



Ebony Walden Consulting
Facilitating Change

DIVERSITY, EQUITY & INCLUSION OVERVIEW OF SERVICES

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About Ebony Walden Consulting

Founded in 2017, Ebony Walden Consulting (EWC) is a Richmond, Virginia based firm that offers consulting services focused on diversity, equity, and inclusion. We offer training, facilitation, coaching, and strategic guidance to organizations who aim to create a more equitable and inclusive organizational culture, and for those who seek to use an equity lens in their work in the community. Ebony Walden assembles the best mix of talented and experienced consultants based on the unique needs of each client. Bios of our team are one page six of this document.

I. EWC's Approach

EWC's goal is to support your organization on your DEI journey and empower you to lead your DEI processes with confidence and humility. EWC takes clients from simply collaborating to co-creating diverse, equitable and inclusive organizational solutions with staff, clients and outside partners.



Creativity - Together we will come up with new ideas that build on existing strengths, past successes and learn from mistakes. EWC will provide the creative space, tools and strategies that help clients think outside of the box, prototype new ideas and become incubators for innovation.



Equity - We will work on both the interpersonal and organizational levels while thinking systemically, with equitable outcomes in mind. EWC will create space for a diversity of voices to be heard, incorporated and at the forefront of leading change. We'll help you devise culturally appropriate and responsive strategies while looking for ways to disrupt the status quo to foster greater transformation.



Strategy - Not all actions are equal in their effectiveness and impact. Changemakers and the organizations they lead have limited time and resources. I work with clients to identify the essential elements of their vision and move toward it with both intention and precision in their implementation. We follow up, pivot and learn from mistakes to become stronger.

II. Trainings



Training offers an opportunity for all staff to:

- 1.Ensure shared understanding and language or core concepts
- 2.Learn new skills and tools to integrate these changes into their roles and interactions
- 3.Build capacity within the organization, both for doing the work and for continuing the work after consultants have left.

Training is not sufficient to create organizational change, but it is necessary. Without it change becomes difficult as there is no shared forum for discussion and dissemination of knowledge about the organizational culture change.

A list of current popular training modules is below.

EWC offers these modules in 2 hour sessions. A minimum of 10 and no more than 30 participants is suggested. An optimal number is 20-30 people. Clients can opt for one training or a series of training based on their interest, needs and the recommendation of our team. All training is offered virtually via zoom or can be delivered in person. Every training that we offer is highly interactive, ensuring adequate time for discussion, application, and building the capacity of participants to engage in challenging dialogue with each other.

Diversity and Inclusion 101: D&I are words thrown around in many workplaces without adequate shared understanding. This training explores the many varieties of identities and experiences that make up our communities, and blends education on various terms like race, ethnicity, sex, gender, etc., with opportunities for self-reflection and dialogue on what matters most to each of us, and how to foster greater inclusion in our communities.

Racial Equity 101: An introduction to the concept of equity, this workshop focuses on moving beyond diversity and inclusion to a focus on creating equitable outcomes with a focus on race. Participants learn both what equity is and how to apply an equity lens to their work.

Racial Equity Assessment and Tools: Many organizations want to know how they fare in regards to DEI best practices to promote greater equity. This session will give participants time to reflect via a short assessment in order to identify areas of strength, weaknesses and aspiration. It's helpful to get a snapshot of where you are before you move forward into action and planning. An overview of other tools and resources for advancing DEI will also be provided.



How to be an Ally: How do you effectively work on a social justice issue that doesn't impact you directly? There is a unique challenge for allies in navigating the conundrums involved in allyship, for example, when do you speak up for others, and when do you step back to allow others a voice? This workshop offers a path forward for allies, focusing on providing a developmental path, tools, and skills to be more effective in the fraught role of an ally.

