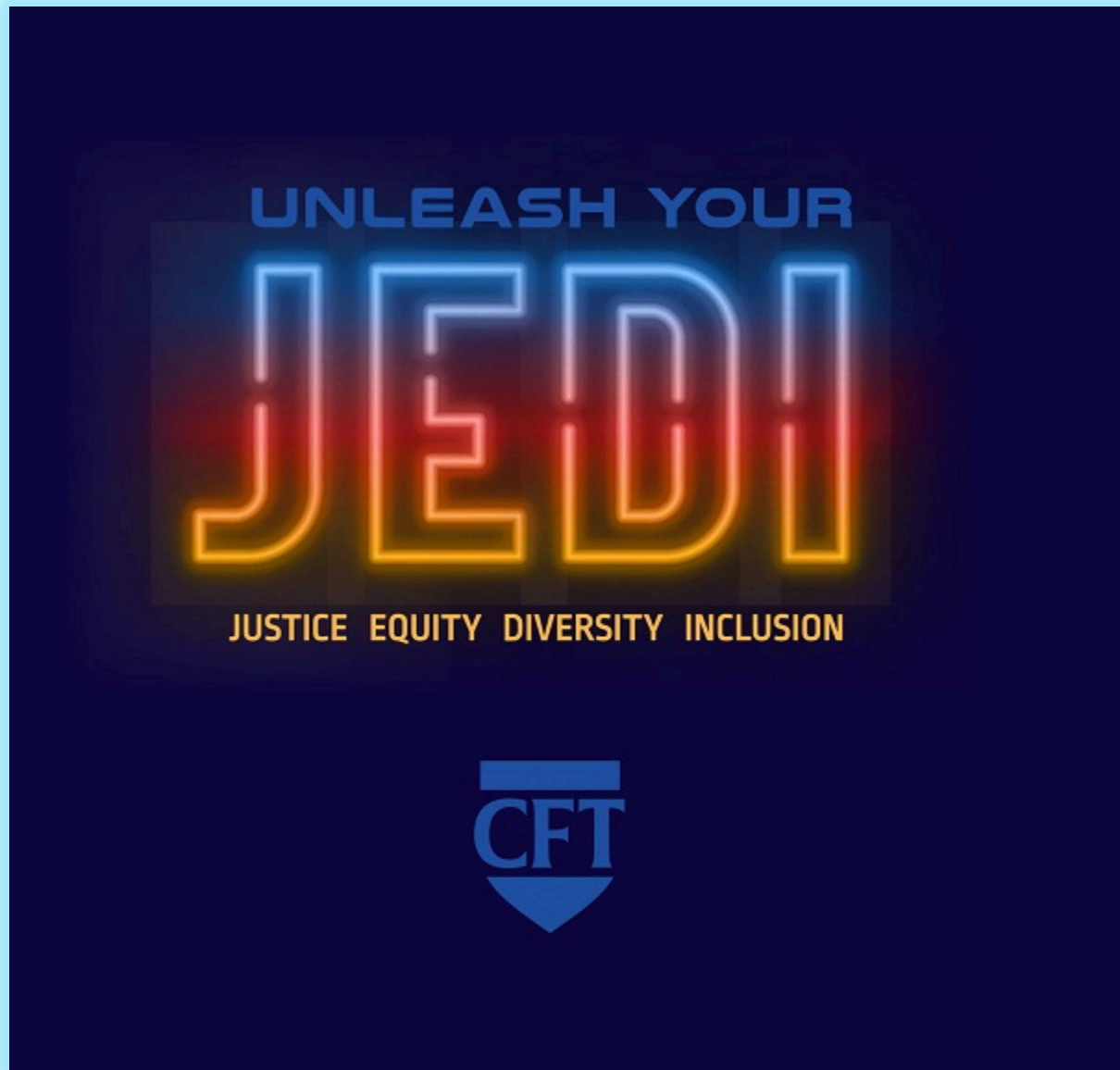


Leadership Conference



February 3-4, 2023

Universal Sheraton

333 Universal Hollywood Drive, Universal City, CA 91608

Program Overview

Leadership Conference

The Leadership Conference will bring members together to organize around our union's work to address ongoing challenges in public education and other key issues under the theme, "Unleash your JEDI (Justice, Equity, Diversity, Inclusion). We strive to give you the skills, tools, and knowledge to unleash your inner JEDI for our students, schools, and communities.

