



ACHRO/EEO 2024 Fall Training Institute

“Cultivate, Motivate, Celebrate: Celebrando Nuestras Raices!”

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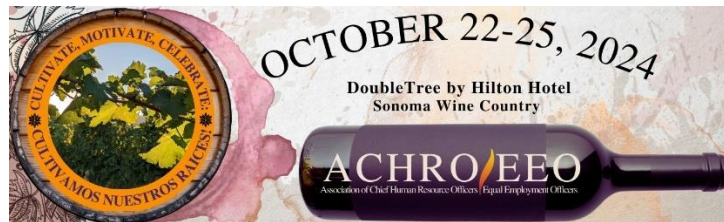


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ACHRO/EEO 2024 Fall Training Institute

“Cultivate, Motivate, Celebrate: Celebrando Nuestras Raices!”

Agenda

Tuesday, October 22, 2024

12:00 PM – 6:00 PM	Registration
12:00 PM – 5:00 PM	Business Partner set-up
1:00 PM – 5:00 PM	ACHRO HR Academy
1:00 PM – 5:00 PM	Emerging CHRO Academy
1:00 PM – 2:15 PM	Pre-conference Workshops

Tips to Comply with California’s New Workplace Violence Standard

DeAnna Solina, Partner, Atkinson, Andelson, Loya, Ruud & Romo
Samantha Folb, Dir. Training, Compliance and Employee Relations, West Valley-Mission CCD

SB 553 now requires almost every employer in California to create a Workplace Violence Prevention Plan (WVPP) which requires evaluating and correcting workplace violence hazards, training employees and supervisors on workplace violence matters, creating and maintaining a violent incident log, and maintaining records of all training and violent workplace incidents. This webinar will address the requirements of SB 553, tips for evaluating unsafe conditions, reporting, training, and investigating workplace violence incidents, and the key elements of a compliant Workplace Violence Prevention Plan specific to community colleges. Join AALRR attorneys for an in-depth discussion of the significant undertaking employers must now shoulder to comply with the requirements of SB 553.

Classified and Academic Administrator Agreements

Pilar Morin, Partner, Liebert Cassidy Whitmore
Eileen O’Hare-Anderson, Partner, Liebert, Cassidy, Whitmore
Rian Medlin, Educational Administrator, Assistant Superintendent/VP Human Resources, Santa Clarita CCD

What should an administrator contract contain? Does the administrator have tenure? Can they be laid off or released? There can be significant confusion about the respective rights, expectations and responsibilities regarding employment of administrators, both academic and classified. This workshop will explain the state of the law, how it came to be that way, and clarify what terms

Tuesday, October 22, 2024 (cont.)

and statues control the operation of administrator employment agreements in our CCDs

2:15 PM – 2:30 PM

Break

2:30 PM – 3:45 PM

A Roadmap for Community Colleges Dealing with Lawsuits

Colleen Bjerknes, SWACC Manager, Keenan

Dr. Cindy Vyskocil, Vice Chancellor of Human Resources, South Orange County CCD

Dennis J. Walsh ESQ, Walsh and Associates

Back by popular demand, this session will cover the following key topics:

1. Coverage Perspective Tort Claim Guidelines, what makes a tort claim valid and what are the timelines and notification requirements.
2. College Perspective Internal Procedures, Notification Process, Chain of Command, Escalation, when to involve legal counsel or insurance providers.
3. Legal Perspective Navigating the Legal Landscape, Initial Steps, Preservation of Evidence Litigation Process, Investigation, Pre-Litigation Negotiation, Discovery, Arbitration or Trial and Conclusion By understanding liability lawsuits from these three perspectives, we empower colleges to navigate the complexities of legal claims effectively.

Why Zero Tolerance is Not the Answer: Crafting Solutions to Workplace Violence

Al Avila, Professor Emeritus, Consultant, Avisan Solutions

Julianna Mosier, Vice Chancellor Human Resources, State Center CCD

Luis P. Sanchez, JD, LLM, Avisan Solutions

This workshop is designed for those tasked with receiving, managing, or investigating complaints, or administering discipline in the workplace. We focus on the human factor of violence, why people commit acts of violence, and how to develop effective strategies and policies to prevent triggering events that may provoke violence. We also discuss the unintended adverse effects of laws and policies designed to protect institutions and people (such as SB 553).

