



apsea
asian pacific state employees association



NAVIGATING LEADERSHIP CHALLENGES AND EEO IN A CHANGED WORLD

Leadership and Equal Employment Opportunity (EEO) 2012 Symposium

Thursday, November 8, 2012

Exploring opportunities
to excel in leadership
in Government
in a Changed World



Hosted by:

California Public Employees' Retirement System (CalPERS)
Lincoln Plaza North 400 Q Street, Sacramento, CA 95811

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Welcome to Navigating Leadership Challenges and EEO in a Changed World

Dear Colleagues and Friends...

It is with great pleasure that we welcome all of you here today!

Whether from the perspective of Leadership or EEO, this day is designed to provide an integrated (whole systems) perspective of government. A key focus of today is for our speakers and attendees alike to see and recognize the independent strength and interdependent contributions, purpose and value of all. To that extent, collectively the program format will communicate a panoramic view of government that exists beyond the "silos" of each agency.

The dynamics of change are profound. Today's focus is designed to support the rapid transitioning that is occurring in government services and accountability in response to restrictive resources alongside an ever-escalating virtual society where more than 90% of constituents are accessing government services via mobile devices 24/7. The relaxed environment of this forum is designed to create a conversation between panel members and with you, our audience. The day's event will reveal a distinct depth and breadth in government that spans the diverse perspectives of leadership and agencies. The EEO track will examine the impact of legislation on civil rights.

In closing, we are pleased to say that the collaborative relationships forged in building this event over the past year have generated many thresholds of opportunity to continue building the foundation for tomorrow that on so many fronts is underway today. Enjoy!

Thank You to our steering committee and to our sponsors - the many state agencies and private sector companies that have devoted a plethora of resources and herculean effort in bringing this event to life!

Jeffrey Uyeda

APSEA President
Chief Deputy Director, Office of Technology Services



Bringing over 30 years of state government and private-sector technology, The California Technology Agency named **Jeff Uyeda** as the chief deputy director at OTEch on Thursday, March 22, 2012. Uyeda, came to OTECH to manage shared IT and data center services for the state. Immediately prior to this

position Jeff was chief of administrative services for the California Highway Patrol (CHP).

Prior to his position with the CHP, Uyeda was assistant secretary of state at the California Secretary of State's Office. He also worked as director of business development of state and local government with IBM and has a bachelor's degree in accountancy and management information systems from California State University, Sacramento.

Dean Lan

Event Co-Chair
APSEA Senior Advisor



Dean Lan recently retired as Deputy Director, California Department of Health Care Services. Among the many EEO awards received, his department was recognized as the top (of 144) departments achieving equal employment opportunity. Dean Lan currently is active with several local and statewide

organizations advocating for diversity and civil rights.

Dean earned a doctorate (abd) and master's degree in Sociology (Race and Ethnic Relations) from the University of California at Davis, and bachelor of arts degrees in Economics and Sociology from the University of California at Berkeley. He has taught at the Berkeley and Davis campuses.



The Asian Pacific State Employees Association (APSEA) extends a sincere thank you and BRAVO to our **2012 Event Sponsors**

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Dean Lan, APSEA, Senior Advisor

Symposium Co-Chair: Leadership

Rebekah Christensen, CEO, ORA Systems, Inc.

Co-Chair: EEO

Karen Moreno, EEO Officer, Dept. of Motor Vehicles (DMV)

Chair, EEO Awards Committee:

Cheryl Artega, Chief, Office of Civil Rights, Department of Rehabilitation (DOR); Chair, California Civil Rights Officers Council (CCROC)

Marketing Committee Co-Chairs:

Keith Christensen, Business Tax Supervisor, Board of Equalization and
 Stephen Vang, AGPA, EEO, Organizational Development and Training, Department of Child Support Services

Finance Committee Chair:

Helen Fong, APSEA Board Member

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 Caltrans District 11 (San Diego)

Janice M. Campbell, Equal Employment
 Opportunity Office

California Technology Agency

Gwiin Correa, Chief, Office of Equal Employment
 Opportunity
 Department of Transportation - Los Angeles

Paul Danczyk, Director of Executive Education in
 Sacramento, USC Sol Price School of Public Policy

Linda Evans, CGMP, Manager, Strategic Event
 Management, CalPERS

Robert Jones, President, EcoLinx

Margret Kim, Legal Counsel, Air Resources Board

Glenn Medrano, EEO Officer, California Department of
 Food and Agriculture (CDFA) (Co-Chair, EEO Awards)

Angela Minniefield, VP, Strategic Advancement
 Charles Drew University of Medicine and Science

Lindy E. Plaza, CDP | Chief Diversity/EEO
 Officer of Internal Operations, CalPERS

Dan Tokutomi, Business Tax Administrator,
 Board of Equalization,
 Immediate Past President, APSEA

Jodi Traversaro, Statewide Learning and
 Performance Management, CalHR

Jeff Uyeda, OTech

Intern Thank You: Alice Phun, Nicole Rowe, Kimberly
 Dang, Ying Wang

The APSEA Board of Directors wishes to express our deepest appreciation to our steering committee for your leadership and your tireless efforts. Thank you to SPB and Cal-HR for your endorsements, as you believed - you committed. Accolades to our speakers and to our moderators and Emcee, for you dared to risk in setting the vision and path that fortifies the foundation of our Changed World. Lastly, bravo to our sponsors that saw the value and invested in bringing this event to life!

“I don’t know what your destiny will be, but one thing I know: the only ones among you who will be really happy are those who have sought and found how to serve.”

- Albert Schweitzer

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Keynote Speakers



John Chiang
CA State Controller



Maeley L. Tom
President, CA State
Personnel Board



Ann Boynton
Deputy Executive Officer,
Benefits and Admin., CalPERS

2012 Awardees & Speakers

Excellence in Innovation Leadership in State Government Competition Awardees

Individual: Howard Schwartz, Chief Deputy
Director, Cal-HR

Agency: Office of the Inspector General
Accepted by: **Robert A. Barton**, Inspector
General



Howard Schwartz
Chief Deputy
Director, Cal-HR



Robert A. Barton
Inspector General,
Office of the Inspector General

Equal Employment Opportunity Heroes in State Government Competition Awardees

Individual: Dave Jones, Insurance Commissioner,
California Department of Insurance

Agency: California Employment Development Department
Accepted by: **Pam Harris**, Director



Dave Jones
Insurance Commissioner,
California Department
of Insurance



Pam Harris
Director, California Employment
Development Department

2012 APSEA Symposium | Speakers



PK Agarwal
CEO
TIE Global



Karen Baker
Secretary
California Volunteers



Anna Caballero
Secretary
State and Consumer
Services



Phyllis W. Cheng
Director
CA Dept. of Fair
Employment and
Housing



Rebekah Christensen
CEO
ORA Systems, Inc.
Event Co-Chair



Paul Danczyk
Director of Executive
Education in Sacramento,
USC Sol Price School of
Public Policy



Joseph A. Farrow
Commissioner
California Highway
Patrol



Mark Ghilarducci
Secretary
CA Emergency
Management



Peter J. Gravett
Secretary
Dept. of Veterans Affairs



Martin Hoshino
Undersecretary
Department of Correc-
tions and Rehabilitation



Ron Hughes
Director
Office of Technology
Services (Otech)



James Kalei Kahue
HR Manager
Blind Vendors Ohana, Inc.



Clark Kelso
Receiver, California
Correctional Health
Care Receivership



John T. Kennedy
Partner
Nossaman LLP



Dean Lan
Senior Advisor
APSEA
Event Chair



Juney Lee
Chief Deputy Director
Dept. of Rehabilitation



Joan Markoff
Chief Counsel
Cal-HR



Marty Morgenstern
Secretary
CA Labor & Workforce
Development



Carlos Ramos
Secretary
California Technology
Agency



Matt Rodriguez
Secretary
Cal EPA



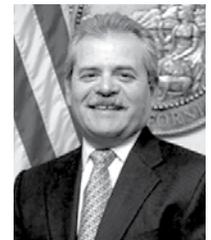
Karen Ross
Secretary
Department of Food &
Agriculture



Selvi Stanislaus
Executive Officer,
Franchise Tax Board (FTB)
Event Emcee



Jeff Uyeda
Chief Deputy Director
Office of Technology
Services (Otech)



George Valverde
Director, Department of Motor
Vehicles (DMV)

Please see our 2012 Awardees on previous page who are also speaking at the event.

2012 APSEA Symposium | Event Schedule

Event Emcee

Selvi Stanislaus, Executive Officer, California Franchise Tax Board (FTB)

Collaborative Activities & Group Plenary Sessions

- 7:30 – 8:30 am **Registration and Continental Breakfast**
- 8:30 – 9:30 am **Welcome and Morning Plenary Session**

Keynote: **Ann Boynton**, Deputy Executive Officer, Benefits and Administration (CalPERS)
- 11:45 – 12:30 pm **Luncheon** (box lunches)
- 12:30 - 1:30 pm **Afternoon Plenary Session: State Controller John Chiang**
- 5:00 – 6:30 pm **Gala Awards Hors d'oeuvres Reception**

(Presided by Agency Secretaries and Department Directors. Officiated by the Governor's Office.)

LEADERSHIP TRACK

- 9:45 – 11:45 am **New Paradigms Roundtable Panel Leadership: Tools, Approaches and Skills for Thriving in a Changed World**

Moderator: **Clark Kelso**, Receiver, California Correctional Health Care Receivership
- 2:00 – 5:00 pm: **Secretaries Roundtable Panel on Leadership and Innovation** (Comprised of Agency Secretaries and Directors)

Join Agency Secretaries and Directors as they explore opportunities in leadership and governance in Government in a Changed World.

