

# LEADERSHIP CONFERENCE & STATE COUNCIL

## ORGANIZING FOR RACIAL AND SOCIAL JUSTICE IN EDUCATION



**March 17-19, 2022**

**Hyatt Regency San Francisco**

5 Embarcadero Center, San Francisco, CA 94111

## Program Overview

### Three-Day Event Schedule

The Leadership Conference is being held in conjunction with Division Council meetings and State Council.

### Leadership Training

The Leadership Conference brings together local union leaders to organize around the shortage of staffing at schools and other key issues under the theme “Organizing for Racial and Social Justice in Education.” Attendees will have the opportunity to attend useful plenaries and a legal update to sharpen leadership skills.

Workshops include organizing, political, racial and social justice which give leaders the skills and knowledge necessary to address the systemic racism in our society and in the educational community.

### State Council

The State Council conducts the business of the Federation in the periods between conventions, including discussion and debate on CFT policies. The State Council comprises members of the Executive Council and one delegate from each local.

### 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.

### Opening Guest Speaker

**Cynthia Eaton**, *JEDI Organizer (Justice, Equity, Diversity and Inclusion), Secretary with Faculty Association of Suffolk County Community College, Selden, New York*

Balancing teaching, research, and college and community activism, Cynthia Eaton’s work is defined by a commitment to working with and helping others. With a degree in English from the University of Massachusetts/Amherst, her research interests lie at the intersections of composition, distance education, and unionism. Cynthia has been an officer of the Faculty Association Suffolk Community College for 15 years, currently as secretary, and is a founding board member of the college/union JEDI Institute. She was a 2021 SUNY Online Teaching Ambassador and has received the SUNY Chancellor's Award for Excellence in Teaching, SCCC Governance Award for Excellence in Teaching & Service, and the NYSUT Higher Education Member of the Year Award.

### Special Guest Speakers

**Randi Weingarten**, *AFT President*

**Tony Thurmond**, *State Superintendent of Public Instruction*

**Rob Bonta**, *CA Attorney General*

### Join us on Social

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

### Schedule At-A-Glance

#### Thursday, March 17

**11:30am – 6:00pm**

Leadership Conference

- Opening General Session
- Lunch
- Session I: Workshops
- Session II: Workshops
- Session III: Legal Panel

#### Friday, March 18

**8:00am** Breakfast

**9:00am-2:45pm**

Leadership Conference

- General Session
- Session I: Workshops
- Lunch
- Session II: Workshops

**3:00pm-6:00pm**

Division Councils

**6:30pm-10:00pm**

State Council Dinner & Networking

#### Saturday, March 19

**8:00am** Breakfast

**9:00am – 3:00pm**

State Council

**12:00pm** Lunch



# Schedule

<b>Thursday</b>		<b>March 17, 2022</b>	
10:00am – 5:00pm	Registration	<b>Bay Level Foyer</b>	
11:30am	<b>Lunch</b>	<b>Seacliff Foyer</b>	
11:30am – 12:30pm	<b>Opening General Session</b>	<b>Seacliff A-C</b>	
	Conference Welcome <i>Lacy Barnes, CFT Senior Vice President</i>		
	Native American Land Acknowledgement <i>Christopher Arellano, CFT Training Director</i>		
	Code of Conduct <i>Sarah Callahan, CFT Executive Director &amp; Liz Soto, CFT Controller</i>		
	Guest Speaker <i>Cynthia Eaton, JEDI Organizer</i>		
12:45pm – 2:15pm	<b>Session I: Workshops</b>		
	<ul style="list-style-type: none"> <li>▪ <i>Contract Organizing</i></li> <li>▪ <i>Running for Office</i></li> <li>▪ <i>Building Power for Education Justice</i></li> <li>▪ <i>Lobbying 101</i></li> </ul>	<b>Seacliff D</b> <b>Golden Gate</b> <b>Marina</b> <b>Bayview A</b>	
2:30pm – 4:00pm	<b>Session II: Workshops</b>		
	<ul style="list-style-type: none"> <li>▪ <i>Critical Race Theory</i></li> <li>▪ <i>Running for Office</i></li> </ul>	<b>Seacliff D</b> <b>Golden Gate</b> <b>Marina</b> <b>Bayview A</b>	
2:30pm – 4:30pm	<ul style="list-style-type: none"> <li>▪ <i>Understanding Implicit Bias and Stereotypes</i></li> <li>▪ <i>Dismantling the Intersections of Male Supremacy Culture and White Supremacy Culture in Our Workplaces</i></li> </ul>		
4:30pm – 6:00pm	<b>Session III: Legal Panel</b>	<b>Seacliff A-C</b>	
	Legal Panel <i>Glenn Rothner, CFT General Counsel</i> <i>Hannah Weinstein, CFT General Counsel</i> <i>Rob Bezemek, CFT General Counsel</i> <i>Daniel McNeil, AFT General Counsel</i>		
	Moderator <i>Tristan Brown, CFT Legislative Director</i>		
6:00pm	<b>Adjourn for the Day (Dinner on your own)</b>		
<b>Friday</b>		<b>March 18, 2022</b>	
8:00am – 12:00pm	Registration	<b>Bay Level Foyer</b>	
8:00am	<b>Breakfast</b>	<b>Seacliff Foyer</b>	

