Educational Equity and Diversity Professional Development Providers (2021)

This list contains vendors who provide various forms of professional development that address educational equity and diversity practices. Each vendor submitted information for review or updated their listing in response to a Request for Information (RFI) in 2020. Vendors on this list demonstrated that their work addresses educational equity and diversity, as a part of their application. Inclusion on this list does not constitute an endorsement from the State of Vermont. School systems are encouraged to conduct additional research and reference checks to identify the resource(s) to best suit their needs. The AOE anticipates updating this list in 2022, in connection to a future RFI posting.

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<tr>
<th>Vendor and Website</th>
<th>Services Provided</th>
<th>Target Audience</th>
<th>Areas of Specialization</th>
<th>Contact Information</th>
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</thead>
</table>
| American Reading Company (ARC) | • Large group professional development  
• One-time events  
• Multiple events  
• Customized trainings and supports  
• Consultation  
• Virtual platform and face-to-face | • K-12 | • Integrating educational equity into curricular materials; English Language Arts  
• Increasing educators’ cultural competency  
• Working with leadership to address achievement and opportunity gaps for all learners | Evan Glasson  
201 South Gulph Road  
King of Prussia, PA 19406  
(603) 391-7805  
evan.glasson@americanreading.com | Milagros Liriano  
201 South Gulph Road  
King of Prussia, PA 19406  
(603) 391-7805  
milagros.liriano@americanreading.com |

Contact Information:
If you have questions about this document or would like additional information, please contact:

Nancy Hellen, Student Support Services, at Nancy.Hellen@vermont.gov.
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| ASCRIBE            | • Large group professional development • One-time events • Multiple events • Customized trainings and supports • Consultation • Virtual platform and face-to-face • Policy development | • K-12 educators • Administrative teams • Boards and stakeholders • Parents • Students | • Professional and personal development toward an anti-racist future • Assessing climate and culture • Catalyst resources toward inclusivity and belonging • Leadership preparation through Equity Mindset Shift coaching • Parent engagement opportunities on anti-racism | Sonia Lewis  
PO Box 581236  
Elks Grove, CA 95738-0021  
(916) 407-1346  
ascribe.consulting@gmail.com |
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<tr>
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<th>Areas of Specialization</th>
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</thead>
</table>
| The Creative Discourse Group, LLC  | Community Engagement:                                                            | Educational and organizational leaders        | • Increasing equity literacy and capacity through coaching, education, and assessment    | The Creative Discourse Group, LLC  
1403 North Avenue,  
Burlington, VT 05408  
info@thecreativediscourse.com |
<p>|                                    | ● Strategy development                                                            | Families and community members                | • Leveraging student and community voices to create equitable and inclusive systems and   |                                                                                      |
|                                    | ● Youth engagement                                                                | Middle and high school students               | outcomes                                                                                |                                                                                      |
|                                    | ● Surveys, dialogue series, community forums                                      | Public and private partners                   | • System-wide equity assessments                                                        |                                                                                      |
|                                    | ● Coalition facilitation                                                          |                                               |                                                                                        |                                                                                      |
|                                    | Education and Training:                                                          |                                               |                                                                                        |                                                                                      |
|                                    | ● Understanding and Addressing Inequity, Racism and Bias                          |                                               |                                                                                        |                                                                                      |
|                                    | ● Leading With An Equity Lens                                                   |                                               |                                                                                        |                                                                                      |
|                                    | ● Leadership Development                                                         |                                               |                                                                                        |                                                                                      |
|                                    | ● One to one or team coaching                                                    |                                               |                                                                                        |                                                                                      |
|                                    | Organizational Change:                                                          |                                               |                                                                                        |                                                                                      |
|                                    | ● Organizational equity assessment                                               |                                               |                                                                                        |                                                                                      |
|                                    | Speaking Engagements                                                             |                                               |                                                                                        |                                                                                      |
|                                    |                                                                                   |                                               |                                                                                        |                                                                                      |</p>
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| EJHFutures, LLC          | • Large group professional development  
                      • Multiple events  
                      • Customized trainings and supports  
                      • Consultation  
                      • Virtual platform and face-to-face  
                      • Policy development  
                      • Facilitation of team building, restorative circles, and leadership  
                      • Coaching | • PreK-12  
                      o Educators  
                      o School district administrator  
                      o Educational organizations/institutions  
                      • Families  
                      • Students/student leaders  
                      • Community members/caregivers/guardians  
                      • Families  
                      • Other educational service providers (such as SAP’s, school counselors, etc.) | • Provision of Equity and Community Healing through a Trauma-Informed Lens  
                      • Youth engagement and empowerment for QTBIPOC students and their allies  
                      • Restorative practices  
                      • Racial justice and enhancement of equitable/restorative practices/policies around conduct and substance use education  
                      • SEL through a culturally and trauma-informed lens | Michael A Hill Jr.  
