CJII Training and Technical Assistance Initiative

ONLINE WORKSHOP PROGRAM: APPROACHES TO COMMUNITY MOBILIZATION, EQUITY, AND OPERATIONAL SUPPORT

Fall 2022-Spring 2023
### Programs at a Glance:

**Approaches to Community Mobilization and Equity**  
**Fall-Winter 2022**

*Pages 4-8*

<table>
<thead>
<tr>
<th>Program</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Mobilization and the New Public Safety – Supporting Community Resilience, Center for Court Innovation</td>
<td>September 8</td>
</tr>
<tr>
<td></td>
<td>September 15</td>
</tr>
<tr>
<td>Uncovering the Masc., STEPS</td>
<td>September 20</td>
</tr>
<tr>
<td>Restorative Justice and Transformative Justice: A Deep Dive Reading Series, Institute for Transformative Mentoring</td>
<td>October 6</td>
</tr>
<tr>
<td></td>
<td>October 13</td>
</tr>
<tr>
<td>Identity-based Cohorts Collective Healing for BIPOC Staff / Anti-Racist Accountability for White Staff, MindOpen Learning Strategies</td>
<td>October-January</td>
</tr>
<tr>
<td>Placekeeping: An Equitable Community Inclusive Design Toolkit for a Collective Vision towards a Better City, Center for Court Innovation</td>
<td>November 3</td>
</tr>
<tr>
<td></td>
<td>November 10</td>
</tr>
<tr>
<td>Stress Less: Using Art to Manage Psychological Distress, Joe Torre Safe at Home Foundation</td>
<td>December 7</td>
</tr>
<tr>
<td>Let’s Talk Drugs: Circles for Addressing the Overdose Crisis, Institute for Transformative Mentoring</td>
<td>December 15</td>
</tr>
</tbody>
</table>
**Programs at a Glance:**

**Operational Support**  
**Fall 2022-Spring 2023**  
*Pages 9-12*

<table>
<thead>
<tr>
<th>Program</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equitable &amp; Accessible Human Resources: Infusing DEI-A Practices into Hiring a Diverse Pool of Employees, MindOpen Learning Strategies</td>
<td>September 22, October 4, October 18</td>
</tr>
<tr>
<td>Cash Flow Planning, Nonprofit Finance Fund</td>
<td>November 9</td>
</tr>
<tr>
<td>Managing Risk and Opportunities, Nonprofit Finance Fund</td>
<td>January 12</td>
</tr>
<tr>
<td>Financial Planning, Nonprofit Finance Fund</td>
<td>February 8, February 15</td>
</tr>
<tr>
<td>Understanding Full Cost, Nonprofit Finance Fund</td>
<td>March 21</td>
</tr>
<tr>
<td>Financial Leadership for Boards, Nonprofit Finance Fund</td>
<td>April 18</td>
</tr>
</tbody>
</table>

Workshops will be offered online for the foreseeable future. Registration opportunities will be released on a rolling basis. For more information and an updated list of registration links, please visit [https://cjii.org/tta-workshops/](https://cjii.org/tta-workshops/)
Approaches to Community Mobilization and Equity

Community Mobilization and the New Public Safety – Supporting Community Resilience
Presented by Center for Court Innovation

Thursday, September 8, 2022, from 12pm to 2pm
Thursday, September 15, 2022, from 12pm to 2pm

Target Audience: CJII grantees and others with an interest in exploring the connections between community organizing, participatory justice, neighborhood capacity building, and public safety.

For cities across the country, public safety remains a critical area of focus in developing and supporting vibrant communities. In the current shifting landscape of gun policies and system-community relations, developing effective anti-violence strategies requires practitioners and residents – who are often one and the same – to organize and mobilize across disciplines to create solutions that address root problems and broken systems. While uplifting community residents as experts on and beneficiaries of community safety strategies.

This workshop will encourage multidisciplinary cross-agency practitioners to tackle strategies for mobilizing residents towards developing neighborhood safety solutions.

