



# 2022 DIVERSITY WEEK & HUMAN RIGHTS TRAINING CONFERENCE

— August 5-12, 2022 | New Orleans —  
Women's and Fair Practices Departments

## AGENDA & CLASS DESCRIPTIONS

**Sister's Keeper Summit (SKS): August 5-7th**  
**Human Rights Training (HRT): August 8-12th**

### Friday, August 5th, 2022

12:00pm - 5:00pm SKS Registration & Opening Plenary

### Saturday, August 6th, 2022

8:30am - 9:30am SKS Late Registration

10:00am - 12:00pm SKS Workshops (Round 1)

12:00pm - 1:00pm Lunch (On Your Own)

1:00pm - 3:00pm SKS Workshops (Round 2)

3:15pm - 5:15pm SKS Workshops (Round 3)

5:30pm - 7:00pm SKS Reception

### Sunday, August 7th, 2022

10:00am - 2:30pm SKS Action Planning & Closing Session

**\*HRT Registration is open on 8/6 and 8/7 from 11am-2pm and 3-7pm\***



## Monday, August 8th, 2022

7:00am - 8:00am HRT Late Registration

8:00am - 9:30am HRT Opening Plenary (Breakfast Provided)

10:00am - 12:00pm HRT Classes

12:00pm - 1:00pm Lunch (On Your Own)

1:00pm - 5:00pm HRT Classes

5:30pm - 7:30pm HRT Welcome Reception

## Tuesday, August 9th, 2022 (Blue & Gold AFGE T-shirt Day)

8:30am - 12:00pm HRT Classes

12:00pm - 1:00pm Lunch (On Your Own)

1:00pm - 5:00 pm HRT Classes

## Wednesday, August 10th, 2022 (Conference T-shirt Day)

8:30am - 1:00pm HRT Classes

1:00pm - 2:00pm “Together We Rise” Luncheon (Lunch Provided)

2:00pm - 5:00pm HRT Classes

## Thursday, August 11th, 2022

8:30am - 12:00pm HRT Classes

12:00pm - 1:00pm Lunch (On Your Own)

1:00pm - 4:30pm HRT Classes

6:00pm - 7:00pm HRT Banquet (Special Ticketed Event)

7:00pm - 10:30pm HRT Banquet “Throwback Thursday” (Must Purchase HRT Banquet Ticket - Dinner Provided with Ticket)

11:00pm HRT Banquet Doors Close

## Friday, August 12th, 2022

8:30am - 12:00pm HRT Classes

12:00pm - 1:00pm Lunch (On Your Own)

1:00pm - 5:00pm HRT Classes



# 2022 HRT CLASS DESCRIPTIONS

## Collective Bargaining

Participants in this class will learn how to develop effective bargaining strategies and how to write contract language. Participants will learn the “how-to’s” of writing contract language: defining and analyzing issues, developing proposals, and writing the actual language. In addition, model contract language will be examined. Midterm bargaining and negotiating techniques will also be analyzed.

## Community Activism

A training created to focus on building our AFGE Members into Community Activists who will work to mobilize around racial, social, and economic justice issues that many of our AFGE Members are faced with not only in their workplaces, but also within their communities. Learning to engage in community activism will prepare AFGE to promote our legislative and political efforts to elect candidates that are true representatives of labor, civil, and human rights at all levels of the political system.

## Conflict Resolution

Participants will learn the necessary tools and techniques to resolve internal disputes. When and how conflict resolution procedures are appropriate and best interfaced with current procedures will be covered. The class will also cover the importance of remaining neutral and the confidentiality of agreements reached through conflict resolution programs. Participants who successfully complete this course will be added to AFGE’s master list of mediators and will be called upon to assist in AFGE’s Conflict Resolution Program. \*\*Being added to the master list is voluntary. Mediators are not paid for their services.

## Coordinator Bootcamp

This class is designed to sharpen the understanding of the role of a Coordinator as an elected or appointed Local leader. Whether a Women’s, Fair Practices, Pride or YOUNG Coordinator, a lot of the same principles apply. Participants will enhance their knowledge of key civil, human, women and workers’ rights issues. Participants will also learn how to identify and work with like-minded organizations through coalition building.