Keynote and Moderator: **Maeley L. Tom**, President, California State Personnel Board

EEO TRACK

- 9:45 – 11:45 am **AB 1825 Sexual Harassment Prevention Training**

Instructor: **Phyllis W. Cheng**, Director, California Department of Fair Employment and Housing (DFEH)
- 2:00 – 3:30 pm **Legal and Law Updates**

Instructor: **John T. Kennedy**, Partner, Nossaman LLP

An overview of discrimination, harassment, and retaliation issues, including the status of "bullying" claims made by employees with a focus on recent legislative changes and court decisions.
- 3:45 – 5:00 pm **EEO Best Practices: Department Directors Roundtable Panel**

Join California Department of Human Resources and Department Directors for a roundtable discussion on how they are making Equal Employment Opportunity (EEO)/Civil Rights programs



California State Controller's Office

The Controller is the Chief Fiscal Officer of California, the ninth-largest economy in the world. Elected every four years, the Controller makes sure the State's \$100 billion budget is spent properly, helps administer two of the nation's largest public pension funds, and serves on 81 State boards and commissions, which are charged with everything from protecting our coastline to overseeing crime victim compensation.



John Chiang State Controller

As the State's chief fiscal officer, John Chiang brings extensive experience and fiscal leadership to the State Controller's Office. Chiang, first elected to the Board of Equalization in 1998, served two terms, including three years as chair. He began his career as a tax law specialist with the Internal Revenue Service and previously served as an attorney in the State Controller's Office.

The son of immigrant parents, Chiang graduated with honors from the University of South Florida with a degree in Finance. He received his law degree from the Georgetown University Law Center.

Chiang and his wife, Terry Chi, live in Torrance, California.



VISION

Excellence in the business of government.

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We deliver results by providing timely, cost-effective services and products that support our customers.

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Accountability

Communication

Excellence

Innovation

Teamwork

California State Personnel Board



Established by the State Constitution, the State Personnel Board (SPB) is charged with overseeing the merit-based, job-related recruitment and selection process for the hiring of State employees who provide critical services to the citizens of California. SPB provides direction to departments by simplifying civil service laws, rules, and policy and by providing consultation to departments. In addition, SPB audits departments for merit system compliance and investigates and adjudicates alleged violations of the law, which are filed by employees, applicants, and members of the public.



Maeley Tom, President

Event: Secretaries Roundtable – Keynote and Moderator

Maeley Tom Introduction:

Maeley Tom’s bio in the program reflects her professional career achievements in State government as well as her contributions to the empowerment of the Asian Pacific Islander voice in politics at the state and national level.

But, since this symposium is about leadership, we thought it would be interesting to see how Maeley applied her leadership skills to break many barriers and glass ceilings in other areas.

Today she is still the first minority and first woman to have served in high ranking executive positions of both houses of the California State Legislature. She was the first Chinese American selected by the American Council of Young Political Leaders to represent the U.S. to China in 1983. And she is most proud of the fact that after 64 years of existence, she had the opportunity to become the first Asian American to serve on the State Personnel Board.

Seeing how few Asian faces were in the State Capitol in the 70’s, she formed the Capitol Asian Legislative Staff Caucus to recruit more APA’s. She also became the founding president of the California APA Legislative Caucus Institute which developed a Capitol Academy to train the best and brightest APA local elected officials how to seek higher office.

Her election as Chair of the Asian Pacific Caucus of the California Democratic Party enabled her to organize the first statewide convention of APA democratic leaders and she subsequently organized a national convention of APA democratic leaders marking the first time in history, U.S. presidential candidates addressed APA issues before a national public forum in 1987.

As an Executive Board member of the Democratic National Committee and as the former Deputy Political Director of the California Dukakis presidential campaign, Maeley was asked twice to serve as one of the national advisors to the Clinton Gore campaigns targeting APA issues and constituency outreach.

As a member of the CalPERS board, she co-founded the Association of Asian American Investment Managers. She currently is a special advisor to the Asian Pacific American Public Affairs organization (APAPA) and serves as Mayor Kevin Johnson’s Asian community liaison. She came out of retirement briefly to work with the APA legislators to help re-elect Gov. Jerry Brown.

She is perhaps best known for her years of mentoring scores of young API professionals seeking political careers and career advancement in public service. Her personal endeavors and leadership accomplishments helped convince us that she would be the perfect moderator for this panel featuring some of the most distinguished leaders of the state.



California Labor and Workforce Development Agency

The State of California Labor and Workforce Development Agency's mission is to provide leadership in protecting and improving the well-being of California's current and future workforce.



Marty Morgenstern, Secretary
Event: GALA Reception

Marty Morgenstern was appointed by Governor Jerry Brown as the secretary of the California Labor & Workforce Development Agency in January 2011. This is an Executive Branch agency, and the secretary is a member of the Governor's Cabinet. The Agency oversees seven major departments, boards, and panels that serve California businesses and workers. The Agency has a cumulative budget of \$26 billion and 14,000 employees.

Morgenstern has a long record of public service. For almost 50 years he has been involved in labor and workplace issues, representing both labor and management at the bargaining table. He has been a neutral, serving as a member of California's Public Employee Relations Board and as chair of the Center for Labor Research and Education, U.C. Berkeley.

Morgenstern twice served as director of California's Department of Personnel Administration, once in the first Jerry Brown administration and again for Governor Gray Davis. He now heads the Labor Agency, created in 2002, which ensures that California businesses and workers have a level playing field to compete and prosper in one of the most dynamic economies in the world. The entities under the Agency support workforce training and apprenticeship programs; enforce and educate the public on labor and occupational safety laws; offer State disability, paid family leave and unemployment insurance benefits; oversee the State's workers' compensation program; provide job services; mediate public sector contract disputes; provide employment-related information and statistics; administer union representation elections for farm workers; and collect payroll taxes.

Having attended Hunter College of The City University of New York, on the G.I. Bill, Morgenstern has long believed that government is truly here to help, and that there is great value in public service. He and his wife reside in Oakland, California.



Asian Pacific State Employees Association Foundation
P.O. Box 22188
Sacramento, CA 95822-0188

If you would like to donate to this year's scholarship, please contact Jason Poon at apsea.foundation@gmail.com

Visit our website to get more information
www.apseafoundation.org

The Asian Pacific State Employees Association Foundation was established in 1999 as a 501(c)(3) federal tax-exempt charitable entity.

Our mission is to support and advance the education and cultural heritage of America's diverse communities. Annually, we award several scholarships to local high school seniors who pursue a post-secondary education. Our funding has come from the generosity of private and corporate donors and annual fundraisers.



California Franchise Tax Board (FTB)

The California Franchise Tax Board (FTB) is responsible for administering two of California's major tax programs: Personal Income Tax and Corporation Tax. The Franchise Tax Board also has responsibility for administering other non-tax programs and delinquent debt collection functions, including delinquent vehicle registration debt collections on behalf of the Department of Motor Vehicles and court-ordered debt.



Selvi Stanislaus, Executive Officer
Event Emcee

Selvi Stanislaus was appointed executive officer of the Franchise Tax Board (FTB) on January 11, 2006, as FTB's fourth executive officer and the first woman to hold the post. Stanislaus oversees the second largest tax department in the nation, with more than 6,000 employees in California and its three out-of-state offices.

After graduating from the Sri Lanka Law College as an attorney at law, Stanislaus worked in the private sector, and thereafter in the Chambers of Sri Lanka's President's Counsel.

After establishing herself in Sri Lanka, Stanislaus and her husband chose to pursue opportunities in the U.S. and immigrated to California in 1986, where she completed a J.D. degree with Honors and an LL.M degree in tax law. After working in the private sector, she joined the State Board of Equalization's legal staff in 1996 to pursue her passion in tax law.

In April 2005, Stanislaus was appointed the acting assistant chief counsel of the Tax and Fee Programs Division of the Legal Department, formulating legal policies affecting every tax and fee program in California administered by the Board, which collects nearly \$53 billion annually in taxes and fees. In her spare time, Stanislaus is actively involved in doing pro bono work in Northern California's large East Asian community. She is also part-time professor at a local law school where she teaches tax law.



State of California Franchise Tax Board

"We invest in a strong organizational culture that develops employees as leaders, challenges and empowers them in their jobs, and helps them achieve their fullest potential."*

* FTB Strategic Plan 2012-2016



California Public Employees Retirement System (CalPERS)
(Benefit Programs Policy and Planning)

CalPERS provides retirement and health benefits to more than 1.6 million public employees, retirees, and their families and more than 3,000 employers.



Ann Boynton, Deputy Executive Officer
Event: AM Plenary Keynote

Ann Boynton became deputy executive officer of Benefit Programs Policy and Planning in April of 2011 as part of a reorganization of CalPERS internal reporting structure. Boynton provides executive leadership for health policy and planning, health policy research and planning, and the CalPERS Center for Innovation. She also oversees CalPERS Information Technology Services Branch.

Boynton previously served as deputy executive officer of Benefits Administration. She came to CalPERS in September 2010, from the legal and consulting firm Manatt, Phelps and Phillips where, as a managing director, she worked with health care and health care information technology issues.

Prior to that, Boynton served as undersecretary at the California Health and Human Services Agency. As one of the Agency's top officials, she helped oversee State and federal health care and social services programs, including Medi-Cal and health information technology exchange.

From 2005- 2006, Boynton was Governor Arnold Schwarzenegger's chief deputy cabinet secretary. In this position, she was responsible for the development and advancement of major policy initiatives for the administrative branch of California State government and the day-to-day running of State government operations. In 2012 Boynton was selected as an inaugural member of the team of Expert Advisors to the Let's Get Healthy California Task Force, formed to develop a 10-year plan to make Californians healthier.

Her work experience includes almost twenty years as a management consultant in the private sector, including employment with IBM and PricewaterhouseCoopers and owning her own management consulting business. She holds a bachelor's degree in English and philosophy from California Lutheran University and a master's degree from the University of Notre Dame.



APSEA wishes to extend our heartfelt thanks to the **California Public Employees' Retirement System (CalPERS)** for their hosting of Navigating Leadership Challenges and EEO in A Changed World.

It has been a genuine pleasure to work alongside CalPERS staff this past year. We deeply value the commitment afforded APSEA's team and this project across the many months we worked together.

May "the investment" made generate a ROI that personifies a quality of service to the constituents of our state that yields lasting returns.

Leadership Track – Overarching Approach: “Wei Ji,” 危机, the Chinese word for crisis, is composed of two characters. One represents danger, and the other represents opportunity. Navigating the complexities of leadership in “Changed World” for the State’s employees, supervisors, and managers represents characteristics of danger that few have escaped.

