



REGISTER NOW!

Conference Agenda

Last updated September 16, 2020
Times listed are Eastern Time

Day 1 – Monday, October 5

11:30am – 12:45pm **Communities of Practice Sessions (These sessions are open to all!)**
Governance: TBD

Capacity Building Organizations: Activating Our Networks: A Conversation with the Center for Nonprofit Excellence

The Center for Nonprofit Excellence has begun an ambitious initiative: the Community Activation Network (CAN). CAN is a network of people and organizations who aspire to create and nurture a thriving nonprofit /social impact ecosystem marked by inclusion, co-creation, interdependence, and, ultimately, action. Learn more about CAN [here](#). This session will focus on a dialogue about the initiative.

- **Anne Coffey**, CEO, Center for Nonprofit Excellence

Outcomes for Equity (formerly named Performance Measurement): Session One

After reviewing member survey results on our needs to provide equitable capacity building, we will exchange ideas in small groups regarding learning, challenges, and opportunities to strengthen equity and outcomes in our services and practices. *(For existing and new members of the CoP, open to all)*

1 – 2:30pm **Communities of Practice Sessions (These sessions are open to all!)**
Governance: TBD

Capacity Building Organizations: Mobilizing Equity with Ahead of the Curve

Join us to learn how Ahead of the Curve, a group of NYC capacity builders that includes several Alliance members, worked collectively and individually to reimagine a new racially equitable sector that moved their organizations from awareness to action. We'll walk you through our DEI Toolkit which takes you on the journey of

how we used various tools to create change for our organizations and the communities that we serve.

- **Lakimja Mattocks**, Chief Program Officer, Nonprofit New York
- **Jason Wu**, Director of Operations, Human Services Council
- **Catalina Spinel**, Director of Partnerships, Northeast, Candid

Outcomes for Equity (formerly named Performance Measurement): Session Two

After reviewing the COP's proposed framework for accountability to outcomes and equity, participants will respond to panelists' stories of transformation in their capacity building practices. The goal is to learn new ways of holding ourselves accountable to provide equitable capacity building services. (for all conference attendees)

Practice Development: Getting Our Own House in Order: Racial Equity & Inclusion in Action – The Case for Starting from Within

- **Aria Camaione-Lind, Matah Marcellus & Amanda Smith**, Aria Strategies
In order to dismantle white supremacy and patriarchy in the capacity-building field, our consulting practices must start from within. Intentional, mindful recruitment, hiring and professional development are the foundation for building diverse, inclusive teams that help our consulting practices serve the changing needs and demographics of modern not-for-profit organizations. Inclusive teams are not optional, they are essential. If our capacity-building organizations hope to make systemic, sustainable change for the social good we must turn inward and practice inclusion in our own work and on our own teams.

Strategic Planning Focus Group

- **Molly Penn**, Penn Creative Strategy
As the Alliance looks to the future and the changing face of capacity building, share your voice and help shape our work.

3 – 4:30pm

Workshop Track #1

So, You Want to Be Woke, Prove It! Dialogue to Disrupt Racism & Inequity in Our Work

- **Andrea J. Rogers**, Senior Consultant, Community Resource Exchange
- **Christine Boodie**, Associate Consultant, Community Resource Exchange
It's critical that as nonprofit capacity builders we are using our privilege as consultants and content experts to center anti-racism and advance principles of diversity, equity, and inclusion in our practice with clients in the sector. Especially in times of crisis, like Covid-19 and the national Black Lives Matter uprising, are we thinking how to work differently with those who trust and listen to our advice? Where are we finding opportunities to use racial equity protocols to name exclusion, anti-blackness, racial or ethnic discrimination, and persistence of white supremacist norms? Participants will practice how we can incorporate a racial equity lens no matter the type of capacity building work we do. Through scenarios and the support of facilitators, attendees will be coached in using dialogue as a racial equity tool in a safe and fun environment (yep, we said fun).

Shared Leadership in Action: Practices and Possibilities for a Racially Just Democracy

- **Mike Courville**, Principal, Open Mind Consulting
- **Tim Cynova**, Chief Operating Officer, Fractured Atlas
- **Ananda Valenzuela**, Interim Executive Director, Rainer Valley Corps
- **Rhajiv Khanna**, Director of Philanthropic Partnerships, Thousand Currents
Distributed and shared leadership practices have been gaining momentum across the nonprofit sector but there is still much to learn about how these practices might serve

as foundation for building more racially equitable workplaces and shifting power to strengthen our democracy. Organizational leaders practicing different degrees of distributed leadership will talk about their own learning around power sharing, advancing anti-racist organizational culture, and deepening Black, indigenous, and people of color leadership across communities. This interactive workshop will draw on current field research and allow participants to engage in interactive virtual activities that offer a deeper understanding of how distributive leadership takes root in organizations and how workplaces can adapt to more inclusive, racially equitable leadership practices.