3:45 PM – 4:00 PM

Break

4:00 PM – 5:15 PM

Implementation of DEIAA Evaluations and Lessons Learned

Amy Brandt, Partner, Liebert Cassidy Whitmore

Elvira Valderrama-Rodriguez, Director, Human Resources, San Jose-Evergreen CCD

The new Title 5 regulations requiring a DEIAA component of evaluations for all CCD employees have been in effect since May 2023. Many districts continue to navigate negotiations of their employee evaluations tools. This workshop will discuss common challenges encountered in effectuating change to the evaluation processes, and strategies for implementing change. This training will also discuss what to do once your district has agreed on the change, and what to do next!

Tuesday, October 22, 2024 (cont.)

The Role of AI in HR Technology: Opportunities and Challenges in Diversity, Compliance and EEO

Yasmine Andrawis, District Director, EEO and Compliance, North Orange County CCD

The rapid evolution and integration of AI in HR technology have unveiled a new frontier in talent acquisition, management, and development. As we leverage AI's power in reshaping HR processes, it is essential to grasp its profound impact on diversity, regulations, and the broader landscape of equal employment opportunity. This session offers a deep dive into the synergies, challenges, and legislative nuances associated with AI in HR, emphasizing the new legislation in California.

5:30 PM – 7:00 PM

Welcome and New Member Reception

6:30 PM – 8:30 PM

ACHRO Academy Class Dinner (Invitation only)





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Agenda

Wednesday, October 23, 2024

7:30 AM – 5:00 PM

Registration

8:00 AM – 5:00 PM

Business Partner Area

8:00 AM – 9:00 AM

Welcome

Charo Albarran, ACHRO/EEO President

Dr. Angelica Garcia, Superintendent/President, Santa Rosa Junior College

9:00 AM – 9:30 AM

General Session:

Harvesting Hope: The Positive Impact of Migrant Farmworkers in the Napa Valley

Alejandro Guerrero, Ed.D, Assistant Superintendent/Vice President of Student Affairs, Napa Valley College

In this session you will hear Dr. Alejandro Guerrero tell his personal narrative and share stories from his own family’s experience on immigration to the Napa Valley. He will recount the story of his grandfather, Alex Gonzalez, who was a bracero and came to the United States in 1945 to offer his family better opportunities. He will also speak about the hope his family’s experience inspired in him to excel in the academy ultimately getting his doctorate in Educational Leadership with a focus in Social Justice and becoming an executive in the community college system.

9:30 AM – 10:15 AM

General Session: **If Not Now, When? If Not Me, Then Who?**

Dr. Edward Bush, President, Consumnes River College

This keynote address challenges HR leaders to confront and dismantle long-standing structural inequities within California community colleges. By exploring the depth and impact of these inequities, the session will highlight their relevance to HR practices and the urgent need for transformation. Participants will be inspired to rethink and reimagine policies, practices, and structures to prioritize the voices and experiences of historically marginalized groups. Join us as we delve into actionable strategies and foster a renewed commitment to building diverse, equitable, and inclusive educational environments. This session will empower HR leaders to undertake the essential and often complex work required to shape the future of our colleges.

10:15 AM – 10:30 AM

Break

10:30 AM – 11:45 AM

Beyond Work/Life Balance: From Stress Management to Self-Care

Kathy Espinoza, MBA, MS, CPE, Author, Kathy Espinoza Speaks

Avoiding career burnout for HR professionals is easier said than done. How do people stay motivated? How do working adults juggle work, relationships and kids? We each set the tone for our Community College Districts, coworkers and family, as we interact and move through life. Knowing when you are 'out of balance' is half the battle. This session will offer you practical tips to help you become a 'Balanced' leader who can nurture district, career and family.

The Professional Development Treasures Offered by ACCCA

David Betts, Vice President, Human Resources, Monterey Peninsula CCD and Member, ACCCA Board of Directors

Geisce Ly, Dean of the Downtown Campus, City College of San Francisco and Member, ACCCA Board of Directors

Human Resources at our colleges and districts plays an important role in supporting and providing for the professional development of all employees. ACCCA has an established and comprehensive menu of professional development programs for educational and classified managers as well as for those who aspire to be. This session introduces participants to ACCCA Professional Development programs and events, and ties them in to HR's goals for addressing professional development and succession planning.

