

## 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.

Vendor and Website	Services Provided	Target Audience	Areas of Specialization	Contact Information
<a href="#">American Reading Company (ARC)</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Virtual platform and face-to-face</li> </ul>	<ul style="list-style-type: none"> <li>• K-12</li> </ul>	<ul style="list-style-type: none"> <li>• Integrating educational equity into curricular materials; English Language Arts</li> <li>• Increasing educators' cultural competency</li> <li>• Working with leadership to address achievement and opportunity gaps for all learners</li> </ul>	<p>Evan Glasson 201 South Gulph Road King of Prussia, PA 19406 (603) 391-7805 <a href="mailto:evan.glasson@americanreading.com">evan.glasson@americanreading.com</a></p> <p>Milagros Liriano 201 South Gulph Road King of Prussia, PA 19406 (603) 391-7805 <a href="mailto:milagros.liriano@americanreading.com">milagros.liriano@americanreading.com</a></p>

### 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).

Vendor and Website	Services Provided	Target Audience	Areas of Specialization	Contact Information
ASCRIBE Educational Consulting	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Virtual platform and face-to-face</li> <li>• Policy development</li> </ul>	<ul style="list-style-type: none"> <li>• K-12 educators</li> <li>• Administrative teams</li> <li>• Boards and stakeholders</li> <li>• Parents</li> <li>• Students</li> </ul>	<ul style="list-style-type: none"> <li>• Professional and personal development toward an anti-racist future</li> <li>• Assessing climate and culture</li> <li>• Catalyst resources toward inclusivity and belonging</li> <li>• Leadership preparation through Equity Mindset Shift coaching</li> <li>• Parent engagement opportunities on anti-racism</li> </ul>	<p>Sonia Lewis            PO Box 581236            Elks Grove, CA 95738-0021            (916) 407-1346  <a href="mailto:ascribe.consulting@gmail.com">ascribe.consulting@gmail.com</a></p>

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<a href="#">The Creative Discourse Group, LLC</a>	<p>Community Engagement:</p> <ul style="list-style-type: none"> <li>• Strategy development</li> <li>• Youth engagement</li> <li>• Surveys, dialogue series, community forums</li> <li>• Coalition facilitation</li> </ul> <p>Education and Training:</p> <ul style="list-style-type: none"> <li>• Understanding and Addressing Inequity, Racism and Bias</li> <li>• Leading With An Equity Lens Leadership Development</li> <li>• One to one or team coaching</li> </ul> <p>Organizational Change:</p> <ul style="list-style-type: none"> <li>• Organizational equity assessment</li> </ul> <p>Speaking Engagements</p>	<ul style="list-style-type: none"> <li>• Educational and organizational leaders</li> <li>• Families and community members</li> <li>• Middle and high school students</li> <li>• Public and private partners</li> </ul>	<ul style="list-style-type: none"> <li>• Increasing equity literacy and capacity through coaching, education, and assessment</li> <li>• Leveraging student and community voices to create equitable and inclusive systems and outcomes</li> <li>• System-wide equity assessments</li> </ul>	<p>The Creative Discourse Group, LLC  1403 North Avenue,  Burlington, VT 05408  <a href="mailto:info@thecreativediscourse.com">info@thecreativediscourse.com</a></p>

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<a href="#">EJHFutures, LLC</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Virtual platform and face-to-face</li> <li>• Policy development</li> <li>• Facilitation of team building, restorative circles, and leadership</li> <li>• Coaching</li> </ul>	<ul style="list-style-type: none"> <li>• PreK-12 <ul style="list-style-type: none"> <li>○ Educators</li> <li>○ School district administrator</li> <li>○ Educational organizations/institutions</li> </ul> </li> <li>• Families</li> <li>• Students/student leaders</li> <li>• Community members/caregivers/guardians</li> <li>• Families</li> <li>• Other educational service providers (such as SAP's, school counselors, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• Provision of Equity and Community Healing thru a Trauma-Informed Lens</li> <li>• Youth engagement and empowerment for QTBIPOC students and their allies</li> <li>• Restorative practices</li> <li>• Racial justice and enhancement of equitable/restorative practices/policies around conduct and substance use education</li> <li>• SEL through a culturally and trauma-informed lens</li> </ul>	<p>Michael A Hill Jr.  46 Conger Ave., Apt. 17  Burlington, VT  (802) 598-8495  <a href="mailto:Michael@ejhfutures.com">Michael@ejhfutures.com</a></p>

