



Racial Equity Training and Support Directory

October 2023

Introduction

Why we created this directory

Allegheny County Department of Human Services (DHS) recognizes that racial inequities in access and opportunity, and across key indicators for success, are deep and pervasive for communities of color. DHS also recognizes that government — at the local, state, and federal level — has played a historical role in creating and maintaining racial inequity through a wide range of laws and policies. The resulting structures continue to drive outcome gaps between People of Color and white people across every indicator of success, from cradle to grave.

DHS also knows that other groups continue to face structural barriers to successful outcomes and continue to be marginalized including gender minorities, immigrants and refugees and those discriminated against based on sexual orientation, disability or other protected classes. As a result of these inequities, DHS established the Office of Equity and Inclusion in 2018. By leading with race and utilizing a racial equity framework, DHS works to ensure that there are targeted strategies to dismantle structural barriers impacting communities of color, as a means to improve outcomes for all marginalized communities.

There is strong interest among organizations in Allegheny County to advance racial equity, but they need support and may not know where to turn. To address this need, DHS created this Racial Equity Training and Support Directory, a publicly available and centralized list of qualified providers which offer services such as:

1. Training for staff, board members, and other stakeholders;
2. Enhance their organizational capacity to address disparate outcomes for people of color; and
3. Support the health and wellness of their staff through racial equity-focused self-care services.

How to use this directory

This directory includes information about providers that are based in Allegheny County and around the country, which offer services related to racial equity, diversity, and inclusion. On the following pages, you can read about the providers' mission/vision/philosophy, approach to intersecting identities, certifications or credentials related to racial equity, expertise working with specific populations or systems, and the racial makeup of their teams.

Provider “tags” are included to enable easier browsing of the directory. For a full list of tags that are used in this directory, please see the Glossary.

How to select a provider

Several times a year, DHS issues a Request for Interest/Information (RFI) for a Racial Equity Training and Support Directory. More information about the RFI is on the following page. The providers listed in this directory responded to the RFI, and an evaluation committee determined they have expertise related to racial equity, diversity, and/or inclusion. Including a provider in this directory does not imply DHS endorsement, and organizations who consider contracting with any of these providers for services should do their own vetting.

While this directory includes a lot of useful information, you may still have additional questions as you decide which provider(s) may best meet your needs. Here are some potential questions to consider asking a provider:

- Can you provide professional references?
- What accommodations (e.g. captions) do you have for different audiences?
- How do your services engage different learning styles?

The difference between racial equity, diversity, and inclusion services

We define *racial equity services* as those which focus on achieving a state where a person's race no longer determines their outcomes, and those most impacted by structural racial inequity are meaningfully involved in the policies and practices that impact their lives.

We define *diversity and inclusion services* as those which focus on bringing together individuals with different identities and creating spaces where any individual or group can feel respected, supported, and valued, and where differences are embraced.

Both types of services are valuable, but they also serve different purposes. If your organization wants to improve client outcomes and address disparate outcomes for white and Black clients, providers which specialize in racial equity services may be best suited for your needs. If your organization's focus is recruiting a more diverse workforce or building a more inclusive workplace, diversity and inclusion services may be more appropriate.

Updates to the Directory

This directory is updated several times per year as new providers are added and information for existing providers changes. The most updated version of the directory can be found here: <https://alleghenycounty.us/Human-Services/Resources/Doing-Business/Trainings.aspx>

New Providers

If you are a provider of racial equity related services and would like to be considered for this directory, you are invited to submit a response to DHS's Request for Interest/Information (RFI) for a Racial Equity Training and Support Directory. The RFI is open year-round, and responses are reviewed on a quarterly basis. In selecting providers to be included in the Racial Equity Training and Support Directory, DHS reviews the completeness and quality of all responses, considering if the provider demonstrates expertise in racial equity training and/or support. This RFI is for informational purposes only; no contracts will be issued as a result. More information about the RFI and how to submit a response is available at [https://www.alleghenycounty.us/Human-Services/Resources/Doing-Business/Solicitations-\(RFP/RFQ/RFI\).aspx](https://www.alleghenycounty.us/Human-Services/Resources/Doing-Business/Solicitations-(RFP/RFQ/RFI).aspx).

Existing Providers

If you are a provider that is already listed in the directory and would like to make updates to your entry, please email your requested updates to DHS-Equity@AlleghenyCounty.us.

Glossary

This directory includes tags that readers may utilize when browsing the directory in order to find the right provider(s) to meet their needs. Please note: These tags are provided to be enable easier browsing of the directory; tags are not intended to be exhaustive of all of the providers' characteristics or areas of expertise.

There are three types of tags:

- 1. Service Types:** These tags designate the types of services that are available. A provider may offer one or more type of service.
- 2. Provider Characteristics:** These tags designate various characteristics of the provider, including their leadership, location, and capacity to provide services remotely and in other languages.
- 3. Areas of Expertise:** These tags designate the types of expertise the provider has working with various systems, sectors, and populations.

Definitions for the tags are listed below.

Service Types

- **Training:** The provider offers trainings for staff, board members, and/or other stakeholders to build skills and knowledge about diversity, inclusion, racial equity, and related topics.
- **Organizational Capacity Building:** The provider offers services which build an organization's capacity to address racial equity, diversity, and/or inclusion, through efforts such as strategic planning, quality improvement, and human resources.
- **Health and Wellness:** The provider offers services to support the health and wellness of staff through racial equity-focused self-care.

Provider Characteristics

- **Black-Led:** The provider is led by an individual(s) who identify as Black.
- **POC-Led:** The provider is led by an individual(s) who identify as a Person/People of Color.
- **Women-Led:** The provider is led by individual(s) who identify as a woman/women.
- **LGBTQIA+ -Led:** The provider is led by individuals(s) who identify as LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex and Allied/Asexual).
- **Diversity Certifications:** The provider has one or more certifications, including but not limited to being a Women-Owned and Minority-Owned Business.
- **Based in Allegheny County:** The provider's operations are physically based in Allegheny County. Please note, many providers are able to provide services remotely, whether or not they are based in Allegheny County.
- **Language Services Available:** Services are available in languages other than English.
- **Remote Services Available:** The provider has the capacity to deliver services remotely through virtual methods.

Areas of Expertise

- **Diversity and Inclusion:** Diversity and inclusion services focus on bringing together individuals with different identities and creating spaces where any individual or group can feel respected, supported, and valued, and where differences are embraced.
- **Racial Equity:** Racial equity services support organizations so that a person's race no longer determines their outcomes in the systems of which the organization is a part, and those most impacted by structural racial inequity are meaningfully involved in the policies and practices that impact their lives.
- **Systems and Sectors:** Providers are tagged based on their expertise related to the following systems and sectors.
 - Business
 - Non-Profit
 - Education
 - Government
 - Philanthropy
 - Health
 - Law/Criminal Justice
 - Arts
 - Environment
 - Child Welfare
 - Behavioral Health
 - Housing
 - Aging Services
 - Developmental Supports
- **Populations:** Providers are tagged based on their expertise related to working directly with the following populations and/or working with entities that serve the following populations.
 - Immigrants and Refugees
 - Latinx
 - Sexual Orientation: Sexual orientation describes a person's enduring physical, romantic, and/or emotional attraction to another person (for example: gay, lesbian, bisexual).
 - Gender Identity and Expression: Gender identity and expression describes how a person views their own gender and how they express it through behavior, clothing, haircut or voice (for example: trans, gender expansive, non-binary).
 - Veterans
 - People with Disabilities
 - Children and Youth
 - Older Adults
 - Aging Services
 - Developmental Supports

Provider Tags

Click a provider's name below to view detailed listing.

Tags	Awaken Pittsburgh	Black Women Wise Women, LLC	Brilliantly BlessED Community Health and Wellness	Care Based Leadership, LLC.	CEEC	Chartis Just Health Collective	Civity	Common Cause Consultants	Connections 4 Success	CTR Factor	CHEC	Cross-Cultural Dynamics	Davis Consulting Solutions (DCS)	DEI Consultants, LLC	Deloitte	Enter-Change Group
Service Types																
Training	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Organizational Capacity Building			■	■	■	■	■		■	■	■	■	■	■	■	■
Health and Wellness Services	■				■	■						■		■		
Provider Characteristics																
Black-Led		■	■	■	■	■				■			■	■		
POC-Led				■		■	■			■		■		■		
Women-Led	■	■	■	■	■	■	■		■	■	■		■	■		■
LGBTQIA+ -Led						■								■		■
Diversity Certifications		■						■	■	■						■
Based in Allegheny County			■		■				■		■				■	■
Language Services Available										■						■
Remote Services Available		■	■		■		■	■	■	■	■	■			■	■
Areas of Expertise																
Diversity and Inclusion					■		■		■	■	■	■			■	■
Racial Equity			■					■				■				
Areas of Expertise: Systems and Sectors																
Business		■		■				■	■	■	■	■	■	■	■	■
Non-Profit	■	■	■	■		■		■	■		■	■	■	■	■	■
Education	■		■	■	■	■	■	■	■	■	■	■	■	■	■	■
Government	■	■					■	■	■	■		■	■	■	■	■
Philanthropy		■		■		■		■		■						
Health		■	■			■	■			■	■		■	■	■	■
Law/Criminal Justice	■		■				■				■	■				
Arts									■					■		■
Environment							■							■		
Child Welfare		■				■						■			■	
Behavioral Health	■					■										
Housing						■	■						■			
Aging Services						■									■	
Developmental Supports						■									■	
Areas of Expertise: Populations																
Immigrants and Refugees											■				■	
Latinx	■					■								■	■	■
Sexual Orientation		■	■	■		■				■	■			■	■	■
Gender Identity and Expression			■	■		■				■	■			■	■	■
Veterans	■					■			■	■	■			■	■	■
People with Disabilities			■			■			■				■	■	■	■
Children and Youth	■	■	■	■		■			■		■					■
Older Adults				■		■										
Race-based Trauma		■	■	■		■							■	■		

Provider Tags

Click a provider's name below to view detailed listing.

Tags	Evident Change	Family Resources	Health Resources in Action, Inc.	Jeong Coaching and Consulting	JFCS	Justice ACED Academy	Mas Talent LLC	MEE Productions Inc	MMG EARTH	Modern Mosaic Consulting	Racial Engagement Strategies	Resources for Human Development	Rooted Bloom	Shawn Anthony Robinson PhD	Sonia Layne-Gartside
Service Types															
Training	■	■	■	■	■	■	■	■	■	■	■	■	■	■	■
Organizational Capacity Building	■		■		■		■	■	■	■	■	■	■		■
Health and Wellness Services					■		■		■			■	■	■	
Provider Characteristics															
Black-Led								■	■		■			■	■
POC-Led	■							■		■				■	
Women-Led	■	■					■			■	■		■		■
LGBTQIA+ -Led			■						■				■		
Diversity Certifications								■			■				
Based in Allegheny County		■			■						■				■
Language Services Available	■	■	■	■	■	■		■			■	■			
Remote Services Available	■	■	■		■			■			■	■			■
Areas of Expertise															
Diversity and Inclusion	■	■	■		■						■	■			■
Racial Equity	■	■	■					■			■	■			
Areas of Expertise: Systems and Sectors															
Business			■	■		■	■		■	■					■
Non-Profit	■	■	■	■	■	■	■	■	■	■	■				■
Education	■	■	■	■	■	■		■	■	■	■			■	
Government			■	■	■	■		■	■				■		
Philanthropy	■		■	■		■		■							
Health	■		■				■	■	■			■			
Law/Criminal Justice	■				■	■			■						
Arts				■		■			■						
Environment			■						■						
Child Welfare	■	■	■			■		■					■		
Behavioral Health		■	■		■	■		■	■			■	■		
Housing			■			■							■		
Aging Services			■												
Developmental Supports							■		■			■		■	
Areas of Expertise: Populations															
Immigrants and Refugees					■	■			■					■	
Latinx			■		■	■	■		■					■	
Sexual Orientation	■	■	■			■			■			■			
Gender Identity and Expression	■	■	■			■	■		■			■			
Veterans			■			■								■	
People with Disabilities			■			■	■		■			■		■	
Children and Youth	■	■	■			■		■	■					■	
Older Adults			■			■			■					■	
Race-based Trauma		■	■			■		■	■						

Provider Tags

Click a provider's name below to view detailed listing.

