

Shifting Gears as a Nonprofit Change Agent:

**Driving Change by Accelerating
from Knowledge to Application**

Prepared by Niconda Garcia, Heather Hu, Amy Lytle & Asia Washington



MEET

The Presenters



NICONDA | GARCIA



HEATHER | HU



AMY | LYTLE



ASIA | WASHINGTON

Happy
Birthday
Song

Did you know...?





Executive Leadership Cohort:

Building Equity and Anti-Racist Change Agents

[Click Here](#)

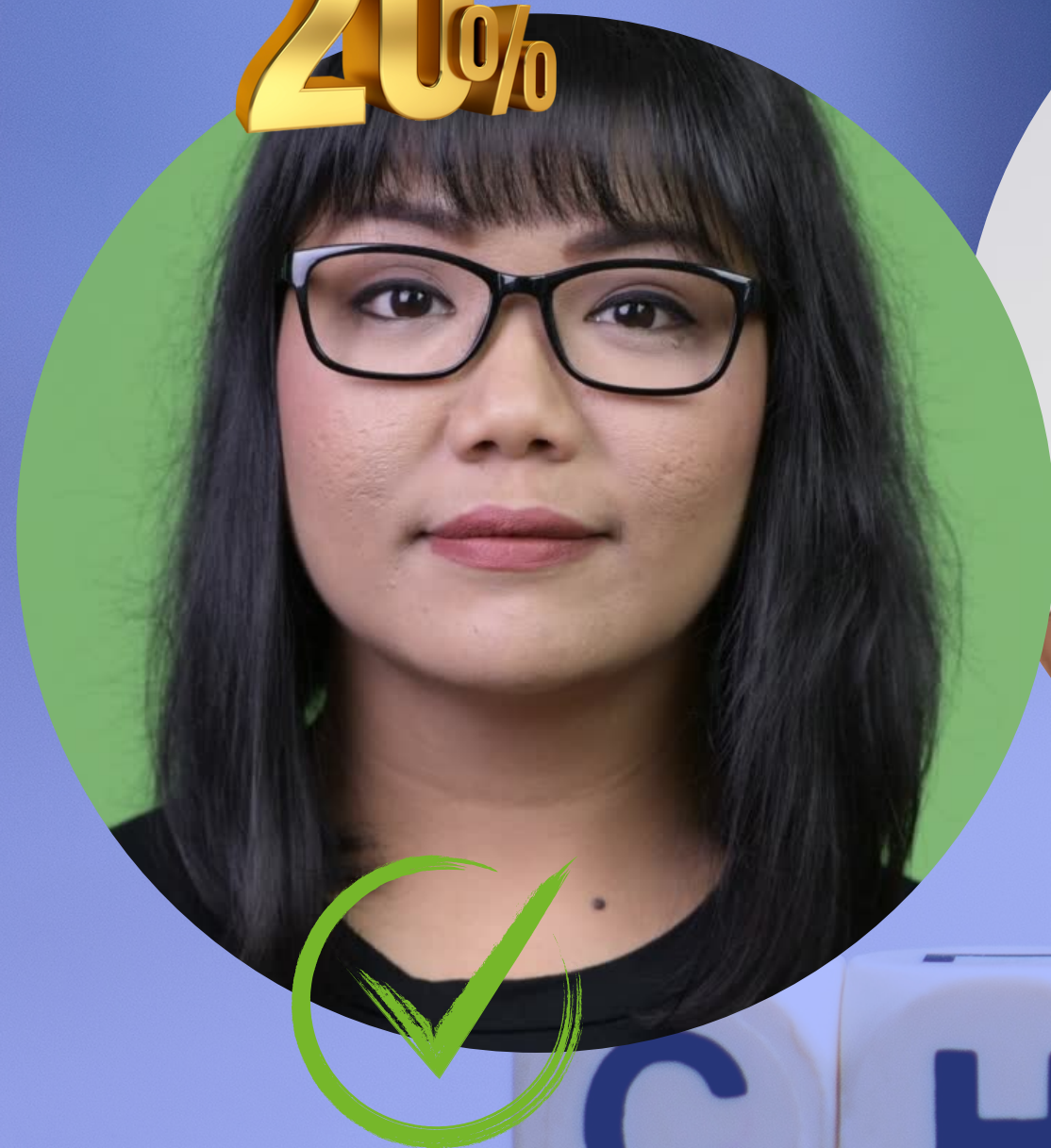


TAKE-AWAYS

1. Finding my white ally tribe.
2. First time caucusing as a white person.
3. Open to collaboration.
4. Energized to take action.
5. Incorporating tools and practices.
6. Using terms/definitions learned.
7. Joining committees.
8. Attending webinars.
9. Obtaining buy-in from leadership.
10. Addressing disparities in mentoring.

Change Management Rule:

20%



60%



20%



C H A N G E

Menti.com



Use code:

0000-0000





Who's in the room?



