

## ACHRO/EEO BOARD MEETING NOTES 10/25/2019

Discussion of the new bylaws –

- meet twice a year
- address bylaw as a working living document (if unclear please email Cindy, Diane or Julie)

EEO – academic statewide senate to work on a presentation

Terms were discussed as it relates to President, VP, Past President and Sec/Treasurer

- President and VP 2 years
- Past President 2 years
- Secretary/Treasurer 3 years
  - (total for VP/Pres/past 6 years commitment)

Regional reps – 3-year staggered terms

Diane – mentioned it would be nice to have the Board have biographical form as ACHRO/EEO is often ask for speakers at events – this would be very helpful

There are several Districts who have no members representing (how can we get the word out)

HR Leadership – brought up that there is a need for a mentoring program – Diane mentioned we should start looking into sending out information regarding a program

A big thanks to Greg and Irma for help EEO – Irma also offered North Orange can host trainings

Discussion regarding the HR Leadership and CHRO – and trying to end the duplication of events –

Structure HR Leadership in 4 sessions with a feeder into the CHRO (discussion regarding AALRR and LWC) – can we add others not have - Start and end at the ACHRO Conference request the morning of due to the overlap with pre-conference – also brought up that the fees build in the cost of the conference

Asking for District who can host events so save cost of Hotel Conference space – they to expense would only be materials and food – potential sites:

- Cerritos AALRR
- Los Rios
- Fresno
- College of the Canyon

The first CHRO was successful – in preparing for next looking for more interactive engaging sessions

Discussion lead back to the duplication and how can we partner to no duplicate and add new information and presenter's HR Leadership and CHRO programs

AALRR has committed to host the HR Leadership for many years – and it was mentioned that LCW was not seen as a partnership – We need to get more clarification,

Maybe presenters could work together and not so much on the lawyers – switch out attorneys –

If there was more coordination would eliminate the duplication.

Feedback on the Leadership program was that great resources and would like more of the mock negotiation.

Gene has always had the program ½ attorneys and ½ leadership with the colleges

Debrief of the 2019

What went well – really great presenter – food (all went pretty smooth)

Mixed review on the keynote and networking

Conference room session

More workshop – repeating session – limits the variety of workshops

Survey the participants

Suggested that we get an APP for the conference (Schedule at a glance)

More Networking time – round table events

Conservation regarding the 25<sup>th</sup> – Theme – Sponsorship - Ron to work with Julie and the committee

New topics – Celebrity type event – Nice dinner – Nice bag for swag – Our Partner and CHRO to present

Concerns that we may have less participation in Tahoe