

**Nonprofit Sector Workforce Coalition**  
A National Campaign to Recruit, Prepare, and Retain a  
Skilled and Diverse Next-Generation of Nonprofit Sector Leadership

**Coalition Members**

Alliance for Nonprofit Management\*  
America's Second Harvest  
American Humanics\*  
AmeriCorps  
Annie E. Casey Foundation\*  
Arizona State University  
Center for Nonprofit Leadership & Management\*  
Association for Research on Nonprofit Organizations and Voluntary Action  
Boy Scouts of America  
Bridgespan Group  
Camp Fire USA  
Center on Philanthropy Indiana University\*  
Coro Center for Civic Leadership\*  
Echoing Green  
Georgetown University  
Center for Public & Nonprofit Leadership\*  
Girl Scouts of the USA\*  
Girls Incorporated  
The Humane Society of the United States  
Idealist.org/Actions Without Borders  
Institute for Higher Education Policy/Alliance for Equity in Higher Education\*  
Interaction Institute for Social Change  
Junior Achievement Worldwide  
March of Dimes  
Mary Reynolds Babcock Foundation\*  
National 4-H Council  
National Council of Nonprofit Associations\*  
National Human Services Assembly\*  
OpportunityKnocks.org\*  
Points of Light Foundation  
Project on Student Debt  
Public Allies  
University of Missouri-Kansas City Midwest Center for Nonprofit Leadership\*  
Volunteers of America  
YMCA of the USA  
\* Denotes Steering Committee Members

**Coalition Conference Call #2**  
Thursday, June 15, 2006 • 3:00 – 4:30pm (EST)  
Conference Call Report

**Steering Committee Members Present on Call**

- *Alliance for Nonprofit Management* - Heather Iliff, Deputy Director of Education
- *American Humanics* - Stephen Bauer, Director, Initiative for Nonprofit Sector Careers
- *American Humanics* - Phyllis Wallace, Vice-President, National Nonprofit Partners and Campus Expansion
- *Arizona State University, Center for Nonprofit Leadership and Management* - Jill Faver, Director, Capacity Building Initiatives
- *Center on Philanthropy at Indiana University* - Larry Smith, Associate Director, Millennium
- *Coro Center for Civic Leadership* - Sala Udin, President
- *Girl Scouts of the USA* - Michael Watson, Vice President, Human Resources
- *Mary Reynolds Babcock Foundation* - William Buster, Program Officer
- *National Council of Nonprofit Associations* - Audrey Alvarado, Executive Director
- *National Human Services Assembly* - Irv Katz, President
- *Public Allies* - Paul Schmitz, President and CEO

**Call Participants**

- *Boy Scouts of America* - Carolyn Altemus, Director, Diversity and Executive Recruiting
- *The Bridgespan Group* - Heidi Brooks (for David Simms), Associate Director of Strategic Alliances, Bridgestar
- *Campus Compact* - Liz Hollander, Executive Director  
*Campus Compact* - Andy Cahill, Network Coordinator
- *Council on Philanthropy* - Michelle Davis, Executive Director
- *The Development Resource Group* - David Edell, Co-founder
- *Emerging Practitioners in Philanthropy* - Rusty Stahl, Executive Director
- *Fieldstone Alliance* - Vince Hyman, Publishing Director
- *The Forbes Funds* - Diana Bucco, Senior Program Officer
- *Forum for Youth Investment* - Alicia Wilson-Ahlstrom, Program Manager
- *Humane Society of the United States* - Valerie Sheppard, Director, Humane Society University
- *Johns Hopkins University, Listening Post Project* - Stephanie Lessans Geller, Research Associate
- *National 4-H Council* - Sharon Schainker, Director, Human Resources
- *North Park University, School of Business and Nonprofit Management* - Wesley Lindahl, Director
- *Project on Student Debt* - Lauren Asher, Associate Director
- *Seton Hall University, Center for Public Service* - Naomi Wish, Director
- *University of Pittsburgh, Graduate School of Public and International Affairs* - George Dougherty, Professor
- *Young Nonprofit Professionals Network (Chicago, IL Chapter)* - Liza Davies, Grants Manager

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Facilitated by American Humanics, the Nonprofit Sector Workforce Coalition is committed to working collaboratively on strategies to attract, retain, and develop a skilled, committed, and diverse nonprofit sector workforce.

