



Diversity, Equity & Inclusion Strategic Planning

Capability Briefing – May 2021



K.L. SCOTT
& ASSOCIATES
ANALYTICS ANALYSIS ADVICE

K.L. Scott & Associates is a thought leader in Diversity, Equity, and Inclusion

About K.L. Scott & Associates

- IT and Management Consulting, founded in 2013
- Senior-Level consulting practitioners 15+ years of experience
- Deep understanding of local, state, and federal government industries
- Independent advisory services
- SBA Certified HUBZone Small Disadvantaged Business
- Certified Minority Business Enterprise



Strategic
Planning



Community
Outreach



DEI
Training



Supplier
Diversity



Workforce
Development



Policy
Development



Talent
Recruitment &
Retention



Marketing
Strategy



Culture
Transformation

Clients we serve

- More than 40 government agencies served
- Local, State and Federal Government and Educational Institutions
- Organizational Leaders seeking Transformation

KLS&A services are grounded in our data-driven fact-based approach to provide DE&I services



Advisory Services

Unbiased and Independent Advice

DE&I experts to identify future state goals and objectives to drive strategic outcomes



Research Data

In-depth Industry Research

Industry leading research and data analysis to drive targeted outcomes and strategic decisions based on facts



Training

Instructor-lead DE&I Training

Over 100 DE&I courses offered online or onsite instruction



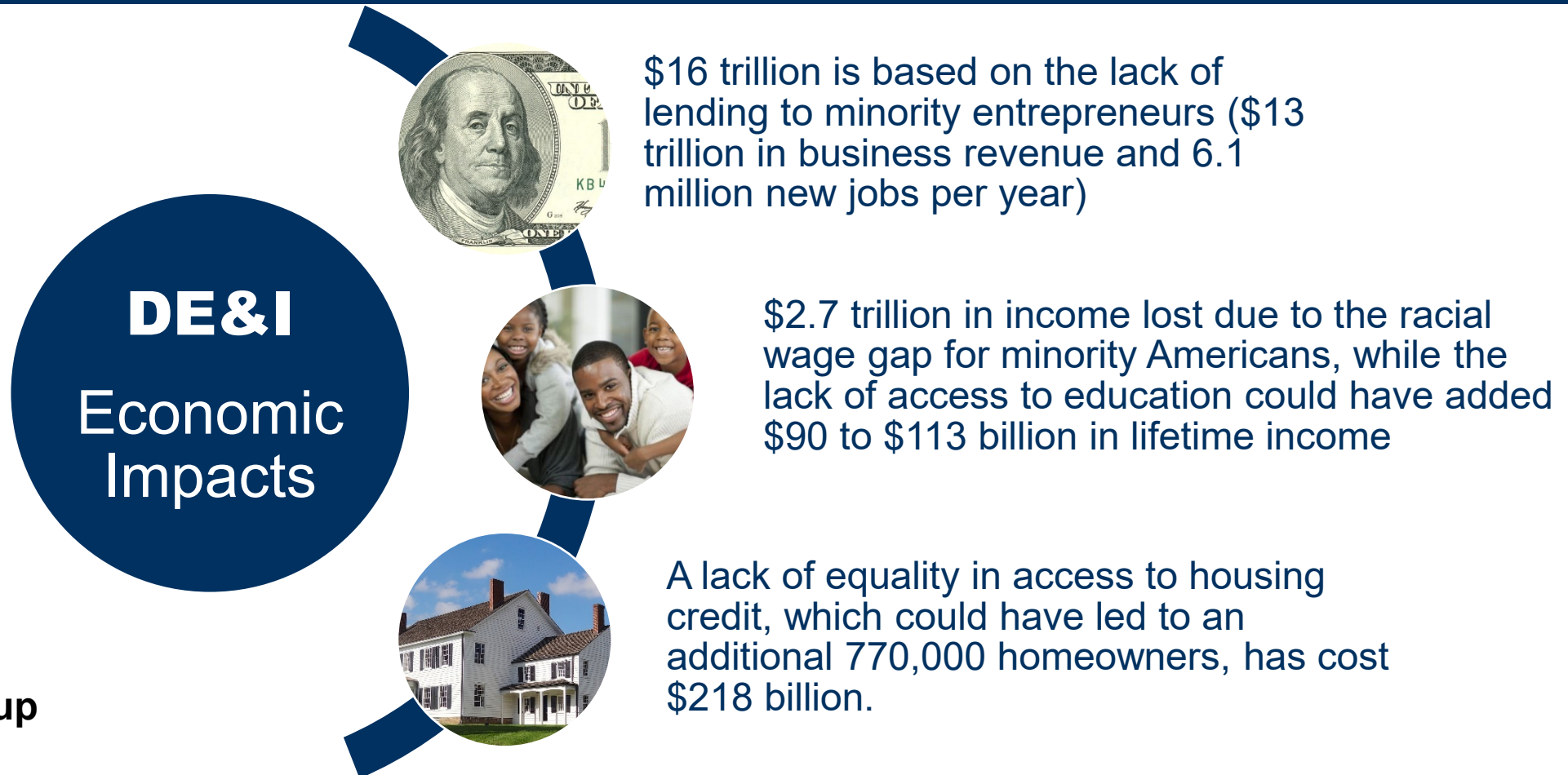
Outreach

Communication Expertise

Design and develop the right message to the right audience through the right platform

Racial inequality has cost the U.S. economy \$16 trillion over the last two decades

Economic inequity leads to loss of potential tax revenues for the local, state and federal governments



Source: Citigroup

An organization is only as good as its diverse culture and inclusive environment

Lack of diversity limits perspectives, market opportunities, collaborative workforce and talent retention

- Government decisions should be driven through a DE&I lens and be reflective of the community that it represents
- A supportive and engaging community and workplace is established by understanding the perceptual, institutional, and psychological processes that impact the ways people interact with each other. Starting with a look at employee engagement, then identifying interventions surrounding unconscious bias and specific diversity and inclusion strategies
- DE&I fosters environments that are conducive to organizational success



Understanding perceptual, institutional, and psychological processes impact employee engagement

Improving Engagement



Research shows that engagement is the key factor that promotes higher performance and effort, greater returns, and lower turnover. Yet studies show that only **19%** of employees are highly engaged.

