



ACHRO EEO 2026 CONFERENCE SCHEDULE

Tuesday, September 29, 2026

<u>Time</u>	<u>Session Name</u>	<u>Room Assignment</u>
8:00am-24 Hours	ACHRO Office	
12:00pm-6:00pm	Early Bird Registration	Foyer
12:00pm-6:00pm	Vendor Area-Set up	Sierra Madre
1:00pm-5:00pm	ACHRO Admin Academy	TBD
1:00pm-5:00pm	Emerging CHRO Academy and Mock Interviews	TBD
1:00pm-5:00pm	Emerging CHRO Mock Interviews	TBD
1:00pm-5:00pm	Emerging CHRO Mock Interviews	TBD
1:00pm-2:30pm	Pre-Con 1- Brittany CCCCCO Title IX	Anacapa
1:00pm-2:15pm	Pre-Con 2- Charging Forward: Drafting Disciplinary Charges That Win Before The Hearing Starts	Santa Cruz
2:15pm-2:30pm	Break	
2:30pm-4:00pm	Pre-con 3- CCCCCO- EEO presentation	Santa Cruz
2:30pm-4:00pm	Pre-con 4- When the Title IX Coordinator Wears Five Hats: Practical Compliance Strategies For Colleges Without a Dedicated Civil Rights Office (1)	Santa Rosa
4:00pm-4:15pm	Break	
4:15pm-5:30pm	Pre-con 5- When Leadership Won't Own It: HR Triage For Repeated Complaints, Burnouts, and Turnover In California Community Colleges (1)	Anacapa
4:15pm-5:30pm	Pre-con 6- Administrative Leave: Smart Tool or Legal Trap!	Santa Cruz
5:30pm-6:00pm	Welcome New Members and 1st time attendee session	
6:00pm-7:00pm	Welcome Reception	Rotunda
7:00pm-8:30pm	Academy Class Dinner	Fiesta Patio

Wednesday, September 30, 2026

8:00am-24 hours	ACHRO Office	TBD
8:00am-5:00pm	Registration	Foyer
6:30am-7:00am	Wellness Walk	Lobby

8:00am-8:45am	Breakfast and Networking	Grand Ballroom
8:45am-9:00am	GS Intro	
9:00am-10:00am	Keynote Speaker- Dr. Erika Endrijinos SBCC	Grand Ballroom
10:00am-10:15am	Break	Anacapa
10:15am-11:30am	Workshop 1- Beyond Compliance: Making EEO Hiring And Training, Effective, and Actionable (2)	
10:15am-11:30am	Workshop 2- Managing Burnout & Helping Our Employees To Manage Burnout	Santa Cruz
10:15am-11:30am	Workshop 3- The Glass Throne: Power, Race, and the Illusion of Authority at the Top (1)	Santa Rosa
10:15am-11:30am	Workshop 4- Navigating Stormy Seas- Working with Your Lawyer and Getting the Best Results (3)	San Miguel
10:15am-11:30am	Workshop 5- Maximizing Your Benefits Program	Vineyard
11:30am-11:45am	Break	
11:45am-1:00pm	Lunch & General Membership Meeting	Grand Ballroom
1:00pm-1:15pm	Break	
1:15pm-2:15pm	Town Hall- Legal Eagles LCW	Grand Ballroom
2:15pm-2:45pm	Dedicated Break in Vendor Area	Sierra Madre
2:45pm-4:00pm	Workshop 6- Working with Your CEO and Board to Manage Risk and Liability	Anacapa
2:45pm-4:00pm	Workshop 7- Conducting Effective Interviews with Well-Trained Hiring Committees	Santa Cruz
2:45pm-4:00pm	Workshop 8- The Next Wave- Implementing the Chancellor's 2025 Gender Equity Report Reforms at Your Institution (1)	Santa Rosa
2:45pm-4:00pm	Workshop 9- Seamless Integration: Best Practices for Implementing AI and Automation to Support HR Functions	San Miguel
4:00pm-4:15pm	Break	
4:15pm-5:30pm	Workshop 10- Settlement Boundaries in Sexual Harassment Complaints: Applying California Education Code Requirements (1)	Anacapa
4:15pm-5:30pm	Workshop 11- Navigational Responsibilities: From Pilot to Structural Design- Districts Highlight their EEO- Innovative Best Practices (3)	Santa Cruz
4:15pm-5:30pm	Workshop 12- Smoother Sailing Ahead: Navigating Change Through Early Retirement Incentives (2)	Santa Rosa
4:15pm-5:30pm	Workshop 13- Navigating the Storm; How to Succeed In Bargaining in Tough Times (1)	San Miguel

