

DAY/TIME	PRESENTERS	WORKSHOP TITLE	WORKSHOP SUMMARY
WEDNESDAY SPEAKERS & WORKSHOPS			
WEDNESDAY 8:30 AM - 12:15 PM	Judy Freiwirth , Psy.D., Principal, Nonprofit Solutions Associates Regina Podhorin , The Leadership Group; Ruth Masterson , Masterson Consulting	Governance Affinity Group Uncharted Waters: A Deep Dive into Courageous Conversations with Boards About Racial Equity, Intersectionality, Power, and Privilege in Governance	Join us for a highly experiential session focused on challenging conversations with boards about racial equity, intersectionality, and power. Using research-based findings, field-based strategies, and case scenarios, we will explore: (1) Strategies for raising these issues during the initial contracting, assessment and other stages of consulting. (2) Approaches to having bold conversations with white-led boards about power and privilege as part of their board improvement work. (3) How to move beyond the diversity matrix and help boards dive deeper into racial equity. (4) Strategies for helping boards be more open to sharing power and incorporating constituents/stakeholders into meaningful governance. Participants will have the opportunity to pilot a new Racial Equity Capacity Builders Self-Assessment Tool that was designed by the Alliance's New England regional network.
WEDNESDAY 8:30 AM - 12:15 PM	Patty Oertel , Principal, The Oertel Group Keith Timko , Executive Director, Support Center	Capacity Building Organization Affinity Group	The CBO Affinity Group morning session will focus on: (1) what we have done over the last three years; (2) solicit thoughts for the coming year (webinar topics, social engagement/blogs/forums, research, etc.) and 3) engage participants actively in the work of the CBO group. We will draw upon a recently completed national survey of over 50 capacity building organizations to identify where and how we as an Alliance affinity group would like to dig more deeply into specific areas and how best to develop partnerships in doing so.
WEDNESDAY 8:30 AM - 12:15 PM	Ellen Bass , Director, Capacity Institute	Performance Management/Evaluation Interest Group Capacity Building Theory of Change: What Influence Do We Have on Nonprofit Practice?	Share your feedback on the Performance Management / Evaluation Interest Groups' draft Theory of Change! On what points do we have agreement within the Alliance on a shared approach to our influence on the sector? What commitments unite us? Where do we hold diverse experiences? What is our learning pathway forward, towards improving effectiveness for the sector? We can't do this work without your voice!
WEDNESDAY 8:30 AM - 12:15 PM	Julia Burns , Principal, Clarity Transitions Carrie Blanding , Principal, Carrie Blanding Consulting	Executive Transition Leadership Committee	ETLC's morning session will continue work on redefining the roles of succession and transition work. Using the lens of reframing the ETLC group as a working Community of Practice, we'll share the tools developed / in development to support our work as a Community and as individual practitioners. The bulk of the morning will be spent on three key discussions: How can diversity, inclusion & equity can be best applied in succession & transition work? This section includes looking at the Talent Justice Toolkit. What are the responsibilities of the board in succession and how do we as capacity builders support this work? We'll wrap up by defining our 2020 focus areas for the ETLC Community of Practice.
WEDNESDAY 12:30 - 2 PM	LUNCHEON PLENARY - INEQUITIES IN CAPACITY Moderator: Starsky Wilson, CEO, Deaconess Foundation Panelist: Indigo Sam, Vice-President Operations, Boys & Girls Club STL, Evan Krauss, Director, East Side Aligned, Rachel D'Souza-Siebert, Principal, Gladiator Consulting		
WEDNESDAY 2:15-3:45PM	Dipty Jain , Principal, FMA Sean Breitfeld , Co- Director, Building Movement Project Keith Timko , Exec Director, Support Center	Capacity Building Through a Race Equity Lens: Building the Plane As We Fly	Capacity builders are in a unique and privileged position to affect the way nonprofits move forward and have impact. Doing it with a race equity lens is no easy task. In this session you will learn from a coalition of capacity builders in New York City who have been thoughtfully, intentionally, and exclusively, looking at race equity in their work for the past two years. In this session, they will share an initiative design that can be replicated in your community. Through a mix of interactive exercises, participants will engage in identifying additional strategies and tools to make the work more successful and articulating geographic differences that will help make the work more replicable.