Let's Take a Poll:

Beginner

Learning definitions, history, and understanding why this work is important

Intermediate

Knowledge of the historical context, able to identify systems of oppression, and actively figuring out how to create change

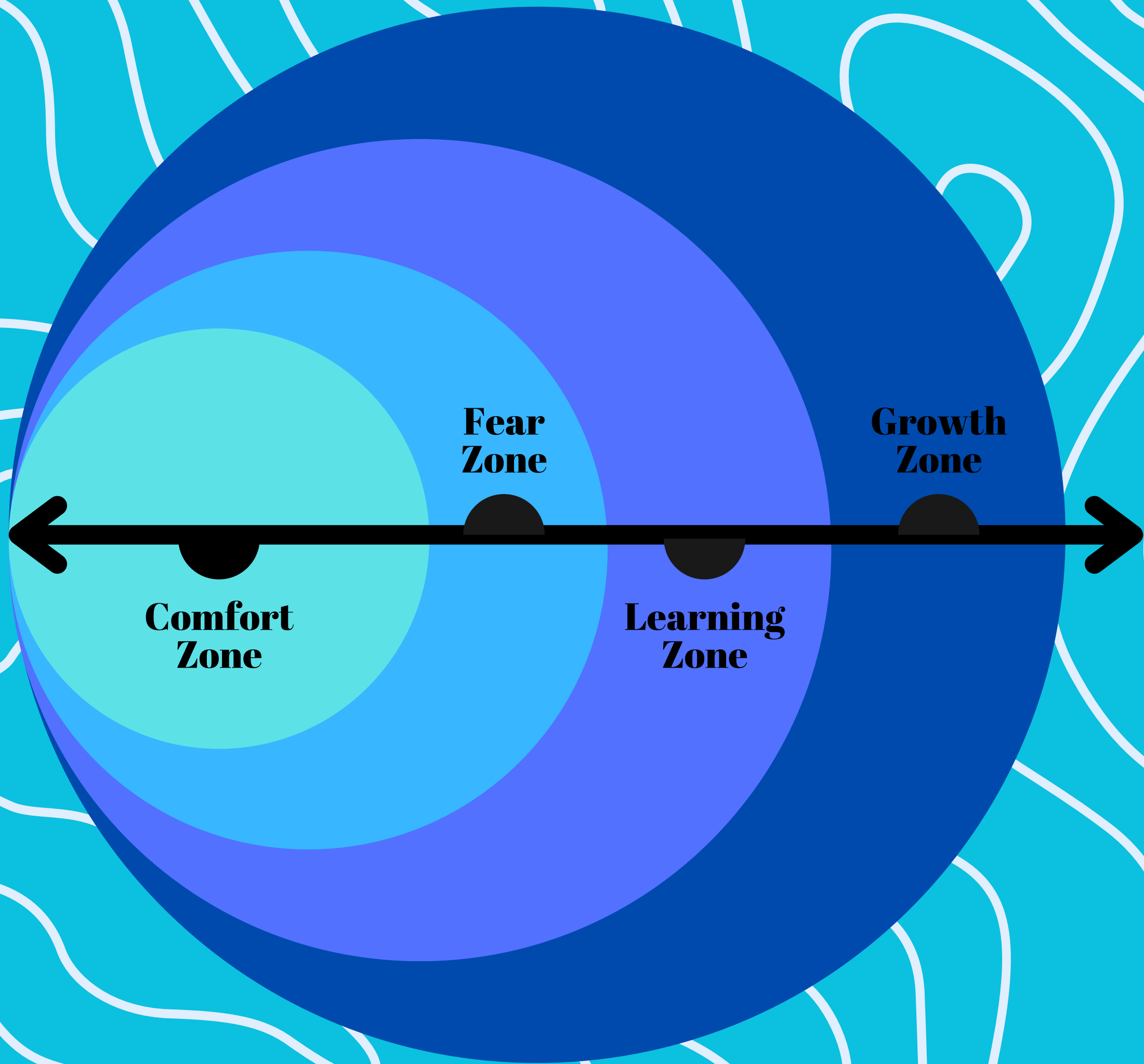
Advanced

Currently using my individual power to break down systems of oppression within my sphere of influence.

None

1 How would you rate where you are on your personal equity journey?

2 How would you rate where your organization is on its equity journey?



**Fear
Zone**

**Growth
Zone**

**Comfort
Zone**

**Learning
Zone**

Small Group Discussion

QUESTION 1

What are your spheres of influence in the following areas? Professional, Community, Family.

Directions: On each index card list names of institutions, groups and/or individuals that you engaged with.



Let's talk about it.

Debrief/Discussion



How does White Supremacy Culture show up?

