



# 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 dedicated to uplifting Indigenous organizations by offering different approaches to workplace issues through an Indigenous lens to improve retention rates.

### 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** - Solution-focused and promotes personal accountability
- **Workplace Investigations** - Unbiased, systematic, and completed with integrity
- **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

- **Hualapai Nation: Hearing Officer Services – May 2022 - PRESENT**, We serve as impartial hearing officers, ensuring equitable and culturally grounded proceedings that uphold due process and organizational integrity. Our approach fosters trust in decision-making systems, supporting employee confidence, stability and retention.
- **Indigenous Journal Association: Workplace Investigation, Workplace Assessment – June 2025**, We conduct culturally responsive organizational assessment that identify root causes of turnover, disengagement, and workplace conflict. Our approach delivers actionable strategies that strengthen employee trust, improve morale and support long term retention.
- **Yee Ha’Olini Doo (DBA Navajo Hopi COVID-19 Relief Fund): Workplace Investigation – August 2025**, We provide fair, trauma informed workplace investigations that prioritize transparency, accountability and respect for all parties involved. By addressing issues throughly and restoring confidence in leadership, our process helps organizations retain talent and rebuild a healthy work environment.

### CERTIFICATIONS

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

### PERTINENT CODES

- UEID#: ZSV6Q9H8KJ33
- CAGE: 0YQU1
- NAICS CODE: 541612

### PRODUCT AND SERVICE CODES

- G010: Direct Aid to Tribal Governments
- U099: Education/Training- Other
- B550: Special Studies/ Analysis Organization/ Administrative/ Personnel
- B599: Special Studies/Analysis- Other
- R406: Support- Professional: Policy Review/ Development
- R431: Support- Professional: Human Resources

### COMPANY DATA

- 100% Native Owned Operated
- 100% Women Owned Operated
- Founded January 2021
- Serves tribal governments, businesses and organizations
- 20 years of combined employee relations, counseling, and social work experience
- 2025-2026 Sponsor of National Native American Human Resources Association

