression	Cisgender Men, Cisgender Women, Transgender Man
Facilitation in additional languages?	
Translation of materials in additional languages?	Spanish, Haitian Creole, Korean
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/ Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Education/training on identity, fostering brave spaces, connecting DEI/HR work more broadly and leveraging our HR expertise
What is most important for interested organizations to know about your approach to RE/DEI work?	Holistic approach looking at policy/practice/culture. What barriers/opportunities exist to deepen DEI commitments/actions?

Powerful Pathways (Ind)

Email	powerfulpathwaysinc@gmail.com
Phone	617-819-4783
Website	www.powerfulpathways.org
Description	Using data technology and creative tools, we work with clients to develop shared understanding of what equity is, its relation to diversity, inclusion and belonging, and equitable systems. We employ methods such as design thinking, popular education and open space technology to hold courageous conversations about organizational strengths and weaknesses in the work of social and identify specific steps to build a sustainable and inclusive environment and experience for staff, clients and stakeholders.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Governance/Board Development, Leadership Coaching, Staff Development, Cultural Competence, Training Of Trainers, Strategic Planning, Evaluation, Community Organizing, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Jobs and Economic Development, Arts and Culture, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Equitably structured depending on the size of the organization; we charge between \$110–\$250 per hour for nonprofits.
Racial & Ethnic Identities of Consultant	Black, Haitian American
Gender identity & gender expression	Female
Facilitation in additional languages?	Haitian Creole
Translation of materials in additional languages?	Spanish, French, Haitian Creole, Cape Verdean Creole, Mandarin, Vietnamese, Laotian
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	Helping clients identify their nuanced needs and their stakeholders’ nuanced needs so they can be more empathetic.
What is most important for interested organiza-tions to know about your approach to RE/DEI work?	While we are open to working with all institutions of any sector, we have particular expertise working with nonprofits, public agencies and self-described social impact impact enterprises.

Praxis Consulting Group (Org)

Email	molly@praxiscg.com
Phone	413-270-2787
Website	www.praxiscg.com
Description	We are an organization development firm with a focus on aligning leadership, strategy and culture. We believe that mission-driven organizations with broad engagement and ownership contribute to a more just, equitable and sustainable society. We strengthen productive workplaces where people are empowered and share in the value they help create. We develop leaders, build effective teams and guide organizations to create lasting impact and enduring value.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Training of Trainers, Strategic Planning, Community Engagement, Change Management, Work Specifically for White Members of an Organization
Sector focus	Higher Ed, K-12 Education, Jobs and Economic Development, Arts and Culture, Health Care, Community Development and Housing, Human Services, Advocacy and Community Organizing, Structural/Policy Change
Fees	Our sliding scale determines what we charge in a range of \$200-\$250. This is based on the budget of the nonprofit organization with which we are working.
Racial & ethnic identities of consultants	African American, Chinese American, White
Gender identity & gender expression	Female, Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	We often work with organizations that are predominantly White and have made a commitment to becoming more racially equitable. We invite those organizations to move out of blame and guilt into effective transformation.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We work with organizations to reflect on how race manifests at the interpersonal, group and systems level. We help organizations make the changes that you most want to make in who you are, the work you do, how you do your work, and the people that you serve. We will occasionally provide a short training or consultation, and we believe that a commitment to racial equity often requires ongoing work. We strive to do "skill transfer" so that the organizations with which we work develop the capacity to do their own work.

Primed OD (Org)

Email	kiera.penpeci@gmail.com
Phone	973-607-7589
Website	www.primedod.com
Description	Primed OD works with you to create interventions based on what your data is telling us to prime your culture to be one of diversity, equity and inclusion.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Cultural Competence Human Resources (e.g., recruitment hiring, retention, advancement), Change Management
Sector Focus	Social Services/Human Services
Fees	\$100-\$125 per hour
Racial & Ethnic Identities of Consultants	Black
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Youth, Immigrant, LatinX, Black or African American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Addressing foundational organizational issues that prevent DEI
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We provide long-term focused work (over one fiscal quarter or beyond) instead of one-time trainings/facilitations.

Promoting Good, LLC (Ind)

Email	valerie@promotinggoodllc.com
Phone	617-529-2119
Website	www.promotinggoodllc.com
Description	We partner with organizations to support their transformational change as they build the skills, tools and infrastructure required to create inclusive environments and to advance racial equity. This work starts with training at all levels of the organization and should be followed by DEI/RE focused strategic planning to implement sustained change. Our trainings address different forms of racism, relevant history, implicit bias and how privilege operates across systems.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Fund Development, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Jobs and Economic Development, Arts and Culture, Mental Health, Human Services, Advocacy, Community Organizing, Structural/Policy Change, State Government
Fees	Hourly Rate: \$200-\$250. We use a sliding fee scale based on the budget of the organization. We also have a few corporate sponsors that sometimes fully cover or subsidize our fee. For training projects, we charge a per-project fee.
Racial & Ethnic Identities of Consultant	Latinx
Gender Identity of Consultants	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting	Women, Men, Youth, Immigrant, Latinx, Asian American and Pacific Islander, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Our sweet spot is moving organizations to action, taking training and making that experience the start of a process to transform the organization.
Most important for interested organizations to know about your approach to RE/DEI?	Our interest is in helping organizations committed to change beyond a one-and-done training.

PTP & Associates (Ind)

Email	ptpickens@gmail.com
Phone	317-418-1218
Website	www.neconsultant.org/members/profile/view/469
Description	We provide strategic planning consulting to help businesses and nonprofits manage marketplace changes, adapt to customer/constituent needs, and address complex diversity, inclusion and equity issues. We guide nonprofits in adapting existing policies, operations and programs to incorporate diversity, inclusion and equity values into their culture to drive short- and long-term strategic businesses goals.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Fund Development, Evaluation, Community Engagement, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Arts and Culture, Health Care, Community Development and Housing
Fees	Hourly Rate: \$75-\$100. PTP & Associates' sliding fee scale for nonprofits is based upon an organization's annual budget.
Racial & Ethnic Identities of Consultant	African American
Gender identity & gender expression	Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting?	Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	The ability to establish and foster a collaborative, productive and non-judgmental work environment in which all stakeholders, regardless of position or background, feel encouraged and able to make a meaningful contribution to the organization's mission and goals.
What is most important for interested organizations to know about you and your approach to RE/DEI?	The hallmark of PTP & Associates' methodology and practice is understanding each client's unique culture and collaborating with clients to develop project plans to address their specific needs.

Race to Action (Org)

Email	racetoaction18@gmail.com
Phone	617-910-0877
Website	racetoaction.com
Description	We are facilitators for creating safe spaces to discuss racism. In this process, we work to assist groups in shifting from being uncomfortable to comfortable both in having conversations and in working to create equitable systems, organizations and communities.
Racial equity/DEI Consulting/ Training Capacities	Organizational assessment, Governance/Board Development re: RE/DEI, Leadership development, Leadership coaching, Staff Development re: RE/DEI, Work focused specifically for white members of an organization (staff, board, volunteers), Cultural humility, Training of trainers
Sector Focus	Higher Ed, K-12 and Early Childhood Education, Mental Health, Social Services/Human Services
Fees	We minimally start with a half-day at \$900 and then have two follow-up sessions, also half days, for \$1,500 each day. We incorporate information gathered from each session to create the following session.
Racial & Ethnic Identities of Consultants	African American (Black), Irish American (White)
Gender Identity & Gender Expression of Consultant(s)	Women
Facilitation in additional languages?	Lugandan
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, People who are differently abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White
"Sweet spot," or greatest contribution, to your clients/ participants?	Supporting participants, and their organizations, in deepening their capacity for self-reflection, awareness and self-management as active anti-racist agents. We focus on heart-centered training that works to create the change we seek.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We ask for commitment and the presence of all stakeholders in the organization to ensure that all voices are at the table and that the training we do permeates the organizations we train and builds ongoing trusting relationships.

