

Capability Statement

Developing Capacity Coaching is a Black, female-owned company that teaches individuals and organizations to transform themselves to be more fair and equitable through strategic coaching. Our diverse team offers customizable and manageable solutions, combining capacity building, data-driven decision making, and coaching to co-create tailored blueprints and accountability plans for equity at all levels. Every partnership includes equity assessments, strategic planning, Conscious Leadership for Equity™ capacity building, data-informed protocols, and tools for equitable policies and processes. Trusted by a wide range of partners, including large/small organizations, mayors, nonprofits, individuals, state agencies, foundations, fellowships, and educational institutions.

Core Competencies

- Equity-based data-informed decision making
 - Climate Assessments, Summative and Formative Evaluations, 2x3 Equity Policy and Process Audits, 4-Step Checks, Impact Evaluations
- Equity Training & Leadership Development Workshops (for all levels: Maintenance, Frontline staff, C-suite, etc.)
- Equity Strategic Plans and Implementation
- Conscious Leadership for Equity™ Coaching
- Policy and Process Analyses (i.e., hiring, training, codes, etc.)
- Racial Healing and Reconciliation

Company Snapshot

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Partners and Past Performance



Key Differentiators

- **Co-creating realistic goals** and implementing specific blueprints for individual, cultural, and structural equity change
- **Normalizing data-informed decision making** & measuring equity impact
- **Building managers and all staff capacity** to overcome obstacles encountered on their DEIB journey
- **Training everyone** to integrate Conscious Leadership for Equity™ evidence-based strategies to make real-time change that eliminates discrimination and bias
- **Addressing polarization and division** with meaningful healing and reconciliation work
- **Increasing trust and empowering people** to “stay committed” to equity and justice work
- **Providing educational credentials** for in-person and e-learning options with completion certificates, LinkedIn badging and organizational public pledges
- **Honoring our collective** humanity and wellness with anchor strategies
- **Highly experienced and skilled team**, everyone has a minimum 10 years of on-the-ground experience delivering sustainable change across diverse sectors

NAICS Code

611430 Professional and Management Development Training
 541612 Human Resources Consulting Services
 541611 Administrative-General Management Consulting Services
 813319 Other Social Advocacy Organizations
 624190 Other Individual and Family Services
 813311 Human Rights Advocacy
 611710 Educational Support Services
 611699 All Other Miscellaneous Schools and Instruction

SIC Code

8299 Schools and Educational Services, Not Elsewhere Classified
 8742 Management Consulting Services
 8322 Individual and Family Social Services
 8748 Business Consulting Services. Not Elsewhere Classified
 9411 Administration of Education programs

Illinois BidBuy Codes

918-38 Education and Training Consulting
 918-65 Human Resources and Relations Consulting
 918-83 Organizational Development Consulting
 962-58 Professional Services
 961-56 Program-Project Development and Management Services