



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

Katherine MacHolmes + Rachel Grossman

The world is complex, unpredictable, and becoming increasingly more volatile for all living beings—especially people of the global majority* and individuals with historically oppressed or marginalized social identities. Recognizing this, nonprofit and for-profit sectors are demanding cultural transformation and education. An equity, diversity, and inclusion (EDI) industry has emerged to meet the demand, and in the process turned the work of justice and transformation into disjointed, bite-sized workshops, fractured and focused on parts, and often commodifying Black and brown bodies. These transactional solutions are no sufficient to address the systemic ills of antiracism and anti-oppression.

k+r strategies was founded to buck this trend: to prioritize long-term, human-center partnerships that decenter dominant culture narratives. We cultivate humans over structures because when we transform ourselves, all that we interact with is transformed. Katherine MacHolmes and Rachel Grossman's combined nearly 40-years of antiracism and anti-oppression training, activism, facilitation, education, leadership development, organizational change management, and live and online event production form a solid foundation from which to offer humane, adaptable, and responsive services.

We believe in:

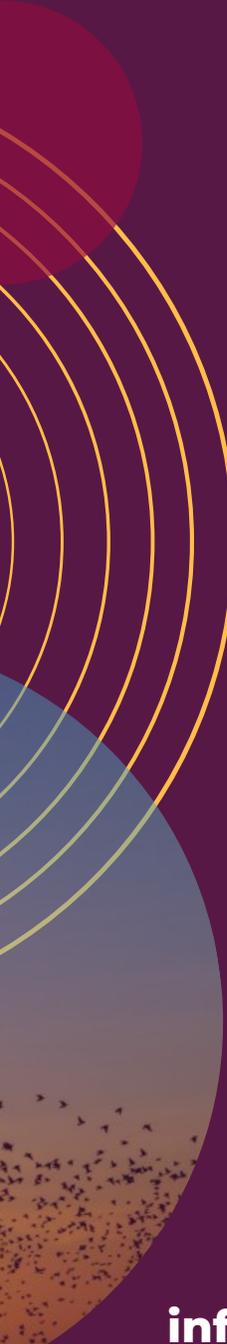
- centering and amplifying historically oppressed identities, lived experiences, and perspectives
- growing and strengthening the internal capacity of each individual within an organization, and supporting individuals in locating and moving into their own power
- normalizing and operationalizing just 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, 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, art forms, ideologies, philosophies, and cultures.

Our praxis is rooted in emergent strategy—growing and managing complex systems and being in right relationship with one another—and focuses on culture-shifting.

Our approach is suffused with compassion and rigor. Antiracism and anti-oppression work requires dedicated focus and attention demanding, and it shouldn't be soulless, grueling labor. Generative conflict is necessary to foster growth, and it's vital to couple challenges with affirmations. Confronting the status quo is an internal process as well as an interpersonal one, and we are in this partnership for the full human experience. This is hard joy.





Equity Audit | An equity audit assesses organizational strengths and opportunities with respect to building an antiracist and anti-oppressive culture. They are an attempt to tell us something about who we are, by showing us how we behave, and sharing how our actions are received and/or interpreted by others. Through our audit process, we'll build an understanding of your organization via interviews and surveys of leadership, staff, and stakeholders; examining infrastructure, policies, and protocols; and reviewing organizational identity documents and marketing/communications strategies and collateral.

Equity Strategy | After the intake and audit phase, we prepare customized recommendations for shifting culture, infrastructure, and behavior in your organization, highlighting existing strengths and identifying opportunities to cultivate justice and equity. **Equity Strategy components are typically organized into the following areas** (which we also describe as “Learning and Action”):

Change Navigation | This work is not easy, and every individual and organization’s learning curve is unique. k+r’s focus on attending to that which is emergent informs our change navigation practice. Our strategists provide tools, techniques, and assistance when you're experiencing unexpected transitions or moments of disruption that require an immediate shift in organizational culture. This type of problem solving is iterative, framed as generative conflict, and will support your transition to tackling long-term change through short-term nimble tactics.

Infrastructure Development | k+r defines this as the examination and transformation of an organization’s policies and practices through the lens of antiracism and anti-oppression. Based on the needs of the organization, this could include: departmental and/or programmatic consultations; process and/or policy review and re-development; development of anti-racist and anti-oppressive organizational guiding principles; consultative support for existing programming related to equity and justice; consultative support for equity and justice working groups, task forces, or committees.

Culture Shifting | This work is both internal and organizational, and focuses on antiracist and anti-oppressive training, education, and dialogue. If infrastructure development pertains to policy and practice; culture shifting pertains to hearts, minds, and bodies. Culture work might include: trainings, workshops, and identity-based caucuses; leadership coaching and anti-racist/anti-oppressive skills development; 1:1 conversations to build individual knowledge and resilience; development of a curriculum/toolkit for the organization to follow; and more.

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**

Customized Workshops Available On Request

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