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<a href="#">Equity Journey Partners (EJP)</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized training and supports</li> <li>• Consultations</li> <li>• Policy development</li> <li>• Virtual platform and face-to-face</li> <li>• Leadership coaching and mentoring</li> <li>• Equity review of policies, budgeting, talent management, family and community partnerships, and performance management</li> <li>• Strategic equity plans</li> </ul>	<ul style="list-style-type: none"> <li>• Educators</li> <li>• Administrators</li> <li>• Leadership teams</li> </ul>	<ul style="list-style-type: none"> <li>• Racial justice</li> <li>• Cultural proficiency</li> <li>• Equitable allocation of resources</li> </ul>	<p>Regis Anne Shields  173 Hancock Street, #3  Cambridge, MA 02139  (617) 359-6790  <a href="mailto:rshields@equityjourneypartners.com">rshields@equityjourneypartners.com</a></p>

Vendor and Website	Services Provided	Target Audience	Areas of Specialization	Contact Information
<a href="#">Equity Literacy Institute</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Policy development (and analysis)</li> <li>• Equity coaching</li> <li>• Equity visioning and planning facilitation</li> <li>• Customized self-paced online equity professional learning modules</li> <li>• Virtual platform and face-to-face</li> <li>• Customized for-credit course development</li> </ul>	<ul style="list-style-type: none"> <li>• PreK-12</li> <li>• Educational leaders</li> </ul>	<ul style="list-style-type: none"> <li>• Racial justice</li> <li>• Equity literacy</li> </ul>	Paul Gorski 100 Sunrise Avenue Columbia, SC 29205 <a href="mailto:gorski@equityliteracy.org">gorski@equityliteracy.org</a>

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GM Consulting	<ul style="list-style-type: none"> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Policy development</li> <li>• Virtual platform and face-to-face</li> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Individual and team coaching</li> </ul>	<ul style="list-style-type: none"> <li>• Educators</li> <li>• Students</li> <li>• Leadership teams</li> </ul>	<ul style="list-style-type: none"> <li>• Equity</li> <li>• Inclusion</li> <li>• Anti-racism</li> <li>• Gender equity and gender identity</li> <li>• Advised groups regarding barriers to full participation and access</li> <li>• Differences and welcoming skills</li> <li>• Cross cultural arts</li> </ul>	Giavanna Munafo 1424 Neal Rd. White River Junction, VT 05001 (802) 698-3348 <a href="mailto:gmunafomac@mac.com">gmunafomac@mac.com</a>

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<a href="#">Institute for Student Achievement (ISA)</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized training and supports</li> <li>• Consultation and policy development</li> <li>• Virtual platform and face-to-face</li> <li>• Leadership coaching and mentoring</li> <li>• Equity review of policies, budgeting, talent management, family and community partnerships, and performance management</li> <li>• Strategic equity plans</li> </ul>	<ul style="list-style-type: none"> <li>• K-12</li> <li>• Educators</li> <li>• Leadership teams</li> <li>• School and district leaders</li> </ul>	<ul style="list-style-type: none"> <li>• Implicit bias</li> <li>• Culturally responsive teaching</li> <li>• Restorative practices</li> <li>• Equity audits and action planning</li> <li>• Curriculum regarding equity, diversity, and inclusion</li> </ul>	<p>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></p>



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<a href="#">International Institute for Restorative Practices (IIRP)</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Policy development</li> <li>• Virtual platform and face-to-face</li> <li>• Coaching</li> <li>• MTSS approach</li> <li>• PBIS alignment</li> <li>• SEL alignment</li> </ul>	<ul style="list-style-type: none"> <li>• K-12</li> <li>• Leadership teams</li> </ul>	<ul style="list-style-type: none"> <li>• Restorative practices</li> <li>• Positive school climate and culture</li> </ul>	<p>Ryan Fenderson 531 Main Street Bethlehem, PA 18018 (610) 807-9221 <a href="mailto:rfenderson@iirp.edu">rfenderson@iirp.edu</a></p> <p>Mary Jo Hebling 531 Main Street Bethlehem, PA 18018 (610) 807-9221 <a href="mailto:maryjohebling@iirp.edu">maryjohebling@iirp.edu</a></p>