WEDNESDAY 2:15-3:45PM	Dewitt Campbell , Program Director, NCCJ St. Louis	Managing Privileged Identities in Capacity Building	As consultants, how do we manage our privileged identities when working with marginalized populations so that we can build authentic trust and perform our roles as effectively as possible? This session will explore some of the common dynamics of interactions between different groups of people when there has been a historic difference in the amount of social power that each group has access to. The session will also explore the concept of allyship and utilizing an intersectional approach to working across differences.
WEDNESDAY 2:15-3:45PM	Jenifer Holland , BoardSource Associate Vice President, Consulting and Learning Practice Kofi Adimado , BoardSource Director of Assessments and Data Drive Learning	Session: Leading with Intent: A Sneak Peek at Early Insights from the 2020 Study of Board Practices (Sponsored by Governance Affinity Group)	BoardSource has been collecting sector data and trends from nonprofit CEOs and Board Chairs since 1994 via its Leading with Intent study. The most recent 2017 study revealed findings about board diversity, board roles in advocacy, the relationship between understanding programs and fundraising, and the value of board assessment. Data from the next iteration of the study are currently under analysis with the study due to be released in 2020. In this interactive session, we'll explore the emerging insights from data for the upcoming study. Some themes that may be explored include relationships between greater board diversity and stronger board culture as well as believing in the importance of diversity, including and equity in terms of the boards internal and external leadership roles.
WEDNESDAY 2:15-3:45PM	Judy Levine , Executive Director Janay Daniel , Program Manager, Cause Effective	Preparing the Next Generation: Field Learnings on Money, Power & Race (Sponsored by Capacity-Building Affinity Group)	Cause Effective's new initiative, <i>Preparing The Next Generation: Addressing the Racial Leadership Gap in Nonprofit Fundraising</i> addresses racial equity through the lens of the development director. Sharing months of research, this session explores how capacity-building can play a role in disrupting the interconnection of money, power and race; the internal/external forces perpetuating power and privilege in the sector; and one nonprofit's pathway to becoming an anti-racist capacity building organization.

THURSDAY WORKSHOPS DESCRIPTIONS

THURSDAY 8:30 - 10 AM	BREAKFAST PLENARY - WHAT CAN CAPCITY BUILDERS LEARN FROM PHILANTHROPY'S RESPONSE TO COMMUNITY CHALLENGES Rev. Dr. Starsky D. Wilson, CEO, Deaconess Foundation		
THURSDAY 10:15-11:45AM	Ellen Bass , Director, Capacity Institute Alex Hildebrand , Learning For Action	What Difference Does Capacity Building Really Make? How to Design Strategies to Measure our Effectiveness	This session will illustrate how capacity builders can hold ourselves accountable for measurable changes in our clients' practice, including their ability to improve participant outcomes. Participants will offer feedback on the Performance Management/Evaluation Interest Group's draft Framework for a Theory of Change that links capacity building efforts with client and participant outcomes. A panel presentation and discussion will help us explore different approaches to evaluating capacity building with a racial justice lens.
THURSDAY 10:15-11:45AM	Kaki Rusmore , Director, Center for Nonprofit Excellence, Community Foundation for Monterey County	Developing Grassroots Capacity Building Mentors	Many capacity building strategies are inappropriate for small, grassroots organizations that are deeply embedded in their communities and highly committed to social justice. This workshop will explore a coach/mentoring approach used successfully with a variety of smaller organization in three different multi-year programs over the past 12 years. The team that developed and implemented this work has now developed an online tool to assist others in using this approach and will be sharing it at this workshop. Participants will explore the potential of using this approach in their communities and access the online tools.
THURSDAY 10:15-11:45AM	Andrea J. Rogers , Senior Consultant Unique Brathwaite , Director of Strategic Development, Community Resource Exchange	Creating an Anti-Racist Multicultural Practice & Organization: How Individual & Organizational Reflection Impacts This Work: A Dialogue Session	As capacity builders, it is our responsibility to not only use a racial equity lens to look critically at the work we do with our clients, but to also reflect on how our individual identities and lived experiences influence the way we do our work both internally within our organizations and with our clients. The focus of this session is a facilitated discussion that will enable other capacity builders to share individual and organizational wide key learnings and practices as they have engaged in racial equity work. We will also share lessons and insights about the work CRE has done internally to build our own anti-racist lens and create an anti-racist multicultural organization.