The “New Paradigms Roundtable” will bridge with our afternoon panel “The Secretaries Roundtable” (comprised of agency secretaries and directors) to provide a panoramic and integrated view of the vast landscape of our “Changed World.” Equally important, it opens the door to an essential conduit of conversation and exchange between the worlds of government, the technology community, business, and society, all of which are closely interconnected in today’s virtual world.

Panelists from both workshops will share their personal philosophy, guiding principle, or insight that has most significantly influenced the duration and direction of their career and their personal approach to leadership. Equally, in closing, each will share their perspective of the greatest threshold of opportunity to “rebuild the Golden State of California in our Changed World of today.”

Leadership Track – Paradigms Roundtable

9:45 – 11:45 am **New Paradigms Roundtable Panel: Leadership Tools, Approaches, and Skills for Thriving in a Changed World**

Moderator: Clark Kelso, Receiver, California Correctional Health Care Receivership

Bridging the needs of government and society, the New Paradigms Roundtable Panel provides a panorama of leadership tools, approaches, and skills for thriving in a “Changed World.” The panel brings together the Symposium’s Leadership Award Competition Winners (Individual and Agency) alongside our nation’s foremost technology leadership from Silicon Valley and other selected private sector leadership that stand at the forefront of pioneering personal and professional leadership development in our virtual world. Each panelist will provide a 10-minute presentation prefacing their “world view” of new paradigms in leadership they see as essential in a framework that provides concrete tools, approaches, or skills for thriving in a “Changed World.” An interactive panel discussion will follow these panel presentations. Panelists will examine the integrative opportunities to facilitate collaborative outcomes and common ground in environments which often consist of chaos, divergent thinking, and competing interests. From this context, approaches are provided that empower both individuals and organizations to encourage enthusiasm, creativity and performance excellence in government.

Panelists:

PK Agarwal, CEO, TiE Global

Robert A. Barton, Inspector General, Office of the Inspector General (Agency Leadership Award Competition Winner)

Rebekah Christensen, CEO, ORA Systems, Inc.

Paul Danczyk, Director of Executive Education in Sacramento, USC Sol Price School of Public Policy

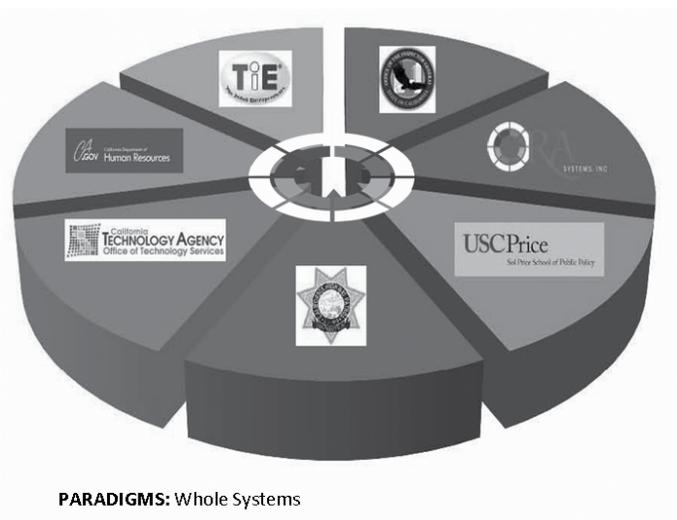
Joseph A. Farrow, Commissioner, California Highway Patrol

Ron Hughes, Director, Office of Technology Services (OTech)

Howard L. Schwartz, Chief Deputy Director, Cal-HR (Individual Award Competition Winner)

“Reality is made up of circles but we see straight lines.”

–Peter M. Senge, *The Fifth Discipline: The Art & Practice of The Learning Organization*





California Correctional Healthcare Receivership

The California Correctional Healthcare Services' mission is to reduce unnecessary morbidity and mortality and protect public health by providing patient-inmates timely access to safe, efficient medical care, and coordinate the delivery of medical care with mental health, dental and disability programs.



Clark Kelso, Receiver
(Moderator)

Clark Kelso is a professor of Law and former director of the Capital Center for Government Law and Policy at the University of the Pacific McGeorge School of Law located in Sacramento, California. Kelso comes to the California Correctional Health Care Receivership with more than fifteen years of experience in a wide variety of positions in all three branches of State government, including the California Judicial Council and Administrative Office of the Courts, where he worked in support of court unification; the Department of Insurance, where he replaced Insurance Commissioner Chuck Quackenbush; and as California's chief information officer, where he turned around the State's troubled information technology program. With this background, Kelso has developed a well-regarded reputation for independence and integrity and for maintaining a commitment to collaborative leadership and organizational change in government.

Kelso has been the recipient of numerous awards, including the prestigious 1998 Bernard E. Witkin Amicus Curiae Award from the California Judicial Council and the "Top 25 Award for 2004 Doers, Dreamers and Drivers" from Government Technology. He was also named by Computerworld to their list of "Premier 100 IT Leaders for 2007."



TiE Global

TiE (The Indus Entrepreneurs) is a global, not-for-profit network of entrepreneurs and professionals dedicated to the advancement of entrepreneurship. TiE provides a platform for mentoring, networking and education to entrepreneurs and professionals. TiE has grown into a prominent, global, not-for-profit organization, inclusive and transparent in its governance and operations.



PK Agarwal, CEO

As the CEO of TiE Global, PK Agarwal oversees the development of programs and supports the goals of TiE chapters worldwide to advance TiE's mission.. Agarwal has over 25 years of experience in government technology, spanning both the public and private sectors. Previously, he was vice president at ACS Inc. and executive vice president and chief information officer for NIC Inc.

As chief technology officer of the State of California, he successfully consolidated multiple independent IT organizations, saving taxpayers over \$60 million, and helped create an enterprise IT operation consisting of 800 professionals. As a national speaker on IT issues, Agarwal has spread the message of innovation with thought-provoking insights about the future of technology.

He has a Bachelor's in Engineering from IIT, New Delhi, and Master's Degrees from California State University, Sacramento, and University of California, Berkeley. Agarwal is a sought-after speaker on IT, social media, embracing the next generation, and doing business with government.



Office of the Inspector General, State of California

Our mission is to assist in safeguarding the integrity of the state's correctional system – in effect, to act as the eyes and ears of the public in overseeing the state's prisons and correctional programs. The OIG accomplishes that mission by conducting reviews of policies, practices and procedures of the California Department of Corrections (CDCR) when requested by the Governor, the Senate Committee on Rules or the Speaker of the Assembly. The OIG is also responsible for contemporaneous oversight of internal affairs investigations and the disciplinary process of CDCR, conducting reviews of the delivery of medical care at each state institution, as well as determining the qualifications of candidates submitted by the Governor for the position of warden.



Robert A. Barton

Robert A. Barton was appointed to serve as Inspector General by Governor Brown on August 26, 2011. Prior to his appointment, Mr. Barton served, since 2005, as the senior assistant inspector general for the Central Region of California. Before this, he was a deputy district attorney in the Kern County District Attorney's Office from 1988-1999 and, supervising deputy district attorney for gangs, prison crimes, juvenile crimes, and truancy prevention, 2000-2005.

Mr. Barton began his public service with the Fresno County Sheriff's Department in 1984, while completing his Bachelor of Science Degree in Criminology at California State University, Fresno, summa cum laude. He attended law school at University of California, Davis, King Hall, graduating with American Jurisprudence awards in Contracts and Criminal Justice Administration. He holds a lifetime California Community College instructor credential in the field of law and has been an adjunct professor at Bakersfield College and California State University, Bakersfield.

The independent Office of the Inspector General is responsible for contemporaneous oversight of internal affairs investigations and the disciplinary process of the Department of Corrections and Rehabilitation (CDCR), and performs other statutorily required reviews of the state correctional system. In his capacity as Inspector General, Mr. Barton also serves as chairman of the California Rehabilitation Oversight Board (C-ROB), which reports to the state legislature on the progress made by the CDCR to provide effective rehabilitative programs to California's inmates and parolees.

"The empires of the future are empires of the mind."

-Winston Churchill



ORA Systems, Inc.

ORA Systems is a virtual community. We construct social platforms and apps. Through crowdsourcing, we create integrated and seamless (whole) system operating platforms. As organic virtual tools, these dynamic systems unify personal, professional, community, leadership and management activities, as well as business start-up and job generating opportunities.



Rebekah J. Christensen, CEO

Rebekah Christensen, founder and CEO of ORA Systems, Inc., an integrated (whole-systems) leadership and community development/professional management firm, has twenty-five years of leadership and management experience and has served as a president and executive director in the non-profit community for the past 20 years. Her leadership as executive director in the field of acupuncture and Oriental medicine (AOM) afforded Christensen the opportunity to represent the U. S. AOM profession at the World Health Organization's inaugural International Classification of Traditional Medicine (ICTM) project, which convened in Hong Kong, China.

Her professional career began as a municipal bond broker for E. F. Hutton. In the mid-90s, Ms. Christensen served as the national director of the U. S. Department of Energy's (DOE) LandTech Program under the deputy secretary for the Office of Science and Technology. Ms. Christensen designed a whole-systems management approach for life-cycle cleanup of projects and for deploying DOE developed technologies for societal use. For her work with DOE, Ms. Christensen received the McGraw Hill award of excellence and the scientist of the year award by the YMCA. In the early 90s Ms. Christensen supported Assemblyman Jack O'Connell by designing a whole-systems financial management system to fund multi-million dollar cleanup sites in his authorship of AB 2610, which amended the Mello-Roos Act. She served as the Assemblyman's technical expert for this bill throughout the legislative process; this legislation remains in active use today. Currently Ms. Christensen is serving as co-chair for APSEA's Navigating Leadership Challenges and EEO in a Changed World (November 8, 2012) and was elected to the APSEA Board of Directors for the 2012-13 Fiscal Year.

rchristensen@orasystems.net



Thank you to the **interns** that supported this event. Each of you gave a unique contribution that has left a lasting imprint on those of us you worked alongside. You are facing a world of challenges that can and will sculpt the unlimited possibilities you will live!

