

Equity in Nonprofit Management

Friday, May 15, 2020 – 9:00 am – 3:00 pm
Community Education & Health Resource Center
Newport News

Join us for this important full day workshop with information specifically tailored for the nonprofit sector. This hands on, interactive training will be presented by Chelsea Higgs Wise, Lindsey O-Pries, and Sarah Milston, from The Spark Mill, a consulting practice located in Richmond VA and providing services to nonprofits, government, higher education and businesses on strategic planning, organizational development, creative facilitation and retreats. All three instructors regularly train in this capacity and have several equity clients for whom they have presented.

All nonprofit staff, board, and volunteers are welcome to join us if able to commit to attendance for the entirety of the session. The only other requirement of participants is to bring your humility and open mind.

Class Overview

All organizations can benefit by seeking support to develop an ongoing conversation and process to center equity, diversity, and inclusion within their work. We propose an in-depth class that is team taught that examines the current state of inclusive practices within the organization, crafts recommendations for future best practices, and provides baseline training. This interactive training is meant to include self-reflection, group processing, and classroom exercises paired with facilitator guided teaching. The class will be delivered in four modules.

- Terminology and Trends: Basics of Diversity, Equity, Inclusion, and Access
- Cultural Humility: The role of self-examination on the equity journey
- Intentional Hiring of Staff and Recruitment of Boards: Equity principles of recruiting and retaining staff and board members
- Equity Storytelling: Elevating success stories without causing harm to your program communities

Recent projects include:

Equity Staff Retreat -
Legal Aid Justice Center, ACLU of Virginia, Housing Opportunities Made Equal

Equity Storytelling Training and Presentation -
Fauquier County, ACLU of Virginia, Piedmont Housing Alliance, Virginia Fundraising Institute, AFP Inclusive Fellows, Greater Richmond Fit4Kids

Cultural Humility -
Department of Aging and Rehabilitation Services, Visual Arts Center

To Register, visit <https://networkpeninsula.org/workshops/>. (Lunch will be provided.)

Chelsea Higgs Wise

Chelsea Higgs Wise is a mom, social worker and dialogue practitioner who specializes in connecting underserved and misrepresented communities with organizations eager to utilize their resources to support change. As an advocate who helps evolve narratives and policies, Chelsea has been an instrumental voice in numerous campaigns and small business through professional development and strategic planning. Her role as a community leader includes editorial writing, radio/ podcasting and participating in speaker series on issues related to racial equity and justice.

In 2018, Chelsea was included in Style Weekly's 2018 Top 40 Under 40 Power List of Richmond and selected as a Richmond Memorial Health Foundation Equity + Health Fellow for Built Environment. Chelsea has been appointed to serve the City of Richmond through the Richmond Behavioral Health Authority Board of Directors, the Richmond City Social Services Advisory Board and the Richmond Human Rights Committee. When not working and volunteering within her community, Chelsea enjoys time with her family by the water and laughing with her daughter Chloe.

Sarah Milston
The Spark Mill
www.thesparkmill.com
sarah@thesparkmill.com

Areas of Expertise:

- Strategic Planning
- Change Management
- Organizational Development
- Storytelling & Social Media
- Capacity Building
- Brand Strategy

Education:

- BA - Mary Baldwin University
- MPA, Certificate in Nonprofit Management – Virginia Commonwealth University

Relevant Employment:

- Consultant – 13 years
- Development Director – 9 years

Professional Experience (conferences, articles, notable workshops, etc.):

- Instructor:
 - The Community Foundation, Richmond, VA
 - Academy for Nonprofit Excellence, TCC, Suffolk, VA
 - Center for Nonprofit Excellence, Charlottesville, VA
- Speaker:
 - Multiple Conferences across the State of Virginia

Biography:

Whether a guide, instigator, or knowledge base Sarah is passionate about connecting the dots and giving people the right plan and tools to make stuff happen. Over the last thirteen years as a consultant, Sarah has worked with over 100 associations, nonprofits, and businesses to help at the intersection of creativity, strategy, and action. Sarah is an active speaker and trainer around the Mid-Atlantic region on all aspects of strategic planning, nonprofit sustainability, and brand strategy and was named Instructor of the Year in 2015 at Nonprofit Learning Point. She counts Mary Baldwin University and VCU as her alma maters. When she isn't at work she wrangles two very different young girls with the hope of raising good humans.

LINDSEY O-PRIES

Lindsey@thesparkmill.com

EXECUTIVE SUMMARY

- Experienced, innovative and thoughtful facilitator, trainer, coach, and consultant.
- Proven ability to develop a vision, achieve consensus, and deliver results.
- A compassionate consultant and coach with excellent interpersonal and communication skills, dedicated to fostering a working environment that encourages collaboration and optimizes team performance.
- Experienced coach in areas of organizational development, providing customized support.
- Successful in creating, managing, and implementing programs to build capacity of all sized organizations; developing grassroots leaders of color
- Experienced senior level staff member whose management, and organizational development skills help shepherd expansive organizational growth over a short amount of time.
- Knowledgeable in strategic planning, budget development and financial management, board recruitment and development, and creating and implementing processes to create internal organization culture change, including around increasing leadership of people of color and other marginalized people.
- Effective trainer and facilitator.

PROFESSIONAL EXPERIENCE

The Spark Mill <i>Consultant</i>	Richmond, VA <i>July 2015 – Present</i>
National Network of Abortion Funds (NNAF) <i>Consultant</i> <i>Member Support Manager</i> <i>Member Support Coordinator</i>	Richmond, VA <i>April 2016-2017</i> <i>September 2012-April 2016</i> <i>May 2011 –September 2012</i>
Nonprofit Learning Point <i>Program Associate</i>	Richmond, VA <i>July 2010-May 2011</i>
Virginia Department of Health <i>HIV/STD Talk Line Advocate</i>	Richmond, VA <i>March 2008-July 2010</i>

EDUCATION AND CERTIFICATIONS

Certified Conflict Resolution Trainer (RPEC), 2018

Virginia Commonwealth University
B.A, Women's Studies

Richmond, VA
2008

FELLOWSHIPS AND TRAININGS

Rockwood Leadership Institute
LGBTQ Advocacy Fellow

Oakland, CA
2013-2014

Corealign (www.corealign.org)
Generative Fellow

Oakland, CA
2013-2014