

## MAGGIE POTAPCHUK

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**MP ASSOCIATES** is dedicated to building the capacity of individuals, organizations, and communities to effectively address structural racism and better understand privilege issues for creating a just and inclusive society.

### **RACIAL EQUITY ASSESSMENT, RESEARCH, AND CONSULTATION**

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- Managed the Philanthropic Initiative for Racial Equity's project on *Measuring Progress on Structural Racism* which included a convening of structural racism and evaluation experts and overseeing the production of *Critical Issues Forum Volume Three, Marking Progress: Movement Toward Racial Justice*.
- Serve as project manager to conduct an extensive environmental scan of academia and philanthropic diversity best practices for the Robert Wood Johnson Foundation.
- Led a team to conduct research for the W.K. Kellogg Foundation, as part of their scanning and assessment process for their racial equity grantmaking. Wrote a report with contributors, *Part One: Cultivating Interdependence in a Community Change Process*, and co-wrote *Part Two: Three Pathways of Race Relations and Racial Justice Work* and *Moving from Theory to Practice: Helping Communities and Organizations Apply the Structural Racism Framework to their Anti-Racism and Racial Equity Work*.
- Managed a pilot project and conducted an assessment with Philanthropic Initiative on Racial Equity and Applied Research Center using their Racial Equity Grantmaking Assessment Tool with two foundations.
- Designed and co-facilitated the workshop series, *Being White in a Multiracial Society*, for white teachers and administrators from three elementary schools to learn how to work more effectively in a multicultural multiracial community.
- Conducted an assessment process and created a program matrix for the Race Relations Center of East Tennessee for a nine-county region to address racial inequities and build an inclusive region.
- Consulted with the Community Foundation of the Chattahoochee Valley to conduct a community assessment and make recommendations to ensure that every resident will have access to all opportunities, which resulted in a state of race relations report.
- Consulted with the National League of Cities on the Selma, Alabama, Community Improvement Initiative to address issues of race, education, governance and economic development through a community assessment process, which resulted in state of race relations report.
- Provided consultation to non-profits, government agencies, corporate, and educational institutions on their diversity initiatives; included writing proposals, negotiating contracts, designing interventions, and supervising contract staff. (1995-99)

## PROGRAM MANAGEMENT

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- Managed the development of [www.racialequitytools.org](http://www.racialequitytools.org), including identifying resources and tools and co-writing the content for the website. Site launched March 2009.
- Contributed significantly to building the infrastructure of NABRE, a network of 180 race relations and racial justice organizations. Included serving on the leadership team, developing program strategy and organizational processes, and creating an internal structure for online technology.
- Managed and co-developed six-day residential *Dismantling Racism Institutes* with 200+ graduates and with an 82% post-Institute retention rate. Included supervising a six-month faculty planning process, marketing, interviewing participants, and compiling five institute manuals.
- Co-developed and directed *CommUnity-St. Louis*, a comprehensive community initiative to dismantle racism. Included writing grants, chairing a community collaboration council, and coordinating the evaluation process. This initiative was chosen as a promising practice by President Clinton's Initiative on Race.
- Co-designed and coordinated 13 *Building an Inclusive Community* one-day community workshops for over 1,000 residents of the St. Louis region, which included recruiting and supervising 12 to 25 volunteer trainers for each workshop, coordinating logistics, and marketing. Seventy-two percent of evaluation respondents said they used what they learned in the workshop in personal, work-related and/or community situations.
- Revamped and coordinated eight skill-building and educational trainings for 280 volunteers per year. Supervised 20 volunteer trainers, developed a training manual and wrote curriculum. Several area AIDS service organizations reviewed the training program and requested a collaborative training effort because of the program's quality.
- Created an alternative overnight program for college students which attracted over 700 students and established partnerships with 36 community groups. This event won a national award from the American College Personnel Association.
- Revamped a two-day orientation program at Quinnipiac College (now Quinnipiac University) for 750 first-year students into a five-day program, including training and managing 100-plus volunteers.

## RESEARCH

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- Researched four communities' work on racial equity and wrote *Community Change Processes and Progress in Addressing Racial Inequities*, partnering with the Aspen Institute Roundtable on Community Change.
- Researched and wrote *Lessons Learned: How Communities are Addressing Racial Inequities*, partnering with the Aspen Institute Roundtable on Community Change and National League of Cities.
- Coordinated the development of, and was lead writer of, the monograph *Flipping the Script: White Privilege and Community Building*.

