



2023 Apiary for Movement Builders Conference Agenda

Spruce Peak • 7412 Mountain Road, Stowe VT 05672

Track 1	Organizational Transformation
Track 2	People Power
Track 3	Public Policy
Track 4	Communicating & Relating

DAY 1: THURSDAY OCTOBER 26

9:30 – 10:30 a.m.	Registration & Breakfast				
10:00 – 10:30 a.m.	Opening Ceremonies & Welcome Remarks				
Panel 10:45 - 11:45 a.m.	Exhibits & Gift Table Open	Building DEIJ Into Funding & Application Processes	Storytelling	Screening: Environmental Justice	Training & Educating for DEIJ
Practice 12:00 – 1:00 p.m.		Screening: Income Inequality	Stop the Bleed	Uncovering our Core Values	Supporting Artists in Vermont
1:00 – 2:00 p.m.		Lunch			
		Guided Stretching			
Presentation 2:00 – 3:30 p.m.		Using the Impact Assessment Tool	Building Authenticity in Relationships	Essential Concepts for Data Equity	Psychological Effects of Harassment & Bullying in the Workplace
3:45 – 5:15 p.m.	Film Screening				

DAY 2: FRIDAY OCTOBER 27

9:30 – 10:30 a.m.	Registration & Breakfast				
Panel 10:30 - 11:30 a.m.	Exhibits & Gift Table Open	Inclusive Recruitment, Onboarding, & Retention	Screening: Resistance & Organizing	How Vermont Government Works	Media Narratives & Impact on Public Dialogue
11:30 a.m. - 12:00 p.m.		Networking, Exhibits, Deliberate distractions			
Practice 12:00 – 1:00 p.m.		Reflecting DEIJ in Strategic Planning	Stop the Bleed	How to Write a Policy Pitch	Anti-bias Training & Restorative Practice
1:00 pm – 2:00 p.m.		Lunch			
		Guided Stretching			
2:00 – 3:30 p.m.	Keynote Address: Baratunde Thurston				
Presentation 3:45 – 4:45 p.m.	Fostering Government / Community Collaboration	Know Your Rights Training	Intro to Language Access Planning	Screening: Cultural Communication	
	IDEAL Vermont Meet-and-greet + Lookback				
5:00 – 6:00 p.m.	Closing Reception				

FOUR LEARNING TRACKS

01 ORGANIZATIONAL TRANSFORMATION



Supporting meaningful change in your organization's structure, policies, and culture.

02 PEOPLE POWER



Practicing the skills that contribute to strong community advocacy and grassroots organizing.

03 PUBLIC POLICY



Exploring how policy is established and the best practices for making it more equitable.

04 COMMUNICATING AND RELATING



Revisiting the fundamentals of how we engage with others and to be more effective and inclusive.

SESSION DETAILS

Anti-bias Training & Restorative Practice

60 minutes • Practice

Learn about the ways to deliver effective anti-bias training, including the psychology of learning. Explore how restorative justice practices foster learning, healing, and cohesion.

Primary Tracks: [Communicating & Relating](#)

Building Authenticity in Relationships

90 minutes • Presentation

Learn ways to nurture relationships in your professional and personal lives that are meaningful and fulfilling. Explore what it means to establish real connections and see their potential.

Primary Tracks: [People Power](#), [Communicating & Relating](#)

Building DEIJ Into Funding & Application Processes

60 minutes • Panel

Hear strategies and practices to make your funding or application processes more equitable, using examples from existing and past State projects.

Primary Tracks: [Organizational Transformation](#); [Public Policy](#)

Essential Concepts for Data Equity

90 minutes • Presentation

Learn how data can be used to advance or hinder our ability to make equitable decisions and sound policy. Topics include positionality, power imbalances, the importance of data disaggregation, and deficit narratives.

Primary Tracks: [Public Policy](#)

Fostering Collaboration Between Government & Community Groups

60 minutes • Presentation

Learn key strategies and practices to make more seamless relationships between community-based organizations and government entities.

Primary Tracks: [Organizational Transformation](#);
[Communicating & Relating](#)

How Vermont Government Works

60 minutes • Panel

Hear from representatives of the three branches of State government for a primer on who does what and how it all affects your everyday world.

Primary Tracks: [Public Policy](#)

SESSION DETAILS

How to Write a Policy Pitch

60 minutes • Practice

Build your skills at writing policy proposals from a policy and advocacy lens. If desired, attendees can elect to have their draft proposal pitched to the state legislature.

Primary Tracks: [Communicating & Relating](#); [Public Policy](#)

IDEAL Vermont Meet & Greet + 1-Year Lookback

60 minutes • Presentation

A special session for representatives of the IDEAL Vermont member municipalities. Members will have a private meet-and-greet with Keynote speaker Baratunde Thurston, followed by a lookback of the initiative's first year.