## Diversity, Equity, and Inclusion Training

Our ever changing workforce requires the skills and tools to help you prepare for the changes taking place in the Labor Movement. This track will help you construct a proactive diversity program and familiarize you with the AFL-CIO Diversity Resolution adopted by AFGE.



### EEO I - Basic

This class serves as an introduction to EEO issues, litigation, and remedies for all members and officers in AFGE. Participants will learn the difference between EEO matters and other employment disputes, how to identify the proper forum for an EEO dispute, and how the agency administers the EEO process. The class also highlights the importance of 29 CFR Part 1614 and introduces participants to the EEO process including the agency's investigation of EEO cases, how to request a hearing before the EEOC, and how to prepare for a hearing. The class covers topics such as the federal laws governing EEO issues, EEO Process, Theories of Discrimination, Burdens of Proof, Litigation Strategies such as Discovery, and Preparing for a Hearing.

### EEO II - Intermediate

The EEO II class is intended for members with previous EEO Basic training. The class will address proper forums for EEO claims and contrast the EEOC, MSPB, and union contract grievance/ arbitration. The class will also address the essential elements of an EEO claim and the procedural methods for bringing that claim forward in the EEO process. Participants will learn how to prepare a case and be able to identify and understand different types of decisions, orders, and motions. The class will also provide an understanding of the initial conference call/acknowledgement and order, discovery requests and responses, depositions, motions and pre-hearing submissions/pre-hearing reports. The class will conclude with a mock prehearing conference, complete with rulings on approved witnesses and exhibits.

### EEO III - Advanced

This class is intended for union members who have had previous training and experience in EEO hearings. It will open with a session on statutory basis for filing an EEO complaint, reviewing the theories of discrimination and providing suggestions for determining whether a case has merit. Participants will also receive “insider” information including an overview of the EEOC Handbook for Administrative Judges. The class will provide useful tips for handling requests for reasonable accommodation under the ADA, ADAAA, and Rehabilitation Act, how to defeat a motion for summary judgment, and requirements for proving a claim for compensatory damages. The class will also cover

### EEO Legal Writing - Advanced

This class is intended for union members who have previous training and experience in all aspects of an EEO case. The class will be comprised of writing exercises that focus on drafting: Formal Complaint; Discovery Requests; Preliminary Case Information; Motions to Compel; Oppositions to Motions to Compel; Oppositions to Motions for Summary Judgments; Participants must have an advanced understanding of Theories of Discrimination and Burdens of Proof. This class will involve a great deal of legal writing exercises.



### Organizing Institute

It is more important than ever for our members to organize, organize, organize. It is our goal to develop and promote the craft of organizing. This training will include Labor History, Group Recruiting Techniques, One-on-One Communications, Member Benefits and Mobilization techniques.

### Racial Justice is Real

**Class Description:** In 1964, Sister Fannie Lou Hamer proclaimed she was sick and tired of being sick and tired. These famous words were in reference to being treated as a second-class citizen in this country. Despite decades of culture shifts and policy changes, prejudices against communities of color have intensified. Participants will look at what racial justice means for our work in the union and the labor movement and how we as people of color, activists and allies can bring about positive change for our members and their families.

### Worker's Compensation/Disability Retirement

This class is designed to develop our members' knowledge and skills needed to handle claims for the Office of Workers Compensation Program (OWCP) and federal disability retirement. Understand the features of each program and help your members process claims quickly and accurately and bring injured employees back to work.

### Workplace Bullying

**Class Description:** Spend time with Dr. Gary Namie, co-founder and director of the Workplace Bullying Institute and member of UAW 1981. With unremitting exposure to bullying, members suffer stress-related health problems: high blood pressure, coronary disease, ulcers, depression, PTSD. Some employers love workplace bullying. It can be a default management style. Complaints to HR can lead to retaliation and loss of jobs. Unions are the only source of relief for bullied workers. Unions that provide substantial support to bullied members can claim superior service. Become an expert to help your own members.

### Y.O.U.N.G. Training

This new unionist training will cover important aspects of union life in AFGE, such as Robert's Rules of Order, following the money (from dues to activism), and even AFGE history. The class will further provide new unionists with tools to be successful AFGE activists and will include topics such as leadership skills, improving communications, community action, building the YOUNG workforce, discussing diversity and inclusion, building mentor and mentee partnerships, and young worker organizing. This training is a key component to any new unionist who is ready to become active and successful in AFGE!