Tags	Sonia Layne-Gartside	Tanoma Consulting	Tenisha "Ava" Williams	The Burlew Group, LLC	Yoga-Roots on Location	YWCA
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Service Types

Training	■	■	■	■	■	■
Organizational Capacity Building	■	■	■	■	■	■
Health and Wellness Services		■	■	■	■	

Provider Characteristics

Black-Led	■		■	■	■	■
POC-Led		■	■		■	
Women-Led	■	■	■	■	■	■
LGBTQIA+ -Led						
Diversity Certifications		■				
Based in Allegheny County	■					■
Language Services Available		■				
Remote Services Available	■	■				■

Areas of Expertise

Diversity and Inclusion	■	■				■
Racial Equity		■				■

Areas of Expertise: Systems and Sectors

Business	■	■	■	■		
Non-Profit	■	■	■	■		■
Education		■	■	■	■	■
Government		■	■	■		
Philanthropy		■		■		
Health			■	■		
Law/Criminal Justice						
Arts					■	
Environment			■			
Child Welfare				■	■	
Behavioral Health				■		
Housing						
Aging Services				■		
Developmental Supports						

Areas of Expertise: Populations

Immigrants and Refugees		■	■			
Latinx						
Sexual Orientation						
Gender Identity and Expression			■			
Veterans		■	■		■	
People with Disabilities		■			■	
Children and Youth			■	■	■	
Older Adults						
Race-based Trauma				■		

Provider name: Awaken Pittsburgh

Provider type: Non-profit organization

Contact information: Stephanie Romero, Executive Director, sromero@awakenpittsburgh.org
412-436-9253
5738 Forbes Ave, Pittsburgh, PA 15217

Website: <https://www.awakenpittsburgh.org>

Instagram: @awaken_pittsburgh

Facebook: <https://www.facebook.com/AwakenPittsburgh.org/>

LinkedIn: <https://www.linkedin.com/company/awaken-pittsburgh/>

Service description: Awaken Pittsburgh is a secular organization that draws on the wisdom of mindfulness and meditation to serve the public. Our programs are specially designed for students, educators, social services and mental health professionals, corporations, and any person or organization seeking to reduce stress and gain clarity and focus in their daily lives.

Awaken Pittsburgh offers online and in-person evidence-based programs to support individuals to create a daily mindfulness and meditation practice, or deepen the practice they already have. In Mindful Connections™ for Personal Wellness, participants build skills to cope with daily stressors, strengthen resilience, and increase capacity for compassion and empathy.

Our Mindful Connections™ for Bias Awareness course provides a space for experienced mindfulness practitioners to uncover and explore their unconscious biases, learn why and how bias lives in each of us, and develop skills to help reduce the harm bias can cause.

Mission, vision, and/or philosophy: Mission - To foster well-being, empathy, and compassion for all by teaching and encouraging mindfulness and meditation practices. Vision - An equitable and just society where diverse peoples live in harmony with each other and their environments.

Approach to addressing intersecting identities: Awareness of the suffering created by bias and oppressive systems is paramount to accomplishing our organization's goal of supporting access to mindfulness practices for all people. We recognize that the intersectional nature of identities compounds the experience of marginalization and implicit bias in each of us, as well as within systems and structures in our community. This perpetuates injustice and reinforces inequity as the status quo. As an organization, we aim to apply this awareness to all that we do internally and externally. We explicitly explore these concepts in our Bias Awareness training.

Racial equity certifications/credentials: Our founder & director has her 200 hour Antiracism Raja Yoga teacher certification

Specialty or expertise with specific populations or systems: N/A

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Black Women Wise Women, LLC

Provider type: Small business

Contact information: Cheryl Hall-Russell, Ed.D; 700 River Avenue #414, Pittsburgh, PA 15212; cheryl@bw3culture.com; 412-690-0100

Website: www.bw3culture.com

Instagram: @blackwomenwisewomen

LinkedIn: Cheryl-Hall-Russell

Twitter: @blackwomenwisewomen

Service description: Black Women Wise Women, LLC is a diversity, equity and inclusion firm that focuses on culture changes that support successful inclusionary practices. We work with corporations, nonprofits, philanthropic organizations, and universities and colleges by performing qualitative research on culture, writing DEI strategic plans, training and offering executive coaching for success.

Mission, vision, and/or philosophy: “Culture cannot and should not be uncoupled from leadership styles if want to build a truly inclusive team.”

Approach to addressing intersecting identities: Dr. Hall-Russell holds a doctorate in leadership with a focus on intersectional leadership. She examines how the multiple identifiers (i.e., Black, female, gay) can negatively impact how leaders and team members are perceived, treated, promoted and given access to needed resources. To work with teams to uncover how these biases impact work environments, extensive surveys of culture are conducted to establish the current culture of an organization, and training is customized to address both the strength of the culture and the systemic challenges that may result in a variety of “isms” that impact equity.

Racial equity certifications/credentials: Ed.D in leadership and administration with a focus on intersectional leadership. Research was based on critical race theory and Black feminist theory.

Specialty or expertise with specific populations or systems: business, child welfare, children and youth, environment, government, health, non-profit, philanthropy, race-based trauma, sexual orientation

Available languages: English

Available service formats: Onsite or remote, according to the customer’s preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Brilliantly BlessED Community Health and Wellness

Provider type: Non-profit organization

Contact information: Shallegra Moye (executive director); 222 Singer Avenue, McKees Rocks, PA 15136; shelleemoye@brilliantlyblessed.org; 412-559-3561

Website: www.brilliantlyblessed.org

Facebook: @Brilliantly-Blessed-Community-Health-and-Wellness

Service description: Brilliantly BlessED Community Health and Wellness provides professional learning and development experiences in anti-bias/anti-racism through the lenses of positionality, intersectionality, systems and interactive self-reflection. Rates vary by number of participants and organization type.

Mission, vision, and/or philosophy: Brilliantly BlessED Community Health and Wellness is a faith-based organization committed to principles of equity and justice through delivery of professional learning that improves community well-being. Our vision is to see youth, families and communities that are transformed through equitable educational opportunities.

Approach to addressing intersecting identities: Brilliantly BlessED Community Health and Wellness' anti-bias/anti-racism training is developed on the theories of intersectionality and organizational development. Additionally, the primary facilitator and an associate facilitator are trained in restorative, trauma-informed, and equity and justice practices.

Racial equity certifications/credentials: None

Specialty or expertise with specific populations or systems: Children and youth, education, gender identity and expression, health, law/criminal justice, non-profit, people with disabilities, race-based trauma, sexual orientation

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Care Based Leadership, LLC.

Provider type: Small Business

Contact information: Dr. Jessica Spradley, President

JSpradley@carebasedleadership.org

412-626-9908

100 S. Commons St. Unit 102 #66 Pittsburgh, PA 15212

Website: www.carebasedleadership.org

Service description: Care Based Leadership, LLC. offers a full suite of diversity, equity, and inclusion services. We have the capacity to help an organization from the very beginning using our quantitative and qualitative assessment tool to measure the culture and climate in order to determine the needed trainings and services. Additionally, we offer individual and group trainings, strategic planning, individual executive coaching, and consulting services. Each of our partners receive an individualized plan that is relevant to their organization.

Mission, vision, and/or philosophy: Care Based Leadership is a diversity, equity, and inclusion firm that collaborates with clients to increase their capacity. We utilize a framework, grounded in care, that facilitates the growth from caring about to caring for.

Approach to addressing intersecting identities: Care Based Leadership focuses on meeting each client where they and their organization are. As a firm that serves in the area of diversity, equity, and inclusion, we intentionally recognize the interconnectedness of social categories. Our general trainings specifically include educational content and activities around intersectionality. We acknowledge that no social category is a monolith and in order to allow people to be their authentic selves, we have to recognize the intersection of all identities.

Racial equity certifications/credentials: Each of the primary facilitators at Care Based Leadership have terminal degrees, including PhDs. and EdDs which incorporate aspects of racial equity from an academic and research perspective. Additionally, presenters have taken at least 12 hours of coursework that has integrated the philosophical or practical application of racial equity and multiple trainers hold a DEI Certificate from the University of South Florida. Within the consulting team there are well over 100 presentations that contain elements of racial equity.

Specialty or expertise with specific populations or systems: None

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Chartis Just Health Collective

Provider type: For-profit organization

Contact information: Nia Washington, nwashington@chartis.com

678-642-7260

Atlanta GA 30331

Website: <https://www.chartis.com/health-equity-and-belonging>

LinkedIn: <https://www.linkedin.com/company/chartisjusthealthcollective/about/>

Service description: Community health equity evolution involves engagement beyond healthcare delivery organizations, to include the full continuum of services to address social needs and determinants of health. By using cross-industry collaboration to promote psychological safety and social bonding, and enabling knowledge sharing and test and learn execution approaches for implementation of change. This may include partnerships compacts, charter development, group facilitation, and goal development and initiative support.

Mission, vision, and/or philosophy: Health inequity is embedded in our communities. A problem centuries in the making, it is complicated and complex. And while solving this problem is complicated, it is not impossible. Chartis Just Health Collective is focused on creating a liberated healthcare system free of bias, discrimination, and disparities—resulting in equitable health for all. We blend our deep health equity and belonging expertise with our experience in healthcare strategy, finance, and clinical operations to help you understand where and how you can realize results. We also create the safe space for you to ask and answer the tough questions.

Approach to addressing intersecting identities: Intersectionality as theoretical framework introduced by Kimberle' Crenshaw that various biological, social, and cultural categories-- including gender, race, class, ethnicity, sexual orientation, and social categories-- interact and contribute towards systematic social inequality. We believe that this is true and helps to explain privilege and power dynamics amongst a group. This notion helps us center patients and consumers, their experiences and how it is impacted by institutions and systems.

Racial equity certifications/credentials: Chartis Just Health Collective (JHC) is comprised of industry leaders experienced in providing strategic advisory and consulting services to executives, facilitating complex change initiatives, and improving performance in health equity and belonging. CJHC was founded as a minority and LGBTQIA+ owned consulting firm and after two years of growth and big impact was acquired by The Chartis Group. The CJHC team is continues to center attracting and retaining a diverse team as there are now 8 team members: 25% identify as LGBTQ+, 12.5% Caucasian, 12.5% Indian/South Asian, 75% AA, 75% women, 25% male, 12.5% veteran.

Specialty or expertise with specific populations or systems: None

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Civity

Provider type: Non-profit organization

Contact information: Malka R. Kopell (co-founder and CEO); 150 Hancock Street, San Francisco, CA 94114-2531; malka@civity.org

Twitter: @ThisIsCivity

Facebook: @Civity

LinkedIn: Civity

Service description: Civity trainings build participants' capacity and skills to reach out intentionally and authentically to people who are different from themselves. Participants practice respect and empathy by becoming both storytellers and story-listeners. Sharing stories about race, country of origin, economic status, or class allows participants to put difference on the table so they can more clearly see and understand each other.

Civity's trainings range from introductory workshops to in-depth coaching sessions and can vary from a couple of hours to a series of meetings with "homework" in-between. Civity supports workshop participants with post-workshop coaching via phone, video conference and/or email as they practice civility in their own work.

Mission, vision, and/or philosophy: Civity works to build the relational infrastructure necessary for communities in which everyone has what they need to thrive. Our vision is a culture of civility—relationships of respect and empathy with people who are different. We believe that relationships are the threads that create the fabric of our society, and we work with people in communities to spark and sustain the transformation that grounds institutional and structural change.

Approach to addressing intersecting identities: Intersectionality is at the heart of Civity's work. Identities are complicated, and the over-simplification of someone else's story prevents people from truly seeing each other.

Racial equity certifications/credentials: Civity's work is rooted in community and shaped by decades of civic practice and academic research. Malka is a facilitator and civic engagement expert who has extensive practice designing and guiding collaborative processes in a wide range of communities. Palma Strand is a professor of law whose research and writing documents systemic injustices and how systemic change emerges from how individual people relate to each other. Both Malka and Palma have worked for decades in and with communities on a wide range of issues, including education, health, housing, the environment, employment and wealth.

