

LILA KELLY ASSOCIATES CAPABILITY STATEMENT

Breaking Down Barriers to Hiring and Retaining a Diverse Workforce

Lila Kelly Associates LLC, founded in 1992, and DiversityIntegration.com, started by Lila Kelly in 2015, provide “Integrating Diversity and Inclusion into the Hiring Process” online training, facilitation, and diversity, equity and inclusion (DEI) management consulting. We work with you and your organization to identify unconscious bias, build cultural competencies, and eliminate barriers for diverse applicants and employees. We also work with management and DEI professionals to develop a strategic approach to identify and accomplish your DEI goals. We will work with you every step of the way – from figuring out where to start, to staying focused on your long-range goals, to hiring and retaining a diverse workforce.

Core Competencies

DEI Training and Professional Development:

Blended learning workshops

Train-The-Trainer program on integrating diversity and inclusion into the hiring process

Diversity Hiring Product Line:

Research-based online training programs on integrating diversity and inclusion into the hiring process

Books on Diversity interviewing, hiring, recruiting, and organizational strategic action planning

Management Consulting:

Management coaching on DEI practices

Inclusive interviewing and hiring

Strategic diversity recruiting

Organizational assessment and strategic action planning

Past Performance Sampling

- Provided many online training courses, blended learning sessions, and a train-the-trainer program on Integrating Diversity and Inclusion into the Hiring Process
- Hennepin County: DEI organizational assessment and strategic action planning
- N. St. Paul and Mahtomedi School Districts: DEI organizational assessment and strategic action planning
- State of MN: Management and human resource consulting
- Metropolitan State University: College instructor for Managing a Diverse Workforce course

Key Differentiators

- Over 25 years’ experience working to bridge the gap between employers and an increasingly diverse applicant pool and workforce.
- Early influencer on offering research-based, in-depth training on integrating DEI into the interview and hiring process.

- Unique background including DEI (consultant, researcher, author, college instructor, facilitator), Human Resources (HR director, hiring manager, recruiter), and career transition/development (consultant, trainer). This combined background enables me to help clients integrate the diverse perspectives of management, hiring managers, interviewers, job applicants, and employees.

Company Data

Certifications:

SBE, MBE, WBE

NAICS:

541611: Administrative and General Management Consulting Services

541618: Other Management Consulting Services

611430: Professional and Management Development Training

541612: Human Resource Consulting Services

SIC:

8742 Management Consulting Services

Contact Information

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