The sessions will focus on integrating community organizing skills and tools into programmatic work and developing community partnerships that center deep community engagement. This workshop will unpack promising models of direct action that prioritize the power of people to take collective action on their behalf. Areas to be covered will include ways on engaging residents and allies, including outreach strategies for mobilizing hard to engage populations and using data/storytelling to create a common agenda.

SESSION TRAINERS
Deron Johnston, Director of Community Development and Crime Prevention
Layman Lee, Project Director of Neighborhood Safety Initiatives
Julie Taylor, Director of Community Impact & Youth Initiatives
Uncovering the Masc.
Presented by STEPS

Thursday, September 20, 2022, from 10am to 12pm

Target Audience: Male-identified folks, and open to any gender identity

This session will explore traditional masculinity—how it hurts and limits us and how we can redefine and expand it for our collective healing and safety. We invite you to lean in with curiosity and be vulnerable with us. Let us unpack and unlearn the things that do not serve us; let us imagine a more liberated form of masculinity, and let us do it with gentleness, kindness, and humor!

SESSION TRAINERS
John Bravo DeMicoli, Lead Facilitator & Community Educator
Alvaro Pinzon, Director for Respect & Responsibility

Restorative Justice and Transformative Justice: A Deep Dive
Reading Series
Presented by Institute for Transformative Mentoring

Thursday, October 6, 2022, from 10am to 12pm
Thursday, October 13, 2022, from 10am to 12pm

Target Audience: Open to all staff across organizations that support system-impacted people and communities who wish to explore restorative practices and models of justice that consider abolition.

Restorative Justice and Transformative Justice are alternative approaches to justice and accountability. Although they share some methodologies, their aim is quite different. Some have summarized the difference: “If restorative justice is intervention, then transformative justice is prevention. It is also abolitionist.” Using case studies and readings from the restorative practice field, participants will engage in an exploration of the two with the aim of applying the lessons learned to their programs and organizations.

SESSION TRAINERS
William M. Evans, Co-Director
Tamara Oyola-Santiago, Co-Director
Identity-based Cohorts Collective Healing for BIPOC Staff / Anti-Racist Accountability for White Staff
Presented by MindOpen Learning Strategies

This seven-part cohort-based offering will run from October 2022 through January 2023. ISLG will be releasing more information on how to express interest in participating.

Target Audience: We recognize that race is a social construct and that people’s experiences do not fit neatly into boxes, including the choices for participation in this group. The invitation is for participants to self-select:

• The BIPOC Support cohort is for people who identify as Black, Indigenous, or People of Color, and wish to explore the impact of living and working within racist structures and uplift one another’s experience in a space designed for you.

• The White People’s Work cohort is for people who identify as White or as holding white privilege and wish to strengthen their anti-racist practice through holding themselves and other white people accountable for resisting and ending racism.

Would you like to join a consistent, brave space to explore tough structural topics that impact the professional service world alongside peers? As a follow-up to our Trauma & Safety in the Hood: Explorations of Self and Community Healing offering, we are forming race-based cohorts to unpack the challenging work needed to improve organizational and service cultures.

The two closed-group cohorts will explore a range of thematic topics through the context of structural racism. At the end of the bi-weekly sessions, there will be a joint convening where both groups will meet and discuss the insights they have gained over the sessions, with the goal of building cross-racial relationships for liberation. Potential participants will be asked to submit an expression-of-interest questionnaire at a later date, to ensure the purposefulness of each space. We will also be hosting an information session during the application period.

SESSION TRAINERS
Rebecca Anuru, Lead Facilitative Consultant and Founder, Dream Keep Consulting
Sarah Blas, Lead Consultant, MindOpen Learning Strategies
Elizabeth Speck, Founder and Principal, MindOpen Learning Strategies
Placekeeping: An Equitable Community Inclusive Design Toolkit for Cultivating a Collective Vision towards a Better City
Presented by Center for Court Innovation

Thursday, November 3, 2022, from 3pm to 5pm
Thursday, November 10, 2022, from 3pm to 5pm

Target Audience: All staff that are interested in learning about planning and implementing creative, place-based, and community-led design initiatives.

