
ICATT Professional Services at a Glance

DUNS: 109381215

CAGE: 1SMV9

NAICS Codes: 611430, 611420, 611710, 541330, 541611, 541612, 561320

GSA Schedule: GS-02F-0062W through 11/24/2024

Socio-Economic Status: Small Business Enterprise, Certified Minority Business Enterprise (MBE), Certified Disadvantaged Business Enterprise (DBE)

Web Address: <http://icatt.net>



We Believe in the People We Serve!

ICATT Professional Services is your joyful source for professional development, talent sourcing, applied data analytics, and social enterprise. Services include:

- **Professional Development**
Instructional Design, E-Learning, Training Services
- **Talent Sourcing**
Outsourcing, Staffing and Recruitment
- **Applied Data Analytics**
Data Based Decision Making, Impact Analysis, Data Mining, Data Visualization, Evidence Based Framework
- **Social Enterprise**
Community Career Services, Career Makeover, Externships, In-Kind Based Occupational Training & Enhancing Employability

With more than 28 years of experience, ICATT's diverse team of consultants combines teamwork with best practices and world-class reliability, which helps organizations adapt to rapid changes in trends and technology.

ICATT is the home of



ENHANCING EMPLOYABILITY -
ANYTIME, ANYWHERE!



BUILDING YOUR PROFICIENCY IN
ENGLISH, TECHNOLOGY AND
SOCIAL ENTERPRISE



**COMMUNITY CAREER
PROMOTER**

PROMOTING YOU TO THE NEXT LEVEL



ELEVATING YOUTH
TO LEAD INNOVATION

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Equity, Diversity & Inclusion Services

ICATT CONSULTING, INC. provides full-service equity, diversity & inclusion consulting services including organizational climate assessment, live and remote training services, self-paced e-learning, coaching, expert advice. We provide highly personal, immersive learning so that participants can identify actions to further develop their diversity & inclusion skills, make meaning out of their diversity & inclusion experiences, and learn how to effectively work with all kinds of people. The following strategies and tools can be applied for making Diversity & Inclusion more meaningful:

❶ **Appreciative Inquiry Based Organizational climate assessment**

Appreciative Inquiry allows “What Went Well” to foster positive organizational culture. This assessment will allow uncovering current strengths, assets and values of the practice, department or organization appreciative assets.

❷ **Diversity & Inclusion Training Program**

This remote training program is professional development to build cultural competence of the participants.

- Gain the knowledge and skills to work with people with alternate views or who tend to approach situations differently. Interact with colleagues from other lines of business, teams, or locations. Learn to welcome and value different perspectives.
- Courses include: Addressing unconscious Bias, diversity & inclusion in the workplace, fostering an inclusive environment, and inclusive leadership training

❸ **Self-Paced E-Learning**

Maintaining a respectful workplace is a requirement for a healthy functioning of an organization. A self-paced program format is more conducive to implement compliance-oriented training.

❹ **Coaching Service**

One on one and small group coaching will provide an opportunity to engage in cultural and behavioral transformational changes. Coaching can provide support, feedback and accountability that will allow the organization to take diversity & inclusion training from learning to actual implementation.

❺ **Advisory Service**

Expert Advisory service includes researching and sharing best practice and what works practices. When organizations assess their handling of workplace diversity issues and develop and implement diversity plans, they can experience increased adaptability and a variety of viewpoints that can bring about more effective execution.

Our experience in equity, diversity and inclusion includes:

- Jacksonville Fire Department – Conducted: Organizational Climate Assessment; Diversity and Inclusion Training, Program Evaluation and Advisory Service.
- Jacksonville Sheriff's Office – Developed and Conducted Customized Diversity and Inclusion Train the Trainer Program.
- Centers for Disease Control – Developed and Conducted Championing Diversity Training Program.
- Arlington County Government – Develop and Conducted Professional Development Programs.

ICATT CONSULTING, INC. is prepared to deploy a culturally diverse team of consultants and subject matter experts to engage in organizational cultural transformation engagements.

