

INCLUSIVE TRANSFORMATIONAL ORGANIZATIONAL & LEADERSHIP DEVELOPMENT

Consulting & Training



We support organizations who want to find alignment in or already know their core values, but need support and a connector to bridge their commitment to actual inclusive, authentic and embodied action and culture.

A P P R O A C H

In order to act from our values and live as the embodied inclusive leaders we want to be, we believe in creating spaces to meet ourselves and each other more deeply. At the heart of it all, we believe in helping folks find the blocks that are keeping them from actually embodying their values and actively creating a space for everyone to authentically be themselves. We support organizations who want to find alignment in or already know their core values, but need support and a connector to bridge their commitment to actual inclusive, authentic and embodied action and culture. We believe in the cultivation of liberation in the workplace by equipping teams with the tools to care for and sustain an inclusive culture long after we leave. We believe that if a group wants to dismantle systems of oppression on the large scale of a workplace or institution, they must begin with dismantling internalized beliefs and behaviors of those oppressive systems that exist within themselves. We use a relational, empathic approach that opens up dialogue and sharing rather than shaming or shutting down different perspectives.

V A L U E S

- Sustainability
- Awareness
- Connection

P H A S E S

PHASE ONE

- Get to know you and folks buy in,
- What is the greatest need?
- Where have you BEEN?
- What has happened?

PHASE TWO

- Who ARE we right now?
- What is happening?
- What are we doing about it?

PHASE THREE

- What is happening?
- What are we doing about it?
- Where do we want to BE?
- How do we get there?

*WE BELIEVE IN CREATING SPACES TO
MEET OURSELVES AND EACH OTHER MORE DEEPLY.*

KEY PRINCIPLES
AND FRAMEWORKS
GUIDE OUR WORK:

- **Bronfenbrenner’s Ecological Systems Theory.** This theory helps us understand the complex underpinnings of each human. We use this theory to help us bring texture and nuance to each person’s lived experience.
- **Intergroup Contact Theory.** Deeply embedded in our practice around conflict transformation is the idea that when you bring groups of people with differences together and provide a uniquely structured environment, there is an opening for reducing prejudice and increasing greater understanding.
- **Friere’s Popular Education Model.** We adopt the mindset that our participants are experts in their lives and the wisdom they bring to the space is valuable.
- **Cultural Intelligence (CG).** As a research-based model of intelligence, we tap into this model as a foundational piece of our culture-shifting work, particularly with leadership transformation.
- **Inclusion and Accessibility.** We know that when we ensure all participants’ diverse needs are met, the group is able to access the perspectives and contributions of all people in the room.
- **Transformational Leadership.** We draw on feminist histories and popular education, both of which promote shared leadership and center relationships, in contrast to transactional paradigms.
- **Anti-Oppression and Intersectional Analysis.** We engage with power dynamics and address the ways in which diverse identities impact intergroup interactions. We specifically engage with race and address systemic racism in our approach. training)

CONTACT US

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POTENTIAL TOPICS:

- DEI BASICS, DEFINITIONS, SHARED LANGUAGE AND UNDERSTANDING
- BUILDING COMMUNICATION SKILLS
- EMPATHY, RELATIONSHIP AND TRUST BUILDING
- EMOTIONAL INTELLIGENCE IN RELATION TO DEI
- CULTURAL INTELLIGENCE IN RELATION TO DEI
- 4 I’S OF OPPRESSION FRAMEWORK (IDEOLOGICAL, INSTITUTIONAL, INTERPERSONAL, INTERNALIZED)
- RACE-BASED AFFINITY GROUP SESSIONS
- IDENTITY AND INTERSECTIONALITY
- POWER, PRIVILEGE AND (SYSTEMS OF) OPPRESSION
- UNDERSTANDING AND PIVOTING AWAY FROM WHITE SUPREMACY CULTURE
- LEADERSHIP-SPECIFIC DEI DEVELOPMENT
- FACILITATION TRAINING
- BOARD TRAINING
- ACTION STEPS TO SUSTAIN DEI WORK