Disability Inclusion and Diversity, Equity & Inclusion (DEI): Expanding Our Approach to Capacity Building

- *Lisa D. McGill, Principal, LM Strategies Consulting*
- *Emily J. Harris, Principal, Harris Strategies, LLC*
- *Nakie J. Green, President, Nakia J Consulting, Inc.*

Join members of the National Network of Consultants to Grantmakers (NCCG) to learn about the organization’s journey to advance the DEI capacity of consultants to grantmakers, including a deeper dive on disability inclusion. You’ll learn about NCCG’s recent field scan on disability inclusion in philanthropy to identify gaps and opportunities, and you’ll get tips on ways to best support grantmakers as they step up to advance disability inclusion and disability justice.

5 – 6:30pm

Welcome & Keynote:

Future Capacity: Going Boldly Where Capacity Building Hasn't (Often) Gone Before

Vu Le of Nonprofit AF

During these challenging times, nonprofits continue to be critical. In order to be at our most effective, we must consider how we develop our infrastructure and how we relate to one another. Are we willing to consider whether capacity building reinforces structures, culture, and power dynamics (e.g., governance, executive transition, fundraising) actually do harm? Are we willing to challenge bias and discrimination through our work and are we willing to change the how and who of our work? In this thought-provoking conversation with Vu Le from [Nonprofit AF](#) we’ll explore how Star Trek and calls for racial equity should influence the future of capacity building.

7:30 – 8:45pm

Online Happy Hour: *Casual, fun gathering time for all to join in*

Day 2 – Tuesday, October 6

12 – 1pm

Terry McAdam Award Presentation & Keynote Speaker

1:30 – 3pm

Workshop Track #2

Reframing Nonprofit Governance for Democracy, Inclusion & Social Change: Implications for Capacity Building Practice

- *Angela Eikenberry, Professor, University of Nebraska and President, Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)*
- *Chao Guo, Ph.D., University of Pennsylvania Editor-in-Chief of Nonprofit & Voluntary Sector Quarterly*
- *Roseanne Mirabella, Ph.D., Professor & Executive Director, Community Research and Engagement, Seaton Hall University*
- *Tracey Coule, Ph.D., Professor of Nonprofit Work & Organization, Sheffield Hallam University, England*

This informative session will present a ‘critical perspective’ for reframing nonprofit governance to bring about democracy, inclusion, and social change. Critical here means

in part questioning things taken for granted in management and social practices, challenging structures of domination, going beyond instrumentalism in considering the value of work, and paying attention to power and knowledge in organizations and beyond. In particular, the session focuses on the role of representation in board governance and features examples of how organizations have challenged the status quo approach to representation in governance. This interactive session will include opportunities for attendees to reflect on reframing their own organizational practices and governance work.

Moving from Partial Truths & Sometime Lies: Equitable Evaluation Framework™

- **Jara Dean-Coffey**, Director, Equitable Evaluation Initiative & Principal, Luminaire Group
Within white dominant culture, there are widely accepted norms that define what we believe qualifies for knowledge, evidence, validity, and truth. As such, we often understand the world through a narrow lens – one that ignores intersectionality, prefers quantitative information, and seeks simplicity. The implication of this common understanding is that, what we believe to be true is at best partial and at worst a lie. Evaluation, research, and learning are ways in which we organize and make meaning, but if our data is flawed in its construct, do we really know what we need to know? The Equitable Evaluation Framework™ offers a new paradigm that not only centers equity but asks us to raise the bar about our definitions of validity and rigor and to embrace complexity. Engage in this framework through an active session!

Moving Nonprofits Towards Movement Building:

The Role of Capacity Builders as Social Justice Change Agents

- **Ana Cecilia Pérez**, RoadMap Consulting
- **Robin Katcher**, Katcher Consulting/Change Elemental
This workshop will explore the why and how of building capacity in ways that uplift communities most impacted by injustice and serve movements. Ana Cecilia Pérez and Robin Katcher will challenge capacity builders to shift from being a “neutral facilitator” to an active agent of social change. And through small group discussion, attendees will explore what it means and what it can look like for capacity builders to serve and promote movements, taking into consideration issues of power and white privilege. Participants will gain insights into ways to shift their own practice in ways that further social justice movements rather than hold them back.