Alice Phun, BA (UC Davis)

Nicole Rowe, MS (USC), BA (Howard University)

Kimberly Dang, Student (UC Davis) Expected: 2013

Ying Wang, Student (UC Davis) Expected: June 2014

*“Tell me and I forget, teach me and I may remember,
involve me and I learn.”*

–Benjamin Franklin

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The mission of the USC Sol Price School of Public Policy is to improve the quality of life for people and their communities, here and abroad. We achieve this mission through education and research that promote innovative solutions to the most critical issues facing society.



Paul Danczyk, Director of Executive Education

Paul Danczyk, PhD is the director of Executive Education in Sacramento for the University of Southern California Sol Price School of Public Policy. In this capacity, Danczyk designs, coordinates, and presents in leadership and management programs, which impact national, state, and local governmental and nonprofit organizations, and teaches master's-level classes on strategic management, leadership, and public administration.

Danczyk is the immediate past president and a current board member of the American Society for Public Administration/Sacramento Chapter as well as past president of the USC Alumni Club of Sacramento. He actively serves on the Asian Pacific State Employees Association Steering Committee.

As a Peace Corps volunteer in Namibia, he was the acting director of a teacher-training program at the National Institute for Educational Development. Danczyk earned his PhD from the University of Pittsburgh, focusing on Public and International Affairs; Master's of Public Administration from the University of Southern California; and BS from the Pennsylvania State University. danczyk@usc.edu



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NAVIGATING LEADERSHIP CHALLENGES AND EEO IN A CHANGED WORLD

2013 WORKSHOPS

APSEA is pleased to announce that in its new collaboration with the University of Southern California, Sol Price School of Public Policy, Sacramento Campus, a 2013 schedule of workshops is being developed.

These classes will offer a diverse range of exciting and informative topics. The curriculum is designed to provide government leadership extended workshop offerings for developing skills and gaining insight to professionally thrive in a CHANGED WORLD.

Attendees of this event will be notified by email when the workshop offerings and schedule are available.



California Highway Patrol

The mission of the California Highway Patrol is to provide the highest level of safety, service, and security to the people of California. This is accomplished through five departmental goals:

- **Prevent Loss of Life, Injuries, and Property Damage** - To minimize the loss of life, personal injury, and property damage resulting from traffic collisions through enforcement, education, and engineering. To enforce the provisions of the California Vehicle Code and other laws to prevent crime.
- **Maximize Service to the Public and Assistance to Allied Agencies** - To maximize service to the public in need of aid or information, and to assist other public agencies when appropriate.
- **Manage Traffic and Emergency Incidents** - To promote the safe and efficient movement of people and goods throughout California, and to minimize exposure of the public to unsafe conditions resulting from emergency incidents and highway impediments.
- **Protect Public and State Assets** - To protect the public, their property, state employees, and the state's infrastructure. To collaborate with local, state, and federal public safety agencies to protect California.
- **Improve Departmental Efficiency** - To continuously look for ways to increase the efficiency and/or effectiveness of departmental operations.



Joseph A. Farrow, Commissioner

Joe Farrow, Commissioner of the California Highway Patrol (CHP), is responsible for one of the largest law enforcement agencies in the nation. With more than 12,000 employees and 100 offices, the CHP is responsible for more than just patrolling the more than 1 million miles of roads; it also serves in protecting California citizens and visitors against terrorism and computer theft and is responsible for emergency response anywhere in the state. "By land, sea, and air, the CHP is there to serve and protect."

Since joining CHP in 1979, Farrow was stationed at many locations all over the state. In 2008 he was appointed CHP Commissioner by Governor Schwarzenegger, and now commands 7,600 uniformed and 3,600 non-uniformed personnel.

*"Whatever you can do or dream you can, begin it.
Boldness has genius, and magic and power in it.
Begin it now."*

-Goethe



California Technology Agency, Office of Technology Services (OTech)

The Office of Technology Services (OTech), an office within the California Technology Agency, provides information technology services to many State, county, federal and local government entities throughout California. Through the use of a scalable, reliable, and secure statewide network, combined with expertise in voice and data technologies, OTech delivers comprehensive, cost-effective computing, networking, electronic messaging and training solutions to benefit the people of California. Otech's mission is to deliver the technology services California government depends on.



Ron Hughes, Director

Ron Hughes was appointed director of the Office of Technology Services (OTech) in April of 2012. Prior to joining Otech, from 2002-March, 2012, Hughes was president of the California Data Center Design Group (CDCDG), a data center engineering and consulting firm. While at CDCDG, Ron was responsible for the design of over 3 million square feet of data center space in the US, Europe, Asia, Latin America and the Middle East. From 200-2002, he was also the director at Data Center Design at a large co-location data center operator, Telegis Networks.

While working for the state of California, Hughes served in multiple positions at the Stephen P. Teale Data Center and State Controller's Office. From 1990 to 1999, Ron was responsible for facilities and technical planning and had responsibility for the design and construction of the Gold Camp Data Center.

Hughes majored in business administration major at California State University, Sacramento, has a certificate in data center planning from Georgia Technical Institute, and is a certified data center designer.



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California Department of Human Resources (Cal-HR)

The California Department of Human Resources was created on July 1, 2012, through Governor Brown’s reorganization plan. CalHR consolidated the State of California’s two personnel departments, bringing together the Department of Personnel Administration with certain programs of the State Personnel Board. CalHR has responsibility for all issues related to salaries and benefits, job classifications, civil rights, training, exams, recruiting, and retaining. For most employees, many of these matters are determined through the collective bargaining process.



Howard L. Schwartz, Chief Deputy Director

Howard Schwartz has been a member of the California State Bar since 1982. His first law job was with the California Public Employment Relations Board.

In 1984 Howard spent one year in private practice with the firm of Beeson, Tayer and Bodine. He then accepted a job with the California State Employees’ Association, where he worked until 1999.

In 1999 Howard was appointed by then Governor Gray Davis as chief counsel for the California Department of Personnel Administration. He held that position until November, 2003.

From late 2003 until January 2011 Howard was a Senior Staff Counsel with the California Public Employees Retirement System (CalPERS). His primary assignment was to advise the CalPERS Health Benefits Division and interact on behalf of the health plans that provide coverage to State and public agency employees, retirees and their families. In February 2011, Governor Brown appointed Howard chief deputy director for the California Department of Human Resources where he currently serves.

Howard received a B.A. in History and then attended the University of Oregon, School of Law where he received his J.D. He graduated with honors from the University of California, Davis.

Howard was born and raised in Los Angeles, California. He now lives in Sacramento, California, with his wife, Katrina, and their 12 year old son, Sam.

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SEIU LOCAL 1000 is California’s largest state employee union, representing 95,000 workers



ORA Mission: ORA Systems is a virtual community. We construct social platforms and apps. Through crowdsourcing, we create integrated and seamless (whole) system operating platforms. As organic virtual tools, these dynamic systems unify personal, professional, community, leadership and management activities, as well as business start-up and job generating opportunities.

Vision: ORA (Whole) Systems sees human capital as THE ENGINE OF INNOVATION. We harness technology in whole new ways to advance human systems as a natural resource. Collectively, we're the hybrid fuel of prosperity, sustainability, creativity and innovation. Collaboratively, we are redefining competitive edge to organically co-create ever increasing levels of self-excellence in society in a world without walls.

Coming Soon! ORA Systems' Social Platforms



... In KollaborNation, society is the hybrid fuel for constructing an unlimited future in a world without walls. As an ORA Systems program, KollaborNation will bring together, in the context of a virtual platform, the free-flow of communication, resources, knowledge and ideas. As an organic social network, the system will merge and mutate, contract and expand to dynamically bridge our independent strengths within the context of interdependent cultures (individual, professional, business and community) in a world without walls.



... A healthy community and economy begins with You! Think Health - Speak it. Live it. Own it! Buy into HEALTH, is a social platform designed to generate wellness, in ourselves and in our communities. A healthy community and a healthy self is first and foremost about where we place our focus. Next it's about the choices we make. But most important, it's about the actions we take!



... The foundation that builds, fortifies and sustains the tomorrows of our world is built one child (one person) at a time by MentoringUP the best of who we are today. MentoringUP is ORA's sustainability plan to inspire and fuel the creation of new horizons of unlimited possibility and job-generating opportunities for this generation and the next.



... No legacy is as great as our children. They grow and live by example. Let's BE TODAY what we choose to leave behind tomorrow. ORAKidz is a whole systems social platform designed to build tomorrow's leaders today. Born on the premise that a world of unlimited possibility is our birthright to claim, ORAKidz creates a platform of leadership that generates an interactive game of life. Working interdependently with ORA's other social platforms – KollaborNation, MentoringUp and Buy into Health, ORAKidz functions at many levels of consciousness to bridge our inner worlds of thought with our outer life in a virtual world without walls. We feel "Human Nature" is a miracle, and so are you! Therefore, ORAKidz fosters "igniting the genius in you!"

"When we use our gut - our instinct, our inner-map rises" —**Vincent Earl Patella**



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Event Luncheon

Keynote: John Chiang, State Controller
(please bio on page 7)

Leadership Track – Secretaries Roundtable

2:00 – 5:00 pm **The Secretaries Roundtable Panel on Leadership and Innovation**
(comprised of Agency Secretaries and Directors)

Panel Keynote and Moderator: Maeley L. Tom President, CA State Personnel Board
(please bio on page 8)

Join Keynote and Moderator Maeley Tom, president of the California State Personnel Board, as she opens the groundbreaking Secretaries Roundtable Panel on Leadership and Innovation by framing the panel presentations and discussions with her personal, professional, and philosophical insights on leadership that have both endured and changed across the landscape of her career in politics and government. Continuing as moderator, Ms. Tom will facilitate 10-minute presentations by each agency secretary as they address the status of their agency

mission from the perspective of both opportunities and challenges that are faced. More than ever, society expects government leadership and its employees to provide heightened accountability and transparency, 24/7, in the context of efficient and effective delivery of its services and information. The individual presentations will be followed by an interactive discussion among all panelists, centered on the common goal of highlighting the independent contribution and value of each agency, board, or department, illustrating the combined interdependent strength and depth of opportunities shared and on the horizon before us. An audience Q&A will follow.

