Individuals, Consultants, and Firms suggested by member organizations
Diversity, Equity and Inclusion Resources

Alison Allen-Hall
Lynxse
LinkedIn: https://www.linkedin.com/in/alison-allen-hall-02a53826/
Email: Alison.hall.ah@gmail.com
Trainer and facilitator, organizational consultant.
Reference: Sharon Gary-Smith, MRG Foundation

Sonali Balajee
Sonali Balajee Consulting
Website: https://sonaliconsulting.wordpress.com/
Email: Sonali.s.balajee@gmail.com
Training for national foundations, including Kellogg Foundation. Fellow at University of California Berkeley, working with john a powell
References: Julia Meier, Coalition of Communities of Color; Mark Holloway, Social Venture Partners Portland; Carol Cheney, Meyer Memorial Trust

Roque Barros
The Ford Institute for Community Building (a project of The Ford Family Foundation)
Email:rbarros@tff.org
Has worked as adviser to communities nationwide on how to conduct resident-led work. Former interim president of the Jacob’s Center for Neighborhood Innovation and Executive Director of Los Ninos, an organization involved in community development.
References: GRANTMAKERS of Oregon and Southwest Washington; Jim White, Nonprofit Association of Oregon
Susan Batten  
**Association of Black Foundation Executives**  
Website: www.abfe.org  
Email: sbatten@abfe.org  
Prior to joining ABFE, Ms. Batten was a Senior Associate with the Annie E. Casey Foundation. She coordinated a portfolio on Equity, Diversity and Inclusion. In that role, she worked across the Foundation to strengthen its focus on addressing racial disparities in its grantmaking. Excellent speaker, trainer, community builder. References: **GRANTMAKERS of Oregon and Southwest Washington; Forum of Regional Associations of Grantmakers**

Roberto Bedoya  
**Tucson Pima Arts Council**  
Arizona consultant has worked with Regional Arts and Culture Council. His work includes bringing arts people together around race, equity and building community.  
Website: www.creativet ime.org  
Reference: Eloise Damrosch, Regional Arts and Culture Council

Shakti Butler  
**World Trust Educational Services**  
Website: word-trust.org  
Filmmaker, facilitator, trainer and curriculum designer. Developed *Cracking the Code: The System of Racial Equity*.  
Reference: Adam Davis, Oregon Humanities

Cat Goughnour  
**RADIX Consulting Group**  
Website: http://www.radixconsulting.org/  
Racial justice activist, researcher, published author, facilitator and trainer.  
Reference: Sharon Gary-Smith, MRG Foundation

Ben Duncan  
**Multnomah County Office of Diversity and Equity**  
Website: https://multco.us/diversity-equity  
Email: diversity.equity@multco.us  
Reference: Carol Cheney
Dr. Karin Edwards  
PCC Cascade Campus - Office of the Campus President  
Website: https://www.pcc.edu/  
Email: karin.edwards@pcc.edu  
Reference: Sharon Gary-Smith, MRG Foundation

Hanif Fazal & Staff  
Center for Equity and Inclusion  
Website: http://ceipdx.org/  
Email: Hanif@ceipdx.org  
Extensive work with nonprofits and foundations on diversity, equity and inclusion.  
References: Grantmakers of Oregon and Southwest Washington; Doug Stamm, Meyer Memorial Trust; Sheila Murty, The Oregon Community Foundation

Queta González  
Center for Diversity and the Environment  
Website: cdeinspires.org  
Email: info@cdeinspires.org  
Training organizations wanting to engage in equity work.  
References: Marcelo Bonta, Meyer Memorial Trust

Glenn Harris  
Center for Social Inclusion  
Website: http://www.centerforsocialinclusion.org/  
Has worked with grassroots community groups, foundations and government agencies, including the City of Seattle’s Race and Social Justice Initiative and METRO. Is recognized for his training skills. Has worked with Hanif Fazal.  
References: Doug Stamm, Meyer Memorial Trust

Maria Lisa Johnson  
Nonprofit Association of Oregon  
LinkedIn: https://www.linkedin.com/in/maria-lisa-johnson-b8454230/  
Has done work for Nonprofit Association of Oregon and The Chalkboard Project  
Reference: Doug Stamm, Meyer Memorial Trust
Cliff Jones  
**Nonprofit Association of Oregon**  
Website: [http://nonprofitoregon.org/](http://nonprofitoregon.org/)  
Email: cjones@nonprofitoregon.org  
Reference: Sharon Gary-Smith, MRG Foundation; Carol Cheney, Meyer Memorial Trust

Kevin Jones and Lesli Mones  
**August Wilson Red Door Project**  
Website: [http://reddoorproject.org/](http://reddoorproject.org/)  
Email: kevinjones@reddoorproject.org  
Email: leslimones@comcast.net  
Strong facilitators, extensive work in understanding race, theater approach to their work in addition to facilitation on all aspects of racial justice.  
References: Grantmakers of Oregon and Southwest Washington; Doug Stamm, Meyer Memorial Trust; Max Williams, The Oregon Community Foundation; Cynthia Addams, The Collins Foundation.

Sindhu Knotz, Audrey Haberman, & Dawn Chirwa  
**The Giving Practice – Philanthropy Northwest**  
Website: [https://philanthropynw.org/givingpractice](https://philanthropynw.org/givingpractice)  
Email: ahaberman@philanthropynw.org  
Consulting group with an emphasis on diversity, equity and inclusion. Has worked with a number of Oregon foundations.  