- Led an external assessment of IMPACT Silver Spring's six-year leadership development program, which involved engaging program alumni to collect and analyze the data, collected through surveys, focus groups and story gathering.
- Co-developed and researched issues and practices for [www.evaluationtoolsforracialequity.org](http://www.evaluationtoolsforracialequity.org)
- Wrote *Cultivating Interdependence: A Guide for Race Relations and Racial Justice Organization*. This research was based on a pilot workshop facilitated in four communities and partnering with Philanthropic Initiative for Racial Equity.
- Wrote *Holding up the Mirror: Working Interdependently for Just and Inclusive Communities*. This research was based on a national forum for 18 organizations, representing distinct race relations and racial justice approaches, who met to learn more about each other's work and to explore how to work collaboratively on community issues.
- Researched the response of Clarksburg, West Virginia to a KKK rally. Wrote *Steps Toward an Inclusive Community*, which includes designing the Inclusive Community Assessment tool. Designed a companion workshop and co-facilitated the workshop for local elected officials and community leaders in West Virginia, Mississippi, Idaho, and Tennessee.

## **CAPACITY BUILDING AND ORGANIZATIONAL DEVELOPMENT**

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- Provided capacity building consulting (including research) and/or training on racial equity issues to: Everyday Democracy Staff Retreat (two days) co-facilitated with Gita Gulati-Partee (June 2009 and October 2010), Montgomery County (MD) Study Circles Program (March 2010), City of Lynchburg VA – Many Voices-One Community Initiative (December 2010), Aspen Institute Roundtable for Community Change – Racial Equity and Society Peer Learning Forum (November 2008-June 2009), and Educational Equity Consultants in St. Louis, MO (May 2007).
- Conducted an assessment of the Evangelical Lutheran Church in America's Synod Anti-Racism Teams to map the capacity, assets, and needs of the teams and network as whole to help create more effective collaboration with the churchwide office.
- Established partnerships with nine organizations in five states to coordinate a regional conference for 200 participants representing race relations and racial justice organizations in the upper Midwest, which led to development of a regional network.
- Served as technical assistance manager for the *Initiative to Strengthen Neighborhood Inter-Group Assets* for the Eugene and Agnes E. Meyer Foundation. Its mission was to address social justice issues impacting communities of color with a focus on investing in racially diverse neighborhoods.
- Serve on the consulting team for the *Leading By Example Initiative* sponsored by California Tomorrow and Coalition of Community Foundations for Youth to build the capacity of four community foundations to address inclusion and equity issues.
- Recruited and supported a network of more than 180 facilitators, consultants, educators, and community leaders committed to dismantling racism. Provided coaching, professional development workshops and technical assistance.
- Created policies for more than 400 active volunteers, which reflect human resource laws and liability issues.

- Created an interviewing and placement process for 150+ volunteers per year, which included recruiting and training 10 interviewers.
- Wrote a successful institution-wide grant (FIPSE) and served as project coordinator to implement multi-level approaches of alcohol and drug prevention through programs and services. Received the highest percentage of requested funds from one of the established federal grant programs that year.
- Revamped Quinnipiac College's student judicial system by creating new procedures, forms, expectations, and educational sanctioning process and collaborative relationships with key campus leaders.

## **EDUCATION**

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*Masters of Education*, Organizational Development and Applied Group Studies, University of Massachusetts at Amherst, 1987.

*Social Issues Certificate*, University of Massachusetts at Amherst, 1987.

*Bachelor of Science*, Child and Family Community Services, Bowling Green State University, 1982.

