

IMPACT REPORT 2025

A leading voice
in compassion
work, inspiring
others to create
safe spaces
to work, learn,
and play.

Consulting Group
ARIANNA HOWARD

A Message from Our CEO

Dear Reader,

Since 2017, Arianna Howard Consulting Group has partnered with mission-driven teams nationwide to build more equitable, emotionally intelligent workplaces and schools. This report highlights the real-world outcomes we've helped create with over 1,000 hours of professional learning and a trauma-informed, data-driven approach that sparks sustainable growth.

Dr. Arianna Howard

Founder, CEO & Principal Consultant

Impact in Action

Events



500+

Participants



11,000+

Hours



1,000+

Revenue



\$800,000+

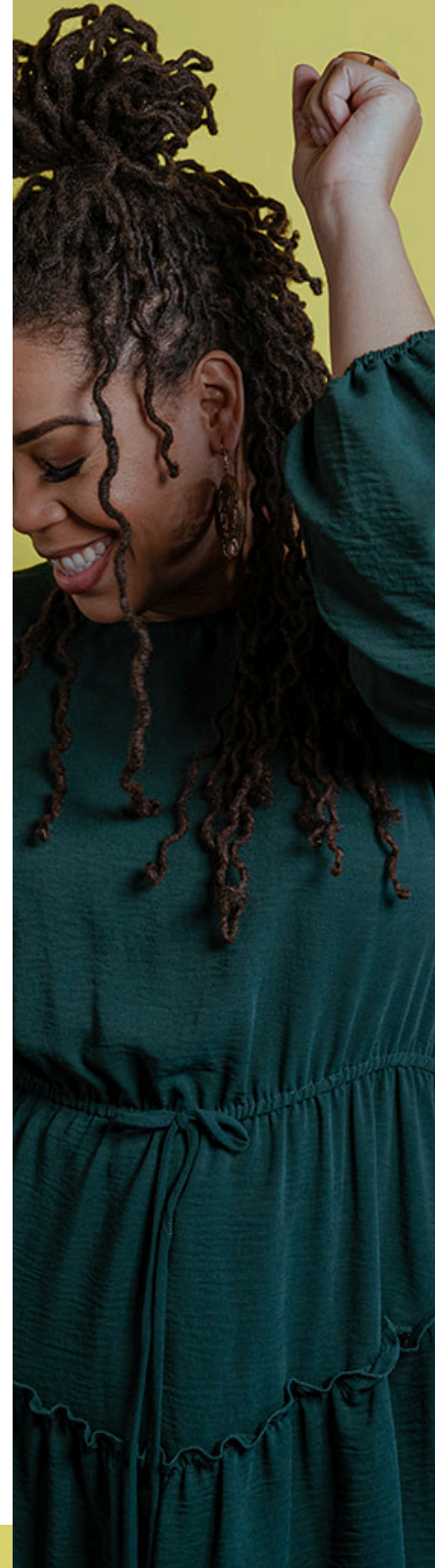
Client Testimonial

“

I have seen staff members openly discuss things we learned in our PD Sessions. I have seen pauses and re-statements from the team, which I believe shows they are processing what they are thinking and about to say. Our team is working together and being respectful and cognizant of how they say something.

- Director of Student Support Programs

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Rooted in compassion and equity, Arianna Howard Consulting Group provides transformative professional learning experiences that center psychological wellness and cultural responsiveness. Dr. Howard brings nearly two decades of experience to the work. She leads with heart, offering training and coaching that empower individuals and organizations to create inclusive, trauma-informed spaces where people can thrive—at work, in schools, and in their communities.

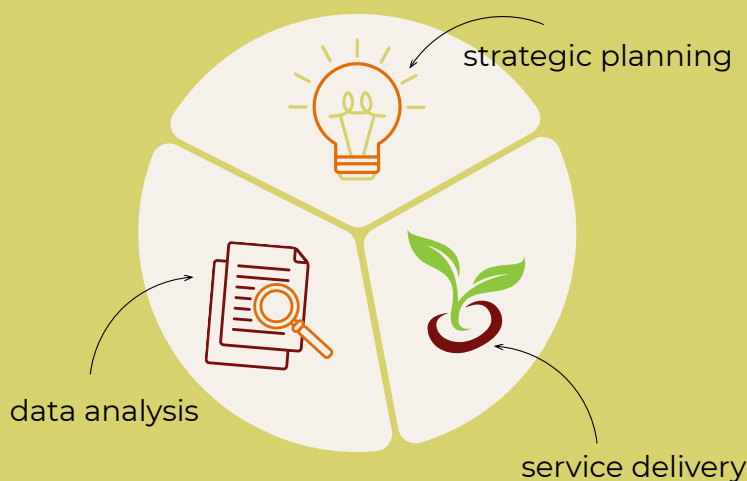
*Who you are as a human
is who you are
as a professional.*

