



Water's Edge

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PROFILE

I am a heart-centered independent consultant and owner of Water's Edge Consulting, LLC with over 20 years experience supporting antiracist organizational change work rooted in relationships within schools and non-profit organizations. My professional background in leadership, facilitation, and training; developing organizational frameworks, practices, and policies centered around equity; coaching in anti-oppressive leadership skills; and practicing and modeling restorative practices is interwoven with my lived experience and deep personal commitment to liberation.

CORE SKILLS

- Building authentic relationships
- Teaching and facilitating
- Curriculum design
- Leadership coaching
- Intersectional anti oppressive thought partnership
- Capacity building
- Strategic visioning and planning
- Circle keeping
- Strong verbal and written communications in English and Spanish

EDUCATION

- M.A. from Middlebury College, Middlebury, VT | 2003
- A.B. from Amherst College, Amherst, MA | 1997

TRAINING & CREDENTIALS

- Coaching for Healing Justice and Liberation | 2023-'24
- Academy Foundational Coaching Course, Academy for Coaching Excellence | 2022
- Academy Foundational Training, Academy for Coaching Excellence | 2022
- Facilitating Dynamics of Systemic Oppression, Processwork Institute | 2022
- Foundations in Somatic Abolitionism for Bodies of Culture, Education for Racial Equity | 2022
- The Restorative Workplace: Doing For Ourselves What We Do For Our Communities, Restorative Justice on the Rise | 2021
- Certification in Circle Keeping, Visioning B.E.A.R. Circle Intertribal Coalition, Inc. | 2021
- Processwork Introductory Intensive, Processwork Institute | 2020
- Certification in Circle Keeping, Kay Pranis & Planning Change | 2019, 2020
- Advanced Training of Trainers, Training for Change | 2019
- Organizing Skills Institute, Training for Change | 2016
- Training for Social Action Trainers for People of Color, Training for Change | 2014

PROFESSIONAL EXPERIENCE

Independent Consultant and Owner, Water's Edge Consulting, LLC | 2019 - Present

- Training for Change - Talleristas por la Justicia, Bogotá, Colombia: co-facilitate People's Alliance Convening
- Maine Education Funders Network, ME: design and facilitate 5-month strategic planning process
- Portland Board of Education, Portland, ME: design and facilitate strategic planning retreat
- Bates College, Lewiston, ME: design and facilitate annual staff retreat for Student Academic Resource Center, and Student Writing and Language Center
- Bates College, Lewiston, ME: design and facilitate collaborative strategic process for Foundational Dialogues Initiative for the Academic Resource Commons & Math Statistics, Harvard Center for Community Partnership, and Writing and Language Center
- Unitarian Universalist Trauma Response Ministry: design and facilitate training on anti-oppressive crisis response for national crisis response team members

- Maine Initiatives, Portland, ME: serve as community mediator for Grants for Change Advisory Committee and Outdoor Equity Fund retreats
- Effing Foundation, Somerville, MA: provide coaching and restorative support to organizational leadership; facilitate generative conflict process for staff and Board
- First Place for Youth, Oakland, CA: design and facilitate racial justice community forums and affinity listening sessions for staff; provide strategic advising for management team
- Hidden Water, New York, NY: provide coaching and accountability support to the Executive Director; collaborate on conflict response and strategic thought partnership during organizational transition
- Mary McDowell Friends School, Brooklyn, NY: facilitate BIPOC parent affinity group; design and facilitate parenting skills workshops on transracial adoption
- New Beginnings, Lewiston, ME: design and facilitate racial equity trainings for staff; provide ongoing coaching to the Executive Director, Equity Committee, and Board
- Nightingale Bamford School, New York, NY: design and facilitate racial equity training for alumnae board; provide ongoing coaching to DEI Director; design and facilitate curriculum for student racial affinity group leaders
- Poor People's Campaign Oregon - Coordinating Committee, Portland, OR: provide conflict resolution support focusing on teamwork, healing, and alignment building
- Restorative Justice Institute of Maine, Portland, ME: provide coaching and accountability support to the Executive Director; facilitate staff meetings and provide thought partnership to Board leadership during organizational transition

Director of Diversity & Equity Initiatives at The Calhoun School | 2007-2019

- Collaborated with Head of School and fellow administrators to support institutional equity and inclusion initiatives
- Initiated organizational paradigm shift from DEIJ orientation to principles of anti racist organizing
- Created and implemented antiracist programming for students, parents, faculty, and administration
- Supervised faculty who held DEIJ leadership roles
- Designed and facilitated professional development trainings for faculty, staff, and administrators
- Maintained budget earmarked for inclusion and equity initiatives
- Co-created and steered school wide anti-bias hiring framework
- Supported and participated in recruitment and hiring processes of faculty, staff, and administrators
- Networked and maintained partnerships with peer schools and community organizations
- Participated in admissions, enrollment, and strategic planning processes