JEDI Panel Discussion

This panel is designed to introduce the concepts inherent to a JEDI, which is one who centers their work on issues of Justice, Equity, Diversity, and Inclusion. Panelists will share how they incorporate JEDI practices into their daily work with students and community. Panelists will demonstrate further how infusing JEDI work into annual goal setting leads to and creates more just, equitable, diverse, and inclusive education communities for all students.

Moderator: Kent Wong, *Director of UCLA Labor Center, CFT VP*
Guadalupe Carrasco Cardona, *Ethnic Studies Teacher, UTLA Teacher*

Dr. Marilyn Ingram, *Director of Black Scholars United West Los Angeles College, AFT College Staff Guild, Local 1521A*

Dr. Cassandra Villa, *Equity District Coordinator, Downey Unified School District*

Rika Yonemura-Fabian, *Anti Oppression Committee, San Mateo CC, Contract Action Team Lead*

Special Guest Speakers

Lola Smallwood-Cuevas, *California State Senator of the 28th District*

Yvonne Wheeler, *President of Los Angeles County Federation of Labor*

Rick Chavez Zbur, *Assemblymember, 51st District*

COVID Safety Protocols

Attendees will be required to show proof of vaccination in advance of the event. Rapid COVID tests will also be administered on-site.

Join us on Social

Make sure to post on social media throughout the CFT Leadership Conference, tagging CFT – **@cftunion** – and using the hashtags **#CFTJedi** and **#IamCFT**.

Schedule At-A-Glance

Friday, February 3

11:30am – 1:00pm

- Opening General Session
- Lunch

1:15pm – 2:45pm

Workshops

2:45pm – 3:15pm

Coffee/Tea Break

3:15pm – 4:45pm

Workshops

5:30pm – 7:00pm

Dinner

8:00pm – 11:00pm

Party like a JEDI Mixer

Saturday, February 4

7:30am – 8:45am

Breakfast

9:00am – 10:30am

Workshops

10:30am – 11:00am

Coffee/Tea Break

10:45am – 12:15pm

Workshops

12:15pm – 1:15pm

Lunch

1:30pm – 2:45pm

Workshops

2:45pm – 3:15pm

Coffee/Tea Break

3:15pm – 5:00pm

- General Session
- Legal Panel

Schedule

Friday February 3, 2023		
10:00am – 5:00pm	Help Desk & Registration	CFT Reception Desk
10:00am – 5:00pm	CFT Office – COVID Testing & Supplies	Executive Boardroom
11:30am – 1:00pm	Lunch/General Session Conference Welcome Lacy Barnes, <i>CFT Senior Vice President</i> Native American Land Acknowledgement Christopher Arellano, <i>CFT Training Director</i> Code of Conduct Sarah Callahan, <i>CFT Executive Director</i> JEDI Panel Discussion Kent Wong, Lupe Carrasco, Dr. Marilyn Ingram, Dr. Cassandra Villa and Rika Yonemura-Fabian	Producer/Director/Writer (PDW) Room
1:15pm – 2:45pm	Workshop 1 Emergency Response Training: Keith Wrightson, <i>Assistant Director of Health and Safety, AFT</i>	Terrace A
1:15pm – 2:45pm	Workshop 2 Running for Office 2.0 What does it take to run for office? Martin Diego Garcia, <i>Vice President of Training and Strategic Planning, The Campaign Workshop</i>	Terrace B
1:15pm – 2:45pm	Workshop 3 Courageous Conversations: Chuck White, <i>Assistant Director of Health and Safety, AFT</i>	Terrace C
1:15pm – 2:45pm	Workshop 4 Engaging Members and One on One Conversations: Annika Mellies, <i>Project Organizer</i> and Kimia Yousefpour, <i>Project Organizer</i>	Terrace D
2:45pm – 3:15pm	Coffee/Tea Break	Lanai Patio
3:15pm – 4:45pm	Workshop 1 Asian American Workers Rising: Kent Wong, <i>Director of UCLA Labor Center, CFT VP</i>	Terrace A
3:15pm – 4:45pm	Workshop 2 Strategic Communications: Mathew Hardy, <i>Communications Director</i>	Terrace B
3:15pm – 4:45pm	Workshop 3 Community Organizing. Come and learn about the superpower that we all possess: Rafael Morataya and Julie Washington, <i>Community Coordinator for the AFT Western Region Human Rights and Community Relationship</i>	Terrace C

