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**Coalition of Labor Union Women**  
**Women's Leadership Skills Conference**  
**November 14-16, 2016**  
**Las Vegas, Nevada**

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## **CLUW National Officers Council**

### **President**

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### **CLUW Staff**

#### **Executive Director**

Carol Rosenblatt

#### **Administrative Assistant to the President**

Marilyn J. Wiley

# CLUW Women's Leadership Skills Conference Agenda

## Sunday, November 13, 2016

5:30PM – 7:00PM Registration Conference Center Desk

## Monday, November 14, 2016

8:00AM – 10:00AM Registration Conference Center Desk

8:00AM – 10:45AM Coffee Cohiba 8 & 9

9:00AM – 10:30AM *CLUW Women's Leadership Skills Conference  
Opening Plenary Session* Cohiba 8 & 9  
(see next page)

10:45AM – 12:45PM Training Tracks (see pgs 3-4)

12:45PM – 2:15PM Lunch Cohiba 6-7

2:30PM – 4:30PM Workshops (see pgs 3-8)

5:00PM – 6:30PM Reception Havana Room

7:00PM – 10:00PM Young Women Workers Meet Up Montecristo 3

## Tuesday, November 15, 2016

7:15AM – 8:00AM CLUW Healthy Women Activity Lobby

8:00AM – 9:00AM Registration Conference Center Desk

8:00AM – 10:45AM Coffee Cohiba 8 & 9

8:30AM – 9:00AM *CLUW Women's Leadership Skills Conference  
Plenary Session* Cohiba 8 & 9  
(see next page)

9:15AM – 12:15PM Training Tracks (see pgs 3-4)

12:15PM – 1:15PM Lunch Cohiba 6-7

1:15PM – 3:15PM Workshops/Training Track (see pgs 3-8)

3:30PM – 5:30PM Workshops (see pgs 3-8)

7:00PM – 10:00PM Young Women Workers Meet Up Montecristo 3

## Wednesday, November 16, 2016

8:00AM – 10:00AM *CLUW Women's Leadership Skills Conference  
Plenary Session* Cohiba 8 & 9  
(see next page)

10:15AM – 12:15PM Training Tracks (see pgs 3-4)

12:15PM – 1:15PM Lunch Cohiba 6-7

1:15PM – 3:15PM Workshops (see pgs 3-8)

3:30PM – 4:30PM *CLUW Women's Leadership Skills Conference  
Closing Plenary Session* Cohiba 8 & 9  
(see next page)

# Women's Leadership Skills Conference - Plenary Sessions

**Monday, November 14, 2016**

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**Opening Plenary Session: 9:00AM – 10:30AM**

**Cohiba 8 & 9**

***2016 Elections and Mobilizing for the Future***

Welcome: Connie Leak (UAW), *CLUW National President*

Greetings: Rusty McAllister (IAFF), *Executive Secretary-Treasurer, Nevada State AFL-CIO*

Speakers: Elizabeth McElroy, *Deputy Director, Political Department, AFL-CIO*  
Rachel Lyons, *Senior Government Affairs Manager, Workplace Programs, National Partnership for Women & Families*  
Terry O'Neill, *President, National Organization for Women (NOW)*

Q&A Session

**Tuesday, November 15, 2016**

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**Plenary Session: 8:30AM – 9:00AM**

**Cohiba 8 & 9**

Cultural Presentation: Elise A. Bryant, *Executive Director, Labor Heritage Foundation*

**Wednesday, November 16, 2016**

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**Morning Plenary Session: 8:00AM – 10:00AM**

**Cohiba 8 & 9**

**Town Hall: *Racial and Economic Justice for All of Us***

Moderator: Tiffany Dena Loftin, *Racial Justice Program Coordinator, Civil, Human, and Women's Rights Department, AFL-CIO*

Panel: Sheva Diagne, *Gender Justice Program Coordinator, Civil, Human, and Women's Rights Department, AFL-CIO*  
Karen Bellamy Lewis, *International Representative, IFPTE*  
Shyla La'Sha (SAG-AFTRA), *CLUW National Vice President*  
Vera Newton (UAW), *CLUW National Vice President*  
Gabrielle Rogano (IAM), *CLUW National Executive Board Member*

Q&A Session Audience Participation

**Closing Plenary Session: 3:30PM – 4:30PM**

**Cohiba 8 & 9**

Conference Wrap-up: Dolores Gorczyca (IFPTE), *CLUW Executive Vice President*

Closing Remarks: Connie Leak (UAW), *CLUW National President*

## 2016 Coalition of Labor Union Women: Women’s Leadership Skills Conference

Pre-registration is required for the four educational tracks (listed in bold), as well as elective workshops. Next to each track/workshop is the room location. Course descriptions are listed on the following pages in alphabetical order.

