



ALLIANCE for Nonprofit Management

2019 Conference Resources

Money, Power and Race: The Lived Experience of Fundraisers of Color from Cause Effective (www.causeeffective.org). The goal with this initiative is to start a dialogue and to develop organizational approaches that will result in richer work experiences, increased performance, and stronger retention and advancement of people of color towards organizational leadership. Access the [full report](#) and the [executive summary](#) here before the conference.

Supporting the Small But Mighty: Capacity Building for Smaller Nonprofits from Kaki Rusmore. Between 50 and 75 percent of nonprofit organizations have budgets under \$100,000 and less than two staff members. Many are all volunteer. Small, grassroots organizations are often deeply embedded in their communities and committed to social justice. Yet, capacity building strategies often assume levels of organizational infrastructure not present in these organizations. [Read the full piece here.](#)

Brigette Rouson of Rouson Associates and Maggie Potapchuk of MP Associates look forward to being in conversation with colleagues during the luncheon on Thursday, “**Co-Creating Racial Equity by Addressing White Privilege: Capacity Builders’ Role and Accountability.**” to hear and share questions, insights, practices and hopes. Though they will offer some framing about white dominant culture, the invitation is for colleagues to each do their own preparation for this session in advance. Some relevant reading material follows (links below).

- [Paying Attention To White Culture and Privilege: A Missing Link to Advancing Racial Equity](#), Foundation Review, Gita Gulati-Partee and Maggie Potapchuk
- [Challenging White Dominant Culture: Time to Look in the Mirror](#), Lupe Poblano, [CompassPoint](#)
- [White Dominant Culture & Something Different: A Worksheet](#), Partners for Collaborative Change
- [The Case for Interpersonal Reparations](#), Aaron Goggans, Fellowship of Reconciliation

