

2021 National Service Training Conference Workshop Descriptions *Descriptions by Track*

State Service Commission Track Workshops

Upping the Ante on Commissioner Engagement **Cole McMahon, McMahon Consulting Group, LLC**

These days, it isn't enough for commissioners to show up and vote. Great commissioners use their talents and networks to increase the commission's influence, capacity, and funding. In this workshop we'll work together on specific ideas to adopt in your commission, to supercharge "attenders" into contributors, and good commissioners into great ones. If you seek to ratchet up the effort and impact of your commissioners, this session is for you.

Workshop Block A, Tuesday, May 4, 2:15-5:30 pm

Leadership Inspires ACTION: What Every Leader Wants to Know **Justine Murray, Justine Murray Consulting; Susan Hyatt, Big Purpose Big Impact Ltd.**

Leaders want to inspire others to take ACTION for meaningful and lasting change. State Commission staff and commissioners are poised to provide that leadership within their programs and their states. In this session, we will examine Simon Sinek's proven formula for leadership that inspires: What we do; How we do it; and WHY we do it. Unless we lead from a solid WHY, we will not garner support for lasting change. Participants will engage in interactive breakouts, develop a Why statement with a worksheet to use with their own commission.

Workshop Block B, Tuesday, May 4, 3:45-5:00pm

The Accidental Trainer: Developing Immersive Live and Virtual Learning as Part of Your Engagement Strategy

Barry E. Altland, Head, Heart and Hands Engagement Collective

Are you called upon to lead learning initiatives for your organization? How prepared are you to create interactive, highly engaging learning events that enhance learning through self-discovery? Do you facilitate sessions that draw learners into their own rich and timely learning experience? If you wish to elevate your learning content design and facilitation knowledge, skills and acumen, this is the session for you! Your learners deserve it, because the way they are engaged while learning is part of their engagement equation in support of your organization and your mission!

Workshop Block C, Wednesday, May 5, 2:00-3:15pm

Strategies for Effective Data Quality Monitoring **Susan Hyatt, Big Purpose Big Impact**

State commissions are responsible for ensuring the programs in their portfolio collect high quality performance measurement data – not only for reporting to AmeriCorps but also for data-driven program management. Many staff are unsure what to look for and how to problem solve any issues they uncover. This session will provide state commission and AmeriCorps program staff an overview of the five elements of data quality - Validity, Verifiability, Completeness, Consistency, Accuracy. For each element, participants will learn what the element consists of, what to look for during monitoring, and ways to coach programs to improve their data quality.

Workshop Block D, Wednesday, May 5, 3:30-4:45pm

Get your CATS together! Exploring Commission Approaches to the Service Sector

Amy Porter, On3Learn

Does it feel like you are herding cats on the daily? Are the silos of grant management a detriment to your Commission's success? Let's explore ways to enhance your efficiency. Join us to explore best practices of commissions around the country and engage with your peers to share best practices and develop new approaches to your work at your state service commission.

Workshop Block E, Thursday, May 6, 2:15-3:00pm

Elevating Community Voice: Creating Inclusive State Service Commissions for AmeriCorps Programming

Sandy Pulles, Julie McLeod, and Des Culpitt, ServeMinnesota

This session will share how a state commission created opportunities for engaging community members to establish richer and deeper community connections resulting in inclusive programming. Community feedback sessions resulted in the development of a work plan to translate findings into actionable programming strategies. These strategies directly supported Black, Indigenous, and people of color serving in AmeriCorps programs and the recipients of those programs. Participants will learn key strategies for engaging community members and translating findings into action.

Workshop Block F, Thursday, May 6, 3:15-4:00pm

Mini-Trainings for Maximum Impact: Everyday Engagement Training for Staff Peers

Beth Steinhorn, VQ Volunteer Strategies

Organizations that effectively train staff to engage and support volunteers are more adaptable, sustainable, and impactful. Training increases job satisfaction and effectiveness, while also reducing turnover thereby enhancing retention. While half- and full-day training sessions can be impactful, today it's neither feasible to take staff away from their daily routine nor effective to host all-day virtual events. Plus, training without follow-up and reinforcement isn't easily integrated into everyday work. Instead, boost your colleagues' skills in volunteer engagement by incorporating training into everyday encounters – such as brief coaching sessions or 20-minute trainings as part of a standing department meeting.

