

## CONFERENCE SCHEDULE

### WEDNESDAY, JUNE 8

#### 10 A.M. REGISTRATION AND EXHIBIT HALL OPENS

#### 11 A.M. WELCOME KEYNOTE

##### **DEI: A Roadmap to Designing an Inclusivity Plan for Your Organization – Laetitia Mizero Hellerud**

Diversity, equity, and inclusion (DEI) is much more than a 'progressive idea' or concept. It has now become the need of the hour for organizations worldwide. This session seeks to address some of the questions that many forward-thinking leaders are asking, namely: what does DEI mean for my organization? Where do we start and how do we do it? How do we even measure DEI outcomes? Is this just a new buzz that will disappear when something new and trendy arises, or is it worth the investment? This session introduces the core of DEI principles; including what sets them apart, their role in creating a more inclusive workplace/world-place, and why all three are necessary for any functional DEI plan. The session will also guide the participants through key elements to designing a sustainable DEI strategy at the interpersonal, institutional and structural levels.

#### 12:30 P.M. WELCOME LUNCHEON

#### 1:15 P.M. CONCURRENT SESSIONS

##### **• Implicit Bias and Other Barriers to Equity and Inclusion** – Laetitia Mizero Hellerud

Awareness of our implicit biases, and how they can affect our colleagues and work environment, is critical to promoting an inclusive work environment. This session will delve in understanding implicit bias: what it is and how these biases affect the work environment or organizational culture. Participants will leave with pathways for reducing these biases in their personal lives and within their organizations, especially in recruitment, hiring, retention, and promotions, as well as engaging stakeholders.

##### **• The Nonprofit Talk: Reflections on a Year-Long Community Conversation on How to Make Our Sector Stronger** – Scott Burlingame and Heather Cymbaluk

In 2021, Burlingame and Cymbaluk launched the Nonprofit Talk, a year-long, 24-episode podcast which pulled back the warm and fuzzy exterior of the nonprofit world to take a hard look into how nonprofits work. They interviewed nonprofit and business leaders, local government officials, donors, and other stakeholders in search of a solution to nonprofit fragility. In this session, they will share their findings and suggestions on how we can work together to make our sector stronger.

##### **• Employment Regulations and Nonprofits**

– Kiersten Small, ND Department of Labor and Human Rights

The Department of Labor and Human Rights handles issues related to wage/hour and discrimination laws. Learn about hot topics related to labor and discrimination laws, what the Department does, commonly violated laws, how to prevent violations from occurring in the workplace, and review tools available to prevent workplace violations.

#### 2:15 P.M. EXHIBIT EXPLORATION & BREAK

#### 2:45 P.M. CONCURRENT SESSIONS

##### **• Cultural Awareness and Native American Traditions**

– Annette Mennem, Minot State University

There are 574 tribal nations in the United States and 8 of those nations are in North Dakota. Learn about the ways tribal nations contribute to our society.

##### **• The Power of Human Capital – Christy Dauer, CTB**

Explore how to empower those that are close to you and how to find champions and ambassadors for your cause by building trust.

##### **• Jumpstarting the Conversation**

– Travis Christopher, AFP Northern Plains Chapter

Learn how to reignite the donor conversation when you have not recently met or need to jumpstart the conversation. Explore strategies on how to reconnect and find a donor connection in this new-wave COVID world.

#### 3:45 P.M. FINAL EXHIBIT EXPLORATION

#### 4:15 P.M. CONCURRENT SESSIONS

##### **• How Chambers Work to Support Our Communities & Nonprofits**

– Chris Kalash, Greater North Dakota Chamber

What's the difference between my local chamber and the state chamber, and who do I turn to? Discover how the GNDC works to amplify the voices of North Dakota businesses while helping them succeed in our state and learn how they are not in competition with your local chamber, which plays a very active and essential role in enhancing local communities.

##### **• Tax Update: Beyond the Numbers**

– Anne Stoll, Tax Manager, CPA, Eide Bailly

While the Form 990 is filed with the IRS and must be filed to maintain tax exempt status, it is also one of the most powerful communication tools nonprofits have with donors and other constituents. During this session learn about the Form 990, 990-PF and 990-T, recent changes impacting the forms and red flags to be aware of, as well as additional federal updates that tax exempt organizations should know about.

# 2022 NDANO NONPROFIT LEADERSHIP CONFERENCE

## CONFERENCE SCHEDULE CONTINUED

- **How Do We Decide**

– Ann Crews Melton and Elle Hilt, Consensus Council

Explore models of decision-making, from majority voting to consensus building, in this workshop designed for nonprofit leaders, staff and board members. Who makes the decisions in your organization, and could that power be shared? What processes do you use to decide? Discuss how to balance inclusion and equity with efficiency in decision-making and learn to think differently about how things have always been done.

### 5:15 P.M. NETWORKING RECEPTION

## THURSDAY, JUNE 9

### 8:00 A.M. BREAKFAST AND ANNUAL MEETING

### 8:30 A.M. KEYNOTE

#### **Not Yet and Not Until: Setting Realistic Expectations for Your Marketing and Communications – Kivi Leroux Miller**

Some nonprofits have no one dedicated to communications, and some nonprofits have communication teams of six or more. How does your staff size match up against the millions of possible communications and marketing ideas you have? We'll explore how to set realistic expectations for your communications and marketing work based on your level of staff capacity.

### 9:30 A.M. NETWORKING BREAK

### 9:45 A.M. CONCURRENT SESSIONS

- **Right-Sizing Your Communications Strategy Workshop**  
– Kivi Leroux Miller

Following the keynote, you'll have the opportunity to work through your own specific communications strategy questions, with an emphasis on right-sizing the strategy for your nonprofit. What can you reasonably expect to get done? What should you forget about for now? Get help sorting it out during this session.

- **Good Governance, Great Boards**

– Linda Boyd, Boyd Consulting

Learn how to ramp up the enthusiasm and engagement of your board members, become more intentional about your recruitment and nomination processes, take governance tasks like CEO evaluation and bylaws updates off the back burner, and activate the expertise and wisdom of each member of your board.

- **Financial Challenges**

– Kim Miller, International Peace Garden

Every organization has its own way of managing their finances. Add the challenges that are unique to a nonprofit organization and the learning curves bend a little more. Grants, donations, restricted and unrestricted funds, programs – all terms nonprofits have heard before, but managing them may be unfamiliar. Learn how the International Peace Garden has approached these challenges, and the additional challenge of working with these operations with two sets of rules from Canada and the U.S.

### 10:45 A.M. NETWORKING BREAK

### 11:00 A.M. CLOSING PLENARY AND AWARDS LUNCHEON

- **When Money Isn't Enough: Recruiting and Retaining Workforce Through Creative Workforce Benefits**  
– Pat Bertagnolli, Job Service ND

With an unemployment rate hovering between two and three percent, workforce has become the 2022 buzzword in North Dakota. Nonprofits are often at a disadvantage when recruiting and retaining workforce due to limited budgets. Explore out-of-the-box, creative methods to make your work environments and benefits stand out from the crowd.

### 1:00 P.M. CLOSE

