



Meet Dr. Melissa Crum

I help mission-driven organizations experience radical and sustainable growth by shifting belief patterns.

Emerging pillars:

- Workplace culture
- Authentic inclusivity
- Radical growth

Dr. Melissa Crum is an artist, author, researcher, and founder of the consulting company, Mosaic Education Network, LLC. Mosaic infuses the arts, research, storytelling, and critical thinking into professional development, community building, and curriculum development.

Dr. Crum has facilitated training sessions across the U.S., creating a non-judgmental and refreshingly honest look at privileges and privately held beliefs. Her workshops focus on workplace culture development, equipping educators, leadership, staff, and board members with the skills to implement inclusive and equitable practices.

By creating a brave space, Dr. Crum's workshops allow organizations to critically investigate policies, workplace and learning culture, and relationship dynamics. Together, she empowers teams to positively dismantle systemic patterns, build authentic communication, and instigate radical growth company-wide.

THE PROCESS

1

REVIEW BROCHURE
AND SERVICES

2

HAVE A QUICK
CONSULTATION CALL

3

MAKE A PAYMENT TO
SECURE SERVICES

4

UPLOAD FILES TO
SECURE SYSTEM

5

SURVEY
PARTICIPANTS

6

CONDUCT LISTENING
SESSIONS

7

SHARE RESULTS



SERVICES

The Equity Audit includes a team of 10 education scholars whose expertise includes statistical data analysis, trauma-sensitive teaching, and culture and equity studies.

Our work on this project includes the following:

1. 9-12 months process for 600-700 participants.
2. Survey of teachers, administration, staff, and students
3. Focus groups with teachers, administration, and staff
4. Discipline policies
5. Dress Code Policies
6. Special Education and Gift Program Selection Policies
7. Teacher-Students Relationship
8. Teacher-Administration Relationship
9. Review materials such as code of conduct, by-laws, new position description, interview protocols, other materials related to HR practices etc.
10. Report detailing outcomes such as suggested policy and practice changes and other recommendations.
11. Signed NDA to keep all of your information and materials confidential.

ITEMS	QTY	UNIT	PRICE	TOTAL
<div><div><div><div><div></div></div></div><div><div><div>Organization Inclusion Audit</div><div>Item</div><div>\$55,000</div></div></div></div></div>				
<p>A comprehensive tool that assesses racially marginalized stakeholders' access to success. We use content discourse and rhetorical analysis to review the materials. These techniques examine word choice and extrapolate the intended and unintended consequences of those choices. We believe words act as a guide for action, so word investigation is an important place to start.</p> <p>The size of the organization and the number of diverse people in the organization will determine the extent in which our tool can identify racially marginalized participants, due to the possibility that anonymity can be compromised. In instances where specific racial identities and their experiences cannot be highlighted, results focus on organization-wide equity issues that impact everyone and likely have a disproportionate impact on racially marginalized employees.</p> <p>Our philosophy is that “a rising tide floats all boats.” When we make adjustments for those with the least power, it can auto-correct the whole system, ultimately benefiting everyone, contributing to a healthier and productive work environment. You receive a customized report that determines key performance indicators connected to workplace culture and high-performance goals to measure success.</p>				
<div><div><div><div><div></div></div></div><div><div><div>Part 1: Survey</div></div></div></div><div><p>Participants from all levels in the employment hierarchy complete an anonymous digital survey to share successful experiences and opportunities for change in the workplace. Questions target policy, procedures and workplace culture.</p></div></div>				
<div><div><div><div><div></div></div></div><div><div><div>Part 2: Listening sessions</div></div></div></div><div><p>Participants volunteer (55% - 100% of employees from all levels in the employment hierarchy or approximately 40 hours of interviews) to assemble into peer groups of 4-5 people to create a series of focus groups. GEMBA walk via the "5 Whys" and the STAR strategies are used during 60 minute sessions to gain a deeper understanding of how people are experiencing the workplace and make direct connections between personal beliefs and actions and the company culture. Participants are encouraged to identify and correct harmful behavior as well as continue helpful behavior.</p></div></div>				
<div><div><div><div><div></div></div></div><div><div><div>Part 3: Review materials</div></div></div></div><div><p>Our team of equity experts review a series of documents that may include but are limited to the following: HR policies, employee handbook, disciplinary policies or practices, materials related to board recruitment and retention, position descriptions, interview protocols, and recent job postings.</p></div></div>				



Deliverables

Determine potential diversity, equity, inclusion and belonging (DEIB) goals
Determine key performance indicators connected to DEIB goals



2-hour Consultation

Share a report that identifies needs and resources to implement an action plan.



Student Focus Groups

Item

\$6,000

Some of the best information comes from student feedback. We encourage 60-minute focus groups with middle and high school students in groups of 4-5. Focus groups are a mixture of students from various academic, discipline, and identity backgrounds. Students are grouped based on grade level and building.

Minimum 10 focus groups. Includes data analysis. This is an optional service.
Requires any research clearances required by the district.



Registration Support

4

Item

\$200

\$800

For organizations of 150 participants and above, we provide administrative support to reduce logistic challenges for your team. As a result, your participants will experience a quick, easy, and tailored registration experience. [\$200 for 150 participants]. This is an optional service.



Professional Development

"Today's leaders can no longer "wish away" or wait for someone else to engage their organizations about diversity and inclusion. Dr. Crum drove this point home and provided real world experiences and examples when dealing with implicit bias by using the multi-cultural, critical, reflective and practice (MCRP) professional development process."

Jay J.

Director Professional & Executive Education Ohio University, Columbus, Ohio

Higher Education Training

"Thank you Dr. Melissa Crum for your "Exploring Our Stories for Effective Change" workshop presented at the Winter SOTA Event. I appreciate the way you demonstrated your concept of "Brave Space" by allowing us to explore our own privileges without feeling judged or being judgmental of others."

Carla W.

*Training and Development
Specialist Office of the Controller
The Ohio State University*



Thank you for considering us!

I'm excited to support you in your diversity, equity, and inclusion goals. With my team of experts, we help you understand how your personal stories impact your professional practices and connect to systemic change using art, research, self-reflection, and storytelling. We are here to help!

Review your selections

You haven't selected any service or package.

Review your selections and click 'Submit' to notify Melissa of your interest in the above services

SUBMIT