



# Kaleidoscope - Diverse Perspectives on Thriving in Nonprofit Tech



Presented By:  
Stefanie Cruz     Sandy Martin  
Angela Kim        Sarah Wolfe

## About Community IT

*100% Employee  
Owned*

*Advancing mission  
through the effective  
use of technology.*

**Channel Futures™**  
Leading **Channel Partners** Forward

**MSP 501**  
**2021 WINNER**

# Learning Objectives

1

**Describe organizational practices that can contribute to a safer, more equitable, and more inclusive Nonprofit Tech industry.**

2

**Describe individual behaviors that can contribute to a safer, more equitable, and more inclusive Nonprofit Tech industry.**

3

**Identify organizational structures/individual behaviors that create obstacles to a safer, more equitable, and more inclusive Nonprofit Tech industry**

## Moderator



Sarah Wolfe,  
Sales Manager  
Community IT Innovators

A DC Area native

Joined Community IT Innovators in March 2018

She is a founder of the internal BLM working group at Community IT.

Prior to joining Community IT, Sarah was a science teacher.

She graduated from Oberlin College in Ohio, in 2008 with a BA in Biology.



## Panelist



Stefanie Cruz  
Digigeeks CEO and Founder

Stefanie Cruz is CEO and Founder of Digigeeks Collective and is a strategic communications professional with 15+ years' experience

She was one of the first digital strategists on Capitol Hill

She worked in partnership with the Democratic task force to support and encourage Members of Congress and Committees to embrace digital and social media tools to share legislative updates and create online communities.

Most recently, Stefanie served as the Vice President of Marketing and Digital at America's Promise Alliance.

## Panelist



Angela Kim  
Director of Finance and Operations  
Academy of Hope

With 13+ years of experience in the private and nonprofit sectors, Angela Kim brings significant operations, project management, and business intelligence expertise to the philanthropic sector.

She has been Director of Finance and Operations at Academy of Hope Public Adult Charter School in DC for two years,

She is a graduate of the Columbia University Nonprofit Management Masters program and has served on multiple nonprofit boards.

## Panelist



Sandy Martins  
Director of Information Technology  
MENTOR

Sandy is a proud first-generation Cape Verdean American

At MENTOR she uses technology to support a nonprofit mission and strategic vision.

Sandy has 16 years diverse expertise in the technology sector including,

- network technology
- health IT
- software and application development
- managing complex, technology-driven projects

Sandy holds a bachelor's degree in Computer Graphics and New Media from Johnson & Wales University (Providence, RI) and will complete her MBA program at Providence College in 2023.

# Poll #1 - Demographics

## How do you identify? (please select all that apply)

- White
- BIPOC (Black, Indigenous, Person of Color)
- Hispanic/Latin(a/o)
- Asian/AAPI
- Mixed race
- Man
- Woman
- Gender-nonconforming
- LGBTQIA+
- Person with disability/Disabled person
- Choose not to disclose



# Poll #2 - Role

**Which of these best describes your role in your organization?**

- I'm in **leadership**, influencing hiring and internal culture from the top.
- I'm in **management**, influencing hiring and internal culture for my team.
- I'm a **staffer**, interested in learning what I can do to make a more inclusive workplace
- I'm **job seeking** and seeking ways to identify an inclusive workspace.

# Poll #3 – Mental Health

## My workplace...

- **Prioritizes mental health.** Provides easily accessed, high-quality resources and creates workplace culture where enforcing boundaries and asking for help are encouraged and modeled.
- **Values mental health.** Provides resources, generally sticks to boundaries and asking for help is acceptable.
- **Devalues mental health.** Resources are scarce, boundaries are not respected, and asking for help is seen as weakness/lack of expertise.

# Inclusive Workplaces

## 1. Value their staff's time & opinions

- Establish healthy work-life boundaries and stick to them
- Create space to listen

## 2. Invest in their staff

- Provide quality benefits and establish culture of USING THEM
- Allocate funds (\$ & time) for professional development
- Managers are expected to invest time and effort into developing junior staff

## 3. Create & Foster Open Community

- Protocols for communicating
- Mentoring

# Resources

## Online

- <https://www.mentoring.org/wp-content/uploads/2021/04/Why-Workplace-Mentoring-Matters-4.20.21.pdf>
- <https://nonprofitaf.com> Questioning assumptions on traditional nonprofit practices.
- <https://www.nonprofitlearninglab.org/dei> Resources round-up, good place to start.

## Books

- Dare to Lead by Brené Brown
- Innovating Leadership co-creating our future by Maureen Metcalf
- Start Here - Master the lifelong habits of wellbeing by Eric Langshur, Nate Klemp Ph.D
- Barking up the wrong tree, The Surprising Science Behind Why Everything You Know About Success Is (Mostly) Wrong by Eric Barker

## Podcasts

- [HBR Women at Work](#) – especially episode called [Leading with Authenticity](#)
- Brene Brown: [Unlocking Us Podcast](#)



# Thank You!

## Stefanie

DigiGeeks <https://www.digigeeks.com/>

## Angela

<https://www.linkedin.com/in/angelakim2>

Academy of Hope <https://aohdc.org/>

## Sandy

<https://www.linkedin.com/in/sandymartins>

MENTOR <https://www.mentoring.org/>

## Sarah

<https://www.communityit.com>