2021 Virtual Summer Conference
DRAFT Schedule of Events and Descriptions
**Titles and Descriptions are subject to change

Friday, July 23	

9:00-12:00   LDI Final Session

12:30-1:30   LDI Graduation

Tuesday, Aug 10	

11:00-11:45 AM   Opening Speaker

What the Eyes Don't See: Stories from the Frontlines of the Flint Water Crisis,
Dr. Mona Hanna-Attisha

In this powerful talk, Dr. Mona Hanna-Attisha delivers a personal account of her research and activism to expose and mitigate the effects of the Flint water crisis. Her dramatic story, from how she used science to prove that Flint children were affected by lead to the brutal backlash she faced after courageously going public with her findings, inspires audiences to safeguard their own communities by speaking truth to power.

11:45 AM-12:15 PM	**30-Minute Break - Check out our trivia!**

12:15-1:15 PM (1)   **Building Immigrant Inclusion to Local Anti-Poverty and Economic Opportunity Work**, Fayrouz Saad, Executive Director of the Office of Global Michigan and Steve Tobocman, Executive Director of Global Detroit

Immigration is at the source of virtually all of Michigan's population growth over the last 20 years. The state is a leader in an emerging field of building immigrant-inclusive policies, practices, and programs to foster economic and social integration of these new Michiganders. This session is designed to build participants' awareness of Michigan's immigrant communities, as well as an introduction to some emerging best practices about how local social services, asset-building and economic development programs are working to better include immigrants in their work. Participants will develop a deeper understanding of this work and how it directly related to local programming.

12:15-1:15 PM (2)   **Living and Leading Boldly in Your 100-Year Life**, Barbara Pagano

Living longer changes everything – the workplace, retirement, career, finances, marriage family and lifestyles. How can you fashion a career and life path in this brave new world of longevity? If we live to 100, will we ever stop working? How could this change the way we manage and lead others?

We all want a deeper sense of fulfillment and engagement in our lives. This session's focus is on fresh content, knowledge, key take-aways and inspiration for the fascinating, but challenging new world of longevity for personal and professional success.

This presentation will:
- Introduce a New Map of Life
- Describe a transformational mindset for work and life
- Identify the future conversation to develop talent
- Offer keys for personal and professional success in navigating longer lives

12:15-1:15 PM (3)   **Cybersecurity Playbook in Action,** Ryan Peasly, WIPFLI, and Brad Michaud, Oakland Livingston Human Service Agency

In the past, cybersecurity and privacy were often low on the list of priorities for nonprofits. But, as cyberthreats have increased so have the risks of ignoring those threats. Breaches, compromised data, and cyberattacks can put vulnerable beneficiaries at risk, disrupt nonprofit operations and services, expose your organization to liability, and tarnish the reputation you have so painstakingly built. In this session we'll jointly determine how to combat cyberthreats, stay up to date with security best practices and respond to nonprofit compliance obligations.

1:15-1:30 PM   **15-minute break**

1:30-2:30 PM (1)   **Creating Fair Districts**, Jim Masters, Center for Community Futures

The workshop on Creating Fair Districts will review:

(A) The types of gerrymandering, e.g., cracking, packing.
(B) The Voting Rights Act and Supreme Court decisions shaping the playing field (e.g., Evenwel, Rucho, et. al.).
(C) Efforts in some states to do redistricting based not on total population, but instead based on the numbers of citizen, or citizens of voting age population (CVAP).
(D) Actions that will reduce gerrymandering.
(E) The national advocates, such as the League of Women Voters, Common Cause, Southern Poverty Law Center, former California Governor Arnold Schwarzenegger and others.
(F) The schedule in your state.
(G) Discussion about how to proceed.

1:30-2:30 PM (2)   **Economic Mobility through SNAP E&T Community Partnerships – How Community Colleges and Community Action Agencies can partner up** - Steph Smith, NCAP; Katie Brown and Jose Miranda, The Association of Community College Trustees

The National Community Action Partnership (NCAP) and the Association of Community College Trustees (ACCT) are among 4 national grantees of a USDA SNAP E&T expansion project.   7 states have been selected for this national workforce initiative and Michigan is among them. With the strength of Michigan Community Action Agencies combined with the workforce expertise of Michigan Community Colleges, a SNAP E&T partnership can help people connect with employment and training resources that may help foster economic mobility and self-sustainability. Please join us as we discuss how these two networks can further impact your community.

