

Keecha Harris
AND ASSOCIATES, INC



Dream in service of what's possible.



Reflections

Our 25th anniversary celebration was the realization of a dream I had at the dinner table in '99 ... wondering if I could model something new and different for my daughter while lifting up racial equity, justice, and liberation in philanthropy.

Our work is complex. Keecha Harris and Associates, Inc team members are always in the trenches of multi-year systems change projects.

We keep tending seeds. We don't always stop to enjoy the garden. But how lovely it is to do so, with an intentional community who's got our back.

Thank you all for wholeheartedly believing in us, as we work to make the world a better place than we found it in. ❤️

We can't wait to see what's next: from our economic mobility work with Wells Fargo, to continuing to center Black leadership in Reproductive Justice through Race, Healing, and Joy, to convening spaces for peer leaders in philanthropy to reckon and wrestle with racial equity work together and more.

Thank you for being part of it.

By the Numbers

In the past 25 years, we have:

Touched

\$1

in every

\$5



in philanthropy



Worked with over

310

organizations across philanthropy,
government and corporate sectors



Partnered with grant
makers managing over

\$340B

in assets

Honoring Legacy: Embracing the Future





Our 25th anniversary celebration was a night of reflection, joy, and dancing with our closest friends, family, and clients who have become family. Having 25 years of our KHA legacy in one room was a full circle moment and one that we reflect on with gratitude.

One of the best moments was presenting the North Star Award to Joseph Sciortino, Executive Director of the Schmidt Family Foundation for his unwavering commitment to equitable change and environmental justice.

Joe's journey with us is a prime example of how building trust and internalizing hard truths can transform an organization from holding onto an antiquated view of philanthropy and moving money into BIPOC-led environmental movements.



Download Your Copy Today!

Racial equity transformation work is not easy, nor for the faint of heart. We wrote *Hear Us Now: Racial Equity in the Workplace* as one tool for your toolkit.

This book is a unique blend of personal storytelling and professional advice on how to successfully create more racially just workplaces based on the lived experiences of 14 experts (as interviewed on the R.A.C.E. Podcast.)

Here are three tips from *Hear Us Now* that can help you frame the approach to racial equity in your organization:

- **Practice Intentional Self-Care and Healing:** Racial equity work is demanding and emotionally taxing. It's essential to prioritize self-care, not only for yourself but for your team as well. By fostering an environment that values healing and well-being, you can build a healthier, more resilient workplace.
- **Know Your "Why":** Engaging in racial equity work requires a deep connection to purpose. When you know your "why," you can inspire others and drive meaningful, lasting change within your organization.
- **Put Relationships Before Task:** At Keecha Harris and Associates, we know that relationships are the foundation of successful racial equity work. Prioritizing relationships before tasks fosters trust, strengthens collaboration, and enhances overall organizational effectiveness.

[Get Your E-book Here!](#)

[Get Your Audiobook Here!](#)

Save the Date



**Post-Election
Solidarity Circles**

**Friday, November 8, 2024
2–3 p.m. EST**

Register for our post-election Solidarity Circles in which we will create brave and constructive spaces to connect and reflect. In racial affinity groups, we will share our current thoughts, feelings, and realities, allowing the stories of others to resonate with our own.

[Register Today](#)

"I stood at the border, stood at the edge, and claimed it as central. And let the rest of the world move over to where I was."

- Toni Morrison

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khandassociates.com

Keecha Harris and Associates, Inc
217 Country Club Park, Suite 423, Birmingham, AL 35213
(205) 538-7433