



Dear Friends and Colleagues,

**I have been reflecting on the progress of our racial justice field and movement as I celebrate the 20<sup>th</sup> anniversary of MP Associates Consulting.** We've clearly made some disruptions in our institutional structures, with deeper changes in language, analysis, narratives, and policies. The community of individuals and groups working for racial justice has expanded exponentially and there are more opportunities to deepen our practice. Gradually more organizations are clearer on their responsibility to transform organizational culture, practices, policies, and ethos to co-create a more just and liberated world.

**Right now, we are witnessing and working to prevent the destruction of democracy, the elimination of rights and freedoms, and state-sanctioned violence.** I believe our movement can become a tsunami force to dismantle racist systems by using our brilliance, strength, and collective action. In 2024, we need to be clear about the *immediacy* of prioritizing and deepening our work for the long haul. This is not a time to be hesitant or wonder what's next in a change process. Rather, it's time to build our base to work in accountable solidarity in your ecosystem and take strategic risks while increasing our stamina and sustenance. We can and we must, together, build and use our collective power to make our dreams for racial justice and liberation a reality.

**I want to express my deepest gratitude and love to the people I have worked with over the years** who have challenged my thinking, supported me in taking action, and worked collectively with love, accountability, and tenaciousness. I am excited for our work ahead in 2024!

In Solidarity,  
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## MY 2024 FOCUS AREAS

**MP Associates Consulting** now resides in Pennsylvania, hence our new name (previous one already in use in this state). As I emerge from packing and moving, I am motivated by what I will be focusing on:

**Individual and Group Equity Coaching** — Contact me if you want to deepen your practice in operationalizing racial justice, or address an organizational issue, or if your group/team wants to talk through strategy and scaffolding, or make your case with colleagues or need specific support. I also provide equity coaching with white folks (individual or groups) who want to deepen their knowledge, practice, and action. If interested in equity coaching, please **complete this short form** and we can meet for 30 minutes or so (no cost) and assess whether there is a connection for us to proceed in a coaching relationship. I look forward to connecting with you!

**[Transforming Organizations by Operationalizing Racial Justice Webinar Series](#)** — If you'd like to delve into my recent report, [complete this form](#) to participate in a webinar series focusing on 1) Getting Ready for Change, 2) Foundational Components, 3) Conducting an Organizational Assessment, 4) Developing an Organizational Action Plan, and 5) What's Next. Let me know your interest in each session, questions about process and content, and what you'd hope to take away from your participation. [Share your interest by 2/14](#). Your feedback and questions will shape the webinar series. At the end of February, I will share information about registration, content, process, and cost.

**[Writing, Research, & Curation](#)** — I will be sharing reflections, experience, and explorations of operationalizing racial justice, delving into practices, curating resources, and creating new tools. I'm looking forward to writing about the state of the racial justice field, how we can [disrupt philanthropy](#) and deepen our collective action and resolve.

**[Operationalizing Racial Justice](#)** — I look forward to continuing work with organizations and network partners individually and in cohorts to conduct and discuss the assessment process, be a thought partner on strategy, and work to deepen and sustain the transformational change process.



#### A FEW OF MY RECENT WRITINGS AND TOOLS

- ◆ [Transforming Organizations by Operationalizing Racial Justice](#)
  - ▶ [Curated Resources on Operationalizing Racial Justice](#)
  - ▶ [Working with External Consultants to Support Your Racial Justice Change Process \(& writing RFPs\)](#)
  - ▶ [Addressing white Dominant Culture in Creating a Racially Just Culture](#)
  - ▶ [Before, During, and After: A Racial Equity Organizational Assessment Process](#)
- ◆ [DEI Strategy is Limited and Potentially Harmful: So Now What?](#)
- ◆ [Racial Equity Decision-Making Tool \(REDT\)](#), with additions from Raquel Gutierrez.
- ◆ [Disrupting White Supremacy Culture: Reflection Questions for white People Working for Racial Justice](#).
- ◆ [Transforming Organizational Culture Assessment Tool](#)

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