

""Twitter handle (and profile name): sueamccormack (Susan McCormack)

**Twitter description:** I design and facilitate community conversations that lead to change.

**Description of the organization from a third party source:** "I design and facilitate conversations that lead to change and am passionate about helping people have a meaningful voice in their communities. I am committed to helping community and organizational leaders become effective at leveraging the wisdom and capacities of all of the people they serve in order to develop and implement effective, equitable solutions to complex issues."

**Scraped text from their home page of their website:** Titles: The Creative Discourse Group

**Headings:** Transformed people transform organizations.; The Creative Discourse Group helps organizations center marginalized voices to achieve equity, justice, and an inclusive community.; The latest from TCDG; What We Do; Our Values; Community Engagement; We help communities come together in fun, highly interactive, culturally appropriate settings to solve problems, plan for the future and build community.; Education and Training; We customize our offerings based on client needs and create space for the collective wisdom and lived experience of participants to come forward.; Leadership Development; Build your organization's leadership capacity and let us help fill skill and knowledge gaps through our custom tailored and personable coaching and consultation services.; Organizational Change; We help your team implement a collaborative change process that centers equity and inclusion.; What Clients are Saying

**Paragraphs:** ; Rae Carter & Lechelle Gray team up to deliver innovative session at Vermont Farm to Plate Annual Gathering.; Susan Clark & Rey Garofano leading a workshop on Equity & Inclusion in Local Government for Southern Vermont Economy Project.; Our associates came together to create joy and share our dreams.; TCDG Associate Rae Carter shares commentary on the "personal work" of DEIB.; The Creative Discourse Group was proud to be a sponsor of the inaugural Essex, Vermont Pride Festival, held on June 3, 2023 at Maple Street Park.; Former VT Secretary of State Jim Condos, Rights & Democracy Executive Director Kiah Morris, former US AG Eric Holder, and Susan Clark join forces at the Flynn Theatre to talk about voting access and democracy.; ; TCDG Associates are working with multiple organizations in St. Albans, including the Maple Run Unified School District and the Northwestern Medical Center.; ; Enjoy some photos from our gathering.; Happy Holidays from The Creative Discourse Group!; TCDG Associate collaborates to produce Freedom and Unity: A Graphic Guide to Civics and Democracy in Vermont and was featured in a Vermont Public conversation about class; TCDG Associate and VT Legislator recognized globally as a young politician generating positive impact on young people.; ; A student activist turned

TCDG associate provided leadership to Voices for Inclusion for Westford and Essex (VIEW) to host two diversity and inclusion community events.; The Creative Discourse Group associates gathered for an afternoon of relationship building, sharing and learning about each other's work, and connecting about many recent TCDG projects and collaborations.; The Creative Discourse Group is proud to have partnered with CCRPC to conduct the Equity Assessment and Report also referenced in this article by Vermont Digger which highlights the disparities that persist in Chittenden County for BIPOC residents.; TCDG Co-Founder is honored for commitment to racial justice and brings awareness to decades of unrecognized work by Black elders in Greater Burlington.; TCDG convened Diversity, Equity, Inclusion & Belonging (DEIB) colleagues to build relationship and coalition in the emerging industry of equity work in Vermont; TCDG Co-Founders Susan McCormack and Nadia DuBose connect with Sum of Us Author Heather McGhee to explore partnership; ; TCDG Associate and State Senator Kesha Ram Hinsdale is not only a political force but an incredible thought leader.; The Creative Discourse Group works with municipalities, school districts, and organizations to design and implement inclusive processes that lead to change. We help people apply a racial equity lens to their community or organization.; Building Community, working towards Justice, and making Progress. These values guide our work .; ; ; "The Creative Discourse Group, as an organization and through their associates, has provided EWSD with the critical external partnership needed to hold the system accountable while teaching and coaching forward in our efforts to be an antiracist, LGBTQ affirming and equitable organization. The journey is long and there is much to do. The facilitation, coaching, training and support has been an essential part of our progress to date. I am grateful for the hard conversation and the celebrations provided through Sue, Nadia, and the many associates with whom we have had the pleasure to work."; -Erin Maguire, Director of Equity & Inclusion, EWSD; "Our work with The Creative Discourse Group helped our team to look more closely at our organization using a series of conversations, workshops, breakout groups, and interviews. Nadia and Sue brought a clear plan to VYCC and were flexible in working together to modify the approach to fit the needs of our staff and board. The most powerful aspect of our work together was the way in which they engaged all staff and board members with several facilitation techniques to bring multiple perspectives together to highlight key priority areas of focus in our equity and inclusion approaches."; -Leah Mital, Executive Director, VYCC; "You both did an amazing job providing a safe and inclusive environment with close to 400 staff! This is incredibly exciting and it will also challenge us as a team to continue to commit to this work now that we've provided this opening for staff."; - Regina Clement, ELL Director, Westbrook School Department, ME; "Our entire team collectively agreed that your deft facilitation, wonderful recommendations, and detailed notes were very beneficial and helped us move towards building systems that support a healthier team dynamic."; - Mike Bense, Executive Director, Pride Center of Vermont; A Black+LGBTQ+Woman Owned Company; hello@thecreativediscoursegroup.com; P.O. Box 3366 | Burlington, Vermont

**Scraped text from their about page of their website:** Titles: NA

**Headings:** NA

**Paragraphs:** NA

**Scraped text from their mission page of their website:** Titles: NA

**Headings:** NA

**Paragraphs:** NA

**Scraped text from their history page of their website:** Titles: NA

**Headings:** NA

**Paragraphs:** NA

**Summaries of Links:** Based solely on the provided information, it can be inferred that this organization is likely a consulting group or agency that specializes in various services related to equity, diversity, and inclusion. The presence of pages such as "What We Do," "Services," "Projects," and "Our Team" suggests that the organization offers a range of services and has a team of professionals with expertise in these areas. Additionally, the inclusion of news articles and commentary pieces on topics such as equity in local government, cultural learning events, and recognition of individuals for their contributions to social change indicates that the organization is actively engaged in promoting equity and social justice. The mention of a LinkedIn company page further supports the notion that this is a professional organization with a focus on equity-related work.""