

Navigating Nonprofit Challenges

The Power of Transparent Communication



Conference Theme: Disability Inclusion: Catalyzing Change Through Sport
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bambooshoot

strength · flexibility · growth

About Me

Masters in Public Administration

Bachelors in Public Relations in Internal Communication

Certifications:

- Conflict Resolution
- Maxwell Leadership and Communication
- Center for Creative Leadership
- Volunteer Management
- Nonprofit Management
- Neuroencoding
- Brain Health Trainer
- Neuroscience Leadership and Coaching
- Thriving Women in Business

Facilitation:

- EPIC Ohana Conferences - DHS and Family Court
- Conferences



Learning Objectives

- Understand the Role of Transparent Communication
- Identify Strategies for Enhancing Inclusion
- Develop Actionable Communication Plans

Why Transparency Matters





Examples of transparent objects are glass, clear water, and air.
All of these allow light to pass through completely without being absorbed or refracting.





We can classify transparency into three degrees :
opaqueness, translucency and clarity.

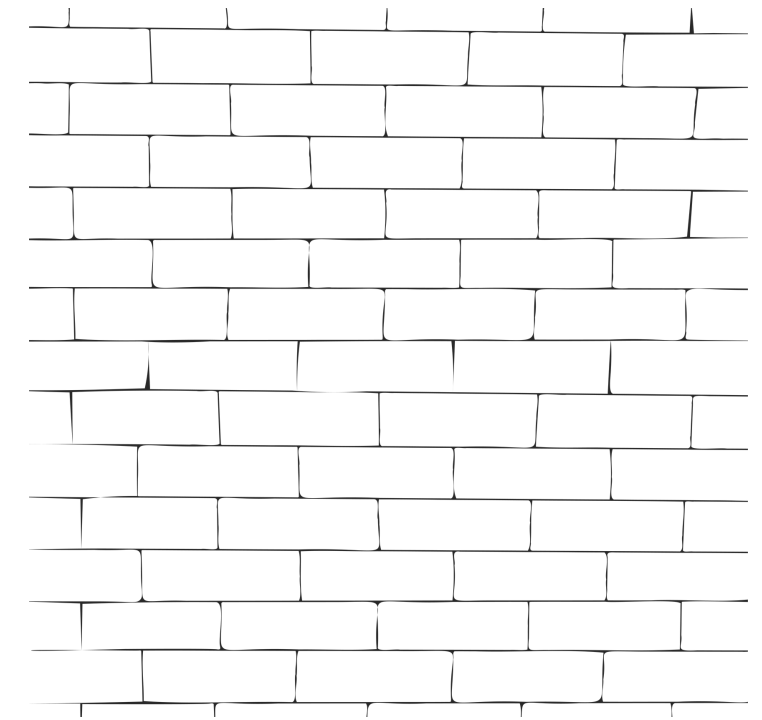
Opaqueness is when a work group does not disclose any information to its stakeholders and hence a opaque work group is not a transparent work group.

Translucency is when a work group discloses its information partially.

Another Way to Think of Transparency and Opacity

Transparency:

- Think of it as a "light-path":
- Touch analogy – like a tunnel:
- Sound analogy – clear and ringing:



Opacity:

- Think of it as a "light-block":
- Touch analogy – a wall covered with thick, heavy fabric
- Sound analogy – listening to music through a thick wall

**Transparency Creates Trust and
Collaboration**

Role of Transparency

- Build trust and collaboration across teams
- Open communication: feedback from all levels
- Clarity: define goals, expectations, and roles
- Accessibility: multiple formats for all abilities
- Inclusivity: Where everyone feels welcomed
- Accountability: live your values visibly

Strategies to Enhance Inclusion

- Use inclusive language and visual design
- Train board members, staff, and volunteers on disability awareness
- Provide personalized accommodations and support
- Encourage feedback and implement it visibly
- Celebrate diversity and maintain safe spaces



Develop Communication Plans

- Start with an honest assessment
- Align plan with vision, mission, and values
- Build in feedback loops and accessibility
- Monitor, evaluate, and update regularly
- Integrate with meetings and team updates

Conflict and Communication Practices

- Set clear confidentiality and expectations
- Use a 3-step dispute resolution system
- Correct misinformation quickly and openly
- Hold open Q&As to prevent gossip
- Document outcomes and lessons learned



Tools & Template

- Communication Plan Template
- Conflict Resolution Tracker
- Inclusive Communication Checklist
- Transparency Culture Survey

Final Takeaway

- Transparency builds culture, not just policies
- Conflict is normal—resolution must be modeled
- Every voice matters—design for all abilities
- Reinforce trust with action, not just words

Mahalo