<b>TRACK SELECTIONS AND ELECTIVE WORKSHOPS TIMETABLE</b>		
<b>November 14</b>		
<b>10:45AM to 12:45PM</b>	▶ <b>Are You Thinking About Running For Office? Now Is The Time!</b>	<b>Cohiba 11</b>
	▶ <b>Organizing For Change</b>	<b>Cohiba 10</b>
	▶ <b>Public Speaking... Yes I Can!</b>	<b>Partagas 2</b>
	▶ <b>Skills for Emerging Leaders</b>	<b>Partagas 3</b>
<b>2:30PM to 4:30PM</b>	Breaking the Stereotype	Partagas 3
	Land of the Free? Yeah right! – The Real Deal on Mass Incarceration and Criminal Justice Reform	Partagas 1
	Overview of What Chapter, Union Mentoring Programs Look Like	Cohiba 10
	Safety at Work: A Fight Worth Having	Partagas 2
	Women Workers’ Rights in Global Supply Chains	Cohiba 11
<b>November 15</b>		
<b>9:15AM to 12:15PM</b>	▶ <b>Are You Thinking About Running For Office? Now Is The Time!</b>	<b>Cohiba 11</b>
	▶ <b>Organizing For Change</b>	<b>Cohiba 10</b>
	▶ <b>Public Speaking... Yes I Can!</b>	<b>Partagas 2</b>
	▶ <b>Skills for Emerging Leaders</b>	<b>Partagas 3</b>
<b>1:15PM to 3:15PM</b>	▶ <b>Are You Thinking About Running For Office? Now Is The Time!</b>	<b>Cohiba 11</b>
	Re-imagining the Workplace – How We Can Work Better, Together	Partagas 2
	Strengthening U.S. Policies to Reflect Working Families’ Lives	Partagas 3
	Why Health Advocacy is a Union Woman’s Issue	Partagas 1
<b>3:30PM to 5:30PM</b>	Workplace Bullying and the Duty to Represent	Cohiba 10
	How Women Changed the Course of U.S. Labor History	Partagas 2
	Strengthening U.S. Policies to Reflect Working Families’ Lives	Partagas 3
	The Duty to Represent a Member in a Behavioral Health Crisis	Cohiba 10
	Using Digital Strategy to Win	Cohiba 11
	Why Health Advocacy is a Union Woman’s Issue	Partagas 1
<b>November 16</b>		
<b>10:15AM to 12:15PM</b>	▶ <b>Organizing For Change</b>	<b>Partagas 1</b>
	▶ <b>Public Speaking... Yes I Can!</b>	<b>Partagas 2</b>
	▶ <b>Skills for Emerging Leaders</b>	<b>Partagas 3</b>
<b>1:15PM to 3:15PM</b>	CLUW Chapter and State Leadership Primer	Partagas 3
	Courageous Conversations	Partagas 1
	Digital Strategy Discussion	Montecristo 2
	How Women Changed the Course of U.S. Labor History	Partagas 2
	Using Reproductive Justice to Mobilize!	Montecristo 3

## Track Selections

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### ▶ **Are You Thinking About Running for Office? Now is the Time!**

With the 2016 elections just completed there is no better time than now to begin thinking about running for public office. This course will help you focus on the “Where, When and Why”. You will learn strategies for community, political or union office. We will discuss building resources, understanding your personal leadership and evaluating if you are ready and next steps. Instructors will be from Emerge America, an organization that is changing the face of American politics by identifying, training and encouraging women to run for office, get elected and to seek higher office. Join us and then take the leap!

