

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. With deep expertise in Title IX, gender-based harassment, disability access, and equity policy implementation, Dr. Grant supports colleges and organizations in moving beyond procedural compliance toward meaningful culture change. She is the creator of the **CAER Model** (Conduct Awareness & Equity Response) — a structured psychoeducational intervention framework used in higher education compliance contexts nationwide.

Core Competencies

- ▶ **Title IX & Civil Rights Compliance** — policy development, grievance procedures, investigations, and regulatory alignment
- ▶ **Training & Professional Development** — trauma-informed, intersectional, equity-centered training for institutions
- ▶ **Psychoeducational Interventions** — CAER Model implementation for respondents in sexual misconduct and bias-related cases
- ▶ **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.

Training Series Offered

Civil Rights Compliance Track

- Responding to Gender-Based Harassment on Campus
- Harmful Language, Symbols & Institutional Liability
- Trauma-Informed Investigations in Higher Education
- Retaliation: The Most Misunderstood Civil Rights Violation
- When Policy Isn't Enough: Culture Change in Compliance

Reproductive Justice Track

- Title IX & Pregnancy Protections: What Institutions Miss
- Supporting Pregnant Graduate Students
- Parenting Students and Academic Continuity
- Miscarriage, Medical Leave & Institutional Responsibility

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

CAER Model — Psychoeducation for Respondents

The **Conduct Awareness & Equity Response (CAER) Model** is a structured psychoeducational intervention for individuals found responsible for sexual misconduct or bias-related conduct. It supports recognition of impact, policy alignment, and behavioral accountability — education as a complement to institutional sanctions.