

CFO Leadership Session: Digging in on the Role of CFOs in Building Racial Equity Throughout Your Business Practices

Wednesday, October 27th 2021

3.30-5.30pm EDT

Location

<https://us02web.zoom.us/join/641ZtZUtc-yurDMsGtFJMhkdQXJhD82yCM>

Meeting ID: 810 4562 860

Facilitators

Harry Harding, Affiliate Consultant and Madeline McNeely, Principal, Conditioning Leaders

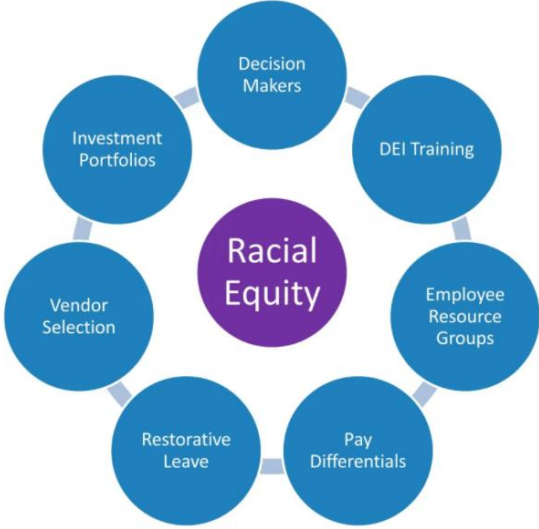
Desired Outcomes

1. Shared understanding of common challenges CFOs and financial professionals face as racial equity strategies are implemented.
2. Shared understanding of organizational growth areas and initiatives that CFOs can lead within organizations to support racial equity culture change.
3. A list of next steps and resources to bring back to your respective organizations.

Agenda

Time	Topic	Content
3:30– 3:35	Settling In	Housekeeping Zoom protocols: <ul style="list-style-type: none"> • Renaming: pronouns after your name • Bring food, children, dogs • unmute to talk...*6 to unmute and mute yourself on the phone • Chat Function - some love it some don't....don't feel you need to keep it open, can always download at end and review. • Slides after workshops will be uploaded to workshop area.
3:35– 3:55	Start Ups	<ul style="list-style-type: none"> • Outcomes / Agenda • Touchstones • Mindful Minute/Centering
3:55– 4:15	Small Group Intros	In Trios, introductions: <ul style="list-style-type: none"> • Name, role, length of time in role, organization, location, pronouns, racial/ethnic identity • Mid-point Conference Takeaways/Aha! Moments

		<ul style="list-style-type: none"> What is most challenging about being a Financial Professional in today's workforce given heightened consciousness about race and racism, particularly if your organization is taking on Racial Equity culture change work?
4:15-4:30	CFO Challenges	<p>Issues by Category</p> <p>Bias</p> <ul style="list-style-type: none"> Overcome implicit bias Managing a multigenerational team <p>Racial Equity Culture Change</p> <ul style="list-style-type: none"> Build culture Actively working DEI principles Offering flexibility in an equitable way Ensure that we treat all employees fairly Make the time to make it a fruitful endeavor <p>Interpersonal Racism</p> <ul style="list-style-type: none"> Address micro aggressions Process/framework/openness for evaluating resource decisions Creating a culture where DEI is discussed openly Incorporating racial equity conversations <p>Recruitment and Hiring</p> <ul style="list-style-type: none"> Improving the way we recruit to get more diverse candidates Ensure we use racial equity in our hiring <p>Vendor Selection</p> <ul style="list-style-type: none"> Vendor selection and management Partnering with organizations and vendors who align with our equity mission
4:30-4:45	Organizational Change	<p>Where Equity Shows Up for NP Financials Overview</p> <ul style="list-style-type: none"> Which topic do you want to concentrate on and explore in more depth in a small group during next section of workshop? Groups will be formed based on zoom poll response.
4:45-5:05		<p>Small Groups</p> <p>Reflecting on your chosen topic: share ideas on how your respective organizations can better support racial equity in this given area?</p> <ul style="list-style-type: none"> How have you experienced/observed racial equity practices in your organization?

		<p>Where Equity Shows Up in Nonprofit Financials</p>  <ul style="list-style-type: none"> • What small wins can you identify in your organization's racial equity work? • Consider your org's budget (line items, resource allocation, etc.), how does your organizations budget and spending reflect its values?
5:05 5:20	Large Group Discussion	<p>Large Group Discussions</p> <p>Insights, reflections, questions, successes from small groups and/or what you heard about from your colleagues.</p>
5:20 5:25	Resources	<p>See 2 handouts in conference workshop portal area.</p>
5:25 5:30	Wrap Up	<p>One word in the Chat for what your feeling/thinking as we close up our workshop Plus Deltas</p>