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<a href="#">Larissa Gaias</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Policy development</li> <li>• Train-the-trainer</li> </ul>	<ul style="list-style-type: none"> <li>• Educators</li> <li>• Informal learning settings (i.e., public libraries)</li> </ul>	<ul style="list-style-type: none"> <li>• Racial justice</li> <li>• Individual and systemic biases</li> <li>• Culturally responsive and anti-bias practices</li> <li>• Student-teacher relationships (Equity-Explicit Establish-Maintain-Restore intervention)</li> <li>• Discipline disproportionality (Disproportionality in Discipline Assessment for Schools)</li> <li>• Supporting youth affected by community violence and poverty</li> </ul>	<p>Larissa Gaias, PhD  116 Nesmith Street, #2  Lowell, MA 01852  (631) 375-1849  <a href="mailto:larissa@larissagaias.com">larissa@larissagaias.com</a></p>

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<a href="#">National Center for Equity and Agency</a>	<ul style="list-style-type: none"> <li>• Workshops</li> <li>• Seminars</li> <li>• Consultation</li> <li>• Training</li> <li>• Keynote</li> <li>• Coaching</li> <li>• Virtual platform and face-to-face</li> </ul>	<ul style="list-style-type: none"> <li>• K-12 educators</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum regarding equity, diversity, and inclusion</li> <li>• Institutional policy and regulation</li> <li>• Increase retention, safety and inclusion while decreasing liability and marginalization</li> <li>• Sexual misconduct prevention</li> <li>• Diversity, equity, and inclusion</li> <li>• Gender equity</li> <li>• Decreasing interpersonal violence</li> <li>• Increasing bystander engagement</li> <li>• Prevention of harassment and violence</li> <li>• Comprehension of cultural humility</li> <li>• Trauma-informed approaches</li> <li>• Adverse childhood experiences</li> <li>• Inclusive sex education and creating cultures of consent</li> <li>• LGBTQ+ inclusion</li> </ul>	<p>Dr. Laura McGuire  3925 S. Nova Road  Port Orange, FL 32127  (386) 872-0112  <a href="mailto:info@drlauramcguire.com">info@drlauramcguire.com</a></p>

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<a href="#">Outright Vermont</a>	<ul style="list-style-type: none"> <li>• Multiple sessions education/long-term engagements</li> <li>• Large group professional development</li> <li>• Customized trainings and supports</li> <li>• Consultation/technical assistance</li> <li>• Policy review and development</li> <li>• Virtual platform and face-to-face</li> </ul>	<ul style="list-style-type: none"> <li>• PreK-12</li> <li>• District level administrators</li> </ul>	<ul style="list-style-type: none"> <li>• Supports for lesbian, gay, bisexual, transgender, queer, or questioning (LGBTQ+) youth and families</li> <li>• Inclusive sexual health education</li> <li>• Anti-racism</li> </ul>	<p>Amanda Rohdenburg 241 N. Winooski Ave. Burlington, VT 05401 (802) 865-9677 <a href="mailto:info@outrightvt.org">info@outrightvt.org</a></p>
<a href="#">Planning Diversity</a>	<ul style="list-style-type: none"> <li>• Mid-size groups</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultations</li> <li>• Virtual platform and face-to-face</li> </ul>	<ul style="list-style-type: none"> <li>• K-12 teachers</li> <li>• Educational leaders</li> </ul>	<ul style="list-style-type: none"> <li>• Racial justice</li> <li>• Community relationship building</li> <li>• Equity strategies to benefit Black students, lower socioeconomic status students, English Learners (EL), and Hispanic students</li> <li>• Culture shifts within policy, discipline, teaching, and classroom management</li> </ul>	<p>Allison Upshaw, Ph.D. PO Box 414 Greenville, AL 36037 (404) 981-2410 <a href="mailto:allisonupshawphd@planningdiversity.com">allisonupshawphd@planningdiversity.com</a></p>