3:15pm – 4:45pm	Workshop 4 Lobbying 101: Tristan Brown, <i>Legislative Director</i> and Michael Young, <i>Legislative Representative</i>	Terrace D
5:30pm – 7:00pm	Dinner Guest Speaker: Rick Chavez Zbur, <i>CA Assemblymember, 51st District</i>	PDW Room
8:00pm	Party Like A JEDI! Return of the Jedi was released in 1983 so we are heading back to the 80's. Bring your best 80's outfit or Star Wars Costume and come dance. We will have a Dance Floor, DJ & Costume Contest.	Starview Room
Saturday February 4, 2023		
8:00am – 4:00pm	Help Desk & Registration	CFT Reception Desk
8:00am – 3:00pm	CFT Office – COVID Testing & Supplies	Executive Boardroom
7:30am – 8:45am	Breakfast starts at 7:30am General Session starts at 8am Conference Welcome Christopher Arellano, <i>CFT Training Director</i> Opening Statement Jeff Freitas, <i>CFT President</i> Guest Speaker: Yvonne Wheeler, <i>President of Los Angeles County Federation of Labor</i>	Starview Room
9:00am – 10:30am	Workshop 1 Crash Course for New Presidents (pre-cursor): Kassi Harris, <i>Field Representative</i> and Martha Figueroa, <i>Field Representative</i>	Terrace A
9:00am – 10:30am	Workshop 2 The Legal Responsibilities of the Site Representative: DFR and Weingarten Rights: Anthony Solis, <i>Field Representative</i> and Ericka Williams, <i>Field Representative</i>	Terrace B
9:00am – 10:30am	Workshop 3 The TPS to Residency Now (Temporary Protected Status): Rafael Moratoya, <i>AFT-Coalition and CARECEN</i>	Terrace C
9:00am – 10:30am	Workshop 4 Climate Equity 101: Marta Segura, <i>Director Climate Emergency Mobilization Office, City of Los Angeles</i>	Terrace D
10:30 – 11:00am	Coffee/Tea Break	Lanai Patio
10:45am – 12:15pm	Workshop 1 Creating and supporting programs for Black students: Dr. Marilyn Ingram, <i>Director of Black Scholars United West Los Angeles College, AFT College Staff Guild, Local 1521A</i>	Terrace A

10:45am – 12:15pm	Workshop 2 Tools for taking action: Gripes or Grievances: Jason, Elias, <i>Field Representative</i> and Ed Wang, <i>Field Representative</i>	Terrace B
10:45am – 12:15pm	Workshop 3 Community Schools Panel: Leslie Hu, <i>Union Secretary and Community Schools Initiative Coach, United Educators of San Francisco</i> , Hayin Kimner, <i>PhD, Project Director, Community Schools Learning Exchange</i> and Juan Ramirez, <i>UTLA/AFT Vice President</i> Moderator: Dena Donaldson, <i>Assistant Director, AFT Educational Issues-Community Schools and Early Education</i>	Terrace C
10:45am – 12:15pm	Workshop 4 Beyond Catastrophe: Climate Justice Activism for Educators: Jim Miller, <i>AFT Local 1931 Vice President</i> , Judd Curran, <i>AFT Local 1931 Vice President</i> and Kelly Mayhew, <i>AFT 1931 Vice President</i>	Terrace D
12:15pm – 1:15pm	Lunch Guest Speaker: Lola Smallwood-Cuevas, <i>California State Senator of the 28th District</i>	Starview Room
1:30pm – 2:45pm	Workshop 1 Introduction to Contract Campaigns: Jessica Conte, <i>Senior Project Organizer</i> , Dan Martin, <i>Field Representative</i> and Grant Stover, <i>Project Organizer</i>	Terrace A
1:30pm – 2:45pm	Workshop 2 Supporting and Engaging Parents of LGBTQIA Students: Christopher Arellano, <i>Training Director</i> and Andrew Oman, <i>Primary Contact Staff in CTA's Santa Maria Regional Resource Center</i>	Terrace B
1:30pm – 2:45pm	Workshop 3 Ways to engage Equity Partners in Developing a District Equity Plan: Dr. Cassandra Villa, <i>Equity District Coordinator, Downey Unified School District</i>	Terrace C
1:30pm – 2:45pm	Workshop 4 COPE 101: Jessica Ulstad, <i>Political Director</i>	Terrace D
2:45pm – 3:15pm	Coffee/Tea Break	Starview Room
3:15pm – 5:00pm	General Session Legal Panel: Alex Iova, Esq., Law Offices of Robert J. Bezemek, P.C, Lewis Levi, Esq., Wohlner Kaplon Cutler Halford Rosenfeld & Levy and Law offices of Rothner, Segall & Greenstone Moderator: Tristan Brown, CFT Staff	Starview Room