Placemaking and placekeeping inspire people to collectively reimagine and reinvent public spaces as the heart of every community. It is the active care and maintenance of a place and its social fabric by community members. This structured, collaborative process brings community residents together to reimagine and reinvent shared public spaces. This workshop is based on an equitable community inclusive design practice where the people most affected and marginalized have a say in the decisions that affect their lives and community. It is not just preserving buildings and the spaces around them but keeping the cultural memories associated with a locale alive while supporting the ability of community members to maintain their way of life.

This workshop will introduce participants to the various stages of visioning, designing, and implementing a creative placekeeping project to increase public safety and well-being. Participants will learn an approach to placekeeping grounded in community organizing and deep participation, with a particular focus on cultivating community engagement, involvement, and leadership.

Learning will be solidified using real case studies involving community-led participatory visioning and design processes. Participants will have built-in session time to workshop the initial steps of a hypothetical creative placekeeping endeavor or an actual potential placekeeping project being considered by participating grantees.

SESSION TRAINERS
Danielle Brutus, Director of Capacity Building for Neighborhood Safety Initiatives
Ramon Caba, Deputy Director for Neighborhood Safety Initiatives
Layman Lee, Project Director of Neighborhood Safety Initiatives
Isabel Saffon, Associate Director of Neighborhood Equity Design for Neighborhood Safety Initiatives
Stress Less: Using Art to Manage Psychological Distress
Presented by Joe Torre Safe at Home Foundation

Wednesday, December 7, 2022, from 10am to 12pm

Target Audience: Direct service providers, clinical workers, and supervisors

This training will focus on using art to support resilience, enhance emotional wellness, and manage the impacts of psychological distress. Participants will spend time defining and exploring the tenets of self-care and its importance as an intervention to manage this type of psychological distress to increase the capacity for resilience and healing in clinical work. Facilitators and participants will conceptualize art as an effective self-care practice and explore how creativity can foster resilience in clients and clinicians as a parallel process.

SESSION TRAINERS
Jennifer Herbert, ATR-BC, LCAT, Associate Vice President of Programs
Typhani Carter, LCSW, Vice President of Programs

Let’s Talk Drugs: Circles for Addressing the Overdose Crisis
Presented by The Institute for Transformative Mentoring

Thursday, December 15, 2022, from 10am to 12pm

Target Audience: Open to all staff across organizations that are working to support people and communities impacted by the overdose crisis and the war on drugs.

The trauma of the overdose crisis is felt deeply throughout the nation. New York City’s Black and Brown communities, deeply impacted by income inequity and inequality, are at the center of the opioid crisis. This session will present a restorative practice - circles - to unpack the impact of drugs on participants’ lives and their communities. Participants will explore harm reduction as a community response to the war on drugs and learn about the trauma-centered approach of harm reduction psychotherapy.

SESSION TRAINER
Tamara Oyola-Santiago, Co-Director
Operational Support

Equitable & Accessible Human Resources: Infusing DEI-A Practices into Hiring a Diverse Pool of Employees
Presented by MindOpen Learning Strategies

Thursday, September 22, from 10am to 12pm
Tuesday, October 4, from 10am to 12pm
Tuesday, October 18, from 10am to 12pm

Target Audience: Executive Directors, human resources administrators and those on a management and supervisory track.

A nonprofit organization’s mission is only as strong as each team member who carries out their functions. A skilled, knowledgeable employee, consultant, or volunteer is at the root of every successful strategy. But how do organizations recruit and retain a diverse staff and board? Through case studies and discussion, we provide an overview of equitable recruiting processes and ways to infuse accessibility into each stage of building a comprehensive team. This workshop on Diversity, Equity, Inclusion, and Accessibility (DEI-A) is three-part series that provides an opportunity for participants to reflect on current practices and learn more about best practices to shift toward an equitable and accessible hiring process starting with the recruitment pipeline through making the final hiring decisions.

