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***MP ASSOCIATES is a consulting practice that works in partnership with individuals, organizations, and communities to build capacity and facilitate change to collectively achieve racial justice.***

## **BUILDING CAPACITY OF ORGANIZATIONS**

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- Build capacity of Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders (SAGE) to integrate their commitment to diversity and equity into programs, operations and culture with IAM Associates and Open Source Leadership Strategies.
- Work with Shiree Teng and Brigette Rouson to build the capacity of Provide to align policies, practices, and processes with their values of diversity, inclusion and equity.
- Work with Diane Goodman and Michael Funk to support the executive team of Queens Legal Services to lead the equity change process.
- Partner with Open Source Leadership Strategies to work with the Diversity and Inclusion Team of the William Caspar Graustein Memorial Fund. The focus was to assess current organizational issues and build staff's capacity to align their policies, practices and culture to their value of equity. This foundation has recently adopted an explicit equity mission statement and strategic framework.
- Partner with Open Source Leadership Strategies to facilitate a process for the staff of the Interaction Institute for Social Change to deepen the collective understanding of power and privilege and apply that understanding to IISC's structures and practice. Also, provided coaching to the white caucus.
- Work with a team, CAPD and Change Matters, to conduct an assessment process and build the capacity of the Diversity Team for Department of Children, Youth and Families (Chester County PA) to begin a process of addressing racial disproportionality.
- Partner with Open Source Leadership Strategies to work with Everyday Democracy's staff and associates to build their capacity and understanding of structural racism, racial equity, diversity and inclusion to further learn about race and power in the work environment and their community change work.
- Conduct 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. Served on the facilitation team for a two day national retreat with key leaders, *At the Intersection of Race and Poverty: An ELCA Capacity Building and Network Gathering*.
- Design and co-facilitated the workshop series with John Landesman, *Being White in a Multiracial Society*, for white teachers and administrators from three elementary schools in Montgomery County MD, to learn how to work more effectively in a multicultural multiracial community.
- Provide racial equity capacity building consulting and/or training on racial equity issues with: William Winters Institute at University of Mississippi, Consumer Health Foundation, Huntsville Alabama Leadership Impact Program, Institute for Community Peace, Education Equity Consultants, Montgomery County (MD) Study Circles Program, City of Morgantown, WV, City of Lynchburg VA – Many Voices-One Community Initiative, Jim Casey Youth Opportunities Initiative, and the Annie E. Casey Foundation.
- Serve as technical assistance manager for the *Initiative to Strengthen Neighborhood Inter-Group Assets* for the Eugene and Agnes E. Meyer Foundation. Coached grantees on intergroup issues between recent immigrants and longtime residents and developed a series of learning cluster discussions on coalition building and intergroup conflict.
- 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.

- Recruit and support a network of more than 180 facilitators, consultants, educators, and community leaders committed to dismantling racism in St. Louis, MO. Provided coaching, professional development workshops and technical assistance.

## **ASSESSMENT AND CONSULTATION**

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- Develop *Transforming Organizational Culture Assessment Tool* to assess how white culture manifests in organizations, and includes examples of organizational practices to address white culture and racial inequities.
- Lead a team to conduct research for the W.K. Kellogg Foundation, as part of their scanning and assessment process for their racial equity grantmaking. Co-wrote chapters for final report: *Part One: Cultivating Interdependence in a Community Change Process; Part Two: Three Pathways of Race Relations and Racial Justice Work; Moving from Theory to Practice: Helping Communities and Organizations Apply the Structural Racism Framework to their Anti-Racism and Racial Equity Work; and Recommendations for Building a Racial Equity Movement.*
- Partner with Open Source Leadership Strategies to conduct a research and assessment process for Indiana State University. Produced a qualitative study of the experiences of faculty and professional staff in their first two years of employment, and evaluate and recommend recruitment and hiring policies, procedures and practices with respect to diversity.
- Manage a pilot project and conducted an assessment with Philanthropic Initiative for Racial Equity and Applied Research Center (Race Forward) using their Racial Equity Grantmaking Assessment Tool with two foundations.
- Conduct 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.
- Consult 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.
- Lead 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.
- Consult 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.

