

# More Diversity, Better Performance. More is Better.

## Diversity

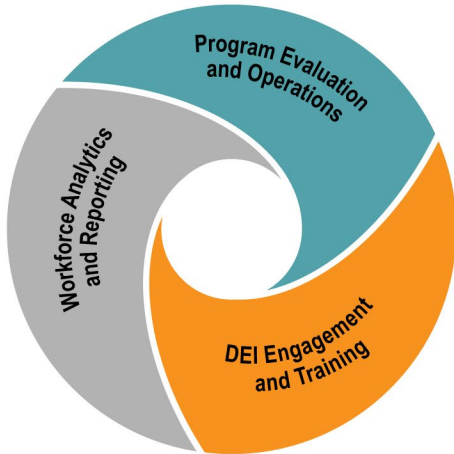
## Equity

## Inclusion

## Leadership

An effective Diversity, Equity, and Inclusion (DEI) program can help an organization connect with communities, capture multicultural markets, attract top talent, and drive innovation. Recognition of these factors has organizations embracing DEI as a key business strategy at an increasing rate. Also, regulatory agencies or state and local governments often appreciate organizations with a robust DEI program. Knowesis human capital professionals are at the tip of the spear, leading DEI strategy and programs for our Federal Government partners. First, our DEI team assesses and advises on existing programs and develops a resultant and robust, informed DEI strategy along with the supportive policies, plans, and communication materials. We then train staff and assist with overall implementation of the DEI programs. Third, when needed, we offer national experts in DEI disciplines to provide advice on issues involving government relations, securities, labor and employment, employee benefits and investigations.

Our DEI capability supports the largest and most diverse workforce in the Federal Government: The Department of Defense. Knowesis develops, enhances, and implements its DEI strategy. As a mix of attorneys, policy analysts, communications and data scientists, we offer a perspective that blends DEI policy and program evaluation with a sensitivity to emerging equal employment opportunity, disability, race, ethnicity, gender, and orientation issues—including regulatory compliance and the unique impact on the military mission.



1

### Diversity

When an organization capitalizes upon the diversity of ideas, perspectives and backgrounds of its team, there is universal good and operational advantage.

2

### Equity

Purposefully evaluate where inequalities exist, get creative in rectifying them. Be fair.

3

### Inclusion

Embrace differences, listen to all voices, and broaden what's possible.

Knowesis brings our triple threat service offering to realize the benefit of DEI through:

**Equal Opportunity, Civil Rights, and Disability Policy Compliance and Claims Case Law, Program Evaluation and Operations.** Our team is comprised of qualified individuals in EO and civil rights law and policy, analytics, congressional and media interaction, and organizational dynamics and project management. Knowesis has strong, long-term experience in incident evaluation, direct complainant engagement, thorough understanding of associated laws, and one-on-one information gathering; all critical to not only collecting accurate findings, but working through potentially unlawful actions by department representatives.

**DEI Engagement and Training.** Our outreach and education products promote empowerment, understanding, and adoption. The messages are clear, concise, accurate and reinforced with compelling graphics. Our approach for material development focuses on tailoring communication materials by considering the message and the audience. We'll strategize delivery mechanisms that are effective, credible, and reliable to reach stakeholders and target audiences in meaningful and measurable ways.

**Workforce Analytics and Reporting.** Our social scientists are able to manage massive human capital, medical, financial and recruiting repositories and find patterns and meaning in the data. We distill this information in support of internal management and external requirements.

### Services Include:

- Organizational Culture and Climate
- Disability Advocacy
- Equal Opportunity Employment
- Claims Case Management
- Civil Rights Education
- Ethnic and Linguistic Diversity Education
- Outreach and Engagement Diversity Objective Implementation
- Policy Research and Development
- Organizational Assessment and Training
- Program Maturity Evaluations and Self-Assessment Checklists



### Institute for Diversity Certification

Knowesis DEI experts have received the Institute for Diversity Certification, and are committed and accountable to the highest possible standards of personal integrity, professional competence, sound judgment, and discretion.