Workshop Block G, Thursday, May 6, 4:15-5:00pm

Engaging Commissioners in Meetings and Committees

David Styers, Nonprofit Board Governance Consultants

“My time would have been better spent doing something else.” Have you ever feared a Commissioner saying this after attending one of your meetings? Learn tips and techniques to help increase their engagement and improve their contributions to the Commission, particularly in our new online meeting world. From orientation to meeting preparation to committees, this session will identify ways to help your Commissioners make sure your meetings are the ones they don't want to miss!

Workshop Block H, Friday, May 7, 1:00-2:15pm

Leading Through Turbulent Times

Steve Patty, Dialogues In Action

The burden leaders carry during times of turmoil can be extraordinarily heavy. Leaders often experience extra stress, vigilance, decision-making, planning, coaching, and an endless list of responsibilities. Leading during crises is difficult. However, with crises often comes opportunity. If leaders can think strategically about their role during times of turbulence, and if they can be fortified with the right kinds of perspectives, values, and skills, they can have a powerful impact in the lives of those they lead. This

session will show how to take the path of courageous, adaptive, developmental leadership during times when people need it the most.

Workshop Block I, Friday, May 7, 2:30-3:45pm

AmeriCorps Program Management Track Workshops

Leading Beyond Compliance

Tray T.S. Deadwyler, Think for Good & The Service Nerd Collective

A compliant program is not necessarily a thriving program. This session explores best practices to support All Staff in leading host site/ service location All Staff and Corps Members to excel in program delivery.

Workshop Block A, Tuesday, May 4, 2:15-3:30pm

Fostering and Researching the AmeriCorps Member Experience

Zoe Tollette and Binky Martin-Tollette, Pfeifer Kiwanis Camp

This interactive workshop will highlight national and local research on AmeriCorps member experience to include common themes related to positive member experiences. Participants will engage in diverse and interactive virtual activities that can be used for teambuilding and reflection to enhance member satisfaction. Participants will also gain new ideas for conducting inexpensive research that is easy to replicate to help them evaluate their programs.

Workshop Block B, Tuesday, May 4, 3:45-5:00pm

An Evaluation Pep Talk: Learning Ways to Build a Culture of Evaluation and Data-Driven Decisions

Analise Adams, Virginia Service Commission

“Data is hard, and I’m not an expert”. With everything else expected of you, understanding performance measurement can feel overwhelming. This feeling is often accompanied by the desire to make strategic decisions, without any idea of where to start. However, you are more skilled than you think. You know how to tell if something works. The ability to collect data, make evidence-driven decisions, and motivate others to participate in evaluation is within reach. By building a culture of evaluation and using data into our decision making, we can turn evaluation from an obligation to an opportunity.

Workshop Block C, Wednesday, May 5, 2:00-3:15pm

Income Exclusion, Federal Benefits, and Member Advocacy

Anita Totten, and Allie Matheu, Community Mediation Maryland; James Winfield, Civic Works

Food security can increase member inclusion, retention, and focus because \$234 per month for food makes a big difference (2021 MD Individual SNAP Benefit). AmeriCorps members are eligible for need-based federal benefits because their modest stipend is not counted as income when eligibility for federal benefits is being determined. This session will provide the history, the challenges, and the nuances of advocating for members to receive the benefits that they may be eligible for during their service year.

Workshop Block D, Wednesday, May 5, 3:30-4:45pm

Help Your Members Understand the Education Award

Sharon Tewksbury-Bloom, Do Good Be Good LLC

Many members make false assumptions about how they can use their Education Award. This lack of understanding affects member retention and satisfaction with the program, not to mention underutilization of the award. Come test our knowledge of the award and learn techniques you can use to help your members get the most out of this important member benefit.