## **PROGRAM MANAGEMENT**

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- Manage the Philanthropic Initiative for Racial Equity's three Critical Issues Forum publications: *Volume Three: Marking Progress: Movement Toward Racial Justice, Volume Four: Mobilizing Community Power to Address Structural Racism, and Volume Five: Moving Forward on Racial Justice Philanthropy.*
- Serve as project manager with CAPD and Open Source Leadership Strategies to conduct an extensive environmental scan of academia and philanthropic diversity best practices for the Robert Wood Johnson Foundation.
- Manage the development of [racialequitytools.org](http://racialequitytools.org). (Site launched March 2009). Co-led the re-launching of the site in 2013, including identifying over 1,700+ resources and tools and co-writing the content for the website and tip sheets.
- Serve on staff team to build 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 program.
- Establish 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.
- Manage and co-develop seven, six-day residential *Dismantling Racism Institutes* with almost 200 graduates. Included supervising a six-month faculty planning process, marketing, interviewing participants, and compiling five institute manuals.

- Co-develop and direct *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-design and coordinate 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 facilitators for each workshop.

## **RESEARCH AND CURRICULUM DEVELOPMENT**

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- Researched *Authentic and Equitable Partnerships: A Framework for Building Movements* for the Funders for Reproductive Equity to develop a framework to support and model better collaboration that strengthens the movement with Open Source Leadership Strategies.
- Develop with Center for Assessment and Policy Development and World Trust Educational Services [Transforming White Privilege: A 21<sup>st</sup> Century Leadership Capacity](#) (TWP) curriculum for leaders identify, address and talk about white privilege within the system of inequity, as a critical part of their leadership skillset;
- Research 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.
- Research and write *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*.
- Co-develop and research 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 also partnered with Philanthropic Initiative for Racial Equity.
- Write *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.
- Research the response of Clarksburg, West Virginia to a KKK rally. Wrote *Steps Toward an Inclusive Community*, which includes designing the Inclusive Community Assessment tool.

## **PUBLICATIONS AND REPORTS HIGHLIGHTS**

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- Contributor to [Decentering Whiteness and Creating Inclusive and Equitable Conferences: A Tip Sheet](#), along with Natasha Aruliah, Sonali Sangeeta Balajee, Shakti Butler, Bill Calhoun, Diane Goodman, Sally Leiderman, Emily Morrison. December 2015.
- Write the Foreword of, *Becoming a Social Justice Leader: Using Heart, Head, and Hands to Dismantle Oppression*, by Phil Hunsberger, Billie Mayo, Anthony Neal, July, 2015. Book will be released Spring 2016.
- Author. [Race, Power and Democracy: Synthesis of Select Philanthropic Efforts Following Key Flashpoints](#). December 2014.
- Author. [The California Endowment: Racial Equity Grantmaking in a Place-based Initiative](#) and [Akonadi Foundation: Movement Building – Locally with a Structural Racism Analysis](#), Co-Author. [Timeline of Race, Racism, Resistance and Philanthropy 1992-2014](#). Philanthropic Initiative for Racial Equity - *Critical Issues Forum - Volume 5. Moving Forward on Racial Justice Philanthropy*. June 2014.
- Co-author with Gita Gulati-Partee. [Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity](#), [Foundation Review](#). May 2014.
- Author. [Racial Equity Resource List](#). For the Annie E. Casey Foundation. December, 2011.
- Developer. [Consulting with a Racial Equity Lens Tool](#), October 2010.
- Co-author. [Leadership and Race: How to Develop and Support Leadership that Contributes to Racial Justice](#), Leadership Learning Community. September 2010.

- Author. "[Community of Practice: A Process for Evaluating Racial Justice Work?](#)" Article in Philanthropic Initiative for Racial Equity's *Critical Issues Forum - Volume 3. Marking Progress: Movement Toward Racial Justice*, July 2010.
- Author. [Community Change Processes and Progress in Addressing Racial Inequities](#). Research Partner: Aspen Institute Roundtable on Community Change, 2007.
- Co-author with Sally Leiderman, Donna Bivens, and Barbara Major. [Flipping the Script: White Privilege and Community Building](#). Funded by the Annie E. Casey Foundation. 2005.
- Author. [Cultivating Interdependence: A Guide for Race Relations and Racial Justice Organization](#). Partner: Philanthropic Initiative on Racial Equity. Joint Center for Political and Economic Studies, 2005.
- Author. [Using Dialogue as a Tool in the Organizational Change Process](#) (article). California Tomorrow, 2004.
- Author. [Holding Up the Mirror: Working Interdependently for Just and Inclusive Communities](#). Joint Center for Political and Economic Studies, 2002.
- Author. [Steps Toward an Inclusive Community](#). Joint Center for Political and Economic Studies, 2001.