ACHRO Academies

Dr. Tre'Shawn Hall-Baker, Dean, Human Resources, Santa Monica CCD

Jeanine Stokes, Vice President Human Resources, Mt. San Jacinto College

Dr. Lauren Helsper, Asst. Superintendent/Vice President, Human Resources, Antelope Valley College

Angela Hoyt, Vice President Human Resources & Labor Relations, Cabrillo College

Clint Dougherty, Director, Human Resources Services, Cambridge West Partnership, LLC

The objective of the ACHRO Academies are to prepare the student for entry level/transition into HR management and leadership in the California Community College System. The student will obtain an overview of HR administration to include HR resources available, applicable laws and regulations, staffing and employment, dealing with conflict, dealing with common challenges a HR leader is faced with, introduction to negotiations and negotiation strategies, EEO & Diversity, Title IX, employee and labor relations including handling grievances and other challenges HR professionals experience in the California Community College System. The Academy will also provide the student with a unique opportunity to network with other classmates, CCC HR professionals, CHROs, and legal counselors to gain knowledge and insight in dealing with current day challenges.

Wednesday, October 23, 2024 (cont.)

CHRO Work Is Hard! A Few Case Studies in Managing Bad Behavior

Dr. Cindy Vyskocil, Vice Chancellor of Human Resources, South Orange County CD
Melissa Gallegos, Partner, Atkinson, Andelson, Loya, Ruud & Romo
Karen Dubert, District Director of Employee Relations and Title IX, South Orange County CCD

This panel discussion will discuss managing the everyday work of a CHRO that includes addressing protected speech in the workplace, managing complex personnel matters, overseeing crazy legal claims, dismissing probationary employees, preparing for employment hearings, and doing all of that while maintaining your sanity.

11:45 AM - 12:00 PM

Break

12:00 PM - 1:00 PM

Lunch and General Membership Meeting

1:00 PM – 1:15 PM

Break

1:15 PM – 2:15 PM

Legislative Updates from Sacramento

Linda Vazquez, Assistant Vice Chancellor, State and Federal Relations, California Community Colleges Chancellor's Office
Diane Fiero, Educational Administrator, Deputy Chancellor/Chief Diversity, Equity, Inclusion Officer, Santa Clarita CCD

2:15 PM – 2:30 PM

Break

2:30 PM – 3:45 PM

Update on Part time Faculty Health Insurance Program

Sheri Wright, CHRO Consultant, Part Time Faculty Health Insurance Statewide Pool Consultant Team
Dorene Novotny, CHRO Consultant, Part Time Faculty Health Insurance Statewide Pool Consultant Team
Jennifer Benford Seibert, CHRO Consultant, Part Time Faculty Health Insurance Statewide Pool Consultant Team

At last year's ACHRO conference we provided an overview of the project to provide a recommendation to the Chancellor's Office about establishing a statewide pool for part time faculty health insurance benefits. The project has been completed and an update on the consultant's recommendations will be provided. Come to the workshop in order to be informed as you consider your district's options for your part time faculty.

Effective Onboarding Strategies: Rethinking "Norming" with DEIA Considerations

Precious Edem, Attorney, Lozano Smith
Erin Miles, J.D., Director, Diversity, Compliance, and Title IX Coordinator, Cerritos CCD

Wednesday, October 23, 2024 (cont.)

This presentation will discuss how to train search committees on effective norming strategies and highlight best practices to ensure compliance with Title 5 regulations. We will provide best practices regarding the consideration of Diversity, Equity, Inclusion, and Accessibility (DEIA) perspectives and campus constituency groups.

Tough Conversation Best Practices: Documenting Employee Concerns and Misconduct

Angelique Cramer, Attorney, Lozano Smith
Mercedes Gutierrez, Ed.D, Vice President Human Resources, Asst. Superintendent, Cerritos College

This presentation will highlight best practices for providing effective employee feedback while maintaining adequate documentation of any performance concerns or misconduct. We will share tips for HR leaders to successfully utilize employee communications to build employee trust, while still providing accountability. We will review strategies for common progressive discipline steps, as well as the structure and content of effective employee disciplinary documents.