Professional Services

(In-person or Virtual)

- Professional Training
- Leadership Coaching
- Practical Workshops
- Keynote Presentations
- Consulting Solutions

Dr. Howard's Master Trainer Cycle

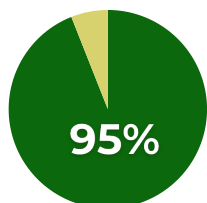


Grounded in Compassion and Curiosity

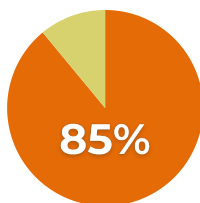
6 Reasons Our Approach Works

1. **Intentional Discovery.** We listen deeply to understand your goals, challenges, and culture.
2. **Trust-Centered Relationships.** We build authentic connections that foster deep learning.
3. **Heart-Centered Training.** Trainings that are interactive, transformative, and actionable.
4. **Adult Learning-Aligned.** Our content is rooted in adult learning principles.
5. **Data-Informed, People-Focused.** Data informs the work; integrity shapes our interaction.
6. **Sustained Support.** Coaching and resources help sustain impact long after the training.

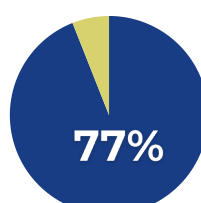
Client Feedback



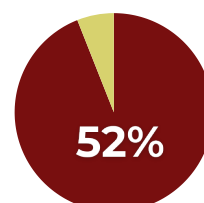
Engaging
Presentation



Highly
Recommended



Committed
to Action



Long-term
Partnerships

Case Study: Rosehill Elementary School

2021-2024

Rosehill ES collaborated with Dr. Arianna Howard and AHCG to create a safe learning spaces for all students. This partnership included professional development, strategic consulting and classroom observations.

Training	Leadership Consulting	Planning and Curation	Ongoing Support	Total Participants
9 hours	4 hours	22 hours	12 hours	43

Professional Development Highlights

Building Capacity & Cultivating Safe Spaces Spring 2022

This session addressed the "hidden curriculum" of public schooling, unconscious bias, and diverse communication styles. It fostered vulnerability and collective growth.

- **95%** of participants reported **an increase in knowledge**
- **100%** found the **session engaging**
- **91%** would **recommend the training**

"I was blind to the actions I was doing as an educator and really didn't think about the true consequences of some of my actions toward my diverse students."

Back-to-School Wellness & Alignment August 2023

This session aimed to create an intentional tone for the school year through mindfulness and strategic planning. Educators felt empowered to prioritize safety and self-care.

- **96%** of participants found Dr. Howard **engaging and thought-provoking**
- **93%** of participants were **committed to the next steps**

"Dr. Howard's presence, layout of her training, and mindfulness helped me fully internalize her message."

Client Satisfaction

Overall Experience
Satisfaction with content
Likelihood to recommend
Resources



“

We've seen better staff-student relationships, new schoolwide initiatives at Rosehill, fewer staff absences, and the highest student attendance rate in 3 years."

-Damika Bates, Building Principal

”

Impact

The partnership at RCS led to significant changes in climate and culture. The school is advancing towards equity, wellness, and student-centered transformation. Staff feel more confident in their leadership, and students feel seen, safe, and supported.

"I absolutely adore Dr. Howard. She always has amazing things to say that get me thinking about myself and my relationships in school and in my personal life."

Client Case Study: Waggoner Road Junior High (WRJH) 2021-2024

WRJH collaborated with Dr. Arianna Howard and AHCG for a multifaceted professional development initiative aimed at creating culturally responsive environments where students and educators feel seen, heard, and supported.