3:30 – 5pm

Workshop Track #3

Trauma-Informed Capacity Building

- **Kate Daugherty**, Community Impact Director, Hopeworks Camden
- **Caitlin O'Brien, MPH**, Director of Learning & Community Impact, Thomas Scattergood Behavioral Health Foundation
The science is clear – adverse childhood experiences (ACEs) and trauma can impact the brain and body, contributing to a host of negative outcomes across the lifespan. In the last two decades, we have come to understand that ACEs and trauma are pervasive and distributed inequitably among vulnerable communities. The good news is that trauma-informed, healing-centered practice can hold the keys to preventing and mitigating these impacts. Researchers, service providers, philanthropists, policymakers, community residents, and others are coming together to build a movement for resilient communities, improving outcomes in areas as divergent as health care, education, and criminal justice. Join this session to learn more about ACEs and trauma science and to engage in a discussion about its relevance to building capacity across all nonprofit organizations.

Making Online Meetings Better: Best Practices for Virtual Facilitation

- **Beth Kanter**
Join this interactive session with Beth Kanter, fellow capacity builder, master trainer and author, to share tips to get better at online meetings. There are more meetings than ever happening right now, both internal and external ones. It's easy to be tired, distracted, confused. This practical and interactive session that will teach us how to improve our online meetings using Zoom bringing greater energy, focus and a sense of community to virtual meetings.

The Inequities of Capacity Building: A Data-Driven Discussion About How to Address Capacity Building Inequities Across the U.S.

- **Pete York, Principal, BCT Partners**
 - *Plus invited panelists TBD*
- A big data study of the nonprofit sector is shining light on how disadvantaged communities of color throughout the U.S. do not have equitable access to effective nonprofits. This session will share findings from a study which demonstrates that communities with access to effective nonprofits improve their well-being more than communities without access. The study also shows that nonprofits that engage in capacity building improve their effectiveness more than those that do not. There is however, one disturbing finding from the study : communities of color are significantly less likely to have access to effective nonprofits, in part because the organizations that are closest to the communities with the greatest need are receiving less funding and capacity building support. Through a panel discussion and active dialogue, participants will engage in discussions about what it will take to begin directing capacity building to where it is needed most and how capacity builders can support nonprofits that for too long have been deprived of the resources they need to be effective.

5:30 – 6:30pm

Members-Only Membership Meeting (*want to [join?](#)*)

7 – 7:45pm

New Member Reception – Online Happy Hour
(*open to all with special recognition & programming for our newest members*)

Day 3 – Wednesday, October 7

11:30 am – 1pm

Workshop Track #4

It's About Time: Shifting from Intention to Action to Dismantle Power Dynamics in the Nonprofit Industrial Complex

- **Oseloka Idigbe, M.P.A., Senior Consultant, Community Resource Exchange & Alliance Board Member**
- **Judy Freiwirth, Psy.D., Principal, Nonprofit Solutions Associates & Alliance Board Member**

As capacity builders, we operate within the Nonprofit Industrial Complex, an intricate web of over \$265 billion in individual donations, \$100 billion in foundation funding, and \$18 billion in corporate donations that is making up for our government's abdication of responsibility to provide needed services and programs. At the same time, this economic system creates a deep-seated power dynamic within the sector favoring command and control and hierarchy-based, individualistic white power structures and practices, replicated in most nonprofits. It's time to challenge these power dynamics to bring more democracy and authentic participation by those for whom nonprofits are for. In this highly experiential workshop, learn about innovative models of nonprofit power distribution to transform your practice, including Community -Engagement Governance™, a system of sharing governance with constituents and other stakeholders. Participants will apply these issues to their own

capacity building and share high-level strategies of how these frameworks might be implemented moving forward.

Supporting Emerging Consultants of Color: Practice Implications of Research for the Field

- **Melanie Tavares**, Director, Nonprofit Support Program, Hartford Foundation
- **Meher Shulman**, Associate Director, Nonprofit Support Program, Hartford Foundation
- **Michael Negron**, President, Negron Consulting

Three years ago, the Hartford Foundation for Public Giving recognized that the pool of consultants working with nonprofits in the region was far less diverse in age, race, and ethnicity than the community served. The organization undertook a research project to better understand the barriers to becoming a consultant in the social sector, with a specific interest in learning more about the opportunity to support emerging consultants of color, and to identify consultants of color interested in working with nonprofits in the Hartford region. The research yielded findings that have led to new approaches to support emerging consultants. Join this interactive session to learn more about the research, new approaches, and engage in a group dialogue to explore strategies and implications for the field.