Specialty or expertise with specific populations or systems: Government agencies

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Common Cause Consultants

Provider type: Small business

Contact information: LaTrenda Leonard Sherrill (principal & lead consultant); 214 Harrison Avenue, Pittsburgh, PA 15202; LaTrenda@choossec3.com; 412-254-3627

Website: www.choossec3.com

LinkedIn: Common Cause Consultants

Service description: Common Cause Consultants (CCC) works collaboratively with clients to assess their strengths as well as their desired outcomes and create individual strategies that result in positive community development and social growth. We design solutions that are as unique as our clients and the communities they serve. Through strategic planning and development support, we help magnify the strengths of nonprofit organizations to help them stand out in the field. In addition to strategic planning, we have worked with organizations to design and lead public engagement processes to provide input on critical issues such as governmental use of automated decision-making tools. We use various methods of facilitation to bridge the gap between policy and practice. Additionally, we provide the critical pieces of understanding needed so that organizations can implement change.

Mission, vision, and/or philosophy: We envision an equitable Pittsburgh region where every person, regardless of race, gender, age, ability, and criminal history can thrive. We believe that all communities add value, and our strengths-based philosophy prioritizes the assets that communities and partnerships already have. By framing the positive within the total context, we uplift those in our communities and enable them to thrive.

Approach to addressing intersecting identities: CCC operates at the intersection of equity, education and access. We are deliberate about uplifting and amplifying the voices of marginalized communities, and openly acknowledging our stakeholders' overlapping identities. By working with clients that support people with varied levels of access such as reentrants, those with disabilities, and youth, CCC has learned to be attentive to who is – or isn't – present in a discussion and to various approaches to engagement. Through this approach, CCC brings together groups of people that are traditionally separate to create new solutions.

Racial equity certifications/credentials: CCC's principal and owner has facilitated several training sessions for executives of government and nonprofit entities on structural and institutional racism. She has also advised local philanthropic institutions on their equity strategies over the past two years. CCC's research strategist holds a PhD with a focus on the historic intersection of race and the built environment. Her innovative research has been recognized through nationally competitive awards from the Graham Foundation, the Council for European Studies and the American Council of Learned Societies.

Specialty or expertise with specific populations or systems: arts, business, education, government, nonprofit, philanthropy

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Connections 4 Success

Provider type: For-profit organization, small business

Contact information: Vanessa Dodds (CEO/president); P.O. Box 15356, Pittsburgh, PA 15220; vanessa@connections4success.net; 724-664-9752

Website: www.connections4success.net

Facebook: @connections4success

LinkedIn: Connections-4-success

Twitter: @C4SConsultant

Service description: Connections 4 Success help organizations assess gaps in DEI plans and models; assess inequities and discrimination occurrences; build or improve inclusive business models, systems and processes, and metrics; develop DEI evaluation benchmarks and ongoing assessments; and train for systemic and inclusive change. We offer three training packages:

- The DEI Leadership & Management Training Series includes Recognition and Resolution Training, Proactive vs. Reactive Response, Counteracting Unconscious Bias & Workplace Bullying, and Building and Fostering Inclusive Teams.
- The DEI Staff Training Series includes Recognition and Response Training and Counteracting Unconscious Bias
- The DEI Subcontractor Engagement Training Prerequisite Package includes Unconscious Bias & Workplace Bullying and Building and Fostering Inclusive Teams. We work with subcontractors to adopt the organization's business models, engagement policies and report for all DEI business practices.

Mission, vision, and/or philosophy: Our core values are QUALITY – we build resilient, perseverant, and strong business operations and teams. AWARENESS – we listen, learn and communicate to create solutions to meet needs. INTEGRITY – we operate to produce quality services, gain trust and garner satisfaction. PASSION – we see more than just an organization by getting to know people and giving them the attention and detail they deserve.

Approach to addressing intersecting identities: Addressing intersecting identities allows individuals, professionals, and leaders to embody and harness difference for groundbreaking innovation and lasting change. Our DEI services bring an element of psychological research to better understand and assess individuals' misconceptions, prejudices, unconscious blind spots and biases towards intersecting identities.

Racial equity certifications/credentials: EO Vanessa Dodds has over 21 years of experience highlighting inequities occurring within underserved communities. Her experience includes serving on Mayor Peduto's workforce taskforce and a collaborative effort with the Bible Center Church to run a job exploration and training program for predominantly African American youth ages 18-24.

Specialty or expertise with specific populations or systems: Arts, business, children and youth, education, government, non-profit, people with disabilities, veterans

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Cross-Cultural Dynamics

Provider type: For-profit organization

Contact information: Dr. Jeff McGee (CEO); 2266 S. Dobson Road, Mesa, AZ 85202;
jmcgee@ccdynamics.org; 602-578-5670

Website: www.ccdynamics.org

Facebook: @crossculturaldynamics

Instagram: @crossculturaldynamics

LinkedIn: cross-cultural dynamics

Service description: a. Customized, in-depth consulting services that embrace racial equity and organizational change initiatives. b. Keynote speaking on topics related to inclusive leadership and racial equity and justice. c. Trainings on specific topics related to inclusive leadership, race, racial equity, bias and more. We utilize andragogical approaches to ensure an engaging and highly interactive learning experience. d. Staffing services for organizations seeking to diversify their leadership positions with highly qualified candidates.

Mission, vision, and/or philosophy: Mission: To provide leaders and organizations with a framework to effectively accomplish their mission and objectives within a cross-cultural world. Philosophy: The skills needed to do a certain job are just the beginning. Although we can be the most highly skilled organization in our sector and marketplace, we have to align our skills with what we value: our customers/clients. We value the relationships we create, and we protect them through trust, integrity, honesty, and good ol' fashioned hard work.

Approach to addressing intersecting identities: We believe that to truly understand race and the concepts of race, we have to begin with understanding its history and the impact and trauma we see today. The intersection of race and other social identifiers is complex, and a deeper understanding of how to embrace diversity is analyzed and discussed as we seek to inform racial equity plans for organizational change and new practices.

Racial equity certifications/credentials: Cross-Cultural Dynamics' lead consultant and CEO has a master's degree in organizational development from Geneva College and a doctorate in educational leadership from Northern Arizona University. He draws on many years of research and experiences in race, racial justice, and racial equality. He published a highly recognized book, "One Human Race: Five Stages to Empowering Transformative Change," and has designed an evidence-based cross-cultural model of collaboration for organizations.

SHRM (Society for Human Resource Management) offers Professional Development credits for our Cultural Competency program.

Specialty or expertise with specific populations or systems: Business, child welfare, churches/Christian-based organizations, education, government, law/criminal justice, non-profit, workforce development

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: CTR Factor

Provider type: For-profit organization

Contact information: Anita Gonzalez-Scott (president); 3848 Flatiron Loop Suite 102, Tampa, FL 33544; agonzalez@ctrfactor.com; 813-394-3861

Website: <https://www.ctrfactor.com>

Facebook: @ctrfactor2009

Instagram: @ctrfactor

LinkedIn: CTR Factor

Twitter: @ctrfactor

Service description: CTR Factor's racial equity training and support services have been developed from our more than 200 years of combined expertise in evaluating inclusion, fairness, diversity, equity and unconscious bias in the workplace. Our training development is structured as an integrated suite of graduated steps to properly identify, assess and develop a DEI program with content that reflects strengths of building skills related to racial equity.

Starting standard rates for training are from \$50 per person per hour. We also have organization assessment rates starting from \$15k per phase and training assessment rates starting from \$3K per phase.

Mission, vision, and/or philosophy: CTR Factor's mission is to link diversity, equity and inclusion to leadership and business results through credibility, trust and respect. Our vision as an organization is to unlock the power of people. This is at the core of what we do every day as partners in the journey of building inclusive environments and innovatively addressing systematic disparities.

Approach to addressing intersecting identities: The CTR Factor approach facilitates courageous conversations on various topics such as unconscious bias, psychological safety, microaggressions, micro-affirmations, covering, diversity, equity, inclusion, talent management, customer experience and community engagement. Doing so creates an organizational environment and culture that considers all intersecting identities.

Racial equity certifications/credentials: We are a certified minority-owned, woman-owned business certified in the Intercultural Development Inventory® (IDI®). We also have 12 years of experience addressing and assessing 160+ companies nationwide on inclusion, diversity, equity and leadership.

Specialty or expertise with specific populations or systems: African American/Black, Hispanic/Latinx, Asian, White, LGBTQIA+, veterans and millennials. We also have industry-specific knowledge in accounting, banking & financial services, first responders, healthcare, industrial & scientific, education, insurance, government, associations & foundations, CPG, retail, hospitality, consulting, publishing, technology, telecom and transportation.

Available languages: English, French, Spanish, Chinese, German, Hindustani, Persian and Italian

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Culturally Connected Equity Consultants

Provider type: Small business

Contact information: Dr. Eva J. Allen (founder); 1853 Graham Boulevard, Pittsburgh, PA 15235; drejallen@culturallyconnectededucation.net; 412-519-9006

Website: <https://www.culturallyconnectededucation.net>

LinkedIn: Dr. Eva J. Allen

Service description: Leveraging Cultural Care, we provide professional development, collaborative coaching, and data-based action planning for organizations and institutions committed to and invested in advancing racial equity and improving organizational culture.

Our sessions use a variety of high-quality resources and instructional delivery methods for deeper engagement, practical application and leadership development through a lens of racial equity. Clients can take part in personalized professional development sessions and coaching on topics such as implicit biases, microaggressions, building intercultural relationships, mindfulness, organizational improvement and collective efficacy.

Our per presenter rate ranges from \$350/hour for coaching and small-group professional learning community sessions to \$1000/hour for large group sessions. Professional development/training sessions are generally facilitated by two racial equity experts.

Mission, vision, and/or philosophy: Our philosophy is grounded in the belief that transformational leadership development and organizational improvement can be achieved through teachable and measurable actions that appeal to humanity, empathy, and the courage needed for racial equity and authentic change.

Approach to addressing intersecting identities: Recognizing the importance of identity and intersectionality with our participants is, or can be, an integral part of our instructional delivery model and approach. Engaging participants in reflective learning experiences is one method for identifying biases and developing socioemotional awareness. Our approach is grounded in equity research and responsive practices. Additionally, we help make connections to our clients through experiential knowledge and diverse personal experiences that allow for relatability and transformational leadership development.

Racial equity certifications/credentials: Courageous Conversation Affiliates; International Institute for Restorative Practices Certified Train the Trainer; and Research in Critical Race Theory, Efficacy, and Social-Emotional Learning. All facilitators have a background and extensive professional, firsthand experience in urban education, leadership and/or administration.

Specialty or expertise with specific populations or systems: Adult learning in education, special education, Multi-Tiered Systems of Support (MTSS), Positive Behavioral Interventions

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Cultural Humility and Equity Collaborative (CHEC)

Provider type: Small business

Contact information: Azadeh Masalehdan Block; P.O. Box 81534 Pittsburgh, PA 15217;
info@culturalhumility.com; 412-342-8291

Website: <https://culturalhumility.com>

Service description: CHEC offers a variety of options for organizations of all sizes to educate their employees about cultural humility. We begin the process by listening. Our team will get to know your organization, listen to your concerns and discuss desired outcomes. Based on the organizational needs, CHEC will customize a training plan to promote the learning and growth of your employees. Integral to our process is taking the pulse of employees' understanding of cultural humility through a pre- and post-outcomes assessment. Once the active working cycle is complete, we will connect with you to review outcomes, goals and assessment tools. Cultural humility is not a one-time lesson, but an ongoing process. We work together to determine how to continue to engage in the process of cultural humility. Rates are based on organization size and include implementation of curriculum, debriefing and data sharing, and planning for reevaluation. Additional services offered include individual lectures, individual workshops, digital copies of training materials and recordings of training in its entirety.

Mission, vision, and/or philosophy: Mission: We are committed to helping organizations train constituents on issues relevant to cultural humility, equity, and intersecting identities; evaluate internal policies; and explore community partnerships for meaningful corporate responsibility and social justice. Vision: We envision a workforce that is culturally humble and diverse advancing justice and equity in our communities. Philosophy: Cultural Humility and Equity Collaborative translates academic research on cultural humility into real-world contexts through employee education and discussion.

