Indigenous Workplace Solutions, LLC

Weaving Respect, Accountability and Harmony into Every Workplace



CAPABILITIES STATEMENT

CONTACT

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ABOUT US

Indigenous Workplace Solutions, LLC (IWS) is a human resources consulting organization organization with 20 years of combined experience in Employee Relations, Counseling and Social Work dedicated to uplifting tribal & federal governments and private sector organizations by offering conscientious, confidential and culturally grounded services to improve retention rates and enhance workplace environments.

CORE COMPETENCIES

Our commitment is to provide conscientious, confidential, and culturally sensitive methods of service to build retention rates:

- **Restoring the Circle™ -** Culturally grounded group mediation
- **Mediation Program -** Resolves conflict through respectful collaborative solutions
- **Workplace Investigations -** Provide fair, thorough and systematic fact finding that support compliance and accountability.
- **Workplace Assessments -** Uncover the underlying challenges disrupting the workplace and find ways to restore it.
- **Management Coaching/ Subscription Coaching -** Supportive, empowering, and encourages self-actualization
- **On-Call HR -** Employee Relations Consultant
- **Human Resources -** Employee Relations Training
- **Hearing Officer Services -** An impartial professional to oversee and manage employee grievance and appeals hearings
- **Policies & Procedures Review -** Complete and in-depth unbiased analysis of current policy

PAST PERFORMANCE

- **May 2022 - PRESENT Hualapai Nation** - Hearing Officer Services. We serve as impartial hearing officers, ensuring equitable and culturally grounded proceedings that uphold due process and organizational integrity.
- **Mar 2023 - PRESENT Water Protector Legal Collective** - Workplace Investigation, Policy Review, On-Call Human Resources Consultation and Restoring the Circle. We provide a variety of culturally grounded and accessible services to improve retention.
- **Dec 2025 - PRESENT Pueblo of Zuni** - Hearing Officer Services. We serve as impartial hearing officers, ensuring equitable and culturally grounded proceedings that uphold due process and organizational integrity.
- **Jun 2025 - Indigenous Journalist Association, (DBA Native American Journalist Association)** - Workplace Assessment and Workplace Investigation. We conducted culturally responsive organizational assessment that identified the root causes of turnover, disengagement, and workplace conflict and gave the resources to improve the workplace.
- **Jun 2024 - Apr 2025 Washoe Tribe of Nevada & California** - Program/Workplace Assessment. We aided in building up and assessing the program organizational structure and job descriptions.
- **Jun 2023 - Albuquerque Area Indian Health Board** - Management Training, We equipped leaders with practical, culturally grounded skills to build stronger teams, improve communication and lead effectively.
- **Jan 2021 - Mar 2022 Scotts Valley Band of Pomo Indians** - Workplace Investigation, Management Coaching and Training. We provided a series of services that allowed issues to be identified, improved, and reduce workplace challenges.

CERTIFICATIONS

- Indian Small Business Economic Enterprise (ISBEE)
- Women-Owned Small Business (WOSB)
- Economically Disadvantaged Small Business (EDWOSB)

PERTINENT CODES

- UEID#: ZSV6Q9H8KJE3
- CAGE: 0YQU1
- NAICS CODES: 541612, 541990, 561611, 611430

PRODUCT AND SERVICE CODES

- G010, U099, B550, B599, R406, R431

2025-2026 CORAL SPONSOR NNAHRA NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION ®

OPEN TO TEAMING & SUBCONTRACTING OPPORTUNITIES