Equal Employment Opportunity (EEO) Plan Best Practices

Irma Ramos, Vice Chancellor, Human Resources, North Orange County CCD
Flavio Medina-Martin, District Director, Diversity, Culture and Inclusion, North Orange County CCD
Julie Kossick, Associate Vice Chancellor, Human Resources, North Orange County CCD
Yasmine Andrawis, District Director, EEO and Compliance, North Orange County CCD

Please join members of North Orange County Community College District as they discuss the various components of the revised EEO Plan. It is important to understand what the expectations were under the “previous” regulations so that districts can better understand what is now expected under the “new” regulations. The presenters will outline the various areas of the EEO plan, what was submitted to the State Chancellor’s Office, the various recommendations that were provided by the State Chancellor’s Office, and how the EEO Plan can be utilized as a vehicle to help build a stronger workforce and build a stronger sense of community. In addition, the group will explore the various challenges that were presented, as well as how the district was able to navigate through those challenges.

3:45 PM – 4:00 PM

Break

4:00 PM – 5:15 PM

Inclusive Excellence in Effective Onboarding Strategies and Practices

Sonia Leticia Velez, Human Resources Manager, Long Beach City College
Cyrus Fernandez DEIA HR Analyst

Wednesday, October 23, 2024 (cont.)

Infusing an Inclusive Excellence Model to the onboarding process ensures new hires receive an inclusive and equitable onboarding experience from pre-arrival to role-specific success. This session shares effective onboarding strategies and practices implemented through the LBCC Onboarding Infrastructure Project (OIP). Investing in strategies which prioritizes inclusivity and equity via wrap around experiences facilitates deeper learning and easier access to our campus culture through innovative onboarding practices which are essential to attracting and retaining top talent.

Building and Repairing Relationships of Trust

Barbara J. Ginsberg, Sr. Partner, Atkinson, Andelson, Loya, Ruud & Romo

Building and maintaining trust between co-workers, between employees and supervisors within the workplace, and with union leadership is key to a productive and successful workplace. Learn practical tips for gaining and sustaining trust. In addition, learn strategies for rebuilding trust in the workplace after a breakdown and for reenergizing relationships across departments.

Infusing DEIA Strategies Beyond Human Resources

Kathy Meola, Partner, Atkinson, Andelson, Loya, Ruud & Romo
Linda Jenkins, Director, Human Resources, City College of San Francisco

This workshop will review DEIA Strategies, cultural competence and infusing such strategies beyond human resources throughout your community college district. This presentation will review EEO plans and procedures incorporating DEIA

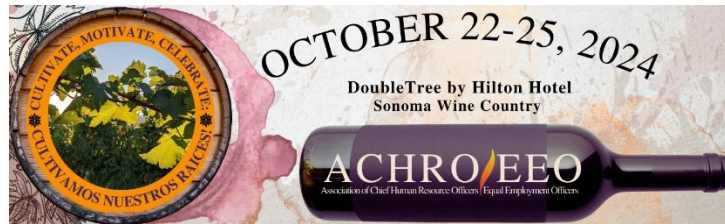
concepts in instructional methodologies, fiscal considerations, and facility structures. The presentation will also cover the legal perspectives for DEIA strategies and a director of human resources perspective when incorporating these strategies beyond human resources on this topic.

Restorative Justice – Resolve Complaints Informally

Ryan Wilson, Director, EEO, Title IX & Leaves Administration, Mt.. San Antonio College
Nerissa Uiagalelei, Human Resource Analyst, Mt.. San Antonio College

Learn about how you can use Restorative Justice practices to respond to workplace concerns and conflict in the form of conversational circles, restorative mediation, and group conferencing to address employees or groups, support meaningful accountability for employee behavior, and promote healing. The presenters will facilitate a brief Restorative Justice conversational circle with the participants to demonstrate the practice in action.





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Agenda

Thursday, October 24, 2024

8:00 AM – 5:00 PM

Registration

8:00 AM – 5:00 PM

Business Partner Area

8:30 AM – 9:45 AM

Legal Eagles

Pilar Morin, Partner, Liebert Cassidy Whitmore
Amy Brandt, Partner, 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!

