

INCLUSIVE ICR DEI INDEX

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DEI Consultant Resource Guide

ICR Region Consultants:

These are businesses and consultants that live and work in the Cedar Rapids/Iowa City area. They specialize in working with companies and individuals, looking through a DEI lens to focus on recruiting, training, engagement, retention, strategic planning, program development, goal setting and more.

[Nikeya Diversity Consulting](#)

Sarika Bhakta-CDE, President

sbhakta@nikadiversity.com

“Nikeya Diversity Consulting (NDC) offers strategic solutions to clients interested in proactively leveraging diversity, equity, inclusion, and engagement (DEIE) initiatives to drive innovation in today’s global economy. The firm customizes impactful global DEIE services ranging from executive/board alignments, diversity certifications, career coaching, listening/dialogue sessions, learning and development, talent attraction/retention, cultural assessments to strategic planning. NDC focuses on delivering multi-prong intentional strategic solutions to drive sustainable and measurable outcomes while empowering leaders at all levels of the organization to develop cultural competency to empower diverse stakeholders.”

[Top RANK Talent Solutions](#)

Anthony Arrington-CDE, Nick Ford-CDE, and Joy Briscoe, Managing Partners

info@topranktalentsolutions.com

319-261-9403

“Top RANK is an executive search & diversity consulting firm, founded in 2018, headquartered in Cedar Rapids, Iowa. We are unapologetically passionate about collaborating with you to influence positive change in diversity, equity, inclusion and belonging principles (DEI&B) throughout the fabric of your organization. We provide authentic, facilitated DEI&B solutions that are tailored for your organizational objectives while always keeping the collective in mind. We closely partner with organizations to better understand their workforce culture through the lens of their people. With this knowledge in hand, Top RANK assesses organizations and helps identify the appropriate solutions that will best influence change and impact business.”

[Oather Taylor](#)

Diversity, Equity & Inclusion Consultant/Advisor | STEM Professional & Advocate

oather.taylor@gmail.com

319-551-9319

“Diversity, Equity & Inclusion Consultant/Advisor providing support with DEI training, data analysis, metrics development, strategic planning, program development, and goal setting for businesses and organizations.”

[R&R Equity Concierge](#)

Kimberly Fitten and Laura Gray

rnrequityconcierge@gmail.com

“Our commitment to the work of diversity in the Corridor is deeply rooted in the desire to build the capacity for businesses, schools, and community organizations to thrive and grow in equitable, inclusive, and racially diverse environments. Our work supports embracing diversity, so ALL can thrive in the wonderful work and learning opportunities Iowa has to offer.”

Iowa-based Consultants Outside ICR Region:

- Des Moines: [Equity Diversity & Inclusion – Facilitators/Consultants](#)
- Quad Cities: [The Company — Iman Consulting](#)

Additional Consultant & Training Resources:

Virtual Resources

- [Iowa Ideas 2021 Session Replays](#) (DEI Track-The Gazette)
- [CBJ Diversity Straight Up Podcast](#)

Cedar Rapids

- [Cedar Rapids Civil Rights Commission](#)

Iowa City

- [City of Iowa City Social Justice & Racial Equity Initiatives](#)
- [Multicultural Development Center of Iowa](#)
- Project Better Together; a partnership of [Iowa City Area Business Partnership](#), [Iowa City Area Development](#), and Think Iowa City

Marion

- [Marion Civil Rights Commission](#)

University of Iowa

- [DEI Resources for Employers | Pomerantz Career Center](#)
- [Diversity, Equity, and Inclusion - Subject Guides at University of Iowa](#)
- [Inclusive Education and Strategic Initiatives \(IESI\)](#)
- [University of Iowa Training Programs](#)

Academic Resources – Post-Secondary

- [Coe College | Diversity & Inclusion](#)
- [Cornell college | Diversity, Equity, & Inclusion](#)
- [Mount Mercy University | Diversity, Equity, & Inclusivity](#)

Academic Resources – School-Age

- [Iowa City Community School District Comprehensive, DEI Plan](#)