Workshops

Friday

February 3, 2023

Emergency Response

1:15pm – 2:45pm, Terrace A

Good emergency preparedness calls for the development of plans not only to respond to an emergency, but also outlines how our workplaces can plan for preventing, protecting against, mitigating the impact of and recovering from these emergencies.

Our leaders and members need to be a part of that process at their workplaces. Additionally, our affiliates and staff need to know how best to help our leaders and members in the event of a crisis and be prepared for resiliency of the operation of the union in the face of disaster.

Presenter: Keith Wrightson, Assistant Director of Health and Safety, AFT

Facilitator: Grant Stover, CFT Staff

Running for Political Office 2.0

1:15pm – 2:45pm, Terrace B

We need our voices represented in public office! Are you interested in running for office? Is your local union planning to run a candidate? Learn how to identify and recruit candidates, create personal stories that resonate, and raise the necessary funds to elect our members and advocates into office. Martín Diego Garcia from The Campaign Workshop will share the skills you need to successfully run for office and how to identify and support strong pro-public education and pro-labor candidates at the local level.

Presenter: Martin Diego Garcia, Vice President of Training and Strategic Planning, The Campaign Workshop

Facilitator: Jessica Ulstad, CFT Staff

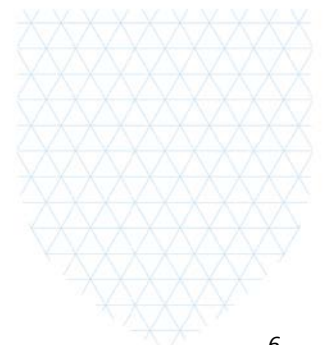
Courageous Conversations: Implicit Bias

1:15pm – 2:45pm, Terrace C

Do you live or work in communities that experience challenges of serious and immediate danger? Have you ever witnessed or had to navigate situations that could lead to workplace violence? Join us for a workshop focused on the power and impact that courageous conversations offer in these situations. In addition to exploring the value of listening with warmth, empathy and genuineness, you will leave equipped with a deeper understanding about the value of acknowledging, listening, giving and encouraging.

Presenter: Leven “Chuck” Wilson, Assistant Director of Health and Safety, AFT

Facilitator and Trainer: Jessica Conte, CFT Staff



Engaging Members and 1-1 Conversations

1:15pm – 2:45pm, Terrace D

Are you confused by how to talk to your coworkers about your union? Are you struggling to bring new members into your local? Have you ever wondered why existing members aren't participating in events? One-on-one organizing conversations are the backbone of every successful union. Learn how to hold intentional conversations that produce real results at the bargaining table and beyond. This workshop and practicum will prepare leaders to recruit new members to your local and activate existing members to build union power!

Presenters: Annika Mellies, Project Organizer and Kimia Yousefpour, Project Organizer

Facilitator: Shannon Willson, CFT Staff

Asian American Workers Rising

3:15pm – 4:45pm, Terrace A

Please join us for this workshop about the Asian American community, to understand anti-Asian hate in a historic context, and to explore what CFT and the AAPI community can do together to promote racial justice. We will be covering: A brief history of Asian American workers, Asian American Studies resources for educators in TK-12 and higher education, The rise in anti-Asian hate and what we can do about it, The 30th anniversary of the Asian Pacific American Labor Alliance (APALA), the first national Asian American and Pacific Islander (AAPI) worker organization within the U.S. labor movement.

