

Our approach is grounded in Liberatory Consciousness as a pathway to learning and practice to dismantle structural and institutional racism embedded in policy, procedure and practice (3P's) across all sectors. Our cultivating, coaching, and consulting creates a pathway for transformation. O&G interweaves the four core tenants of Liberatory Consciousness into our cultivation, coaching and consulting services:



**Awareness** Develops the capacity to notice and give attention to how & where institutional and structural racism shows up in our lives, language, behaviors, and thoughts.

**Analysis** to actively reveal and consider range of opportunities and challenges, driving impact rather than a sole focus on intent.

**Action** to actively disrupt structural and institutional racism to take intentional steps to implementing transformative policies, practices, and procedures.

**Accountability/Allyship** establishes ownership and responsibility for the consequences and impacts of the policies, procedure, & practices in place.

## Services

**Cultivate** the development and growth of leadership through our in-person and virtual sessions focused on building skills for the implementation and practice of racial equity, creating deep knowledge and awareness of critical race theory, while connecting data and outcomes to identifying how institutional and structural racism shows up across policy, practice and procedure (3P's) of institutions and systems as they relate to our personal and professional lives.

**Coach** leaders' critical institutional self-awareness, analysis, and capacity to put into practice their equity-centered knowledge and skills which advance technical and adaptive change. We work with our clients to co-create practical strategies for change management, support collaboration for collective impact, and build the discipline of racial equity practice to actively disrupt and dismantle institutional and structural racism to transform the 3Ps of their organizations.

**Consult** as thought and practice partner. Focus on supporting clients in advancing racial equity through planning, strategy and collective impact-problem solving. With our clients we co-create strategic action plans, establish communication protocols, identify reinforcing activities, and develop metrics to measure progress to ensure accountability to the vision, mission, and goals of racial equity within the organization.

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