



Leading for Equity and Inclusion

A southern Oregon based peer learning cohort to support nonprofit leaders in building organizations that serve the entire community.

Have you noticed changing demographics in your communities but found it difficult or challenging to engage or respond to these changes? Have you wondered how you may have to re-design your work to better serve the changing constituencies? What does equity and inclusion have to do with aligning my organization's mission, vision and values? The dynamic leadership needed to create and maintain equitable and inclusive service delivery, management and governance systems is often a daunting and long-term endeavor. Learning together within an environment of trust, mutual awareness and support is critical for success.

The Leading for Equity and Inclusion Cohort will convene leaders of rural-serving nonprofits in Southern Oregon, throughout the cohort participants will develop and refine leadership skills in a supportive environment. We will engage in regular, direct and honest conversations about how to lead, integrate and practice equity, inclusion and systemic change within nonprofit organizations.

AS A COHORT PARTICIPANT YOU WILL HAVE AN OPPORTUNITY TO:

- Increase your awareness of whose needs and contributions may be unintentionally excluded in your local community
- Understand different cultural norms and build skills to recognize and address different needs
- Identify, plan and lead equity and inclusion change efforts
- Apply an equity lens to internal policies and procedures and
- Develop leadership strategies to navigate difference, and address and interrupt dynamics of oppression, power and privilege

PROGRAM COMPONENTS & COMMITMENT

The cohort runs from May – November 2017. It consists of four sessions, which includes two 1.5 days and two full days.

Location:

Rogue Community College
3345 Redwood Hwy
Grants Pass, OR 97527

Schedule:

Session:	Date:	Time:
Session 1-a	Tuesday, May 30	12 p.m. – 4 p.m.
Session 1-b	Wednesday, May 31	8 a.m. – 3 p.m.
Session 2	Tuesday, June 27	8 a.m. – 3 p.m.
Session 3	Thursday, September 28	8 a.m. – 3 p.m.
Session 4-a	Thursday, November 9	12 p.m. – 4 p.m.
Session 4-b	Friday, November 10	8 a.m. – 3 p.m.

Leadership Coaching:

As a participant, you will be matched with a cohort faculty member as a coach. Coaching will take place between sessions, and will help participants implement learnings in their organizations. You will develop a project that assists your organization in furthering its equity objectives.

WHO SHOULD ATTEND

This cohort is designed to support nonprofit Executive Directors (or leaders in a similar role) in becoming transformational leaders building equity and inclusion within their organizations.

Participant Criteria:

- ✓ Be a NAO nonprofit member (offered to 501(c)3 organizations)
- ✓ Be an Executive Director, or organizational leader empowered to lead Equity and Inclusion change efforts in the organization
- ✓ Be from a significant rural-based programming or services and
- ✓ Be committed to attend all in-person and monthly coaching meetings

TO APPLY

The Leading for Equity and Inclusion Cohort is offered to NAO members serving rural communities in Southern Oregon. Participant fees are on a sliding scale depending on budget size, and are subsidized thanks to our partnership with The Ford Family Foundation. A limited number of partial scholarships are available thanks to our lead sponsor, the Health Care Coalition of Southern Oregon. Please inquire in your application.

Cost:

Organization Size:	Total Cost:
Less than \$50,000	\$190
\$50,001 – \$100,000	\$350
\$100,001 – \$250,000	\$500
\$250,001 – \$500,000	\$650
\$500,001 – \$1,000,000	\$800
\$1,000,001 – \$5,000,000	\$950
More than \$5,000,000	\$1,300

To apply, download and fill out the application: **Applications are due April 30, 2017**

[Word Version \(www.tinyurl.com/naoeicapp-word\)](http://www.tinyurl.com/naoeicapp-word)

[PDF Version \(www.tinyurl.com/naoeicapp-pdf\)](http://www.tinyurl.com/naoeicapp-pdf)

CONTACT

For more information contact Alexis Millett at 503-239-4001 ext.115, amillett@nonprofitoregon.org

Made possible thanks to our funder:



Scholarships made available thanks to our leading sponsors:



COHORT FACULTY

The core faculty and designers of this cohort are Cliff Jones, Wenda Tai, and Alexis Millett.



Cliff Jones builds nonprofit capacity through training and consulting. His consulting focus areas include strategic planning, board development, cross-cultural effectiveness, workplace mediation and conflict resolution, effective supervision, team building and staff development, and civic engagement. Cliff is a co-founder of Tools for Diversity, a comprehensive curriculum led by a multi-cultural training team that presents solutions to problems caused by privilege, prejudice, discrimination, and oppression. He has strong ties to the nonprofit community in Oregon, having worked as a senior consultant with NAO since 1992. A partial list of his clients include: Central City Concern, Children's Relief Nursery, Community Health Partnerships, Friends of the Children, Housing Authority of Portland, Immigrants' Rights Coalition, Multnomah County Aging and Disability Services, Northwest Health Foundation, Oregon Health Authority Office of Equity and Inclusion and Portland Public Schools. He is a sought-after trainer as well, and is recognized for his work in civic engagement initiatives and cross-cultural effectiveness. Prior to joining NAO, Cliff was an experienced community organizer, having worked in various positions with Tacoma Community House, the Oregon Human Rights Coalition, and Washington County Community Action. He has also worked as a legal advocate, policy analyst, and HIV/AIDS prevention advocate.



Wenda Tai's 30-year career includes senior leadership roles in government agencies, universities, startup social enterprises and community development organizations in New York, Washington, D.C. and Boston. As a managing director, financial director, board chair and treasurer, she has experience in strategic analysis, organizational development, financial planning, program evaluation and capacity building focused on improving equity, diversity and inclusion as a way to build broad collaborative partnerships across sectors. Before joining NAO, she was responsible for developing a comprehensive neighborhood revitalization plan for the Boston Housing Authority in an area of the city that is historically African-American with a growing Latino population. The plan integrated multiple evidence-based strategies to address a long tradition of low institutional investment but high community activism. The complex planning process involved more than 70 organizations and agencies across health, education, transportation, workforce and economic development, and housing sectors to produce the Whittier Choice Transformation Plan. She started her nonprofit career as a program manager and community organizer for social justice grassroots organizations in New York.



Alexis Millett provides training, consulting, coaching, facilitation, and program management to organizations throughout Oregon in her five years with NAO. She also designs and delivers high quality, interactive trainings that engage participants in current organizational development challenges. She has experience working with nonprofit leadership, staff, Boards, and volunteers. In addition, Alexis brings over 10 years of experience facilitating difficult dialogue and delivering trainings on race, cultural competency, and privilege. She believes that DEI work must be integrated into the fabric of an organization to transform how Board, staff, and volunteers work to create inclusive work environments and high impact program strategies. As a white person, Alexis is particularly dedicated to working with white leaders and staff to increase awareness and transformation around privilege, power, and oppression.