Panelists:

- Karen Baker Secretary, California Volunteers
- Anna Caballero Secretary, State and Consumer Services
- Mark Ghilarducci, Secretary CA Emergency Management Agency
- Peter J. Gravett, Secretary Dept. of Veterans Affairs
- Martin Hoshino, Undersecretary, Department of Corrections and Rehabilitation
- Carlos Ramos, Secretary, California Technology Agency
- Matt Rogriquez, Secretary, Cal EPA
- Karen Ross, Secretary, Department of Food and Agriculture



State Agencies: Whole Systems

“Systems thinking is a discipline for seeing wholes. It is a framework for seeing interrelationships rather than things, for seeing patterns of change rather than static snapshots. ...During the last thirty years, these tools have been applied to understand a wide range of corporate, urban, regional, economic, political, ecological, and even psychological systems. Systems thinking is a sensibility - for the subtle interconnectedness that gives living systems their unique character.”

–Peter M. Senge, *The Fifth Discipline: The Art & Practice of The Learning Organization*



CaliforniaVolunteers

CaliforniaVolunteers is the State office that manages programs and initiatives aimed at increasing the number of Californians engaged in service and volunteering.



Karen Baker, Secretary

Karen Baker was appointed by Governor Schwarzenegger to serve as the first-in-the-nation state cabinet Secretary of Service of Volunteering on February 26, 2008. Prior to this appointment, she served the Schwarzenegger Administration as the executive director of CaliforniaVolunteers. Baker brings to the organization 20 years of innovative leadership in all facets of the service and volunteering sector, including local and nation non-profits and federal agencies.

Previously, Baker served as the managing partner for Valley Vision, a Sacramento-based "action tank" that addresses regional economic, environmental and social issues. She also served as the Director of Innovation at Share Our Strength, a national anti-hunger non-profit located in Washington, D.C.

Baker was director for program coordination and special projects for the Corporation for National Service and was appointed by President Clinton as the Deputy Director for AmeriCorps*VISTA. Before serving in Washington D.C., Baker was the executive director of Chrysalis, a nonprofit organization dedicated to helping economically disadvantaged and homeless individuals become self-sufficient through employment opportunities.

Baker holds her bachelor of arts in Sociology from the University of California at Los Angeles. After graduating from college, she served one year with the Jesuit Volunteer Corps where she worked with at-risk youth in Seattle.



James Kalei Kahue

HR Manager
Blind Vendors Ohana, Inc.

As APSEA's first president in 1975, it is an honor to welcome James Kahue and his spouse to this event. James states: *"Great leaders do great things! The story of APSEA and other state advocate groups is linked to a great leader, thinker and humanitarian, Governor, Edmund Gerald "Jerry" Brown who in 1975 became the 34th Governor and the 39th Governor in 2011. What you learn today from the great leaders in State government & private sector will help you become one of the great leaders of the future. Their gift to you of their time, their experiences, their expertise, values, spirit and energy is immeasurable So be attentive and grateful as you grab every bit of their wisdom & vision."*

James...your vision of yesterday is woven in the tapestry of life we are wearing today! *Mahalo!*



The APSEA Board of Directors



California State and Consumer Services Agency

The State and Consumer Services Agency (SCSA) is dedicated to protecting consumers and delivering efficient, cost-effective and responsive services to internal and external State Clients.



Anna Caballero, Secretary

Anna Caballero serves Governor Jerry Brown as a cabinet member and as secretary of the State and Consumer Services Agency. Her mission as secretary mirrors her 30 year career fighting for working families, children and crime victims; driving to create good paying jobs; and advocating for fair and affordable housing. Caballero's responsibilities include the oversight of departments charged with civil rights enforcement, consumer protection, and licensure for 2.4 million working professionals.

As a member of the California State Assembly for years and as mayor of Salinas and council member for fifteen years, she carries with her local and State government expertise that make her uniquely qualified to guide the departments charged with 9 billion dollars in annual purchasing; management of all state real estate; oversight of two of the nation's largest pension fund; collection of State taxes; and hiring of State employees

A graduate of UCLA law school and UC San Diego, Caballero has dedicated her professional life to the people of the Salinas Valley. As an attorney for California Rural Legal Assistance, she first used her legal acumen to represent farm workers. Dedicated to representing working families at a price they could afford, Caballero and two colleagues formed the law firm of Caballero, Matcham and McCarthy, opening offices in Salinas and Hollister. The firm received numerous awards of excellence during its 25 year history, and Secretary Caballero personally received the Salina Valley Chamber of Commerce's most distinguished award, the Athena, for Entrepreneurial Excellence and commitment to the community.

Born to a family of copper miners from Arizona, Caballero has dedicated her working life to empower working families and to create opportunities for success for them and their children. While in the Assembly she received numerous awards for her work in youth violence prevention, protection of local government, support for public school construction, and water reliability and sustainability.

Prior to her election to the Assembly, Caballero established a non-profit organization dedicated to youth violence prevention in Salinas. Partners for Peace (PFP) helped parents and youth develop stronger family bonds and encourage healthy behavior. PFP focused on supporting early childhood development, literacy, after school activities, youth employment and high school dropout prevention strategies through the development of partnerships with other organizations.

Secretary Caballero is a wife, mother of three adult children, and grandmother of four. Her husband, Juan Uranga is the executive director of the Center for Community Advocacy in Salinas.



California Emergency Management Agency

The California Emergency Management Agency (Cal EMA) was established as part of the Governor's Office on January 1, 2009. It was created by Assembly Bill 38 (Nava), which merged the duties, powers, purposes, and responsibilities of the former Governor's Office of Emergency Services with those of the Governor's Office of Homeland Security. Cal EMA is responsible for the coordination of overall state agency response to major disasters in support of local government. The Agency is responsible for assuring the State's readiness to respond to and recover from all hazards – natural, manmade, war-caused emergencies and disasters – and for assisting local governments in their emergency preparedness, response, recovery, and hazard mitigation efforts.



Mark Ghilarducci, Secretary

Mark Ghilarducci is secretary of the California Emergency Management Agency. Prior to his appointment, he was a partner and managing director at Diamante Partners LLC. He was vice president of Witt and Associates from 2003 to 2011, deputy director for the Governor's Office of Emergency Services from 2000 to 2003, a federal coordinating officer for the United States Federal Emergency Management Agency from 1997 to 2000, and deputy fire chief for the Governor's Office of Emergency Services from 1988 to 1997.




News and Media

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California Department of Veterans Affairs

CalVet will deliver the innovative services veterans and their families need to be successful, productive Californians in the most efficient and cost effective manner through aggressively collaborating with key stakeholders and partners.



Peter J. Gravett, Secretary

Peter James Gravett was appointed to the cabinet of Governor Edmund G. Brown, Jr. to serve as secretary of the California Department of Veterans Affairs on April 29, 2011. Gravett retired with more than 40 years of military service in the U.S. Army and the California National Guard, including 35 years during which he was a commissioned officer serving in numerous countries, including Central Europe, Western Europe, Asia, and Central America. In 2006 he was selected by the assistant secretary of defense to serve as the State chair for the Southern California Employer Support of the Guard and Reserve (ESGR) Committee where he served until 2009.

Before retiring from the Guard, Gravett served as commanding general of the 40th Infantry Division from 1999 to 2002. At that time he was promoted to major general, becoming the first African-American National Guard division commander in the 225-year history of the National Guard in the United States. While in this command, he served a dual assignment in Kiev, Ukraine with the Partnership for Peace Program. Previously, Gravett served as assistant division commander from 1996 to 1999, when he was promoted to brigadier general.

His previous commands include Company, Battalion and Brigade levels. He also held key staff assignments at the same levels including serving as Division Chief of Staff. Throughout his career, Gravett has been presented with more than 20 awards and decorations including the Distinguished Service Medal and the Legion of Merit. While serving in the National Guard, Gravett simultaneously served more than 22 years with the Los Angeles Police Department. He was awarded the Medal of Valor, LAPD's highest award. Prior to retirement from the LAPD, Gravett served in a myriad of uniform, staff, and investigative positions that included supervision, management, and police support services. Upon retiring from the military, Gravett served as president and chief executive officer of Gravett and Associates, a homeland security consulting firm, and as a principal with Traiden Global Solutions, an emergency preparedness consulting firm.

His education includes a Bachelor of Science degree in criminology from California State University, Long Beach, a Master's of Public Administration from the University of Southern California, and Executive diplomas from the University of Virginia and from the John F. Kennedy School of Government at Harvard University. Gravett is also a graduate of the U.S. Army War College and the FBI National Academy.

Gravett resides in Rolling Hills Estates with his wife Blanche, a retired educator and a retired Army National Guard Colonel. He has one son, Mark, and daughter-in-law, Grace.



Where opportunities come full-circle.



California Department of Corrections and Rehabilitation

The overarching mission is to improve public safety through evidence-based crime prevention and recidivism reduction strategies.



Martin Hoshino, Undersecretary, California Department of Corrections and Rehabilitation

Martin Hoshino was appointed as undersecretary in the Administration and Offender Services in May 2011, by Governor Edmund G. Brown Jr. In this position, Mr. Hoshino plans, organizes, and directs all California Department of Corrections and Rehabilitation (CDCR) administrative and operational functions. Prior to this appointment, he served as the executive officer for the Board of Parole Hearings. Previously he served as the assistant secretary in the office of internal affairs at CDCR from 2003 to 2008. From 2000 to 2003, Hoshino was chief assistant inspector general for the Office of the Inspector General (OIG) and, from 1999 to 2000, was assistant inspector general for OIG. He worked for the State Controller's Office from 1988 to 1999. He was confirmed by the California Senate.

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California Technology Agency, Office of Technology Services (Otech)

The recognized central IT organization for the State of California, the Technology Agency is responsible for the approval and oversight of all state information technology projects. As the head of the Agency and as the State's Chief Information Officer, the Secretary of California Technology provides leadership for the state's IT programs and works collaboratively with other IT leaders throughout the state.



