

## Equity, Diversity, And Inclusion (EDI) Consultant List

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DISCLAIMER: This contact list has been created for informational purposes only and is based on recommendations from partners and past Catalyst Fund grantees as well as research of the growing number of consultants specializing in EDI work. We highly recommend reaching out to other orchestras and performing arts organizations in your area to find consultants. The League of American Orchestras does not endorse any specific individual or entity.

### Americans for the Arts

[Crowdsourced list of equity training consultants](#)

### AORTA: Anti-Oppression Resource and Training Alliance Cross-sector trainers with an intersectional approach to liberation

Bay Area

[info@aorta.coop](mailto:info@aorta.coop)

[www.aorta.coop](http://www.aorta.coop)

### artEquity

#### Arts EDI specialist

Los Angeles, CA

Carmen Morgan, Founder and Director

(213) 986-5792

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

[info@artEquity.org](mailto:info@artEquity.org)

[www.artEquity.org](http://www.artEquity.org)

### ArtChangeUS

#### Cultural Community Benefits Trainings

[elizabeth@artchangeus.com](mailto:elizabeth@artchangeus.com)

[www.artsinachangingamerica.org/ccb-trainings](http://www.artsinachangingamerica.org/ccb-trainings)

### Candice Powell-Caldwell

#### Equity consultant, diversity practitioner, and workshop facilitator

NY/NJ

(917) 324-0941

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

### Center for Equity and Inclusion

#### EDI consulting agency

Portland, OR

(503) 451-3003

[info@ceipdx.org](mailto:info@ceipdx.org)

**ChangeLab**

**Racial justice, with special focus on Asian American identity**

Seattle, WA

Soya Jung, Senior Partner

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

[www.changelabinfo.com](http://www.changelabinfo.com)

**CompassPoint**

**Social justice; leadership development and capacity building; coaching and consulting**

Oakland, CA

Lupe Poblano, Co-Director

[lupep@compasspoint.org](mailto:lupep@compasspoint.org)

[www.compasspoint.org](http://www.compasspoint.org)

**Converge for Change**

**EDI training, consulting, cross-sector; special focus on the South**

New Orleans, LA

Takema Robinson, Principal

[takema@convergeforchange.com](mailto:takema@convergeforchange.com)

[www.convergeforchange.com](http://www.convergeforchange.com)

**Cream City Conservation & Consulting LLC**

**EDI training and strategy design; organizational culture assessment; foundational workshops**

Milwaukee, WI

August Marie Ball, Founder, CEO and Lead Consultant

[august@creamcityconservation.org](mailto:august@creamcityconservation.org)

[www.creamcityconservation.org](http://www.creamcityconservation.org)

**Creative Ecology Partners**

**EDI generalist and non-profit strategist**

Bay Area

Irene Kao, Senior Advisor

[ikao415@gmail.com](mailto:ikao415@gmail.com)

[www.creativeecology.net](http://www.creativeecology.net)

**Crossroads Antiracism Organizing and Training**

**Organizing, consulting, and training for institutions**

(708) 503-0804

[info@crossroadsantiracism.org](mailto:info@crossroadsantiracism.org)

[www.crossroadsantiracism.org](http://www.crossroadsantiracism.org)

**Dr. Derrick Gay****Diversity, inclusion, and global citizenship consultant; arts specific**[drgay@derrickgay.com](mailto:drgay@derrickgay.com)[www.derrickgay.com](http://www.derrickgay.com)**Diane V. Espaldon Strategic Consulting****EDI generalist and non-profit strategist**

Los Angeles, CA

Diane Espaldon, Principal

[diane@despaldon.com](mailto:diane@despaldon.com)[www.despaldon.com](http://www.despaldon.com)**Equity Matters****Racial equity trainer, assessor, and consultant; cross-sector**

Seattle, WA

Heidi Schillinger, Founder and Principal

[heidi@equitymattersnw.com](mailto:heidi@equitymattersnw.com)[www.equitymattersnw.com](http://www.equitymattersnw.com)**Equity Quotient****Anti-racism trainer; arts specific**

Atlanta, GA

Keryl McCord, Founder

[Keryl.Mccord@equityquotient.org](mailto:Keryl.Mccord@equityquotient.org)[www.equityquotient.org](http://www.equityquotient.org)**Every Level Leadership****Diversity and leadership specialist; cross-sector**

Washington D.C.

Ericka Hines, Principal

[ericka@everylevelleads.com](mailto:ericka@everylevelleads.com)[www.everylevelleads.com](http://www.everylevelleads.com)**Evolutionary Leadership****Leadership development and organizational transformation; cross-sector**

Boston, MA

Gibrán Rivera, Founder

[gibran@gibranrivera.com](mailto:gibran@gibranrivera.com)[www.gibranrivera.com](http://www.gibranrivera.com)

**Flourish Talent Management Solutions**

**Nonprofit/philanthropy talent strategist; culture, EDI, and leadership work; cross-sector**

Washington D.C.

