



# CHARP Education Consulting, LLC (CHARPED)

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**COLLABORATE . HELP . ACHIEVEMENT . RELATIONSHIPS . PERFORMANCE . EMPOWERMENT . DIVERSITY**

CHARPED, a Cornell ILR trained firm, is committed to helping organizations achieve their goals by ensuring that diversity, equity, and inclusion is embedded in their daily practices. We help organizations recognize that DE&I is essential in creating a competitive advantage. Through our innovative solutions, we collaborate with organizations to develop strong DE&I strategies to: 1) Recruit, retain, and promote top-talent, 2) Build employee morale, 3) Improve customer satisfaction, and 4) Enhance corporate social responsibility.

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541612	611310
541618	611410
541720	611699
611110	624190

Higher Learning Institutions
K-12 School Districts
Chambers of Commerce
Government Agencies
Nonprofits Corporations
Law Firms & Bar Associations

- DIVERSITY & INCLUSION**
- FAMILY & COMMUNITY ENGAGEMENT**
- TRAINING & FACILITATION**
- EDUCATION & WORKFORCE DEVELOPMENT**
- CURRICULUM DEVELOPMENT & PROGRAM PLANNING**

Implicit Bias | Microaggressions | Emotional Intelligence | Inclusive Leadership  
 Intercultural Communications | Critical Conversations | Power, Privilege, & Oppression  
 Cultural Competency | Allyship | Individual & Organizational Assessments/Audits | Needs Analysis | Antiracism Education | Employee Resource Groups | Strategic Planning  
 Change Management

Collaborative Leadership | Academic Learning | Parental Advocacy  
 Personal Growth & Development | Community Partnerships

Book Studies | Lunch-and-Learns | Webinars | Workshops | Seminars | Online Courses  
 Customized Seminars & Lectures | Conferences

Communication | Teamwork | Problem-Solving | Critical Thinking  
 Self-Management | Leadership Development

Trainer Guides | Customized Curricula | Program Development

- ## PAST PERFORMANCES
- Notre Dame College:** Diversity & Inclusion Series
  - Cleveland Public Library:** Curriculum development and facilitation for the Kindergarten Club
  - Cleveland YWCA:** DE&I consulting and training for Lakeland Community College
  - Cleveland Metropolitan Bar Association:** Design Continued Legal Education workshops
  - Ohio Department of Rehabilitation & Correction:** Contracted to provide workshops for the Lorain Correctional Institution's Fatherhood Conference
  - U.S. Department of Education:** Family Engagement speaker and evaluate federal grant proposals

- Ohio Department of Administrative Services:** Minority Business Enterprise and Encouraging Diversity, Growth, and Equity
- Northeast Ohio Regional Sewer District:** Small Business Enterprise, Woman Business Enterprise, and Minority Business Enterprise
- Cuyahoga County:** Small Business Enterprise
- City of Cleveland:** Regional Small Business, Female Small Business, Minority Business Enterprise, and Local Producer Enterprise
- Small Business Association:** Women Owned Small Business and Economically-Disadvantaged Small Business
- Ohio Department of Transportation and Georgia Department of Transportation:** Disadvantaged Business Enterprise (DBE)
- Georgia Department of Administrative Services:** Minority Business Enterprise (MBE)

# CERTIFICATIONS