Approach to addressing intersecting identities: We draw on the work of Kimberlé Crenshaw, who first coined the term "intersectionality" 30 years ago, to explore the legal implications of discrimination based on both race and gender. We look to classic feminist works such as The Combahee River Collective Statement for guidance in anti-racist, intersectional and culturally humble approaches to equity training.

Racial equity certifications/credentials: Our collaborators have more than 15 years of experience teaching and working with businesses, non-profit entities and educational institutions to advance racial equity. Our areas of practice and research include political advocacy, work with immigrant/refugee and LGBTQA+ communities, data-driven decision-making, health equity, global learning, trauma-informed practice and intersectional clinic practice.

Specialty or expertise with specific populations or systems: Refugees and immigrants, LGBTQA+, race and culture, veterans, public school children, gender violence survivors and perpetrators, criminal justice, trauma-informed practice

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Davis Consulting Solutions (DCS)

Provider type: Small business, For-profit organization

Contact information: Dr. Danielle Davis, President & CEO, 211 N. Whitfield Street, Suite 550, Pittsburgh, PA 15207

info@davisconsultsolutions.com; 412-407-2499

Website: www.davisconsultsolutions.com

Service description: Davis Consulting Solutions (DCS) submits this RFI as evidence that our team is equipped to undertake these projects by virtue of capacity and experience. We are a management and community economic development firm with more than 60 combined years of experience in community and employee engagement, diversity initiatives, training, human resources, procurement, and compliance. DCS can be a trusted partner for diverse business and workforce solutions. Here's a testimony from UPMC on how we helped their health plan diversify their staff and employ those with socioeconomic, gender, and racial barriers.

Some processes used to deliver our services include recruiting and training diverse staff, Diverse Business Enterprises (DBEs) and Section 3 residents. We engage in designing and implementing empowerment strategies with supporting tools to help them assess the current status of their DEI initiatives, establish goals, implement strategies and evaluate progress. DCS accomplishes this through a team of 5 and other experts that have helped organizations to meet their diverse workforce and contracting goals and targets and improve collective empowerment through solutions for social and economic engagements.

Mission, vision, and/or philosophy: Davis Consulting Solutions (DCS) empowers stakeholders to strengthen the regional economy by addressing business, organizational, employment, and workforce diversity challenges. Our solutions are informed by three practices: engage, empower, and educate. DCS' vision is to use leadership and management practices to achieve our guiding principles which are to: 1) bridge the gap in wealth distribution and education for the next generation leaders; 2) maximize the utilization of existing resources and thought partners; 3) prioritize quality top-down strategies and training over check-the-box initiatives; and 4) empower organizational leaders to improve economic and social conditions.

Approach to addressing intersecting identities: DCS's diversity solutions addresses intersecting identities through Organization Development (OD) and Human Resource Development (HRD). Our approach is presented from a strength-based perspective, focused on benefits achieved by the NGES holistic model. The four pillars includes courses, coaching, consulting, and certification program emphasizes human value. We assess for organizational traits such as multiculturalism using a framework that reveals whether there are inclusive practices, social and economic inequity, and share resources and power. Then we seek to create limitless possibilities for businesses to have diverse individuals work as a team and help heal the intersectionality of racism, classism, and trauma.

Racial equity certifications/credentials: Our related credentials is obtained by lived experience, employment, research, and education. Dr. Davis holds a Ph.D. in Community Engagement from Point Park University, a M.S. in Organizational Leadership, and a B.A. in Community Ministry, from Geneva College. She led and supported diversity initiatives for minority, women, and disadvantaged businesses, for the Housing Authority City of Pittsburgh (HACP) and helped faith-based organizations participate in redevelopment. She monitored, tracked, and incorporated processes for procurement contracts totaling \$800 million. She served on several boards and committees such as the Minority, Women and Disadvantaged Business Enterprises (M/W/DBE) Governmental Committee and HUD Section 3.

Specialty or expertise with specific populations or systems: Business, Non-profit, Education, Government, Education, Health, Housing, People with Disabilities, Race-Based Trauma

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Provider name: DEI Consultants, LLC

Provider type: For-profit organization

Contact information: Catherine Hole Vice President and Chief Learning Officer

cathy@deiconsultants.com

8179945713

1424 Summit Ave, apt 4038 Fort Worth, TX 76102

Website: deiconsultants.com

Social: @dei consultants llc

Service description: The Discovery phase includes a cultural/needs assessment that includes various tools to understand the culture of the organization with regards to knowledge and commitment to DEI. We custom design assessments of participants and stakeholder groups to establish a baseline of understanding and perspectives of DEI issues, opportunities, terms and relevance to mission and programs. This may include:

1. Surveys
2. Focus Groups and Listening
3. One-on-one interviews
4. Consultations implementation of key DEI Best
5. Community Engagement:

Using feedback from the Discovery and Engagement activities, we create a menu of Training Topics to consider.

Written Summary Reports

Communications Consultation to keep various stakeholders informed and engaged. These include leadership debrief and facilitated meetings at key junctures of the contract.

Strategic Alignment Consultation with core values, mission, and strategic direction in service of clarity, improved operational function and transformation of disruption or conflict into opportunities for advancing client values, and DEI principles and practices appropriately.

Planning Consultation appropriate team meetings and one-on-one meetings with client DEI point person(s). Retainer Consultation emerging issues and opportunities that exceed anticipated planning hours. Typically, this emerges as a viable next step contractual relationship to offer guidance on implementation of recommendations.

Mission, vision, and/or philosophy: Our philosophy is significantly informed and inspired by our deep commitment to the values and practices of human dignity, empathy, and integrity. We believe that Dignity, Empathy, and Integrity are essential precursors to Diversity, Equity, and Inclusion.

Particularly in an era where language is increasingly politicized and exploited, resulting in division, conflict, incivility and misunderstanding, our philosophy of careful operationalization is a viable game changer in the DEI field.

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Our intent is to encourage goodwill, a sense of community and belonging, and a greater capacity to collaborate and contribute to a more respectful human centered culture.

We design engagements, encourage relationships, and cultivate practices that:

- Affirm the intrinsic worth of every person (Dignity)
- Resource the ability to understand and share the feelings of others (Empathy)
- Align personal and shared values with public practices and behavior (Integrity)

Approach to addressing intersecting identities: Everyone has different layers of identities based on who they are, their DNA, and lived experiences. They present to the world at the intersection of their identities. Using an intersectional lens provides a greater understanding of employees and how their complex identities affect their experience at work. In order to create a workplace culture that is respectful and supportive where employees are equipped to maximize their potential and that they belong, it is imperative to recognize the multi-dimensions of all. Additionally, when creating a supportive workspace, considering a single identity can lead to the unintentional perpetuation of some problems while thinking you are solving them.

Racial equity certifications/credentials: Consultant on City of Fort Worth Race and Culture Task Force, Nationally Certified Women's Business Enterprise and Women Owned Small Business

Specialty or expertise with specific populations or systems:

Available languages: English and Spanish

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Deloitte Consulting, LLP

Provider type: For-profit organization

Contact information: Kelly Batts (managing director); One PPG Place, Suite 2600, Pittsburgh, PA 15222; kbatts@deloitte.com; 202-510-3540

Website: www.deloitte.com

Instagram: @lifeatdeloitteus

LinkedIn: deloitte

Twitter: @deloitteUS

Service description: Deloitte provides differentiated DEI solutions, experiences and insights that include current state assessments and custom surveys, DEI operating model design, employee resource group strategy development, senior leader engagement and coaching, E-learning, DEI program design and implementation, DEI communications campaigns, and DEI dashboard and analytics. Additionally, Deloitte encourages Project Driven Inclusion through a repository of resources ranging from inclusion icebreakers to toolkits around intersectionality and having authentic check-ins to suggested readings and guidelines on how to have courageous conversations.

Mission, vision, and/or philosophy: Deloitte succeeds with clients by first listening, learning and seeking to understand. We value diversity, different perspectives and a commitment to a “Culture of Courage.” We challenge ourselves daily to bring a point of view to client problems and speak up even when the message is difficult. We share our views courteously and recognize that true partnership happens when there is mutual respect. Deloitte’s DEI training philosophy is rooted in extensive research and experience in learning, leadership and talent. We bring a values-centered, holistic approach to DEI.

Approach to addressing intersecting identities: Deloitte recognizes that a data-driven DEI strategy and implementation promotes an inclusive workforce by informing, energizing and supporting everyone in the workforce. From connecting staff across identities to educating individuals on inclusive leadership, Deloitte has aspired to build community, encourage authenticity, engender allyship and broaden access to opportunity for clients as well as internally.

Racial equity certifications/credentials: Deloitte’s DEI clients range from Fortune 50 companies to the public sector. We helped scale an Inclusive Leadership training to 60,000+ employees that aligned the client’s inclusion strategy within Deloitte’s proprietary framework. We also lead an organization-wide DEI transformation at the US Postal Service focused on building a diverse and inclusive culture through programming, strategic communications and trainings.

Deloitte has received numerous recognitions for their DEI efforts, including a spot-on Diversity Inc.’s prestigious list of the “Top 50 Companies for Diversity.”

Specialty or expertise with specific populations or systems: Aging services, business, child welfare, developmental support, education, gender identity and expression, government, health, immigrants and refugees, Latinx, non-profit, people with disabilities, sexual orientation, veterans

Available languages: English

Available service formats: Onsite or remote, according to the customer’s preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: EnterChange Group

Provider type: Small business

Contact information: Sarah Hansen (principal consultant); 213 Nelson Run Rd, Pittsburgh, PA 15237; sarah@enterchange.group; 412-945-0077

Website: www.enterchange.group

Service description: We provide three main services:

1. DEI Strategic Support – A customizable process that includes understanding the current situation and the desired future state; identifying needs, opportunities, and challenges; using an inclusive, strengths-based approach to identify a shared vision, align leadership, and activate commitment; strategic or action planning; training and support; and evaluation.
2. Training and Workshops on a standalone basis or intentionally infused throughout a project.
3. Ad Hoc Consulting – Our team brings several years of corporate and nonprofit management, leadership, grant administration, and applied research experience.

Mission, vision, and/or philosophy: EnterChange Group is a small, woman-owned research and consulting firm that infuses change management, DEI principles, Appreciative Inquiry, and commitment to data-driven decision-making into our approach to facilitate inclusion, generate excitement, and energize lasting change. Overall, EnterChange Group is committed to a human-centered approach to change and strategic growth. Our values center around Inclusion, Insight, Integrity and Innovation.

Approach to addressing intersecting identities: Intersectional equity is at the heart of our work. Appreciating difference, supporting difference, and promoting the full contribution of all can only help us achieve self-actualization and the richest potential of humanity. These are the qualities that we aspire to personally and professionally. We believe each person affected by the change has an important voice, and we facilitate opportunities to include as many stakeholders in a change process as possible.

Racial equity certifications/credentials: Our consulting team brings over 30 years of combined work in equity and inclusion through lived experience, teaching, consulting, and professional work in nonprofit, education, and government. Both principal consultants have completed diversity, equity, and inclusion training through organizations like the Aspen Institute, Courageous Conversation Academy, Creating Confluence, Mid-Atlantic ADA Center, the University of Pittsburgh's Office of Diversity and Inclusion, and the American Association of University Women.

Specialty or expertise with specific populations or systems: Disability, LGBTQIA+, women and gender-diverse, adult education, arts organizations, government/municipal workforce, higher education, transitioning youth, workforce equity/development

Available languages: English. Other languages may be available if requested in advance

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Evident Change

Provider type: Non-profit organization

Contact information: Katherine H. Park (CEO); 426 S. Yellowstone Drive, Madison, WI 53719; kpark@evidentchange.org and acipollastickles@evidentchange.org; 800-306-6223

Website: <https://www.evidentchange.org>

Social Media: @Evident_Change

Service description: Working With and Across Difference (WWAD) training and support provides strategies for identifying unconscious bias, communicating more effectively across differences, and recognizing cultural and institutional barriers to a healthy organization. To carry out this work, Evident Change conducts analysis and assessment of the organizational environment and culture; helps organizations acknowledge how institutional structures, processes, and practices can prevent members of oppressed groups from having equitable access to power and authority; provides basic- to advanced-level training; offers individual and group coaching; develops comprehensive case management systems; provides continuous quality improvement (CQI) support; assesses successes and opportunities related to equity goals; and helps to align hiring and human resources.