April Lewis and Carol French  
**Figure 8 Consulting**  
Website: [https://fig8consulting.com/](https://fig8consulting.com/)  
Email: april@fig8consulting.com  
Email: carol@fig8consulting.com  
Training on Unconscious Bias, Intercultural Development Inventory  
References: Eloise Damrosh, Regional Arts and Culture Council; Carol Cheney, Meyer Memorial Trust
Nanci Luna Jiménez  
Luna Jimenez Seminars & Associates  
Website: https://lunajimenezseminars.com/  
Highly skilled consultant and trainers on race, power, diversity and leadership. Nanci has worked all over the world building on the work of Dr. Erica Sherover-Marcuse who coined the term “unlearning racism.”  
Reference: Julia Meier, Coalition of Communities of Color

Sheila Murty  
The Oregon Community Foundation  
Website: http://www.oregoncf.org/  
Email: smurty@oregoncf.org  
Sheila Murty serves as OCF’s Vice President of Operations. Previously, Sheila served as director of human resources at Legacy Health, where she headed their talent acquisition, compensation and HR information technology areas. As Legacy’s diversity officer, she led Legacy’s intentional diversity strategy and their diversity advisory council.

Scot Nakagawa  
Change Lab  
Website: https://www.changelabinfo.com/  
Email: scot@changelabinfo.com  
Scot is an experienced speaker, teacher and facilitator on the many aspects of diversity, equity and inclusion. He is writing a playbook for anti-fascists and a primer on race and power.  
References: GRANTMAKERS of Oregon and Southwest Washington; MRG Foundation

Tema Okun  
Dismantling Racism Works  
Website: http://www.dismantlingracism.org/  
Training on diversity, equity and inclusion.  
References: Doug Stamm and Sally Yee at Meyer Memorial Trust

CJ Robbins  
Black Male Achievement Program Coordinator, City of Portland Office of Equity and Human Rights  
Website: https://www.portlandoregon.gov/oehr/article/577832  
Email: Condrey.robbins@portlandoregon.gov  
503.823.4433  
Reference: Sharon Gary-Smith, MRG Foundation
Dr. Joseph Santos Lyons
APANO
Website: http://www.apano.org/
Email: joseph@apano.org
Reference: Carol Cheney, Meyer Memorial Trust; Julia Meier, Coalition of Communities of Color.

Rebecca Shine
Momentum Alliance
Website: https://www.momentumalliance.org/
Email: Rebecca@momentumalliance.org
Skilled facilitator, working with large and small groups. Social justice lens for all their work.
References: GRANTMAKERS of Oregon and Southwest Washington; Sharon Gary-Smith, MRG Foundation

Nat Chioke Williams
Hill-Snowdon Foundation
Website: http://hillsnowdon.org/
References:

Scott Winn
Email: winnscott@gmailcom
Training on structural racism, white ally work; has worked for the City of Seattle, has a relationship with University of Washington; founder of a white ally organization for men. On board of Western States Center
References: Regional Arts and Culture Council, GRANTMAKERS of Oregon and Southwest Washington

Richard Woo
Russell Family Foundation
Website: http://www.trff.org/
Email: Richard@trff.org
Great public speaker, facilitator about how foundations engage in diversity, equity and inclusion work. Former staff at Levi Strauss Foundation.
Other DEI Consultants

These are not recommendations but a list of consultants considered by members

Milton Bennett
Intercultural Development Research Institute
Website: http://idrinstitute.org/
Email: milton.bennett@idrinstitute.org
Dr. Bennett is known for originating the Developmental Model of Intercultural Sensitivity and is the co-author of American Cultural Pattern: A Cross-Cultural Approach.

Joe Gerstandt
Website: http://www.joegerstandt.com/
Email: donna@seeagency.com
Board member for the Global Diversity and Inclusion Foundation, a nonprofit that focuses on developing business leaders who create value for the communities where they work and live. Speaker and consultant helping organizations understand and implement diversity in a way that leads to innovation and prosperity.

Carmen Morgan
art Equity
Website: http://www.artEquity.org/
Email: info@artEquity.org

Lee Mun Wah
StirFry Seminars & Consulting
Website: http://www.stirfryseminars.com/
Email: ellen@stirfryseminars.com
Renowned Chinese American documentary filmmaker, author, poet, community therapist, educator and master diversity trainer. StirFry Seminars and Consulting is a diversity training company that provides educational tools and workshops on issues pertaining to cross-cultural communication and awareness, mindful facilitation and conflict mediation techniques.

Henry A. J. Ramos
Equal Voice Action
Website: https://www.equalvoiceaction.com/
Email: equalvoice@equalvoiceaction.com
Former CEO of Insight Center for Community Economic Development. Former staff member at Ford Foundation, James Irvine Foundation and the Levi Strauss Foundation. Lead consultant on the Diversity in Philanthropy project.
Donna Stringer
Donna Stringer Consulting
LinkedIn: https://www.linkedin.com/in/donna-stringer-ba7b3932/
Diversity consultant, curriculum developer and trainer. Designs practical, innovative solutions to organization challenges that increase cultural competency. Publications includes articles and books in the areas of diversity training, cross cultural communication, gender differences, values, cultural competency and organizational development with extensive work in the Northwest.

Lori Villarosa
Philanthropic Initiative for Racial Equity
Website: http://www.racialequity.org/index.html
Email: villarosa@racialequity.org
Over twenty years working in philanthropy. When at C.S. Mott Foundation developed the Foundation’s U.S. Race Relations grantmaking portfolio. Frequent advisor or presenter on a range of issues related to racial justice, intergroup relations and philanthropy. Has been active in the Association of Black Foundation Executives, Hispanics in Philanthropy and Asian Americans/Pacific Islanders in philanthropy

Louise Wilkinson
Wilkinson Intercultural Consulting
LinkedIn: https://www.linkedin.com/in/louise-wilkinson-48493b3/
Former Intercultural and Leadership Educator at Boeing. Conducts diversity workshops for nonprofits, higher education and the private sector and has published on personal and organizational intercultural competence.