Workshop Block E, Thursday, May 6, 2:15-3:00pm

Supporting the AmeriCorps Member: Service, Training, and Life Navigation

C. Cilley-Turko, J. Craven, R. Knipple, S. Niles, and K. Paziienza, Goodwill NNE - AmeriCorps

This interactive session will be a facilitated panel discussion around best practices for State and National and VISTA programs to better member support. There will be a particular focus on programmatic implementations adopted during COVID-19, however, the objective will be to continue successful implementations long-term, post-pandemic. The session will provide participants with information on a pilot model for utilizing an LCPC-C as AmeriCorps staff to support members prior to service and during their term. The intention is to better engage and support members who may have barriers to participating in National Service. This is with the hope of making this an opportunity for all.

Workshop Block F, Thursday, May 6, 3:15-4:00pm

AmeriCorps Program Host Site Management: Best Practices and Avoiding Pitfalls

Chad Driscoll, Volunteer Iowa

This session will provide participants with a chance to think through ways to engage their host sites, understand best practices to work with them, and review common pitfalls to avoid. Ultimately, you want your host sites to not only support your members and be in compliance, but also be an advocate for your program, a recruiter and share successes.

Workshop Block G, Thursday, May 6, 4:15-5:00pm

Developing a Strong Year-Long Orientation and Training Plan

Amy Salinas, On3Learn, LLC

This session will explore the key training areas and outcomes that all AmeriCorps training plans should consider to intentionally set members up for success and ensure they carry this experience forward to their next steps.

Workshop Block H, Friday, May 7, 1:00-2:15pm

Navigating the Member-Supervisor Relationship

Cathy Lins, Development Plus Inc.

This session will help empower supervisors to foster dynamic, supportive relationships with their members to ensure a more productive service year. By the end of the session, participants will be able to: implement management methods to strengthen respect, communication, and trust with their members; apply strategies to improve giving and receiving feedback and handling difficult conversations; and identify action steps and resources to better understand and work with their members and manage workplace challenges.

Workshop Block I, Friday, May 7, 2:30-3:45pm

AmeriCorps Financial and Grants Management Track Workshops

Understanding AmeriCorps Governing Documents and Regulations

Jennifer Cowart, On3Learn

No one said running a program funded with federal dollars would be easy. All federal programs are guided by rules and regulations. AmeriCorps is one of those programs for which there are several governing documents where rules and regulations are detailed. This session will explore the governing documents that guide AmeriCorps programs to include an overview of 1) Code of Federal Regulations; 2) Notice of Funding Opportunity; 3) Notice of Grant Award; 4) Terms and Conditions – AmeriCorps and General; and 5) FAQs – AmeriCorps, NSCHC, Healthcare, Evaluation, etc.

Workshop Block A, Tuesday, May 4, 2:15-3:30pm

Nuts & Bolts that Connect Grants Management

Susan Meche, Meche Consulting, Inc.

Are your grant “Nuts & Bolts” tightened? Do you have a roadmap for your day-to-day financial grant operations? Step-in to this financial session to find out more about the nuts and bolts and roadmaps to grants management!! We’ll talk about tightening up internal controls and administrative requirements, understanding what policies & procedures you need to have, and what sort of documentation and records you need to keep to breeze through any monitoring visit, compliance review, audit, or closeout!

Workshop Block B, Tuesday, May 4, 3:45-5:00pm

Grant Management: The System and Key Requirements

Scott Sheffler, FTLF

In this session, FTLF attorney Scott S. Sheffler will provide an overview of the legal system underpinning federal grant management requirements and the specific issues that arise within that system for AmeriCorps State and National recipients and subrecipients. Focusing on grant management challenges faced in project implementation at the individual AmeriCorps Program level, Mr. Sheffler will address the key risk areas of cost allocation, time and effort documentation, program income, and cost share/match.

Workshop Block C, Wednesday, May 5, 2:00-3:15pm

Understanding Cost Allocation and Indirect Costs

Jerry Bertrand, Public Impact Advisors

This session will explain cost allocation plans and methods of charging indirect costs to federal awards, including AmeriCorps awards. In addition, we’ll discuss common problems and their solutions as well as key success tips related to cost allocation and indirect costs.