Carlos Ramos, Secretary

Throughout his career, Carlos Ramos has been a leader on many of California's key technology initiatives. Ramos has served as director of the Office of Systems Integration, with a \$4.5 billion portfolio of California's largest technology projects. Ramos also concurrently held the position of Assistant Secretary for Health and Human Services (HHS) as well as the Agency's senior technology executive. He was the principal technology advisor to the Secretary and was responsible for the entire HHS IT portfolio. Ramos helped architect the consolidation of the State's largest data centers and the creation of California's Department of Technology Services.

Ramos served as director of the then Teale Data Center, one of the largest public-sector data centers in the world, with an annual budget of \$200 million and over 200 government agency customers.

Before that, Ramos was CIO for California's Department of Social Services managing a large computing infrastructure and a statewide data communications network. During his State career, Ramos has been directly involved in many of the largest enterprise IT initiatives that the State has undertaken. He has held many leadership commissions throughout his career in State government.

Ramos is returning to State service after three years heading up an independent consulting practice, during which he served as a member of the Human Services IT Advisory Group, as an enterprise resource planning (ERP) advisor to the State Controller's Office, an ERP advisor to the Department of Corrections, and as a senior fellow with the Center for Digital Government.

Ramos is excited about the opportunity to be back in public service to the people of California as part of Governor Brown's team.

"Your vision will become clear only when you look into your heart. Who looks outside, dreams. Who looks inside awakens."

-Carl Jung



Cal-EPA
California Environmental Protection Agency

California Environmental Protection Agency (Cal EPA)

The California Environmental Protection Agency (Cal/EPA) was created in 1991 by Governor's Executive Order. The six Boards, Departments and Office were placed within the Cal/EPA "umbrella" to create a cabinet level voice for the protection of human health and the environment and to assure the coordinated deployment of State resources. Cal EPA's mission is to restore, protect and enhance the environment and to ensure public health, environmental quality and economic vitality.



Matt Rodriguez, Secretary

Matt Rodriguez was appointed California Secretary for Environmental Protection by Governor Edmund G. Brown Jr. in July 2011. In this position, Rodriguez oversees the activities of the California Air Resources Board, the Department of Toxic Substances Control, the Department of Pesticide Regulation, the Office of Environmental Health Hazard Assessment, and the State Water Resources Control Board. As a member of the Governor's cabinet, he advises the Governor on environmental policy.

He comes to the Agency with more than 24 years of environmental experience with the California Department of Justice where he served as a deputy attorney general from 1987 to 1999. In this capacity, he advised or represented the Attorney General's office and clients of the Land Law Section of the Attorney General's Office

His clients included the California Coastal Commission, the State Lands Commission and the San Francisco Bay Conversion and Development Commission. In 1999, he was appointed senior assistant attorney general for the Land Law Section by Attorney General Bill Lockyer.

Former Attorney General Brown selected Rodriguez to serve as Chief Assistant Attorney General for the Public Rights Division in 2008. In this capacity, he supervised the work of the Land Law, Environment Law, Natural Resources Law, Consumer Law, Civil Rights Enforcement, Antitrust and Corporate Fraud Sections of the Office, among others. Under his supervision, the Attorney General's Office worked to enforce hazardous waste disposal laws and regulations protecting groundwater from leaking underground storage tanks. He also worked collaboratively with the attorneys in the Environment Section to represent OEHHA in cases brought under Proposition 65. He was responsible for the legal team that defended California's vehicular greenhouse gas rules against challenges from the auto industry. Most recently, he served as acting chief deputy attorney general for Attorney General Kamala D. Harris.

Prior to joining the California Department of Justice, Rodriguez was deputy city attorney for the City of Hayward from 1985 to 1987, assistant city attorney for the City of Livermore from 1983 to 1985, an associate program analyst for the Governor's Office of Planning and Research from 1981 to 1983, and a graduate student assistant with the California Coastal Commission from 1979 to 1981. In addition to numerous speaking engagements, he has taught classes on environmental law and resources management for graduate students in regional and environmental planning at U.C. Berkeley. Rodriguez graduated from U.C. Berkeley with a degree in History, and received his JD from Hasting College of the Law in 1980. Matt is a longtime resident of the Bay Area.



California Department of Food and Agriculture

The California Department of Food and Agriculture protects and promotes California's agriculture. California's farmers and ranchers produce a safe, secure supply of food, fiber, and shelter. These commodities are marketed fairly for all Californians and produced with responsible environmental stewardship.



Karen Ross, Secretary

Karen Ross was appointed Secretary of the California Department of Food and Agriculture (CDFA) on January 12, 2011, by Governor Edmund G. Brown Jr. Secretary Ross has deep leadership experience in agriculture issues nationally, internationally, and here in California. Prior to joining CDFA, Secretary Ross was chief of staff for U.S. Agriculture Secretary Tom Vilsack, a position she accepted in 2009.

Before her time at the United States Department of Agriculture, Secretary Ross served more than thirteen years as president of the California Association of Winegrape Growers (CAWG), based in Sacramento. During that same period she served as the executive director of Winegrape Growers of America, a coalition of state winegrower organizations, and as executive director of the California Wine Grape Growers Foundation, which sponsors scholarships for the children of vineyard employees.

Among Secretary Ross' many achievements at CAWG was the creation of the nationally-recognized Sustainable Winegrowing Program, which assists wine grape growers in maintaining the long-term viability of agricultural lands and encourages them to provide leadership in protecting the environment, conserving natural resources, and enhancing their local communities.

From 2001 to 2009, Secretary Ross served on the California State Board of Food and Agriculture. She was chair of the Ag Vision Subcommittee, which initiated the California Ag Vision process that resulted in a report issued in 2010 proposing a strategic plan for the future of the state's agriculture and food system. (CA Agriculture Vision) From 1989-96, Secretary Ross was Vice President of Government Affairs for the Agricultural Council of California, representing farmer-owned cooperatives. She specialized in food safety, pesticide use, environmental issues and cooperative business and tax laws. She also coordinated the group's public relations program. From 1985-88 she was the Government Relations Director for the Nebraska Rural Electric Association. She directed State operations for the late U.S. Senator Ed Zorinsky from 1978-85.

Secretary Ross was born and grew up as a 4-H kid on a farm in western Nebraska. She and her husband, Barry, own 800 acres of the family farm where her younger brother, a fourth-generation farmer, grows dry-land wheat, sunflowers, feed grains, and cattle. She has a B.A. from the University of Nebraska-Lincoln and is a graduate of the Nebraska Ag Leadership Program. She has served on numerous boards and committees in California agriculture, the wine industry and with various academic institutions. In 2005 Ross was recognized by the California Agriculture Leadership Foundation with a Profiles in Leadership award and was honored by the University of California, Davis College of Agriculture & Environmental Sciences with a Friend of the College award of distinction in 2007. The Lodi Woodbridge Winegrape Commission presented her with the 2008 Wine Industry Integrity Award.

"The greatest danger for most of us is not that our aim is too high and we miss it, but that it is too low and we reach it."

-Michelangelo

EEO Track

9:45 – 11:45 am **AB 1825 Sexual Harassment Prevention Training, California Department of Fair Employment and Housing (DFEH)**

Instructor: Phyllis W. Cheng, Director CA Department of Fair Employment and Housing (DFEH)

AB1825 requires all supervisors to attend two hours of sexual harassment prevention training within six months of hire and refresher training every two years.

This is a great opportunity to not only ensure that all of your supervisors and managers are in compliance with the law but to receive this training directly from the Department of Fair Employment and Housing (DFEH).

2:00 – 3:30 pm **Legal and Law Updates**

Instructor: John T. Kennedy, Partner, Nossaman LLP

This timely workshop will provide an overview of discrimination, harassment, and retaliation issues, including the status of “bullying” claims made by employees. The focus will be on recent legislative changes and court decisions impacting this dynamic area of employment law.

3:45 – 5:00 pm **EEO Best Practices: Department Directors Roundtable Panel**

The composite of the panel brings together the Symposium’s EEO Individual and Agency Award Competition Winners alongside Department Directors.

Panelists:

Phyllis W. Cheng, Director, California Department of Fair Employment and Housing

Pam Harris, Director, California Employment Development Department

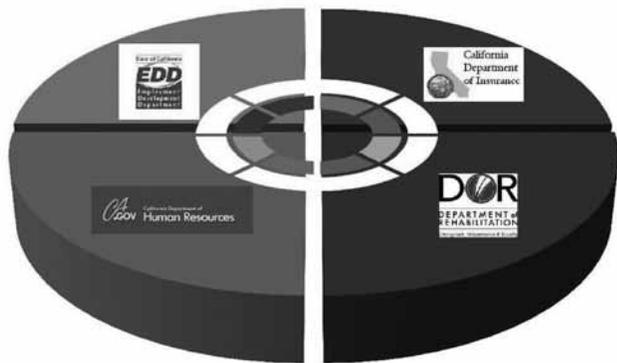
Juney Lee, Chief Deputy Director, California Department of Rehabilitation

Dave Jones, Insurance Commissioner, California Department of Insurance

Joan Markoff, Chief Counsel, California Department of Human Resources

Join Cal-HR, Department Directors for a roundtable discussion on how they are making Equal Employment Opportunity (EEO)/Civil Rights programs effective in California State Service. The discussion will include a question and answer session. Attendees will:

1. *Receive a Top Three list of key concepts and strategies from Department Directors*
2. *Get access to a practical toolkit on EEO policies and practices*
3. *Receive pragmatic “how to” on your most pressing issue such as reasonable accommodation, investigation, etc.*
4. *Listen carefully, ask questions, and translate what you hear to address the needs of your organization*



EEO Best Practices Systems Wheel

“A system is a network of interdependent components that work together to try to accomplish the aim of the system. A system must have an aim. Without an aim, there is no system. ...A system must be managed. The secret is cooperation between components toward the aim of the organization. We cannot afford the destructive effect of competition.”

–W. Edwards Deming, The New Economics



California Department of Fair Employment and Housing

The Department is California's civil rights agency, the largest among all 50 states. The Department takes in, investigates, conciliates, mediates, and prosecutes employment, housing, and public accommodation violations and hate violence under the Fair Employment and Housing Act, Disabled Persons Act, Unruh Civil Rights Act and Ralph Civil Rights Act. The Department issues regulations that implement, interpret and make specific its procedures.



