

Educational Equity and Diversity Professional Development Providers (2020)

This list contains vendors who provide various forms of professional development that address educational equity and diversity practices. Each vendor responded to a Request for Information (RFI) in 2020; vendors were included on this list after demonstrating that their work addresses educational equity and diversity. 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) that will best suit their needs. This list of vendors will be updated periodically.

Vendor and Website	Services Provided	Target Audience	Areas of Specialization	Contact Information
American Reading Company (ARC)	<ul style="list-style-type: none"> • Large group professional development • One-time events • Multiple events • Customized trainings and supports • Consultation • Virtual and face-to-face platforms 	<ul style="list-style-type: none"> • K-12 	<ul style="list-style-type: none"> • 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
Creative Discourse	<ul style="list-style-type: none"> • Workshops and trainings • Engagement design (i.e. surveys, discussion guides, conversation protocols) • Facilitation of large and small group conversations • Leadership development 	<ul style="list-style-type: none"> • Middle and high school students • Educational leaders • Families and community members 	<ul style="list-style-type: none"> • Increasing equity literacy at the district level • Leveraging student and community voices to increase equity 	Susan McCormack 28 East Street Essex Junction, VT 05452 Suea.mccormack@gmail.com

Contact Information:

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

Julia Scheier, Student Support Services, at Julia.Scheier@vermont.gov or (802) 828-5041

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

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Equity Literacy Institute	<ul style="list-style-type: none"> • 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 and face-to-face platforms • Customized for-credit course development 	<ul style="list-style-type: none"> • PreK-12 • Educational leaders 	<ul style="list-style-type: none"> • Racial justice • Equity literacy 	Paul Gorski 22 Mauricet Lane Asheville, NC 28806 gorski@equityliteracy.org
Institute for Student Achievement (ISA)	<ul style="list-style-type: none"> • Large group professional development • One-time events • Multiple events • Customized training and supports • Consultation and policy development • Virtual and face-to-face platforms 	<ul style="list-style-type: none"> • Educators 	<ul style="list-style-type: none"> • Implicit bias • Culturally responsive teaching • Restorative practices • Equity audits and action planning 	Abner Oakes 8 W. 126th Street, 3rd Floor New York, NY 10027 (301) 767-7508 aoakes@ets.org

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International Institute for Restorative Practices (IIRP)	<ul style="list-style-type: none"> • Large group professional development • One-time events • Multiple events • Customized trainings and supports • Consultation • Policy development • Virtual and face-to-face platforms • Coaching • MTSS Approach • PBIS Alignment • SEL Alignment 	<ul style="list-style-type: none"> • K-12 • Leadership teams 	<ul style="list-style-type: none"> • Restorative practices • Positive school climate and culture 	<p>Keith Hickman 531 Main Street, Bethlehem, PA 18018 (610) 807-9221 khickman@iirp.edu</p> <p>Mary Jo Hebling 531 Main Street, Bethlehem, PA 18018 (610) 807-9221 maryjohebling@iirp.ed</p>

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Larissa Gaias	<ul style="list-style-type: none"> • Large group professional development • One-time events • Multiple events • Customized trainings and supports • Policy development • Train-the-trainer 	<ul style="list-style-type: none"> • Educators • Informal learning settings (i.e., public libraries) 	<ul style="list-style-type: none"> • 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 	<p>Larissa Gaias, PhD 116 Nesmith Street, #2 Lowell, MA 01852 (631) 375-1849 larissa@larissagaias.com</p>

<p>National Center for Equity and Agency</p>	<ul style="list-style-type: none"> • Workshops • Seminars • Consultation • Training • Keynote • Coaching • Virtual and face-to-face platforms 	<ul style="list-style-type: none"> • K-12 educators 	<ul style="list-style-type: none"> • Curriculum regarding equity, diversity, and inclusion • Institutional policy and regulation • Increase retention, safety and inclusion while decreasing liability and marginalization • Sexual misconduct prevention • Diversity, equity, and inclusion • Gender equity • Decreasing interpersonal violence • Increasing bystander engagement • Prevention of harassment and violence • Comprehension of cultural humility • Trauma-informed approaches • Adverse childhood experiences • Inclusive sex education and creating cultures of consent • LGBTQ+ inclusion 	<p>Dr. Laura McGuire 3925 S. Nova Road Port Orange, FL 32127 (386) 872-0112 info@drlauramcguire.com</p>
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Outright Vermont	<ul style="list-style-type: none"> • Large group professional development • One-time events • Multiple events • Customized trainings and supports • Consultation • Policy development • Virtual and face-to-face platforms 	<ul style="list-style-type: none"> • K-12 • District level administrators 	<ul style="list-style-type: none"> • Racial justice • Supports for lesbian, gay, bisexual, transgender, queer, or questioning (LGBTQ+) youth and families 	<p>Mara Iverson 241 N. Winooski Ave Burlington, VT 05401 (802) 865-9677 mara@outrightvt.org</p>
Planning Diversity	<ul style="list-style-type: none"> • Mid-size groups • One-time events • Multiple events • Customized trainings and supports • Consultations • Virtual and face-to-face platforms 	<ul style="list-style-type: none"> • K-12 teachers • Educational leaders 	<ul style="list-style-type: none"> • 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 	<p>Allison Upshaw, Ph.D. PO Box 414 Greenville, AL 36037 (404) 981-2410 allisonupshawphd@planningdiversity.com</p>