Counteracting Unconscious Bias



Despite decades of legal and social reform aimed at reducing discrimination in the workplace, inequality continues to be a significant problem in all societies and most workplaces.

DE&I @ Work



The management of diversity and inclusion has evolved from a focus on compliance to a strategic-level effort with a demonstrated positive impact on an organization's performance.

Foster an Inclusive Climate



Inclusion is a relational construct. It's ultimately about how your team functions and performs based on the quality of social connections, openness to learning, agility, and depth of decision making.

In our assessments , you will examine the foundational drivers of engagement, explore the components of successful engagement initiatives, and identify strategies for creating stronger engagement in teams.

KLS&A will identify the perceptual and psychological processes that impact the way that individuals interact with people who are demographically dissimilar from them. and identify how professionals can design better work practices and help to more effectively leverage the potential among employees.

KLS&A provides an overview of the evolution of the management of diversity and inclusion and presents targeted and high-involvement diversity practices. It examines diversity in the contexts of teams and leaders, and it frames diversity in terms of current business and cultural challenges.

KLS&A will examine the concept of climate, specifically inclusive climates, as well as learn about the specific behaviors and skills you need to demonstrate in order to be successful in shaping an inclusive climate.

K.L. Scott & Associates supports our Clients through their DE&I Journey



www.deijourney.com

We all have different
Perspectives.



K.L. Scott & Associates facilitates uncomfortable conversations through our podcast series on Diversity, Equity, & Inclusion

The Citizen Experience Podcast



YouTube



Listen on
Apple Podcasts



An illustration of a diverse group of ten people standing in a row. From left to right: a man with brown hair in a yellow shirt and green pants; a woman with dark skin and short black hair in an orange and green striped dress; a man with grey hair and a beard in a blue sweater; a woman with blonde hair in a blue sweater; a man with dark skin in a red and white plaid shirt; a woman with blonde hair and glasses in a light beige sweater and dark skirt; a man with a beard and a blue turban in a dark blue sweater and yellow pants; a woman wearing a purple blazer and a black hijab; and a woman with dark hair in a red cardigan and black pants. The first five people are partially covered by a green rectangular overlay. The text 'DE&I Consulting Team' is written in white on this green overlay.

DE&I Consulting Team

KLS&A DE&I Consulting Practitioners



Keith L. Scott

Account Executive



**MBA – Organizational Strategy, Certified
Project Management Professional**

28 Years Management
Consulting Experience

- Government CxO Adviser
- Organizational Transformation
- Strategic Planning for government agencies.



Jon Reid

Project Manager



**MBA, PMP - Finance, CIA, Certified
Diversity Practitioner – Cornell University**

37 Years Experience
25 Years Executive Experience

- Leads DE&I consulting practice.
- Provides strategic planning for diversity initiatives & training.
- Former Chief Financial Officer for GE Capital.



Tonia Morris

DE&I Consultant



CDP, RCC

25 years experience Human
Resource Consulting

- Business Infrastructure and Lean Six Sigma specialist
- Operational Problem Solver
- Data Analyst

KLS&A DE&I Consulting Practitioners



Andrea Kirtley

DE&I Trainer and
Education Consultant



**M.Ed – Teaching
Leadership**

15 years experience
DE&I and ESL Educator

- Bi-lingual Spanish & English
- DE&I Training



Rajneet Goomer

DE&I Consultant



**Certified Diversity Practitioner
(CDP) – Cornell University**

8 years in consulting
3 years DE&I

- DE&I Strategy & Training
- Cultural competency, DE&I.



Berthine Crèvecoeur West

DE&I Consultant



MA – Government & Politics

15 Years Culture Competence
Consulting

- Multi-lingual – French, Spanish, English, and Haitian Creole
- Diversity Structures
- Anti-racism Training
- Workforce Training



Amanda Roberts

DE&I Communications &
Outreach



**Certified Project
Management Professional**

15 Years Communications and
Outreach Consulting

- Multi-cultural Outreach
- Social Media
- Message Strategy
- Print Media Communication
- Public Relations

KLS&A DE&I Consulting Practitioners



Dr. Shanta Harrison

DE&I Consultant



**PhD – Human Resources &
Workforce Development**

20+ Years Public Policy and DE&I
Advisory Services

- Louisiana Workforce Commission – Statewide Program Manager
- Executive Director Office of Governor – Office of Women's Policy
- National Diversity Council – Director of Grants and Special Projects



Alicia Butler Pierre

DE&I Consultant /
Data Analyst



MBA, LSSBB

22 years experience Operational
Excellence

- Business Infrastructure and Lean Six Sigma specialist
- Operational Problem Solver
- Data Analyst



Dr. Stephanie Barnes

DE&I Consultant



JD, PhD

26 Years Legal, and Policy
Development

- Diversity Recruitment
- Coaching and Training
- Critical Thinking
- DEI Formulations
- TEDx Speaker