



WITHOUT FEAR
Consulting

www.withoutfearconsulting.com

WHY WITHOUT FEAR CONSULTING EXISTS:

After twenty-five years of activism and community organizing experience and fifteen years of anti-racism and anti-oppression training work (as well as congregational, nonprofit, and Congressional work), Sandhya Jha (she/they) is focusing on equipping and empowering leaders, workers, students, and community members around anti-oppression skills and community organizing principles.

Without Fear Consulting grounds itself in the following three principles:

- We need to understand history in order to develop a path forward.
- While anti-oppression work is systemic, it requires time and investment in relationships...anti-oppression is relational work.
- Anti-oppression only succeeds when it includes systems of accountability to communities impacted by injustice.

The fourth, less official but maybe even more important principle is this: ***There is joy in racial justice. There is a delight to be found in the work of liberation.***

WHY WITHOUT FEAR CONSULTING EXISTS:

Without Fear Consulting (primarily Sandhya and also well-trained and vetted colleagues in the same field) provides support, training, and some coaching around anti-oppressive organizational development, around basic interpersonal and systemic ways of addressing racism and other forms of oppression, and around organizing skills to effect change.

Sandhya has a multifaith background and deep spiritual commitments. So while most of their clients are not religious, they can also provide support to spiritually grounded organizations with a level of comfort. They also have a background in housing policy, labor justice, and nonviolent direct action that may be helpful to organizations seeking a trainer or consultant with that familiarity.

Without Fear does NOT provide general organizational development consulting, conflict resolution or mediation skills, or restorative justice coaching, although Sandhya can absolutely refer clients to potential partners in all of those fields.

MENU OF OPTIONS:

Without Fear Consulting offers **ongoing coaching for anti-oppression teams**, generally involving a one-year contract for a monthly coaching session to support a team building out their work of organizing, anti-oppression, or institutional culture building. (Rates are generally \$2500/month for corporate clients, \$1,750/month for nonprofits and faith communities with budgets over \$1,000,000, \$1,000/month for established mid-size nonprofits and faith communities, and a limited number of \$500/month spots for start-up social good organizations.) This work can potentially also include one-to-one coaching in some instances.

Without Fear Consulting offers support for (and potentially staffing of) **Affinity Groups or Caucusing Process** (processes allowing people of color and white people to do their own respective anti-oppression work while coming together to share with each other how that work is evolving), either to journey with an organization exploring how to set up said processes as part of the organization's ongoing work or to provide staffing for a limited series or affinity group / caucusing groups around a particular issue, policy or process. These rates vary considerably based on the scope of work.

Without Fear Consulting offers consulting work for an **institutional/organizational self-evaluation process** (not a full organizational anti-oppression audit, but an organizational audit-lite and consultation on how to make policy shifts or shifts in governing documents, HR processes, decision-making processes, etc.). These rates vary considerably based on the scope of work.

Without Fear Consulting offers **training** on:

- Diversity/Equity/Inclusion 101 (1 or 2 hours)
- Anti-Oppression 101 (1 or 2 hours)
- Intersectionality 101 (1 or 2 hours)
- Faith Rooted Organizing 101 (1, 2, 6 hours, or 10 hours done as a series)
- Microaggressions (1.5, 3, or 6 hours depending on the organization)
- Implicit Bias and cultivating ongoing practices to minimize it (1.5-hour intro)
- Cultural Humility as an organizational process for client- or customer-based work (1.5, 3, or 6 hours)
- Multicultural organizational practices, including basics of "healthy conflict" and understanding the role of culture in that work (1.5 or 3 hours, plus an additional 3-hour workshop to build out formal processes)
- The Power (and practice) of Diversity, Equity, and Inclusion (three 2-hour sessions)
- Internal, Interpersonal, Institutional and Structural Racism - aka Anti-Racism 101 (1, 2, 3, 6 or 8 hours)
- Intersectionality Applications in the community and the workplace (6 hours)

These training cost \$1,000/hour for corporations, \$750/hour for larger nonprofits and religious organizations and institutions of higher education, and \$500/hour for smaller nonprofits and religious organizations.