9:45 AM – 10:00 AM

Break

10:00 AM – 11:15 AM

Navigating the Maze: Implementing New and Current Employee Leave Entitlements

Angelique Cramer, Senior Counsel, Lozano Smith
Julie Kossick, Associate Vice Chancellor, Human Resources, North Orange County CCD

Dive into the evolving labyrinth of employee leave entitlements, highlighting recent legislative updates and the subtleties that can catch even seasoned professionals off guard. From new rules regarding pregnancy leaves to kin care and industrial accident leaves, we'll provide you with the tools and knowledge to navigate the complexities and layers of academic, classified, and unrepresented leaves. Join us to ensure your organization stays compliant, supports all employees, and is prepared to manage any leave scenario.

Criminal Background Checks and Subsequent Arrest Reports from the DOJ: How They Impact Hiring and Retention of Classified and Academic Employees

Thursday, October 24, 2024 (cont.)

Barbara Ginsberg, Sr. Partner, Atkinson, Andelson, Loya, Ruud & Romo
Peter Lewicki, Of Counsel, Atkinson, Andelson, Loya, Ruud & Romo
Crystal McCutcheon, Director of Employer Relations & Compliance, Coast
CCD

As public education institutions, we are obligated to perform criminal background checks to ensure that no person is hired or retained as an academic or classified employee who has been convicted of certain criminal offenses. Learn the rules regarding background checks and fingerprinting, how to read live scan reports, what to do when provided with a subsequent arrest report from the Department of Justice, and how the information you receive can impact the agency's ability to hire or retain an employee.

Diversity Statements 101- Understanding the Foundations

Dr. Tre 'Shawn Hall-Baker, Dean, Human Resources, Santa Monica CCD
Flavio Medina, District Director, Diversity, Culture, and Inclusion, North
Orange County CCD

There have been lots of conversations about what diversity statements are, what they entail, their purpose, and why they are important. Whether a person is developing their own personal reflection on what diversity means to them or if a person is applying for a classified/confidential, faculty or management position, it is important to understand the meaning of diversity statements and how they reflect you as an individual and in professional spaces. This interactive workshop will explore various components of an effective diversity statement, the purpose of it, and why it needs to be a "living document" throughout a person's career.

Classified Teaching: Can We? Can We Not? What are the Issues?

Eileen O'Hare, Partner, Liebert Cassidy Whitmore
Charo Albarran, Assistant Superintendent/Vice President, Human
Resources, Napa Valley College
Amy Brandt, Partner, Liebert Cassidy Whitmore

Classified teaching raises many issues. Do we have to pay overtime? If so, at what rate? What hours do we have to pay overtime? Does it matter that the adjunct rate is higher than the employee's overtime rate? Can we reduce the employees' classified hours? Is any of this negotiable? Come see how this all works, and what the latest developments are.

11:15 AM – 11:30 AM

Break

11:30 AM – 12:45 PM

Strategic Succession Planning – Developing Future Leaders

Sussanah Sydney, MSA, SPHR Manager, HR Employment Equity, Santa Rosa
Junior College

Thursday, October 24, 2024 (cont.)

Lauren Elan Helsper, Ed.D, Asst. Superintendent/Vice President, Human Resources, Antelope Valley College
Flavio Medina, District Director, Diversity, Culture, and Inclusion, North Orange County CCD

This workshop will help participants understand the realities and impact of the aging workforce and the massive loss of institutional knowledge when there is no succession plan. Participants will learn how to develop a proactive, equitable, succession planning strategy that will facilitate organizational success, positive experiences, while promoting employee and student retention. The workshop will also explore best practices around action-based leadership development programs geared towards transformative change, identifying, growing, and celebrating institutional talent.

Top 10 Things to Know About the 2024 Title IX Revisions

Amy Brandt, Partner, Liebert Cassidy Whitmore
Melinda Trammell, Director of Employee and Labor Relations, Chabot-Las Positas CCD

All that is certain in this world is change. Finally, there may be light at the end of the tunnel. The final regulations, which have been delayed twice now, are slated for release this spring. Barring further delays, this presentation will focus on the revised regulations, timeline for changes at the local level, and key differences between the old and new regulations. This presentation will discuss implementation challenges and strategies.

Free Speech, Academic Freedom, Hate Speech and Harassment: How to Tell the Difference

Aaron O'Donnell, Partner, Atkinson, Andelson, Loya, Ruud & Romo
Sharon J. Ormond, Atkinson, Andelson, Loya, Ruud & Romo
Dr. Sokha Song, Vice President of Human Resources, Mt.. San Antonio College

Administrators perennially grapple with how to facilitate free speech and how to promote the marketplace of ideas – even those that are provocative – while ensuring safety and security for speakers and hecklers alike; and when hate speech can lose its First Amendment protections. Global events and the upcoming election season will continue to test administrators and institutions. This session will review these issues and related legal obligations, with discussion about practical solutions for protecting Free Speech without condoning hate speech.