Primary Tracks: [Public Policy](#)

Inclusive Recruitment, Onboarding, & Retention

60 minutes • Panel

Learn how to improve your organization's hiring practices with key strategies to support equitable and inclusive hiring. Learn how to go beyond the bare minimum to foster welcoming, supportive workplaces that will both attract and retain a diverse talent pool.

Primary Tracks: [Organizational Transformation](#)

Intro to Language Access Planning

60 minutes • Presentation

Learn the basics of how and why to create a language access plan. Topics include an overview of the federal requirements, a review of a sample plan, VT-specific demographic data, and resources for further learning.

Primary Tracks: [Organizational Transformation](#); [Public Policy](#)

Know Your Rights Training

60 minutes • Presentation

Gain confidence and skill in recognizing and advocating for your fundamental constitutional rights. Most applicable for police interactions, protest settings, and other grassroots organizing spaces.

Primary Tracks: [People Power](#)

Media Narratives & Impact on Public Dialogue

60 minutes • Presentation

Explore real-world examples of how headlines, images, and language shape public dialogue, specifically the ways in which we view and discuss communities that have been marginalized. Topics include data manipulation, media literacy, and responsible journalistic practices.

Primary Tracks: [Communicating & Relating](#)

SESSION DETAILS

Psychological Effects of Harassment & Bullying in the Workplace

90 minutes • Presentation

Develop deeper understanding of the impact of harassment and bullying in the workplace, including the neurological, emotional, behavioral, and performance changes that occur for people experiencing or witnessing it. Learn key strategies to interrupt and avoid a harassing or bullying environment.

Primary Tracks: **Organizational Transformation**;
Communicating & Relating

Reflecting DEIJ in Strategic Planning

60 minutes • Panel

Prepare to evaluate your organization's core planning tools and assess whether they meaningfully reflect the organization's stance on DEIJ. Learn why data, metrics, goals, and program evaluation are critical for the success of an equity-centered strategic plan.

Primary Tracks: **Organizational Transformation**

Screening: Cultural Communication

60 minutes • Film & Discussion

View and discuss two short films that dive into hidden histories of language and music in the U.S. First, hear about "Hand Talk," an Indigenous form of communication that formed a major foundation for what would become American Sign Language. Next, listen to how Black Americans held crucial role in the rise of banjo and country music.

Primary Tracks: **Communicating & Relating**

Screening: Environmental Justice

60 minutes • Film & Discussion

View and discuss two short films that explore past (and current) ecological harm to communities of color. First, hear about the "wade-ins" that fought for access to public pools during segregation in the U.S. Next, hear about how power imbalances allowed corporate actors to poison an Indigenous water supply, with lasting harmful implications.

Primary Tracks: **Public Policy**

Screening: Income Inequality

60 minutes • Film & Discussion

View and discuss two short films that review the history of wealth gaps in the U.S. First, hear about the gender pay gap in the U.S. and globally. Next, explore the growing wealth gap Black Americans face and how our institutions perpetuate it.

Primary Tracks: **Organizational Transformation**; **Public Policy**

Screening: Resistance & Organizing

60 minutes • Film & Discussion

View and discuss two short films that expose just how impactful community unity is. First, watch an account of the Tulsa massacre as a reaction to Black unity and success. Next, hear how the FBI's fear of community organizing led them to assassinate civil rights leader Fred Hampton.

Primary Tracks: **People Power**

SESSION DETAILS

Stop the Bleed

60 minutes • Practice • Limit 10 participants each session
Gain confidence and hands-on practice in providing basic emergency first aid. Most useful for those frequently in protest settings, grassroots organizing spaces, and in communities who might have high risk of injury or illness.
Primary Tracks: **People Power**

Supporting Artists in Vermont

60 minutes • Practice
Discover ways to contribute to Vermont's artist community and explore the structural and individual strategies that can help leverage the arts as a powerful vehicle for change.
Primary Tracks: **Communicating & Relating**

Uncovering our Core Values

60 minutes • Practice
Challenge yourself through classic philosophical thought experiments to discover your core values and how they do or don't influence your advocacy and policy work. Topics may include value of life, the existence of the soul, bioengineering ethics, animal rights, and more. No background in philosophy or specialized knowledge required.
Primary Tracks: **Organizational Transformation; Public Policy**

Storytelling

60 minutes • Presentation
Discover the importance and the power of storytelling in advancing equity and justice in communities and organizations.
Primary Tracks: **People Power, Communicating & Relating**

Training & Educating for DEI

60 minutes • Panel
Dive deeper beyond the surface-level thinking about workplace trainings and identify the strategies and other supports needed to create true, meaningful transformation in your organization and its culture.
Primary Tracks: **Organizational Transformation; Communicating & Relating**

Using the Impact Assessment Tool

60 minutes • Presentation
Learn how to improve your organization's decision-making processes with a guided walkthrough of the State of Vermont's Impact Assessment tool. Learn why using an impact assessment tool is important and how it impacts public policy decisions.
Primary Tracks: **Organizational Transformation; Public Policy**