Pratichi Shah, Founder

[pshah@flourishtms.com](mailto:pshah@flourishtms.com)

[www.flourishtms.com](http://www.flourishtms.com)

**Freedom Trainers**

**Anti-oppression curriculum; cross-sector**

New York, NY

Y.K. Hong, Principal

[gigs@ykhong.com](mailto:gigs@ykhong.com)

[www.ykhong.com](http://www.ykhong.com)

**Frontline Solutions**

**Intersectional equity framework; cross-sector**

Philadelphia, PA

Marcus Littles, Senior Partner

[mlittles@frontlinesol.com](mailto:mlittles@frontlinesol.com)

[www.frontlinesol.com](http://www.frontlinesol.com)

**The FutureWork Institute**

**Talent management, leadership, and diversity work; cross-sector**

New York, NY

Andrea Cisco, Managing Director, Sr. Consultant

[ACisco@futureworkinstitute.com](mailto:ACisco@futureworkinstitute.com)

[www.futureworkinstitute.com](http://www.futureworkinstitute.com)

**Gerard Cox, PhD, and Associates**

Boston, MA

[jerry@gerardcoxassociates.com](mailto:jerry@gerardcoxassociates.com)

[www.gcoxassociates.weebly.com/](http://www.gcoxassociates.weebly.com/)

**The Impact Seat**

Boston, MA

Teresa Nelson, Ph.D., Chief Research Officer & Director of Consulting Practice

Jasmine Montañez, MBA, Senior Consultant

[teresa@impactseat.com](mailto:teresa@impactseat.com)

[jasmine@impactseat.com](mailto:jasmine@impactseat.com)

[www.impactseat.com](http://www.impactseat.com)

**Inclusion Ventures****Inclusion strategist, trainer, and coach; cross-sector**

Bay Area

Amy Lazarus, CEO

[amy@inclusionventures.com](mailto:amy@inclusionventures.com)[www.inclusionventures.com](http://www.inclusionventures.com)**Interaction Institute for Social Change****Racial equity strategist, trainer, and coach; cross-sector**

Boston, MA

Miriam Messinger, Director of Practice

[mmessinger@interactioninstitute.org](mailto:mmessinger@interactioninstitute.org)[www.interactioninstitute.org](http://www.interactioninstitute.org)**Kélan Resources****Non-profit EDI strategist; arts specialist**

Los Angeles, CA

Charmaine Jefferson, Principal

[kelan10@att.net](mailto:kelan10@att.net)[www.museumgroup.com/charmaine-jefferson](http://www.museumgroup.com/charmaine-jefferson)**Kirwan Institute for the Study of Race and Ethnicity****Racial equity trainer; cross-sector**

Columbus, OH

Lena Tenney, Coordinator of Public Engagement

[tenney.39@osu.edu](mailto:tenney.39@osu.edu)[www.kirwaninstitute.osu.edu](http://www.kirwaninstitute.osu.edu)**Laurin Mayeno Consulting****Cultural humility and multicultural change processes; cross-sector**

Bay Area

Laurin Mayeno, Principal

(510) 529-4597

[www.mayenoconsulting.com/wordpress](http://www.mayenoconsulting.com/wordpress)**Change Elemental****EDI change management processes; cross-sector**

New York, NY - Washington D.C.

(202) 659-1963

[www.changeelemental.org](http://www.changeelemental.org)

**McNeil Creative Enterprises**  
**EDI and non-profit strategist; arts specialist**

Washington D.C.

Alison McNeil, Founder

[alison@mcearts.com](mailto:alison@mcearts.com)

[www.mcearts.com](http://www.mcearts.com)

**Ntianu Center for Healing & Nature**  
**EDI specialist with emphasis on racial healing; cross-sector**

Maryland

Dr. Gail Christopher, Founder

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

[www.DrGailCChristopher.com](http://www.DrGailCChristopher.com)

**Oklahoma Center for Nonprofits**  
**State-wide non-profit strategy provider with EDI support systems**

Oklahoma City. OK - Tulsa, OK

Daniel Billingsley, VP External Affairs

[DBillingsley@okcnp.org](mailto:DBillingsley@okcnp.org)

[www.oklahomacenterfornonprofits.org/about/staff](http://www.oklahomacenterfornonprofits.org/about/staff)

**OpenSource Leadership Strategies**  
**Strategic planning with EDI lens; cross-sector**

Durham, NC

Gita Gulati-Partee, Founder and President

[gita@opensourceleadership.com](mailto:gita@opensourceleadership.com)

[www.opensourceleadership.com](http://www.opensourceleadership.com)

**Orchestrate Inclusion**  
**EDI specialist; orchestra-specific**

Boston, MA

Jessica Schmidt, Principal

[jessica@orchestrateinclusion.com](mailto:jessica@orchestrateinclusion.com)

[www.orchestrateinclusion.com](http://www.orchestrateinclusion.com)

