

## **2017 Convention Workshop Descriptions**

The workshop list along with session times are listed below in alphabetical order. Some workshops will be presented twice.

### **Beyond Bias: How We Think, Talk and Act on Race and Difference**

Did you know that 80 to 90 percent of human decision-making happens at the subconscious level? This provocative and highly interactive workshop will introduce the ground-breaking science of implicit bias. Learn new and rarely used strategies for addressing racial bias and other forms of bias at the individual and organizational level.

Presenters: Tsika Pasipanodya, Education Coordinator, AFSCME Education and Leadership Training  
Katie Weilding, Western Region Education Coordinator, AFSCME

### **11:00 AM and 2:30 PM**

#### **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 compose 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: Tanya James, Vice President, National CLUW, UMWA  
Diana Limon, California State President, CLUW  
Hazel Powers, National Executive Board Delegate, CLUW, IAM  
Moderator: Jane Templin, National Executive Board Delegate, CLUW, IBEW

### **8:30 AM**

#### **Elections 2018: Engaging Labor and Community Coalitions in Advancing Work and Family Issues**

Labor and community organizations are important allies. They will need to build stronger networks in order to achieve success in the 2018 elections. Through a labor/community discussion we will share tactics, mobilization techniques and review issue based campaign strategies to accomplish a better work and family life. We will explore how labor and

community issues complement each other and how building bridges now will lead to success in 2018.

This is an interactive session where participants will be encouraged to share their experiences and devise scenarios that can win in their home communities. Building social and economic justice coalitions will be a focus.

### **8:30 AM Session**

Presenters: Terry Campbell, Regional Manager, Office of U.S. Senator Debbie Stabenow  
Laura DePalma, Gender Equity Organizer, Michigan United  
Lyn Lewis, Ph.D., Professor (retired), University of Detroit Mercy  
Dotti Sharp, Board Chair, Covenant Community Care  
D. Etta Wilcoxon, Second Vice President, Metro-Detroit CLUW Chapter  
Moderator: Stephanie Thornton, member, Metro-Detroit CLUW Chapter

### **11:00 AM Session**

Presenters: Michele Artt, Chairperson, Civil Rights Committee, Metro Detroit AFL-CIO  
Dr. Althea Jackson, Ambassador, Women's Campaign School, Yale University Law School  
Carolyn Lowe, Board member, Southeast Oakland Michigan Education Association  
Lavonia Perryman, former Women's Vote Political Director, Hillary Clinton Campaign  
Moderator: Brenda V. Peek, Communications Manager, Michigan Dept. of Transportation

### **Ending Sexism and Building Union Power**

In this workshop we will look at how we learned sexism early on, talk about our own experiences and look at the issues based on sexism we face in the labor movement, including the key issues that limit women's leadership in our organizations. We will discuss and start to plan solutions for handling those issues as well as, how we can get institutional support to end sexism in our movement.

Presenter: Kate Shaughnessy, Leadership Development Coordinator, AFL-CIO

### **8:30 AM and 11:00 AM**

#### **Financial and Administrative Responsibilities of CLUW Chapters**

Whether you are a current chapter/state officer or plan to hold one of these important positions in the future this workshop is for you! We will discuss how to make sure you have enough money to carry out your action items, budgeting, and what reports you are responsible to provide to others. We will demonstrate how to fill out your IRS 990 E postcard, obtain your

exempt status and remind you of what information you should keep all year to make filling out your reports easier. We will also discuss the best practices for chapter audits and fundraising activities.

Presenter: Judy Beard, Treasurer, National CLUW

### **8:30 AM**

#### **Human Trafficking in the United States**

Human trafficking is akin to modern-day slavery. Victims pay to be illegally transported into the United States only to find themselves in the thrall of traffickers. They are forced into prostitution, involuntary labor and other forms of servitude to repay debts – often incurred during entry into the United States. In certain cases, the victims are mere children. They find themselves surrounded by an unfamiliar culture and language without identification documents, fearing for their lives and the lives of their families. During this workshop expert panelists will share information and experiences of this heinous crime. They will help you identify this problem in your community, how you can assist and why CLUW members should be concerned.

Presenters: Lori Cutshall, President, AFSCME Local 2523

Sara Dobbyn, M.S., A.C.T.P., Trainer/Intern Coordinator, Turning Point Shelter  
Kameshia Gant, J.D., member, National Congress of Black Women, Oakland County Chapter

Janet Jackson, Diversity Advisory Committee member, National Center for Missing and Exploited Children

Alice Johnson, President, Sister Survivor, Inc.

Patrice Lee, Author and Publisher, Leep4Joy Books

Moderator: Dorothy Dean, Esq., Advisory Board of Directors member, Dr. Martin Luther King Jr. Task Force, Inc.