Conflict Resolution (Microaggressions): A focus on the tools needed to help groups more effectively navigate awkward or challenging conversations. This workshop focuses particularly on microaggressions, and the challenging task of navigating conversations of unintended slights and othering. Participants will learn how to spot and interrupt microaggressions effectively, with an eye towards creating greater inclusion within the organization, protecting people from the impact of harmful statements, and non-judgmentally educating offenders and others.

Intersectionality 101: Coined by legal scholar Kimberlé Crenshaw, this is the study of overlapping identities and the interaction between different power structures. In this workshop, participants will reflect on intersecting identities such as race, gender, class, sexual orientation, ability, and many others and explore how intersectionality shows up in the workplace. Participants will be better equipped at identifying the impact of overarching power structures and addressing inequities.

White Supremacy Culture 101 and 201: This two part workshop will explore the definition, elements and manifestations of white supremacy culture within organizations and society. Though it may be hard for many to see and even more difficult to talk about, we will discuss in the space of bravery and openness, the negative impacts and ways to begin to transform our workplaces.

Disrupting Gender Inequality: Rarely do our DEI conversations talk about patriarchy and its impact on the workplace but learning about gender inequity in the workplace is an essential part of diversity, equity and inclusion. Participants will gain an Increased understanding, awareness and sensitivity of the initial concepts to move toward equitable and affirming practices.

Key Elements of Inclusive Leadership - As organizations navigate the changes in our society, it is imperative for leaders to develop inclusive leadership behaviors (accountability, ownership, allyship, curiosity, humility, and courage) to foster an environment where employees feel trusted, valued, and safe. Participants will explore the elements of inclusive leadership, reflect on their strengths and weaknesses and explore strategies for personal and organizational change.

III. DEI Services



Strategy Sessions

Ebony Walden is an expert strategic facilitator, and can lead a few sessions with all relevant stakeholders on charting a path forward towards meaningful participation in DEI in the workplace. This is best done after or concurrent with the training sessions, so that people have an opportunity to be on the same page around core concepts and your organization's specific goals for engaging in this work.

Leadership Coaching

Anyone in a position of authority must take responsibility for how their leadership supports or undermines the organizational culture. This is a profoundly difficult undertaking, and coaching can support executive directors, DEI practitioners or other C-suite staff as they integrate new skills and new awareness into their work. EWC helps teams and leaders gain insight and best practices in developing, implementing and sustaining a DEI initiatives.

As Ebony's coaching availability is limited, priority is given to existing clients and partners and organizations who have a more seasoned DEI initiative. Goals for these sessions will be tailored for each individual or team.

Facilitated Staff Conversations or Focus Groups

This type of session is designed to allow for general sharing of thoughts and emotions, and invite people to begin thinking about the implication of DEI and/or world events for your work and mission. These are usually 90-minute facilitated sessions that are optional, and capped at 20-25 participants. This can be done relatively effectively online, and we can offer as many as needed to accommodate all interested employees.

Staff Survey and/or Assessment

While the processing time described above will invite employees to begin thinking about what your organization needs to achieve the goals of having an inclusive and diverse workplace culture and advancing racial equity, a more focused effort to gather employee feedback is useful.

EWC is available for a full organizational assessment (with interviews and focus groups) which seeks to exhaustively diagnose the workplace culture or a short and straightforward survey process focused on hearing from employees on three primary domains:

- Learning- what do they think they and others need to know more about (e.g. unconscious bias, diversity equity and inclusion 101, etc.)
- Skills – what skills do they think they and others need training in (e.g. conflict resolution, interpersonal dialogue, etc.)
- Action – what action steps do employees feel are most important to take to achieve greater DEI in your organization and in the community.

In other words, in order to be effective, what do employees need to know (learning), what do they need to do (skills), and where do they want to go (action)?

Based on the input received from the processing meetings, the survey, and/or leadership input, we will recommend short training modules and/or facilitated dialogue sessions. We will combine our subject matter expertise with the input received to help chart a learning and development course to create internal buy-in and support for continuing on a journey towards greater diversity, equity, and inclusion.