Participants learn how to co-create equitable role requirements for personnel and board members and incorporate best practices for accessibility in company culture. While also tracking and measuring key indicators for staff satisfaction and retention with a DEI-A lens.

SESSION TRAINERS
Sarah Blas, Lead Consultant, MindOpen Learning Strategies
Nadira Ramcharan, MBA, Operations Consultant, Founder and CEO of NRNY Consulting

Cash Flow Planning
Presented by Nonprofit Finance Fund
Information will be provided through a pre-recorded video followed by a group discussion.

Wednesday, November 9, 2022, from 12:30pm to 2pm

Target Audience: Staff responsible for organizational decisions, including Fiscal and/or Operational Staff
In times of change or uncertainty, it's especially critical to understand how cash flows in and out of organizations. Unlike a budget – which summarizes revenue and expenses for a block of time – cash flow projections plot total cash received and spent month-by-month or week-by-week. In this session, you will learn how to create a cash flow projection, manage cash flow, avoid common missteps in cash flow planning, differentiate between cash and accrual accounting, and connect cash flow management to credit assessment.

SESSION TRAINERS
Mariesa Kubasek, Manager, Consulting
Ryan Williams, Manager, Consulting

Managing Risks and Opportunities
Presented by Nonprofit Finance Fund
Information will be provided through a pre-recorded video followed by a group discussion.

Thursday, January 12, 2023, from 12:30pm to 2:00pm

Target Audience: Staff responsible for organizational decisions, including Fiscal and/or Operational Staff

Nonprofit leaders are most adaptable when they understand their organization’s financial risks and the resources required to manage them. NFF will cover how an organization’s capital structure supports financial resilience and how to strengthen capital structure during times of uncertainty. NFF will also introduce the concept of “full cost” – a concept that we will explore in greater detail in the following session.

SESSION TRAINERS
Mariesa Kubasek, Manager, Consulting
Ryan Williams, Manager, Consulting

Financial Planning
Presented by Nonprofit Finance Fund
Information will be provided through a pre-recorded video followed by a group discussion.

Wednesday, February 8, 2023, from 12:30 to 2:00
Wednesday, February 15, 2023, from 12:30 to 2:00

Target Audience: Staff responsible for organizational decisions, including Fiscal and/or Operational Staff
To plan effectively, nonprofit leaders must understand how their organization’s past in-
come and expense dynamics influence its present and future financial picture. In Part 1 of Financial Planning, NFF will cover how to read income and profit/loss statements, as well as how to assess an organization’s revenue and expense picture. You will learn key terms for forecasting revenue and expenses and best practices for budgeting for restricted revenue and one-time or episodic revenue and expenses.

In Part 2 of Financial Planning, you will examine assets, liabilities, and net assets to better understand how each can influence key budgeting goals. NFF will review the components of a balance sheet (both audited and unaudited), help you assess your organization’s liquidity, and outline key budget practices for determining your nonprofit’s long-term needs.

SESSION TRAINERS
Mariesa Kubasek, Manager, Consulting
Ryan Williams, Manager, Consulting

Understanding Full Cost
Presented by Nonprofit Finance Fund
Information will be provided through a pre-recorded video followed by a group discussion.

Tuesday, March 21, 2023, from 12:30pm to 2:00pm

Target Audience: Staff responsible for organizational decisions, including Fiscal and/or Operational Staff

Full cost refers to the true cost of doing business for nonprofits, including total expenses, working capital, and reserves. In this webinar, NFF will walk you through the full cost of operating your organization and communicating that cost to funders. We’ll define the components of full cost, provide language that names and claims nonprofits’ full cost needs, offer guidance for prioritizing your organization’s hidden costs, and share tips for discussing full cost with key stakeholders.