<b>9:00am – 10:00am</b>	<b>General Session</b> Conference Welcome <i>Christopher Arellano, CFT Training Director</i> Opening Statement <i>Jeff Freitas, CFT President</i> Guest Speaker <i>Randi Weingarten, AFT President</i>	<b>Seacliff A-C</b>
<b>10:15am – 11:45pm</b>	<b>Session I: Workshops</b> ▪ <i>Recruiting and Engaging Members: One on One Conversations</i> ▪ <i>COPE 101: Building your local's Political Power</i>	<b>Seacliff D</b>
<b>10:15am- 12:15pm</b>	▪ <i>Understanding Implicit Bias and Stereotypes</i> ▪ <i>Dismantling the Intersections of Male Supremacy Culture and White Supremacy Culture in Our Workplaces</i>	<b>Golden Gate Marina Bayview A</b>
<b>12:00pm</b>	<b>Lunch</b>	<b>Seacliff Foyer</b>
<b>12:00pm – 1:30pm</b>	<b>General Session</b> Opening Statement <i>Luukia Smith, CFT Secretary Treasurer</i> Guest Speaker <i>Tony Thurmond, SSPI</i>	<b>Seacliff A-C</b>
<b>1:15pm – 2:45pm</b>	<b>Session II: Workshops</b> ▪ <i>Supporting Our Undocumented Students and Community. A Call to Action</i> ▪ <i>Strategic Communications</i> ▪ <i>What are Community Schools?</i> ▪ <i>New Presidents Crash Course</i>	<b>Seacliff D Marina Golden Gate Bayview A</b>
<b>2:45pm</b>	<b>Leadership Conference Adjourns</b>	
<b>3:00pm – 6:00pm</b>	<b>Division Councils</b> Community College Council Council of Classified Employees Early Childhood/TK-12 Council	<b>Seacliff A-C Marina Bayview B</b>
<b>6:30pm – 10:00pm</b>	<b>State Council Dinner &amp; Networking</b>	<b>Garden Room</b>

**Saturday March 19, 2022**

<b>8:00am – 3:00pm</b>	Registration	<b>Bay Level Foyer</b>
<b>8:00am</b>	<b>Breakfast</b>	<b>Seacliff Foyer</b>
<b>9:00am – 3:00pm</b>	<b>State Council</b>	<b>Seacliff A-C</b>
<b>12:00pm</b>	<b>Lunch</b>	<b>Seacliff Foyer</b>

# Workshops

**Thursday**      **March 17, 2022**

## **Contract Organizing**

12:45pm – 2:15pm, **Seacliff D**

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.

**Trainers:**      ***Valarie Bachelor**, CFT Organizer*  
***Jessica Conte**, CFT Project Organizer*  
***Annika Mellies**, CFT Project Organizer*

## **Running for Office**

12:45pm – 2:15pm, **Golden Gate**

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.

**Trainer:**      ***Martín Diego Garcia**, The Campaign Workshop Vice President, Training and Strategic Planning*

## **Building Power for Education Justice**

12:45pm – 2:15pm, **Marina**

This workshop will give you the resources and tools for Creating, Growing Sustaining Union-Family and Community Coalitions.

**Trainers:**      ***Rafael Morataya**, AFT Human Rights and Community Relations Department*  
***Jonathan Rodrigues**, AFT Human Rights and Community Relations Department*

## **Lobbying 101**

12:45pm – 2:15pm, **Bayview A**

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.

**Trainers:**      ***Jessica Ulstad**, CFT Political Director*  
***Tristan Brown**, CFT Legislative Director*  
***Tiffany Mok**, CFT Lobbyist*  
***Michael Young**, CFT Lobbyist*



## Critical Race Theory

2:30pm – 4:00pm, **Seacliff D**

This workshop will explore its historical relevance and context and the defining utilizations of its manifestations and benefits in our academic institutions; pre-K to LEAs (post-secondary local education agencies), colleges, universities and communities in the State of California.

