

DEIA CONSULTANTS & TRAINERS

The Gap Year Association's Diversity, Equity, Inclusion, and Access (DEIA) Committee has compiled this list of DEIA consultants and trainers. Each was vetted through personal phone calls and video conversations, assessing their ability to cater key takeaways to the field of gap year education. These highly-qualified trainers will engage audiences during workshop sessions and efficiently collaborate with your team.



PALOMA MEDINA

COMPANY: [11:11 Supply](#)

LOCATION: California & West Coast

EMAIL: paloma@1111supply.com

GYA EVALUATION: Paloma is a powerhouse 1-person team, and it is effortless to build an outstanding rapport with her. Her focus is on HR, company-wide changes, E&I knowledge, and individual awareness. She has worked with Etsy, Digital Ocean, and Squarespace.
COST: \$4,600 for a full 3-part series workshop—2 hours each via Zoom. Includes 2 coaching/consulting hours, and supporting resources for each attendee. For potential consultancy, new clients can schedule first session for \$1,600.



ERICA LYNETTE EDWARDS

COMPANY: [Champion Change Consulting](#)

LOCATION: Chicago, Illinois

EMAIL: connect@ericallynette.com

GYA EVALUATION: Erica is a superb communicator & collaborator. She drives key messages home by weaving in her impactful personal experiences. She has much to offer in terms of deliverability insights specific to the gap year industry.
COST: Varies depending on the service. A 2-hour Zoom on "Defining and Anti-Racist Learning Environment" is \$500 for up to 10 participants. Additional participants are charged at the individual rate of \$50. There is a maximum allowance of 20 participants.



DR. TANA M. SESSION

COMPANY: [Tana M. Session](#)

LOCATION: Los Angeles, California

EMAIL: tana@tanamsession.com

GYA EVALUATION: Tana is an award-winning speaker. She was recognized by Huffington Post as a "Top Female Expert to Follow," and by Forbes as a "Top Diversity & Inclusion Business Leader." Tana is backed by a team of certified coaches under her direction. Her guest speaking events are engaging and memorable.
COST: Individual training sessions are \$5500 or you can book two (2) or more training sessions for \$4000 each. Cost for company consultancy varies.



DR. ZAHRA SEIF-AMIRHOSSEINI RAFIE

COMPANY: [Private Consultant](#)

LOCATION: Washington D.C.

EMAIL: zsarafie@gmail.com

GYA EVALUATION: As a committed social activist, Zahra has previously worked with international entities such as Amnesty International and UNICEF. She brings enlightening expertise to a variety of DEIA topics, including Islamic inclusion and diversity. Zahra has been teaching, lecturing and consulting for over 14 years, and specializes in inter and intra faith understanding, religious freedom, and race relations. **COST:** One session is \$180 for a non-profit and \$250 for a for-profit.



HEATHER HOLLAND

COMPANY: [Holland Energy Consulting](#)

LOCATION: Houston, Texas and Washington D.C.

EMAIL: heather@hollandenergyconsulting.com

GYA EVALUATION: Heather is a lively speaker and was recognized as one of the “Top 30 Influential Women in Houston” in 2015. She deeply understands equity imbalances in the gap year industry after having had no funding to benefit from an abroad experience in her college years. She’s a champion for women and minorities in STEM related career fields. **COST:** 1-2 hour virtual training/workshop session for an individual or small group (up to 5 people) is typically between \$500 - \$1500. Also available for long-term consulting.



DIVERSE CITY

COMPANY: [Diverse City LLC](#)

LOCATION: Malibu, California and Seattle, Washington

EMAIL: judy@diversecityllc.com

GYA EVALUATION: Diverse City is for providers looking for in-depth consultation and collaborative DEIA progression company-wide. They have a team of over 10 qualified staff members, each with different specializations from white privilege to LGBTQIA+ to inclusion and equity. Diverse City has previously worked with Uber, Netflix, University of Washington, Hasbro, and the Bill & Melinda Gates Foundation. **COST:** Varies extensively by the scope of work.

For additional information and supporting materials on any of the above consultants and trainers, you may contact us at DEIA@GapYearAssociation.org.