## **PUBLICATIONS AND REPORTS**

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- *Consulting with A Racial Equity Lens Tool*, developer October 2010.
- *Leadership and Race: How to Develop and Support Leadership that Contributes to Racial Justice*, co-author. Leadership Learning Community. September 2010
- "Community of Practice: A Process for Evaluating Racial Justice Work?," author. Article in *Critical Issues Forum - Volume 3. Marking Progress: Movement Toward Racial Justice*, July 2010.
- *Diversifying Faculty and Staff: Indiana State University Search Committee Study*, contributor. May 2010.
- *Assessment Report of the Synod Anti-Racism Teams in the Evangelical Lutheran Church of America*. author. 2008.
- *Community Change Processes and Progress in Addressing Racial Inequities*. author. Research Partner: Aspen Institute Roundtable on Community Change, 2007.
- *Lessons Learned: How Communities are Addressing Racial Inequities*. author. Research partners: Aspen Institute Roundtable for Community Change and National League of Cities, 2006.
- *Flipping the Script: White Privilege and Community Building*. co-author with Sally Leiderman, Donna Bivens, and Barbara Major. 2006.
- *Cultivating Interdependence: A Guide for Race Relations and Racial Justice Organization*. author. Partner: Philanthropic Initiative on Racial Equity. Washington, D.C.: Joint Center for Political and Economic Studies, 2005.
- *Columbus, Georgia: Moving Forward Together Initiative, Report to the Community Foundation of Chattahoochee Valley*. co-author. 2005.

- *Using Dialogue as a Tool in the Organizational Change Process* (article). author. Oakland, CA: California Tomorrow, 2004.
- *The Selma, Alabama Initiative: Community Assessment Report*. co-author. Washington D.C.: National League of Cities, 2004.
- *Holding Up the Mirror: Working Interdependently for Just and Inclusive Communities*. author. Washington, DC: NABRE, Joint Center for Political and Economic Studies, 2002.
- *Steps Toward An Inclusive Community*. author. Washington, DC: NABRE, Joint Center for Political and Economic Studies, 2001.
- *Building Effective Community Partnerships: Systems Improvement Training and Technical Assistance Project, Toolkit Number 1*. Contributor. Washington, DC: Office of Juvenile Justice and Delinquency Prevention, 2001.

## **MAJOR PRESENTATIONS AND WORKSHOPS**

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- Panelist, *Negotiating the Isms of Board Service*. Associated Black Charities' Board Pipeline Leadership Development Program, November 2010.
- Co-Presenter, *Understanding Privilege and Racial Equity: Sustaining 21<sup>st</sup> century Organizations during Difficult Economic Times*. Organizational Development Network Annual Conference, October 2010.
- Presenter, *Cracking the Racialization Codes: A 21<sup>st</sup> Century Skill Set*. Alliance for Non-Profit Management Annual Conference, October 2010.
- Co-Facilitator, *And Justice for All: straight Talk About Social and Racial Justice and Deliberative Democracy*. Deliberative Democracy for Educators' and Deliberative Democracy Consortium's Conference No Better Time: Promising Opportunities in Deliberative Democracy for Educators and Practitioners. July, 2009.
- Process-co-facilitator, *At the Intersection of Race and Poverty: An ELCA Capacity Building and Network Gathering*. Evangelical Lutheran Church of America, September 2008.
- Panelist, *Why Addressing Racism is Key to Making Progress on Other Issues*. Everyday Democracy's National Conference: Making Every Voice Matter. June 2008.
- Co-Facilitator, *Organizing a Community of White Anti-Racists: Lessons Learned and Community Change Progress in Addressing Racial Equity*. Ninth Annual White Privilege Conference, April 2008.
- Co-Facilitator of the *White Caucus*. A Race Symposium, Center for Race Relations for East Tennessee, November, 2007.
- Facilitator, *Building an Inclusive Community: Part One – Assessment and Part Two – Strategies*. Create West Virginia Conference. November, 2007.
- Co-Facilitator, *Becoming a Culturally Competent Leader through Understanding Privilege*. Alliance for Nonprofit Management Conference, July 2007
- Co-Facilitator, *Sustaining Action: Relationships Dedicated to Accountability and Learning*. White Privilege Conference VII, April 2007.
- Co-Facilitator and Presenter, *Prince George's County Forum on Structural Racism*. (MD) January, 2007.

