



STATEMENT OF CAPABILITIES

Tapestry Consulting, LLC

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Dr. Ayanna R. Cummings, CDE®, SPHR

Owner | CEO | Principal

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<https://createatapestry.net/>

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 611430** Professional and Management Development Training | **541611** Administrative Mgt and Gen Mgt Consulting Services | **541618** Other Management Consulting Services

Overview

- Headquartered in Fayetteville, Georgia
- 6.5 years in business. Professionals with 25+ years of experience.

Core Capabilities

1- Custom Training Solutions: Tailored to findings gleaned through Needs & Goals Analysis

2- Training Topics: Topics include Inclusive Leadership, Implicit & Unconscious Bias, Eradicating Biases, Sexism, Homophobia, Ageism, Ableism, Transphobia, etc., Emotional Intelligence, Organizational Culture, Cultural Change & Transformation Processes, Psychological Safety, Allyship, Fostering Inclusion, Action/Goal Alignment, etc.

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

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

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

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

7- Conferences & Trainings: **Strategic Cultural Transformations** & Continuing Education

Selected Clients

• Compass Group USA	• Odyssey Training Solutions, Atlanta, GA
• FortyFour Digital Ad Agency, Atlanta, GA	• EA Inclusion, Associate Consultant, Walsall, England (United Kingdom) & USA
• R. Thomas Consulting, Inc., Atlanta, GA	• Anadria Consulting, Washington, D.C.
• BlackBird Leadership, New York, NY	• Appleton Greene Global Certified Learning Provider
• Center for New York City Neighborhoods	• Minority Professional Network (MPN)
• Emory University Office of Equal Opportunity Programs, Atlanta, GA	



Core Principles

Winning in business means leaders have the skillsets to harness the full spectrum of human talent and perspectives to achieve strategic goals and strengthen corporate governance. Leadership training equips executives with deep insight into both themselves and the culture their leadership shapes. By critically examining organizational dynamics, senior leaders demonstrate authenticity and reflective awareness that build trust, foster open dialogue, and dismantle entrenched barriers to progress.

Tapestry Consulting LLC exists to “Create a Tapestry on our global stage,” driven by a commitment to confront systemic barriers—whether rooted in bias, exclusionary practices, or outdated ideologies. Our multidimensional approach addresses these challenges at their core, enabling organizations to unlock substantive, positive outcomes for their workforce and stakeholders alike.

Successful organizations recruit with precision while building strong community ties, sustain growth through responsive training and employee engagement, and align performance systems with clear career pathways. A thriving culture emerges through transparent governance, strong communication, and meaningful community building, supported by rigorous data analysis and system reviews. Externally, broad and deep supplier networks expand impact, while internally, expert communication ensures clarity and effective learning at every level.

Our Customers

B2B2C: We support organizations with multifaceted systemic challenges, either those which have been identified or those that have yet to be uncovered through problem analysis, data gathering & insights.

Messaging & Communications: We help enterprises to develop sound comprehensive strategies and consistent, holistic messaging across demographic dimensions and aligned with strategic organizational objectives.

Our Promise

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

Our Expertise

Demonstrated Knowledge, Skills, Abilities, & Insights: Dr. Ayanna Cummings has over 25 years of experience as a Trainer, Consultant, Specialist, Researcher, and Educator. In her former Executive role as Director of Diversity + Inclusion with a Fortune 100, Ayanna was a catalyst for cultural transformation. She successfully reengineered and redesigned an infrastructure by remove barriers and advancement obstacles, developing and demonstrating the impact of her Multi-Pronged Approach for Systemic Transformation. Ayanna also completed a postdoctoral research program at Georgia Tech, where she served as a University Faculty Member. Her current scientific research on topics such as Inclusive Leadership in Global Business Settings, seeks to examine the plight of, issues affecting, and identification of solutions relevant to Leaders & Executives of organizations comprised vastly of multicultural and marginalized groups. Her research findings give her unique expertise in training and consulting strategies and cultural change methods. Dr. Cummings' PhD in Industrial and Organizational Psychology, coupled with her MBA in Marketing, create a uniquely broad skillset that she leverages as she delivers value to each client she and her Associates serve.