



Diversity, Equity, Inclusion, & Accessibility Support Program

On his first day in office, President Biden's White House issued Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. Since then, three additional Executive Orders and two Presidential Memorandums were issued to further address the need for Diversity, Equity, Inclusion, and Accessibility (DEIA).

To foster more equitable, inclusive, and accessible environments, organizations must embrace a culture of DEIA. Embarking on a DEIA initiative requires a willingness to consider how internal hierarchies, structures, and practices may reinforce inequities and disparities.

Rainmakers Strategic Solutions LLC (Rainmakers) offers DEIA services and tools, including assessment and evaluation, stakeholder engagement/leadership buy-in, data analytics, training, regulatory accessibility compliance, organizational change management, outreach and communications, and ongoing support to help initiate and prioritize DEIA efforts based on an organization's desired outcomes.

Rainmakers DEIA Support Program



Assessment and Evaluation. Many underserved communities remain underrepresented in the federal workforce, particularly in leadership positions. Rainmakers assesses and analyzes an organization's diversity and inclusiveness in hiring practices and engagement of its employees. Rainmakers examines staffing practices, history of promotions, types of jobs and positions in which minorities are hired, and relative pay to determine how inclusive and diverse an organization is.



Stakeholder Engagement and Leadership Buy-In. Leadership must set the example for the rest of the organization, and their buy-in helps employees embrace DEIA concepts. Rainmakers works with stakeholders and leadership to develop a communications plan and messaging on the organization's DEIA goals.



Data Gathering and Analysis. Our data-driven approach ensures efforts are focused in the areas offering the greatest opportunity and result in measurable improvements. We help organizations identify key data and improve collection practices. Rainmakers supplies knowledge and training to establish a baseline to provide an objective reflection of the current state, identify trends, prioritize activities, and measure success.

DEIA Executive Orders

Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

Executive Order 13988: Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation

Executive Order 14031: Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders

Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

DEIA Presidential Memorandums

January 26, 2021: Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States

February 4, 2021: Memorandum on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World



Training. After understanding your training needs, Rainmakers’ team of instructional and graphic designers specializes in customized, immersive experiences. Training includes client-based data and real-life scenarios to provide learners with engaging, hands-on activities that translate DEIA concepts into actionable strategies. We develop, update, and manage training materials for instructor-led, train-the-trainer, and computer-based courses and workshops. Rainmakers incorporates hybrid methods, such as webinars, face-to-face, and video conference sessions, to provide accessible, world-class training products and support.



Regulatory Accessibility Compliance. Accessibility is a foundation on which organizations must build diversity, equity, and inclusion for people with disabilities. Rainmakers supports the Centers for Medicare & Medicaid Services (CMS) Office of Information Technology (OIT) in developing training for personnel in accessibility, tools, techniques, and compliance.



Organizational Change Management. Sustained change requires change management. Rainmakers helps organizations build DEIA programs with a change management process that is inclusive and accessible to all.

Rainmakers’ Experience - CMS OIT Human Centered Design (HCD) and Section 508 Support:

Rainmakers provides Section 508 accessibility support to OIT and develops trainings for various CMS personnel on accessibility across policy and program administration, procurement, testing, education and awareness, and community of practice. Rainmakers facilitates the HHS OIT Accessibility Advisory Alliance to enhance accessibility across CMS.

your DEIA initiatives. Our expertise improves data access and visibility and will help update your DEIA goals and progress regularly.

A more diverse workplace is a more successful workplace. To learn more about how Rainmakers can support your organization to advance your DEIA priorities and goals, please visit: www.rainmakersolutions.com.

Rainmakers’ Experience – Centers for Disease Control and Prevention (CDC) Leadership Diversity and Inclusion Training:

Rainmakers supports CDC leaders using a combination of training and one-on-one coaching. Individual coaching helps leaders identify unconscious biases and potential barriers to inclusion within their organization. Group training provides leaders with strategies to address these biases and barriers.

Rainmakers’ Experience - CMS Acquisition Development Workshop (ADW):

Rainmakers designs, develops, and delivers customized workshops tailored to the needs of CMS Acquisitions. The series includes a Health Equity workshop customized to meet the needs of Contracting Officers, CORs, and Project Managers.



Outreach and Communications. Rainmakers knows how to communicate with diverse populations while ensuring all communications and information are culturally responsive, accessible, and available to everyone. Communications and information must be available in accessible formats, such as audio, video, braille, or large print formats, and include applicable visual/graphic imagery.



Ongoing Support. Rainmakers offers ongoing analyses and reporting to assess progress and effectiveness of an organization’s DEIA initiatives. We help identify early-stage trends to proactively prevent larger issues and design with ongoing, data-driven strategies, initiatives, and communication frameworks.

Rainmakers supports organizations across the entire lifecycle of

NAICS Codes

541611	541690
611430	541720
541512	541810
541519	541820
524298	541910
541430	541990
541612	561920
541613	611710
541614	624230
541618	923110

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Prime Contract Vehicles

- GSA Multiple Award Schedule, Contract No. GS10F053BA
- Streamlined Technology Acquisition Resource for Services (STARS) III – Contract No. 47QTCB22D0341
- GSA Human Capital and Training Services (HCaTS) 8(a) Pool 1 Contract #47QREB21D0013 & Pool 2 Contract #47QREB21D0036 (via Rainmakers-Linkvisum, LLC)
- CMS Measures & Instrument Development and Support (MIDS) IDIQ(Contract/Task Order No. 75FCMC18D0035/75FCMC19F0001)
- NIH CIO SP3 – Contract No. HHSN316201800048W (Contract Teaming Arrangement with Ideal Systems Solutions)
- CDC National Centers for Zoonotics and Emerging Infectious Diseases Division of Health Quality Promotion (DHQP) BPA (Contract/Task Order Nos. GS10F053BA/75D30119A03829)

Rainmakers Strategic Solutions is a management consulting firm delivering quality and innovation to empower our government health care clients to envision, implement, and measure the achievement of their transformative and strategic goals. We are recognized for our expertise and effective solutions to training and education, stakeholder engagement, health policy evaluation, program integrity, measure development, and program management needs. We solve real-life challenges to promote health care quality improvement for Americans.



Excellence



• Passion



• Diversity



• Knowledge

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