Renga Consulting, Inc. (Ind)

Email	alane@rengaconsulting.com
Phone	617-259-0112
Website	www.rengaconsulting.com
Description	Renga consultants lead diversity, equity and inclusion college campus assessments using the New England Resource Center for Higher Education rubric for the Institutionalization of Diversity, Equity and Inclusion in Higher Education, using a process we call "Project Inclusion." Renga consultants assess the readiness of the client institution for change, and serve as the backbone of campus directed assessments facilitating a systemic, strategic top-down and bottom-up change management effort.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Strategic Planning, Operational Planning, Fund Development, Evaluation, Change Management
Sector focus	Higher Ed, K-12 Education, Health Care, Structural/Policy Change
Fees	We shape deliverables to meet needs and agree on a fee that fits the budget. We have helped institutions find grants to support the work.
Racial & Ethnic Identities of Consultant	African American; Eastern European Jewish American; Italian American
Gender identity & gender expression of consultant(s)	Female, Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, LGBTQ+, Asian American and Pacific Islander, Black or African American, White
"Sweet spot," or greatest contribution, to your clients/participants?	Institution-wide DEI assessment leading to systemic change.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We use a rubric, developed and piloted by 22 chief diversity officers, that serves as a guide to a consultant-led institution or department wide readiness- assessment process one dimension at a time. The process we have developed and call Project Inclusion allows the institution to learn and then incorporate change to reach their DEI goals.

Resistance Education (Ind)

Email	resistanceeducation@gmail.com
Phone	617-821-9653
Website	www.resistanceeducation.org
Description	I provide sustainable equity trainings that allow attendees to be curious with themselves and their peers from a holistic practice, engaging in the mind, body and spirit. I provide an individual practice alongside a collective one, with the hope that in between attendees are helping to transform themselves with the help of resources, tools and people around them. My training goal is to redefine and restructure equity through a Black Indigenous Queer Femme perspective by way of various forms of storytelling.
Racial equity/DEI Consulting/ Training Capacities	Organizational assessment, Leadership development, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural humility, Training of Trainers Community Engagement, Community/ Social Justice Organizing
Sector Focus	Higher Ed, K-12 Education, Arts and Culture, Community Development & Housing, Social Services, Advocacy and community organizing
Fees	Group of 25 max for 2.5 hours \$2,000 Full day equity trainings are sliding scale
Racial & Ethnic Identities of Consultant	Not Specified
Gender Identity & Gender Expression of Consultants	Not Specified
Facilitation in additional languages?	Spanish, Haitian Creole
Translation of materials in additional languages?	Spanish, Haitian Creole
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	My RE/DEI work is focused on community building, therefore when working with me you are becoming a part of a network of people around the world who are looking to make change and connect.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I center Black Indigenous Queer Femme narratives and tools for RE/DEI work.

Rhythm Visions Production Company (Org)

Email	rmartin@rhythmvisions.com
Phone	347-703-1198
Website	www.rhythmvisionsproductioncompany.com
Description	We use art to advance justice through the design and facilitation of scalable programming addressing economic and legal disparities in our society. Through writing, improvisational theatre and music, our artists work with your organization to examine these issues while providing a playbook of solutions.
Racial equity/DEI Consulting/ Training Capacities	Leadership Coaching, Cultural Competence, Training of Trainers, Community Engagement, Community/Social Justice Organizing
Sector Focus	Higher Ed, K-12 Education, Jobs and Economic Development, Arts and Culture Community Development & Housing Advocacy , Community organizing
Fees	Our hourly rate is \$100. We do have a sliding scale for nonprofit organizations.
Racial & Ethnic Identities of Consultants	We are predominately African American.
Gender Identity & Gender Expression of Consultants	We are diverse in gender; our staff includes transgender and gender fluid individuals.
Facilitation in additional languages?	Spanish, French
Translation of materials in additional languages?	Spanish, French
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, LGBTQ+, Latinx, Black or African American Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	We meet clients where they are, consistently evaluate our impact, and have measurable goals. We are unique in that our work culminates with a public performance.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are bold, raw and ready to dive deep. Transformation is inevitable.

Robert Amelio (Ind)

Email	rcamelio88@gmail.com
Phone	857-366-0585
Website	None
Description	Diversity and inclusion are hard work, and an ongoing journey. We are never “done.” I work with people in organizations to improve their understanding of diversity, inclusion and equity, assess their strengths and their challenges, and suggest solutions for enhanced inclusion leading to increased engagement for everyone associated with the organization. I am a facilitator, coach and trainer who believes inclusion is powerful and necessary in our world today.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Human Resources, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 Education, Arts and Culture, Health Care
Fees	Hourly Rate: \$150-\$250. The exact rate depends on the budget of the nonprofit client.
Racial & Ethnic Identities of Consultant	White, Italian-Irish American
Gender identity & gender expression of consultant(s)	Cisgender Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, People Who Are Differently Abled, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White
“Sweet spot,” or greatest contribution, to your clients/participants?	My ability to foster discussions on DEI respectfully and without threatening anyone, allowing them to express feelings/concerns about race or other diversity issues with others.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	People I have worked with have told me I inspire trust and respect, which allows them to challenge their thinking and their behaviors. Through this, organizations are able to implement systemic and individual changes leading to enhanced diversity and inclusion.

RogersLeads (Ind)

Email	Jeff@RogersLeads.com
Phone	617-861-5694
Website	www.RogersLeads.com
Description	Jeff Rogers has been training, coaching and facilitating for more than 10 years in Greater Boston. He specializes in DEI and Leadership Development, using the Solution-Focused Method, Radical Candor and Smart Risk-Taking. Transformation is real work, so Jeff uses humor, unconventional examples and a strong emphasis on interactivity and experiential learning to make sure that everyone feels engaged and connected. Every workshop is designed to bring a group closer together, and drive toward real goals. Transformative, not performative.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Training of Trainers, Human Resources (e.g., recruitment hiring, retention, advancement)
Sector Focus	Higher Ed, Arts and Culture, Health Care, Mental Health, Social Services/Human Services, Advocacy, Community organizing, Corporate
Fees	Varies based on project and scope of work. Significant discount for nonprofits that are doing “the work.”
Racial & Ethnic Identities of Consultant	Black/Biracial
Gender Identity & Gender Expression	Male
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Black or African American White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	Aligning a diverse group that does not necessarily agree that this work is needed; getting buy-in and getting folks to take action
What is most important for interested organizations to know about your approach to RE/DEI work?	My focus is not on the academic examination of injustice—it’s about making things more just. So we build a coalition as a goal, and we take action to move towards it. Everything I do is designed to make that happen.

