

Cambium Collective, LLC

Growing a just & equitable world through personal, organizational and community transformation

CANOPY WHY WE EXIST

Cambium Collective believes that to grow a just & equitable world, we need approaches to change that lead to the transformation of ourselves, the places that we work and the communities that we live in. By doing this necessary work, it becomes easier for people to have their voices heard, to live & work at our fullest potential, to reach our organizational goals faster and to create communities where our needs are sustainably met. In this moment where continued social violence, tension and harm is paired with the growing urgency of climate change, Cambium Collective offers a range of services, skills & processes that are grounded in an understanding of power that resists oppression so we can nurture liberating relationships.

TREE RINGS OUR SERVICES

Like cambium supports the growth of a new tree ring each year indicating patterns of growth, change & structure in a tree; our work centers around creating a package of services that is uniquely shaped to your organization's goals & needs.

Equitable Community Planning

Our community planning approach includes conducting robust assessments using a variety of adaptable tools to understand the unique needs, barriers, challenges, assets and opportunities of your community. We specialize in conducting community engagement that centers people whose voices have not been present in planning efforts and we are highly experienced in working with and in communities of color, low-income, LGBTQ+, immigrant, refugee and multilingual, rural and urban communities. We develop recommendations that address root causes of inequity, seek to build real and lasting change and stimulate action, collaboration and implementation. Our focus areas include food systems, climate change, community revitalization and neighborhood & economic development.

Liberating Organizational Development

The places that we work are not only where we go each day to make a living, but they can be places where we do work that we are passionate about, build skills, create community and transform power structures to be more equitable. Often, a fast-paced, deliverable and financially focused work culture can take priority over the way that we work together. Cambium can help your organization transform itself to create a culture of anti-racism, shared power & leadership, and a place where everyone can be their full selves.

Our services include:

- Conducting Organizational Anti-Racism & Oppression Assessments
- Leading Anti-Racism & Oppression Training for staff, boards and management
- Creating Equity & Justice Organizational Plans
- Facilitating Strategic Planning & Visioning for Change
- Transforming Decision-making, Structure & Culture-building towards Liberation

Facilitation, Training, Coaching & Conflict Transformation

Our team includes experienced facilitators & trainers who are ready to work with your team to meet your unique needs. We support agenda development, facilitation & training and develop clear notes & summaries post-meeting. Our facilitating and training utilizes a variety of approaches based on popular education, participatory learning & collective wisdom. Our services include:

- Facilitation and agenda development for strategic planning, visioning, retreats, evaluations and more
- Anti-Racism & Oppression, Leadership Development, Conflict Transformation & Facilitation Trainings based on the needs and goals of your group
- Conflict Transformation mediation for interpersonal and group situations
- Coaching and Mentorship

So what is cambium? The trunks of trees grow from cambium, the living cell layer that circles the stem between bark and wood, from branch to root. Cambium grows inward to become the sapwood and the heartwood and it grows outward to become the bark. Tree rings are the signs of this movement that shapes structure and flow. Cambium is the thin green edge of growth. We see our work as nurturing cambium for people, organizations and communities towards justice and liberation for all.

ROOTS OUR BELIEFS AROUND OUR WORK

These core beliefs form the roots to the way that we are building our collective, working with each other, our work and the services that we provide:

- Change is not only possible, it is inevitable, similar to how a tree changes through the seasons each year.
- To create a just & equitable world, systemic, structural, organizational, cultural and personal transformation & healing are essential.
- The roots of systemic oppression are interwoven, intersectional and connected.
- Moments of transformation can occur quickly, but the work of transformation takes time & sustained effort.
- By transforming systems of oppression, we create spaces where reaching our goals, dreams and living fully is possible.
- In order to live & work to our potential, all parts of us need to be present, shared, seen & loved.
- We need the leadership, vision, presence and creativity from the people who have been most impacted by systems of oppression in order to be successful.
- The speed of growth and change can only move as fast as trust in each other allows.
- We have reached an equitable & just world when Black, trans, undocumented, poor & people with all types of bodies are able to live full lives without barrier.

CAMBIUM WHO WE ARE



ASHA CARTER Facilitator • Community Organizer • Food Sovereignty Advocate

Asha is the Deputy Director of the National Black Food & Justice Alliance and tri-chair of the Chesapeake Foodshed Network Steering Team



BETH SCHERMERHORN Equity & Justice Planner • Community Organizer • Facilitator • Ecological Landscape Designer

Beth is the Project Lead of Cambium Collective and is the Co-chair of the Community Ownership, Empowerment & Prosperity Action Team



JONATHAN McRAY Farmer • Facilitator • Writer

Jonathan is a part of Blacks Run Forest Farm and on the Speakers Collective with Soul Fire Farm

Want to learn more? We'd love to hear from you! Please be in touch with Beth at [804.221.6655](tel:804.221.6655) schermerhorn13@csld.edu