Phyllis W. Cheng, Director

Phyllis W. Cheng is director of the California Department of Fair Employment and Housing (DFEH). Appointed in January 2008 and unanimously confirmed by the Senate, she heads the largest state civil rights agency in the nation. The DFEH takes in, investigates, conciliates, mediates and prosecutes discrimination complaints against employers, housing providers and businesses throughout California. The Department enforces the Fair Employment and Housing Act, Unruh Civil Rights Act, Disabled Persons Act and Ralph Civil Rights Act. Under her direction, Cheng has transformed the Department into a proactive and innovative agency. As a result, the Department's civil rights mission has

flourished, customer service has improved, productivity has doubled, and substantial savings have been returned to the State's general fund. Immediately prior to her current position, Cheng was of counsel at the Los Angeles office of Littler Mendelson, the national employment and labor law firm representing management clients.

She was formerly a senior appellate court attorney to the Honorable Laurie D. Zelon, Associate Justice of the California Court of Appeal, Second Appellate District, Division Seven. Cheng also served as a deputy attorney general in the Civil Rights Enforcement Section of the California Department of Justice. She began her legal career as an associate at Hadsell & Stormer, a Pasadena civil and human rights firm where she practiced employment litigation representing plaintiffs. Cheng was additionally a two-term member of the Fair Employment and Housing Commission (FEHC), where she served as vice chair, regulations committee chair, and ruled on nearly 80 administrative decisions.

Before becoming a lawyer, Cheng founded and directed a citizens' commission to address sex discrimination at the Los Angeles Unified School District, was Title IX coordinator and monitored a Title VII consent decree promoting women into administration in the school system. She was also a researcher on school desegregation at the RAND Corporation, adjunct faculty at the University of California, Los Angeles (UCLA) Graduate School of Education, director of a mentoring program for at-risk minority girls at the University of Southern California (USC), and a debate panelist on KNBC-TV's Emmy-winning "Free 4 All" program.

The State Bar of California recently named Cheng the 2012 Public Lawyer of the Year for being an exceptional lawyer who has dedicated a significant portion of her career to public service. Cheng has been a member of the State Bar Committee of Bar Examiners and the executive committees of the Labor & Employment Law and Public Law Sections. She co-founded the Fair Housing and Public Accommodations Subsection of the State Bar's Real Property Law Section. Cheng served on the California Commission on the Status of Women and the Interagency Coordinating Task Force on Early Intervention. Cheng received her B.A. and M.Ed. from UCLA, her Ph.D. from USC, where she was a James Irvine Fellow, and her J.D. from Southwestern University School of Law. She is an immigrant from Hong Kong and a native speaker of Chinese in three dialects.



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Nossaman is an innovative mid-sized law firm working on cutting-edge issues across seven U.S. offices. Our expertise is focused in distinct areas of law and policy, as well as in specific industries.

With a strong foundation in California, we have built nationally recognized practices in infrastructure, litigation, healthcare, environment and real estate, public policy, and corporate law.



John T. Kennedy, Partner

John Kennedy specializes in complex business litigation with an emphasis in employment law. He also specializes in administrative law representing individuals and entities before quasi-judicial administrative tribunals, e.g., the State Personnel Board, the Office of Administrative Hearings and the Department of Personnel Administration. Kennedy represents public and private entities in State and federal courts, administrative tribunals, and through alternative dispute resolution mechanisms such as binding arbitration and mediation.

In addition to his litigation experience, Kennedy counsels and advises both public and private employers regarding a broad array of matters including public disclosure of information, the Brown Act, and employment matters. Among others, Kennedy provides these services to the California Office of the Legislative Counsel, the California Assembly Rules Committee, and the Sacramento County Employees' Retirement System.

Employment advice and consultation is given in areas including personnel policies and procedures, discipline and termination, the Americans with Disabilities Act and California's counterpart, wage and hour issues, leave issues, privacy issues, trade secret protection, discrimination, harassment and retaliation, and workplace violence issues.

Kennedy also provides sexual harassment prevention and other training seminars to employers, their supervisors, and staff. He is AV rated by Martindale-Hubbell.



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California Employment Development Department

Mission: The Employment Development Department promotes California's economic growth by providing services to keep employers, employees, and job seekers competitive. Following federal and state laws with fairness and equity, and ensuring fiscal integrity, we:

- Operate the State's employment service – connecting employers with job seekers
- Act as an economic stabilizer through the administration of the Unemployment Insurance program.
- Provide prompt and accurate services that enable taxpayers to easily report data and meet their tax responsibilities
- Minimize the financial impact of non-occupational disabilities through the administration of the Disability Insurance program
- Provide partial wage replacement when workers must care for a seriously ill family member or bond with a new minor child
- Encourage self-sufficiency in the current and future workforce
- Serve as the central source for information on California's labor market
- Plan, deploy, and manage technology to improve our business processes and access to our services



Pam Harris, Director, California Employment Development Department

Pam Harris has more than 30 years of experience in California state government, spending a majority of that time with the Employment Development Department (EDD) where she currently serves as director. From 2004 to 2011, as an assistant to the director and chief deputy director, Harris oversaw operations of EDD's Equal Opportunity Office, Information Security Office, Legislative and Intergovernmental Affairs Office, Information Technology Branch, and Unemployment Insurance Branch. Previously, she served as assistant secretary for research, evaluation, and information technology for the Labor and Workforce Development Agency and as deputy director of EDD's

Program Review Branch.

Harris also served as senior manager of audits, evaluations, and information security for EDD from 1994 to 2001. After earning a bachelor's degree in business administration from California State University, Sacramento, Harris began her career with the State of California in 1978 as an auditor with the Department of Finance.

“A leader will find it difficult to articulate a coherent vision unless it expresses his core values, his basic identity. One must first embark on the formidable journey of self-discovery in order to create a vision with authentic soul.”

- Mihaly Csikszentmihalyi



California Department of Rehabilitation

The California Department of Rehabilitation works in partnership with consumers and other stakeholders to provide services and advocacy resulting in employment, independent living, and equality for individuals with disabilities.



Juney Lee, Chief Deputy Director

Juney Lee has a decade of experience in executive management. She was appointed in November 2011 as chief deputy director at the Department of Rehabilitation (DOR). This is her second stint in this position, after serving in that role at the Department of Child Support Services (DCSS) since February 2010.

Lee has enjoyed a near 30-year history with the DOR and has demonstrated, with distinction and grace, a commitment to improving employment, independence, and equality of life for individuals with disabilities. She has always credited her experience being a Senior Vocational Rehabilitation Counselor (SVRC) as the core of her exemplary leadership style.

Lee has a rare talent in forming dynamic and successful administrative leadership teams as well as creating and implementing innovative projects and efficiencies, resulting in long-lasting administrative and program improvements for the DOR and the DCSS. She also possesses strong personal and workplace values for customer service, collaboration, communication, honesty and "doing what's right" in any given situation.

Lee's prior position with the DOR was as deputy director of the Administrative Services Division (ASD), 2003 to 2010. During her years as deputy director of ASD, Lee provided executive oversight of the DOR's mission critical projects, including Vocational Rehabilitation Modernization and the Electronic Records System. Previously, Lee served as assistant director of operations and accountability from 2002 to 2003, manager of the Fiscal Forecasting and Analysis Unit from 2001 to 2002, associate budget analyst from 1999 to 2001, and lastly, one of her most rewarding positions, as a SVRC for 18 years, from 1981 to 1999.



Serving Californians with Disabilities for 50 Years
1963-2013



California Department of Insurance

Mission: It is the primary goal of the Office of the Ombudsman to demonstrate the Commissioner's commitment to the consumers by:

- Applying the Commissioner's policies and goals internally and externally for the Department of Insurance
- Coordinating all board and committee appointments as well as staffing and implementing core communities
- Improving the flow of communication throughout the California Department of Insurance
- Providing quality services while enhancing interaction with constituents
- Assisting state and federal legislators with obtaining answers to insurance-related questions and concerns of their constituents
- Supplying cooperative communication with licensees and applicants with matters of interest;
- Analyzing the concerns of constituents to develop a cohesive voice and show trends for future legislation



Dave Jones, Insurance Commissioner

Elected on November 2, 2010, Jones leads the California Department of Insurance (CDI), the largest consumer protection agency in the state, which regulates the \$125 billion insurance industry.

In 2011, The Daily Journal, California's largest legal newspaper, named him one of California's Top 100 Lawyers. The Greenlining Institute gave Jones their "2012 Big Heart Award" for his work promoting insurance industry diversity.

Jones served in the California State Assembly from 2004 through 2010, where he chaired the Assembly Health Committee, the Assembly Judiciary Committee and the Budget Subcommittee on Health and Human Services. Named "Consumer Champion" by the California Consumer Federation in 2008, Jones was also awarded the "Leadership Award" by the Western Center on Law and Poverty. Planned Parenthood, Environment California, the Urban League, Preschool California and CalPIRG have all honored his work. Capitol Weekly named Jones California's "most effective legislator" other than the assembly speaker and the senate president pro tempore. Jones began his career as a legal aid attorney, providing free legal assistance to the poor with Legal Services of Northern California from 1988 to 1995. In 1995, Jones was one of only 13 Americans awarded the prestigious White House Fellowship. He served in the Clinton Administration for three years as special assistant and counsel to U.S. Attorney General Janet Reno. Jones served on the Sacramento City Council from 1999 to 2004. Jones graduated with honors from DePauw University, Harvard Law School and Harvard's Kennedy School of Government. He and his wife, Kim Flores, have two children, Isabelle and William, and live in Sacramento.

*"If you limit your choices only to what seems possible or reasonable,
you disconnect yourself from what you truly want,
and all that is left is a compromise."*

-Robert Fritz



California Department of Human Resources (Cal-HR)

The California Department of Human Resources was created on July 1, 2012 by Governor Brown's reorganization plan. Cal-HR consolidated the State of California's two personnel departments, bringing together the Department of Personnel Administration with certain programs of the State Personnel Board.