## **MAJOR PRESENTATIONS AND WORKSHOPS**

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- Co-Facilitator, Philanthropy and Racial Equity: Power and White Privilege, Association for Baltimore Area Grantmakers, April 2017.
- Discussant, *Overcoming Structural Racism*. 5th Annual Provost-UHI Symposium on the Social Determinants of Health: Race, Racism, and Baltimore's Future: A Focus on Structural and Institutional Racism, John Hopkins University, April 2016.
- Presenter, *Dialogue on Race, Privilege and our Role as Philanthropists*. Annie E. Casey Foundation, August 2016.
- Co-Facilitator, *Advancing Racial Justice: Addressing Race, Power and Privilege in our Organizations and in Ourselves*. Road Map Consulting, June 2015.
- Co-Facilitator, *Illuminating Whiteness: Developing a Literacy for Racial Justice Globally*, Healing History Conference. Hope in the Cities, Richmond, VA, April 2015.
- Panelist and Facilitator, *2015 Summit on Race and Inclusion, Moving Beyond Bias*. Lakeshore Ethnic and Diversity Alliance, Grand Haven, MI, March 2015.
- Co-Facilitator, *Increasing Community's Capacity to Address Racism*, Healing History-Overcoming Racism Conference. Caux, Switzerland. July 2013.
- Co-Facilitator, *Transforming Organizations: Internalizing Racial Equity Institute*, White Privilege Conference. Seattle WA. April 2013.
- Panelist, and Moderator, *From Theory to Action: Bringing Organizations and Communities Forward*. W. K. Kellogg's America Healing Conference. April 2013.
- Co-Facilitator, *Philanthropy and Government Partnerships & Transforming Organizations: Internalizing Racial Equity*. Governing For Racial Equity Conference. Seattle, WA. December 2012.
- Co-Facilitator, *Internalizing Racial Equity Institutionally*, Applied Research Center's Facing Race Conference. November 2012.
- Plenary Speaker, *Creating Change: How to Build Capacity Among Multiculturalism and Anti-Racism Groups*, Embrace BC Symposium on Multi-culturalism and Racism. Vancouver, British Columbia. October 2012.
- Co-Facilitator, *UnOccupy Privilege: Developing Principles for Economic Equity*, White Privilege Conference. April 2012.
- Co-Facilitator, *A Dialogue for Caucus Facilitators - Sharing Strategies, Strengthening Practice*, White Privilege Conference. April 2011.
- 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.
- Co-Facilitator, *And Justice for All: Straight Talk about Social and Racial Justice and Deliberative Democracy*. No Better Time: Promising Opportunities in Deliberative Democracy for Educators and Practitioners. July 2009.
- Panelist, *Why Addressing Racism is Key to Making Progress on Other Issues*. Everyday Democracy's National Conference: Making Every Voice Matter. June 2008.

- 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 and Presenter, *Prince George's County Forum on Structural Racism*. (MD) January 2007.
- Workshop 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.
- Workshop 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.
- Workshop Co-Facilitator, *Making Progress: A Tool and Resources for Leading Inclusive Communities*, National League of Cities Congress of Cities, December, 2003.

## **PROFESSIONAL AND COMMUNITY SERVICE HIGHLIGHTS**

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- Co-chair, *Illuminating Whiteness and Colonization: Developing a Literacy for Racial Justice Globally* Workgroup. 2014-2017.
- Advisory Group, *Governing Alliance for the Racial Equity Network*. 2015-present.
- Leadership Team member, Governance Workgroup co-chair and Leadership Gathering co-chair, *Within Our Lifetimes: Racial Equity and Racial Healing Network*. 2013-present.
- Board member, *Center for Education Equity* (CEE). 2010-2016.
- Board member, *Understanding and Dismantling Privilege* Journal, 2009-2016.
- Co-Convener, *White Privilege Facilitation Praxis* group. 2013-2015.
- Leadership Team member and Co-Chair, Basebuilding Workgroup *Showing Up for Racial Justice*. 2012-2014.
- Reviewer, *Facing Racism in a Diverse Nation*, Everyday Democracy, 2007.
- Advisory Board Member, Baltimore Racial Justice Action. Member. White Anti-Racism Network. 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.
- Mentor, process training observer, program support, IMPACT Silver Spring, 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, 2001- 2003.

## **WORK EXPERIENCE**

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- President, MP Associates, Inc., Baltimore, MD, November 2004-present.
- Racial Equity Affiliate Consultant, RoadMap Consulting September 2014-present.
- Independent Consultant, November, 2003-October, 2004.
- 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. Assistant Director of Student Union and Student Activities, 1987-88.

## **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.