R. Kelly Cameron, EdD (Ind)

Email	me@rkellycameron.com
Phone	617-752-2827
Website	www.rkellycameron.com
Description	As an independent leadership consultant and education scholar with a focus on phenomenology, cultural identity theory and racial equity, services are customizable to meet the equity, inclusion and belonging needs of corporate clients.
Racial equity/DEI Consulting/ Training Capacities	Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Community Engagement, Community/ Social Justice Organizing
Sector Focus	Education: Higher Ed, K-12; Community Development & Housing
Fees	Dr. Cameron has a fee rate of \$175/hour for specialized training and professional development services. A sliding fee scale is available to nonprofit organizations.
Racial & Ethnic Identities of Consultants	Not Specified
Gender Identity & Gender Expression of Consultant(s)	Not Specified
Facilitation in additional languages?	
Translation of materials in additional languages?	Yes, with proper notification.
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, LatinX, Black or African American White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	The greatest contribution Dr. Cameron can offer is attentive and effective listening to the needs of the client, and customizing a training session to meet their needs.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	An organization seeking Dr. Cameron's consultancy must understand, RE/DEI work is not prescriptive, but situational and effectiveness of the training is based on the practices of the trainees receiving the learning.

Sandra Bonnici (Ind)

Email	sandrabonnici65@gmail.com
Phone	608-279-4453
Website	None
Description	I work with leadership and teams to unleash big IDEAS and develop strategic plans and goals that connect mission and operations to best practices that drive innovation and sustainability through inclusion, diversity, equity and access.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Evaluation, Community Engagement, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Arts and Culture
Fees	Hourly Rate: \$100–\$150. I work collaboratively to develop a budget and scope of work that best suits the clients needs.
Racial & Ethnic Identities of Consultant	Not Specified
Gender identity & gender expression of consultant(s)	Cisgender Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	I make sure that everyone’s voice is heard. I seek to build trust in the room and co-create a safe and brave space for others to learn and grow. “Not about me without me” is the primary philosophy of my consulting work.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I approach my work with content expertise and cultural humility. My curiosity, passion and lived experience help me to co-create a meaningful partnership. I am a Qualified Administrator of the Intercultural Development Inventory (IDI). The IDI assessment tool expands the work beyond a few trainings into a more comprehensive development plan for individuals, teams, and organizations. The assessment and development plans allow me to help individuals and organizations build their capacity and ability to work effectively across differences.

Sara Ting and Associates (Ind)

Email	sarating@asthesun.com
Phone	617-522-8645
Website	www.asthesun.net
Description	Empowering individuals with skills and knowledge to engage with diversity grows business, creativity, innovation, teamwork, talent and leadership. We empower the people who make up the culture, the policies, the systems and the success of the company.
Racial equity/DEI Consulting/ Training Capacities	Leadership Development, Leadership Coaching, Staff Development re: RE/DEI Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers) Cultural Competence, Training of Trainers, Communication, Power of Listening in a World of Differences
Sector Focus	Education: Higher Ed, K-12; Community Development & Housing, Law enforcement, Executives and managers
Fees	We have a sliding scale. Per hour can range from \$125 - \$425. Day rate ranges from \$1,500 - \$2,500.
Racial & Ethnic Identities of Consultant	Asian and Chinese
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	Depending on the contract and their budget I would meet the language needs of the client.
Translation of materials in additional languages?	Again, depending on the needs of the client and their budget I would work to meet the needs of the client.
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Asian American and Pacific Islander, Black or African American White
"Sweet spot," or greatest contribution, to your clients/ participants?	Empowering people to be more self-aware, more compassionate and understanding.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Change must come from within the person. I provide the experience and the knowledge that are a catalyst for change.

Seven Stones Leadership Group (Org)

Email	info@sevenstonesleadership.com
Phone	617-531-3548 ext 0
Website	www.sevenstonesleadership.com
Description	Seven Stones is a leadership journeys company founded in 2009 by Gina LaRoche and Jennifer Cohen. Our learning programs, coaching practice, organizational consulting engagements and groundbreaking thought leadership work are all designed to help bring about a world that is loving, courageous and just.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Training of Trainers, Human Resources (e.g. Recruitment Hiring, Retention, Advancement), Strategic Planning, Operational or Business Planning, Fund or Resource Development, Evaluation/ Outcome Measurement Change Management
Sector Focus	Education: Higher Ed, Mental Health, Social Services/Human Services, Corporate Sector
Fees	Sliding Scale - Our rates vary depending on the size of the organization. We tend not to charge by the hour, but by the contract.
Racial & Ethnic Identities of Consultants	Black, White, Asian-American
Gender Identity & Gender Expression	Cisgender
Facilitation in additional languages?	
Translation of materials in additional languages?	French
Populations for which you have significant experience providing RE/DEI services?	Women, LGBTQ+ Asian American and Pacific Islander White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Our "sweet spot" is a deeper learning journey that extends over time and engages with the personal, interpersonal and structural elements of life.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	The most significant thing about us is that we go deep to create transformative and sustainable change. We don't tend to do one workshop and leave the organization after that.

She Geeks Out (Org)

Email	carolyn@shegeeksout.com
Phone	None
Website	www.shegeeksout.com
Description	We create customized experiences that focus on diversity, equity and inclusion. We provide foundational knowledge on these topics, unconscious bias and more, as well as provide actionable strategies to mitigate bias in the workplace.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	None specified
Fees	We work with you to develop a custom proposal to fit your particular needs and charge per project. We offer a 10% discount to nonprofits.
Racial & ethnic identities of consultants	Multiracial, African-American, White
Gender identity & gender expression of consultant(s)	Cisgender Female, Gender Queer
Facilitation in additional languages?	Spanish, Portuguese
Translation of materials in additional languages?	Spanish, Portuguese
Populations for which you have significant experience providing RE/DEI consulting or training services?	None specified
"Sweet spot," or greatest contribution, to your clients/ participants?	Our ability to provide a safe and brave space for learning along with actionable real-world strategies.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are not about a one-and-done, check-the-box experience. We are incredibly high touch and work with you well before any facilitation, as well as after.

Sojourner (Org)

Email	info@sojourner.consulting
Phone	857-229-8122
Website	www.sojourner.consulting
Description	Sojourner is an organization with one goal, to create an equitable world. At Sojourner we believe that equity is within reach and we strive to ignite the fight for an equitable future. Whether you want to build equity practices into your professional practice or into your life, we're here to help. Our clients have learned to restructure their organizations for equity, dismantle white supremacist hiring practices, work and act from an equity framework, use anti-racist practices specific to their fields of education business and non-profit work, and more.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Operational Planning Evaluation, Community Engagement, Community Organizing, Change Management, Abolition Strategies
Sector Focus	Higher Ed, K-12 Education, Health Care, Mental Health, Social Services, Advocacy, Community Organizing
Fees	A typical training costs \$75.00 per hour, depending on the number of participants. We offer a sliding scale.
Racial & Ethnic Identities of Consultants	Black
Gender Identity & Gender Expression	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, LGBTQ+, LatinX, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced, Educators, College Students in Service Work
"Sweet spot," or greatest contribution, to your clients/ participants?	Abolitionist Education
What is most important for interested organizations to know about your approach to RE/DEI work?	Sojourner is grounded in action over theory. All of our consulting and training encourages and supports participants to make plans and take action immediately. In all of our training and consulting sessions the participants leave having created materials and plans to move forward.

