

STATEMENT OF CAPABILITIES

Tapestry Consulting, LLC



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Dr. Ayanna R. Cummings, CDE®, SPHR, Owner, CEO, & Principal

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<http://www.tapestrydiversity.com>

Certifications and Registrations

- Certified Minority Business Enterprise (MBE), NMSDC Certificate Number AT243776
- Certified Black Owned Business Enterprise, ByBlack Certificate Number CERT-20220106-1946
- Supplier Gateway Certified Minority, Women, Small, SDB Owned Business, Certificate Number SG01226935602220
- Certified EDWOSB, US Small Business Administration
- SAM.gov Unique Entity ID: ULYJD8Q4H8E7 | DUNS: 027621575 | CAGE: 98ZC3
- **NAICS Codes 541611** Administrative Mgt and Gen Mgt Consulting Services; **541618** Other Management Consulting Services

Overview

- Headquartered in Fayetteville, Georgia
- 5 years in business. Professionals with up to 23 years of experience.

1- Custom Diversity, Equity & Inclusion Solutions: Tailored to findings gleaned through Needs & Goals Analysis

2- DEI Training: Topics include Inclusive Leadership, Implicit & Unconscious Bias, Eradicating Racism, Sexism, Homophobia, Ageism, Ableism, Transphobia, etc., Emotional Intelligence, Organizational Culture, Cultural Change & Transformation Processes, Psychological Safety, Allyship, Fostering Inclusion, Action/Goal Alignment, etc.; can be tailored to needs of the entity

3- DEI Mixed-Methods Design & Assessment: Quantitative and Qualitative Data Gathering & Insights

4- DEI Data Analysis (Excel, SQL, SPSS, SAS) & Power BI Visualizations

5- DEI Multi-Pronged Approach Strategic Design, Implementation, Evaluation, and Continuous Improvement

6- DEI Sourcing Specialist: Targeted Recruiting, Vendor & Supplier Portfolio Diversity, Economic Impact Analysis, Community Outreach Strategies

Clients

- Compass Group USA, Charlotte, NC, Atlanta, GA, Redmond, WA
- FortyFour Digital Ad Agency, Atlanta, GA
- R. Thomas Consulting, Inc., Atlanta, GA
- BlackBird Leadership, New York, NY
- Center for New York City Neighborhoods (CNYCN), New York, NY
- Emory University Office of Equal Opportunity Programs, Atlanta, GA
- Odyssey Training Solutions
- EA Inclusion, Associate Consultant, Walsall, England (United Kingdom) & USA

Core Capabilities

Custom Diversity, Equity, Inclusion, Justice & Belonging Training & Comprehensive Strategy Solutions

Organizations need to leverage diversity, equity, inclusion, justice and belonging to meet business strategic objectives and corporate governance requirements for making business culture inclusive and equitable for all employees. Diversity, Equity, Inclusion, Justice and Belonging training affords executives and senior leaders a deep insight into themselves and the organizational culture in which their leadership is embedded. By examining organizational dynamics from a DEI+JB lens, the executives and senior leaders at the organization display both authenticity and self-reflective awareness that transcends circumstantial implicit biases and engenders trust, inclusivity, dialogue, and subsequent eradication of the malignant -isms that plague our society and the organizations embedded in them. Tapestry Consulting LLC, has a lifelong mission to “Create a Tapestry that defines our ideals,” meaning that we are passionate about tackling racism, sexism, heterosexism, heteronormative ideologies, ageism, ableism, gender bias, and transphobia from a multidimensional standpoint that attacks each layer of bias at its core and leads to positive and substantive outcomes for organizational clientele.

- **Targeted & Structured Recruiting**
- **Community Outreach**
- **Continuous & Responsive** [Multifaceted, multimodal & Mixed Methods] **Training, Assessment & Dev’t**
- **Employee Engagement, Recognition & Retention**
- **Performance Appraisal Evaluation & Redesign**
- **Career & Professional Development**
- [Sense of] **Community Development among Employees**
- **Communications & Governance**
- **Qualitative Cultural Assessment & Systems Analysis**
- **Data Collection, Analysis & Visualization**
- **Vendor & Supplier Portfolio Diversity**
- **Expert Written Communication** skills for Governance & Procedural Manuals & **Oral Communication** skills for Delivery of Live or Self-Paced DEI+JB Trainings

Our Customers

B2B2C: We support organizations with DEI+JB challenges, either those which have been identified or those that have yet to be uncovered through data gathering & analysis. **Messaging & Communications:** We help enterprises to develop sound DEI+JB strategies and consistent, holistic messaging across demographic dimensions and aligned with strategic organizational objectives.

Our Promise

Highest Quality Service Delivery & Provision: We will continually deliver the highest quality services, professional expertise, analysis and reporting at every step in your DEI+J journey.

Our Expertise

Demonstrated Knowledge, Skills, Abilities, & Insights in DEI+JB: Dr. Ayanna Cummings has over 21 years of experience as a diversity consultant, specialist, researcher, and trainer. In her current role as Director of Diversity + Inclusion with Compass Group National Accounts, Ayanna serves as a change agent for cultural transformation. Ayanna is also currently a postdoctoral scholar at Georgia Tech. Her scientific research seeks to examine the plight of, issues affecting, and identification of solutions relevant to African-Americans and other diverse and marginalized groups. Her research findings give her unique expertise in diversity, equity, & inclusion training and consulting strategies and cultural change methods. As a volunteer leader, she serves as Chair of Economic Empowerment with Urban League of Greater Atlanta Young Professionals, and as VP of Diversity, Equity, & Inclusion with the NMBBAA Seattle Chapter & Head of that chapter’s Leaders of Tomorrow program.