**Presenters:** A’shanti F. Gholar, *Political Director, Emerge America*  
Judy Pineda Neufeld, *Senior Advisor, Emerge America*

### ▶ **Organizing For Change**

All activists must be successful organizers to make change happen, whether in your community, CLUW chapter or union. This course will give you the skills to feel confident to make the hard “ask” outside of your comfort zone. We will explore various organizing models to see what works for you. We will discuss whether there is a way that women organize that is different. We will talk about how to make CLUW grow including how to recruit young women. We will tackle problem areas and special needs of women organizers. We will address diversity in an organizing context. Please join us to share your experiences and learn successful techniques so we can organize for change.

**Presenters:** Diane M. Babineaux, *General Vice President, IAMAW*  
Bridget Fitzgerald, *Special Representative Women and Human Rights, IAMAW*  
Rhonda Rogers, *Education Representative, IAMAW William W. Winpisinger Education & Technology Center*

### ▶ **Public Speaking... Yes I Can!**

Do you cringe at the idea of delivering a speech or presentation at a meeting? Do you want to be more effective and confident when you speak in public? If so, this workshop is for you! This fast-paced, energetic session will provide you with tools for creating and delivering effective presentations at union meetings, your workplace and other public events. You will learn dynamic public speaking techniques such as the Speech Cookie, a highly effective tool to help you deliver the strongest messages for the fights that you are engaged in. There is a take-a-way for everyone!

**Presenters:** Bernice Alvarez, *Field Education Coordinator, AFSCME*  
Yolanda Medina DeJesus, *Associate Director, AFSCME Education & Leadership Training Department*

### ▶ **Skills For Emerging Leaders**

This training is designed to prepare women for active roles in their Unions and Communities, by helping them develop a strong self-concept and providing them the resources they need to be effective leaders. Focus will be on leadership qualities, communication, decision making, and social justice. Included in this session is an opportunity to discuss and share strategies on building bridges across generations. Participants will leave with the basic skills needed to become active and effective leaders in diverse and inclusive organizations.

**Presenters:** Sara Lee Pierré, *National Cadre Trainer, National Education Association*  
Pamela D. Rios, *Senior Policy/Program Analyst, National Education Association Center for Social Justice*

## **Elective Workshops**

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### **Breaking the Stereotype**

Envision a tow truck driver, a firefighter or scientist. Does a man come to mind? That's generally the case with most people, and with reason. These jobs are among the many catalogued on the U.S. Department of Labor's list of non-traditional occupations for women - occupations in which women comprise less than 25% of the work force. In this workshop you will meet and hear from women who are "Breaking the Stereotype"; why and how they entered their field of work, their experiences, the benefits, the obstacles they face and how they overcame those obstacles to find economic independence and pave the pathway for future generations of women.

**Presenters:** Deanne Mattera (IBEW), *Sound & Communication Technician*  
Hazel Powers (IAMAW), *Machinist*  
Laura Wentz (IATSE), *Theatrical Lighting Designer and Stage Hand*

### **CLUW Chapter and State Leadership Primer**

We know you want to do a good job as a CLUW Officer but sometimes the question is how? This workshop is geared to providing you with the basics on how to accomplish that. Learn how to meet requirements for financial accountability and make activity reporting easier and more organized. We will review constitutional requirements and how to involve your chapter/state CLUW in the AFL-CIO Central Labor Council and State Federation. Find out how to keep meetings interesting so the members are engaged. Methods on delegating to avoid burn-out will be shared. Come prepared to ask us questions and contribute in this interactive session.

**Presenters:** Judy Beard (APWU), *CLUW National Treasurer*  
Joanne M. Sanders (IATSE), *CLUW National Vice President*

### **Courageous Conversations**

In order to build sisterhood and solidarity in these troubled times, we must be able to communicate effectively with people on both sides of any issue that impacts our movement. Participants will review communication techniques and practice new skills in a safe environment of confidentiality and sisterhood.

**Presenter:** Elise A. Bryant, *Executive Director, Labor Heritage Foundation*

### **The Duty to Represent a Member in a Behavioral Health Crisis**

A visual guide to how union leaders can represent a member who may be struggling with a behavioral health or substance dependency issue, which may have to lead to progressive discipline. This training session gives representatives the information they need to ensure their member finds appropriate care in order to return to work "fit for duty".