K-12 Teacher

- The Calhoun School, New York, NY | 2007-2019: Taught courses in Spanish language and culture, grade 6; Identity in Community, grades 6-7; Gender and Consent, grade 7; Anthropology of Material Culture, grades 9-12; Introduction to Ethnography, grades 9-12; Perspectives in Action, grade 10
- Grace Church School, New York, NY | 1999-2007: Taught courses in: Spanish language and culture, grades 4- 8; Social Institutions, grade 7-8; Homeroom, grade 6; co-chair of Diversity Committee
- Cincinnati Country Day School, Cincinnati, OH | 1997-1999: Taught courses in: Spanish language and culture, grades 9-11; Spanish - Lower School Summer Program, grades 1-5; SEED (Seeking Educational Equity and Diversity) Project Committee

ADDITIONAL LEADERSHIP EXPERIENCE

Board Chair, Training for Change, Philadelphia, PA | 2015-Present

- Set agenda and facilitate monthly meetings; supervise Executive Director; organize and support sub-committee work; provide ongoing support for organizational budget process, policy creation, and fundraising strategy

New York State Association of Independent Schools (NYSAIS) Accreditation Team

- Collaborated with invited team of educators to implement intensive 5- and/or 10-year accreditation process for NY State Association of Independent Schools: Little Red Schoolhouse and Elisabeth Irwin High School (2017); Cristo Rey High School (2010, 2015); The Town School (2005)

Chair, People of Color in Independent Schools, NYC (POCIS-NY) | 2007-2012

- Designed, scheduled, and facilitated monthly meetings for educators of color in NYC-area; maintained calendar and membership communications; led regional meetings at annual National Association of Independent Schools (NAIS) People of Color Conference

RECENT VOLUNTEER EXPERIENCE

Trinity Jubilee Center, Lewiston, ME | 2023

- volunteer weekly in support of soup kitchen, organizing donated materials, and upkeep of day shelter

Community Care Circle, Lewiston, ME | 2020-2022

- keep virtual ongoing weekly multigenerational community care circle for community members and support mutual aid efforts during COVID-19 pandemic

City Spirit Council Lewiston/Auburn, ME | 2020-2021

- collaborate with city officials and community members to envision, compose, and implement a dual-city equity statement

Hidden Water, New York, NY | 2019-2021

- keep a 13-week healing circle, provide leadership for organizational council on identity diversity

SELECTED WORKSHOPS AND PRESENTATIONS

- *Equity, Inclusion Belonging Leadership Tool Kit and Conflict Lab* student, Bates College, Lewiston, ME (2023)
- *Living Into Your Own Journey: An Exploration of Liberatory Parenting Practices for White Caregivers of BIPOC Children*, Mary McDowell Friends School, Brooklyn, NY (2023)
- *Building an Anti-Oppressive Crisis Response Praxis*, Unitarian Universalist Trauma Response Ministry, Online (2023)
- *Parenting at the Intersections: Love, Race, & Family Life*, Mary McDowell Friends School, Brooklyn, NY (2021)
- *Gender Diversity: Beyond the Binary*, The Calhoun School, New York, NY (2019)
- Intensive Facilitation Training Module for Faculty Leaders, Village Community School, New York, NY (2018-2019)
- 5-Part Diversity Workshop Series for Faculty, Village Community School, New York, NY (2017-2018)
- *Resourcing Your Parent Toolbox for Social Change*, Village Community School, New York, NY (2017)
- *Supporting Healthy Multiracial Development in Community*, Brooklyn Heights Montessori School, Brooklyn, NY (2017)
- *White Accountability in Educational Leadership: Towards a Multiracial Model of Decision-Making* (2014)

- *Supporting Gender and Sexuality Diversity: Developing Awareness and Best Practices at Calhoun* (2014)
- *Board Level Reflections on Diversity*, City and Country School, New York, NY (2012)
- *Anti-Bias Parenting Strategies*, Village Community School, New York, NY (2012)
- New York State Association of Independent Schools (NYSAIS) Summer Workshop for Diversity Professionals (2009-2010)
- *Naming Whiteness*, NYSAIS Annual Diversity Conference (2010)
- *Moving Beyond Diversity: Building Blocks of Anti-Racist Work* - NYSAIS Diversity Conference and National Association of Independent Schools (NAIS) People of Color Conference (2009-2010)

JOY-INDUCING HOBBIES AND INTERESTS

- Time with loved ones; walking and hiking; lake and ocean swimming; perusing farm stands and farmers markets; cooking and baking; jigsaw and crossword puzzles; complex card and board games; sci-fi and fantasy films; all things Muppet-related