- Co-Facilitator, *Building Capacity for Racial Equity: An Overview of Approaches, Strategies and Tools* and *Flipping The Script: White Privilege and Community Building*. Alliance for Non-Profit Management Conference, August, 2006.
- Co-Facilitator, *Flipping the Script: White Privilege and Community Building*. White Privilege Conference VII, April 2006.
- Co-Facilitator, *Creating Collaborative Approaches to Address Racial Injustice*. National Conference on Race and Ethnicity, May, 2005.
- Panelist, *Cities In Search of Better Ethnic Relations*. Building Constructive Frameworks for Improving Ethnic Relations: Best Practices Here and Abroad 50 Years after *Brown*, University of Denver, August, 2004.
- Co-Facilitator, *Making Progress: A Tool and Resources for Leading Inclusive Communities*. National League of Cities Congress of Cities, December, 2003.
- Panelist, *Assessing your Community's Inclusiveness*. Building Blocks for Inclusive Communities Conference, Fund for an Open Society, November, 2002.
- Panelist, *Building Multi-Racial Coalitions*. Annie E. Casey Foundation, June 2002.
- Interviewee, *Feature Story*. South Africa News Magazine TV show, August 26, 2001.
- Keynote speaker, Wall of Fame Banquet, Charles F. Brush High School, Lyndhurst, Ohio, May 2001.
- Panelist, *Building Interracial Coalitions in a Changing World: Lessons Learned from the Field*. Harvard University, Cambridge, Massachusetts, April 2001.
- Panelist and Resource Person, Annie E. Casey Foundation's *Roundtable on Race, Class, and Power*. July and August 2000.
- Presenter, *Island of Inclusion in a Sea of Exclusion*. The Richard and Alice Netter Labor-Management-Public Interest Seminar, *Inclusive Workplaces: What Will They Look Like When We Achieve Them*, Cornell University, Ithaca, New York, 1998.
- Panelist, *Community Mobilization*. Best Practices at Promoting Improved Race Relations Symposium, Washington D.C., 1997.

## **PROFESSIONAL AND COMMUNITY SERVICE**

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- Board member, Center for Education Equity (CEE). 2010.
- Reviewer, *Understanding and Dismantling Privilege* Journal, 2009.
- Reviewer, *Grantmaking with a Racial Equity Lens*, Philanthropic Initiative for Racial Equity. 2007.
- Reviewer, *Facing Racism in a Diverse Nation*, Everyday Democracy, 2007.
- Advisory Board Member, Baltimore Racial Justice Action. 2007-present.
- Reviewer, *Looking Back: Project Change From 1991-2005* and companion report, *On the Ground: Struggles and Lessons for Anti-Racism Work*, Project Change, 2005.
- National Advisory Board, *Ten Ways to Fight Hate on Campus: A Response Guide for College Activists*, Southern Poverty Law Center, 2003.
- IMPACT Silver Spring, mentor, conference planning committee, process observer for leadership training program, program support, September 2001-2006.

- Member, Steering Committee, *The Common Ground Fund: Investing in Racial Justice and Social Change*, Co-Chair, Grant Review Committee, The Community Foundation for the National Capital Region, January, 2003-2007.
- Gustavus Meyer Outstanding Book Awards, panel reviewer, 2000-2001, 2003, 2005-2007.
- Member, Montgomery County Committee on Ethnic Affairs, March 2001-March, 2003.

## **AWARDS**

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- YWCA-St. Louis Region Racial Justice Award, 1999.
- NCCJ's Dismantling Racism Institute was selected as one of seven innovative programs in the *Intergroup Relations in the United States: Seven Promising Practices*, funded by the Ford Foundation., 1998.
- Nominee, Fostering Race Relations, "What's Right with the Region '99," FOCUS St. Louis.
- American College Personnel Association award, "*Outstanding Example of a Campus-Wide Collaboration to serve Commuter Students and/or Adult Learners.*"1992.
- Outstanding Young Women of America Award, 1985.

## **WORK EXPERIENCE**

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- *President*, MP Associates, Inc. Baltimore, MD, November 2003-present.
- *Senior Program Associate*, Network of Alliances Bridging Race and Ethnicity (NABRE) an initiative of the Joint Center for Political and Economic Studies, Washington D.C., November 2000-October, 2003.
- *Independent Consultant*, Silver Spring, MD, January – December 2000.
- *Director of the Dismantling Racism Program*, The National Conference for Community and Justice (NCCJ), St. Louis, Missouri, 1995-99.
- *Director of Volunteer Services*, St. Louis Effort for AIDS (EFA), St. Louis, Missouri, 1993-95.
- *Coordinator, Alcohol and Drug Education and Greek Life*, Southern Illinois University at Edwardsville, Edwardsville, Illinois, 1990-93.
- *Assistant Dean of Student Affairs*, Quinnipiac College (now Quinnipiac University), Hamden, Connecticut, 1988-90.