                      46 Conger Ave., Apt. 17  
                      Burlington, VT  
                      (802) 598-8495  
                      Michael@ejhfutures.com |
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<th>Areas of Specialization</th>
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| Equity Journey Partners (EJP)      | • Large group professional development  
• One-time events  
• Multiple events  
• Customized training and supports  
• Consultations  
• Policy development  
• Virtual platform and face-to-face  
• Leadership coaching and mentoring  
• Equity review of policies, budgeting, talent management, family and community partnerships, and performance management  
• Strategic equity plans | • Educators  
• Administrators  
• Leadership teams | • Racial justice  
• Cultural proficiency  
• Equitable allocation of resources | Regis Anne Shields  
173 Hancock Street, #3  
Cambridge, MA 02139  
(617) 359-6790  
rshields@equityjourneypartners.com |
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| Equity Literacy Institute| • Large group professional development  
• One-time events  
• Multiple events  
• Customized trainings and supports  
• Consultation  
• Policy development (and analysis)  
• Equity coaching  
• Equity visioning and planning facilitation  
• Customized self-paced online equity professional learning modules  
• Virtual platform and face-to-face  
• Customized for-credit course development | • PreK-12  
• Educational leaders | • Racial justice  
• Equity literacy | Paul Gorski  
100 Sunrise Avenue  
Columbia, SC 29205  
gorski@equityliteracy.org |
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<tr>
<td>GM Consulting</td>
<td>• Multiple events • Customized trainings and supports • Consultation • Policy development • Virtual platform and face-to-face • Large group professional development • One-time events • Individual and team coaching</td>
<td>• Educators • Students • Leadership teams</td>
<td>• Equity • Inclusion • Anti-racism • Gender equity and gender identity • Advised groups regarding barriers to full participation and access • Differences and welcoming skills • Cross cultural arts</td>
<td>Giavanna Munafo 1424 Neal Rd. White River Junction, VT 05001 (802) 698-3348 <a href="mailto:gmunafo@mac.com">gmunafo@mac.com</a></td>
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<td>Institute for Student Achievement (ISA)</td>
<td>• Large group professional development • One-time events • Multiple events • Customized training and supports • Consultation and policy development • Virtual platform and face-to-face • Leadership coaching and mentoring • Equity review of policies, budgeting, talent management, family and community partnerships, and performance management • Strategic equity plans</td>
<td>• K-12 • Educators • Leadership teams • School and district leaders</td>
<td>• Implicit bias • Culturally responsive teaching • Restorative practices • Equity audits and action planning • Curriculum regarding equity, diversity, and inclusion</td>
<td>Abner Oakes 8 W. 126th Street, 3rd Floor New York, NY 10027 (301) 767-7508 <a href="mailto:aoakes@ets.org">aoakes@ets.org</a></td>
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<tr>
<td>International</td>
<td>• Large group professional development • One-time events • Multiple events •</td>
<td>• K-12</td>
<td>• Restorative practices • Positive school climate</td>
<td>Ryan Fenderson</td>
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<tr>
<td>Institute for</td>
<td>Customized trainings and supports • Consultation • Policy development • Virtual</td>
<td>• Leadership teams</td>
<td>and culture</td>
<td>531 Main Street</td>
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<td>Restorative</td>