Presenters: Kent Wong, Director of UCLA Labor Center, CFT VP

Facilitator: Martin Mota, CFT Staff

Strategic Communications

3:15pm – 4:45pm, Terrace B

Learn how to develop winning messages and how to use social media and other communications tools to more effectively communicate with your members and the public.

Presenter: Mathew Hardy, Communications Director

Facilitator: Aimee Shreck, CFT Staff

Community Organizing

3:15pm – 4:45pm, Terrace C

Come and learn about the superpower that we all possess

Listening is the foundation to authentic community organizing and engagement. This workshop will explore creative ways to engage our students, parents and community members. Come and join us and we will explore and discover the power in yourself— when you listen, magic happens.

Presenters: Rafael Morataya, Community Coordinator for the Western Region Human Rights and Community Relationship and Julie Washington, Community Coordinator for the AFT Western Region Human Rights and Community Relationship

Facilitator: Jason Elias, CFT Staff

Lobbying 101

3:15pm – 4:45pm, Terrace D

Best practices and a tutorial on advocating to your elected officials. Learn how to schedule meetings, what topics to cover, and how to integrate with the CFT Legislative Department.

Presenters: Tristan Brown, Legislative Director and Michael Young, Legislative Representative

Facilitator: Valerie Bachelor, CFT Staff

Saturday February 4, 2023

Crash Course for New Presidents (Pre-curser class)

9:00am – 10:30am, Terrace A

We will cover the basic knowledge you need as an CFT Local President, provide participatory training on useful leadership skills, and allow you to share best practices and challenges leader-to-leader.

Presenters: Lacy Barnes, Senior Vice President, Kassi Harris, Field Representative and Luukia Smith, Secretary-Treasurer

Facilitator: Terry Elverum, CFT Staff

The Legal Responsibilities of the Site Representative: DFR and Weingarten Rights

9:00am – 10:30am, Terrace B

Participants will discuss and practice exercising the legal rights and responsibilities of union representatives. Participants will be introduced to the concept of Just Cause, Duty of Fair Representation, Weingarten Rights & role of worksite leaders

Presenters: Erica Williams, Field Representative and Anthony Solis, Field Representative

Facilitator: Shannon Willson, CFT Staff

The TPS to Residency Now!

9:00am – 10:30am, Terrace C

Workshop is an opportunity for educators to learn about Temporary Protected Status and the unique challenges faced by TPS families. The workshop will cover a brief history and current status of TPS, a comprehensive review of Residency Now campaign's evolution, and highlight the role of youth in policy, advocacy and organizing. Participants will then have the opportunity to participate in a collective activity and connect with peers regarding student support.

Presenters: Rafael Moratoya, AFT Community Coordinator for the Western Region and LA CARECEN: Olimpia Zuniga Blanco, Youth Organizer and Xochitl Sanchez, Senior Organizer

Facilitator: Chase Golding, CFT Staff

Climate Equity 101

9:00am – 10:30am, Terrace D

Creating an equitable climate policy and implementing it is challenging for every jurisdiction. However, it has become a priority for the Biden Administration through their White House Justice 40, an initiative that provides a whole-of-government approach to environmental justice. Marta Segura will share some practices and goals for the City of Los Angeles to create healthier, thriving communities. These practices can be applied to any jurisdiction, including schools and universities, and should provide broader opportunities to be more successful with Federal Funds for climate and environmental grants.

Presenter: Marta Segura, Director Climate Emergency Mobilization Office, City of Los Angeles

Facilitator: Erin Conley, CFT Staff



Creating and Supporting Programs for Black Students

10:45am – 12:15pm, Terrace A

Institutions statewide have seen a decline in the enrollment and/or success of Black students. While the COVID-19 pandemic was a contributing factor for many students, others have experienced a general lack of institutional support and motivation thus highlighting a need for targeted support for our Black students. The CFT workshop *Creating and Supporting Programs for Black Students* will take a look at some of the factors that contributed to the decline and explore ways create and support programs for Black students to possibly mitigate future declines.