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## **Conference Call Notes:**

*Welcome and overview of the process to date (Phyllis Wallace)*

- Phyllis Wallace began the call with a welcome, overview of the coalition's progress, encouragement to the coalition members to utilize the coalition as a forum to discuss important issues facing the nonprofit sector.

*Overview of handouts, conference call protocol, overview of agenda, and introduction of Steering Committee (Stephen Bauer)*

- The agenda was presented and the steering committee was introduced and thanked for their service.

*Coalition Update (Stephen Bauer)*

- The Coalition's progress to date was presented, focusing primarily on its outreach, membership, and need for member advocacy: both in raising awareness and in recruitment of additional members.
  - The coalition discussed solutions for organizations that are unable to pay dues, including sponsorship from foundations.
- The recently released literature review was discussed.
  - A number of call participants praised the document, and encouraged all members to assist in further dissemination and revision of the document.
- Bauer also discussed the writing of a guidebook for Career Service Professionals and students promoting nonprofit sector careers, which is to be released in 2007.
- Website launch
  - [www.humanics.org/coalition](http://www.humanics.org/coalition)

*Review and discussion of the Sub-Committee on Workforce Diversity's Year 1 Plan of Action (Paul Schmitz)*

- Paul Schmitz presented the findings and recommendations of the Sub-Committee on Workforce Diversity.
  - The Coalition reviewed and discussed the Sub-Committee on Workforce Diversity's plan of action. See attached.
  - Discussion followed regarding the best practices of other sectors and how they could be adapted for the nonprofit sector, the possibility of creation and dissemination of training resources, and the HR limitations of small to medium organizations.
  - Recommendations were made that included the utilization of a number of online resources (i.e. [www.diversityinc.com](http://www.diversityinc.com)), the Annie E. Casey's "Race Matters Toolbox", and the Denver Foundation's "Inclusiveness at Work" document.
  - Recommendations were also made to raise the awareness of the issue, and to find ways to create inertia in the nonprofit sector towards greater diversity, i.e. to utilize current staff members who are persons of color to build a recruitment network.
  - Regarding the proposed workforce diversity website outlined in the plan of action, along with the accountability and awareness, a number of testimonials could be published that would highlight the benefits of diversity.
  - **Next steps include the Sub-Committee on Workforce Diversity taking the recommendations of the coalition and revising their proposal accordingly.**

*Review and discussion of the Sub-Committee on Student Debt's Year 1 Plan of Action (Lauren Asher)*

- Lauren Asher presented the findings and recommendations of the Sub-Committee on Student Debt.
  - The Coalition reviewed and discussed the Sub-Committee on Student Debt's plan of action. See attached.
  - Discussion followed regarding the feasibility of loan forgiveness and the realistic limitations of the coalition's influence.
  - Recommendations were made that included raising awareness of the issue both with governmental figures and the media. Additionally, the issue of student debt could be a potential area of cooperation with the for-profit sector.

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- **Next steps include the coalition signing and distributing the letter of support for the petition prepared by the Project on Student Debt. The Sub-Committee on Student Debt will revise the plan of action. See attached.**

### *Presentation and Discussion of upcoming coalition conference presentations (Stephen Bauer)*

- The coalition discussed the upcoming national conventions where the coalition will be represented, and it was requested that members assist in representing the coalition at other national conferences. See attached.

### *Proposed next steps (Stephen Bauer)*

- Members were asked to help promote the coalition's work within their networks.
- Members were asked to help recruit additional members (particularly professionals of color and organizations serving communities of color).
- Members were asked to respond to Bauer by Tuesday, June 27 if they were willing to serve on a Sub-Committee to address one of these two issues.

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**Please contact Stephen Bauer, [sbauer@humanics.org](mailto:sbauer@humanics.org), with any edits or additions.** |