SESSION TRAINERS
Mariesa Kubasek, Manager, Consulting
Ryan Williams, Manager, Consulting
Financial Leadership for Boards
Presented by Nonprofit Finance Fund
*Information will be provided through a pre-recorded video followed by a group discussion.*

**Tuesday, April 18, 2023, from 12:30pm to 2:00pm**

*Target Audience:* Staff responsible for liaising with Board, i.e., Executive Director, Fiscal Staff

Board members can better serve nonprofits when they are well-versed in financial management and understand their roles as stewards. This webinar reviews how boards can help guide nonprofits by thinking big-picture in identifying strengths, gaps, opportunities, and risks; understanding financial health and performance; and supporting an organization through times of crisis.

**SESSION TRAINERS**
**Mariesa Kubasek**, Manager, Consulting
**Ryan Williams**, Manager, Consulting
Training Facilitators and Experts

**Rebecca Anuru, LMSW, MPH, Founder and Lead Facilitative Consultant of Dream Keep Consulting.**
Rebecca Anuru, LMSW, MPH (she/her) is a young queer Hood Black woman from The Bronx (Mt. Hope)! Rebecca is a loving Hood Youth Advocate as a public health social worker committed to the well-being of Black youth in Hoods across the country. She is the Founder and Lead Facilitative Consultant of Dream Keep Consulting LLC, a consulting firm dedicated to the lives and genius of Hood Black youth, holding the people that serve and take care of them accountable for doing the real work - well. She is based in NYC Metro but does work nationally with DKC as well! You can check out her work, including a self-scribed definition of “Hood,” on Instagram @dreamkeepconsultingllc, and access her COVID-19: Back to the Basics Information Guide PDF at the Dream Keep Consulting website.

**Sarah Blas, Lead Consultant, MindOpen Learning Strategies.**
Sarah Blas is a fierce community advocate with two decades of professional experience in public health, community organizing, and communications. She specializes in equity and access, implicit bias training, intergenerational healing, and cross-cultural bridge-building, and is certified in Results-Based Facilitation. As the Founder and Executive Director of Staten Island Therapeutic Gardens, Sarah leads the fight for food sovereignty across Staten Island. She also serves as the Director of Health and Wellness of House of Community Baitul Jamaat and the Director of Diversity, Equity, and Inclusion for Staten Island Women Who March, and is an elected Parent Member of the Community Education Council for District 31. In her spare time, she can be found advocating for food justice, championing for equitable housing, and registering voters.

**Danielle Brutus, Director of Capacity Building for Neighborhood Safety Initiatives, Center for Court Innovation.**
Danielle’s background is in Criminal Justice and Psychology (BA) and Criminal Justice and Social Work (MA). She brings her passion for social justice and human rights to the development of training and curriculum in the areas of community organizing, mass Incarceration, school-prison pipeline, mental health in disenfranchised communities.

**Ramon Caba, Deputy Director for Neighborhood Safety Initiatives, Center for Court Innovation.**
Ramon’s background is in Behavioral Science. He is an organizer and coalition builder with deep roots in the East Harlem community with expertise in program development focused on youth and families, formerly incarcerated individuals, and public housing communities.

**Typhani Carter, LCSW, Vice President of Programs, Joe Torre Safe At Home.**
Typhani Carter has more than 15 years of experience in the mental health field, specializing in working with populations that have experienced complex trauma. Her work experience has focused on direct clinical practice, training, and research. As Vice
President of Programs at the Joe Torre Safe At Home Foundation (JTSAH), she provides clinical, administrative, and programmatic oversight for multiple trauma-informed, school-based programs across the nation. She ensures that the organization offers services that adhere to the tenets of trauma-informed and healing-centered practices. She has provided training nationally to clinical and non-clinical practitioners, educators, caretakers, and other interested parties on trauma-related topics. Ms. Carter is an Adjunct Lecturer at Columbia University School of Social Work (CSSW), where her course load includes complex trauma and its impact.