Thursday, October 24, 2024 (cont.)

Storm Warning: Negotiating During Difficult Economic Times

Rex Randall Erickson, Principal, McDougal Boehmer Foley Lyon Mitchell & Erickson
Bob Blizinski, Asst. Superintendent/Vice President, Human Resources, Pasadena CCD

The overall economic impact of the budget is still unknown, with potential shortfalls and deferrals further clouding the skies. This presentation provides guidance on collective bargaining during difficult economic times, including the role of financial projections and budget shortfalls in labor relations and collective bargaining, and how fiscal data impacts negotiations. The presentation will offer suggestions on presenting financial data, retaining management rights, preventing costly mistakes, and building improved labor relations during difficult economic negotiations.

12:45 PM – 2:00 PM

Awards and Recognition Luncheon

2:00 PM – 2:15 PM

Break

2:15 PM – 3:30 PM

Town Hall

The EEOC's Strategic Enforcement Plan: A Conversation with EEOC Regional Attorney Roberta Steele

Roberta L. Steele, EEOC Regional Attorney
Gabriel Sandoval, Partner, Atkinson, Andelson, Loya, Ruud & Romo
Aaron O'Donnell, Partner, Atkinson, Andelson, Loya, Ruud & Romo

Earlier this year, the EEOC published its Strategic Enforcement Plan for 2024-2028. The Plan's identification of enforcement priorities is important information for employers, not only in maintaining compliance and avoiding liability, but also in proactively addressing barriers to equal employment opportunities in order to promote employee professional development and, ultimately, the success of students who are served by those employees. Roberta Steele, Regional Attorney for the EEOC San Francisco District Office, will join in a discussion with AALRR Partner Gabriel Sandoval, who previously served in the US Department of Education Office for Civil Rights and on the California Civil Rights Council, about the EEOC's perspective on current challenges to equal employment opportunity, and what employers can do to overcome these challenges.

3:30 PM – 4:00 PM

Networking with Business Partners

Take time to visit with the Business Partners that provide so much support for ACHRO/EEO and each college and district in the CCC's. Find new solutions and build new relationships to take your HR office to the next level!

Thursday, October 24, 2024 (cont.)

4:00 PM – 5:15 PM

My Disability Made Me Do It: Managing the ADA/FEHA Accommodation Process When Discipline and Disability Collide

Rachel Shaw, Shaw HR Consulting

What do you do when performance issues are being addressed and an employee says, “My disability made me do it?” Things get tricky when performance may or may not be impacted by a perceived or actual disability. Legal issues surround both discipline and disability. This training will help you navigate these issues and assist you toward moving toward the ultimate goal: for an employee’s performance standards to be met.

Navigating The Intersection of Discipline and Disability Issues

Eileen O’Hare-Anderson, Partner, Liebert Cassidy Whitmore
Melissa Richerson, Associate Vice President of Human Resources, Cuesta College

One of the most difficult personnel decisions involves disciplining an employee for conduct that the employee attributes to a disability. This presentation will explore the intersection of when an employee’s disability impacts an employer’s ability to discipline for misconduct. This workshop will provide a framework for helping districts choose the path that will reduce the chance of litigation. Using real-life examples, you will receive practical advice and solutions for addressing this increasingly common issue.

CCCCO Statewide EEO Updates

Dr. Abdimalik Buul, Visiting Executive, California Community Colleges Chancellor’s Office
Fermin Vilages, Deputy Counsel, California Community Colleges Chancellor’s Office

This session will provide guidance for districts in regard to the latest updates from the California Community Colleges Chancellor's office as it pertains to EEO and DEIA efforts. Leadership will provide input and share information on new policies, initiatives and projects related to EEO.

Bridging the Gap: Uniting Statewide Equity Resources with Local Initiatives through the Vision Resource Center

Eric Orosco, Sr. Communications Specialist, FCCC Vision Center
Shannon Krajewski, Professional Development Coordinator, Los Angeles CCD

Across the state, California community college professionals utilize the Vision Resource Center to streamline compliance reporting, monitor professional learning, onboard new employees and access expertly curated

Thursday, October 24, 2024 (cont.)