Southern Jamaica Plain Health Center (Org)

Email	aortiz3@bwh.harvard.org
Phone	617-983-4104
Website	www.racialrec.org
Description	We facilitate racial justice trainings for the medical and public health community and beyond. Our focus is on the history of white supremacy (and patriarchy, etc.) across systems with a focus on medicine and public health, how to integrate racial justice framing into policies and practices and how to enhance racial justice communication skills. More elements of our framework can be found under “our truth” here: www.racialrec.org .
Racial equity/DEI consulting/training capacities	Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	K–12 Education, Health Care, Mental Health, Human Services, Advocacy and Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$75–\$100. We have a sliding scale based on the nonprofit’s budget.
Racial & ethnic identities of consultants	White (Polish, British, German) and African American (East and West Indian, Irish and Native American “as she knows for now”)
Gender identity & gender expression of consultant(s)	Female, Male
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/ Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	Focus on racism in medicine and public health and the skills to facilitate a container that addresses race-based trauma.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are very structural in our approach, we interlace the head and the heart and we honor the racial justice roles. We are radical in our approach in that we don’t see any of our systems working well for anyone. Including people into unhealthy systems is not the goal. Instead we aim to co-create and co-design new ones!

Steward Cultural Development Group (Org)

Email	info@stewardculturaldevelopmentgroup.com
Phone	617-991-5431
Website	stewardculturaldevelopmentgroup.com
Description	SCDG's partners have more than twenty years of experience in fundraising, cultural equity training, policy development and executive and board leadership with organizations such as the ArtsBoston, Black Theatre Commons, Boston Center for The Arts, New England Foundation for The Arts, Theater Communications Group, National Performance Network.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Leadership coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Human Resources, Strategic Planning, Operational Planning, Fund Development, Evaluation, Community Engagement, Community/Social Justice Organizing, Change Management
Sector Focus	Higher Ed, K-12, Early Childhood; Arts and Culture, Health Care Community Development & Housing, Social Services, Advocacy, Community organizing, Structural/Policy Change
Fees	Varies
Racial & Ethnic Identities of Consultants	Black, Multiracial
Gender Identity & Gender Expression	Cisgender and Gender Queer
Facilitation in add'l lang?	Spanish
Translation in add'l lang	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	At SCDG, we believe that successful cultural development involves organizations that anticipate and prepare for the inevitability of change, plan realistically, comprehensively, and across all organizational functions.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	At SCDG, we believe that equity is both an outcome and a process. As an outcome, we recognize equity when everyone has what they need to thrive (regardless of race, socioeconomic status, gender, sexual orientation, ability, age, religion or geography). As a process, we begin by acknowledging history, advantages, and inequalities and create policies and practices to correct and address the discrepancies in access and opportunities. We operationalize equity personally, collectively, and institutionally. Our model is process heavy, dynamic, and iterative.

Stillwaters Consulting (Ind)

Email	crrobinson624@gmail.com
Phone	617-894-6527
Website	None
Description	Robinson is a seasoned leader and strategist known for her work in vision articulation, system, policy, program development, design and evaluation. Robinson's areas of expertise include economic security; asset strategies; health disparities; human development; education disparities; children, youth and families; creating systemic equity and inclusion; and place-based endeavors. She is a skilled facilitator and listener, and excels at collaborative equity work.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence/Humility, Training of Trainers, Human Resources, Strategic Planning, Evaluation/Outcome Measurement, Community Engagement, Community Organizing, Change Management, Systemic Equity
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Health Care, Mental Health, Human Services, Advocacy, Community Organizing, Policy Change, Economic Security and Asset Policy, Health Equity, Food Security and Food Systems
Fees	Hourly Rate: \$100-\$150. I customize my work to the needs of the client, defining outcomes and aligning with resources.
Racial & Ethnic Identities of Consultant	African American and Native American
Gender identity & gender expression	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to clients?	Infusing a culture of equity throughout all aspects of organizations.
What is most important for interested organizations to know about your approach to RE/DEI work?	I bring more than 30 years of experience in crafting systems, policies and organizations imbued with equity. I have been one of the central architects of major national initiatives including Closing the Racial Wealth Gap of the Ford Foundation and the RWJF Childhood Obesity initiative. I bring significant gravitas, humility and experience to the work.

Strategic Consulting and Coaching (Ind)

Email	donnastig1@gmail.com
Phone	617-230-3623
Website	
Description	Centered in racial, gender, and economic equity, customize consultations to build capacity and grow relationships reaching community-determined goals and transformation. Facilitate change processes often in context of coaching and creative strategic thinking with an eye toward implementation, impact, and evaluation.
Racial equity/DEI Consulting/ Training Capacities	Governance/Board Development re: RE/DEI, Leadership Development, Leadership Coaching Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers) Cultural Humility, Cultural Competence Fund or Resource Development, Evaluation/Outcome Measurement Change Management, Affinity Group/Peer Learning Facilitation; Grant Review Centering Racial Equity
Sector Focus	Jobs and Economic Development, Arts and Culture, Community Development & Housing
Fees	Negotiable
Racial & Ethnic Identities of Consultant	White
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	Spanish proficiency for conversation and Q and A clarification
Translation of materials in additional languages?	Ability to translate basic Spanish-English for written materials
Populations for which you have significant experience providing RE/DEI services?	Women, Immigrant, LatinX, White, Low-Income/Low-Wealth/Under-Resourced Indigenous (not United States)
"Sweet spot," or greatest contribution, to your clients/ participants?	Creating trusted spaces to step back, to assess in order to move forward...stronger...together.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	If not actionable, not interested in only aspirational RE/DEI work is personal, as well as professional – and over the long haul.

Strategy Matters, LLC (Org)

Email	info@strategymatters.org
Phone	617-733-2286
Website	www.strategymatters.org
Description	Strategy Matters works with mission-driven organizations to develop creative solutions to complex challenges. We tailor our approach to planning and implementation in a way that authentically engages the full spectrum of an organization's stakeholders, with an eye toward creating sustainable change. Our team has deep experience working with organizational as well as community change initiatives focused on increasing diversity, equity and inclusion, often through facilitation of challenging conversations, which are an integral component of this work.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Strategic Planning, Operational Planning, Community Engagement, Change Management
Sector focus	Higher Education, Arts and Culture, Human Services, Municipalities, State Agencies
Fees	Hourly Rate: \$150-\$200. We work with our clients to structure our fees and time spent on a project that is reasonable and feasible. The majority of our clients opt for a flat rate fee with a well-defined scope of work.
Racial & ethnic identities of consultants	Black, Indian, White
Gender identity & gender expression	Female, Male
Facilitation in additional languages?	Spanish, French, Haitian Creole, Cape Verdean Creole, ASL
Translation of materials in additional languages?	Spanish, Haitian Creole, Gujarati
Populations for which you have significant experience providing RE/DEI consulting?	None listed
"Sweet spot," or greatest contribution, to your clients/participants?	Our ability to engage everyone in the room, in a productive, safe, provocative, fruitful way. We structure our work to make concepts tangible and accessible to participants.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	That we believe issues of RE/DEI are central to all organizational decision making and change. While it is possible, and sometimes necessary to address it outside of other issues, it is never right to do the other parts of organizational change work (strategic planning, training, etc.) without explicitly addressing the RE and DEI issues embedded in those choices and interventions.

Susan Naimark (Ind)

Email	susan@naimark.org
Phone	617-686-7511
Website	www.naimark.org
Description	Susan offers training workshops and consulting services to nonprofits and public agencies interested in deepening their understanding and adoption of racial equity practices. She brings a systemic analysis to this work, with a focus on building shared understanding within teams and organizations of the continuing impact of racism and white supremacy. Susan also specializes in training on the topic of implicit bias. Her background includes many years of hands-on work experience in the areas of community development and K-12 education.
Racial equity/DEI consulting/training capacities	Governance/Board Development, Staff Development, Work Focused Specifically for White Members of an Organization, Cultural Competence
Sector focus	K-12 Education, Community Development and Housing
Fees	I charge \$150/hour for organizations with fewer than 30 staff or budgets under \$2 million; \$200-250/hour for larger nonprofits and public agencies, depending on the nature of the work.
Racial & Ethnic Identities of Consultant	White, Jewish
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, White
"Sweet spot," or greatest contribution, to your clients/participants?	I am good at bringing White people deeper into racial equity work.
What is most important for interested organizations to know about your approach to RE/DEI work?	I have developed solid skills for engaging White people who may be nervous or hesitant to take on racial equity work.