John Bravo DeMicoli, Lead Facilitator & Community Educator, STEPS.
John is a Brooklyn-based Lead Facilitator for Respect & Responsibility – an education and accountability-based program to guide people causing harm to their intimate partners toward healthier relationship behaviors. In addition to this work with adults, John is a Community Educator in the Early Relationship Abuse Prevention Program, serving Brooklyn youth and their middle school communities with workshops discussing healthy relationships, consent, abusive relationships, sexual harassment vs. flirting, etc. When not having intense conversations around power & control in relationships, John also enjoys cycling, soccer, and social justice activism for Puerto Rico!

William M. Evans, Co-Director, Institute for Transformative Mentoring (ITM).
As a restorative justice practitioner, Williams focuses on healing, developing, and leading systems that impact individuals on a journey to rebuild the community and decrease violence and incarceration. William is the founder of Neighborhood Benches, an organization increasing the presence of local neighborhood leadership to focus on youth violence and incarceration. Before Neighborhood Benches, William provided re-entry and counseling support through ICAN on Rikers Island and ATI for returning citizens at the Fortune Society. William is a graduate of ITM and a 2019 Echoing Green Fellow. William received his master’s degree in nonprofit management from Fordham University.

Jennifer Herbert, ATR-BC, LCAT, Associate Vice President of Programs, Joe Torre Safe at Home.
Jennifer Herbert has over 15 years of clinical experience as an art therapist and trainer. At JTSAH, she addresses the cumulative effects of isolation and compounded trauma, with an emphasis on prevention and intervention, and works to build and cultivate relationships with participants of the program as well as various community partners. She has provided training nationally and internationally to educators, clinicians, and other professionals on topics such as trauma-informed practices, self-care and organizational wellness, vicarious trauma and best practices in trauma-informed services, art-based programming, creative arts therapy, curriculum development, the impact of trauma and violence on children, adolescents, and adults, and more. Ms. Herbert oversees JTSAH group clinical supervision for New York City programs.

Deron Johnston, Director of Community Development and Crime Prevention, Center for Court Innovation.
Deron is also the former director of CCI’s Brownsville Community Justice Center. He
has a background in education, sociology (BA), and business (MBA), and a fondness for facilitating change through the arts, Deron brings his deep community experience and multi-disciplinary approach to community mobilization, organizational leadership, place-based initiatives, and innovative data collection strategies.

**Mariesa Kubasek, Manager, Consulting, Nonprofit Finance Fund.**
At NFF, Mariesa Kubasek partners with nonprofit organizations to help them strengthen their financial literacy and health through one-on-one coaching, workshops, training, and financial analysis. With almost a decade of experience in nonprofit, Mariesa learned firsthand the joys and realities of frontline, mission-driven work. She also learned the value of developing relationships rooted in trust and empathy; a practice she brings to the collaborative work she does with mission-driven organizations. Before joining NFF, Mariesa was the Director of the Volunteer Program at creative writing and tutoring nonprofit, where she led a team to reach out to, train, engage and manage a cohort of more than 1,100 active volunteers each year. She also worked for a local public affairs firm, where she led outreach efforts and coordinated media campaigns for a wide range of clients.

**Layman Lee, Project Director of Neighborhood Safety Initiatives, Center for Court Innovation.**
Laymen has an extensive background in working to improve the built environment and neighborhood health through the lens of art and design with residents, community-based organizations, city agencies, and creative experts. She uses that background to lead NSI’s community mobilization efforts, including recruiting and organizing resident leadership teams, designing and implementing social programs and placekeeping projects, managing community action plans, and designing data collection tools and evaluation processes.

