



Directors' Days 2023

Program Descriptions

3-D Bias Glasses: Taking a Closer Look at the Impact of Bias on Our Work

Fiona Oliphant and Jess Li, Healing Equity United

“We serve everyone” is an extremely popular refrain amongst service providers. Most of us conflate our aspirations with reality. We earnestly intend to provide high-quality services to anyone and everyone in need. Unfortunately, good intentions are insufficient to make our services truly accessible to all. In reality, intentional and unintentional, bias in our sector is a contributing factor to the challenges that survivors from marginalized communities continue to face when seeking support. We must move beyond hope-filled intentions towards concrete actions dismantling barriers to our services.

We must:

1. Honestly reflect on our biases (conscious and unconscious) and how they may impact our service provision;
2. Hold space for candid and courageous conversations unpacking how bias shows up in our organizations; and
3. Recognize how survivors' biases may impact the ways in which they engage with us as service providers.

In other words, this keynote will utilize a 3-dimensional framework to unpack bias in our work.

Racial Trauma and Radical Healing

Fiona Oliphant and Jess Li, Healing Equity United


What's the emotional cost of repeatedly seeing people who look like you targeted, profiled, and attacked? What's the psychic toll of constantly swallowing what you really want to say in response to slights and microaggressions for fear that you lose your job if you say what you really think?

During this workshop, participants will explore how racial trauma impacts broad swathes of our society, how it manifests in our workplaces, and how it frames interpersonal relationships. Further, we will discuss the need for radical healing to help us continue our efforts to dismantle systemic oppression and systemic racism.

Foundations of Parallel Development

Lisa Brunner

Responding efficiently and effectively to crimes committed against Native American and Alaska Native women and people is critical as they continue to be the most victimized group of people in the United States compared to all others statistically. The key to this critical response is respecting the foundations of parallel development.





Victims Served: A One-Year Snapshot by Demographics

Benjamin Bradshaw, ODOJ, Crime Victim and Survivor Services Division

In this session, we will review data that grantees provided for services provided over a one-year period. We will highlight which populations experienced the lowest rates of engaging in services and compare this data to census demographics. Each grantee will receive an individualized report detailing which populations they may be serving proportionately, and which communities might require additional outreach efforts or intentional focus. This session is meant to help grantees identify areas of opportunity as well as to highlight your successes.

Current State of Nonprofits in Oregon

Erica Briggs, Nonprofit Association of Oregon

Nonprofits are experiencing unprecedented pressure to provide greater service to their communities while also improving their operational capacity. From the challenges presented from years of the global pandemic; national and Oregon-specific trends in workforce turn-over and retention; and fluctuating funding models, nonprofits are straining to meet these compounding challenges. Additionally, important changes in how society is requiring greater accountability and financial prudence for public resources and a demand to meet the needs and aspirations of racial and cultural movements is creating a new reality that nonprofits must adapt in. NAO offers resources that can help organizations improve financial and human resources policies, strengthen Board engagement and oversight, and prepare better strategies for building a equitable and inclusive work cultures. Accessing these supports can equip organizations to better sustain and meaningfully engage their communities. Erica Briggs, NAO Nonprofit Education Specialist will address all of this and more in this opening keynote on Day 2 of the Directors Conference. Join us for this important discussion!

Fiscal Compliance and Reporting


Lesley Bennett, Nonprofit Association of Oregon


This session will address how to determine the compliance requirements of your grant and how you can put procedures and policies in place to address these compliance requirements. We will also discuss how to track and gather the data for your reporting requirements.

Human Resources Track: Human Resources Policies and Procedures

Mark Kajitani (OPB)

Policies are an essential part of our organizations. They ensure compliance with funders, laws, give transparent guidance for decision-making, clarity on internal processes, and link us to our shared values. In this session we will cover the top 10 must-have policies every organization needs to have. If your policies haven't been revised since before the pandemic, they need attention to ensure your organization is up-to date and in compliance. Learning objectives include:

- Understand how policies ensure compliance.
 - Get caught up on recent laws that impact policies.
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- Get to know the top 10 must have policies:
 - Equal employment opportunity
 - Anti-harassment and nondiscrimination
 - Family and medical leaves
 - Background-checks
 - Americans with Disabilities Act (ADA)
 - Limited English Proficiency (LEP)
 - Whistleblower
 - Drug-Free workplace
 - Confidentiality
 - Time keeping and attendance
 - Take home actionable steps to building better policy handbooks.

Financial Verification Support

[Marjorie Doran, Crime Victim and Survivor Services Division](#)

CVSSD's monitoring process includes financial report verifications that occur at least once every award period. Many grantees are currently submitting or modifying a financial report as part of the financial report verification. Not sure what documentation to submit? Want guidance on how to organize supporting documentation? We encourage you to attend this session to receive support from CVSSD fund coordinators.

Timesheets, and Procurement


[Lesley Bennett, Nonprofit Association of Oregon](#)

Timesheets are an important tool in determining the allocation of personnel expenses for your grants. In this session, we will discuss timekeeping best practices as well as procurement best practices.

Human Resources Track: Employment Regulations, Wage and Hour, Oregon Sick Leave

[Mark Kajitani, Nonprofit Association of Oregon](#)

Join us as we explore the new developments in employment regulations that have organizations scrambling. This session will review critical areas of change in our wage and hour ecosystem and how to prepare your teams and organization for them. Learning Objectives include:

- Learn the key elements of Paid Leave Oregon.
 - Discover how to respond to pay topics from equity, transparency, and cost of living.
 - Become familiar with new protected categories regarding harassment and discrimination.
 - Understand the expectations of time & attendance tracking even in our hybrid workforce.
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Enhancing Commitment and Capacity to Serve Survivors with Disabilities

Beth Brownhill, Disability Rights Oregon

Research has shown that people with disabilities experience violent victimization—including sexual assault and domestic violence—at rates three times higher than people without disabilities. They also routinely face barriers—communication, physical, programmatic, and attitudinal—when reaching out for help, contributing to higher rates of repeat victimization. In recognition of the crucial role they play in helping survivors of domestic violence and sexual assault, programs must actively working to remove these barriers and enhance their capacity to effectively serve survivors with disabilities.

Improving Access for LGBTQIA2S+ Survivors

Terri Steenbergen and Jessica Klein (The Harbor) and Benjamin Bradshaw (CVSSD)

This panel discussion will explore the challenges and successes of programs who have established relationships with LGBTQIA2s+ communities and who are successfully improving access to services for LGBTQIA2S+ Survivors.

Determination of Suitability to Interact with Participating Minors

Marjorie Doran and Susana Escobedo, CVSSD

A federal award condition requires grantees to have a policy and process for determining the suitability of program staff and volunteers to interact with participating minors. In this mandatory session, we offer guidance for developing policy and procedures and share recordkeeping practices to keep grant recipients in compliance with this funding requirement.

