



Certified



Corporation

2023 About Us

Construct the Present

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A photograph of two women sitting on a patio, smiling and engaged in conversation. The image is covered with a semi-transparent blue overlay. The woman on the left is wearing a dark top and a light-colored jacket with 'edge' written on it. The woman on the right is wearing a light-colored button-down shirt. They are sitting on a patterned rug next to a small round table. In the background, there is a metal railing and some potted plants.

About Us

We're here to change the world, one system at a time. We bring people together to learn, connect, and heal. We are reimagining how the workplace works. This is the first step to interrupting systems of oppression and removing barriers that stand in the way of inclusion.

Our Values

We're education experts, and we never stop learning ourselves. We bring our deep love of learning to help motivate, coach, and inspire others.

Collaboration: We honor multiple perspectives and make decisions in collaboration with the communities most impacted.

Community-Centered: We know processes, systems and resources are only as effective as the people utilizing them and we humanize work so it works for people. We make decisions to positively impact the next 7 generations.

Simplicity: We value direct and open communication that comes from a place of trust, empathy, and respect.

Liberation: We see rest as resistance and balance our lives to be full and whole. We trust that everyone knows what is best for themselves and deserve the freedom to live freely in their own right.

Curiosity: We enter with a learners mindset, we know we can't know everything. We seek understanding to solve problems and we pursue solutions that uplift all.



Alexis Braly James

Founder / Workshop Facilitator



Liana Avendaño

Project and Training Facilitator



Jasmine Taylor

Project and Training Facilitator

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What We Offer

Here's what we know: Lasting change happens through collaboration. Everyone is capable of learning and growth. An inclusive environment is the catalyst. We're here to listen, facilitate, provide guidance, and support you in an ongoing journey to build an inclusive and authentic culture.



Our Approach



resources



strategy



wisdom



empathy



coaching



teaching

A photograph of two women sitting on a porch, smiling and engaged in conversation. The image is overlaid with a semi-transparent teal color. The woman on the left is wearing a light-colored jacket over a dark shirt and dark pants. The woman on the right is wearing a light-colored button-down shirt and dark pants. They are sitting on a patterned rug. In the background, there is a metal railing and some potted plants.

People We Serve

Creating an environment where people are ready to learn.

When people feel forced, attacked, or rushed, they start to protect themselves, and learning grinds to a halt. We don't give lectures, force conversations, or judge. Our facilitation practices are designed to help people feel comfortable and socially connected enough to learn and grow.

stripe



fully

STUMPTOWN
COFFEE ROASTERS



[C!NDER]



A photograph of two women sitting on a porch, smiling and engaged in conversation. The image is overlaid with a semi-transparent teal color. The woman on the left is wearing a dark top and a light-colored jacket, while the woman on the right is wearing a light-colored top. They are sitting on a wooden bench or deck. In the background, there are plants and a railing.

Client Testimonials

You don't have to take our word for it. We have provided client testimonials and process documents to show you how our work creates and embeds liberation.

Designing communities that work for everyone.

We design systems with intention based on the needs of all involved. We practice organizational development as a path to building strong teams, fostering great leadership, improving processes and, ultimately, changing company culture.

Client Testimonial

Multnomah County ★ ★ ★ ★ ★

We asked Construct the Present to help our managers and supervisors explore the concepts of whiteness in supervision and white supremacy culture in the workplace. They listened carefully to our needs, and developed a curriculum that was engaging, thought provoking and informative. Our managers commented that this was one of the best equity trainings they've been exposed to as a supervisor, and felt that Alexis's presentation style helped set them at ease with such a heavy topic. I would gladly engage with Construct the Present for future training initiatives!

Client Testimonial

Intuitive Digital ★ ★ ★ ★ ★

We hired Construct The Present to do a DEI workshop and training for our 15 person office. They did an incredible job keeping the tone light while discussing some very intense topics. The mix of small group, individual, and large group work helped break up the long session, making it feel like the morning flew by. We all left the session feeling that we had learned a lot and had clear action items for the company going forward. They also helped us update job descriptions and interview questions to remove unconscious bias with the goal of having more diverse hiring.

Client Testimonial

Elevate Oregon ★ ★ ★ ★ ★

The work that Construct the Present did for Elevate Oregon has been transformative. As an organization, we knew we needed to take our commitment to Diversity, Equity, and Inclusion from the realm of the abstract, "of course we believe in Diversity, Equity, and Inclusion; we live it daily" to real and concrete actions that will allow us to keep our commitment to Diversity, Equity, and Inclusion at the heart of our work. In particular, Alexis Braly-James's work with our staff, youth, and Board was phenomenal. Her keen melding of where we are to where we wanted to get to helped people lean into the work and feel confident in the direction that we are going, seeing how this work, even if uncomfortable, will help Elevate Oregon thrive.