Sustainable Success (Ind)

Email	beth@SustainableHumans.com
Phone	617-784-9687
Website	www.SustainableHumans.com
Description	We partner with your organization to build capacity for sustainable high performance, for flexibility, for creativity and responsiveness. We believe that results rely on relationship, so all of our work focuses on building the awareness, skill and willingness to create and maintain strong working relationships—across differences in perspective, beliefs, culture and race.
Racial equity/DEI consulting/ training capacities	Leadership Development, Leadership Coaching, Cultural Competence, Training of Trainers, Change Management, Team Coaching on Diverse Teams, Cross-Cultural Communication
Sector focus	Higher Education, Human Services, Environmental Justice
Fees	Hourly Rate: \$100–\$150. I work with nonprofit clients to design a program that will work with their budget and achieve the results they are looking for.
Racial & Ethnic Identities of Consultant	White, Jewish
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	People Who Are Differently Abled, Black or African American, Low-Income/Low-Wealth/Under-Resourced, Inner City
“Sweet spot,” or greatest contribution, to your clients/ participants?	Helping people communicate with each other when they have conflict and differences.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our focus is on communication skills and human-to-human relationship.

Sylvia Saavedra-Keber (Ind)

Email	sskeber@comcast.net
Phone	857-998-8305
Website	None
Description	I offer culturally and linguistically appropriate workshops to organizations that want and need to create an organizational structure that promotes and supports equality and social justice and creates social change.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Cultural Competence, Strategic Planning, Community Engagement, Community Organizing, Executive Coaching, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	K-12 Education, Human Services, Advocacy, Community Organizing
Fees	Hourly Rate: \$75-\$100.
Racial & Ethnic Identities of Consultant	Latina
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	Immigrant, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	How much people learn from the workshops and ways they can apply change.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	My honesty and commitment to social change.

TBM Consulting, LLC (Ind)

Email	tmoos@tbmconsulting.net
Phone	917-532-8592
Website	www.tbmconsulting.net
Description	We are organizational and leadership development specialists who provide a range of talent management solutions including diversity, equity and inclusion work. We design customized solutions for all clients to meet their needs, drive inclusive culture and to effectively deliver against their strategies, charters or missions. Our work includes supporting leadership teams in defining and articulating DEI strategies, mission statements, approaches to recruiting, etc. We also facilitate and train interactive sessions across the DEI spectrum.
Racial equity/DEI consulting/training capacities	Governance/Board Development, Leadership Coaching, Staff Development, Cultural Competence, Human Resources, Community Engagement, Change Management
Sector focus	Jobs and Economic Development, Arts and Culture, Health Care, Community Development and Housing, Human Services, Advocacy, Community Organizing
Fees	Hourly Rate: \$150-\$200. We take a team approach so we staff in ways that are more cost effective for our clients.
Racial & Ethnic Identities of Consultant	African-American
Gender identity & gender expression of consultant(s)	Female
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, People Who Are Differently Abled, Immigrant, Latinx, Black Or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	We leverage multi-media approaches and formats to create dynamic solutions for our clients.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We truly care about your culture and overall goals. We want to ensure alignment before committing to any partnership.

The Bradley Firm, LLC (Org)

Email	info@thebradleyfirm.org
Phone	617-980-6198
Website	thebradleyfirm.org
Description	The Bradley Firm, LLC. is a diversity and inclusion consultancy that helps organizations and individuals work effectively across racial difference. We partner with organizations to develop their diversity initiatives and provide executive coaching for professionals.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers) Human Resources (e.g. Recruitment Hiring, Retention, Advancement), Strategic Planning, Operational or Business Planning Community Engagement
Sector Focus	Higher Ed, Structural/Policy Change
Fees	Given that our work is customized for individuals and organizations, our pricing takes multiple variables into consideration.
Racial & Ethnic Identities of Consultant	African American
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men Elderly/Seniors Black or African American White
"Sweet spot," or greatest contribution, to your clients/ participants?	Keynotes or trainings on implicit bias, power and privilege
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I work best with organizations who understand the need of diversity and its importance to servicing their client community

The Business Doctor, Inc (Org)

Email	angela@thebusinessdoctor.co
Phone	321-392-5747
Website	www.thebusinessdoctor.co
Description	Business development consulting firm providing organizational psychology practices and techniques for entrepreneurs, small businesses, and NPOs. Services help companies assess and develop the knowledge necessary to pursue to growth without boundaries. We cultivate work environments that encourage and support diversity, developing and incorporating inclusion initiatives, such as organization-wide diversity training and multicultural events.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Fund Development, Evaluation, Community Engagement, Community Organizing, Change Management
Sector Focus	K-12, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development & Housing, Social Services, Advocacy, Community organizing, Structural/Policy Change
Fees	\$125 per hour: assessment /analysis reporting \$5000 for 2 weeks (100hours): full time intense deep dive (starting committees, initiatives etc) \$10000 for 3 months.
Racial & Ethnic Identities of Consultants	Hispanic, Cape Verdean, Black, Portuguese, Irish, English
Gender Identity & Gender Expression of Consultant(s)	Female
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Youth, LatinX, Black or African American White, Low-Income/Low-Wealth/Under-Resourced, Veterans, Military Families
"Sweet spot," or greatest contribution, to your clients/ participants?	Sweet Spot: Owner is multicultural, and an industrial organization practitioner, plus a former entrepreneur/business owner before starting consulting firm
What is most important for interested organizations to know about your approach to RE/DEI work?	Approach: Holistic to its core, fluid and functionally organized at all times

The Clarion Group (Org)

Email	Hawkins@TheClarionGroup.com
Phone	860-232-3667
Website	www.theclariongroup.com
Description	As a firm, we specialize in working with the “tippy-top” leaders in mid to large sized organizations. We believe the way to achieving an organization’s goals is through the good treatment of its people—the humans who carry out the organization’s mission. Everyone is on a journey, and we do our best to meet people where they are and take them on a path in service of humanity and the organization’s purpose. This is not easy work; it is not quick work—but it is work that is meaningful to all humankind.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Compe-tence, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Fund Development, Evaluation, Community Engagement, Commu-nity Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Arts and Culture, Structural/Policy Change, Large Governments
Fees	Hourly Rate: \$200–\$250. We work closely with nonprofits to meet their budget without sacrificing the quality of the work.
Racial & ethnic identities of consultants	Black, White
Gender Identity & Gender Expression	Male, Female, Nonbinary
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	French, Haitian Creole, Cape Verdean Creole, Mandarin, Vietnamese, Laotian
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/participants?	Helping to find common ground.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	Our approach focuses on human interactions and building trust. Without trust, progress is difficult. We meet every human where they are, respecting their boundaries, but we create incremental discomfort through the process. This guided discomfort is where growth is occurring. We “check-in” along the way to be sure our pace is appropriate for the group. We help to create space to explore “new truths” and celebrate the small and big wins.