<td>platform and face-to-face • Coaching • MTSS approach • PBIS alignment • SEL</td>
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<td>Bethlehem, PA 18018</td>
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<tr>
<td>Practices (IIRP)</td>
<td>alignment</td>
<td></td>
<td></td>
<td>(610) 807-9221</td>
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<td><a href="mailto:rfenderson@iirp.edu">rfenderson@iirp.edu</a></td>
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<td>Mary Jo Hebling</td>
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<td><a href="mailto:maryjohebling@iirp.edu">maryjohebling@iirp.edu</a></td>
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| Larissa Gaias      | • Large group professional development  
• One-time events  
• Multiple events  
• Customized trainings and supports  
• Policy development  
• Train-the-trainer | • Educators  
• Informal learning settings (i.e., public libraries) | • Racial justice  
• Individual and systemic biases  
• Culturally responsive and anti-bias practices  
• Student-teacher relationships (Equity-Explicit Establish-Maintain-Restore intervention)  
• Discipline disproportionality (Disproportionality in Discipline Assessment for Schools)  
• Supporting youth affected by community violence and poverty | Larissa Gaias, PhD  
116 Nesmith Street, #2  
Lowell, MA 01852  
(631) 375-1849  
larissa@larissagaias.com |
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<tbody>
<tr>
<td>National Center for Equity and Agency</td>
<td>• Workshops&lt;br&gt;• Seminars&lt;br&gt;• Consultation&lt;br&gt;• Training&lt;br&gt;• Keynote&lt;br&gt;• Coaching&lt;br&gt;• Virtual platform and face-to-face</td>
<td>• K-12 educators</td>
<td>• Curriculum regarding equity, diversity, and inclusion&lt;br&gt;• Institutional policy and regulation&lt;br&gt;• Increase retention, safety and inclusion while decreasing liability and marginalization&lt;br&gt;• Sexual misconduct prevention&lt;br&gt;• Diversity, equity, and inclusion&lt;br&gt;• Gender equity&lt;br&gt;• Decreasing interpersonal violence&lt;br&gt;• Increasing bystander engagement&lt;br&gt;• Prevention of harassment and violence&lt;br&gt;• Comprehension of cultural humility&lt;br&gt;• Trauma-informed approaches&lt;br&gt;• Adverse childhood experiences&lt;br&gt;• Inclusive sex education and creating cultures of consent&lt;br&gt;• LGBTQ+ inclusion</td>
<td>Dr. Laura McGuire&lt;br&gt;3925 S. Nova Road&lt;br&gt;Port Orange, FL 32127&lt;br&gt;(386) 872-0112&lt;br&gt;<a href="mailto:info@drlauramcguire.com">info@drlauramcguire.com</a></td>
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| **Outright Vermont**   | • Multiple sessions education/long-term engagements  
• Large group professional development  
• Customized trainings and supports  
• Consultation/technical assistance  
• Policy review and development  
• Virtual platform and face-to-face | • PreK-12  
• District level administrators | • Supports for lesbian, gay, bisexual, transgender, queer, or questioning (LGBTQ+) youth and families  
• Inclusive sexual health education  
• Anti-racism | Amanda Rohdenburg  
241 N. Winooski Ave.  
Burlington, VT 05401  
(802) 865-9677  
info@outrightvt.org |
| **Planning Diversity** | • Mid-size groups  
• One-time events  
• Multiple events  
• Customized trainings and supports  
• Consultations  
• Virtual platform and face-to-face | • K-12 teachers  
• Educational leaders | • Racial justice  
• Community relationship building  
• Equity strategies to benefit Black students, lower socioeconomic status students, English Learners (EL), and Hispanic students  
• Culture shifts within policy, discipline, teaching, and classroom management | Allison Upshaw, Ph.D.  
