

Racial Equity Capacity Building Consultants

The Public Welfare Foundation conducted outreach to colleagues to identify consultants that can provide nonprofit organizations with a range of services focused on building capacity for racial equity. This list is in no way comprehensive and is not meant to signal endorsement of any particular consultant or organization. We provide this list as a starting point for grantees and others who are interested in working with racial equity consultants.

Baltimore Racial Justice Action

<http://bmoreantiracist.org/>

16 W. 25th Street, Suite 2 Baltimore, MD 21218

(410)804-6629

[Avis Ransom](#)

avisransom@aol.com

A network of individuals committed to social and economic transformation with an emphasis on racial equity. Conducts workshops and trainings grounded in collective analysis of structural racism and white privilege.

Crossroads Antiracism Organizing & Training

<http://crossroadsantiracism.org>

Chicago, IL

(708) 503-0804

Debra Russell, Director of Management & Resources

debrarussell@crossroadsantiracism.org

Provides organizing, training, and consulting to institutions working to dismantle racism, offering a distinctive power analysis of how racism functions within institutions and an effective process for communicating this power analysis within institutional contexts. Services include analyzing internal policies and procedures that maintain white power and privilege, helping to create an intervention strategy to dismantle oppressive systems, and working extensively with institutional leaders to determine the best strategies for moving forward based on desired outcomes and goals. Strategies may include providing keynote presentations, consultations, leading retreats, or facilitating antiracism workshops.

Higher Ground Change Strategies

<http://highergroundstrategies.net/>

Detroit, Michigan

Makani Themba, Chief Strategist

Change communications, strategic planning, convening design and facilitation for organizations, agencies, and philanthropic institutions working to advance social justice. “A place where change makers can get the support they need to take their work to the next level.” Helps partners integrate authentic engagement, systems analysis, change communications and more for powerful, vision-based change.

IAM Associates

Stephanie Sebeck, assistant [adm.asst.iam@gmail.com] (301) 924-0313; (301) 580-5364, mobile

Inca Mohamed

incaamohamed@gmail.com

Best known as a facilitator who can drive effective group process and produce something.

Facilitates strategic planning retreats for managing organizational growth and change. Addresses deeper institutional work, developing core values. Provides facilitator training for select staff. Facilitates individual empowerment. Provides coaching.

Conducts and facilitates seminars and trainings for unpacking structural racism.

KFB Consulting, LLC

Washington, DC

(202) 679-3330

Kim Freeman Brown, President

kimbrownconsulting@gmail.com

Provides expertise on organizational development, leadership development, and communications strategy, and as an executive coach and facilitator – with experience as an advocacy leader in the social justice sector. Mainly offers comprehensive engagement process.

Khepera Consulting

P.O. Box 70913 Oakland, CA 94612

(510) 750-8479

Greg Hodge

greg@khepera.us

Provides trainings focused primarily on structural racism for organizations, foundations, and coalitions. Often works closely with colleagues from ABFE (Philanthropic Partnership for Black Communities) and the Race Matters Institute in team training approach.

A typical training is 1.5 days, with one full day of education and introducing tools for analysis. The second half day is for strategic planning and focusing the group's work. Can provide ongoing support for implementation through coaching calls, as appropriate. Can also provide single half day introductory trainings on structural racism and analysis.

Management Assistance Group

www.managementassistance.org

1155 F Street NW, Suite 1050, Washington, DC 20004

(202) 238-7586

Susan Misra, Codirector

smisra@gmail.org

Supports strategic development and culture change for groups in complex and emerging situations. Provides comprehensive engagement process, with preceding readiness assessment. Trainings and alignment sessions in conjunction with a larger organizational change process.

Focused on movement networks and coalition building – bringing constituents together, building authentic relationships, identifying shared values. Offers more discrete support services for groups its already in relationship with.

MP Associates

www.mpassociates.us

(410) 566-0390

Baltimore, MD

mpotapchuk@comcast.net

Maggie Potapchuk

mpotapchuk@mpassociates.us

Long history in research and training for dismantling racism and building inclusive community. Could do some discrete training, but typically engages groups who have made a commitment to racial equity for 3-12 month development process.

Developed curriculum and conducts training on *transforming white privilege*. Developed an authentic partnership framework to support and model collaboration for the movement. Available for editing and analysis of materials toward racial equity.

OpenSource Leadership Strategies, Inc.

www.opensourceleadership.com

732 Ninth Street, #534, Durham, NC 27705

(919) 824-3914

Gita Gulati-Partee, Founder and Chief Strategist

gita@opensourceleadership.com

Works primarily with advocacy groups and coalitions on comprehensive change processes. Also provides 1-2-day introductory trainings.