- 
- Perfectionism*
 - Professionalism*
 - One Right Way
 - Best Practices*
 - Paternalism
 - Objectivity*
 - Qualified
 - Either/Or and the Binary
 - Progress is Bigger/More
 - Quantity over Quality*
 - Right to comfort



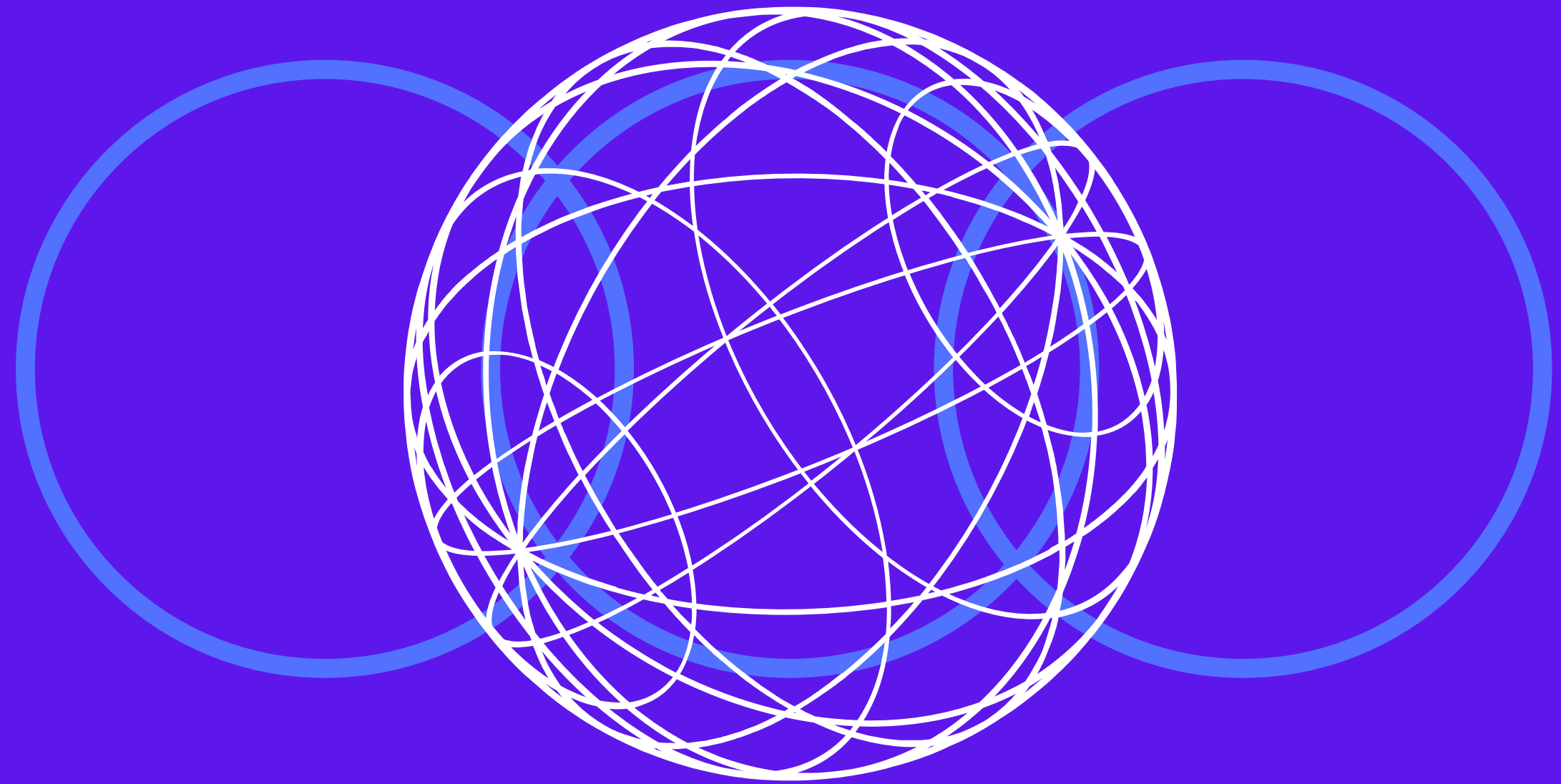
QUESTION 2

What does it
mean to be a
Change Agent?



WHAT IS THE NEXT STEP?

Identify one action step for each sphere of influence.



IMPROVEMENT
QUALITY
COMPLIANCE
EVALUATION
ASSESSMENT

Next step tools...

WNC-Nonprofit Pathways Equity Planning Assessment Tool





**Nobody can do everything,
but everybody can do
something. If everybody
does something,
everything will get done**

—Gil Scott-Heron

Resources

[WNC-Nonprofit-Pathways-Equity-Planning-Assessment-Tool.pdf \(nonprofitpathways.org\)](#)

[Stages of Racial Identity Development](#)

[Direction + Alignment + Commitment \(DAC\) = Leadership](#)

Cultivating Critical Hope, Bishundat et. al, 2018

References

[Martin Luther King Day: The song that changed the US - BBC Culture](#)

[Bing Videos: Stevie Wonder, Happy Birthday.](#)

Executive Leadership Cohort - Building Equity & Anti-Racist Change Agents (Session 4 Content)

[20-60-20 Rule of Leadership](#)

EMAIL

niconda@nonprofitpathways.org



WEB

www.nonprofitpathways.org

EMAIL

heather.hu@hdhadvancementgroup.com



WEB

hdhadvancementgroup.com

contacts

EMAIL

AmyLytle@handsonnwnc.org



WEB

www.HandsOnNWNC.org

EMAIL

awashington@ncnonprofits.org



WEB

www.ncnonprofits.org