PO Box 414  
Greenville, AL 36037  
(404) 981-2410  
allisonupshawphd@planningdiversity.com |
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<tr>
<td>Public Consulting Group</td>
<td>• Online workshops&lt;br&gt;• Online courses&lt;br&gt;• Onsite engagement and alignment sessions&lt;br&gt;• Keynote speakers&lt;br&gt;• Content curation&lt;br&gt;• Webinars&lt;br&gt;• Graduate credit</td>
<td>• K-12&lt;br&gt;• Educational leaders</td>
<td>• Racial justice&lt;br&gt;• Equity, diversity and cultural and linguistic competency</td>
<td>Dr. Jack McLaughlin&lt;br&gt;148 State Street, 10th floor&lt;br&gt;Boston, MA 02109&lt;br&gt;(775) 313-3121&lt;br&gt;<a href="mailto:jmclaughlin@pcgus.com">jmclaughlin@pcgus.com</a></td>
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<tr>
<td>Rhiannon M. Kim – Love at the Roots</td>
<td>• Large group professional development&lt;br&gt;• One-time events&lt;br&gt;• Multiple events&lt;br&gt;• Customized trainings and supports&lt;br&gt;• Consultation&lt;br&gt;• Virtual platform and face-to-face&lt;br&gt;• Coaching</td>
<td>• PreK-12 educators&lt;br&gt;• Leadership teams&lt;br&gt;• University and college lecturers and adjuncts</td>
<td>• Mindfulness and implicit bias&lt;br&gt;• Anti-oppressive, trauma-informed practices and pedagogy&lt;br&gt;• Equity centered practices&lt;br&gt;• Collaborative practices&lt;br&gt;• Group cohesion/team development&lt;br&gt;• Generative discomfort and navigating conflict</td>
<td>Rhiannon M. Kim&lt;br&gt;P.O. Box 895&lt;br&gt;Shelburne, VT 05482&lt;br&gt;(802) 922-7227&lt;br&gt;<a href="mailto:rhiannon.kim@gmail.com">rhiannon.kim@gmail.com</a></td>
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| Seed the Way        | • Training  
 • Consulting  
 • Coaching for DEI Directors/coordinators  
 • School culture audits (self-assessments)  
 • Curriculum audits (self-assessments)  
 • Action planning and visioning  
 • Keynotes and speaking engagements | • PreK-12 educators  
 • School district and supervisory union leaders  
 • Educational organizations | • Antiracist curricula and pedagogy  
 • Equity and educational justice  
 • Curriculum, instruction, and school leadership | Rebecca Haslam, Ph.D.  
 Founder and Consultant, Seed the Way, LLC  
 Assistant Professor, Education Department  
 St. Michael’s College  
 1 Winooski Park  
 Colchester, VT 05439  
 (802) 654-2306  
 rebecca@seedtheway.com |
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| **State Education Resource Center (SERC)** | • Large group professional development  
• Single-day trainings  
• Multiple events and meeting series  
• Customized trainings and supports  
• Coaching  
• Virtual platform and face-to-face  
• Consultation  
• Courses  
• Workshops  
• Technical assistance  
• Online courses  
• Conferences  
• Webinars  
• Policy and curriculum development | • Educators  
• School staff  
• Administrators  
• Families  
• Students  
• Community members  
• Legislators  
• State agencies  
• Nonprofit organizations | • Racial justice  
• Ensuring equity for students with disabilities  
• Supporting English Learners  
• Developing strong youth leadership skills | Ingrid M. Canady  
100 Roscommon Dr., Ste 110  
Middletown, CT 06457  
(860) 632-1485, Ext. 265  
canady@ctserc.org |
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| **Tangible Development** | • Large group professional development  