Workshop Block D, Wednesday, May 5, 3:30-4:45pm

Uniform Guidance Changes in 2020

Scott Sheffler, FTLF

As most grantees are aware, this past year, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, *aka* the “Uniform Guidance,” underwent its first major update since it was originally promulgated at the end of 2014. As tends to be the case with regulatory updates, some changes have more impact than others. In this session, FTLF attorney Scott S. Sheffler will provide a concise overview of the key changes impacting AmeriCorps State and National grantees and subgrantees.

Workshop Block E, Thursday, May 6, 2:15-3:00pm

Requesting and Approving Budget Changes

Mary Voorhies, OneStar Foundation

Grant budgets are developed and submitted several months before the program year begins. Budgets are built on anticipated costs or estimates. Actual expenses incurred always vary from the budget. Events out of our control, such as COVID-19, could greatly change a program's fiscal needs. Processing budget changes allows programs to have flexibility. This session will cover when programs should ask for a budget change, as well as, what processing and approving sub-recipient budget changes looks like as a commission staff person.

Workshop Block F, Thursday, May 6, 3:15-4:00pm

Understanding Federal Procurement Requirements

Jerry Bertrand, Public Impact Advisors

Procurement of goods and services with federal grant money comes with a specific but achievable set of requirements. This session will get you acquainted with those requirements and provide key tips to help you ensure your procurements are successful, both now and when under audit scrutiny.

Workshop Block G, Thursday, May 6, 4:15-5:00pm

Office of Inspector General - Safeguarding Federal Funds

Jessica Nelson, AmeriCorps-OIG

AmeriCorps grantees, commissions, and programs are responsible for all aspects of grant management and for being good stewards of public resources. The Office of Inspector General (OIG) is a key partner in the safeguarding of the public trust and taxpayer dollars. The OIG provides agency oversight to ensure adequate internal controls are in place, executes an annual audit plan, and conducts investigations of AmeriCorps programs and personnel. This session will provide an overview of the OIG, common audit and investigative findings, indicators of fraud, fraud prevention tools, and reporting requirements to ensure Federal funds are used appropriately.

Workshop Block H, Friday, May 7, 1:00-2:15pm

Ensuring Allowability During COVID Through Internal Controls

Tiffany Kessler, Esq., CGMS, Brustein & Manasevit, PLLC

The COVID-19 global pandemic hit quickly and affected all aspects of our lives, including the way we administer federal grant programs. The Office of Management and Budget recognized early on that flexibility was needed around the Uniform Grants requirements, but deferred in many ways to an agency's emergency policies and procedures. It is critical that entities have clear documentation around the decisions that were made and strong internal controls around the flexibility utilized during this time. This session will discuss the hot topic areas of potential noncompliance under the Uniform Guidance (2 CFR Part 200) in light of COVID and discuss best practices to avoid noncompliance.

Workshop Block I, Friday, May 7, 2:30-3:45pm

Volunteer and Member Engagement Track Workshops

Service-Learning - a Process not just a Project

Julie Rogers Bascom, National Youth Leadership Council

Service-learning is a process where young people can use and develop critical thinking skills and engage in opportunities for collaboration and team building. When students are leaders in and out of the classroom, students' engagement, ownership, and contributions increase, allowing students to build skills, develop empathy and see themselves as problem solvers. In this webinar, learn how to use a four-stage framework and research-based standards of quality service-learning practice to ensure your programs efforts lead to positive youth outcomes. Get ready to take a step to weaving quality service-learning into your program plans!