**Trainer:** ***Dr. Stephanie White**, Los Angeles Community College District Behavior & Social Science Department and Committee member with the Civil, Women, and Human Rights CFT Committee*

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**Trainer:** ***Martín Diego Garcia**, The Campaign Workshop Vice President, Training and Strategic Planning*

## Understanding Implicit Bias and Stereotypes

2:30pm – 4:30pm, **Marina**

We all have implicit biases – subconscious preferences and attitudes which impact the way we interact with others. This two-hour workshop will help participants to define and identify the key characteristics of implicit bias and to develop strategies to interrupt the connection between bias and behavior. Recognizing and changing our own implicit biases is an important first step towards working for equity and social justice in our relationships, schools, and communities.

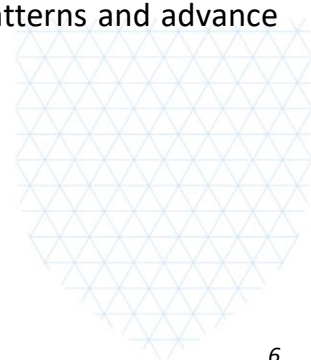
**Trainers:** ***Lena Ackerman**, Assistant General Counsel, New York State United Teachers, Office of General Counsel*  
***Bethany Gizzi**, Professor of Sociology and President of the Faculty Association at Monroe Community College*

## Dismantling the Intersections of Male Supremacy Culture and White Supremacy Culture in Our Workplaces

2:30pm – 4:30pm, **Bayview A**

This two-hour interactive workshop will examine the intersections of racial and gender oppression and their day-to-day impact in our workplaces. Because we can't fix what we can't see and name, it will include corollaries between prevailing practices of White supremacy culture and male supremacy culture, illuminating toxic patterns that are often systemic, insidious, and omnipresent. Workshop participants will receive tools and techniques you can use to counteract these patterns and advance racial and gender equity.

**Trainer:** ***Bill Pritchett**, W.A. Pritchett & Associates*





**Friday**

**March 18, 2022**

**Recruiting and Engaging Members: One on One Conversations** 10:15am – 11:45am, **Seacliff 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!

**Trainers:** *Erin Conley, CFT Organizer*  
*Laila Molina, CFT Project Organizer*  
*Kimia Yousefpour, CFT Project Organizer*  
*Grant Stover, CFT Project Organizer*

**COPE 101. Building your local's Political Power.** 10:15am – 11:45am, **Golden Gate**

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.

**Trainer:** *Jessica Ulstad, CFT Political Director*

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**Trainer:** **Bill Pritchett**, *W.A. Pritchett & Associates*

### **Supporting Our Undocumented Students and Community. A Call to Action**

1:15pm – 2:45pm, **Seacliff D**

We welcome you to join us in deliberate thought and action. Our panelists will share narratives of immigrant experiences on our campuses and in our communities, as well as resources and practices for engaging in the co-creation of liberation for our immigrant students and community.

During this workshop we will share and explore strategies that can shape, transform, and influence the future of our immigrant students on our campuses, in this state and country.

We will focus on areas related to Mental Health, barriers and access to Higher Education, Organizing and Collective Bargaining, and Legal Advocacy for change.

**Trainers:** **Sandra Guzman, LMFT**; *Counseling Faculty, Academic Senate Vice President, Sacramento City College*  
**Belinda C. Lum, PhD**; *Professor of Sociology, Chief Negotiator, LRCFT, Sacramento City College*  
**Leis Rodriguez, Esq.**; *Lecturer, Labor Studies, CSU Dominguez Hills*

### **Strategic Communications**

1:15pm – 2:45pm, **Marina**

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.

**Trainer:** **Matthew Hardy**, *CFT Communications Director*

### **What are Community Schools?**

1:15pm – 2:45pm, **Golden Gate**

This training is designed to give leaders a brief overview and understanding of community schools, the capacity to assess their current school climate and determine if your school would be good candidate to become a community school.

**Trainers:** **Christopher Arellano**, *CFT Training Director*  
**Bryan Perreira**, *CFT Field Representative*

### **New Presidents Crash Course**

1:15pm – 2:45pm, **Bayview 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.

**Trainers:** **Kassi Harris**, *CFT Field Representative*  
**Jason Elias**, *CFT Field Representative*  
**Luukia Smith**, *CFT Secretary Treasurer*