



ONE STEP FORWARD

One Step at a Time Consulting Newsletter



LEADING OFF THE STARTING POINT

Once again, we witness a familiar cycle --- harm occurs, voices rise and justice feels delayed or denied. While the details change, the pattern remains. From an equity lens, repeated injustice points to systemic failure, not isolated moments. When accountability is postponed, inequity deepens. Time is not neutral --- delay often protects power while prolonging harm. At One Step At A Time, we believe change begins with intentional action, not statements alone. The question is no longer "Are we aware?" but "What will we do differently?" Justice is not a single decision --- it is a daily practice. And changing the story starts with one deliberate step toward accountability, dignity, and equity.

Dr. Sylvia W. Burgess
Terry Willie-Surratt

LEADERSHIP RESOURCE OF THE MONTH



HEATHER MCGHEE- THE SUM OF US: WHAT RACISM COSTS EVERYONE AND HOW WE CAN PROSPER TOGETHER

ISABEL WILKERSON- CASTE: THE ORIGINS OF OUR DISCONTENTS

ADRIENNE MARIE BROWN- EMERGENT STRATEGY: SHAPING CHANGE, CHANGING WORDS

Tuesday

January 13

2026

An Equity Reflection Through the One Step At A Time Lens

SAME STORY: STILL NO JUSTICE

EVENTS

- 1/1 New Year's Day
- 1/5 OSAAT Offices Return to open
- 1/6 Maximizing Your Potential with Go Triangle (NC)
- 1/7 -1/8 Changing Me! Changing You! Changing Us! with Coordinated Family Care (NJ)
- 1/11 Book Discussion: Play the Game, Change the Game, Leave the Game
- 1/12-1/13 Leading With and Through with Go Triangle (NC)
- 1/12- 1/14 Wellness & Resiliency with Ocean Partnership for Children (NJ)
- 1/21 Board of Directors Courageous Conversation (DC)

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