Workshop Block A, Tuesday, May 4, 2:15-3:30pm

Community Engagement Pathways: A New Framework to Understand Volunteer Engagement

Mike Moon and LaDawn Stoddard, UServeUtah

During this workshop session we will guide participants through a discussion about how the Pathways of Civic Engagement can help organizations rethink volunteer engagement, including developing new ways to leverage community resources and new volunteer opportunities. Participants will also have the opportunity to discuss case studies in how similar nonprofits have incorporated the pathways into their work and volunteer strategy. Using this framework, volunteers understand how their work is connected to others who are engaging in different pathways, thereby increasing the efficacy and community of volunteer engagement. As a result of this workshop, organizations will be better equipped to connect volunteers with volunteer opportunities that relate to their passions and interests.

Workshop Block B, Tuesday, May 4, 3:45-5:00pm

It's a Win-Win! Utilizing Volunteers in Meaningful Work

Cairn Reisch, Soul of a Cairn

As we pivot to address the growing needs in our communities, we see more and more people beginning to volunteer but, in many cases, not being used to their full abilities. In this session we will explore what motivates people and how we can to keep them engaged in the work and mission of our groups/organizations. While on the flip side auditing our existing opportunities to make sure that everyone is benefiting from the volunteer's contribution. The end goal, to have the right person in the role that is the most meaningful to them and impactful for the organization they serve. It's a win-win!

Workshop Block C, Wednesday, May 5, 2:00-3:15pm

The New Era of Volunteerism

Norma Johnson, Stone 2 Bread LLC

This workshop will discuss the changes in volunteerism within the last 20 years; the top ten reasons volunteers quit, and ways to celebrate your volunteers. We will also explore volunteers' motivations, the different types of volunteers, targeted recruitment, and retention. This session will be helpful for Volunteer Coordinators and AmeriCorps Program Directors. Each participant will start developing a plan to update their organization's volunteer program during the workshop. The overall objective is to help participants create a unique experience that will intrigue volunteers to return in the future.

Workshop Block D, Wednesday, May 5, 3:30-4:45pm

Bridging the Age-Divide: Engaging AmeriCorps Members and AmeriCorps Seniors Volunteers to Strengthen Communities

Andrew Facemire, Northern Arizona University

This session will provide participants with strategies and tactics for engaging individuals across AmeriCorps programming by working to collaborate with AmeriCorps Seniors program. Participants will engage in interactive breakouts to discuss strategies and brainstorm ideas.

Workshop Block E, Thursday, May 6, 2:15-3:00pm

The 3 C's of Happy Volunteers: Comfort, Convenience, Connection

Dana Litwin, CVA, Dana Litwin Consulting LLC

Keep and attract the best talent to your volunteer pool by understanding "The 3 C's." This fun and interactive session offers practical, scalable solutions for any sized organization to improve volunteer engagement, recruitment, and retention. This workshop includes a slide presentation of the basic concepts, evaluation exercise for your programs, with discussion, troubleshooting, and Q&A. Suitable for all volunteer administration experience levels. At the end of this session, participants will be able to apply the core concepts of "The 3 C's" with practical examples to build organizational capacity, increase volunteer satisfaction, and build volunteers' connection to their mission.

Workshop Block F, Thursday, May 6, 3:15-4:00pm

From the Inside Out: A Mindful Approach to Leading with Courage, Empathy, and Connection

Jessie Fuller, Thriving YOUiversity

If we want our organizations, team members, and ultimately the people we serve to thrive, we need to cultivate the environment in ways that empower others to flourish. Using research-based principles and strategies from the fields of Positive Psychology, Social Psychology, Leadership, Mindfulness, and Emotional Intelligence, this highly active and engaging session, participants will learn the fundamentals of leading with courage, cultivating empathy, keeping connection at the center of their work, and how to use these superpowers to create a culture in which both the individuals and the organization can be at their best. The framework:

- L ean In To Build Belonging and Trust
- E ngage Employees' Purpose
- A ppreciate and Acknowledge All Stakeholders
- D emonstrate Empathy and Compassion
- S how Up Mindfully With Intentional Presence.

