

CALL FOR PROPOSALS NOW OPEN

2026 Call For Presentation
ACHRO/EEO Fall Training Institute
September 29-October 2, 2026
Hilton Santa Barbara Beach Resort
Santa Barbara



Waves Of Change Navigating The Future Of HR

The Association of Chief Human Resource Officers and Equal Employment Officers (ACHRO/EEO) of the California Community Colleges invites you to submit a presentation proposal for the 2026 Annual Conference, taking place September 29-October 2, 2026, at the Hilton Santa Barbara Beach Resort in Santa Barbara. ACHRO/EEO is committed to leading and advancing professional development for human resources and equal employment opportunity professionals across the California Community Colleges system. We welcome HR practitioners and business partners to share their expertise, contribute to the growth of emerging leaders, and help strengthen the HR community throughout our colleges.

The theme for this year's conference is ***Waves of Change: Navigating the Future of HR***. This theme was selected as it represents the constant movement that occurs in the day-to-day management of HR, as well as recognizing that the future holds significant changes to our professions and how we will meet those challenges together!

Proposal Timeline:

- **Friday, April 17, 2026** – Deadline for submitting proposals
- **Thursday, April 30, 2026** – Presenters notified of acceptance of proposal (all presenters listed will receive an email if their proposal is accepted or is not selected)
- Deadline to send final presentation to conference committee for posting on the website and uploading to the conference app– **September 11, 2026**

Strand 1 – HR Now – This strand will focus on current workplace challenges. Topics may include AI and Technological Transformation, Workforce Structure and Talent Trends (e.g. Multi-generational Workforce, Skills-First Paradigm, Soft Retirement, ADA Accommodations, EEO Plans, Campus/District DEIA Efforts), Compliance and Regulatory Changes and Well-being and Culture.

Strand 2 – HR Future – This strand will focus on future HR trends that will impact the California Community Colleges. Sessions should address using modern and innovative technologies, how AI will impact all functional areas within HR, new trends in DEIA, legislative advocacy and implementing new regulatory laws in a changing political environment.

Strand 3 – HR Connections – Building meaningful connections, both internally and externally; promoting a strong campus culture and effective organization. Sessions may include: Strategic Relationship Building in Hybrid Work Environments, Professional Networking Skills for HR Leaders, Coaching and Mentoring Skills, Conflict Resolution/Conflict Management, Employer Branding & HR Thought Leadership and Technology-Enabled Networking and Collaboration Tools.



Business partners who are registered as a silver sponsor or above are welcome to submit session proposals. The presentation must include an experienced human resources/equal employment professional as a co-presenter or as a panel member.

Presentation best practices and recommendations:

Based on feedback from last year's conference here are some best practices to make your presentations interactive and engaging:

1. Consider a different format than just a lecture style presentation
2. Include audience participation, perhaps seeking real-life examples of how a college would handle a situation pertaining to your topic
3. Include a group exercise that has participants brainstorm ideas or solutions on the topic
4. Use polling with Kahoot, Menti Meter or Google Quiz in the presentation
5. Include a Q&A in your timing

Conference sessions will be scheduled in a one 1 hour-15 minute time slot. Meeting rooms will be set with round tables to encourage networking and discussion. Presentations will be posted on the website in advance of the conference for attendees to review prior to the session, so it is imperative that you meet the presentation due date. All presenters must be present at the conference.

We will once again be using CVENT Speaker Management for posting presentations and any materials associated with your session. We will also have the presentations posted on the ACHRO/EEO website prior to the conference. It is CRITICAL that you provide email addresses for all presenters, as that is how we identify speakers in the system. If your proposal is accepted, you will be sent a link to access the Speaker Center. Once you have received the link, please begin the process of creating your profile and uploading materials. **Speakers will be responsible for uploading the presentations by the deadline.**

The deadline for submitting your final presentation is **Friday, September 11, 2026**. Presentations should be submitted to Dan Aries, dan@a2assoc.com. Questions can be directed to Dan or Paul Aries, paul@a2assoc.com.

If you have questions regarding presentation topics, contact Nekoda Harris at nharris@marin.edu

Please click this link to access the proposal submission form
[ACHRO/EEO Call for proposals](#)

