



OREGON'S HIGHEST COMBINED RANKING
ACROSS ALL EVALUATION CATEGORIES



CARTER DEVELOPMENT GROUP

Transforming Human Connections Through **Insights & Inclusive Strategies**

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WHO WE ARE: The Carter Development Group (CDG) is an applied research and consulting firm specializing in organizational, learning, and business development. With over 25 years of experience and measurable impact across counties, cities, and state agencies, we help public entities build equitable, accountable, and high-performing organizations.

CDG uniquely integrates Consulting + Training + Strategic Planning, allowing agencies to move seamlessly from assessment to action to accountability under a single vendor already pre-approved by the State of Oregon.

DIVERSITY, EQUITY, INCLUSION AND BELONGING SERVICES



CONSULTING

- Conduct policy and social science research, including evidence-based policy analysis, employee and community assessments, DEIB culture audits, environmental scans, and compliance evaluations to identify systemic barriers and strengths and guide decision-making.
- Evaluate procurement equity, supplier diversity, and language access capacity to strengthen equitable service delivery.



TRAINING AND FACILITATION

- Deliver foundational and advanced DEIB training to build organizational capacity and sustain DEIB initiatives through ongoing learning, dialogue, and inclusive practices.
- Provide expert facilitation for workgroups, strategic conversations, listening sessions, and employee engagement initiatives to support mediation, restorative dialogue, and dispute systems design and strengthen psychological safety and workplace collaboration.



STRATEGIC PLANNING

- Develop long-term, sustainable equity infrastructure by integrating goals, metrics, accountability structures, and implementation pathways.
- Embed DEIB frameworks, equity goals, and measurable outcomes into agency-wide strategic plans that support agencies in aligning their strategic vision with community needs, legal mandates, and best practices for equitable governance.

Oregon Certified & Trusted Partner



CARTER DEVELOPMENT GROUP



Why Oregon Agencies Choose CDG

01

Highest Combined Average

CDG holds the highest combined ranking statewide across all evaluation categories, proving our capacity to deliver excellent outcomes across all benchmarks.

02

Certified & Trusted Partner

- Oregon MBE & DBE
- Federal 8(a) Certified
- GSA Schedule

03

Human-Centered, Data-Driven Approach

Our proprietary frameworks – The Ellison Model™, OKRA Racial Harm Assessment Compass®, and SMART/GOMA/BEST Tool – integrate compliance, performance, and

04

Proven Track Record with Government Entities

Successful engagements with the City of Hillsboro, OR; Lake County, IL; University of Washington; California Department of Child Support Services; Broward County School Board; City of Asheville, NC; and the State of Maine Department of Corrections reflect our deep understanding of

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Our Difference: The Ellison Model™

At the heart of CDG's work is The Ellison Model™ – a globally recognized framework for inclusive community building, conflict resolution, and organizational transformation.

The Ellison Model™ emphasizes the balance between *being* and *doing*, helping leaders and organizations develop both the mindset and the methods to build environments grounded in trust, honor, respect, care, share, and love.

This model teaches that transformation occurs when organizations intentionally align their values, leadership practices, and community relationships with inclusive principles that promote psychological safety, equity, and accountability.

Through The Ellison Model™, CDG helps agencies:

- Establish sustainable systems of equity and inclusion
- Resolve and prevent organizational conflict
- Build a culture of transparency, empathy, and shared leadership
- Strengthen collaboration and belonging across departments
- Drive measurable, human-centered outcomes that last

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Compliance. Confidence. Change.

As Oregon agencies prepare for new statewide equity, transparency, and budget planning mandates, CDG stands ready to partner in ensuring that every county, city, and department meets and exceeds compliance standards while cultivating trust, innovation, and inclusion.

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