Workshop Block G, Thursday, May 6, 4:15-5:00pm

Virtual Volunteerism in the Real World

Autum Martin and Elisabeth Donovan, Galaxy Digital Volunteer Management

This session will provide Real World nonprofit examples of how Virtual Volunteerism can be added to any nonprofit's program, bring measurable value, and be promoted to re-engage current supporters and new. The presentation will draw in real world client experiences from United Way of King County in Seattle and San Francisco - Marin Food Bank that share how they pivoted to face new challenges in 2020. This interactive session will allow participants to discuss the applicable ideas will lead to intentional setting of structured action steps and data points for reporting growth metrics.

Workshop Block H, Friday, May 7, 1:00-2:15pm

Building a Community of Volunteer Engagement Professionals: Starting and Sustaining Local Associations (DOVIA's NVA's, etc)

Gretchen Jordan, CVA, ALIVE and Cairn Reisch, Soul of a Cairn

As a Volunteer Engagement Professional, you have a unique, super-human set of skills: inspiring volunteers, coordinating with staff, having big picture plans, while seeing to all the details. Despite being surrounded by people, it can be an isolating role, with few people in your organization who really get it. That's why local associations for volunteer engagement professionals are a critical source for networking, professional development, and coffee/drinks/snacks. But what do you do if you don't have a local association? And if you do, how do you keep your association's offerings fresh and interesting? In this session, leaders from the national Association of Leaders in Volunteer Engagement (ALIVE) and local member associations from around the country, will share tips and tricks for forming, growing, and sustaining a local association.

Workshop Block I, Friday, May 7, 2:30-3:45pm

Justice, Equity, Diversity, and Inclusion Track Workshops

An Introduction to Conversations on Race

Heather Mercer and Thenera Bailey, The SISGI Group

This session will provide participants with the tools they need to tackle tough conversations around the topic of race. In our current climate, it is imperative that service organizations and individuals are equipped with a strong foundation of how to challenge racism and take action towards systemic change. We can no longer remain silent or tip toe around these discussions. The time to speak up and raise our voice is now.

Workshop Block A, Tuesday, May 4, 2:15-3:30pm

Decoding Microaggressions

Tissa Hami, Korsi Consulting

“You don’t look trans.” “You’re not like other Muslims.” “You’re so articulate.” Sound familiar? Microaggressions are brief and commonplace indignities, whether intentional or unintentional, that communicate hostile or derogatory slights to the target person or group. Also known as “death by a thousand cuts,” microaggressions have a significant workplace cost from morale and absenteeism to emotional and even physical health. Addressing microaggressions is an important component of any organization’s DEI strategy. This session will decode microaggressions, providing examples and describing the effect on individuals and the cost for workplaces. Participants will learn how to address microaggressions through microinterventions.

Workshop Block B, Tuesday, May 4, 3:45-5:00pm

Cultivating National Service for Community Healing and Transformation

Ava Hernandez, Erin Guest, and Dominica McBride, Public Allies National Office

This session will offer an overview of Public Allies’ Women’s Leadership Project, which examined the impact of our AmeriCorps apprenticeship program on alumni who identify as female. The project focused on Women of Color, LGBTQ women, and single mothers, and its findings suggest that building community and a sense of belonging are foundational to leadership development. Through centering racial justice, participants will explore healing and restoration needs of their communities and how their programs can deepen healing practices through community building in this time of great national uncertainty and fractures.

Workshop Block C, Wednesday, May 5, 2:00-3:15pm

Building Inclusive Service Environments

Betty Jo Schafer, Cristina Flores, and Kailee Selzer, OneStar Foundation

As a state commission, we encourage the programs within our portfolio to provide an inclusive environment for their members and service beneficiaries. With this in mind, we provide training to all new program staff with practical strategies for implementing inclusive service environments including topics such as reasonable accommodations, inclusive communications, inclusive policies, inclusive recruitment and retention, and training and self-reflection at all levels. You will leave this training with information and resources to empower your program(s) to increase inclusive practices, leading to increased morale and retention among members and better outcomes for beneficiaries.

Workshop Block D, Wednesday, May 5, 3:30-4:45pm

Careers in Education - Life After AmeriCorps

Kerry Swarr, BloomEd Group

This session will provide participants a presentation of life after AmeriCorps career opportunities in the field of education--with a particular focus on opportunities to advance equity in education.

