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MP ASSOCIATES is a national consulting practice that works in partnership with individuals, organizations, and communities to co-create a racially just world.

OPERATIONALIZING RACIAL JUSTICE IN ORGANIZATIONS

- Work with Raquel Gutierrez to build the capacity of the United Philanthropy Forum's staff and board to operationalize racial equity including working with internal staff team, facilitating education sessions, individual and group coaching, and supporting the adoption of the Racial Equity Decision-Making Tool (REDT).
- Build the capacity of The Cleveland Foundation's Racial Equity and Inclusion team with Raquel Gutierrez to guide developing a racial equitable culture.
- Serve on the facilitation team with Sheryl Petty and Raquel Gutierrez for United Philanthropy Forum's Racial Equity Action and Learning Cohort and provide group coaching to teams.
- Facilitate white caucuses and build capacity of the internal racial equity team at Center on Budget and Policy Priorities - State Fiscal Policy Division.
- Build the capacity of staff at the Guttmacher Institute including conducting an organizational assessment, providing coaching and training with Gita Gulati-Partee.
- Facilitate white caucuses and provide equity coaching at the Eugene and Agnes E. Meyer Foundation.
- Build the capacity of staff and board at the Nellie Mae Education Foundation including conducting an organizational assessment, coaching, and facilitating a racial equity theory of change process with Gita Gulati-Partee.
- 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 Inca Mohamed and Gita Gulati-Partee.
- 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 Gita Gulati-Partee 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.
- Facilitate a process for the Interaction Institute for Social Change staff to deepen the collective understanding of power and privilege and apply that understanding to IISC's structures and practice with Gita Gulati-Partee. Also, provided coaching to the white caucus.
- Provide racial equity and justice capacity building consulting, equity coaching, and/or training on racial equity issues for: Lutheran Immigration and Refugee Services, Grand Victoria Foundation, National Juvenile Justice Network, National Center for Transgender Equality, Colorado Trust, Northwest Area Foundation, Washington Regional Area Grantmakers, Ruth Ellis Center, Department of Children, Youth and Families (Chester County PA) Tara Mandala, Meyer Memorial Trust, Huntsville Alabama Leadership Impact Program, Institute for Community Peace, Montgomery County (MD) Study Circles Program, City of Morgantown, WV, Everyday Democracy, City of Lynchburg VA – Many Voices-One Community Initiative, Jim Casey Youth Opportunities Initiative, and the Annie E. Casey Foundation.

PROGRAM MANAGEMENT

- 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*.

- Partner with CAPD and World Trust in co-developing racialequitytools.org. Co-led the re-launching of the site in 2020 which included curating 4,200 resources for 98 categories, managing the process, 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 developing program strategy and organizational processes, designing an interdependent process with member organizations, and creating an internal structure for online engagement and organizing a regional conference.
- 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, compiling five institute manuals, and providing coaching, professional development workshops and technical assistance for the graduates. This was chosen as one of seven promising practices by the Ford Foundation.
- 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.

ASSESSMENT AND CONSULTATION

- 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. 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*.
- Managed 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.
- 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.
- 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.
- 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.

RESEARCH, PUBLICATIONS, AND CURRICULUM DEVELOPMENT

- Wrote [*Transforming Organizations by Operationalizing Racial Justice*](#). 2023.
- Developed [*Racial Equity Decision-Making Tool \(REDT\)*](#), vol. 2. with additions from Raquel Gutierrez, Blue Agave Partners. 2022.
- Wrote [*DEI Strategy is Limited and Potentially Harmful: So Now What?*](#) 2021.
- 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. 2021.
- Wrote [*Share our Truths for Collective Action: #DisruptPhilanthropyNow!*](#) 2021
- Wrote [*Operationalizing Racial Justice in Non-Profit Organizations*](#), about the scaffolding of the change process, along with providing curated resources, 2020.
- Develop [*Disrupting White Dominant Culture: Reflection Questions for white People Working for Racial Justice*](#), 2020.
- Contributor to [*Grantmaking with a Racial Justice Lens*](#), developed by Philanthropic Initiative for Racial Equity. 2020.

- Research and co-wrote with Gita Gulati-ParTEE, [Authentic and Equitable Partnerships: A Framework for Building Movements](#) for the Funders Network on Population, Reproductive Health and Rights now called Funders for Reproductive Equity. 2017.
- Develop with World Trust and CAPD the [Transforming White Privilege: A 21st Century Leadership Capacity Curriculum](#) to support leaders identify, address, and talk about white privilege, as a critical part of their leadership skillset. 2016.
- 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 released Spring 2016.
- 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.
- 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. *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.
- Developer. [Consulting with a Racial Equity Lens Tool](#), October 2010.
- Contributor. [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.
- Research and write [Lessons Learned: How Communities are 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

- Panelist, Deep Equity Practitioner’s session, *White Supremacy Culture - Exploring Usage of the Tool/Concepts in the Field*. June 2023.
- Presenter at University of Minnesota’s Topics in Race, Ethnicity, and Public Policy - Racial Equity Assessment, April 2023.
- Facilitator, *Operationalizing Racial Justice* for Southern Poverty Law Center’s JEDI Working Group, September 2021.
- Co-Facilitator with Brigette Rouson, *Deepening PSO Racial Equity Work Through Assessments* Webinar for the United Philanthropy Forum, July 2021.
- Co-Facilitator with Sonali Sangeeta Balajee and Simran Noor, *Transforming the Philanthropic Sector through Building Solidarity and Accountability*, CHANGE Unity Summit, November 2019.
- Co-Plenary Speaker with Brigette Rouson, *Co-Creating Racial Equity by Addressing White Privilege: Capacity Builders’ Role and Accountability*, Alliance for Non-Profit Management National Conference, October 2019.
- Co-Convening Speaker, Equity in the Center Summit, May 2019

- Co-Facilitator with Gita Gulati-Partee and Mary Harrison, *Lean into Disruption: Advancing Racial Equity Requires Challenging the Status Quo of White Culture* webinar for National Network of Consultants to Grantmakers, September 2018.
- 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, Johns Hopkins University, April 2016.
- Presenter, *Dialogue on Race, Privilege, and our Role as Philanthropists*. Annie E. Casey Foundation, August 2016.
- 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 21st 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

- Board Member, Equity in the Center. 2020-present.
- Member, Deep Equity Practitioner's Network, 2020-present.

- Emeritus Advisory Board Member, Baltimore Racial Justice Action. Member. White Anti-Racism Network. 2007-present.
- Co-chair, *Illuminating Whiteness and Colonization: Developing a Literacy for Racial Justice Globally* Workgroup. 2014-2017.
- Leadership Team member, Governance Workgroup co-chair, and Leadership Gathering co-chair, *Within Our Lifetimes: Racial Equity and Racial Healing National Network*. 2011-2018.
- Co-Convener, *White Privilege Facilitation Praxis group*. 2013-2015.
- Member of the Leadership Team and Co-Chair, Basebuilding Workgroup *Showing Up for Racial Justice*. 2012-2014.
- 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.

WORK EXPERIENCE

- President, MP Associates, Inc., Baltimore, MD, November 2004-present.
- Racial Equity 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 and CommUNITY St. Louis Initiative, The National Conference for Community and Justice (NCCJ), St. Louis, Missouri, 1995-99.
- Director of Volunteer Services, St. Louis Effort for AIDS, 1993-95.

EDUCATION

- Master 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.