These components can be applied across all levels within an organization.

Mission, vision, and/or philosophy: Evident Change promotes just and equitable social systems for individuals, families, and communities through research, public policy, and practice. Evident Change helps social service nonprofits and other organizations use their programs and services to build capacity, accountability, and sustainability toward increased racial and ethnic equity and reduced racial and ethnic disparities.

Approach to addressing intersecting identities: Our model is based on the modern oppression and internalized oppression framework from VISIONS, Inc. This model is intended to create a common language and approach to effectively manage conversations and relationships about and across the multiple intersecting identities. The training and coaching address four levels of interaction: personal, interpersonal, institutional, and cultural with and across differences.

Racial equity certifications/credentials: VISIONS, Inc. model

Specialty or expertise with specific populations or systems: Transracial adoptees, children and families impacted by the foster care system, teenage parents, LGBT and gender nonconforming people, criminal and juvenile justice agencies, and child welfare.

Available languages: English, American Sign Language (ASL)

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Family Resources (FR)

Provider type: Non-profit organization

Contact information: Christine McClellan (director of operations & compliance); 1425 Forbes Avenue, Fifth Floor Suites, Pittsburgh, PA 15219; help@familyresources.org; 412-363-1702

Website: www.familyresources.org

Facebook: @familyresources.org

Instagram: @familyresources

Twitter: @FamRes

Service description: Family Resources provides a training curriculum to help staff provide culturally-competent services to individuals facing barriers to service and/or unfavorable or unfair treatment based on identity labels such as race, ethnicity, skin color, religion, age, gender, physical or mental ability, sexual orientation, or gender identity. Trainings are delivered in an interactive workshop with a goal of building social and problem-solving skills, including the opportunity for engagement and expression of diverse point of views. These include Ethics, Boundaries, and Ethical Dilemmas; Cultural Awareness, Anti-Bias; Sexual Orientation, Gender Identity and Expression (SOGIE); and Commercial Sexual Exploitation of Children (CSEC).

Mission, vision, and/or philosophy: Our mission is to prevent and treat child abuse by strengthening families. The agency's vision is a world where every child lives free from the fear of abuse, with the philosophy of realizing the widespread impact of trauma and recognize paths for recovery. Our cultural statement is: Compassion, leading with our hearts inside and outside the workplace; Diversity, striving to learn and embrace differences; Service, providing families with bricks to build a better future; Commitment, bridging the gap between families and resources; and Growth & Development, creating opportunities and emphasizing self-care.

Approach to addressing intersecting identities: Family Resources' training staff understand and recognize that certain individuals face multiple and intersecting forms of structural discrimination. They take into account an individuals' overlapping identities and experiences to understand the complexity of prejudices they face. The message is that practitioners must expand their knowledge of intersectionality for building a strength-based relationship with users of services.

Racial equity certifications/credentials: Areas of practice, teaching and collaboration work with LGBTQA clients and their families; data-driven decision making; mental and behavioral health equity; commitment to learning; Sexual Orientation, Gender Identity and Expression (SOGIE); Anti-Racism Committee (ARC); anti-racism education and resources; and trauma-informed care practices

Specialty or expertise with specific populations or systems: Behavioral health, children and youth, child welfare, education, gender identity and expression, non-profit, race-based trauma, sexual orientation

Available languages: English. Other languages may be available if requested in advance

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Health Resources in Action, Inc.

Provider type: Non-profit organization

Contact information: Steven Ridini, EdD (president & CEO); 2 Boylston Street, Boston, MA 02116; sridini@hria.org; 617-279-2234

Website: www.hria.org

Facebook: @hriaction

LinkedIn: Human Resources in Action

Twitter: @hriaction

Service description: HRiA is a national 501(c)3 non-profit with expertise in developing, implementing, and evaluating solutions for clients who share a vision of improving population health. Our core services include research and evaluation, capacity building assistance, and grant making. Across these core services, we are committed to advancing health equity and racial justice. In our work, we bring consultative expertise to develop, implement, and evaluate solutions that address inequities at their root causes to create and sustain healthy and thriving communities and people. We work with clients and partners to examine their own internal and external policies and practices by working together to understand power and privilege, build authentic and diverse engagement, and challenge persistent narratives about what creates and hinders health.

We offer a range of capacity-building services that support our partners and clients, including strategic assessment and planning to help organizations best meet the needs of their communities, training and technical assistance to help clients build their knowledge and skills to serve their constituents, and program design and implementation to support service delivery.

Mission, vision, and/or philosophy: HRiA's mission is to help people live healthier lives and create healthy communities through prevention, health promotion, policy and research.

Approach to addressing intersecting identities: We affirm Racial Equity Institute's observations that racial inequity looks the same across systems, socioeconomic difference does not explain racial inequity, and inequities are caused by systems – not culture and behavior. While race is central to our approach, intersecting identities are also considered when addressing racial inequities. HRiA works across sectors to look broadly at what influences health, leveraging expertise from other sectors to work upstream to examine and address the policies, systems and environmental conditions that perpetuate inequities.

Racial equity certifications/credentials: HRiA has been working in public health for over 60 years, with extensive experience in addressing racial inequities through our capacity-building work. We have developed our own health equity framework that guides both our internal policies and processes, as well as our work with community, partners and clients.

Specialty or expertise with specific populations or systems: Aging services, behavioral health, business, child welfare, children and youth, education, environment, gender identity and expression, government, health, housing, Latinx, non-profit, older adults, people with disabilities, philanthropy, race-based trauma, sexual orientation, veterans

Available languages: English, Spanish, and able to engage translators and interpreters in other languages

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Jeong Coaching and Consulting

Provider type: Small business

Contact information: Yejin Lee (founder); 723 Churchland Road, Saugerties, NY 12477;
yejin@yejinlee.co; 609-658-3011

Website: yejinlee.co

Service description: My mission is to support people of color in finding more liberatory pathways in and beyond their workplaces and to support institutions in reducing the amount of oppressive harm they cause. I do this work through individual coaching, leadership coaching, organizational consulting, community-building and capacity-building workshops.

Mission, vision, and/or philosophy: My mission is to support the liberation of people of color. I believe in grounding my approach in my subjectivities, identities, positionalities, and experiences rather than universalizing my perspectives and guidance. I believe conflict can be generative and that my directness can support both gentle and radical shifts in organizational culture.

Approach to addressing intersecting identities: By grounding my perspective and guidance in the intersections of my positionalities and identities, I model what it means to constantly identify the ways in which my powers and privileges show up (both positively and negatively) in my approach to equity and justice work. I also support individuals and institutions in properly understanding how different modes of social and position power function, which makes it easier to identify the compounding impacts of intersectional experiences.

Racial equity certifications/credentials: While I am deeply committed to continuing education around issues of racial equity & justice, I am also a firm believer that people arrive at expertise in different ways, and that many institutions that offer accreditation are built on oppressive forms of power (i.e. white supremacy, patriarchy). I do not have formal certifications for this work, but I was trained by the People's Institute of Survival and Beyond, and completed 40-hours of training on equity-informed mediation basics by Resolutions Northwest.

Specialty or expertise with specific populations or systems: arts, business, education, government, non-profit, philanthropy

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Jewish Family and Community Services (JFCS)

Provider type: Non-profit organization

Contact information: Brenda Green (program supervisor), JFCS Refugee and Immigrant Services; 5743 Bartlett Street, Pittsburgh, PA 15217; bgreen@jfcspgh.org; 412-422-7200

Website: www.jfcspgh.org

Facebook: @jfcspgh

Instagram: @jfcspgh

LinkedIn: jfcspgh

Twitter: @jfcspgh

Service description: JFCS provides continuing education opportunities for helping professionals interested in improving and expanding their ability to provide culturally competent services to individuals facing barriers to services and/or discrimination due to ethnicity, race, country of origin, religion and limited English proficiency.

These trainings include a series of four modules that can be provided as individual workshops or in a series of two or more. All workshops are tailored to the goals and learning objectives of the host organization. These include Immigrant Overview, Cultural Competency, Serving Individuals and Families with Limited English Proficiency (LEP), and Working with Immigrants: Focusing on Behavioral Health.

In addition, JFCS offers Refugee 101, an introduction to refugees, the challenges they face, and their needs. JFCS also provides trainings on cultural awareness when working with immigrants, proper use of interpreters and best practices to determine someone's best language for lawyers/legal services providers.

Mission, vision, and/or philosophy: Jewish Family and Community Services' mission is to support people through life's changes and challenges. The agency's vision is a caring community where all people have the opportunity to reach their potential.

Approach to addressing intersecting identities: JFCS training staff acknowledge and understand that it is essential for individuals to self-define their own identity and that identities often evolve. Likewise, staff recognize that identity markers like gender, age, religion etc. do not exist independently of each other and that each informs the others, making identity complex and fluid. A better understanding of intersecting identities helps reduce discrimination and misunderstanding among individuals.

Racial equity certifications/credentials: The lead trainer for JFCS Refugee and Immigrant Services has a master's degree in adult and community education and draws upon many years of experience working with refugees/immigrants and implementing best practice models for cultural competency and language access. In the Immigration Legal Services department, trainers are attorneys or accredited representatives who are experts in the procedures for serving clients who require interpretation.

Specialty or expertise with specific populations or systems: Refugees and immigrants

Available languages: English. Other languages may be available if requested in advance

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Justice ACED Academy

Provider type: Non-profit organization

Contact information: Jerome Taylor (principal); 409 Dinwiddie Street, Pittsburgh, PA 15219; taylor@pitt.edu; 412-232-0322

Website: www.justiceaced.com

Service description: Justice ACED Academy offers training and certification in • how the history of racial oppression is present in ways that undermine the quality of social and clinical interventions • how to detect and reduce four levels of racist stereotypes that undermine quality of social and clinical interventions • how to reduce nine documented types of racial discrimination that undermine quality of social and clinical interventions • the use of proverbs, icons, and values that enhance quality of outcomes in culturally, socially, and economically diverse populations.

Mission, vision, and/or philosophy: The mission of Justice ACED Academy is (a) to design policies and practices offering promise of decreasing disparities of a wide range—clinical to institutional; (b) to implement, evaluate, and refine policies and practices that accelerate reductions in disparities of a wide range; and (c) to disseminate gap-closing policies and practices locally, nationally, globally. Undergirding these activities is our deep commitment to enabling Justice (outcome equities), Freedom (fair access to our nation’s fountains of opportunity), and Peace (security), even in initially unjust, unfair, and unsafe places.

Approach to addressing intersecting identities: Although our priorities initially were directed toward relief of racial disparities, we have discovered over the years that our findings are of foundational importance to and carry implications for socioeconomic and gender categories as well.

Racial equity certifications/credentials: No particular certifications or credentials. Professionally, however, when I was on the faculty in Pitt’s Department of Psychology, I was the primary dissertation advisor of more than 25 Black students—the largest number of Black advisees in the history of the department—who later became college presidents, provosts, deans, department chairs, and distinguished scholars and politicians.

Specialty or expertise with specific populations or systems: arts, behavioral health, business, child welfare, children and youth, education, gender identity and expression, government, health, housing, immigrants and refugees, Latinx, law/criminal justice, non-profit, older adults, people with disabilities, philanthropy, race-based trauma, sexual orientation, veterans

Available languages: English

Available service formats: Onsite or remote, according to the customer’s preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Mas Talent LLC

Provider type: For-profit organization

Contact information: Tim Ryan – Director of Operations and Business Development

Tim@mastalenthhr.com

214-616-0885

3801 Island CT, Carrollton TX 75007

Website: www.mastalenthhr.com

Service description: We specialize in identifying and developing talent, engaging employees, and strategically aligning your human capital approaches with business needs.

Más Talent HR Consultants are flexible to directly support the client with HR consulting and/or coach your current HR team to develop the skill set. We utilize our experience to benefit our clients in their unique situation and business priorities.

We understand Employment Law and how it impacts your business, employees and bottom-line decisions. Más Talent HR provides a balance of practical and regulatory perspectives through our seasoned HR Consultants and our in-house general counsel. Our team provides advisory services to support your employee relations situations, advise leaders on employment decisions, leadership support in reporting requirements, and workplace policies, and conduct audits and employment-related practices.