### **2:30 PM**

#### **Making Reason the Loudest Voice in the Room: Communication Training for a Propaganda Era**

Do you want to have more effective conversations with relatives, friends, co-workers or neighbors who have bought into misinformation and propaganda? This training teaches people how to have conversations that break down polarization and distrust and get people to think critically about context and media influence and rebuild the civic conversations that are necessary for democracy to flourish.

Presenters: Dave and Erin Ninehouser, Co-Founders, HearYourselfThink

### **11:00 AM and 2:30 PM**

## **Keeping Meetings Legit**

Your business meeting procedure can expedite business and insure full participation of members. This workshop is about the rules that make your meetings “legal” and productive. When you gather with other people to accomplish common goals, you want efficient deliberation and action. There are rules and established procedure that apply to regular business meetings and conventions. Rather than obstruct progress, these rules help us accomplish our purpose and move smoothly through the agenda in a minimum amount of time.

Presenter: Julie Matuzak, Political Coordinator (retired), AFT-Michigan

**8:30 AM**

## **Spreading CLUW’s Legislative Agenda with Lawmakers and as Community Activists**

Your voice and opinions are powerful. Your members of Congress, state representatives, and city officials were elected to serve their constituents: That’s you! It’s vital that your voice is heard. This workshop will provide you with the most effective ways to communicate with your representatives. You will leave with a comfortable plan in place that you will carry out with confidence and success. You will also be able to help your family members, friends, coworkers, community organizations and colleagues develop their plan of action. If you are interested in improving communications so that your congressional representatives will be carrying out their votes based on how their constituents feel on issues such as: Social Security, Medicare, long-term medical insurance, healthcare for all, Meals on Wheels, jobs, salaries, immigration rights, LGBTQ rights, etc... this workshop is for you.

Presenter: Judy Beard, Legislative and Political Director, APWU

**11:00 AM**

## **Mentoring Matters: How Union Women can Benefit from being Mentored and from Mentoring Others**

Mentoring helps people advance in the workplace and in the union. It can both help you develop as a leader, and expand your circle of influence. But mentoring doesn’t come naturally to everyone. This session will help learn how to make it happen for you.

We’ll discuss

- Formal and informal mentoring
- How to find a mentor on your own
- Group mentoring
- What locals and CLUW chapters can do to promote mentoring

Presenter: Michelle Kaminski, Ph.D., Associate Professor, Michigan State University, School of Human Resources & Labor Relations

**11:00 AM**

### **Power and Inclusion**

Participants will examine the dynamics of race and institutional power within our unions, discuss how unions address issues of race and how structural choices impact how well we support members of color.

Presenters: Janet Hill, Vice President, National CLUW, USW  
Carolyn J. Williams, Vice President, National CLUW, IBEW

**2:30 PM**

### **Rulemakers, Rules and Resistance: A Globalization Timeline Exercise**

In this workshop, participants will build a collective timeline of knowledge about the global economic system and points of resistance. This workshop will examine how global rules are made, how the global system is intentionally created and how this system has impacted workers, especially women and their families. Finally, we will discuss ways to design better strategies for change and act in solidarity with workers elsewhere.

Presenters: Gayle Hamilton J.D., Associate Director, Labor Studies Center, Wayne State University  
Kate Shaughnessy, Leadership Development Coordinator, AFL-CIO

**2:30 PM**

### **The Battle in the States: Fighting for Justice in 2018**

Workers are continuing to face extraordinary attacks in the states: right to work, attacks on collective bargaining, bills to bar prevailing wage and Project Labor Agreements, attacks on pensions, anti-LGBTQ and anti-immigrant bills and more.

Join us for an overview of the legislative landscape in the states, a discussion of the fights and opportunities ahead for 2018, and learn more about our opposition and who's driving the attacks on workers. From fighting back efforts to decimate labor to working proactively for equal pay, paid sick days and paid family leave, learn what is ahead and how you can help.

Please join us to prepare for 2018 and to bring what you know – share updates from your own state/union on the fights impacting union women and all workers.

Presenter: Tiffany L. Heath, Campaigns, State and Local Government Affairs, AFL-CIO

**8:30 AM**

**The Labor Movement: Where Do You Fit In And How To Make It Work For You?**

In this workshop participants will look at the structure of their union to understand their union's flow of power and begin to investigate ways to become more active within their organization.

We will examine how different unions work within the larger labor movement – the AFL-CIO, Change to Win, as well as independent unions such as NEA, for example. This workshop will help you, as a CLUW member within your union, understand the decision making process, how to influence it, and gain support for issues of importance to women and working families.

Presenter: Angela Ferritto, Staff Representative, Grievance and Arbitration Department,  
AFSCME Council 13

**11:00 AM and 2:30 PM**