**Paradigm Strategy Inc.**  
**Diversity & inclusion training and consulting; strategic planning; implementation**

San Francisco, CA

Joelle Emerson, Founder & CEO

[joelle@paradigmstrategy.com](mailto:joelle@paradigmstrategy.com)

[www.paradigmstrategy.com](http://www.paradigmstrategy.com)

**Philanthropic Initiative for Racial Equity (PRE)  
EDI strategist for non-profits; cross-sector**

New York, NY

Lori Villarosa, Executive Director

[villarosa@racialequity.org](mailto:villarosa@racialequity.org)

[www.racialequity.org](http://www.racialequity.org)

**PolicyLink**

**Racial equity consultant, trainer, strategist; cross-sector**

Bay Area

Josh Kirschenbaum, Chief Operating Officer

[josh@policylink.org](mailto:josh@policylink.org)

[www.policylink.org](http://www.policylink.org)

**Promise54**

**EDI leadership specialist; cross-sector but comes at the work through an education lens**

Pittsburgh, PA

Xiomara Padamsee, Founder and CEO

[xiomara@promise54.org](mailto:xiomara@promise54.org)

[www.promise54.org](http://www.promise54.org)

**Race Forward: The Center for Racial Justice Innovation**

**Racial equity trainer, assessor, and consultant; cross-sector**

Bay Area - New York, NY

Malcolm Shanks, Sr. Training and Content Development Coordinator

[mshanks@raceforward.org](mailto:mshanks@raceforward.org)

[www.raceforward.org](http://www.raceforward.org)

**Racial Equity Institute**

**Racial equity trainer, assessor, and consultant; cross-sector**

Greensboro, NC

Deena Hayes-Green, Managing Director

[Whunter@racialequityinstitute.org](mailto:Whunter@racialequityinstitute.org)

[www.racialequityinstitute.com](http://www.racialequityinstitute.com)

**Rebecca Thomas & Associates**

**Non-profit strategist and systems change; arts specific**

New York, NY

Rebecca Thomas, Principal

[info@rebeccathomas.com](mailto:info@rebeccathomas.com)

[www.rebeccathomas.com](http://www.rebeccathomas.com)

**Scansion****Corporate marketing/customer specialist, but more recently taking on EDI strategy**

Bay Area

Contact: Salvador Acevedo, Vice President of Culture and Strategy

[salvador@scansion.com](mailto:salvador@scansion.com)[www.scansion.com](http://www.scansion.com)**Susan Feit Consulting Services****Non-profit consulting and strategy with a social justice approach**

Norfolk, VA

Contact: Susan Feit, President

[sfeitstern@gmail.com](mailto:sfeitstern@gmail.com)[www.susanfeitconsulting.com](http://www.susanfeitconsulting.com)**Tammy Dowley-Blackman Group****Leadership development and organizational transformation; cross-sector**

Boston, MA

Tammy Dowley-Blackman, Principal

(410) 205-4883

[info@tdbgroup.com](mailto:info@tdbgroup.com)[www.tammydb.com](http://www.tammydb.com)**The People's Institute for Survival and Beyond****Racial equity trainer, assessor, and consultant; cross-sector**

New Orleans, LA

Kim Richards, Core Trainer &amp; Organizer

[messages@pisab.org](mailto:messages@pisab.org)[www.pisab.org](http://www.pisab.org)**Third Eye Cultural Collaborative****EDI and non-profit strategist; arts specialist**

Boston, MA

Angela Han, Co-Foundations and Partner

[angela@thirdeycc.org](mailto:angela@thirdeycc.org)[www.thirdeycc.org](http://www.thirdeycc.org)**TLB Collective****Dismantling racism specialist; arts specialist**

Middle Valley, NJ

Tammy Bormann, Principal

[tlbormann@comcast.net](mailto:tlbormann@comcast.net)



**Volar Consulting**

Metropolitan Detroit, MI

Michelle Cantor

Certified Diversity Executive®

(248) 705-9008

[michelle@volarconsulting.com](mailto:michelle@volarconsulting.com)

[www.volarconsulting.com](http://www.volarconsulting.com)

**Walker International Communications Group**

**Multicultural marketing, press and audience development consulting agency; arts specialist**

Donna Walker-Khune, Founder

(347) 462-4462

[donna@walkercommunicationsgroup.com](mailto:donna@walkercommunicationsgroup.com)

[www.walkercommunicationsgroup.com](http://www.walkercommunicationsgroup.com)

**Weekes In Advance Enterprises**

**Social change architect and facilitator; cross-sector**

New York, NY

Melinda Weekes-Laidlow, President

[melindaweekes.laidlow@gmail.com](mailto:melindaweekes.laidlow@gmail.com)

[www.melindaweekes.com](http://www.melindaweekes.com)

**World Trust**

**Social impact through film and dialogue; cross-sector**

Bay Area

Ginny Berson, Director of Outreach

[ginny@world-trust.org](mailto:ginny@world-trust.org)

[www.world-trust.org/about](http://www.world-trust.org/about)