



Human Ripple Works, Inc. Introduction and How to Donate

Introduction

Imagine a youth shelter that serves many at-risk youth who are gay, lesbian, bisexual, transgender or queer (LGBTQ) or youth of color or of various ethnicities. Imagine further that the professionals staffing that shelter never received meaningful training on how to be welcoming to such youth—meaning that they don't understand the risk of verbal tripwires or of offending cultural sensitivities. Finally, imagine that the shelter hasn't conducted inclusivity training because it lacks the funds or budget for such training.

It's easy to see how that shelter might further marginalize the very youth it is trying to serve. All because it lacks critical perspective and training.

Ellen (Ellie) Krug is a national speaker and trainer on diversity and inclusion who often presents to nonprofits, including shelters and transitional housing facilities that serve marginalized youth and adults and their families. She's also presented to Fortune 100 corporations, court systems, public libraries, government entities and communities across the United States and in Canada. Her work (which often includes training on what it means to be transgender—Ellie is a “trans” woman) provides much needed guidance on how to better interact with others who are “different” from “us.” Her talks and trainings regularly receive high marks.

In late 2017, an advisory board recommended that Ellie establish a nonprofit to help fund diversity/inclusivity work for not-for-profit organizations and government entities that lack human inclusivity training budgets.

Shortly thereafter, Human Ripple Works, Inc. (HRW) was founded to help bridge the funding gap that prevents many nonprofit organizations and government entities from receiving diversity and inclusivity training.

The HRW Board of Directors consists of three attorneys (Gina DeConcini, Paul Quast and Dennis Tharp), a business leader (Vanessa Tennyson) and a community empathy-builder (Stephanie Glaros). This volunteer board meets regularly to oversee HRW's affairs.

Ellie Krug (the executive director of HRW) serves as the trainer who works with the nonprofit or government entity in question. She will provide training on a pro bono (free) or low bono (greatly reduced fee) basis, with her expenses, such as mileage and overnight lodging, covered through HRW.

Mechanics for HRW Funding

When a nonprofit or community-focused governmental entity lacks funding for training, the HRW Board of Directors will screen whether to approve training funds, which may include paying expenses such as mileage and/or overnight lodging, and/or a very modest honorarium. While presently Ellie Krug is the sole trainer, the goal is to engage other human inclusivity trainers for this work as well.

If a nonprofit or government entity's request for funding is not approved, HRW may recommend various collaborations that might be able to alternatively provide such funding.

Transparency

Ellie and the HRW Board of Directors are committed to full transparency on the relationship between Ellie, her company, Human Inspiration Works, LLC, and Human Ripple Works, Inc.

Copies of HRW's incorporation documents, 501 (c)(3) designation, and Board of Director meeting minutes are available upon request.

We welcome inquiries into how HRW operates and is funded.

How to Donate to HRW

Contributions to HRW to help close the funding gap that prevents nonprofits and government entities from receiving critical diversity and inclusion training can be made by going to the Human Ripple Works, Inc. website and clicking on the "Donate" page: <https://humanrippleworks.org/how-to-donate/>

Or by sending a check to:

Human Ripple Works, Inc., P.O. Box 15632, Minneapolis MN 55415A

All contributions are tax-deductible and will be acknowledged in writing.

Questions?

If you have questions, feel free to contact us at humanrippleworks@gmail.com. We will promptly respond to all inquiries.

Thank you! We appreciate your support!

Human Ripple Works, Inc.