

# ACHRO

*Association of Chief Human Resource Officers*

# EEO

*Equal Employment Officers*

A group of diverse hands of various skin tones are shown holding a glowing green globe of the Earth. The hands are arranged in a circle, with fingers pointing towards the center where the globe is held. The background is white.

## 2020 Online Fall Training Institute

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# PROGRAM

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**October/November 2020**

## **Wednesday, October 21, 2020**

**12:00 PM—12:20 PM -**

**Welcome by ACHRO/EEO Officers**

**12:30 PM—1:00 PM**

**Motivational Speaker—Chancellor Eloy Ortiz Oakley**

**1:15 PM—2:30 PM - Session 1**

**“DEI Implementation Plan Workshop”** Greg Smith, Interim Assistant Vice President of Admin. Services, Shasta College and Irma Ramos, Vice Chancellor of Human Resources, North Orange CCCD. The Board of Governor’s Diversity, Equity, and Inclusion (DEI) Taskforce has identified ACHRO/EEO as a key partner in eliminating racism and structural barriers to diversity from the California Community College system. This session will provide an overview of the DEI Taskforce’s change initiatives, the work ACHRO/EEO is doing to support DEI, resources being developed to help Districts improve diversity and inclusion outcomes, and opportunities for ACHRO/EEO members to get involved.

## **Thursday, October 22, 2020**

**9:00 AM—10:15 AM - Session 2**

**“How to Effectively Prioritize & Implement New Title IX Regulations”** Eve Fichtner, Partner, and Anna Miller, Senior Counsel, both from Atkinson, Andelson, Loya, Ruud & Romo. Just when you thought you knew everything! This presentation will not only cover the content of the new federal Title IX regulations, but how to implement the regs while following existing California law and Title 5 regulations. We will use a realistic hypothetical involving a student complaint to provide practical application and lively interaction with our audience.

## **Friday, October 23, 2020**

**12:00 PM—1:00 PM—Annual Membership Meeting**

- Welcome—Julianna Mosier and Diane Fiero
- Announcement for postponed 25th Anniversary Celebration—Charo Albarran
- ACCCA Update—Susan Bray
- Leadership Academies Update—Abe Ali and Clint Dougherty
- Secretary/Treasurer’s Report—Jeannine Stokes
- Consultation Council Update—Diane Fiero
- EEO/Equity/Inclusion Chair Update—Tre’Shawn Hall-Baker
- Advocacy Liaison Update—Beatriz Chaidez and Julie Kossick

**1:15 PM—2:00 PM - Board Meeting (for Board members only)**

**2:00 PM—3:15 PM—Training Committee Meeting**

## **Thursday, October 29, 2020**

### **9:00 AM—10:15 AM - Session 3**

#### **“Leading Racial Equity Conversations on Campus: Promoting Meaningful Conversations... While Simultaneously Protecting Free Speech and Preventing a Hostile Work Environment”**

Laura Schulkind, Partner, Liebert Cassidy Whitmore; Byron Breland, Chancellor and Beatriz Chaidez, Associate Vice Chancellor, HR, both from San Jose/Evergreen CCD. In any increasingly polarized environment, districts are being called upon to lead essential conversations about the “structural racism” that Chancellor Oakley candidly recognized in his June 2020 Call to Action. These conversations are proving to be explosive, deeply upsetting to some, and complex. In this workshop, Laura Schulkind teams up with Byron Breland and Beatriz Chaidez to discuss the challenges they have navigated together in both District-facilitated and employee-initiated conversations about race. The discussion will include an overview of legal considerations and share practical strategies in the context of real-world scenarios.

## **Friday, October 30, 2020**

### **9:00 AM—10:15 AM - Session 4**

**“COVID-19 ADA Disability Compliance: Managing Work from Home Accommodation Requests”** Rachel Shaw, President, Shaw HR Consulting, Inc. What do you do when an employee provides a doctor’s a note stating they medically need to work from home because of COVID-19? How do employers manage employee requests to work from home at a time when you are asking all employees in their respective workgroups to return to the workplace full or part-time?

Rachel and her firm have created a COVID-19 Disability Compliance Program that gives you not only answers but a step-by-step process for you to follow in order to create a program that will work for your organization. Leave with sample scripts, template letters, forms and a flowchart to ensure you not only do good and compliant work, but have a process to document it as well.

## **Thursday, November 5, 2020**

### **9:00 AM—10:15 AM - Session 5**

**“Gimme Shelter: Negotiations During Difficult Economic Times”** Rex Randall Erickson, Principal Attorney, Erickson Law Firm A.P.C., and Robert Blizinski, Vice President, HR, Pasadena City College. This presentation provides guidance and advice on collective bargaining during difficult economic times. It addresses the role of financial projections and budget shortfalls in labor relations and collective bargaining, including how fiscal data impacts negotiations at the bargaining table. The presentation will offer suggestions on presenting financial data, retaining management rights, preventing costly and time-consuming mistakes, and building improved labor relations during difficult economic negotiations.

## **Friday, November 6, 2020**

### **9:00 AM—10:15 AM - Session 6**

**“What Do You Mean By That?: How to Blend Bystander Intervention and Bias Mitigation in Selection Committee Training”** Valyncia C. Raphael, Director, Diversity, Compliance and Title IX Coordinator, Cerritos College. While it is common knowledge that selection processes should be bias-free, few hiring committees are trained on the practical ways to disrupt bias in real time. This training will build capacity of professionals that design and deliver selection committee training to incorporate the 5 D’s of bystander intervention within the selection committee context. Attendees will have a chance to share training tips as well as gain working knowledge and resources to enhance their campus’ hiring committee training.

**Thursday, November 12, 2020**

**9:00 AM—10:15 AM - Session 7**

**“Title IX—Oh No! Everyone is doing it differently than me—But Wait.... That’s Okay!”** Lisa Winter, Compliance Administrator/Title IX Coordinator, Santa Monica College; Angela Hoyt, Director of HR and Labor Relations and Samantha Folb, Title IX Coordinator/Compliance Officer, both from Cabrillo College; Peter Khang, Director of Equity, Compliance, and Title IX, Los Rios CCD; Megan Farrell, Title IX Consultant; Paul Williams, Director, Compliance Training and Employee Relations, West Valley Mission CCD. Is Title IX still keeping you up at night? Are you still asking yourself, “am I doing this right?” Are you even more confused despite talking to your colleagues. Then you are not alone and must come to this panel discussion where 4 very different colleges and Title IX Coordinators will share and answer questions about what they are doing to implement and address Title IX on their campuses, especially since we all went into remote mode in March. And.... Stop the presses, should the new Title IX and 5 Regulations be announced by October, we will talk about these too.

**Friday, November 13, 2020**

**9:00 AM—10:15 AM - Session 8**

**“Town Hall—Legal Eagles”** Laura Schulkind, Partner, Eileen O’Hare-Anderson, Partner, Pilar Morin, Partner, and Alysha Stein-Manes, Associate, all from Liebert Cassidy Whitmore. Do you have questions? Well, we’ve got answers. Come get your questions answered while learning how to deal with legal issues important to your District. Community College Districts deal with a number of issues on a daily basis and it’s best to be prepared. Share your questions with others who probably have the same problems, concerns and issues. This is a great opportunity to get some great legal answers—without those pesky billable hours!

Please Note: All sessions will be recorded and will be available for 30 days.



**ACHRO/EEO’s 25th Anniversary is this year, but because we had to cancel the live conference, we will be celebrating in 2021. The conference will be held:**



**October 19-22, 2021  
Hyatt Regency Mission Bay,  
San Diego, CA**

