

Diversity Policy

Our Vision

ProKo Agency, Inc. is committed to creating mutually beneficial business relationships with both our clients and the consultants we represent. A culture of diversity, equity, and inclusion is at the core of our values and the services we provide. We view supplier diversity as a strategic business advantage and a component of our DEI strategy. Our commitment to this mission reinforces our values, while visibly demonstrating our support for equal business opportunity.

Our Commitment

This commitment is a shared responsibility involving ProKo and its affiliates, contractors, vendors, and consultants, and we will conduct business in a manner that reflects our diversity principles. ProKo commits to periodically reviewing this policy to ensure its relevance and to update any changes in expectations.

Our Mission

To establish and implement a sustainable supplier diversity program that creates value by:

- Partnering with suppliers who also respect and implement a diversity program
- Consistently monitoring our diversity program's effectiveness and any potential areas of improvement
- Supporting other diverse organizations and individuals
- Operating our diversity program with integrity and transparency
- Maintaining respectful communication and cooperation between all ProKo consultants and suppliers
- Ensuring a solid work/life balance that accommodates the varied needs of our consultants
- Contributing to the communities we serve to promote a greater understanding and respect for diversity

Our Consultants

Our human capital is unquestionably our most valuable asset. Indeed, ProKo would not exist without the consultants we represent. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, talent, and unique capabilities that ProKo consultants invest in their work represents a significant part of not only our culture, but also our reputation and company's achievement.

We embrace and encourage our consultants' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make them unique.



Diversity Policy FAQ

Who do I contact with questions regarding ProKo's Supplier Diversity Program?

ProKo's Founder and President: Liz Steblay: Liz@ProKoConsulting.com

Who should I contact if I'm interested in hiring talent through ProKo?

Please contact ProKo's Diversity Rep: Marisa Pettit: Marisa@ProKoConsulting.com

What should I do if I'm a consultant who is interested in being represented by ProKo?

First, make sure you qualify. ProKo consultants are highly experienced professionals committed to being independent. All ProKo consultants...

- Have at least 15 years of experience in their field*
- Have prior consulting experience, ideally with a major firm*
- Have been independent at least a year*
- Have excellent, senior level client references*
- Have a polished, professional presence in person and online*
- Have exceptional interpersonal skills, easily transitioning from shop floor to C-suite*
- Have the skills to work across the spectrum, from assessment and strategy through implementation*
- Have chosen consulting as their career; they're not trying it out or between jobs*

Second, be introduced to ProKo by someone who knows us. We strongly believe in the power of personal referrals so we only represent people who pass their first "ethics check." Once you have been referred to ProKo there is a multi-step vetting process that takes 3-4 weeks.

Is ProKo involved with recognized industry trade groups?

ProKo has been a certified woman-owned business through WBENC since 2014.