EEO resources. In this interactive presentation, district human resource and professional development leaders will share how they've used this free statewide tool to improve their workflows, create continuity in record keeping and deploy compliance training — all while staying connected to Chancellor's Office initiatives.

6:00 PM – 7:00 PM

Reception – “***Celebrando Nuestras Raices!***”

7:00 PM – 9:00 PM

ACHRO/EEO Dinner – “Decade of Decadence” ‘80’s Party

You may have heard the 1980s referred to as the ‘Decade of Decadence’ or the ‘Era of Excess,’ and for a good reason. This dynamic decade was marked by a rise in pop culture, political shifts, and social change that still resonate today.

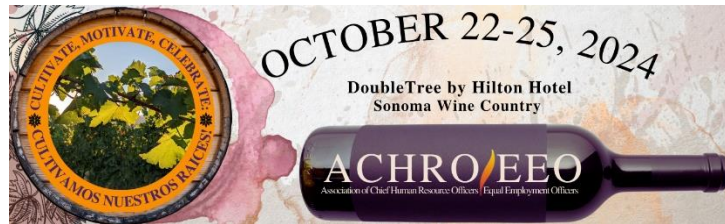
As you explore what made the ‘80s so distinct, you’ll discover how significant events like the Cold War, the fall of communism, and the end of apartheid shaped this unforgettable era.

But there’s more to this story than just geopolitics. The 1980s saw an explosion in consumerism, with young professionals (dubbed ‘yuppies’) driving demand for designer brands and luxury goods.

At the same time, music icons like Michael Jackson and Madonna transformed pop culture into a global phenomenon.

So bust out your Izod’s, off the shoulder T-shirts, leg warmers, track suits and rocker pants and comb back that mullet because it’s party time 80’s style!





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Agenda

Friday, October 25, 2024

8:00 AM – 12:00 PM

Registration

9:00 PM – 10:15 PM

The Art and Science to Implementing Paid Administrative Leave

Sharon Ormond, Atkinson, Andelson, Loya, Ruud & Romo

Employees are frequently placed on paid administrative leave pending an investigation. While there are many good reasons for doing this, the process is often viewed by persons placed on leave as demoralizing and punitive. HR administrators should carefully consider when an administrative leave must or should be done, as it may not be necessary in all cases. Equally important is knowing how to implement the leave so that investigation integrity is preserved and all parties feel safe and respected throughout the investigation process. This session will review the mechanics of placing someone on leave, but also delve into the art of doing this in a way that is both effective and supportive of employees who are accused of misconduct and may be very emotional. There will be plenty of time for Q&A about how to handle real cases that may present themselves.

CCC Registry Redesign Campaign

Mohamed Sharif-Idris, CEO, Digital Nomadic Solutions

Fuad Mohamoud, Dir. of Engineering, Digital Nomadic Solutions

Abdisalaam Haji, CFO, Digital Nomadic Solutions

DNS will provide status updates on the CCC Registry Redesign, involving a meticulous overhaul of its infrastructure to update frameworks and integrate advanced software and cybersecurity measures over three years. Year 1 focuses on modernizing the CCC Registry and its sites, Year 2 enhances the Job Platform with advanced functionalities and diversity considerations, and Year 3 aims to elevate the platform with advanced search capabilities and strategic data utilization for efficient recruitment.

Friday, October 25, 2024

Interest-Based Approaches to Conflict Resolution and Collective Bargaining

Jeffrey Michaels, Associate Vice Chancellor, Chief Human Resources Officer, Contra Costa CCD

Micaela Ochoa, Ed.D., Executive Vice Chancellor, Administrative Services, Contra Costa CCD

Whether or not your district has adopted Interest-Based Bargaining (IBB), this workshop will help you manage difficult situations and mediate conflicts using an interest-based approach that can improve labor relationships and often leads to creative, win-win solutions. We will review each step in the interest-based process while emphasizing how this approach can help in a variety of HR situations, including at the bargaining table.



*Thank You for Attending the ACHRO/EEO
2024 Fall Training Institute!*

*New date pattern for
ACHRO/EEO 2025 Fall Institute*

September 23-26, 2025

Westin South Coast Plaza, Costa Mesa, CA