

Grant Equity Consulting

CAPABILITIES STATEMENT · K-12 PROFESSIONAL LEARNING

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Policy matters. Lived experience proves why.

WHO WE ARE



Grant Equity Consulting is led by **Dr. Freda D. Grant**, a civil rights compliance strategist, scholar, and educator whose work operates at the intersection of law, lived experience, and institutional accountability. Dr. Grant supports schools, districts, colleges, educational organizations, and public-serving institutions in moving beyond procedural compliance toward meaningful culture change.

She is the creator of the **CAER Model (Conduct Awareness & Equity Response)** — a structured psychoeducational framework that helps individuals recognize impact, understand institutional expectations, develop behavioral accountability, and reduce recurrence. CAER can complement disciplinary and restorative processes by creating an educational response to harmful conduct.

CORE COMPETENCIES

- ▶ **Title IX & Civil Rights Compliance** — policy development, grievance procedures, investigations, and regulatory alignment
- ▶ **Restorative Practices & Accountability** — restorative approaches to harm, facilitated accountability, community repair, behavioral education, and strategies for integrating restorative principles into school climate and disciplinary systems
- ▶ **Training & Professional Development** — trauma-informed, intersectional, equity-centered training for institutions
- ▶ **Psychoeducational Interventions** — CAER Model implementation for students and staff involved in conduct or bias-related incidents
- ▶ **Black Feminist Policy Analysis** — scholarship grounded in intersectionality, gender entrapment theory, and structural accountability
- ▶ **ADA / Section 504 Compliance** — access barrier assessment, accommodation policy, and disability equity consultation

WHY GRANT EQUITY CONSULTING

Dr. Grant brings practitioner-level expertise, peer-reviewed scholarship, and lived experience to every engagement. Her training methodology centers the knowledge of those most affected by institutional failures — not as anecdotes, but as data. Sessions are simultaneously rigorous, emotionally honest, and immediately applicable. GEC translates complex civil rights obligations and equity principles into practical tools educators and leaders can use immediately.

TRAINING SERIES OFFERED

K-12 / RESTORATIVE PRACTICE TRACK

- Beyond Punishment: Restorative Practices for Educational Communities
- The CAER Model: Turning Harm Into Accountability and Education
- Bias, Harm & Repair: Responding to Racial and Identity-Based Incidents
- When Students Cause Harm: Building Accountability Without Abandoning Education
- Restorative Responses to Sexual Harassment and Gender-Based Harm
- From Discipline to Development: Reimagining Student Accountability
- When Policy Isn't Enough: From Compliance to Culture Change

CIVIL RIGHTS COMPLIANCE TRACK

- Responding to Gender-Based Harassment in Schools
- Harmful Language, Symbols & Institutional Liability
- Trauma-Informed Investigations in K-12 Settings
- Retaliation: The Most Misunderstood Civil Rights Violation

BLACK FEMINIST POLICY TRACK

- Gender Entrapment and Institutional Power
- Black Women, Compliance Systems & Survival Strategies
- Intersectionality in Civil Rights Investigations
- Structural Barriers Facing Black Student Mothers
- Policy Violence and Administrative Silence

THE CAER MODEL (CONDUCT AWARENESS & EQUITY RESPONSE)

A structured psychoeducational framework that helps individuals recognize impact, understand institutional expectations, develop behavioral accountability, and reduce recurrence. CAER complements disciplinary and restorative processes by creating an educational response to harmful conduct — applicable across student conduct, staff conduct, and bias-related incidents.