The Disruptive Equity Education Project, LLC (Org)

Email	admin@digdeepforequity.com
Phone	802-345-4207
Website	www.digdeepforequity.org
Description	The Disruptive Equity Education Project (DEEP) is a professional development and strategy organization that is focused on the intentional, developmental and complex work that is associated with changing mindsets around equity and dismantling systemic oppression and racism. DEEP aims to bridge stronger connections to humanity and embrace challenges of inequality with love and care, while offering key insights and strategic interventions.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Cultural Competence, Training of Trainers, Strategic Planning, Evaluation, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Mental Health, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Our Equity Audits: Starting at \$17,000 (for organizations) and \$30,000 (for school districts).
Racial & ethnic identities of consultants	Black, White, Asian
Gender Identity of Consultants	Female, Male
Facilitation in additional languages?	No
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Immigrant, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	DEEP's sweet spot is building meaningful relationships with clients through storytelling and self-reflective transformation. Our services foster long-term relationships and build the capacity of leadership teams, staff, governing boards and other key stakeholders.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	DEEP prioritizes long-term partnerships as the most effective pathway for sustaining equity over time. We spend time understanding current organizational culture, and assessing the equitability of current organizational culture and structures. It is essential to gain an understanding of current culture and offer intentional and customized intervention to achieve long-term diversity, belonging, inclusion and equity goals.

The Fire This Time Enterprises (Org)

Email	info@firethistimespeaks.com
Phone	812-307-9173
Website	www.firethistimespeaks.com
Description	We work with corporate, non-profit, and higher education institutions to help folks learn the steps they can take to build spaces where belonging and thriving are central experiences. From equity to inclusion to multicultural understanding, we build from the shoulders of giants to help us all generate and maintain momentum for a better future.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Community Engagement, Community Organizing, Change Management
Sector Focus	Higher Ed, K-12 and Early Childhood Education, Arts and Culture Advocacy, Community organizing, Structural/Policy Change
Fees	\$1,500 for a 90-minute workshop \$3,000 for half-day facilitation (2-4 hours) \$6,000 for full-day facilitation (5-7 hours) We have a sliding scale.
Racial & Ethnic Identities of Consultants	One Black consultant, two White consultants
Gender Identity & Gender Expression of Consultant(s)	One cisgender woman, two cisgender men
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Our feedback indicates we are skilled at creating a space for vulnerable, honest conversation regarding tough topics. We are focused on tangible steps, action-oriented takeaways for all participants, and learning that engages all members in the room.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are focused on tangible steps, accountability, honest conversations, and highly engaging learning opportunities. We view our clients as members of our communities, and we will want to stay in contact.

The Impact Seat, Diversity, Equity and Inclusion (Org)

Email	teresa@impactseat.com
Phone	
Website	impactseat.com
Description	Our priority is to work with organization to solve problems and create opportunities, to articulate and build on a commitment to social justice and fairness to people of all ethnicities, natiivities, citizenships, and colors. Grounded in science, the processes and knowledge that The Impact Seat brings to the table are tailored to each organization that we collaborate with: no cookie-cutter solutions. We offer teaching and learning, research, inquiry, data analysis, convening, and strategic and leadership consulting.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Staff Development, Work Focused Specifically for White members of an Organization , Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Fund Development, Evaluation, Community Engagement, Community Organizing, Change Management
Sector Focus	Higher Ed, Arts and Culture, Health Care, Mental Health, Community Development & Housing, Social Services, Advocacy Community Organizing, Structural/Policy Change, Public-Private Partnerships
Fees	We aim to structure a program that will take an organization through at least the next phase of their DEI journey with available funds.
Racial & Ethnic Identities of Consultants	African American, Latina, White
Gender Identity of Consultants	Female, Agender, Queer
Facilitation in additional languages?	
Translation of materials in additional languages?	Spanish
Populations for which you provide RE services?	Women, LatinX, Black or African American, White, artists and patrons
"Sweet spot," or greatest contribution, to your clients/ participants?	We have developed original materials to lead groups of people along the journey. This knowledge and experience can be put to work in learning sessions, board meetings, building strategic plans, convening community or something else. We work with each new client to see how we can add value.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We work to be courageous and to foster courageous thinking and action in those we work with. Also, resilience -- as it is a journey. We believe in the human capacity to make a difference. We want this time of change to carry our communities and nation to new ground in respecting and supporting black and brown people equally in all matters and situations. We work to share hope.

The Mediation Group (Org)

Email	info@themediationgroup.org
Phone	617-277-9232
Website	www.themediationgroup.org
Description	The Mediation Group (TMG) is a multi-disciplinary, nonprofit firm dedicated to working with individuals, families, organizations and communities to resolve disputes and manage conflict. We work with clients to identify and address organizational challenges, develop collaborative teams, and design and establish new processes for managing conflict. We train participants in skills and concepts of conflict resolution, including effective problem-solving, leadership and cultural competency.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Community Engagement, Community Organizing, Change Management
Sector focus	Higher Ed, K-12 Education, Health Care, Community Development and Housing, Human Services, Municipalities
Fees	Hourly Rate: \$200-\$250. We do not have a sliding scale, but we do offer a standard discount for nonprofits.
Racial & ethnic identities of consultants	Latino, Asian, African American, White
Gender identity & gender expression of consultant(s)	Male, Female
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI consulting or training services?	None listed
"Sweet spot," or greatest contribution, to your clients/participants?	Multidisciplinary backgrounds and perspective.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We bring 30+ years of experience working with a broad spectrum of clients addressing complex conflicts across a number of subject areas.

The Race & Christian Community Initiative at the Emmanuel Gospel Center (Org)

Email	mlietz@egc.org
Phone	
Website	www.egc.org/race
Description	RCCI equips Christian leaders to engage issues of race in ways that honor the image of God in all people and nurture the righteousness and justice Jesus desires for our communities. We host learning communities, support and accountability groups, workshops and forums that help people learn about racism from a biblical perspective and how to take action as an outworking of their faith.
Racial equity/DEI Consulting/ Training Capacities	Leadership Development, Leadership Coaching, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers)
Sector Focus	Churches and Christian communities
Fees	Many programs RCCI hosts come at no cost to participants or are based on suggested donations. If we bring customized programs to your community the cost is based on a sliding scale.
Racial & Ethnic Identities of Consultants	Multiracial
Gender Identity & Gender Expression of Consultant(s)	Not Specified
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men , White
"Sweet spot," or greatest contribution, to your clients/ participants?	Working with White evangelicals to help them grow in their understanding of racism and respond to it as an outworking of their faith.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We take a biblically-based approach that sees the work of dismantling racism as a part of Christian discipleship.

The Racial Equity Institute (Org)

Email	info@renewengland.com
Phone	None
Website	www.racialequityinstitute.org/ www.renewengland.com
Description	REI's two-day training develops the capacity of participants to better understand racism in its institutional and structural forms by presenting a historical, cultural and structural analysis. Topics include our fish/lake/groundwater analysis; implicit bias; markedness theory; institutional power-brokering; definitions of race and racism; history and legacy of race in American economic and policy development; racial identity and its interaction with institutional culture. With shared language and a clearer understanding, participants are better equipped to begin to work for change.
Racial equity/DEI consulting/training capacities	In New England we are currently offering only our Phase I Training.
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Health Care, Mental Health, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Rates are between \$225 and \$475 per person for workshops in New England. Scholarships available upon request.
Racial & ethnic identities of consultants	Black
Gender identity & gender expression of consultant(s)	Not specified
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Abled, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	We provide a baseline framework for people to understand structural racism.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	REI has a long history coming out of community organizing and the civil rights movements. REI has a long list of diverse clients who would attest to the strength of our work.

