

CAPABILITY STATEMENT

Workplace Culture | Civil Rights Compliance | Organizational Fairness | Inclusion Risk Advisory

COMPANY OVERVIEW

Diversity Advice Consultants is a workplace culture, civil rights compliance, organizational fairness, and inclusion risk advisory firm. Founded by Michelle Goodwine, MPA, SHRM-SCP, the firm helps agencies, nonprofits, educational institutions, faith-based organizations, federal contractors, and employers strengthen fair, consistent, legally aware workplace systems.

We provide practical assessments, training, advisory support, and implementation guidance that help leaders reduce avoidable risk, improve supervisor consistency, strengthen complaint processes, and build healthier organizational cultures.

CORE COMPETENCIES

- Workplace culture and compliance advisory
- Civil rights, EEO, harassment and retaliation prevention
- P.O.D.A.™ organizational assessment
- ADA and reasonable accommodation process review
- Employee relations and investigation support
- Complaint intake, documentation and process improvement
- Supervisor consistency and leadership training
- Inclusion risk and access strategy
- Policy, procedure and training development

KEY DIFFERENTIATORS

- Led by a senior HR and civil rights professional with 20+ years of experience
- Public-sector, nonprofit, higher education and consulting background
- Experience managing employment and housing discrimination operations
- Practical, risk-aware guidance for complex workplace environments
- Framework-based assessments with clear executive deliverables

COMPANY SNAPSHOT

Business Type: Management / HR / Compliance Consulting

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P.O.D.A.™ FRAMEWORK

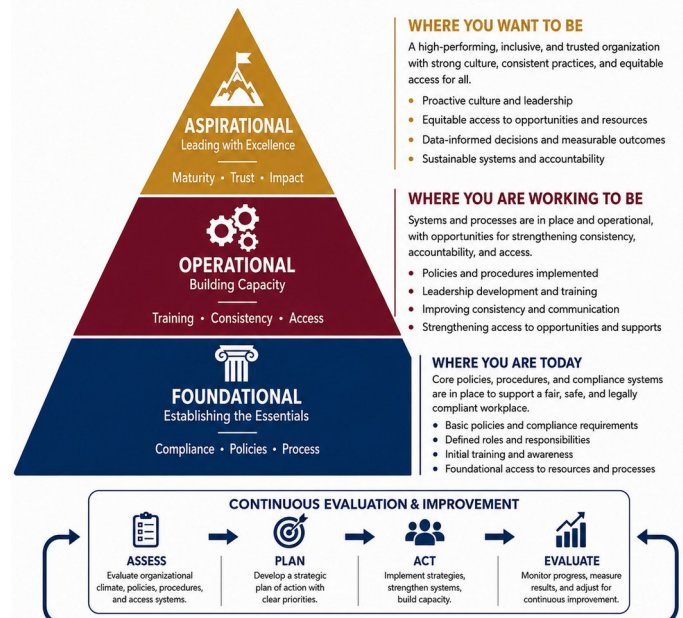
Phases of Organizational Development Assessment

P.O.D.A.™ helps public agencies and mission-driven organizations evaluate workplace climate, policies, procedures, leadership practices, compliance readiness, and systems that support fair access to opportunities, resources, accommodations, and complaint processes.

P.O.D.A.™ FRAMEWORK

Phases of Organizational Development and Access

A practical, continuous process to assess your organization's current state, build a strategic plan of action, and evaluate progress over time.



SUGGESTED NAICS CODES

541611 Administrative Management Consulting | 541612 HR Consulting | 611430 Professional & Management Development Training | 541618 Other Management Consulting | 923130 Administration of HR Programs | 921190 Other General Government Support