CalHR has responsibility for all issues related to salaries and benefits, job classifications, civil rights, training, exams, recruiting, and retaining. For most employees, many of these matters are determined through the collective bargaining process.



Joan Markoff, Chief Counsel

Joan Markoff, of Sacramento, was appointed in 2011 as chief counsel at the California Department of Human Resources, formerly the Department of Personnel Administration. Markoff served as the assistant chief counsel at the Department of Toxic Substances Control from 2007 to 2011 after serving as senior staff counsel from 1991 to 2007. Markoff served as deputy state public defender at the Office of the State Public Defender from 1988 to 1991 and deputy public defender at the Solano County Public Defender's Office from 1986 to 1988.



California Department of Motor Vehicles (DMV)

The Department of Motor Vehicles' (DMV) mission is to serve the public by providing quality licensing and motor vehicle-related services.



George Valverde, Director

Governor Arnold Schwarzenegger appointed George Valverde as director of the Department of Motor Vehicles (DMV) on March 23, 2006.

Valverde has been in public service for more than 30 years, focusing on operations and budget issues. He is committed to building on the Department's recent successes in streamlining operations and creating a more customer friendly DMV.

Prior to his DMV appointment, he served as undersecretary of the State and Consumer Services Agency since 2004 and was previously deputy secretary for Fiscal Operations from 1995 to 2003.

Valverde also served at the Department of Finance as an assistant program budget manager in the Capitol Outlay Unit from 1990 to 1995, principal budget analyst from 1985 to 1999, and as a budget analyst from 1981 to 1985.

Valverde earned a Master's Degree in Public Administration and a Bachelor of Arts degree from the University of California, Riverside. He has also attended the Harvard University's John F. Kennedy School of Government for Senior Executives in State and Local Government.



At the California Department of Transportation (Caltrans) District 11 (San Diego), “Small Business is Big Business.”

Caltrans District 11 (San Diego and Imperial Counties) offers a wide range of outreach services to certified Small Businesses (SB), Disabled Veteran Business Enterprises (DVBE) and Disadvantaged Business Enterprises (DBE). Our Small Business Liaisons are available to assist firms in understanding the requirements of the Caltrans contracting process in order to bid competitively.

Throughout the year, Caltrans along with other Public Agencies, host events and workshops to engage networking and relationship building among prime consultants and contractors. These venues also provide information, technical assistance and workshops for firms interested in pursuing government contracting. In addition, annual events are planned in conjunction with the San Diego Public Agency Consortium (PAC). These events (the Procurement Fair, Subs for Subs, Operation Opportunity and Paths to Partnerships) are specifically designed to guide small businesses in how to compete in government contracting.

Caltrans District 11 facilitates bi-monthly Small Business Council (SBC) Meetings which are held at 4050 Taylor Street in Old Town, San Diego. The SBC meetings are attended by staff from the Small Business unit along with Caltrans upper management presiding. Attendees are comprised of SBC members who represent various organizations throughout San Diego and Imperial Counties. Each council member represents a group of 35 individuals or more. Guests are welcome to attend and glean information and resources as well as share information with the group. The meeting topics vary depending on previous meeting’s action items, committee goals, and current issues at hand. Speakers are invited to give presentations on various topics concerning small business such as bonding and partnering.

Caltrans strives to spend 13.5% of our federal contract dollars with certified Disadvantaged Business Enterprises (DBEs), 25% of our state contracting dollars with certified Small Businesses (SBs) and 5% with certified Disabled Veteran Business Enterprises (DVBEs). We are particularly striving to reach out to the Disadvantaged Business Enterprises which are African Americans, Native Americans, Asian-Pacific Americans, Asian Subcontinent Americans, Hispanic Americans and Women.

If you are a small business looking to do business with Caltrans or any State of California agency, please contact **La Sonja Boulware**, Small Business Office Chief, at la.sonja.boulware@dot.ca.gov, or (619) 220-7338 for further information. You may also visit our one-stop-shop website at: http://www.dot.ca.gov/dist11/small_business.htm to learn about upcoming events and opportunities and how to compete for them.



Gala Reception

5:00 – 6:30 PM: CalPers Foyer

Culminating today's signature event, we are pleased to join in support and celebration to honor the award the winners of APSEA's First Annual Awards Competition to herald Excellence in Innovative Leadership in State Government and the Equal Employment Opportunity Heroes in State Government. In each category, an Individual and Agency awardee were selected.



Selvi Stanislaus
Executive Officer,
Franchise Tax Board (FTB)



Marty Morgenstern
Secretary
CA Labor & Workforce
Development

Officiated by:

Event Emcee: Selvi Stanislaus,
Executive Officer, Franchise Tax Board (FTB)

Keynote: Representing the Governor's Office:
Marty Morgenstern, Secretary CA Labor &
Workforce Development



Paul Danczyk
Director of Executive
Education in Sacramento,
USC Sol Price School of
Public Policy



Glenn Medrano
EEO Officer, California
Department of Food and
Agriculture (CDFA
(Co-Chair, EEO Awards)

Presented by:

Paul Danczyk,
Director of Executive Education in Sacramento, USC Sol
Price School of Public Policy

Glenn Medrano,
EEO Officer, California Department of Food and
Agriculture (CDFA (Co-Chair, EEO Awards)



Jeff Uyeda
Chief Deputy Director
Office of Technology
Services (Otech)



Dean Lan
Senior Advisor
APSEA

Hosted by:

Our Event Sponsors in collaboration with:

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Dean Lan, Event Co-Chair, Senior Advisor APSEA

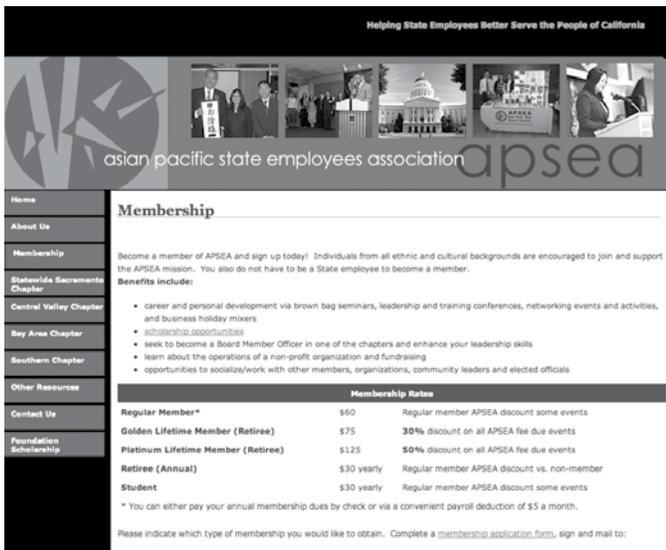


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asian pacific state employees association

Become a member of APSEA and sign up today! Individuals from all ethnic and cultural backgrounds are encouraged to join and support the APSEA mission. You also do not have to be a State employee to become a member.

Visit **www.apsea.org** for membership application and join today!

APSEA membership apps are available at the event registration desk.



Benefits include:

- Quality educational opportunities, such as today's event!
- Career and personal development via brown bag seminars, leadership and training conferences, networking events and activities, and business holiday mixers
- Scholarship opportunities
- Seek to become a Board Member Officer in one of the chapters and enhance your leadership skills
- Learn about the operations of a non-profit organization and fundraising
- Opportunities to socialize/work with other members, organizations, community leaders and elected officials

Membership Rates

Regular Member*	\$60	Regular member APSEA discount some events
Golden Lifetime Member (Retiree)	\$75	30% discount on all APSEA fee due events
Platinum Lifetime Member (Retiree)	\$125	50% discount on all APSEA fee due events
Retiree (Annual)	\$30 yearly	Regular member APSEA discount vs. non-member
Student	\$30 yearly	Regular member APSEA discount some events

*You can either pay your annual membership dues by check or via a convenient payroll deduction of \$5 a month. See the "membership page" of our website for more details!

HAVE YOU MOVED? Are you already a member and not receiving information from APSEA through the mail? APSEA needs your updated mailing and email addresses so we can ensure that you receive timely information. Please call or email us your updated address request. For more information, please call (916) 962-6309 or email membership@apsea.org.

Our Honorees:

Excellence in Innovation Leadership in State Government - Competition Awardees:



Howard Schwartz
Chief Deputy
Director, Cal-HR

Individual: Howard Schwartz,
Chief Deputy Director, Cal-HR

A thought leader in government who has inspired and successfully brought about change to promote excellence in government, high ethical standards, and innovative management practices while promoting teamwork.



Robert A. Barton
Inspector General,
Office of the
Inspector General

Agency: Office of the
Inspector General
Accepted by: **Robert A. Barton**,
Inspector General

A government agency that has exemplified outstanding leadership in implementing transforming strategies, customer service, collaborative partnerships, and dedication to championing innovation and creativity in the workforce.

Equal Employment Opportunity Heroes in State Government: Competition Awardees



Dave Jones
Insurance Commissioner,
California Department
of Insurance

Individual: Dave Jones,
Insurance Commissioner,
California Department
of Insurance

An individual in state government who inspires and promotes excellence in EEO.



Pam Harris
Director, California
Employment Development
Department

Agency: California Employment
Development Department
Accepted by: **Pam Harris**, Director



Additionally, APSEA is pleased to announce a new award category-
"The APSEA Chair's Choice Award"

The APSEA Event Chair, Dean Lan, is pleased to announce the "APSEA Symposium Chair CHOICE AWARDS." These awards will honor and celebrate inspirational volunteers who are strengthening the community and achieving success through their extraordinary dedication and service.

*"You are not here merely to make a living.
You are here in order to enable the world to live more amply, with greater vision,
with a finer spirit of hope and achievement.
You are here to enrich the world."*

- Woodrow Wilson



You are a leader.

You dare to lead when others follow. You make a true difference in the lives of those you touch. You light the way by your shining example. For your steady guidance, we salute you.

Union Bank is a proud sponsor of the APSEA 2012 Leadership and EEO Symposium.

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Jalenda Motley, Vice President & Relationship Manager, 213-236-5217

Sacramento Downtown Branch – 700 L Street, Sacramento, CA 95814
Lydia Ramirez, Vice President & Branch Manager, 916-321-3161

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