

Tuesday, May 9th, 2023

8:30 a.m.	Check-In and Refreshments
9:00 a.m.	Opening and Morning Keynote: 3D Glasses and Bias
10:20 a.m.	Workshop: Racial Trauma and Radical Healing
12:05 p.m.	Hosted Lunch
1:05 p.m.	Keynote: Foundations of Parallel Development
3:30 p.m.	Workshop: Victims Served: A One Year Snapshot by Demographics
4:00 p.m.	End of programming for first day

Affinity Space (Claggett Creek Room) May 9th, 9:00 - 4:00 for People of Color May 10th, 9:00 - 12:00 for People with Disabilities May 10th, 12:00-3:00 for the LGBTQ Community **Directors' Days At-A-Glance**

Wednesday, May 10th, 2023

8:30 a.m.	Check-In and Refreshments
9:00 a.m.	Keynote: Current State of Nonprofits in Oregon
9:55 a.m.	 Workshops: Fiscal Compliance and Reporting Human Resources Policies and Procedures Financial Verification Support
10:50 a.m.	 Workshops: Timesheets and Procurement Employment Regulations: Wage and Hour; Oregon Sick Leave Financial Verification Support (repeated)
11:35 a.m.	Hosted Lunch
12:50 p.m.	Keynote: Enhancing Commitment and Capacity to Serve Survivors with Disabilities
1:25 p.m.	Panel: Improving Access for LGBTQIA2S+ Survivors
2:15 p.m.	Discussion: Suitability to Work With Minors (REQUIRED)
3:00 p.m.	End of programming for final 2