**Presenter:** Janet B. Gerhard, *Director of Public Affairs, HCAMS, HealthCare Assistance with Member Support*

### **How Women Changed the Course of US Labor History**

Women have been there from the beginning, organizing workers, sacrificing and speaking out even when their voices were not encouraged or supported. This workshop will concentrate on telling the stories of these amazing women and girls and will include the CLUW heroines who were part of it all.

**Presenters:** Diane M. Babineaux, *General Vice President, IAMAW*  
Bridget Fitzgerald, *Special Representative Women and Human Rights, IAMAW*  
Rhonda Rogers, *Education Representative, IAMAW William W. Winpisinger Education & Technology Center*

## **Land of the Free? Yeah right! - The Real Deal on Mass Incarceration and Criminal Justice Reform**

Did you know that we incarcerate more people than Russia and China combined? Or that the number of women in prison has grown by 800% in the last three decades? And that over two thirds of women in prison are mothers?

Yup! Our criminal justice system is a hot mess! Come and learn about the most common myths on mass incarceration and about how this unfair system impacts all workers and the economy. This will be a very interactive and lively session where we will learn about why the labor movement is perfectly positioned to fight for Criminal Justice Reform and what you can do to build power to change the system!

**Presenters:** Sheva Diagne, *Gender Justice Program Coordinator, Civil, Human, and Women's Rights Department, AFL-CIO*  
Tiffany Dena Loftin, *Racial Justice Program Coordinator, Civil, Human, and Women's Rights Department, AFL-CIO*

## **Overview of What Chapter, Union Mentoring Programs Look Like**

Mentoring is a widely recognized tool for job, career and union development, particularly for women.

Women and minorities cannot, however, rely on the process "just happening," as studies show that people in power – most often men — choose mentees who look like them or looked like them 25 years ago.

CLUW, therefore, is promoting "intentional" mentoring programs. This workshop will provide an overview of these programs by featuring what various chapters and local unions are doing with intentional mentoring.

**Presenters:** Carolyn J. Jacobson, *Secretary-Treasurer, Berger Marks Foundation*  
Katie Jordan, *(Workers United/SEIU), CLUW Chicago Chapter President*

## **Re-imagining the Workplace – How We Can Work Better, Together**

Millennials, Gen Xers, and Baby Boomers, (and Traditionalists) Oh my! During this historical time when we have 4 generations in the workplace, it is important to understand the values and work styles of each of the different generations. In this workshop we will learn to put aside generational biases and work together towards a common goal without butting heads with our brothers and sisters.

**Presenters:** Valerie Harragin, *Commissioner, Federal Mediation & Conciliation Service, Glendale, CA*  
Kevin Hawkins, *Commissioner, Federal Mediation & Conciliation Service, Las Vegas, NV*  
Xavier Merizalde, *Commissioner, Federal Mediation & Conciliation Service, Las Vegas, NV*

## **Safety at Work: A Fight Worth Having**

The Identifying Safety System Failures program will provide workers with the skills needed to become more active in preventing near misses and safety incidents from happening. It will provide a training opportunity that will enhance critical-thinking and problem-solving skills, allowing participants to identify, evaluate and correct safety and health hazards in their facilities, using a system of safety approach to accident/incident investigation. Participants will also be introduced to OSHA standards that employers are legally required to follow to protect workers from hazards.

**Presenter:** Cecilia Gilligan Leto (*USW*), *Project Coordinator, New Jersey Work Environment Council*



## **Strengthening U.S. Policies to Reflect Working Families' Lives**

For the first time, the recent presidential election included considerable focus on the fact that U.S. workplace standards have not caught up to the needs of working families. Millions of U.S. workers do not have a single paid sick day and millions more do not have access to paid family and medical leave for lengthier or more serious family needs. In addition, women who work full-time, year round continue to be paid an average of 79% of what men are paid – and for women of color and mothers, the wage gap is even larger. Women who are pregnant at work often cannot get the reasonable job accommodations they need to continue working. As a result, women and families struggle, income inequality grows, gender equality suffers and our nation's economic productivity is stifled.

