



Virtual HANOCON 2020 AGENDA

Day 1: Thursday, October 8

8:30 – 9:15 a.m. **Welcome and Opening**

9:15 – 10:45 a.m. **Opening Keynote: Talk Story with Vu Le, Nonprofit AF and Lisa Maruyama, President & CEO, HANO**

Join us for a conversation about the changing landscape in the nonprofit sector - the challenges facing philanthropy and charitable nonprofits - and what it will take to equitably serve our communities.

10:45 – 10:55 a.m. **Break**

10:55 a.m. – 12:30 p.m. **What Just Happened? How Exploring Implicit Bias Can Help Heal the soul of Community**, Dr. Elaine Newton, DM/OL, MS-HRMD, CDHRS, CLC (Joan, Melissa, Bevanne, En, Trisha)

Dr. Elaine Newton will lead us in discovering how exploring implicit bias can help to heal the soul of our community. Wherever you are in your diversity, equity, inclusion, power, privilege journey, this session is intended as a starting point for deeper conversations and will offer some practical tools to help you begin whatever next steps are right for you.

On May 25, 2020, and in the days that followed, millions of people all over the world witnessed in utter horror of the dehumanization and murder of an unarmed black man, George Floyd, at the hands of white and non-black POC (people of color) police officers. What was shocking was the attitude the officer displayed as he kept his knee on Mr. Floyd's neck for at least eight minutes and 15 seconds even as he repeatedly pleaded, "Please, I can't breathe." Three police officers stood by and watched while bystanders screamed for the police officer to stop. HOW DOES THIS HAPPEN!?!?

Dr. Newton will discuss the harmful effects of racism, discrimination, and inequities in community and help us understand how implicit bias influences behavior and decision making. We'll learn how implicit biases develop and how they influence our effectiveness in the delivery of community services. And, we'll discuss strategies for identifying and managing implicit bias in our communities.

12:30 – 1 p.m. **Lunch Break, Exhibitor Showcase & Affinity Group Discussions 1 – 1:15 p.m.**

HANO Annual Meeting, En Young, HANO Board Chair

1:15 – 2:45 p.m. **COVID-19 and the Workplace**, Emily Marr, Assistant General for Counsel
Government Relations, Hawaii Employers Council

The coronavirus pandemic has required employers to quickly learn new federal laws and track a host of evolving state and local governmental orders. Meanwhile, the novel issues presented by the pandemic have required taking different approaches to preexisting laws and policies. This 1.5 hour session will cover some of the key labor and employment issues that employers need to be aware of as well as answer your most pressing compliance questions.

Participants will receive handouts in advance of the presentation. This presentation will be tailored to participants' questions, which may be submitted in advance of the presentation by posting [here](#) no later than Tuesday, October 6 at 5:00pm HST.

2:45 – 3:15 p.m. **Mālama Moment: Create with Jenny B. Hawaii, Ben Franklin Crafts;
Gratitude with Jerome Bautista, SHRM-CP, APTD**
presented by Hands in Helping Out (HIHO)

Create with Jenny B. Hawaii, Ben Franklin Crafts

Taking care of yourself is never a mistake just as there are no mistakes when creating with Jenny B Hawaii. Get hooked on alcohol inks with her and see the beauty of color and texture as well as the opportunity in stray marks and unintentional strokes. Most important, remember to take time for yourself and to create.

Gratitude with Jerome Bautista, SHRM-CP, APTD

Mindfulness is a truly powerful method to not only reduce stress, but it can change the way you perceive life, find gratitude, compassion, and empathy for yourself and for others. Can it truly do that? Join us and explore the ebb and flow of our mind and its ability to open us up to feeling worthy of care.

3:15 – 3:25 p.m. **Break**

3:25 – 4:45 p.m. **Opening Doors by Filling Plates: A COVID-19 Collaboration Story**, Moderator: Jennifer Cornish Creed, HANO; Panelists: Sunny Chen, Executive Director, Healthy Mothers Healthy Babies Coalition Hawaii; Rona Fukumoto, President & CEO, Lanakila Pacific and Piikea Miller, Program Director, Strategy & Impact, Hawai'i Community Foundation

Moderator: **Jennifer Cornish Creed**, HANO

Panelists: **Sunny Chen**, Executive Director, Healthy Mothers Healthy Babies Coalition Hawaii; **Rona Fukumoto**, President & CEO, Lanakila Pacific and **Piikea Miller**, Program Director, Strategy & Impact, Hawai'i Community Foundation

COVID-19, the struggling economy and resulting unemployment has made it tough for many families in Hawaii. And for those in our community who were already vulnerable, the impact has been even greater. This session will highlight the strategic collaboration that emerged as two organizations with very different missions came together to deliver meals to expectant and new moms in need. Rona Fukumoto of Lanakila Pacific and Sunny Chen of Healthy Mothers Healthy Babies Coalition Hawaii will share the recipe for this successful partnership that rapidly leveraged funding relationships, connected multiple nonprofits and for-profit businesses, and went “back to basics” to increase the impact of all the organizations involved. Pi'ikea Miller of Hawai'i Community Foundation will add flavor to the conversation by providing a funder's perspective on the important role they play as they guide organizations through the process, and how they address any concerns about mission or program drift.

