

## SCHEDULE AT A GLANCE

### TUESDAY, OCTOBER 17, 2023 (Pre-Conference)

12:00—6:00 PM	Early Bird Registration
1:00 PM—2:15 PM	<p><b>Workshop 1</b>—How Risky is Risk Management? (Colleen Bjerknes and Eric Preston, Keenan)</p> <p><b>Workshop 2</b>—Strategic Use of Statewide Equity Resources in Your District to Support Your Equity Goals (Beth Kay, Foundation for CCC; and Shannon Krajewski, Los Angeles CCD)</p>
2:30 PM—3:45 PM	<p><b>Workshop 1</b>—Out with the Old, in with the New? An Overview of the Biggest Changes in the Revised 2023 Title IX Regulations (Anna Miller, AALRR)</p> <p><b>Workshop 2</b>—The Art of Negotiations: Strategizing for Mediation and Conflict Resolution (Darren Kameya, Lozano Smith; Angela Alvarez Riggs, Southwestern CCD)</p>
4:00 PM—5:15 PM	<p><b>Workshop 1</b>—Affirming Commitment: Incorporating DEIA into Faculty Evals (Emily Lynch Morissette, McDougal-Erickson; Cecilia Garcia, Palo Verde CCD)</p> <p><b>Workshop 2</b>—Contracting out with Certainty: Understanding Professional Experts and Personal Services Contracts (Sokha Song and Alexis Carter, Mt. SAC; Pilar Morin, LCW)</p>

### WEDNESDAY, OCTOBER 18, 2023 (Day 1)

7:00 AM—8:00 AM	Breakfast and President Welcome; Registration Opens
8:00 AM—9:15 AM	<b>General Plenary</b> —CEO Perspectives: Aligning Your People Proposition to Institutional Strategy, Student Outcomes & Success (Annebelle Nery, President, Santa Ana College; Whitney Yamamura, Chancellor, Coast CCD; Keith Curry, President/Superintendent, Compton College)
9:30 AM—10:45 AM	<p><b>Workshop 1</b>—The Future and Remote Employees: How to be a Successful Manager of Remote Employees (DeAnna Solina and Guy Bryant, AALRR)</p> <p><b>Workshop 2</b>—Best Practices for Cluster Hiring (Meredith Karasch and Amy Brandt, LCW; Lucy Alvarez, Gavilan Joint CCD)</p> <p><b>Workshop 3</b>—Early Retirement and Other Benefit Strategies with Approaching Fiscal Challenges Ahead (Michelle McKay Underwood, School Services of Calif., Inc; Monica Martinez, Victor Valley CCD; Eric O'Leary, PARS)</p>
11:00 AM-12:15 PM	<p><b>Workshop 1</b>—Artificial Intelligence: Taking the Human out of HR (Rex Randall Erickson, McDougal-Erickson; Dr. Eric Ramones, West Valley Mission CCD)</p> <p><b>Workshop 2</b>—Observe and Report Effectively: Best Practices for Conducting workplace Investigations and Documenting Employee Misconduct (Angelique A. Cramer and Precious D. Edem, Lozano Smith; Mercedes Gutierrez, Cerritos College)</p> <p><b>Workshop 3</b>—From Train Wreck to High Speed Rail: The 5-year Transformation of SOCCCD HR (Cindy Vyskocil, Kim Widdes, and Karen Dubert, South Orange County CCD)</p>
12:30 PM—1:30 PM	Lunch Recognizing Vendors with Certificates ACHRO/EEO General Membership Meeting
1:30 PM—2:30 PM	<b>General Plenary</b> —Off the Record: Higher Education Legal Development (Aaron O'Donnell, Kathy Meola, Matt Besmer, Melissa Gallegos, Josh Morrison, Guy Bryant, AALRR)
2:45 PM—4:00 PM	<p><b>Workshop 1</b>—New Legislation (Meredith Brown, AALRR; Charo Albarran, Napa Valley CCD; Dr. Angelica Garcia, Santa Rosa Jr. College)</p> <p><b>Workshop 2</b>—Launching Your New EEO Plan (Alysha Stein-Manes and Amy Brandt, LCW; Andrea Epps, Peralta CCD)</p> <p><b>Workshop 3</b>—As an HR/DEI Practitioner, I understand diversity and inclusion, but where do I fit in? (Flavio Medina-Martin, College of the Canyons)</p>
4:15 PM—5:30 PM	<p><b>Workshop 1</b>—Let's Give them Something to ChatGPT About! (DeAnna Solina, AALRR; Samantha Folb and Lorrie Ranck, West Valley Mission CC)</p> <p><b>Workshop 2</b>—Difficult Negotiations: The Impact of Philosophy, Psychology, and Data on Labor Negotiations (Melanie Chaney, LCW; Julianna Mosier, State Center CCD)</p> <p><b>Workshop 3</b>—Employee Zooming While Driving, Drinking, and Other Problems with Your Remote Work Policy: Critical Now More than ever (Amy Brandt, LCW; Sokha Song, Mt. SAC; Charo Albarran, Napa Valley College)</p>