1:30-2:30 PM (3)   **Moving from Fundraising to Philanthropy**, Regina Pinney, ED., Nonprofit Network

Fundraising is a focus on meeting a dollar goal, while philanthropy is about people feeling good about giving and giving back to your organization. When an organization focuses on philanthropy, they ultimately generate more sustainable resources and these strong relationships can weather storms and help an organization grow, while others may shrink in tough economic times.

This training is a fast-paced and comprehensive view of how all members of the team—board members, executive team, staff, and volunteers—can raise money for your mission and build a stronger organization.

The workshop is interactive and will utilize data, training, discussion, peer interaction and coaching to address the following:

- Build a culture of philanthropy that uses all team members, from board members to programming staff
- Learn and develop the basic elements of a program
- Build your prospect pool
- Utilize and leverage your mission
- Evaluate your fundraising practices

Wednesday, Aug 11

11:00-11:45 AM   Opening Speaker

Michigan's New Normal: Communities Free from Poverty, Dr. Donna M. Beegle

The pandemic has forced every one of us to be more resilient and innovative. It has also illuminated inequities for people of color and people in the crisis of poverty. We cannot go back to normal when normal did not work for so many of our neighbors. What would your community look like if everyone were thriving? In this engaging keynote, Dr. Donna M. Beegle will share an insider perspective of what works to create communities that are free from poverty. Community Action leaders, staff, and partners will gain a deeper understanding of what prevents us from breaking poverty barriers along with five poverty-informed strategies for ensuring equity in all of our efforts to assist children and families. Dr. Beegle will also provide case studies of communities who are seeing record numbers of children and families move out and stay out of the war zone of poverty.

To deepen their learning, participants are encouraged to read "See Poverty...Be the Difference." http://nfvlx.ohaae.servertrust.com/product-p/sp.htm

11:45 AM-12:15 PM   30-Minute Break-Check out our trivia!

12:15-1:15 PM (1)   Tools and Techniques for Effective CAA Board Leadership, CAPLAW

Because of a CAA's unique board structure, maintaining and growing a positive working relationship between the board and the management team of a CAA can sometimes be challenging. In this session, we will discuss the legal framework that governs a CAA tripartite board as well as explore key responsibilities of the board in implementing the new CSBG Organizational Standards. We will work through a hypothetical case study to examine the board's role in navigating gray areas of organizational leadership, including conflicts of interest, roles and responsibilities, internal and external communications, compliance with organizational policies, executive director compensation and succession planning.

12:15-1:15 PM (2)   Communicating and Relating More Effectively Across Poverty Barriers: Part 1,
Dr. Donna M. Beegle

How many times have you seen a helping professional talk with someone in poverty, give them information in a brochure or a form to fill out, then watch that person walk away not knowing what to do next? How often do you hear people in poverty say they did not know about the resources and opportunities that CAP and their community partners had to offer? In this interactive breakout, Dr. Beegle will share her research on differences in communication and relationship styles by social class. She will provide five main causes of communication and relationship breakdown, along with evidence- based strategies for increasing awareness of resources, follow through, and shared understandings with our neighbors in poverty.

Participants are encouraged to read "If Not Me, Then Who? Empowering Our Neighbors." http://nfvlx.ohaae.servertrust.com/product-p/inmp.htm

12:15-1:15 PM (3)   Employee Communications 101: Creating a Positive Workplace Culture,
Katena Cain, PhD, Nonprofit Network

Effective verbal and nonverbal communication skills are essential as well as valuable in the workplace. Understanding how to communicate effectively and how to resolve conflicts can lead to a more productive environment. It takes awareness, training, and the know-how to apply proven techniques to all kinds of situations to be an effective communicator.

This workshop will be very interacting and will teach you how to choose and use the most appropriate words and emotional tone for every business interaction. You will gain insights into your communication style and the styles of others, while building skills to clearly and effectively receive and transmit information, ideas, thoughts, feelings and needs.

