



## a collaborative, majority Black owned change navigation firm that centers equity and justice

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The world is complex and unpredictable, and becoming increasingly more volatile for all living beings—especially the global majority and individuals whose lived experiences are considered "on the margin" by dominant groups. The landscape of social change is also shifting rapidly, and an equity, diversity, and inclusion industry materialized to meet a rising demand. "EDI" turned the work of justice and transformation into bite-sized workshops, fractured and focused on parts and often commodifying Black and brown bodies. People and organizations involved in liberation work have a unique responsibility to clearly identify their values, to work on the self and disrupt the larger systems at play, and to truly model their visions internally and externally.

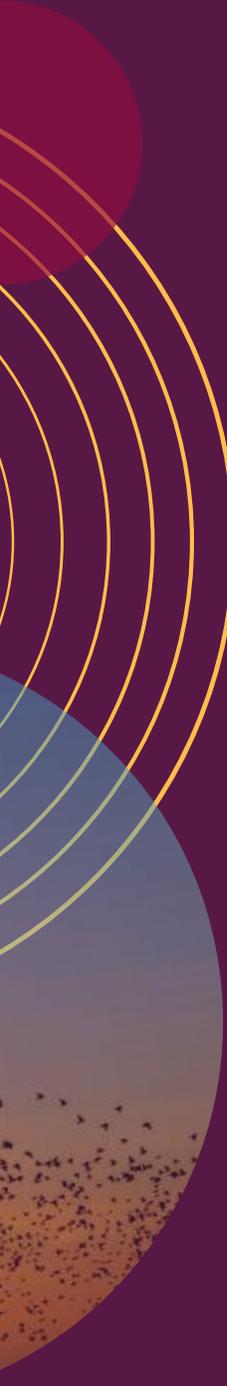
This is why k+r strategies was formed: to collaborate with individuals, within institutions to shift consciousness, which shifts culture, which shifts society. We center humans, cultivating them over structures because when we transform ourselves, all that we interact with is transformed. Our approach is rooted in emergent strategy—growing and managing complex systems and being in right relationship with one another.

We believe in:

- centering and amplifying historically oppressed identities, lived experiences, and perspectives
- growing and strengthening the internal capacity of each individual within an organization, and supporting individuals in locating and moving into their own power
- normalizing and operationalizing just practices to build an organization that remains resilient in the face of social change
- embracing the whole human experience, affirming the full range of emotions, in order to shift this challenging work to joyful labor

Our methodology is inspired by and rooted in the perspectives of Black, Indigenous, and People of Color, Queer, and femme thought leaders, and we integrate into our work a multiplicity of disciplines, artforms, ideologies, philosophies, and cultures.

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**Equity Audits** | In partnership with you, we'll assess needs and opportunities that exist or could exist within your organization. This includes: intake interviews of leadership, staff, and stakeholders; examination of infrastructure, policies, and protocols; full review of organization identity documents and marketing/communications.

**Equity Action Strategy** | After our strategists conduct an immersive intake of your organization, we prepare customized recommendations for shifting behavior and culture, highlighting existing strengths and identifying opportunities for cultivating justice and equity.

**Intercedent Change Navigation** | During periods of complex social change, it is necessary to respond in a thoughtful, agile way. Our strategists provide change navigation tools, techniques, and assistance when you're experiencing unexpected transitions or moments of disruption that require an immediate shift in organizational culture.

**Emergent Problem Solving** | This type of problem solving is iterative, generative, and more conducive to the unexpected and complex times we exist in. We'll support your transition to the experimental mindset—tackling long-term change through short-term, nimble tactics.

**Equity & Justice Training Series** | We'll assess your distinct needs and strengths, and create and facilitate training series that meet you and your organization or group where you are. Our approach seeks to shift consciousness through learning and action based trainings.

**Leadership Mentoring** | Locating power and ability to change is not limited to holding formal leadership roles. We coach individuals to leverage their positions and identities to affect equity and justice, and re-learn to lead with an anti-oppression lens.

**Customized Learning Calendars** | We will build a learning calendar that prioritizes culture, anti-oppression, and actionable items to support involvement in equity and justice movements. This program can be self-implemented or we can guide the learning process with you.

**Organization Curriculum/Toolkit Development** | We will develop robust programming and training curriculum and/or toolkits that support the internal and external processes of your organization. Curriculum may include training, shared language development, and all curriculum stays with the organization for perpetual use. This track also includes our Train the Trainer series.

- **Train the Trainer (TtT)** | For folx with familiarity with equity and justice concepts and a passion for facilitation, we develop a roadmap to support the research and develop curriculum for the organization or group. support the normalizing identity-based conversation for trainers, This includes guidance to support the normalization of identity-based conversation and develop mindfulness of power dynamics in facilitation, and bolstering how to research. \*\*\*TtT also offered as an independent component