Workshop Block E, Thursday, May 6, 2:15-3:00pm

Healing Justice & Invitation Versus Inclusion: Critiquing Recruitment Plans

Shavonda Sisson and Cami Thomas, Public Allies Milwaukee

Social justice work heals communities -- but we leave those leading the work in positions to heal without support. This workshop asks us to look at the ways systems inflict harm on Members and asks us to push back on the idea that common Member challenges lie completely within the individual. Attendees will name the importance of healing work for those involved in social justice. Attendees will know about the different types of healing practices, including physical, mental, and spiritual.

Workshop Block F, Thursday, May 6, 3:15-4:00pm

Unpacking White Saviorism in Service

Alayna Shaw and Cassie Dubov, Colorado Youth for a Change

This session will give participants an understanding of how white saviorism operates on multiple levels (i.e. internally, interpersonally, ideologically and institutionally) and how this may impact AmeriCorps programming. Participants will reflect on the ways in which they can interrupt these forms of oppression within their organizations.

Workshop Block G, Thursday, May 6, 4:15-5:00pm

Implicit Bias Training- Creating More Diverse Work Cultures of Belonging

Levantay Vanessa O'Connor, Levantay Enterprise

Research shows that unconscious bias can be a significant obstacle to inclusion and diversity in the workplace. Stereotypes may create roadblocks to achievement and inclusion, and may uphold systems of oppression. In today's changing world managing diversity is a core leadership skill. In this interactive workshop we will discuss how to: -harness the power of diversity by promoting open conversations about implicit bias -create more inclusive, healthy and productive work culture of belonging -create an action plan that helps you to make decisions and act in ways that align your conscious intentions with your behaviors.

Workshop Block H, Friday, May 7, 1:00-2:15pm

Shifting to an Equitable Organization and Incorporating DEI Practices

Monique Ellington, Service Year Alliance

A lot has come to light in 2020 about the equity and racism in the United States. Many programs have long wanted a more equitable, inclusive, and diverse corps and stronger partnerships with organizations doing this work in their community. Often though, the first step is understanding how you can shift the culture and practices of your own organization in order for you to be ready for the practices to have a more equitable, inclusive, and diverse corps. This session will walk through steps to have authentic conversations internally and ideas for a roadmap to shift to a more equitable organization. This session will be a safe place for these conversations -- if you attend please respect everyone's authentic truths as we discuss what can be difficult conversations.

Workshop Block I, Friday, May 7, 2:30-3:45pm

Special Topics Track Workshops

A Community Roadmap to Integrating 5 Principles of Universal National Service

Brooke Bohnet, Service Year Alliance

Service Year Impact Communities are working to be exemplars of service years in a given place -- neighborhood, city, county, region, state. Service Year Alliance created a roadmap to guide and assess progress against the five principles that make up the concept of universal national service: service at scale, an opportunity for all, career and education pathways, addressing unmet needs, and fueling civic renewal in communities. Join us as we talk through the five principles and ways to bring this work to your community. The conversation will also include an updated state and local toolkit to use for your elected officials. We will have 1-2 Impact Communities in attendance to help show how this showed up for them and how they brought together all the programs in their community to expand the role of service years locally. This session will include examples and action planning concepts and tangible outcomes you can take back to your organization and community.

Workshop Block A, Tuesday, May 4, 2:15-3:30pm

When the Greater Good Doesn't Feel So Great

Michelle Zinke, ServeNebraska

Being part of AmeriCorps can be inspiring and fulfilling...and draining at times. Never has this been more true than in recent years, as members, programs, and Commission faced additional challenges yet still endeavored to "take action and persevere." Incorporating self-care into your life is essential in order to sustain you and ensure that you can get things done this year and beyond. This session will provide an overview of compassion fatigue and what you can do. A specific focus will be placed on warning signs, resiliency factors, and resources. Time will be included for questions and sharing by participants.

Workshop Block B, Tuesday, May 4, 3:45-5:00pm

IS THIS THING ON: Amping Up Your Virtual Programming With Video, Music, and Animation!