Centering Those We Serve: Using Human Centered Design & Agile Thinking to Meet Communities Emerging Capacity Building Needs

- **Lilo Altali**, Project Manager, Learning Lab
- **Nwando Obele**, Director of Learning and Evaluation, TSNE Mission Works

More than ever, capacity builders and grantmakers have had to become nimbler to effectively and rapidly respond to emerging nonprofits needs. Human-centered design and agile thinking are innovative and proven strategies that allow us to center those we serve, remain responsive to their needs, and strengthen our capacity to advance social change. In this interactive session, participants will use the Learning Lab, an initiative focused on understanding the capacity building needs of nonprofit groups, as a case study of how to adopt these practices. Participants will experiment with these approaches and explore new ways to meet grassroots group's urgent needs.

1:30 – 2:30pm

Plenary Panel

Race to Lead: Reimagining Capacity Building: Panel Discussion & Active Dialogue

- **Sean Thomas-Breitfeld**, Co-Director, Building Movement Project
- **Kerrien Suarez**, Executive Director, Equity in the Center
- **Frances Kunreuther**, Co-Director, Building Movement Project

You won't want to miss this conversation about the Building Movement Project's recently released report [Race to Lead Revisited](#) on race and leadership in the nonprofit sector and their new assessment tool, Race Equity Assessment for Learning, which looks at key competencies that organizations need in order to cultivate more equitable workplaces. This engaging session will highlight key findings from the report, based on a 2019 survey of more than 5,000 nonprofit workers about their insights on race and leadership in the sector. The data and findings from their research over the past five years has informed the development of the scalable assessment tool designed to aggregate and analyze staff experience and insight to help nonprofits engage on issues of race equity in their organizations.

3 – 4pm

Facilitated Discussion Groups

Strategic Planning Focus Group

- **Molly Penn**, Penn Creative Strategy
As the Alliance looks to the future and the changing face of capacity building, share your voice and help shape our work.

Dynamics of Working in Cross-Racial Consulting Teams: A Deeper Dive

- **Trina Jackson**, *Building Equity & Alignment for Impact Fund Director, Grassroots International*
- **Lyn Freundlich**, *Senior Consultant, TSNE MissionWorks*

Working in cross-racial consulting teams presents a critical opportunity to challenge and interrupt norms that keep racism and white supremacy in place. It is an exercise of values in action. Yet, cross-racial teams must still navigate the same dynamics of race, with the pitfalls and defaults that both people of color and white consultants can fall into without the intentionality to address and work through them. Due to popular demand and the increased need for cross-racial team consulting, this workshop is being offered again this year, but now as a deeper dive. How do we recognize white privilege and the power dynamics that appear in cross-racial teams? What are effective approaches and techniques for addressing these issues? How can you best model an effective cross-racial partnership when faced with challenging dynamics within your client organizations? This facilitated discussion will be a space to dig deeper into these consulting team dynamics and approaches.

Self-Compassion When Engaging in Challenging Racial Equity Conversations

- **Dorian Spears**, *Chief Partnerships Officer, Momentum Nonprofit Partners*
In anti-racism work against systems of oppression, the side effects of numbness, detachment, intense feelings, PTSD, and difficulty in maintaining hope can surface in ways that can seem debilitating. Compassion fatigue is a natural, yet preventable consequence of working with people who are suffering in some way. Engaging in effective capacity building starts with your own well-being and assessing ways to fill your cup through self-care and replenishing the body, mind, and spirit. This interactive session will provide context around the importance of self-care, community care, and tools to support a healthy well-being while using a racial equity lens.

4:30 – 6:30pm

Closing Plenary Session & Celebration

A panel discussion of foundation and nonprofit leaders dedicated to capacity building that will explore the shifts we need to make in the sector to allow nonprofits to do their best work in the long-term. The COVID crisis and murder of George Floyd have exposed inequities in the system that have existed for years. The plenary will help elevate the conversation around the long-term perspective of capacity building in light of the events of 2020 and help us explore what permanent changes we need in the sector and how we can prevent ourselves from backsliding into the same old habits.

- **Marcus Walton**, *President, GEO; Moderator*
- **Ayeesha Lane**, *VP of Equity & Culture, uAspire; Panelist*
- **Rachel Ramjattan**, *Senior Advisor, Network for Good; Panelist*
- **Liz Sak**, *Executive Director, Cricket Island Foundation; Panelist*

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