



Indigenous Workplace Solutions, LLC

Weaving Respect, Accountability and Harmony into Every Workplace



CAPABILITIES STATEMENT

CONTACT

Mary Descheeny-Reyna MSW, TMP, THRP II
🌐: IndigenousWorkplaceSolutions.com
☎: 844-IWS-1200 / 844-497-1200
✉: info@indigenousworkplacesolutions.com

ABOUT US

Indigenous Workplace Solutions, LLC (IWS) is a human resources consulting organization. We are dedicated to uplifting Indigenous organizations by offering a respectful, balanced and thorough approach to workplace issues through an Indigenous lens.

CORE COMPETENCIES

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

- **Workplace Investigations** - Unbiased, systematic, and completed with integrity
- **Management Coaching/ Subscription Coaching** - Supportive, empowering, and encourages self-actualization
- **Mediation Program** - Solution-focused and promotes personal accountability
- **Restoring the Circle** - Culturally grounded group mediation
- **On-Call HR** - Employee Relations Consultant
- **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
- **Human Resources** - Employee Relations Training
- **Workplace Assessments/ Training**

PAST PERFORMANCE

- Hualapai Nation: Hearing Officer Services – May 2022 - PRESENT
- Water Protector Legal Collective: On-Call HR Consultant, Policy Review, Workplace Investigation – March 2023 - PRESENT
- Aheehee'Shidine'e Homecare LLC: On-Call HR Consultant, Policy Review – April 2024 - PRESENT
- Albuquerque Area Indian Health Board: Trainings – August 2023 and September 2024
- Indigenous Journal Association: Workplace Investigation, Workplace Assessment – June 2025
- Yee Ha'Olini Doo (DBA Navajo Hopi COVID-19 Relief Fund): Workplace Investigation – August 2025

CERTIFICATIONS

- 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