## SCHEDULE AT A GLANCE (continued)

### THURSDAY, OCTOBER 19, 2023 (Day 2)

7:00 AM—8:00 AM	Registration & Breakfast
8:00 AM—9:15 AM	<b>General Plenary</b> —The Modern CHRO (Wyman Fong, Chabot-Las Positas CCD; Irma Ramos, North Orange CCD; Tammy Few, Riverside CC)
9:15 AM—10:15 AM	<b>General Plenary</b> —Town Hall—Legal Eagles (Eileen O'Hare Anderson, Pilar Morin, Alysha Stein-Manes, and Amy Brandt, LCW)
10:30 AM—11:45 AM	<p><b>Workshop 1</b>—Title IX: But Wait, There's (even) More! The New Regulations and Mandatory Compliance Issues you Might be Missing (Michael T. Travis and Monica D. Batanero, Lozano Smith; Lauren Elan Helsper, Antelope Valley College)</p> <p><b>Workshop 2</b>—Automation and Digital Integration: Balancing Compliance and Innovation (Joshua Taylor, McDougal-Erickson; Mercedes Gutierrez, Cerritos College)</p> <p><b>Workshop 3</b>—Are you ready for the Silver Tsunami? (Jeffrey Mizokawa, Keenan; Nate Brzovich, Retireefirst)</p>
12:00—1:30 PM	Lunch Awards and Recognition Entertainment (Ron and Ruth's Swan Song)
1:30 PM—2:30 PM	<b>General Plenary</b> —An Overview of the Existing Unlawful Discrimination Complaint Procedures and Proposed Amendments (Fermin Villegas, California Community Colleges Chancellor's Office, Office of General Counsel)
2:30 PM—3:45 PM	<b>General Plenary</b> —A Conversation on Educational Excellence, DEIA and Equal Employment Opportunity (Dr. Abdimalik Buul, Visiting Executive of Educational Excellence and Equal Employment Opportunity Programs and Alina Cortes-Quintana both from California Community Colleges Chancellor's Office)
4:00 PM—5:15 PM	<p><b>Workshop 1</b>—A New approach for Classified Layoffs: What You Need to Know to Be Ready (Meredith Karasch, LCW; Tammy Few, Riverside CCD)</p> <p><b>Workshop 2</b>—The Last of the Fully Remote Faculty... What to do When Employee's Can't (or Won't) Come Back to the Physical Workplace (Rachel Shaw, Shaw HR Consulting)</p> <p><b>Workshop 3</b>—Creating respect, support and inclusion for all employees in this DEIA post-pandemic workplace environment through your complaint and investigation processing (Kathryn Neola, AALRR; Mwanaisha Sims, San Mateo County CCD)</p>
6:00 PM—10:00 PM	ACHRO/EEO Dinner

### FRIDAY, OCTOBER 20, 2023 (DAY 3)

7:30 AM—8:45 AM	Breakfast & Raffle
9:00 AM—10:15 AM	<p><b>Workshop 1</b>—Effectively Communicating with Employees to Influence Performance (Mellissa Gallegos and Georgelle Cuevas, AALRR)</p> <p><b>Workshop 2</b>—I Just Got A Doctor's Note: What Do I do? - How to Accommodate Employees (Kristine E. Kwong, Musick, Peeler &amp; Garrett LLP; Nidra Kumaradas, ASCIP)</p> <p><b>Workshop 3</b>—Negotiating Part-Time Parity Compensation and Benefits (Rex Randall Erickson, McDougal-Erickson; Julie Johnson, San Mateo CCD)</p>

**SCHEDULE AT A GLANCE (continued)****FRIDAY, OCTOBER 20, 2023 (Day 3) continued**

10:30 AM—11:45 AM

**Workshop 1**—Skelly Hearing Process: How to Effectively Implement the Process (Aaron O'Donnell, AALRR; Sokha Song, Mt. SAC)

**Workshop 2**—Improving Workforce Diversity in the Application & Interview Process: The Good Questions, The Bad Questions, & The Very Bad Questions (Alysha Stein-Manes, LCW; Tammy Few, Riverside CCD)

**Workshop 3**—Dipping Your Toe into F-DIP: Building a Successful Faculty Diversity Internship Program from the Ground Up (Samantha Folb, Michelle Francis, and Meg Farrell, West Valley-Mission CCD)