



# Baker Consulting Profile

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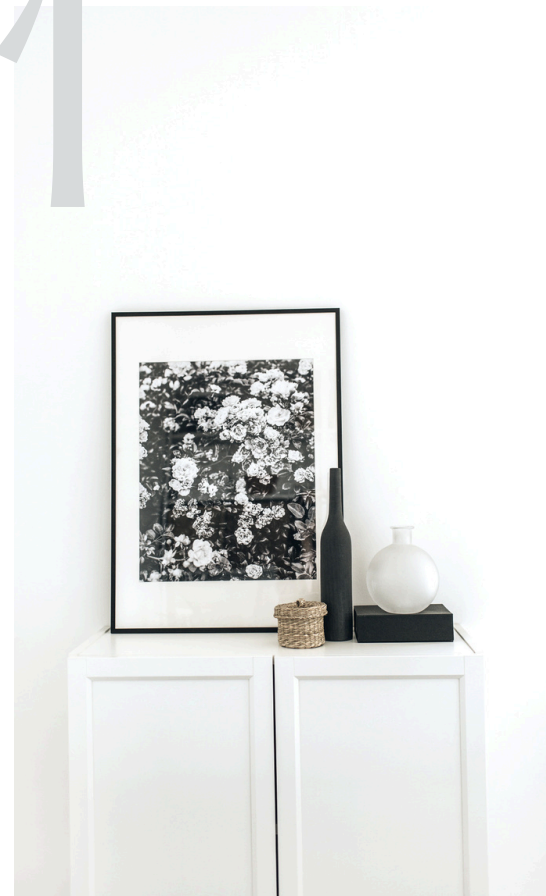
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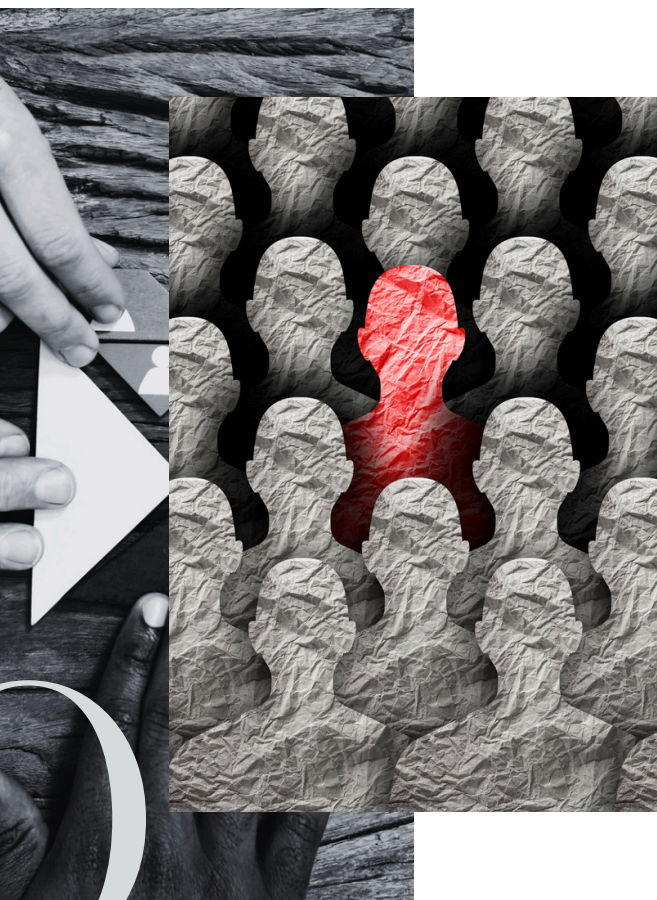
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## About Us

We design Learning Sessions, Retreats and Brave Spaces for your employees to be vulnerable and emotive, expressing their thoughts, feelings and beliefs on the key areas of your organization.

Then, using a systematic process, we curate learning experiences using your staffs own knowledge base to develop curriculums, learning communities, and coaching through which your workforce feels empowered, connected, collective, innovative and collaborative.





## Our History

Founded in 2012, Baker Consulting is a leading equity and inclusion consultancy committed to helping organizations create cultures of belonging through deep, transformative work.

Our approach is grounded in understanding the impacts of cultural social conditioning, building authentic relationships, and equipping leaders with the tools to navigate the challenges of cultural change.