The SEED Project (Org)

Email	info@nationalseedproject.org
Phone	781-283-2399
Website	nationalseedproject.org
Description	The SEED Project partners with schools, organizations, and communities to develop leaders who guide their peers in conversational communities to drive personal, organizational, and societal change toward social justice.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment Leadership Development, Leadership Coaching, Staff Development re: RE/DEI, Work Focused Specifically for White Members of an Organization (Staff, Board, Volunteers), Work Focused Specifically for People of Color in an Organization (Staff, Board, Volunteers), Cultural Humility, Cultural Competence, Training of Trainers
Sector Focus	Education: Higher Ed, K-12, Early Childhood; Arts and Culture, Health Care, Community Development & Housing, Social Services
Fees	In person SEED Training: \$3800 - scholarships for qualifying organizations. Hourly rate \$200 - \$500 for consultants.
Racial & Ethnic Identities of Consultants	Latinx, South Asian, White, African American, Afro Caribbean, Multi Racial, Indigenous
Gender Identity & Gender Expression of Consultant(s)	Trans, Cisgender, Queer, Gender Fluid, Female, Male
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	Personal transformation, systemic understanding, connecting across difference, lasting organizational change over time
What is most important for interested organizations to know about you and your approach to RE/DEI work?	SEED develops RE/DEI leaders within organizations who work with peers to build equitable, just policies and practices

Thought Partner Solutions (Org)

Email	jamal@thoughtps.com
Phone	860-869-0020
Website	www.thoughtps.com
Description	Thought Partner Solutions is a mission-driven business management consultancy company with expertise in equity, diversity and inclusion training and consulting services. We specialize in the integration of the awareness, knowledge, values and proficiency of DEI into leadership, organizational change, board development, community engagement, human resources, customer service, organizational culture and performance management.
Racial equity/DEI consulting/training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Competence, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Fund/Resource Development, Community Engagement, Change Management
Sector focus	Higher Ed, K-12 and Early Childhood Education, Arts and Culture, Human Services, Structural/Policy Change
Fees	Our blended consulting rate is typically \$200-\$250/hr. While we do not offer a sliding scale for nonprofits, we do customize our packages to deliver the most value to the organization.
Racial & ethnic identities of consultants	Black
Gender identity & gender expression of consultant(s)	Male, Female
Facilitation in additional languages?	French, Haitian Creole
Translation of materials in additional languages?	No
Populations for which you provide RE services?	Women, Men, Immigrant, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	Our ability to make tough issues digestible, share new frameworks for approaching DEI, and empower all training participants to see their role in advancing equity.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	The most important thing to know is that we're best at provoking thought around the individual's role in systemic change movements. We have worked with organizations of different sizes and makeups. We do a lot of work with boards and leaders and we provide cultural competence awareness training and coaching. Our approach is focused on transformation, not transaction. And our style is to replace "blame and shame" with practical interdisciplinary approaches to complex issues.

TSNE MissionWorks (Org)

Email	tjackson@tsne.org
Phone	617-896-9306
Website	www.tsne.org
Description	Nonprofit organizations have worked to diversify their staff and increase representation of people across race, class, gender, sexual orientation, ability, and religious and other culturally diverse backgrounds. But how do organizations create an environment where people can actively participate, where their contributions are respected and valued? TSNE MissionWorks offers a participatory training focused on racial diversity and taking the next step to move beyond the individualism of diversity to systemic and cultural change needed to build inclusive organizations.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Leadership Coaching, Staff Development, Human Resources, Change Management
Sector focus	Jobs and Economic Development, Arts and Culture, Health Care, Community Development and Housing, Human Services, Advocacy, Community Organizing
Fees	For a customized training we charge a flat fee of \$3,000 for a full day. Change management consulting and coaching is charged hourly. We are open to negotiating those fees based on the budget of the client.
Racial & ethnic identities of consultants	Black, African American, White, Latino, Haitian
Gender identity & gender expression of consultant(s)	Cisgender, Transgender, Nonbinary, Gender Nonconforming
Facilitation in additional languages?	Spanish, French, Haitian Creole
Translation of materials in additional languages?	Spanish, French, Haitian Creole
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People Who Are Differently Able, Immigrant, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced, Homeless
"Sweet spot," or greatest contribution, to your clients/ participants?	Working with mainstream, white-led organizations at the beginning with little to no experience in DEI focused work.
What is most important for interested organizations to know about your approach to RE/DEI work?	We co-create the learning journey with organizations; creating a values-aligned approach, our change management approach, emphasis on data and metrics.

UP: Ventures (Ind)

Email	UPVentures@comcast.net
Phone	617-359-3987
Description	UP:Ventures provides consultation, training and executive coaching services to public sector entities on issues related to diversity, equity and inclusion. We support our partner/clients to achieve highly participatory work environments where diversity thrives and everyone can engage and participate to their fullest potential. UP: Ventures builds the capacity of entities to recognize, mine and utilize team contributions in ways that are highly respectful and team members feel valued.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development , Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Training of Trainers, Human Resources, Strategic Planning, Operational Planning Evaluation, Community Engagement, Community Organizing, Change Management, Facilitation
Sector Focus	Education: Higher Ed, K-12, Early Childhood, Jobs and Economic Development Mental Health, Community Development & Housing, Social Services, Advocacy, Community organizing, Structural/Policy Change
Fees	Our typical rate per hour is \$125.00 with a four hour minimum. Our daily rate is \$1000/day. We have a sliding fee scale for small organizations.
Racial & Ethnic Identities of Consultants	Cultural, linguistic and racially minoritized groups
Gender Identity	Female
Facilitation in additional languages?	Spanish, Haitian Creole, American Sign language
Translation of materials in additional languages?	Spanish, Haitian Creole, American Sign Language
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors, People who are differently abled, Immigrant LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/ Low-Wealth/Under-Resourced, LGBTQ+ individuals
“Sweet spot,” or greatest contribution, to your clients/ participants?	Our work has been described as highly respectful, participatory and grounded. Our practice’s greatest contribution is the determined focus on inclusivity—who’s not here that needs to be here and heard—as well as our focus on capacity building, so not only those at the top hold the knowledge related to strategies for pursuing equity.
What is most important for organizations to know about your approach?	We are committed to work that centers capacity building, active engagement, participation and improved outcomes for BIPOC, their families and communities.

Via Arts LLC (Ind)

Email	kristianna@via-arts.org
Phone	860-940-0557
Website	www.via-arts.org
Description	We believe in working from the whole. Via Arts uses arts-based and human-centered design to guide organizations in co-creating adaptive internal processes for transformative justice. While education is a part of our work, we believe in harnessing collective intelligence that allows organizations to find their own method of change. We center a black queer feminist lens in our work toward liberation.
Racial equity/DEI consulting/training capacities	Leadership Development, Leadership Coaching, Staff Development, Strategic Planning, Evaluation/Outcome Measurement, Community Engagement, Community Organizing, Transformative Justice Plan: What to Do When There's Harm to Ensure the Harm Is Addressed and Doesn't Happen Again, Work Focused Specifically for People of Color in an Organization.
Sector focus	Higher Ed, K–2 and Early Childhood Education, Arts and Culture, Advocacy, Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$200–\$250. Small organizations with less than 10 staff are offered a discounted hourly rate.
Racial & Ethnic Identities of Consultant	Biracial Black
Gender identity & gender expression of consultant(s)	Cisgender Woman
Facilitation in additional languages?	No
Translation of materials in additional languages?	No
Populations for which you have significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, LGBTQ+, Latinx, Black or African American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/participants?	I offer a program that centers the voice and ideas of those most impacted as well as breaking down systems and patterns without judgment.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	I operate from a place of hope. Hope that organizations can move into a place of true belonging with community where they have a full understanding of the systems at play and are actively moving to reduce and eliminate harm.

