



GROUNDWATER
INSTITUTE

What is the Groundwater Institute?

The Groundwater Institute is a partnership between the Racial Equity Institute (REI) and Impactive. As part of our organizing and movement approach, we work with leaders of the major institutions across the country in the corporate, nonprofit, and government sectors. We seek to partner with leaders who intend to bring the full weight of their organizations and influence to bear in the struggle for racial equity. We believe in the power of connecting community, grassroots networks, and institutional leaders together in this work.

BASECAMP AND GROUNDWATER NETWORK

Basecamp is our cohort-based, cross-organizational leadership program for senior leaders from across the country. Through Basecamp, we are developing a network of leaders, across institutions and communities, who are leveraging their collective power to correct and transform entrenched patterns of inequity. Basecamp alumni join the Groundwater Network to sustain momentum, elevate their leadership, and build power through community.

Details: Basecamp takes place over the course of 3 months with an opening 2-day introductory session followed by additional programming, including with group work, readings, and individual assignments. Basecamp alumni are members of the Groundwater Network and are invited to ongoing events, network conversations, and convenings.

INTERNAL LEADERSHIP DEVELOPMENT PROGRAM

Our Internal Leadership Development Program provides an opportunity for your organization's senior leaders and change champions to build leadership and commitment to racial equity. Through this program, leaders develop foundational knowledge of structural racism, key skills for racial equity leadership, and clarity to define their role in racial equity as an individual leader and as a cohort of leaders working together to drive the organization's commitments and lead change.

Details: The Internal Leadership Development Program includes a 2-day introductory session followed by a series of facilitated sessions, group work, readings, and individual assignments.

SCALABLE LEARNING SOLUTIONS

Our scalable learning solutions are designed to quickly build shared language, foundational knowledge, and organizational commitment across large numbers of employees and/or stakeholders. High-quality, interactive video modules present our Groundwater Approach and analysis, as well as corresponding examinations of bias, narrative, history, and the racial arrangement.

Details: Learning modules are deployable in self-paced form and/or with facilitated learning sessions.

EXECUTIVE AND KEYNOTE GROUNDWATER PRESENTATIONS

Executive and Keynote Groundwater Presentations present an analysis of racism as structural, using stories and data. These Groundwater Institute sessions are led by the most senior Racial Equity Institute trainers. These sessions are a good fit for an executive small group, such as a CEO and senior executive team, or for a top 200 team of senior leaders. We also offer keynote presentations for larger groups of staff and stakeholders. Building on the Groundwater Approach and observations, content can be customized to address relevant topics and information.

Details: Typically 3-hours+ of total presentation and discussion.

ABOUT US



DEENA HAYES-GREENE

- The Co-Founder and Managing Director of the Racial Equity Institute (REI), working for over 18 years as a trainer and consultant focusing on the structure and impacts of race and racism within systems, institutions, and organizations
- Human Relations Commissioner for the City of Greensboro and is presently the Chair for the International Civil Rights Center and Museum Board of Directors
- For 20 She has chaired the Achievement Gap Committee, the Historically Underutilized Business (HUB) Advisory Committee, and the School Safety/Gang Education Committee
- An active member of the National Academies of Sciences, Engineering, and Medicine (NASEM) Unconscious Bias Committee and the Ole Asheboro Street Neighborhood Association board
- Serves as a member of the Disproportionate Minority Contact (RED) (Subcommittee) of the North Carolina State Advisory Group on Juvenile Justice (SAG)
- In 2020, Deena testified to the President's Commission on Law Enforcement and the Administration of Justice

ELLEN HUNTER



- The Founder and CEO of Impactive, a consulting firm that works toward racial equity and social justice by focusing on strategy and leadership development
- Since she founded Impactive in 2013, Ellen has worked with organizations and leaders on cultural transformation, business practice transformation, and racial equity strategy and leadership development
- Previously a Principal at Boston Consulting Group and a leader in the firm's Strategy and Organization practice areas (2007-2013), she led multiple large-scale organizational transformations and merger integrations for Fortune 100 companies
- In 2012, Ellen was among a small team of senior consultants within the firm selected to lead the internal strategic planning process for BCG's CEO and Executive Team, she was also a leader of the BCG's Diversity Initiative and part of the founding team for an internal cultural transformation program that increased staff satisfaction and retention across all of BCG's offices around the world
- Received the BCG's top awards for community leadership and case team leadership
- Has an MBA from the Wharton School of Business at the University of Pennsylvania, and received her BA from Brown University, magna cum laude, in Political Science



BAYARD LOVE

- Dedicated to ending structural racism by building successful campaigns, strong organizations, and empowered leaders
- Has led strategic planning processes, created and coordinated multi-partner research projects, facilitated community-wide dialogues to develop and implement racial equity initiatives, and is a highly sought-after trainer and strategic partner for leaders in racial equity work
- Leading organizer and trainer with the Racial Equity Institute (REI) of Greensboro, NC, since 2010
- Previously a social impact fellow and consultant with Boston Consulting Group where he worked on large-scale organizational redesign
- Worked in post-Katrina New Orleans where he led the formation of the Common Ground Health Clinic and worked with the People's Institute for Survival and Beyond and the Greater New Orleans Fair Housing Action Center and is currently involved with several local initiatives to support racial equity in his home state of Maine
- Graduated Phi Beta Kappa with a B.A in Latin American Studies from Wesleyan University in 2005. He also holds an M.B.A. and Master's in Public Policy from the University of North Carolina, where he was a Dean's Fellow, and Duke University, respectively
- Fluent in Spanish, written and spoken



MONICA F. WALKER

- A veteran organizer, artist, trainer, speaker, and social activist who has spent the better part of her career addressing issues of race, equity, and inclusion while organizing for social justice on every front
- She currently resides in Greensboro, North Carolina, where she recently retired from her position of Executive Director of the Office for Diversity, Equity & Inclusion for Guilford County Schools where she led the district's efforts to eliminate racially disparate outcomes and all other forms of bias and discrimination for Guilford County Schools; the third-largest school district in the state of North Carolina
- In her role at Guilford County Schools, she led a small staff of equity directors, specialists, and coaches who provided professional development and equity coaching to the district's 11,000 employees
- A highly regarded trainer who leads and facilitates Racial Equity and Undoing Racism training across the United States
- Works full time in racial justice, with a particular interest in helping to support systems and institutions to interrogate the root causes of racial inequity and seek effective means for addressing and eliminating systemic and institutionalized racism
- She is actively involved as an organizer in her community and serves on several boards, advisories, and organizational committees

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CONTACT US

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