• One-time events  
• Multiple events  
• Customized trainings and supports  
• Consultation  
• Policy development  
• Virtual platform and face-to-face  
• Coaching | • K-12 educators  
• Administration  
• Leadership | • Implicit bias  
• Culturally responsive leaders  
• Gender inclusive workplace  
• Workforce development | Sujata N. Chaudhry  
4 Century Hill Drive  
Latham, New York, 12110  
sujata@tangibledevelopment.com  
(866) 525-2818 x102 |
| **Unconditional Learning LLC** | • Large group professional development  
• One-time events  
• Multiple events  
• Customized trainings and supports  
• Consultation  
• Policy development  
• Virtual platform and face-to-face  
• Coaching | • Educators  
• Leadership teams  
• Administration | • Trauma-informed education with an equity lens  
• Connecting commitment to equity with trauma-informed practices  
• Policy and practice review as connected to our own bias | Alex Venet  
33 North St.  
Winooski, VT 05404  
(802) 489-6739  
alex@unconditionallearning.org |
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| UP for Learning          | • Large-group professional development  
• One-time events  
• Multiple events  
• Customized training and supports  
• Consultation  
• Policy development  
• Professional learning courses  
• Mentoring and coaching | • Educators  
• Students | • Racial justice  
• Equity supports for students with low socioeconomic status, LGBTQ+ students, youth in foster care, youth facing substance abuse, disengaged youth, and youth with disabilities  
• Youth engagement and empowerment  
• Restorative practices  
• Personalized learning and flexible pathways | Lindsey Halman  
155 Elm Street, Suite 1, Montpelier, VT 05602  
(802) 552-8140  
lindsey@upforlearning.org |
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</table>
| WestEd            | • Large group professional development                                           | • State education agency staff • School and district leaders • K-12 educators • Social workers, librarians, guidance counselors, etc. • Parents and community members | • Restorative practices • Understanding of root causes of inequities in class placement and enrollment • Data inquiry • Improving rigor and quality of instruction for English learners • Providing support for migrant education program (MEP) databases and re-interview processes • Academic parent-teacher teams (APPT) • Leadership and professional learning to promote equity • Mentoring programs for new teachers PK-12 to build teacher capacity to serve all students and their families and to remain in the profession |Rachel Lagunoff  
730 Harrison Street, San Francisco, CA 94107-1242  
(415) 269-4859  
rlaguno@wested.org |
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<tr>
<td><strong>West Wind</strong></td>
<td>• Professional development&lt;br&gt;• Policy analysis&lt;br&gt;• Leadership training and coaching&lt;br&gt;• Large group professional development&lt;br&gt;• One-time events&lt;br&gt;• Multiple events&lt;br&gt;• Customized trainings and supports&lt;br&gt;• Consultation&lt;br&gt;• Policy development&lt;br&gt;• Virtual platform and face-to-face&lt;br&gt;• Virtual training modules on addressing race as schools re-open</td>
<td>• K-12 educators</td>
<td>• Racial justice&lt;br&gt;• State and district capacity building and systems change&lt;br&gt;• Personalized learning&lt;br&gt;• Educator effectiveness, support, and evaluation&lt;br&gt;• Education leadership&lt;br&gt;• Implementation and scale&lt;br&gt;• Policy development and policy analysis&lt;br&gt;• Applied research and a new approach to research, design, and development (RD and D)</td>
<td>Circe Stumbo&lt;br&gt;514 North Dodge Street&lt;br&gt;Iowa City, IA 52245&lt;br&gt;(319) 530-7838&lt;br&gt;<a href="mailto:circe@westwinded.com">circe@westwinded.com</a></td>
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**Contact Information:**

If you have questions about this document or would like additional information, please contact:

Nancy Hellen, Student Support Services, at [Nancy.Hellen@vermont.gov](mailto:Nancy.Hellen@vermont.gov).