

DEI Consultant Scorecard

Category of Questions			Chanin Kelly-Rae Consultin g LLC	Culture Shift Team	Diversity Works Group, LLC	Domain Experts Corporati on	Dr. Anita Enterpris es, Inc.	DTUI.com	Duane Morris LLP	Empress Rules Equity Consultin g		Ferdman Consultin g	Healing Grace Studios	Kerry Mitchell Brown, LLC	Korn Ferry	Kuro Mentors LLC	LN Westgate , LLC	Nika White Consultin g, LLC	Nonprofit HR Powered by OneDigit al	Qmetrics, Inc	Redwood Resource s	Sage 71 LLC	Sampson Dearborn Consultin g	The Nova Collective	Tiffany Perry Consultin g, LLC dba Amberus Partners	TKM Consultin g, LLC	Willing Observer s
	Max Pts 500	437	427	319	228	136	93	125	285	215	328	426	225	414	359	130	47	291	284	363	355	409	88	439	322	372	268
Organizational & Background	Pass/Fail	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass	Pass
Information Gathering	120	106	105	85	57	33	28	25	68	52	93	104	60	101	98	38	15	76	78	92	93	100	30	104	76	84	66
Advisory Services	220	194	187	127	93	65	42	58	127	80	115	190	93	182	154	50	18	122	114	147	143	175	35	197	144	161	116
Steategy & Deliverables	160	137	135	107	78	38	23	42	90	83	120	132	72	131	107	42	14	93	92	124	119	134	23	138	102	127	86

Questions included in each category:
Information Gathering
Conducting assessments of established DEI programs and produce reports on findings and recommendations
Meeting with Boards of Trustees as part of the assessment and information-gathering process
Meeting with executive leadership as part of the assessment and information-gathering process
Advisory Services
Providing advisory services on Diversity, Equity, and Inclusion (DEI) best practices
Advising on best practices in procurement
Advising on best practices in hiring
Advising on best practices in healthcare delivery equity and accessibility
Advising on the inclusion of diversity best practices in the investment industry
Advising on DEI best practices for public sector organizations that are consistent with federal and state law, including Section 31 of Article I of the California Constitution (commonly known as “Proposition 209”)
Strategy & Deliverables
Providing education and training on DEI matters to Boards of Trustees.
Preparing an action plan aligned to organizational core values and assessment findings
Conducting DEI best practices research and provide analysis and reports
Developing communication strategies highlighting the importance of DEI