IV. Costs

The cost of training is \$2,250 for each 2-3 hour virtual training and \$4,000 for an all day training (up to 6 hours). Trainings includes:

- All planning time, design, and materials
- An initial client meeting and a short debrief conversation.

Any customized training will include an extra \$500+ for planning time depending on the complexity of the request. An additional \$250 in-person costs will be added for projects within a 75 minute radius of Richmond, Va. Purchasing two or more trainings and receive a \$250 discount on each training.

Costs for the services outlined in the next section will be calculated on a case by case basis. A 30 minute introductory meeting with EWC team will help us give you a good cost estimate. However, general cost ranges are outline below:

Coaching, consulting and strategy packages start at \$5,000. **Assessments** cost between \$10,000-\$30,000+ based on the complexity and number of staff/size of the organization. **Cohort development and facilitation** starts at \$25,000.

***If these cost is too high, we can work to reduce the scope of work in order to meet your needs within a limited budget.*

V. EWC Team

Ebony Walden

Ebony Walden is a consultant and facilitator with over a decade of experience working to transform communities. Ebony is the Founder and Principal Consultant at Ebony Walden Consulting (EWC), an urban strategy firm based in Richmond, Virginia. At EWC, she works with a wide range of organizations to design and facilitate meetings, workshops, and processes that explore race, equity and the creation of more just and inclusive communities. Before founding EWC, Ebony worked in local government and for non-profit organizations dedicated to citywide and neighborhood level revitalization.



Ebony Walden is the creator and editor of The Richmond Racial Equity Essays, a multimedia project comprising a collection of 24 essays, 7 video interviews and an 8-episode podcast series focused on advancing racial equity in Richmond, Virginia. She is also an adjunct professor at Virginia Commonwealth University where she teaches Diversity, Equity and Inclusion in the City.

Matthew Freeman

Matthew's passion for racial equity and social justice has led him across the United States and overseas, helping people connect across differences and begin to address the challenges that divide them. Matthew has worked with members of Congress, the Federal Reserve system, as well as organizations of all sizes, from Fortune 500's to small nonprofits.



With degrees in biology with an environmental studies focus and in the humanities, Matthew appreciates the opportunities to bring that diverse educational background to bear on challenging community problems. He is the author of *Overcoming Bias: Building Authentic Relationships Across Differences*.

V. Relevant Client Work

Initiatives of Change USA - Community Trust Building Fellowship

Matthew and Ebony are the lead faculty for the Community Trust Building Fellowship since 2017. The program involves five weekend retreats focused on building trust across divides, particularly focused on race, and building the capacity of the participants to be effective changemakers in their own communities. The program has a heavy emphasis on personal change and spiritual practices.

Fetzer Institute - Diversity, Equity & Inclusion Initiative

Ebony and Matthew have worked with the leadership of the Fetzer Institute, a philanthropic organization based in Kalamazoo, Michigan, over the past three years to design and implement their DEI initiative. This work has included conducting a DEI assessment, facilitating staff dialogues and debriefs, designing and facilitating quarterly staff trainings, building the capacity of the DEI committee as well as departmental strategy meetings and being a strategic advisor on DEI related issues and topics.

The Women's Initiative (TWI) – Cultural Humility and Racial Equity Plan

Ebony has been working with TWI leadership and since 2019 to develop and implement their cultural humility and racial equity action plan which guides the organization's internal culture and operations and external engagement centered on cultural humility, diversity, equity and inclusion. This included assisting in the development of their commitment statement, action plan (with goals and metrics), facilitating staff dialogues, coaching their Cultural Humility Program staff and facilitating staff and board training, retreats and meetings to help move their work forward.

Virginia Conservation Network - DEI Leadership Cohort

Ebony has been working with Virginia Conservation Network since 2021 helping to design and facilitate their staff training and annual DEI leadership cohort for 30 environmental leaders throughout Virginia. The cohort involved monthly training, leadership coaching by Ebony and facilitating peer learning.