



# CAPABILITY STATEMENT

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## ABOUT US

**Amediate, LLC** is a small woman-owned business offering consultant services in conflict management at every level throughout an organization by designing and facilitating customized systems that support a self-mediating environment. We accomplish this through formal/informal training and on-site facilitation while keeping our clients updated on organizational trends surrounding workplace concerns.

Our services support public agencies, non-profit organizations, and industry and business.

Our client base includes Virginia Dept of Social Services, Tecnico, Ocala Eye, Google, Virginia Port Authority, Vandeventer Black LLP, City of Norfolk, Charlotte/Mecklenburg Police Department, Virginia Department of Transportation, Ohio Department of Transportation, JetStream Ground Services, EEOC (Equal Employment Opportunity Commission), Mitsubishi Chemical, Mitsubishi Alpolic, Elizabeth River Crossings, Boxercraft, Inc., Norfolk Public Schools, Norfolk State University, College of William & Mary, Virginia Peninsula Community College, Virginia Department of Social Services. (Division of Licensing Programs), Federal Agencies (as sub-contractor to JDG Associates - SSA, TSA, USDA, DHHS, DOT, GSA, GAO, NASA, NOAA, OIG, OPM, PTO, DOC, HUD, and VA.

## CORE COMPETENCIES

- Organizational Assessment
- Focus Group Facilitation
- Leadership & Employee Training
- Diversity, Equity, & Inclusion Strategies
- Federal & Non-federal EEO Investigations
- Workplace Mediation
- EEO Investigator Training - MD-110
- EEO Compliance for Leaders Training
- Leadership for the Learning Organization (LLO)
- Keynote Speaker
- Certified Emergenetics Provider
- Federal Agency Decisions Writer
- MD-110, MD-715, & Barrier Analysis

## DIFFERENTIATORS

- Hampton Roads Chamber of Commerce - Member
- State of Virginia – Consultant PreQualifiers List
- In business since 2014 › MD 110 Certificate
- SHRM Credit Provider › Emergenetics Certification
- CPTD – Certified Professional in Talent Development
- Committed to inclusive workplaces
- Excellent customer service

## PAST PERFORMANCE

**Bureau of Land Management (BLM)**

**Virginia Space DEI Training & EEO Services**

**Commander, Navy Regional Maintenance Center (CNRMC)**

**Alphabet, Inc (Google) Training & Development**

**Equal Employment Opportunity Commission (EEOC)**

**Virginia Port Authority DEI Training**

**Virginia Department of Social Services (VDSS)**

**National Center for State Courts (NCSC) EEO Compliance for Leaders**

**JetStream Ground Services Organizational Assessment & Training**

## CLASSIFICATION CODES

**Virginia Commodities Codes**

91885, 92416, 92441, 95231, 96105

**NAICS Codes**

611430, 541611

## CLASSIFICATION CODES

- SWaM #710975 (exp. 12/7/25) DBE #710975 (2017 - 2025)
- Virginia Micro-Business #710975 (2015 – 2025)
- WOSB #211803 (exp. 10/18/2024)
- WBENC – DMV #2102721 (exp. 10/15/2024)
- MBE - CVMSDC #CA03101 (10/14/24)
- eVA Vendor ID - VS0000121778
- VA SCC ID - S4957777 (3/10/2014)