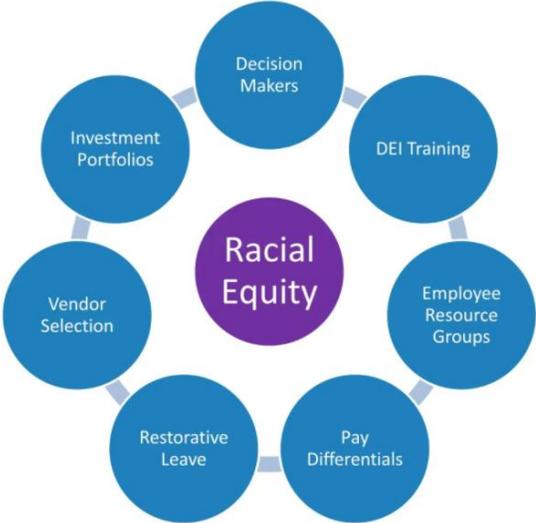


		<ul style="list-style-type: none"> • What is most challenging about being a Financial Professional in today's workforce given heightened consciousness about race and racism, particularly if your organization is taking on Racial Equity culture change work?
4:15-4:30	CFO Challenges	<p>Issues by Category</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?
<p>5:05 5:20</p>	<p>Large Group Discussion</p>	<p>Large Group Discussions</p> <p>Insights, reflections, questions, successes from small groups and/or what you heard about from your colleagues.</p>
<p>5:20 5:25</p>	<p>Resources</p>	<p>See 2 handouts in conference workshop portal area.</p>
<p>5:25 5:30</p>	<p>Wrap Up</p>	<p>One word in the Chat for what your feeling/thinking as we close up our workshop Plus Deltas</p>