

AUGUST M. BALL

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MEET THE FOUNDER

SPECIALTIES:

- Company Culture & Conflict Management
- Organizational Assessment & Capacity Building
- Recruitment, Hiring & Retention for Diversity, Equity & Inclusion
- Employee Engagement & Professional Development
- Environmental Education Program Design
- Public Speaking (Keynotes, Plenary Sessions & Panel Discussions)

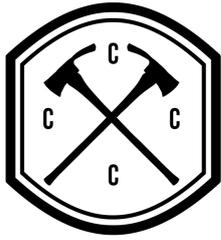
August M. Ball is the founder, CEO and Lead Consultant of **Cream City Conservation**, a two-prong social enterprise. First, Cream City Conservation & Consulting works with environmental and community service organizations to address internal cultures and practices that contribute to a homogenous workforce. Through equity audits, inclusion surveys, diversity and inclusion workshops, policy and practice review and coaching, the firm provides insight and recommendations to organizations that help them cultivate inclusive environments, develop intentional green career pipelines, identify and mitigate bias.

Second, the **Cream City Conservation Corps** provides paid training and work experience to young adults 15-25 years of age, whose social identities are inequitably represented in various conservation, agriculture and green infrastructure industries. The model is a closed loop system between C3 Consulting and C3 Corps which cultivates the next generation of environmental stewards while preparing environmental organizations to attract, develop and retain a diverse candidate pool of leaders. The Corps program is supported with profits from the consulting firm and community partnerships.

August received her formal education from UW-Parkside and UW-Milwaukee. She studied Sociology, Community Education and Non-Profit Management. A self-taught conservationist, she has continued her education informally via organizations such as Center for Diversity in the Environment, Paradigm, Policy Link and the National Outdoor Leadership School (NOLS)

A native of Southeastern Wisconsin but citizen of the world, having lived in Southeast Asia for 15 years, she speaks three languages fluently. August enjoys traveling the globe with her spouse Martez (a City of Milwaukee Detective) and avoiding burdock and poison ivy while hiking with their rescue pit bull Marvin.

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PROJECT DELIVERABLES

DIVERSITY • EQUITY • INCLUSION

ASSESSING ORGANIZATIONAL CULTURE

Phase 1: Assessing Organizational Culture

Phase 2: Foundational & Advanced Level Workshops

Phase 3: DEI Strategy Design

Assessing Organizational Culture

- Equity Audit
- D&I Organizational & Individual Assessment
- Inclusion Survey

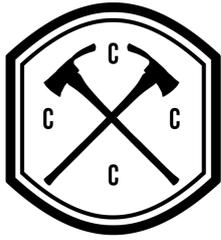
This *3-part assessment* helps organizations establish a true benchmark of readiness to engage in equity work by evaluating existing organizational structure and culture as well as allowing individual team members to assess their own readiness confidentially. Each assessment tool is based on social science and ensures privacy of each participant while providing a clear overview of the organization and recommendations for next steps.

The **Equity Audit** is completed by organizational leadership at each department/unit. The audit consists of 78 questions that allows the organization to evaluate equity across policies, practices and performance measurement.

The **D&I Assessment** is completed by all staff regardless of role/rank within the organization. Individual results from this assessment are only sent to the individual assessment takers, while the sum of all responses inform the *Organizational Assessment* that is shared with the company.

The **Inclusion Survey** measures culture, practices and sense of belonging among staff. This survey provides insights to help companies better understand the differing experiences of employees across demographics. You'll be able to identify and understand whether underrepresented groups feel that decisions are fair, their voices are heard, whether they see opportunities for them and whether they feel a sense of belonging. The results will highlight areas that need attention and surface research-driven inspirations from leading companies and research institutions.

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FOUNDATIONAL WORKSHOPS

COM 101 Reflective Leadership (varies)

Leadership is not just for those with a fancy title and direct reports. Awareness of one's strengths and areas of opportunity are critical to the success of any given group. This fun, interactive workshop will uncover each team member's leadership compass, mindset communication and leadership style. Participants will gain understanding of the unique strengths and challenges of various leadership and communication styles and learn how to leverage them for maximum impact. This module will push individuals to consider how their individual leadership style and mindset plays out in a team setting and how to leverage each team members authentic style to create a thriving work environment.

DEI 101 Intro to Diversity, Equity & Inclusion in the Environmental Field (3 hours)

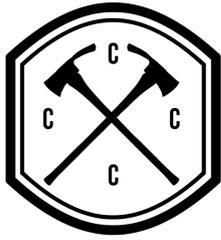
This workshop will help set the foundation for shared language around diversity and inclusion and empower your team to cultivate an inclusive organizational environment. As a result of this session, participants will be able to:

- Articulate the basic definitions of diversity, inclusion, equity, and unconscious bias;
- Begin to identify ways in which bias impacts leadership and team experiences;
- Understand the relationship between bias and diversity, equity, and inclusion;

DEI 102 Power, Privilege & Allyship (3 hours)

Using base knowledge from the pre-requisite DEI 101 training, participants will be able to apply their understanding of bias to concepts related to power, privilege, and allyship. As a result of this session, participants will be able to:

- Articulate the relationship between bias and the Power House;
- Articulate the impact of the Power House;
- Obtain tools and effectively facilitate a conversation about allyship;
- Gain and practice using tools for grappling with and interrupting bias;
- More confidently interrupt bias within others and oneself.