A photograph of two women sitting on a patio, smiling and engaged in conversation. The image is covered with a semi-transparent blue overlay. The woman on the left has blonde hair and is wearing a dark top and light-colored pants. The woman on the right has dark hair and is wearing a light-colored top and dark pants. They are sitting on a patterned rug in front of a metal railing. There are plants visible in the background.

Our Process

With a combined 30 years of experience in DEI consulting, we've witnessed the transformative effect targeted training and support can have on organizations and communities. In every case, the first step to constructing an environment where all voices are recognized and respected is simply this:

a desire for progress.

Steps to Building an Inclusive Culture

CAPACITY-BUILDING

STAFF + COMMUNITY. Many organizations and companies struggle with developing leaders of diversity, equity & inclusion. Let us lead staff, board, and leadership through educational training to build capacity, passion, and consciousness.

EQUITY STRATEGY

LEADERSHIP. An internal strategy will support the establishment of an equity oversight committee, train leadership and establish systems and policies to move equity work forward. This is an intensive 6-8 month process.

HIRING ASSESSMENT

Using human resources' best practices we review internal and external processes from recruitment to performance evaluation. The assessment will identify barriers to the recruitment, promotion & retention of diverse employees.

EQUITY ASSESSMENT

A research-based assessment that assesses your organization's barriers and strengths in policies, systems, and external facing documents.

CORE TRAINING OFFERINGS

UNPACKING DEI

If you're ready to take on the work of DEI but feel apprehensive about where to begin, start here. We will unpack common definitions and address what it takes to create an inclusive environment for marginalized identities.

Pushing Past Performative

This three-part series is essential to get your DEI efforts off the ground and to get your whole team on the same page. These introductory courses ensure alignment and common understanding across the team and provide a solid ground for productive company engagement with DEI initiatives.

LGBTQIA+ Allyship (3-part series)

Designed to support participants in understanding the nuances of being a part of the LGBTQIA+ community and practicing how to be an active ally.

CONSCIOUS-RAISING AND CAPACITY-BUILDING THROUGH DEI

Deepen your understanding of racial identity development and move from inactive to active leadership. We will engage with the complexities of dismantling White supremacy and examine intersectionality.

UNDERSTANDING WHITE PRIVILEGE

Once we see our privilege can we acknowledge it, share it, and dismantle the systems that support inequities. Regardless of your previous experience, you will leave with additional skills.

WHITE ALLYSHIP IN THE WORKPLACE

We'll develop skills to bring discussions about racism, white culture, and identity to your conference room, board room, and holiday parties.

Equity Assessment

The Process

We can tell what we value by what we measure

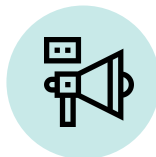
An equitable company measures employee retention, engagement, demographics, and hiring and promotion.

An internal equity audit creates baseline data that will be monitored every 2 years to ensure forward momentum is sustained regardless of leadership shifts.

Ongoing Success

This assessment will be revisited and cataloged every 2 years as your company gains and loses staff moving forward. This way we can clearly see any progress made, and create reports that share these wins with customers, clients and additional stakeholders.

We'll collaborate with HR to capture critical DEI data during the onboarding process of all future hires.



Audit Components

1. One-on-one interviews
2. Small group listening sessions
3. Staff survey
4. Leadership survey
5. Service user survey
6. Document review

Phase 01

- A. Project launch announcement
- B. Initial Leadership introductions
- C. Schedule listening sessions
- D. Launch Staff survey
- E. Launch direct service user survey

Phase 02

- A. Formal Leadership & Stakeholder interviews
- B. Documents shared with CTP
- C. Documents scored and assessed
- D. Data is audited, compiled, and shared with project team
- E. Report is generated
- F. Report is shared with Leadership, Staff, and Community

Hiring Assessment

Contact to book this next step of the DEI journey.

DEI Committee

“Train-the-trainer”

Autonomy

Our goal is to support your team in becoming a thoughtful and confident group that can move initiatives forward through skill and accountability.

Coaching

During our time on your team we will coach your team on the skills to facilitate a sustainable and actionable DEI committee. We will share resources and guides on creating agendas, roadmaps, and accountability processes.

Education

Construct the Present supports you in designing meetings that are both educational and action based. Through learning together we build trust.

Collaboration

Our team joins your DEI committee as collaborators to support your team in its mission and vision.



DEI Committees are an **essential** part of any organization.

Construct the Present **supports** teams. We collaborate with you to **embed** DEI into the organization.

CTP aligns with committees to guide the work through **thoughtfulness, accountability, and joy!**

Our Team: In Action

- ❑ [Personal Journeys in Entrepreneurship](#) - March 2022
- ❑ [Portland Business Journal](#) - July 2020
- ❑ [Think Out Loud, OPB](#) - August 2020
- ❑ [The Blacktastic Adventure](#) - March 2021
- ❑ [The Oregon City News](#) - September 2019
- ❑ [B the change](#) - February 2021



Connect with us!

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Thank You!

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