This workshop will provide participants with an understanding of the following:

- Your own style of handling conflict and how those with other styles handle conflicts
- Communicating and working effectively across multi-generational lines
- The key principles of effective communication
- Using communication skills to address conflict
- The resources available to assist in resolving conflict

1:15-1:30 PM	15-minute break

1:30-2:30 PM (1)   **Maximizing Success: CAA Personnel Policies and Practices Post-Pandemic,** CAPLAW

Despite having persevered through the COVID-19 pandemic for over a year, HR departments and senior staff at CAAs remain uncertain about how to navigate some aspects of the new normal. This workshop will address and suggest solutions to an array of legal issues CAAs face relating to personnel policies and practices, many of which have arisen in response to the pandemic. Topics will include employee leave under the Families First Coronavirus Response Act, employee vaccination policies, managing employee performance remotely, and the role of the CAA board in overseeing personnel policies and employee grievances.

1:30-2:30 PM (2)   **Communicating and Relating More Effectively Across Poverty Barriers: Part 2,** Dr. Donna M. Beegle

This session is a continuation of Part 1: How many times have you seen a helping professional talk with someone in poverty, give them information in a brochure or a form to fill out, then watch that person walk away not knowing what to do next? How often do you hear people in poverty say they did not know about the resources and opportunities that CAP and their community partners had to offer? In this interactive breakout, Dr. Beegle will share her research on differences in communication and relationship styles by social class. She will provide five main causes of communication and relationship breakdown, along with evidence- based strategies for increasing awareness of resources, follow through, and shared understandings with our neighbors in poverty.

Participants are encouraged to read "If Not Me, Then Who? Empowering Our Neighbors." http://nfvlx.ohaae.servertrust.com/product-p/inmp.htm

1:30-2:30 PM (3)   **ROMA Principles of Data Analysis for Boards,** Barbara Mooney, Ed. D., and
Carey L. Gibson, MSW, NCRP

This workshop will be an introduction to engage Community Action Agency Boards in discussion about the Results Oriented Management and Accountability (ROMA) cycle. We will touch on the foundational concepts of performance measurement and accountability, with emphasis on the Board role in implementing ROMA and meeting Organizational Standards. Then we will focus in on the specific topic of "analysis of data" which is a key element of ROMA Next Generation. This session will help the Board understand both the importance of the focus on data (collection, analysis and use) in the Performance Management Framework and their role in the process.

Note: The material for this training is taken from a series of ROMA training modules designed specifically for Boards. This introduction will help to set the stage for more information that can be provided to interested Board members.

Thursday, August 12

11:00-11:45 AM   Opening Speaker

Building Community/Academic Partnerships to Change Public Policy, Patrick Cooney, MPP

The intended impact of any given public policy is often very different from its actual impact. As direct service providers, local governments, non-profit organizations, and Community Action Agencies have unique insight into the ways public policies fall short in serving those with low incomes. Through research partnerships with academic institutions, service providers can shine a light on the ways in which public policies fail to properly support the populations they work with and help inform efforts to improve those policies. Patrick Cooney will discuss the work of Poverty Solutions, an initiative at the University of Michigan, and the ways in which Poverty Solutions has partnered with service providers to better understand the obstacles faced by those with low incomes, with the goal of informing policy change.

11:45 AM-12:15 PM   30-Minute Break-Check out our trivia!

12:15-1:15 PM (1)   **Leveraging Data Locally: Utilizing data and data visualizations to empower community action work,** Paige Hull Teegarden- EmpowOR by CSST

Community Action staff's ability to collect, use and understand data may be the single most effective way to better and more quickly address ever shifting funding and operating environments. Harnessing the power of the information already collected--whether it is to report to funders and donors or to better tell our story to the public--is no longer just a "big data" capacity; it is an essential part of the adaptive capacity of successful nonprofit organizations and governmental entities. Agencies collect client data, in this session we will review examples of USING that data to improve service coordination and tell the story of the agency.

12:15-1:15 PM (2)　　**Quality Improvement 101,** Ashley Mosier, Jefferson Franklin Community Action Corporation

This training is designed to provide basic information to staff at all levels regarding what Quality Improvement is and why it is imperative to achieve and sustain the highest quality of services while effectively utilizing resources and improving outcomes for the individuals that are served by programs.