### Contact Us

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## NAICS Codes

Knowesis is registered in the System for Award Management (SAM) for all NAICS codes in the 541XXX Series. In addition, we are registered for the following codes as a small business.

- 511210 Software Publishers
- 512110 Motion Picture and Video Production
- 512191 Tele-production and Other Postproduction Services
- 518210 Data Processing, Hosting, and Related Services
- 519130 Internet Publishing and Broadcasting and Web Search Portals
- 519190 All Other Information Services
- 541511 Custom Computer Programming Services
- 541512 Computer Systems Design Services
- 541513 Computer Facilities Management Services
- 541519 Other Computer Related Services
- 541713 Research and Development in Nanotechnology
- 541714 Research and Development in Biotechnology (except Nanobiotechnology)
- 541715 Research and Development in the Physical, Engineering, and Life Sciences
- 561210 Facilities Support Services
- 561320 Temporary Help Services
- 561410 Document Preparation Services
- 624230 Emergency and Other Relief Services

**Cage Code:** 512C0

**DUNS:** 807821579

Knowesis\_DEI\_12152021

## Government Contracting

Knowesis is an SBA certified Woman Owned Small Business 8(m) program participant.

Knowesis has also certified with the Department of Veterans Affairs' Center for Veterans Enterprise (CVE) as a Service Disabled Veteran Owned Small Business (SDVOSB).

For more information about these programs and how to use directed awards, visit our website at [www.knowesis-inc.com](http://www.knowesis-inc.com).



## Government Contract Vehicles

We invite you to utilize the following contract vehicles, Indefinite Delivery Indefinite Quantity (IDIQ)s and Blanket Purchase Agreements (BPA)s for fast and convenient access to our experts and services. Vehicles noted with an asterisk (\*) indicate Knowesis' participation as a team member.

### GSA Multiple Award Schedule (MAS) (formerly PSS) Contract Number GS-10F-0165W and Contract Number 47QCA-18D-00BV (formerly IT70)

SIN categories 512110, 541330ENG, 541430, 541511, 54151S, 541611, 541612HC, 541613, 541613, 541715, 541810, 541820, 541910, 561920, 611430, 611512, and OLM

### GSA 8(a) Stars III Contract Number 47QCTB-21D-0238, valid through 07/01/2026

### One Acquisition Solutions for Integrated Services (OASIS)

SB Pool 1 (Small Business) and OASIS SB Pool 4 (Small Business)\*



## Agency Specific Vehicles

### Department of Defense (DoD)

Department of the Navy SeaPort Next Generation (SeaPort-NxG) #N0017821D9165, valid through 01/01/2029  
 USAMRAA Research Activities Support Services (RASS) #W81XWH-18-D-004, valid through 11/12/2027  
 Information Analysis Centers Multiple Award Contract (IAC MAC)\* #FA8075-18-D-0004, valid through 09/29/2023  
 Defense Health Agency Health Plan Innovation Support (HPIS) BPA\*  
 U.S. Air Force Materiel Command, 711th Mission Support Services\*  
 Defense Information Security Agency Systems Engineering, Technology and Innovation (SETI)\*

### Department of Health and Human Services (HHS)

SAMHSA DHHS IDIQ – Domain 3S (Analytics/Policy) #HHSS282301700053I, valid through 02/20/2022

### Department of Veterans Affairs (VA)

Agile Delivery of VA Imminent Strategic and Operational Requirements (ADVISOR)\*  
 VA Transformation Twenty-One Total Technology Next Generation (T4NG)\* (Both large and small business tracks)

## Our clients tell stories of success.

Knowesis has enduring relationships in the following agencies and organizations:

### Department of Defense

Defense Health Agency  
 Office for Diversity, Equity, and Inclusion  
 U.S. Army Reserve National Guard Bureau  
 U.S. Army Public Health Center  
 Air Force Medical Readiness Agency

### Department of Veterans Affairs

Veterans Health Administration  
 Veterans Benefits Administration

### Agency for International Development

Bureau of Development, Democracy, and Innovation