

Zemsky & Associates Consulting: Profile

Zemsky & Associates Consulting is a collaborative of like-minded consultants who have come together around a common mission and philosophy. Our mission is to enhance and improve organizational and community capacity for intercultural competency in a way that produces social change and structural transformation regarding diversity, inclusion, and equity.

In carrying out Zemsky & Associates Consulting's mission, we conduct assessments, design and implement trainings, workshops, support action learning, and provide coaching and other innovative strategies to empower, challenge, inspire, liberate and ultimately transform individuals and organizations to act in ways that promote the achievement of their full potential. We also provide organizational development and consultation services to organizations to assist in the systemic development of an equitable and inclusive organization.

Zemsky & Associates Consulting has conducted assessments and provided intercultural organizational development services for over 200 organizations and a wide range of trainings with over 150,000 individual contacts. From large organizations like the University of Minnesota or Blue Cross Blue Shield of Minnesota, to foundations such as the W.K Kellogg Foundation, MN Philanthropy Partners, or the Bush Foundation, to non-profits such as Twin Cities' Habitat for Humanity, Wilder Foundation, or Local Initiatives Support Corporation, to social change organizations such as the National LGBTQ Task Force, the Religious Coalition for Reproductive Choice, the Institute for Agriculture and Trade Policy, or FoodCorps, and to small non-profits with staff of less than four people, our programs are always customized to fit our clients' needs.

Given Zemsky & Associates extensive experience with intercultural organizational development, training, facilitation, action learning programs, and systemic social change, we are uniquely suited to support your organization's work regarding diversity, inclusion, and equity.

Lead Consultant:



Beth Zemsky

Consultant - Intercultural Organizational Development
Minneapolis, MN

Beth Zemsky MAEd, LICSW comes to her work out of her continued commitment to engage people in learning activities that move them to understand critical social and cultural issues. Building on best practice approaches, Beth specializes in intercultural organizational development with organizations working towards social change and structural transformation including foundations, non-profits, educational, health, faith-based, and social change organizations.

Beth has over 35 years of experience working as a

consultant, community organizer, psychotherapist, educator, and organizational leader including serving as the principle of Zemsky and Associates Consulting, founding Director of the GLBT Programs Office, Supervisor of the Diversity Institute, and Coordinator of Leadership Development & Organizational Effectiveness at the University of Minnesota. She also served as former national co-chair of the Board of Directors of the National Gay & Lesbian Task Force.

Beth has specialized training in intercultural competency, organizational development, systems change, change management, community organizing and movement building, leadership development, coaching, intercultural conflict, mediation, assessment, and action learning. She is a Licensed Clinical Social Worker, certified workplace mediator, and a qualified administer of the Intercultural Developmental Inventory (IDI) and the Meyers Briggs Type Inventory (MBTI). In addition, Beth has been adjunct faculty at University of Missouri – St. Louis, Augsburg College, and the University of Minnesota where she has taught courses in Gender & Sexuality Studies, Social Work, and Family Social Science. She is also a member of the international IDI Qualifying Seminar Instructor team.

Beth was chosen to be Grand Marshall of the Twin Cities GLBT Pride, and she was awarded Quorum's Lifetime Achievement Award and OutFront MN's Legacy Award for service to the LGBT community. In addition, she was awarded a Bush Leadership Fellowship to study organizational development of social movement organizations. Recently, Beth was the recipient of the 2016 IDI Intercultural Award for commitment to social justice.

While Beth is passionate about her work, her spare time involves endorphin rushes from long distance bicycling, losing herself in cooking, getting silly with her dog, and getting her hands dirty in her garden (growing more kale than any person could possibly eat.)

For more information about Beth, go to www.bethzemsky.com