Training	Leadership Consulting	Planning and Curation	Ongoing Support	Total Participants
9 hours	2.5 hours	21 hours	12 hours	51

Professional Development Series Highlights: *Safe Spaces for Teaching and Learning*

This professional development series focused on creating inclusive, culturally responsive learning environments.

Participants analyzed aspects of culture affecting classroom behavior and interpretation and explored how societal norms and biases contribute to inequity. They learned and practiced techniques for effective nonverbal classroom management and de-escalation. We discussed unspoken school rules that may hinder marginalized students.

Participants gained actionable steps to disrupt the hidden curriculum, reflect on biases, model equitable norms, and apply trauma-informed strategies. Feedback was overwhelmingly positive, with many educators eager to implement new strategies.

Quantitative Impact

- **Over 95%** of participants found the training **valuable and would recommend it**.
- **A strong action-oriented mindset emerged**, with participants applying strategies in team meetings and classrooms.
- **Sustained engagement.** Each session built upon each other, deepening both reflection and application.
- African American **student referrals dropped from 26% to 22% within months**.
- A **4% reduction in discipline referrals significantly exceeds** the expected 2% drop, showing immediate outcomes from the training.
- All discipline data is reportedly **cut in half** since the beginning of the partnership.
- A first-year teacher was observed independently applying de-escalation strategies and taking notes on student behavior—demonstrating strong instructional transfer.

"Real strategies, real talk. I left with tools I could use the next day in my classroom."

-Anonymous Participant

I'm going to change the way I engage students—especially my language and assumptions."

-Anonymous Participant

Client Case Study: High School Principal Summer 2023

Focus: Equity-Centered Leadership & Creating An Inclusive Culture

Engagement Format: 5 Executive Coaching Sessions + Assessments + Applied Practice

Outcomes

Increased Cultural Fluency

"As a leader of a diverse group of adults and students, I need to know what makes them tick at multiple levels."

Improved Emotional Awareness

The principal reported a better grasp of how the brain's stress response influences behavior, and how to pause and respond thoughtfully under pressure.

Deeper Commitment to Inclusive Leadership

"While rarely addressing it directly, these sessions have greatly impacted my views... Every single individual has trauma, experiences, and history. My role is to get messages across without causing harm."

Recommendation Likelihood



“

These sessions, or something like them, should be required of all new administrative hires. They are eye-opening and refreshing.

”

Looking Ahead

Arianna Howard Consulting Group is dedicated to transforming systems of inequity and fostering environments where everyone feels seen, supported, and empowered.

- Expanding access to coaching through blended learning and virtual intensives.
- Creating deeper sessions on restorative leadership.
- Strengthening partnerships with school districts for equity transformation.
- Enhancing data integration for tracking outcomes.
- Launching equity-centered onboarding for new school leaders.

Corporate Partners

- Huntington Bank
- COPFCU (Cincinnati Ohio Police Federal Credit Union)
- Ohio Pro

Early Childhood & Youth Services

- Nationwide Children's Hospital Childcare
- Ohio Head Start
- The Learning Spectrum
- OAEYC)
- NAEYC (National Association for the Education of Young Children - Affiliate)

Government & Public Services

- Franklin County Children's Services
- OCDA (Ohio County Directors' Association)

Higher Education

- The Ohio State University
- Owens Community College
- Ashland University

K-12 School Districts

- Columbus City Schools
- Mansfield City Schools
- Pickerington Local Schools
- Dublin City Schools
- Westerville City Schools
- Reynoldsburg City Schools
- Whitehall City Schools
- Urban Community Schools
- Laurels Schools
- Cincinnati Public Schools
- Montgomery Public Schools

Past and Present Partnerships

Nonprofits & Community Organizations

- YWCA
- Building Better Lives
- Lighthouse Youth and Family Services
- Jewish Community Center of Greater Columbus
- CHCCAA (Community Action Agency)
- Ohio Peer Recovery Organizations
- COOHIO (Coalition on Homelessness and Housing...)
- Ohio Healthy Business Council
- Juvenile Justice Coalition
- UPAC
- HRACO (Human Resources Association of Central Ohio)



Certified WBE
Women-Owned Business Enterprise



Certified MBE
Minority Business Enterprise



Certified EDGE
Encouraging Diversity, Growth and Equity