THURSDAY 10:15-11:45AM	Mala Nagarajan , Principal, Vega Mala Consulting Rita Sever , Supervision Matters	Addressing Systemic Resistance to Organizational Culture Change: Human Resource Issues & Power and Privilege	In order to foster systemic change in any organization, routines must be disrupted. Whoever deals with human resources in a nonprofit must hold concern for liability and compliance but that concern cannot stop efforts to move the organizational culture toward racial equity. Trying to work around those concerns will offer only limited and short-lived change, and will ultimately slow the process by antagonizing the guardians of policies and procedures. This workshop will offer tools, tips and strategies for capacity builders to address human resource issues for long term success, racial equity, and deep transformation.
THURSDAY 12 - 1:30 PM	LUNCHEON PLENARY - ADDRESSING WHITE PRIVILEGE IN THE SECTOR A Conversation with RoadMap Network's Maggie Potapchuk , Principal, MP Associates & Brigette Rouson , Principal,		
THURSDAY 1:45-3:15PM	Michael Courville , Open Mind Consulting Michaell Arnold , Informing Change Natalie Blackmur , Informing Change	Distributed Leadership Tools for Advancing Racial Equity	Through examining seven cases of organizations sharing leadership in some way, we've developed a working hypothesis that distributed leadership and its variants could provide a pathway for nonprofit organizations to advance racial equity and inclusion from within. Distributed leadership (DL), when practiced as a way to share power, authority and access to information cannot help but overlap with issues of power and racial equity. In this session, we'll share what we've learned in our research, including tools for distributing leadership, while also opening up the conversation: How do inclusion and racial equity and distributing leadership interact? How can capacity-builders facilitate and create conditions for distributed leadership to thrive?
THURSDAY 1:45-3:15PM	Jennifer Aronson , Associate Vice President for Programs Andrea Madu , Program Associate Cairo Mendes , Program Associate, The Boston Foundation	Leading from the Inside: The Boston Foundation's Journey Working Towards Racial Equity in Philanthropy	As a local community foundation and the largest grantmaker in the region, we recognize the power of our position and our platform. In our work, we aim to share and leverage this power to address systemic inequity, including valuing lived experience and acknowledging that we don't have all the answers. Recently the Boston Foundation has made an explicit commitment to ensure that our practice reflects these values, including revised grantmaking and data collection criteria, building nonprofits' capacity to advance racial equity within their organizations, and sharing decision-making power with local leaders. Participants will have an opportunity to reflect on their personal relationship to racial equity work, participate in small group conversations to identify key leverage points for cultural change within their organizations, and connect with peers around racial equity goals.
THURSDAY 1:45-3:15PM	Mary Vradelis , Sequoia Consulting Associates	Drama as a Capacity Building Tool: The highest Level of Creativity unfolds through Play" Albert Einstein	Playwright Tarrell Alvin McCraney (<i>In Moonlight Black Boys Look Blue</i>) said, "Theatre is medicinal for people to understand themselves, understand the community, and understand and deal with the traumas of their lives." In this interactive and research-based workshop, you will explore and reflect on change-management and capacity-building concepts through playful creative dramatics and improv techniques. For your clients, these arts-based activities can provide an opportunity for marginalized members of their organization to be heard, and increase clients' abilities to work across cultural differences -- important foundations for facing power and privilege.
THURSDAY 1:45-3:15PM	Elizabeth Castillo , Arizona State University	Power Over Privilege	As capacity builders how do we understand our own power and the impact it has on the organization's we serve? This session takes a deeper dive into power over versus power with as Liz Castillo helps us understand ambiguity tolerance and the challenges of transforming organizations to share power.

THURSDAY 3:30-5PM	Melissa Alvarez Mangual , The Nature Conservancy & Northeastern University	Capacity Building with Nonprofit Executive Women of Color	Using the findings of research conducted on the ways nonprofit executive women of color experience their identity when working with diverse stakeholders and in decision making, participants will work in small and large groups to discuss the implications to capacity building work. Participants will also reflect on how best to tend to the power differentials between consultants/capacity builders and executive women of color, and identify strategies we can employ to make progress on this nonprofit sector issue of racial equity and power in leadership.
THURSDAY 3:30-5PM	Nelson Parrish , Praxis Consulting Group Curdina Hill , ClearWays Consulting & Coaching	Supporting Nonprofits in Negotiating the Dynamics of Power & Privilege	This workshop is designed to strengthen nonprofit capacity builders' ability to coach and advise non-profit leaders and managers on the dynamics of power and privilege as it directly relates to their individual and organizational success.