The Opportunity Agenda

<https://opportunityagenda.org>

568 Broadway, Suite 701 New York, NY 10012

(212)334-5977, (212)231-2234 (Jess)

Jessica Wells-Hasan, Director of Development

jwells-hasan@opportunityagenda.org

Produces and provides **communications** resources, trainings, webinars, and research to build the capacity of social justice leaders and advance the impact of the field. Expertise includes communications techniques, shaping compelling narratives and messages, and law and policy frameworks necessary to create change. **Services are offered for free.** Racial justice and equity work woven and baked into all activities.

Free services include:

- week-long, annual Communications Institute training, for 15-18 participants
- shorter field trainings, often as an element of partners' larger convenings
- 6 free webinars per year on basic intro to conscious communication
- online VPSA Messaging Tool (Value, Problem, Solution, Action)
- two regular newsletters:
 - 1 monthly newsletter shares positive success stories from partner organizations; and
 - The Amp comes out 3 weeks a month and contains timely hooks for people to promote their work, tell a united story, and plug into what's already happening.
- "close collaboration" (including in-depth trainings and development of messaging with partners) centered on three initiatives: Immigrant opportunity (specifically focused on border issues); Anti-Poverty, pathways from poverty; Criminal Justice

Occasionally works with Foundation partners to develop an engagement strategy for a specific cadre or network that is either outside the initiative areas or is restrictive (e.g. working with a set of 12 specific partners it is not already engaging with).

Perception Institute

<https://perception.org>

New York, New York

Alexis McGill Johnson, Executive Director

contact@perception.org

alexismcgilljohnson@gmail.com

Conducts customized workshops, training, and research – and designs studies, evaluations, interventions, and communications strategies – rooted in **mind science** to help organizations reduce discrimination linked to race, gender, and other identity differences, and achieve their goals of diversity, equity, and inclusion. Offers expertise for conducting original research, including study design, survey development, and data collection.

Provides guidance to communications teams and departments that manage external relationships, with best practices to reduce polarization and anxiety, particularly around race. Uses mind science research to make communications more effective, helping clients tell stories that are maximally inclusive and extend bridges to potential allies.

Race Forward

www.raceforward.org

32 Broadway, Suite 1801, New York, NY 10004

(510) 338-4926

900 Alice Street, Suite 400, Oakland, CA 94607

ramesh kathanadhi, Leadership Development Associate

rkathanadhi@raceforward.org

Offers training and consulting services for nonprofit organizations and issue campaigns including on: Racial equity problem-solving, goal-setting, strategic planning, organizational development, and individual capacity building.

Typically first engages groups in a three-step process, with longer-term partnerships available.

1. provide foundational trainings
2. provide follow-up training and coaching for more specific institutional goals
3. engage in planning to produce effort/s the group will undertake to advance racial equity

Can also do 1/2-day or 1-day trainings.

The Racial Equity Institute

www.racialequityinstitute.org

454 Gorrell Street Greensboro, NC, 27406

(704) 400-2869

Deena Hayes-Greene, Managing Director

Provides 18-month to two-year processes to help leaders and organizations who want to proactively understand and address racism, both in the organization and the broader community where they work.

Other services: Groundwater Presentation (3-hour introduction to racial equity)

Racial Equity Workshop – Phase I (2-day training) and II (3rd day of training)

Latino Challenges – 2-day workshop for people who live in or work with Latino communities

Racial/Ethnic Affinity Group Development Process Consultation and Technical Assistance

- designed to offer people of similar cultural/racial and ethnic backgrounds an opportunity to discuss the issues experienced as a member of that particular entity

Western States Center

www.westernstatescenter.org

P.O. Box 40305, Portland, OR 97240

(503) 228-8866

Tashia Harris, Racial Justice Program Director

tashiah@wscpdx.org, (503) 893-3805

Engages advocacy groups and coalitions to foster initiatives around racial equity commitments, forging organizational alignment and cohesion.

Focused on community engagement. Can serve as a catalyst to bring together individuals, organizations, and communities to build strength and cohesion around racial equity.

More appropriate for organizations that are further along in their justice work and want to do more.

Anti-Racism Content Resources

ABFE (Philanthropic Partnership for Black Communities) <http://www.abfe.org>

CompassPoint's List of 15 Tools and Frameworks
<https://www.compasspoint.org/blog/15-tools-and-resources-challenge-racism>

Courageous Conversations <https://courageousconversation.com>

Government Alliance on Race & Equity (GARE) <http://www.racialequityalliance.org>

The Greenlining Institute, Racial Equity Toolkit <http://greenlining.org/issues/2013/the-greenlining-institutes-racial-equity-framework-toolkit>

Life After Hate www.lifeafterhate.org

National Equity Atlas <http://nationalequityatlas.org>

The People's Institute for Survival and Beyond www.pisab.org

Philanthropic Initiative for Racial Equity <http://www.racialequity.org>

Policy Link <http://www.policylink.org>

Race: The Power of an Illusion, PBS documentary series
http://www.pbs.org/race/000_General/000_00-Home.htm

Racial Equity Tools <http://racialequitytools.org/home>

Showing Up for Racial Justice <http://www.showingupforracialjustice.org>

White Awake <https://whiteawake.org>