PRICING

Trust, relationship and community building, expectation setting - reality of going slow, emerging and realistically creating a long term, but malleable and responsive plan Transformational & Inclusive Leadership Coaching Pre - Assessment and Affinity Spaces Board and leadership training	10,000+
Up to 6 month training and workshops (see workshop topics below) Transformational & Inclusive Leadership Coaching Continued Affinity spaces and mid assessment Facilitation training for ongoing affinity spaces Cont. board, committees and leadership training	25,000+
Vision and make a plan to implement what has emerged in phase one and two More training and workshops Transformational & Inclusive Leadership Coaching Continued Affinity spaces and post assessment Facilitation training for ongoing spaces Cont. board, committees and leadership training	25,000+

ORGANIZATIONAL & LEADERSHIP DEVELOPMENT



Nikki Murillo

Nikki has called Colorado home for the last 14 years. She is a proud first-generation Latine womxn with a passion for serving her community and honoring the complexity and beauty of every human. Nikki has been a facilitator, coach, educator and leader in various non-profit and school settings. She has extensive experience in curriculum design and leading organization-wide efforts that address issues of diversity, equity and inclusion (DEI) that span areas of staff development, policies and service provision. She has curated and facilitated staff training, provided individual coaching and consultation and supported organizational change around DEI. Nikki also holds experience in non-profit administration, development and grants, human resources and non-profit dissolution.

She is working to uproot the saviorism, self-sacrifice and colonized mentality of the social sector while creating a healing space for leaders to unlearn the harmful narratives and practices that reinforce the nonprofit industrial complex. Nikki is the first in her family to receive a Master of Social Work (CSU) degree as well as certificates in Nonprofit Administration and Social-Emotional Character Development. Her passion for integrating social-emotional wellness into the work of diversity, equity and inclusion is founded in her own journey of self-reflection and identity discovery. She is a skilled facilitator for various audiences and approaches DEI facilitation with a focus on empathy, liberation and centering systematically marginalized voices.

Maren J Miller

Maren is on a mission to empower conscious, reflective changemakers like you. She believes leadership development and culture work is deeply personal and deserves intentionality, responsiveness, creativity, space, time, resources and a slow to go fast approach.

She is passionate, driven and committed to the work of racial and educational equity, as well as critical self-development and healing. She desires to work with folks who have the will to look inward and view the world through a critical and restorative racial lens. For the betterment of self, but also for the greater good of all.

She brings with her 15 years of experience and a desire to be a message of awareness, growth and transparency in order to help uncover and name the oppressive systems at work in our lives. She values awareness, collaboration, connection, reflection and service. She is committed to intersectional anti-oppression, racial equity, culture building, belonging and organizational culture change work that carries from years of creating, teaching, and facilitating variations of long term diversity, equity and inclusion organizational change and transformational, inclusive leadership coaching.

Maren and Nikki met while working at Building Bridges, and over the years had the opportunity to work with a number of different organizations, leaders and teams. Together, and on the shoulders of facilitators before us, were able to craft meaningful learning experiences for a variety of clients. We continue to focus on clients who are committed to long-term DEI development and understand the need to support shorter-term needs as well. The following details the clients we have served in the past two years and the support provided.

- **Convivir Colorado** | Long-term DEI Strategy Development
- **Behavioral Health Administration** | Introduction to DEI principles and Facilitation
- **Target Corporation** | Conscious Conversation Series
- **MANAUS** | Facilitation Training & Speakers
- **Community Radio of Northern Colorado (KUNC & The Colorado Sound)** | Long-term DEI Strategy Development
- **Mercy Housing** | Conscious Conversation Series
- **Changing the Narrative** | Facilitation Training
- **Equity in the Built Environment - Colorado Coalition** | Conscious Conversations Series
- **Colorado Nonprofit Association** | Long-term DEI Strategy Development
- **KGNU Community Radio** | Long-term DEI Strategy Development
- **Rocky Mountain Immigrant Advocacy Network** | Long-term DEI Strategy Development
- **Maria Droste Counseling Center** | DEI Skill-building in Affinity Space