Measuring performance at an agency can reveal what is being done well, so successes can be shared, as well as assist in determining what systemic changes need to be made to ensure effective and quality service delivery. Staff attending this training will be taught the importance of Quality Improvement Programs and be shown examples of useful Quality Improvement tactics.

- The importance of establishing a culture of Quality Improvement in programs.
- How to determine and prioritize areas of potential improvement in programs.
- How Quality Improvement can lead to a reduction of errors and variation, increasing efficiency by reducing waste, and improving the services to customers.
- Basic data collection and analysis.
- How to successfully communicate and utilize Quality Improvement results.
- Baseline information on how to implement effective Quality Improvement strategies and establish a commitment to Quality Improvement in programs.

12:15-1:15 PM (3)　　**Change, Crisis Management, and Tending to Self,** Katena Cain, PhD, Nonprofit Network

Nonprofit organizations operating at a high-level experience change on a consistent basis. Building organizational capacity requires this. Recognizing this and knowing how to manage change for the benefit of your organization can mitigate the disruption that change can bring to the unprepared executive. Changes often come at a scale to be considered a crisis.

The leader that has clear priorities, knows how to manage change and has a plan to address a potential crisis is one that impacts their mission and community. Executives without these skills are affected by the stress, miss opportunities, and lose key supporters within the community. Executives without clear priorities often flounder and their organizations sometimes stall.

This session will provide participants with working knowledge of the following:

- Viewing change as a constant to manage for the organization's benefit (as opposed to a situation to fear)
- Elements of a crisis plan, its benefits, and how to develop one.
- Professional development's role in exemplary leadership
- Self-care's direct translation into organizational care

1:15-1:30 PM	15-minute break

1:30-2:30PM (1)   **How to Raise Hell and Raise Money, Too,** Alan Jennings

Why do we remain dependent on the government when there is so much funding all around us to be obtained and put to better use than those who have it could spend or even donate elsewhere? People care about their neighbors; they just aren't sure how to help. When CAA's raise hell, we attract attention. Yes, we might scare away some easily offended people, but we'll also attract so much more from those looking to invest in their community. We are Community Action! We're SUPPOSED to raise hell! Alan Jennings built a $30 million agency, 70% of which comes from non-government funding. He's taken on all kinds of folks with money – banks, Realtors, hospitals and others and almost everyone ended up friends, allies and, yes, donors. There's nothing special about Alan; you can do it, too.

1:30-2:30PM (2)   **Quality Improvement 201,** Ashley Mosier, Jefferson Franklin Community Action Corporation

QI 201 is a training specifically designed to help executive level employees and boards understand the importance of adopting and supporting an environment of Continuous Quality Improvement. Commitment to Quality Improvement must be adapted at all levels of an organization in order to be effective and doing so allows an organization to monitor all programs at a program level and allows for agencies to utilize program specific data to make organizational change.

- The importance of establishing a culture of Quality Improvement in agencies at all levels of an organization.
- How to create a culture of Quality Improvement in an agency.
- How Quality Improvement can lead to a reduction of errors and variation, increasing efficiency by reducing waste, and improving the quality of services to customers,
- How Quality Improvement can lead to organizational change.
- How Boards and Executive Staff can use QI to monitor the heath of their organization.
- How boards and Executive Staff can use QI Data to evaluate employee's effectiveness as well as to gage effectiveness of programming in their community.
- How and why an agency should adopt a Continuous Quality Improvement plan and framework.
- How and why an organization should establish a Risk Management Committee.
- How Quality Improvement efforts and the Risk Management Committee work collectively to reduce agency risks.

1:30-2:30PM (3)   **Hiring Revolution**, Trina C. Olson, Team Dynamics

Trina C. Olson, along with Alfonso Wenker, is the co-author of "Hiring Revolution: A Guide to Disrupt Racism + Sexism in Hiring." In the book, they guide readers through the exact path they have taken in order to successfully and consistently find and hire diverse teams. "Hiring Revolution" is chock-full of opportunities to unlearn problematic behaviors, replacing those with strategies and methods to ensure alignment of hiring intent with hiring impact. This book does *not* simply admire the pervasive problem of inequity; instead, it meticulously surfaces challenges and opportunities, offering viable solutions to staff diversification that you can start implementing today.

"Hiring Revolution" is now available for pre-order at HiringRevolutionBook.com!