At Más Talent HR, we have the expertise in leading Human Resources Transformation, building a human resources function from the ground up and serving as faculty in human resources functional models and best practices.

When organizations have HR Transformation needs, we start by assessing the organization's current state, mapping that current state to business requirements, and creating a gap plan. Once we agree on the current state and gap opportunity, we collaborate with our clients to develop a Human Resources strategy and support the organization throughout the implementation plan.

Other times, organizations may have needs that are more project-based in only one or two specific areas of Human Resources. Más Talent HR has the flexibility to adjust to your organization's most pressing demands.

Sample Services

- Human Resources Transformation
- Strategic Planning
- Culture Transformation
- Organizational Effectiveness & Design
- Merger & Acquisition Due Diligence
- Performance Management
- Employee Engagement
- Leadership Development
- Talent Acquisition
- Employer Branding

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

- Onboarding New Employees
- Employee Relations
- HR Policies and Employee Handbooks
- Governance Risk and Compliance
- Compensation and Benefits
- Employee Communications

Mission, vision, and/or philosophy: We specialize in identifying and developing talent, engaging employees, and strategically aligning your human capital approaches with business needs.

Approach to addressing intersecting identities: We have worked with a variety of industries and can help you develop a plan that works with your organizational culture.

Our approach to diversity and inclusion is broad and challenges the traditional definitions of diversity and inclusion. We support you by understanding your organizational culture, identifying where your opportunities are for improvement and providing best practice recommendations for culture change and long-term success.

Racial equity certifications/credentials: SHRM Certified

Specialty or expertise with specific populations or systems: Human Resources Transformation Strategic Planning, Culture Transformation, Organizational Effectiveness & Design, Merger & Acquisition Due Diligence, Performance Management, Employee Engagement, Leadership Development Talent Acquisition, Employer Branding, Onboarding New Employees, Employee Relations, HR Policies and Employee Handbooks, Governance Risk and Compliance, Compensation and Benefits, Employee Communications

Available languages: English and Spanish

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: MEE Productions Inc.

Provider type: For-profit organization, small business

Contact information: Ivan J. Juzang (founder and president); 2 Bala Plaza, Suite PL-01, 333 East City Avenue; Bala Cynwyd, PA 19004; MEEPROD@aol.com; 215-796-9141

Website: www.meeproductions.com

Facebook: @MEEProductionsInc

LinkedIn: mee-productions-inc

Twitter: MEEProductions

Service description: MEE Production Inc's workshops and technical assistance (TA) focus on how staff, board members and other organizational stakeholders can present health information in such a way that lifestyle changes are sustainable in the context of busy, economically-challenged and stressed out lives. In addition to theoretical frameworks that include a diversity-racial equity-inclusion lens, each interactive, solutions-oriented workshop or TA session offers hands-on exercises and practical, real-world strategies for engaging in effective and respectful community outreach.

MEE offers trainings in several formats, including half-day workshops (2–3 hours), full-day workshops (4–5 hours) and webinars. MEE has also developed modular, online TA packages using state-of-the-art technology to augment or extend in-person trainings. All offerings are customized to an agency's specific needs, interests and challenges.

Mission, vision, and/or philosophy: Authentic community engagement with populations most affected by racial inequity and disparities is a core element of MEE's approach to effective health communications.

Approach to addressing intersecting identities: MEE is a behavioral health communications firm that works in low-income, Black, Latinx, immigrant and marginalized communities facing the highest health disparities. Individuals among these populations simultaneously experience multiple forms of inequality in their lives, representing the intersectionality of race, gender, socioeconomic status, opportunities for education and more. Our culturally-relevant methodologies, which incorporate oral communications culture, allow us to develop authentic and persuasive messages in order to shift attitudes and change behaviors.

Racial equity certifications/credentials: In addition to leading workshops and trainings, MEE's senior leadership has presented on topics of systemic racism and social disparities at numerous professional development conferences. MEE maintains a comprehensive library of its community-based participatory research and compelling videos on emerging societal and health trends.

Specialty or expertise with specific populations or systems: accessing health and human services, behavioral health, boys and men of color, children and youth, child welfare, early childhood development, education, government, health, lower-income and urban/inner city populations, non-profit, opioid misuse prevention, parents raising adolescents, preventing violence against women, race-based trauma, school dropout prevention, suicide prevention, youth violence prevention

Available languages: English, but can partner with interpreters as needed

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: MMG EARTH

Provider type: For-profit organization

Contact information: JT Turner, Director of Learning x Development

projects@mmg.earth

312-730-6060

1507 EAST 53rd STREET #276, Chicago, IL 60615

Website: www.mmg.earth

Social: @mmgearth

Service description: We're an award-winning research and change management firm. We help people in the private and public sectors transform their communities and global societies. MMG partners with organizations that range in size from 20 employees to 6,000. We hold more than 15 years of experience developing and implementing research and change management strategies for equity, justice, and belonging in tech companies, foundations, healthcare groups, progressive organizations, and academic institutions. We help organizations and companies create actionable and impactful data-informed frameworks for transformation. Our global network of researchers, strategists, and facilitators has implemented some of the largest change management actions in the world.

In some of the largest change management firms in the world, firms tasked with driving the socialization of COVID-19 vaccine campaigns, cutting delivery times in half for lifesaving medicines, building businesses that change the fabric of our global societies, actually creating an internal culture that aligns with the values that these companies present to their clients prove to be an enduring failure.

At MMGE, we don't just engage in change management work that helps our clients build, create, and dismantle. We live by our principles and continuously innovate in creating a radical, trauma-informed, and harm-reductive culture that builds our community up as opposed to tearing them down in the name of innovation.

At MMGE, innovation doesn't begin with our clients. It begins with us. We can only be enterprising, creative, strategic, and brave as we demonstrate ourselves when our clients are not in the room. That's true innovation. Welcome to MMGE.

Mission, vision, and/or philosophy: Who would we be without the oppression? What could we do? Where could we go? Our vision is creating a world that is centered in the principles of accountability and repair, justice and harm reduction, courage and imagination. We imagine communities at work and beyond that are led by a desire to honor and respect each other's dignity, wellbeing, capacity, and humanity. This is our vision.

Approach to addressing intersecting identities: MMGE's team holds extensive, state of the art experience in consent-centered, trauma-informed approaches to L&D processes. MMG brings rare expertise in human development, uniquely positioning us to amplify the insights of historically marginalized people as a team made up mostly of Black and Brown, queer and trans, disabled and neurodiverse trainers, facilitators, researchers, analysts, and strategists.

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We center consent in all that we do, including making all training optional for participants. We know that mandatory training actually can increase harm by removing a participant's consent.

We bring at least two facilitators to all L&D events who can interrupt harm and mediate conflict in healthy ways. We always begin sessions with community agreements as a harm reduction practice, allowing participants to better understand and agree to the space that they are entering.

Racial equity certifications/credentials: One of Business Insider's Top 25 HR Innovators of 2022 and CAASE's 2022 Visionary of the Year, Bunny McKensie Mack is a trilingual researcher, analyst, strategist, and the CEO and CPO of MMGE. A 2022 Young Entrepreneur of the Year Nominee, McKensie holds more than ten years of experience helping organizations, community groups, governing agencies, and healthcare organizations create transformational cultures at the intersection of race, gender, class, disability, and LGBTQIA+ identity with clients based all over the world.

Their firm, MMGE, has partnered with communities nationally and globally to develop trauma-informed and harm-reductive communications strategies and cultures that identify and dismantle social injustice while giving people the tools to better their lives and communities. Using qualitative and quantitative data, MMGE helps communities develop evidence-based change management plans and drive implementation through a lens of collective decision-making, interpersonal accountability, and belonging. McKensie has been recognized for their innovative approach to building equitable, traumainformed, and power-aware workplaces.

Specialty or expertise with specific populations or systems:

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Modern Mosaic Consulting

Provider type: For-profit organization

Contact information: Alka Singh, Co-Founder & Principal, 759 Venango Avenue Pittsburgh, PA 15209
alka.singh@modernmosaicconsulting.com, 240-994-3845

Website: www.modernmosaicconsulting.com

LinkedIn: <https://www.linkedin.com/company/modern-mosaic-consulting>

Service description: We offer services in three different sections: boards and leadership featuring things like strategic planning and anti-racism training, development and grants featuring grant writing and reporting and evaluation plans, and marketing and engagement featuring storytelling and marketing and communication strategies, and much more.

Mission, vision, and/or philosophy: We are driven by a mission to empower the nonprofit community for greater impact. We envision a vibrant nonprofit community that leads the world in solving social problems by leveraging people, technology, and data in sustainable and ethically responsible ways. We use an asset-based community lens in our work and acknowledge that working alongside communities is a privilege and honor. We continually strive to reduce those disparities present at the intersections of race, class, gender, and wealth that negatively affect community ecosystems.

Approach to addressing intersecting identities: Our approach recognizes intersectionality by intentionally recognizing that certain individuals' disadvantages can be compounded and are sure to openly educate and communicate this in our trainings. We know that there are hard truths that must be discussed and glossing over the realities that many people face does not carry forth the mission of liberation of all individuals. Educating on the topic of intersectionality as it relates to systems and processes is the core basis of our training and we believe only increases cultural awareness and humility.

Racial equity certifications/credentials: I have lead anti-racism training for units at a higher education institute.

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Provider name: Racial Engagement Strategies, LLC

Provider type: Small business

Contact information: Dr. Trisha Gadson (principal); 105 Fall Run Road, Forest Hills, PA 15221; drgadson@racialengagement.com; 412-328-7637

Website: www.racialengagement.com

Service description: Racial Engagement Strategies supports the work of change agents by:

- Leading/facilitating racialized conversations
- Operationalizing racial equity in organizations
- Promoting staff & board development
- Developing Community Engagement Plans
- Encouraging Community Engaged Pedagogy
- Leading DEI strategic planning

Mission, vision, and/or philosophy: Racial Engagement Strategies offers skill development to enable meaningful and intentional engagement regarding the dismantling of racial inequity. We offer opportunities for continuous learning on how to create and implement goals that support social change and anti-racist policies and practices. We support organizational efforts to develop a shared vision.

Approach to addressing intersecting identities: Through the lens of racial equity, RES, LLC focuses on the historic and systemic impact that racial bias has on individuals, communities and organizations. Through that lens a focus is placed on the intersection of race and other forms of diversity. The complexity and intensiveness of one's identity as a member of multiple marginalized groups are discussed from the position of re-imagining policy and practice.

Racial equity certifications/credentials: Dr. Trisha Gadson has a PhD in Community Engagement. Her research focus is on the impact of community engaged racialized conversations when advocating for educational equity for African American students. She was trained by the National MultiCultural Institute and she has a Fostering Diversity & Inclusion Certificate from Yale School of Management.

Specialty or expertise with specific populations or systems: Nonprofits, school districts and community-based organizations

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Resources for Human Development, Inc.

Provider type: Non-profit organization

Contact information: Karin Annerhed-Harris (VP of business development); 4700 Wissahickon Avenue, Philadelphia PA 19144-4248; Karin.Harris@rhd.org; 215-806-6450

Website: www.rhd.org

Facebook: @ResourcesHD

Instagram: @resources4hd

Service description: RHD has a wide variety of training modules prepared that cover racial equity, LGBTQIA understanding and acceptance, cross-cultural communications, unconscious bias, and trauma. RHD has also rolled out an Eradicate Hate Initiative which works to eradicate all forms of racism, discrimination, and bias that uphold inequalities within RHD and the communities we serve. We achieve our mission by providing resources, strategies, and programs that address individual, institutional, and structural inequities. Through intentional anti-racism, discrimination and bias efforts, Eradicate Hate looks to create transformational change and accountability within our organization. ISMs in the Workplace (offered every other month for staff) includes an open conversation series offering a safe environment to explore and discuss perceptions and to create strategies for responding to situations to alleviate racist behavior in the workplace. Topics include White Privilege, The Process of a Grand Jury, Microaggressions, Blue & Green Conversation (Ensuring safety when Encountering the Police While at Work), Ten Steps of Survival When Getting Stopped by the Police, George Floyd's Murder RHD, No More Business As Usual, Racism: A Public Health Crisis and Colorism. The rate for training is currently \$200 per hour, plus expenses.