Vendor and Website	Services Provided	Target Audience	Areas of Specialization	Contact Information
Public Consulting Group	<ul style="list-style-type: none"> • Online workshops • Online courses • Onsite engagement & alignment sessions • Keynote speakers • Content curation • Webinars • Graduate credit 	<ul style="list-style-type: none"> • K-12 • Educational leaders 	<ul style="list-style-type: none"> • Racial justice • Equity, diversity and cultural and linguistic competency 	Dr. Jack McLaughlin 148 State Street, 10th floor Boston, MA 02109 (775) 313-3121 jmclaughlin@pcgus.com
Seed the Way	<ul style="list-style-type: none"> • Training • Consulting • Curriculum development/redesign • Action planning and visioning • Facilitation of team building, restorative circles, committees • Keynotes or panels 	<ul style="list-style-type: none"> • PreK-12 • Educators • School district administrators • Educational organizations 	<ul style="list-style-type: none"> • Racial justice • Equity pedagogy, curriculum, instruction, and school leadership 	Rebecca Haslam, Ph.D. 1 Winooski Park, Colchester, VT 05439 (802) 734-5621 rebecca@seedtheway.com

Vendor and Website	Services Provided	Target Audience	Areas of Specialization	Contact Information
State Education Resource Center (SERC)	<ul style="list-style-type: none"> • Large group professional development • Single-day trainings • Multiple events and meeting series • Customized trainings and supports • Coaching • Virtual and face-to-face platforms • Consultation • Courses • Workshops • Technical assistance • Online courses • Conferences • Webinars • Policy and curriculum development 	<ul style="list-style-type: none"> • Educators • School staff • Administrators • Families • Students • Community members • Legislators • State agencies • Nonprofit organizations 	<ul style="list-style-type: none"> • Racial justice • Ensuring equity for students with disabilities • Supporting English learners • Developing strong youth leadership skills 	<p>Ingrid M. Canady 100 Roscommon Drive, Suite 110 Middletown, CT 06457 (860) 632-1485, ext. 265 canady@ctserc.org</p>
Tangible Development	<ul style="list-style-type: none"> • Large group professional development • One-time events • Multiple events • Customized trainings and supports • Consultation • Policy development • Virtual and face-to-face platforms 	<ul style="list-style-type: none"> • K-12 educators • Administration • Leadership 	<ul style="list-style-type: none"> • Implicit bias • Culturally responsive leaders • Gender Inclusive Workplace • Workforce Development 	<p>Sujata N. Chaudhry 4 Century Hill Drive Latham, New York, 12110 sujata@tangibledevelopment.com (866) 525-2818 x102</p>

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True Nature Teaching	<ul style="list-style-type: none"> • Graduate courses • Coaching • Trainings • Workshops • Presentations 	<ul style="list-style-type: none"> • PK-12 • Educators • Guidance Counselors, psychologists, etc. • Administrators • Nurses • Community advocates • Community Partners 	<ul style="list-style-type: none"> • Facilitating conversations about race and exploring bias • Supporting teachers and school leaders to be proactive, anti-racist educators • Creating an equity mindset and knowledge among educators • Restorative practices • Mindfulness 	<p>Annie O’Shaughnessy 4 Acer Ridge Road Underhill, VT 05489 (802) 922-3724 annie@truenatureteaching.com</p>
UP for Learning	<ul style="list-style-type: none"> • Large-group professional development • One-time events • Multiple events • Customized training and supports • Consultation • Policy development • Professional learning courses • Mentoring and coaching 	<ul style="list-style-type: none"> • Educators • Students 	<ul style="list-style-type: none"> • 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 	<p>Lindsey Halman 155 Elm Street, Suite 1, Montpelier, VT 05602 (802) 552-8140 lindsey@upforlearning.org</p>

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WestEd	<ul style="list-style-type: none"> • Large group professional development • One-time events • Multiple events • Customized trainings and supports • Consultation • Policy development • Virtual and face-to-face platforms • Train the trainer 	<ul style="list-style-type: none"> • State education agency staff • School and district leaders • K-12 educators • Social workers, librarians, guidance counselors, etc. • Parents and community members 	<ul style="list-style-type: none"> • 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 	<p>Rachel Lagunoff 730 Harrison Street, San Francisco, CA 94107-1242 (415) 269-4859 rlaguno@wested.org</p>

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