But the nation is on the cusp of change. State and city policy initiatives have had unprecedented success in the last few years, but concerted advocacy is needed to win the national solutions that will help put all families in better positions to thrive. This workshop will focus on equipping CLUW members with background and advocacy skills needed to help make advances related to paid family and medical leave, paid sick days, fair pay and pregnant workers' fairness 100-day priorities and first term must-wins for the next president and Congress.

**Presenter:** Rachel Lyons, *Senior Government Affairs Manager, Workplace Programs, National Partnership for Women & Families*

## **Using Digital Strategy to Win**

Topics: Facebook, Twitter, Google, website tips, a strong texting program, creative content, and how paid ads can help move your campaigns online. This session is focused on developing strong organic member engagement and using digital strategy to win campaigns!

*Presentation to include examples and case studies from the largest and most powerful union in Nevada, the Culinary Union (@Culinary226).*

*Participants are encouraged to bring their smart phones, laptops, or iPads.*

**Presenter:** Bethany Khan, *Director of Communications & Digital Strategy, UNITE HERE Culinary Workers Union Local 226*

## **Digital Strategy Discussion**

Want more digital strategy or to dive into Twitter/Google/Facebook ads dashboard? Bring questions and social media campaigns and let's talk through digital strategy more in-depth.

*Participants are encouraged to bring their smart phones, laptops, or iPads.*

This workshop is designed for those who participated in the Using Digital Strategy to Win workshop or who are well-grounded in the topics covered in that workshop description.

**Presenter:** Bethany Khan, *Director of Communications & Digital Strategy, UNITE HERE Culinary Workers Union Local 226*

## **Using Reproductive Justice to Mobilize!**

The 2016 election will have a profound impact on women's lives. This hands-on workshop will give participants the information and tools to use reproductive rights and reproductive justice to mobilize members, especially millennials.

Based on the results of the election, we'll share what's at stake in health care for women and families in the coming years. We'll help you understand how to connect the dots between work life and reproductive / sexual health care.

Workshop members will hear from our grassroots organizers and participate in a mini action forum to experience the power of these conversations and the passion young people have for these issues.

**Presenter:** Elisa Cafferata, *President & CEO, Nevada Advocates for Planned Parenthood Affiliates*

## **Why Health Advocacy Is a Union Woman's Issue**

The 2015 CLUW Convention featured a plenary panel on "Union Women and Health." It focused primarily on information for the individual and her family to help live longer and more productive lives, as well as to have better quality lives.

*This workshop is the next step.* That is, it will focus on working with chapters to use the health materials CLUW has developed (including on coronary artery disease, mental health, stress), as well as the materials our women's health partner, *HealthyWomen*, provides monthly, to energize current members and help bring in new members (particularly younger ones).

It will also focus on public health, with a particular emphasis on how CLUW can influence health policy on the federal, state and local levels -- and bring along the unions in members' respective communities and city and state labor federations.

Learn how health advocacy can organize women into CLUW and your union.

**Presenters:** Senator Karen Keiser, *Washington State Senate, 33<sup>rd</sup> Legislative District*

Carolyn J. Jacobson, *Secretary-Treasurer, Berger Marks Foundation*

## **Women Workers' Rights in Global Supply Chains**

105 years after the Triangle Shirtwaist Factory fire in New York, abusive and unsafe conditions are plaguing the women who make the clothes we wear. The collapse of the Rana Plaza building in Bangladesh three years ago, which killed over 1,100 people who had been forced to work despite the visible cracks in the wall, revealed the systemic problems of the modern day garment industry.

Workers are standing up and organizing for change in the industry, and the leaders of many of the new factory-level unions in Bangladesh are young women. Learn about the changes that women workers – in the global supply chains of U.S. corporations – are seeking, and what you can do to support them.