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FOUNDATIONAL WORKSHOPS

DEI 201 Social Identities & Intersectionality (2 hour)

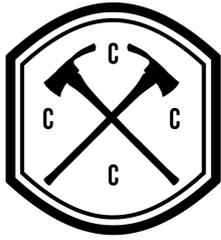
Workshop participants will explore their unique identities and identify areas that intersect. This workshop will highlight the business case for prioritizing socio-economics mindfully in organizational culture. Session participants will be able to:

- Articulate the definition of intersectionality
- Understand there is an aggregate impact when different identities are combined
- Understand how socio-economics impacts the culture of work in America and how to identify and eliminate inequitable practices.

DEI 401 Recruitment & Hiring for Inclusion & Diversity (3 hours)

This workshop is ideal for hiring managers, review panelists and leadership team members who wish to attract a diverse candidate pool and cultivate a dynamic team. Participants must be ready to objectively evaluate current hiring, recruitment, evaluation and staff development practices and strategies. Session can be modified to DEI 301 to include focus on Volunteer Recruitment & Management. Session participants will be able to:

- Debunk commonly held myths regarding talent acquisition
- Evaluate sample job/volunteer descriptions with an inclusive, equity lens
- Identify existing practices that contribute to a homogeneous work teams
- Gain tips for tackling bias, identify areas for growth



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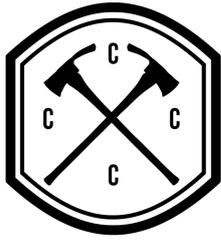
ADVANCED LEVEL WORKSHOPS

DEI 501 Understanding Systemic Whiteness & White Fragility (varies)

Coined by Dr. Robin Diangelo, "White Fragility" is a state in which even minimal challenge to the white position becomes intolerable, triggering a range of defensive responses. This workshop will provide an overview of the socialization that instills white fragility, sustains systemic whiteness and provides perspectives and skills needed to build racial stamina and develop more equitable racial practices.

DEI 502 Managing & Mitigating Racial Battle Fatigue (varies)

Racial battle fatigue, a psychological concept coined in 2003 by Professor William Smith of the University of Utah, is a theoretical framework that explains the social and psychological stress responses commonly experienced by People of Color who live and work in predominantly/historically White spaces. This workshop engages individuals in their emotional relationship with race through oppressive-sensitive and culturally responsive methods.



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DEI STRATEGY DESIGN

Upon the completion of the Foundational and Advanced Level Workshops, your organization will be ready to utilize results of the Phase 1 *three-part assessment*. Together with the workgroup, we will outline recommendations for your organization to achieve it's desired future state.

In collaboration with the workgroup, we will help you outline specific tasks and timelines for implementation. It is critical to note that the impact of the intensive work we will do together hinges on the ability of the organization to hold itself accountable for implementation of our recommendations.

It is common for priorities to be in constant evolution. What we work to impart upon you and your team is that the values of diversity, equity and inclusion must be intrinsically ingrained in the very nature of how your organization operates. This means that decisions, programs and policies are created or (if already in existence, evaluated) with an equity lens.

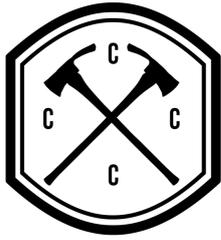
Did You Know?

Cream City Conservation is a social enterprise. This means that we are a for-profit entity who's proceeds support a social good. For us, this means up to 60% of the profits from our workshops and hourly consulting help employ youth and young adults in hands on service to public land via our Cream City Conservation Corps program.

This model reduces dependency on grants while allowing us to share our best practices with you! We specifically focus our recruitment on individuals who are traditionally underrepresented in the environmental sector. Our crews consist of teens and young adults ages 15-25. The projects the crews work on include green infrastructure, urban agriculture, trail work, invasive species removal, native planting, wetland monitoring and habitat restoration.

With your help, we are improving workforce culture across industries and cultivating the next generation of environmental stewards!

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PROJECT PRICING

Phase 1: Assessing Organizational Culture
\$2000 + \$75 per person

Phase 2: Foundational Level Workshops (5)
\$6,500 per 40 people
A la cart foundational level workshops are \$1550 each.

Phase 2: Advanced Level Workshops (2)
\$5,000 per 40 people

Phase 3: DEI Strategy Design
\$1,500

Prices include all travel and workshop materials for clients within Southeastern Wisconsin. For clients outside of Southeastern Wisconsin, please email info@creamcityconservation.org.

We recognize that this work is non-linear and lifelong. Should your leadership team or workgroup be in need of additional coaching or private consultation, our founder and lead consultant is available for additional support (\$130/hour).

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