4:45 – 5:00 p.m. **Day 1 Wrap-Up**

Day 2: Friday, October 9

8 – 8:30 a.m. **Mālama Moment: Move with Kristal Loo, OTR/L**, presented by Hands in Helping Out (HIHO)

Self care can live in your daily routine if you commit to small changes that make a big difference. These Mālama Moments in your day refresh and recharge your mind and body to care for and build up our community. Undo the toll that work takes on your body and move your way to less pain.

8:30 – 9 a.m. **Welcome and Opening**

9 – 10:30 a.m. **Opening Keynote: Leaning into 2021, Together! A Town Hall** with Tim Delaney, President & CEO, National Council of Nonprofits and Lisa Maruyama, President & CEO, HANO

Join National Council of Nonprofits CEO Tim Delaney to ponder what the future holds in 2021 and beyond for the nonprofit sector. Tim will outline the threats before us, what they mean at the national,

state and local levels, and how nonprofits will play a pivotal role in protecting and strengthening communities.

10:30 – 10:40 a.m. **Break**

10:40 a.m. – 12:15 p.m. **What Are You Worth? Introduction to Understanding Nonprofit Full Cost** (for nonprofits and funders), Claire Knowlton, Director, Consulting, Nonprofit Finance Fund

Organizations have full cost needs beyond overhead, such as adequate working capital to pay bills on time and reserves to manage through times of change. One of the easiest ways to promote greater equity in the nonprofit sector is to ask for and fund full costs. This 90-minute session will provide **both funders and** nonprofit leaders with insight into emerging trends around full cost in nonprofit finance, as well as methodology and recommendations for incorporating full cost into grantmaking, funder/grantee relationships, and nonprofit organizational planning and fundraising.

This session will:

- Review the challenges of nonprofit finance and implications of the “flawed system”
- Define components of full cost
- Explore how to prioritize full cost needs and engage participants in examples and practice
- Offer communication tips for funders and grantees to discuss and unpack full cost needs

Participants will gain:

- Language to name and claim the full cost needs of an organization
- Insight into sector change around full cost funding and full cost funding as an equity issue
- Insight on how to ask for and/or fund full cost needs

This session builds on HANO’s ongoing Decent Work in the Nonprofit Sector Initiative by delving deeper into the topic of the true cost to deliver quality outcomes in the nonprofit sector.

12:15 – 1 p.m. **Lunch Break, Exhibitor Showcase & Affinity Group Discussions**

1 – 2:15 p.m. **Strategic Options to Thrive**, Lara Jakubowski, Senior Consultant, La Piana and Associates

This webinar will help nonprofit leaders consider collaborative options as their needs change amid the crisis of the COVID-19 pandemic. La Piana Consulting will review different approaches to nonprofit collaboration and criteria for success including motivations, pitfalls, types of collaborations, and best practices. The webinar will also cover how to implement collaborations, how to manage change, and how to preserve cultural values in the process. The goal will be to help nonprofit leaders assess what resources they need to not just survive but thrive post-pandemic.

2:15 – 2:45 p.m. **Mālama Moment: Change with Mark Kuhn, Potter; Growth with Stacey Kuhn, MS, BCBA, LBA; and Permission with Vicky DeMercer**, presented by Hands in Helping Out (HIHO)

Change with Mark Kuhn, Potter

Growth with Stacey Kuhn, MS, BCBA, LBA

A potter, an artist, a craftsman for over 30 years - allow yourself to be mesmerized by his hands and to take in messages of change and growth and hope. Isn't it beautiful when life and art intersect? All that we experience in life adds to who we are and what we bring to this life. You are a light in this world, let it shine.

Permission with Vicky DeMercer

Wherever you are on your self-care journey, we ask for your permission to guide you into a space to relax and free your mind from the stresses of work and pandemic response and human hurtfulness. We encourage you to be kind to yourself as you are kind to others. And most of all, we believe that you can create real joy in your life if you give yourself permission to take a break.

2:45 – 2:55 p.m. **Break**

2:55 – 4:30 p.m. **Pivots in Philanthropy**, Moderator: Jan Harada, H.T. Hayashi Foundation;
Panelists: Marisa Hayase, Program Director, Hawai'i, The Harry and Jeanette Weinberg Foundation; Michelle Kauhane, Senior Vice President of Community Grants & Initiatives, Hawai'i Community Foundation; Ashley Lukens, Executive Director, Frost Family Foundation and Lauren Nahme, Vice President of Strategy and Innovation, Kamehameha Schools

Moderator: Jan Harada, H.T. Hayashi Foundation

Panelists: Marisa Hayase, Program Director, Hawai'i, The Harry and Jeanette Weinberg Foundation; Michelle Kauhane, Senior Vice President of Community Grants & Initiatives, Hawai'i Community Foundation; Ashley Lukens, Executive Director, Frost Family Foundation and Lauren Nahme, Vice President of Strategy and Innovation, Kamehameha Schools

The pandemic has not only affected charitable nonprofits. The philanthropic community in Hawaii is also adapting to changing needs. With a deep recession, a volatile stock market and increased demand from nonprofits, philanthropy is changing how and why it gives. Hear from four philanthropic representatives on their shifting values and methodologies, and how their institutions are pivoting during these ever-changing times.

4:30 – 5 p.m. **Virtual Pau Hana, Cocktail Demonstration & Prize Giveaway**, Alicia Yamachika, Mixologist