Thursday, October 1, 2026

8:00am-24 Hours	ACHRO Office	TBD
6:30am-7:00am	Wellness Walk	Lobby
8:00am-5:00pm	Registration	Foyer
8:00am-5:00pm	Vendor Area	Sierra Madre
8:00am-8:45am	Breakfast Buffet and Housekeeping Notes	Grand Ballroom
8:45am-9:00am	Keynote Intro	
9:00am-10:00am	General Session	Grand Ballroom
10:00am-10:15am	Break	
10:15am-11:45am	CHRO Summit	Vineyard
10:15am-11:30am	Workshop 14- Riding the Retirement Wave: Strategic	Anacapa

10:15am-11:30am	Workforce Transitions in Changing Tides Workshop 15- The Investigations Process and How Artificial Intelligence is Changing the Landscape of How Complaints are Generated, Received, and Processed.	Santa Cruz
10:15am-11:30am	Workshop 16- Hold for FCCC session- Gold Sponsor	Santa Rosa
10:15am-11:30am	Workshop 17- Stay Ahead of the Charge: Preventing Unfair Labor Practice Claims (1)	San Miguel
11:30am-11:45am	Break	
11:45am-1:15pm	Lunch- Academy Recognition	Grand Ballroom
1:15pm-1:30pm	Break	
1:30pm-4:00pm	CHRO Summit	Vineyard
1:30pm-2:45pm	Workshop 18- Navigating Remote Work Requests In the ADA Interactive Process	Anacapa
1:30pm-2:45pm	Workshop 19- Holding the Center: HR Leadership Capacity During Workforce Transitions	Santa Cruz
1:30pm-2:45pm	Workshop 20- From Plan to Practice: Making Your EEO Plan Work (2)	Santa Rosa
1:30pm-2:45pm	Workshop 21- The 9 Laws of Leading Through Conflict And Empathy (3)	San Miguel
2:45pm-3:00pm	Break	
3:00pm-4:00pm	Town Hall: Is DEIA a Four Letter Word Now?	Grand Ballroom
4:15pm-5:15pm	Roundtables	
	Reception	Rotunda
7:15pm-10:30pm	ACHRO/EEO Dinner/Dance/DJ	Plaza Del Sol
<u>Friday, October 2, 2026</u>		
6:30am-7:00am	Wellness Walk	Lobby
8:30am-9:15am	BOD Breakfast with New Members	Vineyard
9:00am-10:00am	Breakfast, Awards/Giveaways, Contest Winners Vendor Prizes. CCCCC AI Presentation	Grand Ballroom
10:00am-10:15am	Break	
10:15am-11:30am	Workshop 22- Not Every Complaint Needs an Investigation- One Size Does Not Fit All: Rethinking How We Respond to Workplace Complaints (1)	Anacapa
10:15am-11:30am	Workshop 23- Criminal Background Checks and Subsequent Arrest Reports: Protocols for Conditional Offers, Providing Due Process to Candidates/Employees, And Stay Legal	Santa Cruz
10:15am-11:30am	Workshop 24- From Core Values to Culture: Building A Thriving, People-First Workplace at Merced College (3)	Santa Rosa