Eric Rowles, Leading to Change

What do you do when a pandemic prevents you from having face to face contact with your participants? How do you still keep them engaged and interested in your work and services! Hold on tight as this presentation will move at warp speed to cover a wide range of apps, technologies, and strategies that can be put into place immediately.

Workshop Block C, Wednesday, May 5, 2:00-3:15pm

National Service Public Policy 101

Emily Steinberg & Tyler Wilson, America's Service Commissions

Join America's Service Commissions as we walk you through the most recent legislative developments affecting AmeriCorps and national service, including the CORPS Act, COVID stimulus and relief legislation, as well as the annual ins and outs of the Congressional Budget and what's in store for the FY 2022 federal appropriations cycle. We will explore how educating elected officials at the local, state, and federal levels can have a dramatic and positive impact on the daily lives of AmeriCorps programs, members, host sites, and commissions out in the field, and what you can do to make national service a home run! We will end by highlighting the efforts of the States for Service Coalition and a preview of promising opportunities for enacting service legislation in your own city or state.

Workshop Block D, Wednesday, May 5, 3:30-4:45pm

Finding Your Power: Moving from Your Comfort Zone to Your Courage Zone in Difficult Conversations
Dee Dee Raap, JourneyWorks

Staying positive during negative conversations can be daunting, but it's critical for organizational image and both personal and professional development. This session is designed to offer strategies for speaking up with a positive voice that deals effectively with criticism or negativity while maintaining sanity in the process. Participants will engage in an interactive discussion to identify the best ways to speak to situations that are difficult to solve.

Workshop Block E, Thursday, May 6, 2:15-3:00pm

Who's Zoomin' Who?: Training and Teambuilding in the Time of Virtual Service
Rachel Puckett, Michigan State University Extension

Burnt out on planning trainings? Tired of PowerPoint slides and silent members? Join us for an interactive session on spicing up your virtual trainings and team building efforts! You will leave with easy-to-implement activities and engagement strategies!

Workshop Block F, Thursday, May 6, 3:15-4:00pm

Taking Your Mental Health Temperature: Workplace Wellness For You and Your Team

Kate Scherr-Adams, KS Solutions Consulting

We have all been affected by the pandemic in a myriad of ways with many unexpected challenges. Our teams continue to be affected, causing stress and other difficult emotions. We will consider how this is affecting our mental wellbeing, as well as our work satisfaction and work product. We will learn to navigate wellness and become better equipped with tools to support ourselves and our teams. The session will be interactive and include personal reflection, sharing of tools among participants, small group problem-solving exercises, creating a wellness plan, and a resource guide will be provided for further learning.

Workshop Block G, Thursday, May 6, 4:15-5:00pm

We're Exhausted, Send Help: Preventing Burnout

Vanessa Washington and Michelle Gaither, Village Resiliency, LLC

2020 has been a particularly challenging year, and has hit us all in unique and different ways. We cannot pretend that the world turns off just because we are at work, nor would it be appropriate for us to expect you to do so. Following this workshop you will come away with greater understanding of how stress impacts well-being, deepen empathy towards yourself, and develop specific tools and strategies to help navigate the immediate stressors we are all experiencing. Facilitators teach about the indicators of compassion fatigue and trauma, while sharing relatable stories. We offer transparent reflection regarding the risk factors for burnout and provide practical strategies for reducing educator's stress response and increasing student effectiveness. This workshop provides skills around mindfulness and self-care, and offers guidance for implementing trauma responsive strategies directly with the youth that you serve.

Workshop Block H, Friday, May 7, 1:00-2:15pm

Exploring Disaster Services: How Your Non-Disaster Focused Program Can Help When Disaster Strikes
Katrina French, Rita Pratte, and Luke Wigle, AmeriCorps

This session will help non-disaster focused programs identify what community resilience they are already providing, what kinds of disaster preparedness or response support they can offer, and how they can be an asset to their communities when disaster strikes.

Workshop Block I, Friday, May 7, 2:30-3:45pm