**Presenter:** Sarah Newell, *Campaigns Associate, International Labor Rights Forum*

## **Workplace Bullying and the Duty to Represent**

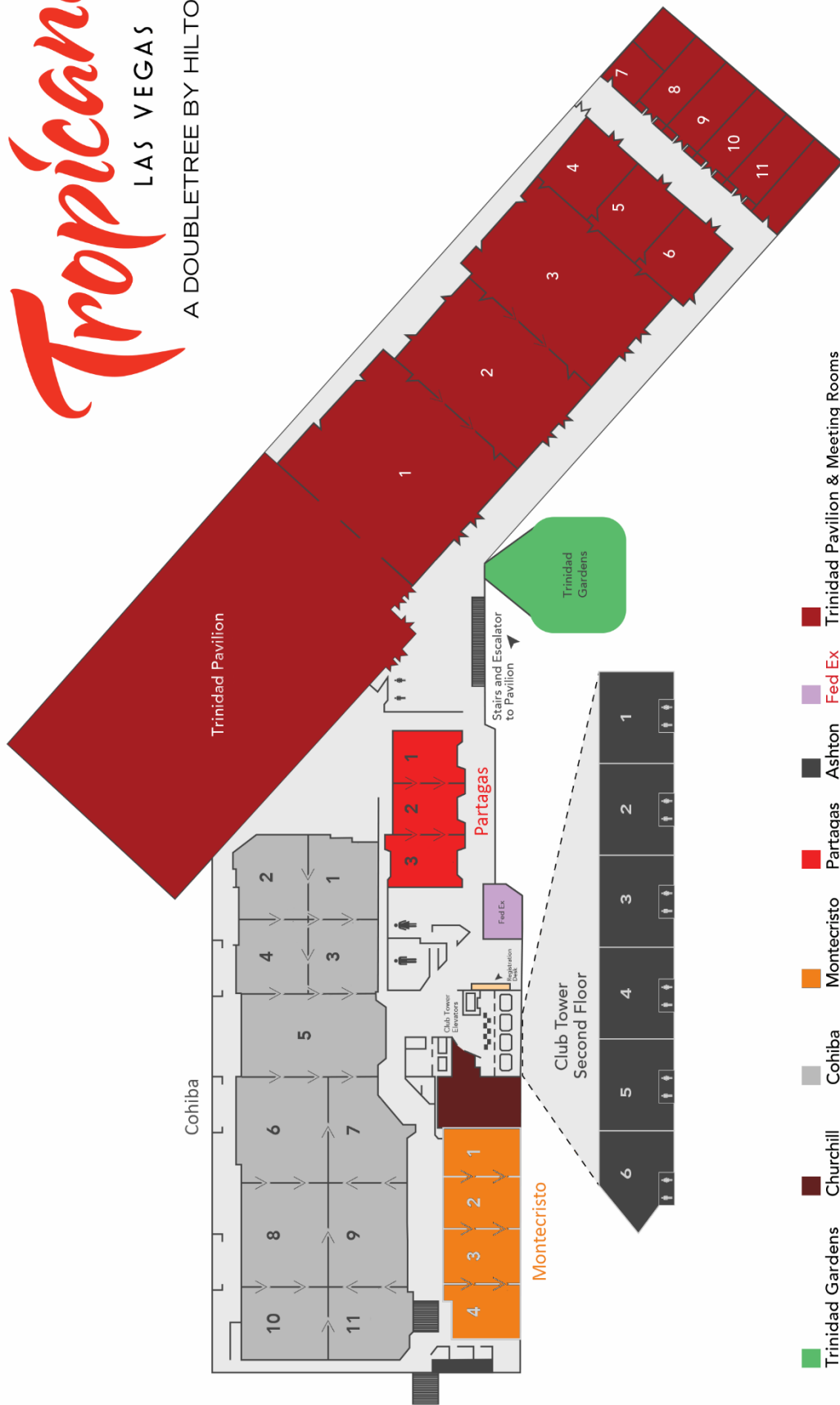
There is a general lack of awareness about workplace bullying and this often prevents people from seeking help. This workshop will expose some of the truths about bullying and hostility in the workplace and explain how a representative can assist their members in crisis.

**Presenter:** Janet B. Gerhard, *Director of Public Affairs, HCAMS, HealthCare Assistance with Member Support*

# Tropicana

LAS VEGAS

A DOUBLETREE BY HILTON



- Trinidad Gardens
- Churchill
- Cohiba
- Montecristo
- Partagas
- Ashton
- Fed Ex
- Trinidad Pavilion & Meeting Rooms



[www.cluw.org](http://www.cluw.org)

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