

Tangible Development

is a proud TANGO Partner

Services: DEI organizational assessments, strategies, coaching, and training



Founded in 2011, **Tangible Development** is a premier diversity, equity, an inclusion (DEI) consulting firm based in New York State, with a team across the United States. Our growing team has over 50

years of combined experience, offering global expertise in driving organizational and systemic change through a DEI perspective.

Our firm excels in working with municipalities, state and federal agencies, and non-profit organizations that serve diverse communities. We understand that DEI initiatives within the non-profit sector require a nuanced approach, balancing a range of voices while prioritizing the most marginalized groups. Our methodology emphasizes transparency, consistency, and active stakeholder engagement to ensure that every DEI project is effective and inclusive.

At Tangible Development, we are committed to navigating the complexities of the political environment and ensuring that our practices reflect the needs and voices of the communities you serve.

KEY SERVICES

Measurable DEI Assessments:

- **Quantitative DEI Assessment Tools**
 - [DEI Climate Assessment Tool®™](#): Our tested & trademarked assessment tool built with the Siena College Research Institute
 - **Custom Stakeholder Surveys**
- **Qualitative DEI Assessments Tools**
 - Social & Organizational Identity-Based Focus Groups & Interviews
 - Equity-Focused Policy & Practice Review

TANGO Regions Served:
United States, Canada, Europe

- **Communications Support**
 - Equity-Centered Social Media Review
 - Tailored Internal Communications Strategies & Support for DEI Projects and Programs
- **DEI Strategic Planning & Implementation Support**
 - Facilitation of DEI Visioning & Commitment Statements
 - Creation of DEI Strategic Plans
 - Implementation Measuring & Progress-Reporting
- **Customized DEI Learning and Development**
 - Developmental Group and Individual Coaching
 - DEI Leadership Readiness Workshops
 - DEI Committee Capacity Building
 - Employee Resource Group (ERG) Program Development
 - DEI Train-the-Trainer Workshops
 - Custom E-Learning Offerings

SPECIAL SAVINGS FOR TANGO MEMBERS

- Discounted rate for TANGO members
- Maximize your Impact with Cost Savings for Bundled Services
- Scale Your DEI Efforts – Enroll Multiple Cohorts and TANGO members Save 10%!

CONTACT INFORMATION

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