Mission, vision, and/or philosophy: The mission of the organization is to provide caring, effective, and innovative services that empower people of all abilities as they work to achieve the highest level of independence possible and build better lives for themselves, their families and their communities.

Approach to addressing intersecting identities: RHD views each person as an individual who may be part of a wide variety or intersection of identities. Training and company policies and practices focus on inclusion as well as honoring, celebrating and embracing diversity. RHD hires staff who are representative of the population served. At every opportunity, RHD seeks ways to improve cross cultural understanding and appreciation of diversity.

Racial equity certifications/credentials: RHD's Vice President of Diversity and Inclusion is a Cornell University Certified Cultural Competence Practitioner and holds SHRM, MLR and Safe Zone Certification. She and other members of RHD's training team have provided hundreds of hours of racial equity training.

Specialty or expertise with specific populations or systems: Individuals with intellectual and/or developmental disabilities, individuals who identify as transgender

Available languages: English. Other languages may be available if requested in advance

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Rooted Bloom

Provider type: Small business, Individual

Contact information: Miranda Miller, MSW/LSW/ACC, 4125 Haldane St. Pittsburgh, PA 15207, miranda@rootedbloom.com, 304-288-4486

Website: www.rootedbloom.com

Service description: My small business, Rooted Bloom, is a coaching and consulting firm for life, learning, and legacy. I seek to serve individuals, groups, teams, and organizations as they seek growth and meaningful change. Coaching offerings include traditional 1:1 coaching, Intensive coaching, and group coaching opportunities. Consulting offerings include mission, vision, and values clarification, strategic planning, learning, training, and curriculum development, and encouraging team building/addressing team dynamics. Consultation services can support the exploration and development of equity initiatives, while coaching in is well-suited to support the and implementation of equity initiatives, holding individuals and teams accountable to the critical self-reflection needed for moving away from white supremacy culture.

Mission, vision, and/or philosophy: My mission is to be a partner and support to individuals, groups, teams, and organizations seeking growth and meaningful change. I seek to provide non-judgmental but accountable space for deep questioning and reflection, and a structure to brainstorm and plan for action.

Approach to addressing intersecting identities: I have been grateful to learn the language of intersectionality in exploring the truth of complex identities over my academic and professional careers. I believe my approach takes intersectionality into account by first and foremost inviting people to self-identify and creating a welcoming, safe, and supportive environment for all the identities they bring. I also work to maintain an awareness of how my own intersectionalities as a white, feminine, able bodied, middle class person may impact my views or perspectives and ensure that I put myself in positions to be challenged for my own growth and accountability.

Racial equity certifications/credentials: Completed Allegheny County's Government Alliance for Racial Equity Train the Trainer program. Served in first Train the Trainer group as co-facilitator for 6 full rounds of training, and served as part of coordinating team for second Train the Trainer group this fall. Prior to that, served as co-facilitator for team (CATTS, Office of Administration) monthly race conversations.

Available languages: English. Other languages may be available if requested in advance

Available service formats: Onsite or remote, according to the customer's preference

Provider name: Shawn Anthony Robinson PhD

Provider type: Individual, Small business

Contact information: Shawn Anthony Robinson PhD CEO, drdyslexiadude@gmail.com
847-287-1239
PO BOX 1734 Oshkosh WI 54903

Website: <https://drshawnarobinson.com>

Service description: Our Racial Equity Expertise services specialize in addressing the unique challenges related to learning disabilities, resilience, sense of belonging, and leadership. We believe in a comprehensive approach to achieve racial equity, acknowledging the needs of individuals with learning disabilities while nurturing their strengths. In the realm of learning disabilities, we employ evidence-based strategies to promote equitable learning opportunities. We collaborate with educational institutions, teachers, and families to create inclusive environments where students with learning disabilities can thrive. Resilience is a key aspect of our services, as we support individuals and communities in overcoming adversity and navigating systemic barriers. Our comprehensive support systems foster a resilient mindset and empower individuals to effect positive change. We recognize the importance of cultivating a sense of belonging. Through workshops, training sessions, and community engagement, we foster inclusive environments where individuals from diverse racial backgrounds feel valued and accepted. Leadership development is a core focus. We offer training, coaching, and mentorship to equip individuals with the skills and confidence to advocate for racial justice, challenge systemic inequalities, and lead inclusive organizations and communities. Our Racial Equity Expertise integrates learning disabilities, resilience, sense of belonging, and leadership. Rooted in empathy, research, and a commitment to dismantling systemic barriers, our services contribute to a more equitable and inclusive society. We are your dedicated partner on the journey towards racial equity.

Mission, vision, and/or philosophy: Our mission is to promote racial equity by integrating learning disabilities, resilience, sense of belonging, and leadership. We envision a society where inclusive environments empower individuals from diverse racial backgrounds. Our philosophy is rooted in empathy, research, and a commitment to dismantling systemic barriers. We strive to provide comprehensive support, evidence-based strategies, and leadership development to foster positive change. With a dedicated focus on equity and inclusivity, our services contribute to a more equitable and inclusive society.

Approach to addressing intersecting identities: Our approach values intersectionality and recognizes the interconnected nature of social categories. We address intersectional identities, including dyslexia, race, and giftedness. By integrating those areas, we aim to create a holistic understanding of individuals' experiences. We consider the unique challenges and barriers faced by individuals with intersecting identities, ensuring our strategies and interventions are inclusive and tailored to their needs. Our services are designed to foster equitable opportunities, empower individuals to embrace their identities, and dismantle overlapping systems of discrimination and disadvantage. We are committed to promoting equity and inclusivity for individuals with intersecting identities.

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Racial equity certifications/credentials: Shawn Anthony Robinson, Ph.D., is a social entrepreneur and co-founder of the acclaimed graphic novel Doctor Dyslexia Dude. He has certifications and credentials in racial equity, including serving on the advisory council of Benetech and a former board member of the International Dyslexia Association. Robinson holds a Bachelor of Science in Human Services, a Master's in Education, and a Ph.D. in Language and Literacy. With over 45 publications and esteemed accolades, such as the 2022 Wisconsin Innovation Award, he brings extensive expertise to advancing equity. Robinson's affiliations include being a Life Member of Alpha Phi Alpha Fraternity, Inc.

Specialty or expertise with specific populations or systems: Business, non-profit

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Sonia Layne-Gartside

Provider type: Individual

Contact information: Sonia Layne-Gartside; 531 Gettysburg Street, Pittsburgh, PA 15206; sonia@soniagartside.com; 412-944-9340

Website: www.soniagartside.com/dei

LinkedIn: Sonia Layne Gartside

Service description: Consulting Services: Designing customized, solution-driven initiatives with proven results. These can range from developing strategic plans to facilitating workshops for all stakeholders. b. Customized Training Courses: Designing and developing programs that educate and empower all stakeholders to create diverse, inclusive, and equitable environments for success, and to quickly respond to any DEI concerns. c. Ensuring an Equity Based System (Practices, Policies and Processes): Assessing existing institutional practices to ensure they are not unintentionally reinforcing inequities. Ensuring that bias isn't manifesting in practices, policies and routines that give some people greater access to opportunities while others have less due to unspoken norms. d. Starting a Committee, Employee Resource Group or Council: Collaborating to assist in getting these groups up and running. The outcome is a trained and committed team equipped to ensure employees feel included in the DEI process. e. Developing a Communication Plan: Determining the best strategy to achieve stakeholder buy-in, engagement, and support for the DEI process, and developing key messages that will resonate.

Mission, vision, and/or philosophy: A successful DEI plan requires experience in three areas: DEI, Strategy Development and Change Management. DEI work is not only about training – it's about disrupting the systems, processes, and norms that cause bias and inequity within your organization. This means developing metrics for where you want to go in your journey of creating a more diverse, inclusive and equitable company. Only then can you create tailored initiatives that solve problems, making success easier to monitor.

Approach to addressing intersecting identities: Intersectionality is at the heart of DEI work. True understanding of diversity must include intersectionality.

Racial equity certifications/credentials: Dignity & Respect Campaign Certified Trainer, ATD Master Trainer™ (Association for Talent Development), ATD Instructional Design Certificate, DDI Certified Facilitator (Development Dimensions International), Change Management Certification (Prosci), Advanced Change Management Certification (Prosci), BSc in management studies (University of the West Indies), master's in education (University of the West Indies), Strategic Management Certification (University of the West Indies)

Specialty or expertise with specific populations or systems: Business, non-profit

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Susan Loucks

Provider type: Individual

Contact information: Susan Loucks (principal); 922 Jancey Street, Pittsburgh, PA 15206;
susan@sloucks.net; 412-251-1639

Website: www.sloucks.net

LinkedIn: Susan Loucks

Service description: Racial equity isn't a subject that an organization can target in isolation, and I help organizations investigate systems (hiring, promotion, decision-making, governance, to name a few) with an anti-racist lens and modify or transform them accordingly. Similarly, anti-racism work isn't complete after a single training or retreat. I design and facilitate retreats and longer planning processes that create consensus on priorities and hold groups accountable to their own goals.

Because of my own lived experience, I am comfortable and capable of helping white groups explore what often-invisible cultural aspects attach themselves to whiteness and the organizational consequences.

I almost exclusively use project-based billing as opposed to a per-hour fee.

Mission, vision, and/or philosophy: I am committed to creating ways for more voices to be included in what affects them. My consulting approach is also influenced by Appreciative Inquiry, based on the concept that attention and energy are powerful forces for growth. Instead of taking a purely problem-solving approach, the process defines asset-based research questions which begin to create the desired change. I leave organizations with ideas on how to translate reflection and planning into action. I am also deeply motivated to create opportunities for deeper transformation, which requires patience and long-term vision.

Approach to addressing intersecting identities: My intention is to create opportunities for authenticity, which in turn gives room for new possibilities in organizational life. Authenticity happens when we feel we can show up as whole people (not spending energy hiding parts of ourselves or fighting assumptions).

My approach helps surface awareness of patterns while also acknowledging that our understanding of another person's experience is always incomplete. I share tools that help people stand in a position of non-judgmental curiosity. I intentionally make space to consider impacts from intersecting identities beyond the immediate scope of job descriptions.

Racial equity certifications/credentials: Certified as World of Difference trainer. Participant in White People Challenging Racism: Beyond Talk to Action 5-week program; Niyonu Spann's Beyond Diversity 101 weeklong seminar; and Courageous Conversations, Race & Reality. As member of the Alliance for Nonprofit management, I have engaged in multiple conference sessions and webinars on racial equity.

Specialty or expertise with specific populations or systems: People with disabilities

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Tanoma Consulting, LLC

Provider type: Small business

Contact information: Lisa Aponte-Soto, PhD, MHA (president); 3110 Chicago Place, South Chicago Heights, IL 60411; lapontesoto@tanomaconsulting.com; 856-803-0776

Website: <https://tanomaconsulting.com>

Facebook: @TanomaConsulting

Instagram: @tanomaconsulting

LinkedIn: Lisa Aponte-Soto, PhD, MHA

Twitter: @DrAponteSoto

Service description: Tanoma Consulting, LLC provides racial equity training, capacity building, research, and evaluation services for organizations across sectors to advance health, education, and workforce parity.

The principles and theories that are incorporated are rooted in social justice, democratic principles, critical race theory, liberatory psychology, asset-based paradigms, and community participatory approaches. Our trainings focus on building empathy, cultural and linguistic sensitivity, and cultural humility through activities that apply self-inquiry and self-reflection coupled with educational components. We also offer sessions on diversity, equity, and inclusion in the workforce and organizational accountability. Additionally, we provide training on cultural and linguistic appropriate strategies for meaningful engagement and inclusion of stakeholders and beneficiaries. Our standard rates for 1-hour sessions and 3-hour sessions are \$250 and \$500, respectively. Rates are negotiable and sessions can be modified by content area or target audience.

Mission, vision, and/or philosophy: Tanoma's mission is to provide culturally responsive research, evaluation, and training services to advance health, education, and workforce equity. Our vision is to work collaboratively with stakeholders to implement innovative strategies that foster equitable practices for all communities. Our philosophy is to address inequities through racial justice and equity lens by applying holistic, upstream approaches.