Presenter: Dr. Marilyn Ingram, Director of Black Scholars United West Los Angeles College, AFT College Staff Guild, Local 1521A

Facilitator: Aimee Shreck, CFT Staff

Tools for taking action: Gripes or Grievances

10:45am – 12:15pm, Terrace B

Participants will discuss ways we can solve problems on the job by engaging members in coordinated actions and using the grievance procedure. This workshop introduces participants to basic grievance handling. We will cover the definition of a grievance, how to write an effective grievance, how to process and investigate a grievance, tips for meeting with management, and various other problem-solving scenarios.

Presenters: Jason Elias, Field Representative and Ed Wang, Field Representative

Facilitator: Erica Williams, CFT Staff

Community Schools Panel

10:45am – 12:15pm, Terrace C

This panel is designed to give leaders a brief overview and understanding of community schools, for community school leaders to share their experiences in becoming a community school and how to navigate the process, the capacity to assess their current school climate and determine if your school would be a good candidate to become a community school.

Panel: Leslie Hu, Union Secretary and Community Schools Initiative Coach, United Educators of San Francisco, Hayin Kimner, PhD, Project Director, Community Schools Learning Exchange and Juan Ramirez, UTLA/AFT Vice President

Moderator: Dena Donaldson, Assistant Director AFT Educational Issues-Community Schools and Early Education

Facilitator: Sarah Henne, CFT Staff

Beyond Catastrophe: Climate Justice Activism for Educators

10:45am – 12:15pm, Terrace D

Join members of CFT's Labor and Climate Justice Education Committee for an overview of the climate crisis as it stands now and hear about ways CFT members and locals can engage in advocacy efforts to enact positive change in our schools, workplaces, locals, and communities.

Presenters: Jim Miller, AFT Local 1931 Vice President, Judd Curran, AFT Local 1931 Vice President and Kelly Mayhew, AFT 1931 Vice President

Facilitator: Ahrien Johnson, CFT Staff



Introduction to Contract Campaigns

1:30pm – 2:45pm, Terrace A

In this training we'll discuss the seven principles of a successful contract campaign, outline the key elements needed to launch and maintain a robust campaign and provide an overview on how to create a winning plan. CFT Organizers will also provide some real world examples from previously successful Local contract campaigns.

Presenters: Jessica Conte, Senior Project Organizer, Dan Martin, Field Representative and Grant Stover, Project Organizer

Facilitator: Sandra Weese, CFT Staff

Supporting and Engaging Parents of LGBTQIA Students

1:30pm – 2:45pm, Terrace B

Children do not come with a manual. Parents need support and guidance, even more so when they are working through their own issues with a child's SOGI. This presentation will include a review of resources for educators working with parents and time for a discussion of approaches for supporting and guiding parents. The purpose of this session is to help educators be better prepared to support LGBTQIA students by supporting their parents and guardians. Links to resources will be shared, and participants will be encouraged to share their ideas and resources.

Not every community is the same, and CFT members work all over the state. The presenters will guide the attendees to explore a number of different ways that CFT members and others may create a safer, more loving environment for LGBTQIA youth by educating and supporting parents, including: Being that "one accepting adult", Forming a GSA, Supporting a more accepting home environment, Accessing support groups, Accessing professional development, Accessing other CFT resources, Asserting relevant legal rights and discussing the role of school and community culture

Presenters: Christopher Arellano, Training Director and Andrew Oman, Primary Contact Staff in CTA's Santa Maria Regional Resource Center

Ways to engage Equity Partners in Developing a District Equity Plan

1:30pm – 2:45pm, Terrace C

This session will provide a reflection of a school district's journey and steps to create an equity plan and engage Equity partners (students, staff, and families) in deep work. Through grounding in purpose, reflection, and examining challenges, the session will allow for reflection and discussion. Join us in a learning community and leave with practical strategies to cultivate equitable spaces for school sites.

Presenter: Dr. Cassandra Villa, Equity District Coordinator, Downey Unified School District

Facilitator: Kassi Harris, CFT Staff

COPE 101: Building your local's Political Power

1:30pm – 2:45pm, Terrace D

Learn best practices to set up and run a local COPE (Committee on Political Education) program, with recommended best practices to fund candidate campaigns and ballot measure initiatives. You'll learn important tips to avoid common pitfalls and make sure your local's political program keeps everything legal. We will also discuss strategies for campaign communications and best practices for getting members involved with your local's COPE program.

Presenter: Jessica Ulstad, Political Director

Facilitator: Sarah Henne, CFT Staff