THURSDAY 3:30-5PM	China Brotsky Diane Vinokur-Kaplan Sarah M. Eisinger	McAdam Book Award Winner	Join the 2019 Terry McAdam Book Award winning authors of Shared Space and The New Nonprofit Workspace to learn how this innovative model of shared space helps provide long-term solutions to meet the needs of nonprofit organizations. Authors will discuss how co-locating multiple nonprofits in shared spaces, with shared services and a collaborative culture can help build a stronger sector.
THURSDAY 3:30-5PM	Jenifer Holland , Associate Vice President, Board Source Monisha Kapila , Executive Director, ProInspire	Supporting Board & Staff Change Agents to Advance Race Equity: A Cohort Approach	Organizations often find an asymmetry around board and staff understanding, leadership and action with respect to race equity. With support from The Meyer Foundation, ProInspire and BoardSource have developed a race equity cohort to support teams of staff, executive, and board leaders in advancing race equity across their organizations. The program consists of in-person sessions, virtual sessions, coaching, and work in between sessions to create internal awareness and commitment, and move from commitment to action in advancing race equity. This interactive session will explore early reflections and lessons learned from the design phase and application submission and review. The cohort is set to launch in early November and all partners will be identifying opportunities to share learnings from the implementation phase as it rolls out

FRIDAY WORKSHOPS DESCRIPTIONS

FRIDAY 8:30 - 10 AM	BREAKFAST PLENARY - PERSPECTIVES OF POWER IN THE SECTOR Dr. Elizabeth Castillo, Arizona State University		
FRIDAY 10:15- 11:45AM	Aba Taylor , Racial Equity & Training Practice Lead Cynthia Parker , Senior Associate, Interaction Institute for Social Change	Walking the Talk: Bringing Racial Justice to Our Work & Clients	Your clients are all about racial justice and equity. Ever wish you could do more to support them in putting those values into practice? Wish you had ways to shift organizational culture, structure, strategy, program design, or governance? Then, this workshop is for you. You'll explore IISC's collaborative change framework and domains of organizational life (e.g., strategy, programming, governance, evaluation) to apply racial justice values. You'll learn a simple framework for making the case for change. You'll leave with strategic questions and tools for these domains, which are useful for your clients and also for your own practice.
FRIDAY 10:15- 11:45AM	Kimberly Spring , Director of Research & Evaluation, Annie E Casey Foundation Sarah Wallace Lamontre Randall	Emphasizing Unity in Community: An Equity-Based Approach to Community- Led Data Collection for Community Change	Greater equity in community-based data collection requires power shifts so that residents have leadership and ownership throughout the process. This is the basis for the East Baltimore Research Project (EBRP), designed to strengthen neighborhood capacity to collect data that informs community change. Residents and staff from the Annie E. Casey Foundation will describe the EBRP, the neighborhoods it encompasses, and the project team structure and roles. The session will also include several hands-on activities from the EBRP's process of developing a community-foundation partnership: data mapping, value identification, and an exercise that uses Belbin Team roles to develop a well-structured team.
FRIDAY 10:15- 11:45AM	Trina Jackson , Community Engagement Manager, TSNE/Missionworks Lyn Freundlich , Senior Consultant, Huam Resources, TSNE/MissionWorks	Navigating Power & Privilege in Cross- Racial Consulting Teams: Dialogue Session	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. So, what are some approaches and techniques for cross-racial teams to develop and use? How do we recognize the anti-racism that people of color and white people have to do, both separately and together, when working in cross-racial teams? This facilitated discussion is a space to discuss, share stories, and develop ways to deepen this work. We will use several provoking articles to prompt discussion and learning.
FRIDAY 10:15- 11:45AM	Judy Freiwirth , Psy.D., Principal, Nonprofit Solutions Associates & Alliance Board Member Anne Jin Soo Preston , Director of Research, Creation in Common	Myth, Anecdote, or Evidence? Implications of New National Research on Governance "Best Practices" (Sponsored by the Alliance's Governance Affinity Group)	Governance practice, perhaps more than any other nonprofit field, has an abundance of so called "best practices," which are championed by consultants and other capacity builders. But are these practices based on research or evidence? The Alliance's Governance Affinity Group recently conducted a national study of governance consultants to better understand current practice and the types of resources informing what is advocated. Using highly participatory methods, participants will have the opportunity to discuss the research findings and implications for governance capacity building practice.
FRIDAY 12 - 2 PM	CLOSING LUNCHEON PLENARY - THE CAPACITY BUILDING LANDSCAPE Rodney Fuller, President, Rensselaerville Institute CLOSING REMARKS Keith Timko - Alliance Board Chair		