**Alvaro Pinzon, Director for Respect & Responsibility, STEPS.**
Alvaro is a social worker, educator, and facilitator dedicated to ending intimate partner violence by creating opportunities for learning and healing. As Director of Respect & Responsibility, he encourages and challenges people causing their intimate partners harm to take accountability for their behavior, examine their motives, consider healthier alternatives, and work toward their own healing from emotional and psychological wounds. Alvaro has developed his approach to education and facilitation from years of supporting and advocating for survivors of intimate partner violence, learning from intersectional feminists, and continuous reflection on his own life and upbringing. He is a lover of music, dance, poetry, and making deep, meaningful connections with people.

**Isabel Saffon, Associate Director of Neighborhood Equity Design for Neighborhood Safety Initiatives, Center for Court Innovation.**
Isabel is a strategic urban designer working at the intersection between design and social justice. With a background in community planning, urbanism, and architecture, her recent practice is focused on developing strategies of open decision-making to shape urban built environments collaboratively. Throughout her career, Isabel collaborated with
various community groups, non-profits, government agencies, and design studios to inform policy, foster inclusive strategies, and design programs and places for all.

Tamara Oyola-Santiago, Co-Director, Institute for Transformative Mentoring (ITM). Tamara is a public health educator and activist who specializes in harm reduction. Since 2009, she has been part of The New School, working with students to mobilize for social justice, equity, and liberatory practices of education. Areas of life work include harm reduction services grounded in social justice in Puerto Rico and New York City, HIV/AIDS de-criminalization, self-determination, anti-colonial practices, Queer liberation, and LGTBQIA+ health. She is co-founder of Bronx Móvil, a fully bilingual (Spanish-English) mobile harm reduction and syringe services program that strives for drug user health and mobilization. Tamara is also part of the What Would an HIV Doula Do collective, a community of people joined in response to the ongoing AIDS Crisis.

Ryan Williams, Manager, Consulting, Nonprofit Finance Fund. At NFF, Ryan supports nonprofit leaders in developing strategies that address issues affecting their communities while simultaneously addressing the inequities facing the nonprofit sector. His ability to use his lived and professional experience to bring context to quantitative analysis has been pivotal in better understanding and stewarding systems change for historically disadvantaged communities. From underwriting loans that mobilize capital in advancing racial equity to designing financial leadership clinics, advocacy has again reigned as an instrumental tool in re-centering humanity in pursuit of a more just world. Prior to NFF, Ryan was the Manager of Implementation at an education-based capacity-building organization, where he designed and implemented race equity-centered professional development initiatives across the New York tri-state area.

Elizabeth Speck, Founder, and Principal, MindOpen Learning Strategies. Elizabeth Speck is the principal of MindOpen Learning Strategies, an organizational development firm that provides truly engaging training, coaching, and consulting services to help nonprofits, businesses, and government move toward a more equitable and just world. Founded in 2017, MindOpen leverages Elizabeth’s three decades of diversified experience working within and across New York City’s complex public service systems, including leading large-scale organizational and systemic change efforts as the Chief Learning Officer for Workforce Professionals Training Institute, and Senior Training Director for Safe Horizon, the nation’s largest victim assistance agency. She started her career as a teaching artist in schools, shelters, hospitals, jails, and prisons, earning a master’s degree in Drama Therapy from New York University while a Fellow with the Creative Arts Team, and was one of the first Licensed Creative Arts Therapists in New York State. Elizabeth holds a Ph.D. in organizational development from Fielding Graduate University, where her research focused on Fair Chance Hiring and overcoming implicit bias. She is an Adjunct Professor of Public Policy at Wagner College. As a community member, parent, scholar-practitioner, and entrepreneur, Elizabeth is active in multiple coalitions committed to truth, justice, equity, and healing.
Julie Taylor, Director of Community Impact & Youth Initiatives, Center for Court Innovation. Julie is a Licensed Master Social Worker and has 15 years of experience working in community-based settings. Julie’s work directly provides alternatives to incarceration justice through violence intervention and prevention services, restorative programming, and mentorship in Bronx middle and high schools. Her background includes managing program data tracking for a range of violence prevention and youth programs at the Center.