

Note: Additional information about the consultants including resume/vitae can be made available upon request.

PARTIAL CLIENT LIST

Public Sector and Nonprofit Clients Include:

The Arc of King County
Bastyr University
Bates Technical College
Bellevue College
Calvin College
Chicago Public Schools
Childcare Directors Associations of Greater Seattle
City of Lynnwood
City of Renton
City of San Antonio
City of Seattle
Clackamas County
Everett School District
Girl Scouts of Western Washington
Goodwill
Helsell Fetterman
Highline Community College
Japanese Presbyterian Church
King County
Mercy Housing
Michigan State University
Mockingbird Society
Mukilteo School District
Multnomah County
Ohio State University
Olympic College
Olympia School District
Oregon Building Officials Association
Pacific NW Association of Independent Schools
Penn Center for Educational Leadership
Pierce County Juvenile Court
Portland Parks & Recreation
Portland Police Bureau
Puget Sound ESD
Renton School District
Renton Technical College
Seattle Fire Department
Seattle Housing Authority
Seattle Pacific University
Seattle Public Schools
Seattle University
Senior Services
Sno-Isle Libraries
Soccer Across Washington

Solid Ground
Taproot Theatre
The Martinez Foundation
TriMet
United Way King County
University of Washington
Washington Education Association
Washington State Governor's Office
White Center Community Develop. Association

Keynote Addresses Include:

Best Conference
Black Child Development Institute
Children, Youth & Families at Risk
City of Hillsboro
City of Seattle, Early Learning Network
Eastern Washington University
Faculty and Staff of Color Conference
Highline Community College
Kitsap Association for Education of Youth
NW Public Employee Conference
Olympic College
University Diversity Conference
Shoreline Community College
University Baptist Church
Washington Education Association
Washington Minority Bar Association

Conference Presentations Include:

Association of Washington State Principals
Black Child Development Institute
Children Youth & Families Conference
IPMA-HR Annual Conference
Faculty & Staff of Color Conference
National Association for Multicultural Education (NAME)
Northwest Conference on Teaching for Social Justice
Northwest Public Employees Diversity Conference
Race & Pedagogy National Conference
Students of Color Conference
WA Minority Bar Association
White Privilege Conference
WA State Assoc. for Multicultural Education Conference
WA State Employment Law & HR Conference

Corporate Clients Include:

Amazon	Limeade
American Booksellers Association	LMN Architects
American Red Cross	Microsoft
Bank of the West	Miller Nash Graham & Dunn LLP
Carnation Farms	Moss Adams
Diversity Best Practices	Mud Bay
Dorsey & Whitney LLP	Mutual of Enumclaw
DNA Seattle	New Engen
EarthJustice	NHL
Facebook	Penguin Random House
Group Health	Premera
Helsell Fetterman LLP	PRR
Hewlett-Packard	Seattle Children's
Intel	SunTrust Bank
Kaiser Permanente	Schwabe Williamson & Wyatt
Keller Rohrback LLP	Swedish
Kidder Mathews	Unilever
King 5 News	Working Mother Media
	Zillow

Participants' Statements Include:

- *They created a safe environment in getting all of us to share very openly about things we would usually be too ashamed to say aloud.*
- *Similar workshops in other contexts I have had featured either cold, impersonal technical approaches or 'in your face' hostility towards those who were not racially sensitive. They brought a gracious honesty that by example of their own comfort with race and others invited us to be equally open about our struggles and consider what it might mean to grow.*
- *They gave me a voice, a language to begin to talk about race and racism.*
- *The group walked away feeling that cultural competence was something applicable to their work as professionals and were more confident in their ability to work effectively with diverse students across campus.*
- *This training was instrumental in pushing us to a higher level of cultural competence — it helped us better see where we are now (both individually and institutionally), and where we want to go. We got further as a group in one day of training that I could have imagined.*
- *I felt compelled to come onto Facebook (which I never come onto!) to find you and thank you for your expertise and wisdom on the subject of Cultural Competence. Your explanation of ethnocentricity, recognizing our inner biases, and how to start to change ourselves in the process of continuing allyship was so pertinent to the world we live in today with the Black Lives Matter movement; I am in awe of how blind I have been my whole life.*
- *You have taught me so much about White privilege and implicit bias. More importantly you have given me a calling to become active and engaged in the critical need around racial inequality in our country. You also taught me the importance of understanding my whiteness and how to engage in conversations with that in mind.*

PUBLICATIONS

Govan, I.M., "Exploring the Intersection of Ageism and Racism." *Talking about Race: Alleviating the Fear*. Eds. Steven Grineski, Julie Landsman & Robert Simmons III. Stylus Publication. (2013) 132-136.

Govan, I.M., Hollins, C.D. (2010) *Common Expressions of White Privilege and How to Counter Them*. Vol 1, No 1 WPC Journal.

Hollins, C.D., Govan, I.M. (2015) *Diversity, Equity, and Inclusion: Strategies for Facilitating Conversations on Race*. Rowman & Littlefield, Lanham, MD

Hollins, C.D. *Culturally Competent Leadership*. Dec 2013 Issue of AASA School Administrator.

Hollins, C.D., "Breaking the Cycle of Color Blindness in Higher Education." *Talking about Race: Alleviating the Fear*. Eds. Steven Grineski, Julie Landsman & Robert Simmons III. Stylus Publication. (2013) 43-48.

REFERENCES

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Great achievements are not born from a single vision but from the combination of many distinctive viewpoints. Diversity challenges assumptions, opens minds, and unlocks our potential to solve any problems we may face. -- Source Unknown