

About Dialectix Consulting

Founded in 2017, Dialectix Consulting is a Richmond, Virginia based firm that offers consulting services focused on diversity, equity, and inclusion (DEI). We offer DEI assessments, training, facilitation, coaching, and strategic guidance to organizations who aim to create a more equitable and inclusive organizational culture, and for those who seek to use an equity lens in their work in the community. Based on our team members' decades of experience in the field, Dialectix assembles the best mix of talented and experienced consultants centered on the unique needs of each client. Bios of our team are attached to this proposal.

Approach

Our approach is to build a relationship with each client to fully understand their mission, culture, and unique needs. We do not offer a one-size-fits-all approach, but tailor everything we offer to ensure the best possible results for our clients.

We take a wholistic approach to our work, recognizing the importance of individual change, strengthening interpersonal relationships, as well as looking at how the system is functioning through policies, culture, and power dynamics. A focus solely on any one of these will not create the kind of lasting change necessary to create greater equity and inclusion.

We believe an adaptive approach is best, recognizing that learning will occur along the way, and effectiveness will be reached through flexibility, mutual learning, and change, not through the rigid application of a predetermined process.

Relevant Client Work

The Fetzer Institute, Kalamzoo, MI - The Dialectix Consulting team is currently engaged in a thorough organizational assessment following a similar model to the one outlined here. We are engaged in a five month process to both assess and kickstart an intervention phase to describe the current state of DEI and provide a roadmap and action steps to achieve their vision.

Department of Public Utilities, City of Richmond - Matthew helped to create and lead a 5-year organizational culture change strategy centered on diversity and inclusion. The project ranged from creating an assessment of 700 employees, to facilitating visioning sessions with leadership, to creating and deploying training for staff and management.

Community Trustbuilding Fellowship, Initiatives of Change - Matthew and Ebony are the lead faculty for the Community Trustbuilding Fellowship. David Camppt was one of the original faculty and creators of the program, and has served as faculty with Matthew and Ebony for two years. The program involves five weekend retreats focused on building trust across divides, particularly focused on race, and building the capacity of the participants to be effective change makers in their own communities. The program has a heavy emphasis on personal change and spiritual practices.

Voices for Virginia's Children – Equity Board Retreat - Ebony and Matthew worked with Voices' leadership to design and facilitate a retreat with the board of Voices to ensure they understood the equity lens that staff use in their work. A mix of training, facilitated discussion, and case studies, the retreat aimed to ensure the governing body understood how and why equity is centered in the organization's work.