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<a href="#">Public Consulting Group</a>	<ul style="list-style-type: none"> <li>• Online workshops</li> <li>• Online courses</li> <li>• Onsite engagement and alignment sessions</li> <li>• Keynote speakers</li> <li>• Content curation</li> <li>• Webinars</li> <li>• Graduate credit</li> </ul>	<ul style="list-style-type: none"> <li>• K-12</li> <li>• Educational leaders</li> </ul>	<ul style="list-style-type: none"> <li>• Racial justice</li> <li>• Equity, diversity and cultural and linguistic competency</li> </ul>	<p>Dr. Jack McLaughlin 148 State Street, 10th floor Boston, MA 02109 (775) 313-3121 <a href="mailto:jmclaughlin@pcgus.com">jmclaughlin@pcgus.com</a></p>
<p>Rhiannon M. Kim – Love at the Roots</p>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Virtual platform and face-to-face</li> <li>• Coaching</li> </ul>	<ul style="list-style-type: none"> <li>• PreK-12 educators</li> <li>• Leadership teams</li> <li>• University and college lecturers and adjuncts</li> </ul>	<ul style="list-style-type: none"> <li>• Mindfulness and implicit bias</li> <li>• Anti-oppressive, trauma-informed practices and pedagogy</li> <li>• Equity centered practices</li> <li>• Collaborative practices</li> <li>• Group cohesion/team development</li> <li>• Generative discomfort and navigating conflict</li> </ul>	<p>Rhiannon M. Kim P.O. Box 895 Shelburne, VT 05482 (802) 922-7227 <a href="mailto:rhiannon.kim@gmail.com">rhiannon.kim@gmail.com</a></p>

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<a href="#">Seed the Way</a>	<ul style="list-style-type: none"> <li>• Training</li> <li>• Consulting</li> <li>• Coaching for DEI Directors/coordinators</li> <li>• School culture audits (self-assessments)</li> <li>• Curriculum audits (self-assessments)</li> <li>• Action planning and visioning</li> <li>• Keynotes and speaking engagements</li> </ul>	<ul style="list-style-type: none"> <li>• PreK-12 educators</li> <li>• School district and supervisory union leaders</li> <li>• Educational organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Antiracist curricula and pedagogy</li> <li>• Equity and educational justice</li> <li>• Curriculum, instruction, and school leadership</li> </ul>	<p>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  <a href="mailto:rebecca@seedtheway.com">rebecca@seedtheway.com</a></p>

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<a href="#">State Education Resource Center (SERC)</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• Single-day trainings</li> <li>• Multiple events and meeting series</li> <li>• Customized trainings and supports</li> <li>• Coaching</li> <li>• Virtual platform and face-to-face</li> <li>• Consultation</li> <li>• Courses</li> <li>• Workshops</li> <li>• Technical assistance</li> <li>• Online courses</li> <li>• Conferences</li> <li>• Webinars</li> <li>• Policy and curriculum development</li> </ul>	<ul style="list-style-type: none"> <li>• Educators</li> <li>• School staff</li> <li>• Administrators</li> <li>• Families</li> <li>• Students</li> <li>• Community members</li> <li>• Legislators</li> <li>• State agencies</li> <li>• Nonprofit organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Racial justice</li> <li>• Ensuring equity for students with disabilities</li> <li>• Supporting English Learners</li> <li>• Developing strong youth leadership skills</li> </ul>	<p>Ingrid M. Canady  100 Roscommon Dr., Ste 110  Middletown, CT 06457  (860) 632-1485, Ext. 265  <a href="mailto:canady@ctserc.org">canady@ctserc.org</a></p>

