

# DEI Consultants, LLC - Capability Statement

## ABOUT US:

At DEI Consultants, our mission is to provide your organization with a customized, highly interactive and comprehensive training package that engages employees and management, creates a sustainable culture of diversity, equity and inclusion to maximize individual and corporate alignment, provides a toolbox of skills and practices and produces a tangible competitive edge for your organization

## CAPABILITIES:

We advance engagement practices that create a culture of inclusion, human dignity and promote organization and workforce wellbeing.

There are many approaches to advancing diversity, equity and inclusion in the marketplace, but so many aren't working. There is no shortage of articles, research, data and case studies available, but for many organizations, success is elusive.

We understand that forcing someone to participate in "training" can lead to more negative feelings and backlash.

We recognize that you have created a culture that is working in your business model, but may not be working in ways that fully respect and engage the rich human capital of your workforce and partnerships.

We understand that deepening and advancing diversity, equity and inclusion can initially be disrupting. We create robust strategies to adapt the culture to be more inclusive and supportive, minimize the disruptions and achieve your goals.

Increased DEI has consistently shown to improve productivity, decision-making, employee wellbeing, retention and satisfaction, talent attraction and profitability.

## DIFFERENTIATORS – WHAT MAKES OUR PROGRAM TRANSFORMATIONAL:

- We are authentic – we have been living diversity and utilizing engagement practices that advance our common humanity for decades.
- We have the data and apply it, to create experiential interaction to engage different levels of awareness and create shared connectedness. While we understand that data and research are important, they alone do not lead to sustainable change
- Many groups actively pursue diversity, but fail to create an inclusive environment that sustains the feelings of belonging, which is essential for all to candidly share ideas, opinions and critiques.
- In creating a diverse, equitable and inclusive workplace, we recognize that employees often face various complex identities. We provide tools for each individual to clarify and give voice to their identities while recognizing corporate needs. We aim to create spaces that are safe and respectful of these identities and facilitate their journeys through this process while focusing on key corporate objectives.

- Our approach engages crosscutting principles and practices based on an intersectional lens that identifies the common systemic barriers imposed by sexism, racism, ageism, homophobia, and ableism in service of outcomes that champion the dignity and humanity of work in ways that advance strategic innovation, mission success and an organizational culture where everyone thrives.

## **OUR PROGRAM:**

We bring unique backgrounds and expertise together to create a holistic approach that embodies intersectionality – cross-cutting gender, race, generations and physical and mental well-being.

As a team we have experience in different silos of diversity and are now coordinating our rich experiences to find common elements and create an overarching design that not only identifies diversity, but nurtures inclusion in service of equity. We understand people, their human tendencies, strengths and gifts.

We understand that traditional training/lecturing rarely creates lasting change unless stakeholders are engaged. People must accept the need for diversity and feel involved in an experiential process that increases emotional intelligence if they are going to alter perceptions, attitudes and behavior. A successful program requires multiple encounters, innovation and reinforcement over time.

Experiential processes take time. Sustainable change does not happen in a one-off presentation. Our diversity assessment evaluates current individual and company cultures around diversity, equity and inclusion to establish a baseline from which DEI work will begin and to better understand the challenges and concerns of the individuals and company with values clarification. With these results, we create a customized program to enhance diversity, equity and inclusion. Our design will provide a replicable experience for your management and employees.

## **ROI:**

At the program's conclusion, you can expect:

- Identification of specific management strategies, skills, and practices to increase diversity, equity and inclusion in your workforce
- A workforce that better understands the advantages and opportunities of diversity and equity and works to maximize these advantages and opportunities through inclusion
- Identification of basic agreements and practices that establish a safe workplace environment for candid conversations and actions that advance diversity, equity & inclusion
- Management and workforce that has nurtured the values and developed the skills and practices to maximize the advantages of diverse teams and promote inclusion
- Personal work plans and tools for each individual to clarify and give voice to their identities, respect and affirm the identities of others and work inclusively to create a shared connectedness while recognizing and aligning with corporate needs

**A few reasons our robust diversity, equity and inclusion program is good business:**

- Racially diverse teams outperform non-diverse teams by 35%
- Teams where women and men are equal earn 41% more revenue
- Employees who feel heard and valued stay with the company longer, saving time and money by lowering turnover rates and decreasing the need for expensive hiring and training efforts

**BUSINESS DATA:**

EIN – 83-3634388

Dunn & Bradstreet - 117393443

NAICS Codes:

541611 – Primary – Administrative Management and General Management Consulting Services

541612 – Human Resources Consulting Services

PSC (Product and Service Codes)

- U001 Education/Training-Lectures
- R431 Support – Professional Human Resources
- B599 Special Studies/Analysis Other



WOSB/WBE Certification: WBE2003282

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