VISIONS, Inc. (Org)

Email	office@visions-inc.org
Phone	617-541-4100
Website	www.visions-inc.org
Description	VISIONS, Inc. is a women- and person of color–led nonprofit that has provided training and consultancy in diversity, equity, inclusion and multiculturalism for 35 years. Our anti-racism, equity and inclusion training and consulting incorporates both didactic and experiential modes, since we believe that changing racism and the other “isms” requires not only cognitive change, but affective and behavioral change as well.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Cultural Humility, Training of Trainers, Evaluation, Community Engagement, Community Organizing, Change Management, Work Specifically for White Members of an Organization, Work Specifically for People of Color in an Organization
Sector focus	Higher Ed, K–12 Education, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Human Services, Advocacy, Community Organizing, Structural/Policy Change
Fees	Hourly Rate: \$200–\$250. We take into account budget, size of the organization, and specific financial circumstances of a client.
Racial & ethnic identities of consultants	People of Color, White
Gender identity & gender expression of consultant(s)	Nonbinary, Female, Male
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	Spanish, French, Haitian Creole
Populations: significant experience providing RE/DEI consulting or training services?	Women, Men, Youth, Elderly/Seniors, Immigrant, People Who Are Differently Abled, LGBTQ+, Latinx, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
“Sweet spot,” or greatest contribution, to your clients/ participants?	Our process teaches people how to make sustainable change. It equips individuals and organizations with the knowledge, tools and confidence to recognize, understand, appreciate and leverage differences.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	VISIONS’ model is built upon its understanding that change to any system must occur at multiple levels and address multiple variables of difference. It is not enough to open the door to diversity at the institutional level alone. Organizations must also address barriers to inclusion at the personal, interpersonal and cultural levels. This approach reveals the attitudes, unconscious biases and behaviors that prevent people from succeeding in organizations.

XEM Consulting Services, LLC (Org)

Email	info@xemconsulting.com
Phone	617-651-1519
Website	www.xemconsulting.com
Description	XEM in Vietnamese means to observe, examine, read, consider, evaluate, and predict. Our mission is to lead organizations to engage in transformational systemic change through close collaboration and a research-informed approach. We partner with organizations committed to critical reflection and doing the necessary work to create systemic change. We have extensive experience leading justice, equity, diversity, and inclusion efforts.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Training of Trainers, Human Resources, Strategic Planning, Operational Planning, Fund Development, Evaluation, Community Engagement, Community/Social Justice Organizing, Change Management
Sector Focus	Higher Ed, K-12, Health Care, Mental Health, Structural/Policy Chang
Fees	Our fees vary based on projects
Racial & Ethnic Identities of Consultants	Black/African American, Latinx, Asian, Multiracial
Gender Identity & Gender Expression	Cisgender, Transgender
Facilitation in additional languages?	
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, People who are differently abled, Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/ Low-Wealth/Under-Resourced, Middle- and upper-SES White individuals and organizations
"Sweet spot," or greatest contribution, to your clients/ participants?	We take a research- and theory-informed approach to JEDI work; we keep up to date with the latest, cutting edge research on justice, equity, diversity, and inclusion issues to better understand what approaches work or have potential to transform institutions and organizations. Our work is heavily influenced by Critical Race Theory.
What is most important for interested organizations to know about your approach to RE/DEI work?	We take an anti-oppressive approach to our work and model this within our organization.

YWCA Central Massachusetts (Org)

Email	mcruz@ywcacm.org
Phone	508-767-2505
Website	
Description	YWCA's Racial Equity educational programing develops a foundational understanding of the systems that uphold racial inequity and the impact it has at the interpersonal, institutional and structural levels. These topics often give rise to challenging and emotional moments. Facilitated by our Director of Racial and Gender Equity and additional seasoned racial equity facilitators, all sessions utilize learning strategies intended to engage everyone, including group discussion, reading materials, awareness exercises and interactive activities.
Racial equity/DEI Consulting/ Training Capacities	Organizational Assessment, Board Development, Leadership Development, Leadership Coaching, Staff Development, Work Focused Specifically for White Members of an Organization, Work Focused Specifically for People of Color in an Organization, Cultural Humility, Human Resources, Strategic Planning, Evaluation, Community Engagement, Community Organizing
Sector Focus	Education: Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care Community Development & Housing, Social Services, Advocacy, Structural/Policy Change
Fees	Pricing varies
Racial & Ethnic Identities of Consultants	Boriqua/Puerto Rican, Latino/a, Black American/African american, White
Gender Identity & Gender Expression	Woman, Man
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	
Populations for which you have significant experience providing RE/DEI services?	Women, Men, Youth, Elderly/Seniors Immigrant, LGBTQ+, LatinX, Asian American and Pacific Islander, Black or African American, Native American, White, Low-Income/Low-Wealth/Under-Resourced
"Sweet spot," or greatest contribution, to your clients/ participants?	The raising of awareness of racism with the clients and their response to wanting to learn more and take action to address systemic and structural racism.
What is most important for interested organizations to know about you and your approach to RE/DEI work?	We are racial equity educators/facilitators, seasoned professionals who engage with each client. We recognize that each organization has it s own culture and thus our recommendations for racial equity education/workshops/programing will be customized to your organization.

YW Boston (Org)

Email	sbornstein@ywboston.org or ksika@ywboston.org
Phone	617-585-5412
Website	www.ywboston.org
Description	Through our diversity, equity, and inclusion services, YW Boston utilizes a change management approach to support individual and organizational change to achieve equity and inclusion. Our InclusionBoston model advances diversity, equity, and inclusion by partnering with organizations looking for improved impact. Using our advanced assessment tool and the latest research on behavioral and organizational change, we partner with organizations to create an action plan and provide them with the resources needed to drive lasting change. Our customized, evidence-based approach builds internal capacity and a plan for cultural change while supporting organizations throughout their journey. Meanwhile, workshops on topics including Understanding Racial Equity, Organizational Change for Equity, Intersectionality, Implicit Bias, and Microaggressions increase understanding, knowledge, and awareness of critical topics.
Racial equity/DEI consulting/ training capacities	Organizational Assessment, Governance/Board Development, Leadership Development, Staff Development, Strategic Planning, Evaluation/Outcome Measurement
Sector focus	Higher Ed, K-12 and Early Childhood Education, Jobs and Economic Development, Arts and Culture, Health Care, Mental Health, Community Development and Housing, Social Services, Community Organizing, Structural/Policy Change
Fees	Our programs and workshops are priced per project on a sliding scale based on group size, workshop length, and type of organization.
Racial & ethnic identities of consultants	Not specified
Gender Identity & Gender Expression	Not specified
Facilitation in additional languages?	Spanish
Translation of materials in additional languages?	No
Populations for which you provide RE services?	None specified
"Sweet spot," or greatest contribution, to your clients/ participants?	Creation of action plans for racial equity
What is most important for interested organizations to know about you and your approach to RE/DEI work?	YW Boston is experienced at looking at broader systemic inequities, as well as organizational cultures that impact and are impacted by Boston's institutions, neighborhoods, and industries. We foster skills that enable professionals to analyze root causes of diversity, equity and inclusion challenges faced by their organizations and communities, and devise interventions that address them.