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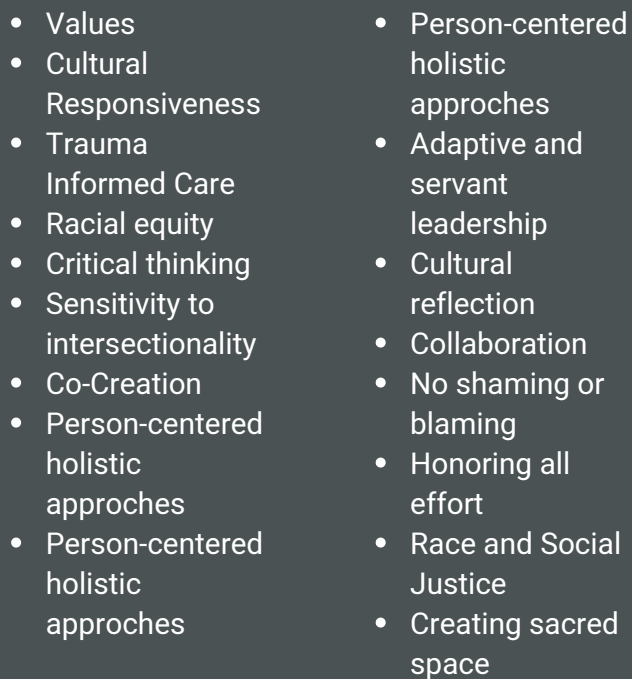
## Our Service



Through the framework of cultural responsiveness and race equity we provide consultation and professional development: coaching, facilitation, and keynote presentations. We use practices and approaches that create and support the development of inviting environments, and authentic relationships to build capacity in organizations and with organizations number one assets—their staff



# Our Values



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## Our Goals



In our multicultural world, all people will thrive as their authentic cultural selves.

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Provide professional development and support individuals, teams, and organizational growth.

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## Our Milestones

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**2012**

Company  
founded

**2014**

Expanded equity in  
schools to include  
Rites of Passage  
programs

**2018**

Began capacity  
building and technical  
assistance for  
government agencies

**2022**

Introduced a more  
explicit focus on  
emotional  
development and  
conflict styles







# Our Services



Consulting

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Technical Assistance and Capacity Building

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Facilitation and Training

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Curriculum Development

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Learning Communities

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Coaching

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# CO.

## The Process



### Present

Present relative body of knowledge



### Activity

Engage in activity based learning experiences; Identify workplace scenarios for application



### Identify

Observe and analyze applied behavior; Evaluate performance; Assess adaptiveness



### Optimize

Optimize performance through assessment and repetition



### Benchmarks

Set achievable benchmarks based on organizational goals



### Review & Follow-up

Review the results and create follow-up through coaching and learning communities.



## Case Study

### City of Seattle/King County Aging & Disability Services

- Increased trust and collaboration across departments, leading to more integrated service delivery.
- Shift in mindset from scarcity to abundance, with greater willingness to share resources and knowledge.
- Community partners reported feeling more valued and included in decision-making.
- In the end, when critical conversations were needed, members felt their relationships were deep enough to have the necessary critical conversations.



## Case Study

### Northwest Harvest – Food Service Nonprofit

- Increased leadership and staff understanding of how racism developed and is engrained in our society.
- Helped create the understanding of why it is necessary to be culturally competent and help create a greater sense of belonging and inclusion for foodbank consumers of all backgrounds.
- The leadership team and staff developed a shared vision and commitment to equity.





# OurTeam



*Kevin Baker*  
Principal

Kevin has a Master's in Education from Antioch University, with a focus on culture and its Impact on the relationship between educators and students, the Achievement Gap and Educational Leadership.

Additionally, Kevin holds a Master's in Psychology. Using a Depth Psychological perspective (the why behind unconscious behavior) he focuses on Trauma, Historical Trauma, Bias and Cultural Complexes. His graduate studies allowed him to deepen his understanding of how, as a professional, he could help others understand the cross sections of psychology and education. Currently, he teaches courses in Race Trauma Masters level Therapist at Seattle University.

Linking education and experience, Kevin's consulting work explores how culture is/has impacted the ability of an organization and its staff to provide the best services to students, customers, work partners, and communities. By examining policy, program development, professional and personal growth and development, through an equity and inclusion framework, Kevin's work assists organizations to positively contribute to the communities they serve.



# Associates



**Donald Felder**

Associate



**Sharon Knight**

Associate



**Carla Y. Bunn**

Associate



**Gurdeep Gill**

Associate



**Asha Bhaga**

Associate



**Emily Bowen**

Associate



**Christine Holloway**

Associate



## Testimonials



### Boys & Girls Club of Bellevue

"Kevin ensured that he truly understood the Office's goals while always maintaining integrity in expressing the community's feedback, even when it was critical of the Office."

His team provided detailed notes regularly, and the final version of the document beautifully captured the process, highlighting their commitment to transparency and effective communication."

*Tim Motte, CEO;  
Janis Morse, Grants Consultant*

### We.APP

Working with Baker Consulting proved to be invaluable. Mr. Baker was patient, always available for support, and had a clear understanding of what was expected from potential awardees.

He challenged me to deepen my responses and walked me through the process up to the last seconds leading up to the deadline, playing a critical role in We.APP being selected as an awardee.

*Toy T. Taylor,  
Founder and Executive Director*





Work  
with  
Us



(206) 895-0818

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Baker Consulting

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[www.thebakerconsulting.com](http://www.thebakerconsulting.com)

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