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<a href="#">Tangible Development</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Policy development</li> <li>• Virtual platform and face-to-face</li> </ul>	<ul style="list-style-type: none"> <li>• K-12 educators</li> <li>• Administration</li> <li>• Leadership</li> </ul>	<ul style="list-style-type: none"> <li>• Implicit bias</li> <li>• Culturally responsive leaders</li> <li>• Gender inclusive workplace</li> <li>• Workforce development</li> </ul>	<p>Sujata N. Chaudhry  4 Century Hill Drive  Latham, New York, 12110  <a href="mailto:sujata@tangibledevelopment.com">sujata@tangibledevelopment.com</a>  (866) 525-2818 x102</p>
Unconditional Learning LLC	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Policy development</li> <li>• Virtual platform and face-to-face</li> <li>• Coaching</li> </ul>	<ul style="list-style-type: none"> <li>• Educators</li> <li>• Leadership teams</li> <li>• Administration</li> </ul>	<ul style="list-style-type: none"> <li>• Trauma-informed education with an equity lens</li> <li>• Connecting commitment to equity with trauma-informed practices</li> <li>• Policy and practice review as connected to our own bias</li> </ul>	<p>Alex Venet  33 North St.  Winooski, VT 05404  (802) 489-6739  <a href="mailto:alex@unconditionallearning.org">alex@unconditionallearning.org</a></p>



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<a href="#">UP for Learning</a>	<ul style="list-style-type: none"> <li>• Large-group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized training and supports</li> <li>• Consultation</li> <li>• Policy development</li> <li>• Professional learning courses</li> <li>• Mentoring and coaching</li> </ul>	<ul style="list-style-type: none"> <li>• Educators</li> <li>• Students</li> </ul>	<ul style="list-style-type: none"> <li>• Racial justice</li> <li>• Equity supports for students with low socioeconomic status, LGBTQ+ students, youth in foster care, youth facing substance abuse, disengaged youth, and youth with disabilities</li> <li>• Youth engagement and empowerment</li> <li>• Restorative practices</li> <li>• Personalized learning and flexible pathways</li> </ul>	<p>Lindsey Halman  155 Elm Street, Suite 1,  Montpelier, VT 05602  (802) 552-8140  <a href="mailto:lindsey@upforlearning.org">lindsey@upforlearning.org</a></p>

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<a href="#">WestEd</a>	<ul style="list-style-type: none"> <li>• Large group professional development</li> <li>• One-time events</li> <li>• Multiple events</li> <li>• Customized trainings and supports</li> <li>• Consultation</li> <li>• Policy development</li> <li>• Virtual platform and face-to-face</li> <li>• Train the trainer</li> </ul>	<ul style="list-style-type: none"> <li>• State education agency staff</li> <li>• School and district leaders</li> <li>• K-12 educators</li> <li>• Social workers, librarians, guidance counselors, etc.</li> <li>• Parents and community members</li> </ul>	<ul style="list-style-type: none"> <li>• Restorative practices</li> <li>• Understanding of root causes of inequities in class placement and enrollment</li> <li>• Data inquiry</li> <li>• Improving rigor and quality of instruction for English learners</li> <li>• Providing support for migrant education program (MEP) databases and re-interview processes</li> <li>• Academic parent-teacher teams (APPT)</li> <li>• Leadership and professional learning to promote equity</li> <li>• Mentoring programs for new teachers PK-12 to build teacher capacity to serve all students and their families and to remain in the profession</li> </ul>	<p>Rachel Lagunoff  730 Harrison Street, San Francisco, CA 94107-1242  (415) 269-4859  <a href="mailto:rlaguno@wested.org">rlaguno@wested.org</a></p>

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<a href="#">West Wind</a>	<ul style="list-style-type: none"> <li>Professional development</li> <li>Policy analysis</li> <li>Leadership training and coaching</li> <li>Large group professional development</li> <li>One-time events</li> <li>Multiple events</li> <li>Customized trainings and supports</li> <li>Consultation</li> <li>Policy development</li> <li>Virtual platform and face-to-face</li> <li>Virtual training modules on addressing race as schools re-open</li> </ul>	<ul style="list-style-type: none"> <li>K-12 educators</li> </ul>	<ul style="list-style-type: none"> <li>Racial justice</li> <li>State and district capacity building and systems change</li> <li>Personalized learning</li> <li>Educator effectiveness, support, and evaluation</li> <li>Education leadership</li> <li>Implementation and scale</li> <li>Policy development and policy analysis</li> <li>Applied research and a new approach to research, design, and development (RD and D)</li> </ul>	<p>Circe Stumbo            514 North Dodge Street            Iowa City, IA 52245            (319) 530-7838  <a href="mailto:circe@westwinded.com">circe@westwinded.com</a></p>

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