Approach to addressing intersecting identities: Tanoma Consulting values addressing social determinants of health and issues contributing to healthcare inequities by acknowledging the intersectionality of the multiple socioecological factors that influence health outcomes rather than victim blaming. Our approach is human-centered, collaborative and participatory. We employ culturally responsive, evidence-based, equity-focused, trauma-informed, sensitivity, and empathy building practices in our training and capacity building workshops to ensure equitable inclusion of marginalized voices and balance power differentials.

Racial equity certifications/credentials: Doctoral training in community participatory, behavioral health, and liberatory psychology frameworks for working with marginalized communities. Fellowship certification on intersectionality of race, gender identify and culture. Latino health equity mixed-methods research training. Certificates in culturally responsive evaluation, cross-cultural communication, cross-cultural practices in health care, and cultural competency in healthcare.

Specialty or expertise with specific populations or systems: Latinx community-based organizations

Available languages: English and Spanish. Other languages may be available if requested in advance

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: Tenisha “Ava” Williams

Provider type: Small business

Contact information: Tenisha “Ava” Williams, CEO, ava@solutionconsulting.co
202-677-3894
P.O. Box 18561 Charlotte, NC 28218

Website: <https://www.solutionconsulting.co/>

LinkedIn: <https://www.linkedin.com/company/solution-consulting-co/>

Instagram: <https://www.instagram.com/solutionconsulting.co/>

Facebook: <https://www.facebook.com/SolutionConsultingCo>

Service description: We engage communities through activities like focus groups, surveys, public meetings, town halls, advisory committees, workshops, and more. Community engagement is a critical component of our work with clients who serve the community. We believe it is important to elevate the voices and lived experiences of those most impacted by the work we are doing. We challenge stakeholders to assess how they’ve traditionally approached stakeholder engagement to ensure the right voices are included and heard throughout the process.

Mission, vision, and/or philosophy: We are on a mission to disrupt and dismantle racism, cultivate inclusion and belonging, and unleash the power of diversity for mission-driven organizations who want to move from intention to impact and action. At Solution Consulting Co., racial equity is not a box to check. Instead, it’s an opportunity to transform mindsets, cultivate community, and foster a culture of inclusion that maximizes collective impact, promotes innovation, and increases retention and satisfaction. If we want to be different, we actually have to do things differently.

Approach to addressing intersecting identities: We strive to create workplaces that reflect the communities we serve and where everyone feels empowered to bring their full, authentic selves to work. We celebrate the intersectional identity we each embody that generates multiple approaches and points of view. We believe diversity is a critical lever of innovation. We believe that modeling this for our clients helps them see and experience the benefits of intersectional diversity while understanding the specific challenges it creates. Our goal is to help our clients build cultures where difference is valued.

Racial equity certifications/credentials: Our staff hold a variety of racial equity certifications and credentials including, but not limited to:

- Intercultural Development Inventory® qualified administrators
- Certified Interpretive Guide, National Association of Interpretation
- Leading Inclusively, Johns Hopkins University
- Systemic Diagnosis, Leadership, Innovation, Collaboration & Engagement, & Strategy Design, Forum for The Future School of Systems Change
- “Whites Confronting Racism,” Training for Change
- “Fundamentals of Facilitation for Racial Justice Work (FFRJW),” Interaction Institute for Social Change
- “Before We Were White: ancestral recovery for antiracist action,” White Awake
- “Systems Practice: An Approach to Move from Impossible to Impact,” +Acumen, Online

Specialty or expertise with specific populations or systems: N/A

Available languages: English and Spanish

Available service formats: Onsite or remote, according to the customer’s preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: The Burlew Group, LLC

Provider type: Small business

Contact information: Randi Burlew, PhD - Founder, randiburlew@gmail.com
734-972-5010
4088 Rose Hill Avenue, Cincinnati, Ohio, 45229

Website: N/A

Linkedin:

Instagram:

Facebook:

Service description: The Burlew Group offers a wide range of services including: DEI audits and assessments, DEI trainings and workshops, DEI strategic plans and action frameworks, DEI coaching, community listening sessions, and stakeholder engagement. We customize all of our services to the needs of the client. We often partner with organizations and consultants that bring a wide range of expertise including research organizations, substance use and behavioral health providers, and academic scholars to add texture to the work that we do for clients. Our services are offered at a rate of \$250 an hour plus expenses. While the Burlew Group is located in Cincinnati, Ohio we have the ability to offer a wide range of services virtually and often travel to meet with and conduct work with our clients.

Mission, vision, and/or philosophy: The Burlew Group was founded on the principles of diversity, equity, inclusion, and justice. We envision a world that honors and accommodates the needs, experiences, and strengths of everyone. For us, that means a world in which a person's outcomes cannot be predicted by their race, ethnicity, or membership in a historically excluded group. A world in which every individual has an equal opportunity for success beginning at birth and extending over the course of their lifetime. DEI is integrated into everything we do and is treated as an organizational journey instead of a destination.

Approach to addressing intersecting identities: Our approach puts a large focus on looking at social identities in context. Excluded people often experience a lack of power and privilege based on multiple social identities. In addition, the combination of these identities increases the hardship. Without acknowledging and understanding how these identities work together to shape experience, it is impossible to understand the impact that systems of oppression have on individuals and communities.

Racial equity certifications/credentials: Dr. Burlew has a PhD in clinical psychology. She is a graduate of Building Cultural Competence sponsored by the Cincinnati Chamber of Commerce, holds a Diversity and Inclusion Certificate from Cornell, and completed School Board School Cincinnati, a program for education advocates through which she co-authored a white paper for the Cincinnati Board of Education on racial disparities in school discipline. Dr. Burlew is Director for Research and Equity at Philliber, where she has led several projects on racial equity including a project with the Rochester Area Community Foundation and the Wilson Foundation on trauma-informed care and racial equity.

Specialty or expertise with specific populations or systems: N/A

Available languages: English and Spanish

Available service formats: Onsite or remote, according to the customer's preference

Inclusion in this directory does not imply DHS endorsement. Organizations who consider contracting with any of these providers for services should do their own vetting.

Provider name: YogaRoots on Location

Provider type: Small business

Contact information: Felicia Savage Friedman, Founder, 20984 Uptown Ave, Apt 401, Boca Raton, FL 33428, smile@yogarootsonlocation.com, 412-512-7779

Website: <https://www.yogarootsonlocation.com/>

Instagram: @yogarootsonlocation

Service description: Felicia Savage Friedman has transformed lives with Raja Yoga embodied antiracist organizing for 30 years as founder and CEO of YogaRoots On Location (YROL) and its 200-hour Certified Registered AntiRacist Raja Yoga School. Since founding YROL, Felicia has worked with local and national partners including the Allegheny County Health Department's Maternal and Child Health Department, UPMC Children's Hospital of Pittsburgh Adolescent and Young Adult Medicine Division, Shuman Juvenile Detention Center, University of Pittsburgh's Office of Child Development, Pittsburgh Theological Seminary, Repair The World, The Kingsley Association, The Pittsburgh Study, and Bike Pittsburgh to unpack racist, capitalist, and patriarchal systems of oppression. A wellness thought leader and yoga guide, her integrative practice ranges from individual to corporate wellness, centered in communities of accountability. YROL offers AntiRacist professional development and consultancy, integrated Raja yoga services, and Certified AntiRacist Raja Yoga Teacher Training through virtual engagement, cohort-based community engagement opportunities, and anti-capitalistic resource exchange practices to meet people where they are given the real world implications of systemic inequity that equip organizations greater access to resources than the individuals who comprise them. Felicia's incredibly vulnerable practice invites breath, meditation, movement, and discussion as a platform to navigate trauma, organize community relationships, and cultivate a more just world. Standing firm on the belief that we are all bound and dehumanized by systems of oppression, Felicia envisions a humankind where we have dismantled these systems of oppression and humanely rebuilt new systems together, facilitating such changes through YROL's integrative human-first services.

Mission, vision, and/or philosophy: YogaRoots On Location, LLC® leads embodied antiracist organizing through Raja yoga. We aim to meet people where they are and offer AntiRacist professional development, integrative group and individual yoga classes, and Certified AntiRacist Raja Yoga Teacher Training across the country. Collective liberation is our path to healing. It is our dream to recognize our humanity and find the courage to end systems of racism, patriarchy, and capitalism, together. We see Integrative Raja Yoga as a path to do so.

Approach to addressing intersecting identities: YROL honors the liberation of all humans and centers their humanity as all aspects, identities, and lived experiences are valid and integral components of someone's access to a dignified life. YROL's approach is inherently intersectional and practices the expression of intersectionality through Raja Yoga's 8 limb path and through an anti-racist and social justice based lens to curate spaces for current and future yoga practitioners and community members to be in authentic relationships and speak with vulnerability, compassion and confidence about their place in benefiting from and being complicit with the oppressions of Patriarchy, Capitalism, and Racism.

Racial equity certifications/credentials: Antiracist Resource trainer with PISAB (People's Institute For Survival), AFSC-Pittsburgh Convener, YUIR Youth Undoing Institutional Racism Advisor (2015-2017), Positive-Racial-Identity-Development-in-Early-Education (P.R.I.D.E.) Artist-In-Residence (2017), Children's Museum of Pittsburgh's F.I.N.E. Artist-in-Residence (2017-2018), Alisha B. Wormsley's "The People Are The Light" and "There Are Black People in the Future" Artist-in Residence (2018-

2019), Creative Mornings speaker (2019), co-keynote speaker at University of Pittsburgh's Reflective Supervision Symposium and for Remake Learning on Social-Emotional Learning (2019). Felicia holds a Master of Elementary Education, is a 500-hour Experienced-Registered Yoga Teacher (E-RYT), and 500-hour Registered Yoga Teacher (RYT).

Specialty or expertise with specific populations or systems: People of the Global Majority

Available languages: English

Available service formats: Remote

Provider name: YWCA Greater Pittsburgh Center for Race and Gender Equity

Provider type: Non-profit organization

Contact information: Barbara Johnson (vice president), Center for Race and Gender Equity; 305 Wood Street, Pittsburgh, PA 15222; bjohnson@ywcapgh.org; 412-255-1270

Website: www.ywcapgh.org

Service description: Our Understanding Racism workshop is a review of the historical trajectory of racism to understand the systems and structural barriers that allow racism to continue. We also explore diversity and inclusion terminology to build a common framework for our conversation.

The Cycle of Socialization workshop explores the work of Bobbie Harro, a national authority on social justice, to reflect on how we think, adapt and behave within a culture from birth through adulthood and how we are intentional about maintaining the status quo or seeking the change needed to build a just society.

The Microaggressions workshop is an exploration of the words and actions that, intentionally or unintentionally, create a negative or hostile space for members of a group. This workshop focuses on racial microaggressions while providing parallel connections to other marginalized identities. The Sphere of Influence workshop centers individuals in racial justice work to focus on how personal impact can have ripple effects in our individual quest to be an ally.

Our Leadership Team Coaching Session is a guided conversation for the leadership team to brainstorm about a racial justice initiative. This will include focused conversations with opportunities for the team to share ideas, ask questions, hear best practices and learn about helpful resources.

Mission, vision, and/or philosophy: YWCA Greater Pittsburgh's mission is to eliminate racism and empower women. Our Center for Race and Gender Equity serves as the advocacy and educational focus of that work. We want to empower individuals through engaged learning so that more people will choose to speak and act against racism and fewer people will be passive participants in racism.

Approach to addressing intersecting identities: Our pre-workshop assessment tool allows the requestee to share the identity needs of their community so that the design of the workshop is attentive to the participants that we are engaging. In our mission to eliminate racism, we recognize that the social identity of race has greater or lesser impact based on the intersection with other marginalized identities or identities that hold a system of advantage. We also understand that when we provide participants with the tools to address racism, those tools will help them positively impact the other "isms" in society.

Racial equity certifications/credentials: Intergroup Dialogue Train the Trainer, Search Advocate Training, Cultural Bridges to Justice Train the Trainer, and more than 15 years of experience as a facilitator and university instructor.

Specialty or expertise with specific populations or systems: Adult learners, college students, lawyers

Available languages: English

Available service formats: Onsite or remote, according to the customer's preference

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