



apsea
asian pacific state employees association



diversity

NAVIGATING LEADERSHIP CHALLENGES AND EEO IN A CHANGED WORLD

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

2012 Symposium

Thursday, November 8, 2012

8:00 am – 5:00 pm Event

Continental Breakfast & Luncheon Included

5:00 - 6:30 pm – Gala Awards Reception



Hosted by:

California Public Employees' Retirement System (CalPERS)

Lincoln Plaza North, 400 Q Street, Sacramento, CA 95811

Sponsored by: Asian Pacific State Employees Association (APSEA)

Helping state employees better serve the people of California

Endorsed
by: Cal-HR

Sponsors: (Partial List)

Association of California State Employees with Disabilities (ACSED)

Black Advocates in State Service (BASS)

CAFE de California

California Civil Rights Officers Council (CCROC)

USC Sol Price School of Public Policy (Sacramento Center)

Endorsed by: California State Personnel Board (SPB)

Register Early
and SAVE!

Early/Early Bird
Cut-off Ends
8/31/12

Symposium Chair:

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 Toxic Substances Control; Chair, California Civil Rights Officers Council (CCROC)

Marketing Committee Co-Chairs:

Keith Christensen, Business Tax Supervisor, Board of Equalization and
Stephen Vang, EEO Analyst, California State Lottery

Finance Committee Chair:

Helen Fong, APSEA Board Member

Steering Committee: At-large Membership:

La Sonja Boulware, Business Services Branch Chief
Caltrans District 11 (San Diego)

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, Chief Deputy Director, APSEA, President

For More Information Contact:

Dean Lan 916.446.3809 | email dlan0000@gmail.com

Rebekah Christensen 916.801.7462 | email rebekahc@me.com

Karen Moreno 916.214.4573 | email Karen.Moreno@dmv.ca.gov

Visit www.apsea.org for symposium updates

2012 Symposium

2012 Symposium

Dear Colleagues...

As president of APSEA, I'm excited to invite you to attend Navigating Leadership Challenges and EEO in a Changed World, November 8, 2012, at California Public Employees' Retirement System (CalPERS), Lincoln Plaza North, 400 Q Street, Sacramento, CA 95811.

We chose this focus for our symposium because of the systemic economic pressures that have spearheaded dramatic shifts in government and our economy. These will certainly continue to impact the accessible resources of California, thus increasing the need for quality government services (to produce more with less). Concurrently, we have become a virtual world where the "business of society" is conducted 24/7. In today's world, the role of government is to increasingly serve society at the convenience of our constituencies, via personal computers, iPhones, androids, iPads, tablets, etc. Technology is the driving force fueling our economy—our financial markets, banking, media and publishing, retail, healthcare, entertainment and virtually all government services—and is becoming the primary tool through which access to the services of state government flow.

The same technology that fuels society is rapidly being operationalized within government, an uncharted terrain. More than ever before, society expects government leadership and its employees to provide heightened accountability and transparency as well as efficient and effective delivery of its services and information. Along with this, the "voice of the people" has undergone a paradigm shift, where the public shows its support or opposition to our performance—good and bad, anytime, anyplace—via Facebook, YouTube, Twitter, Linked-in, etc. Just as technology has changed the trajectory of our world, so too have the skills sets required for today's leaders. To stay relevant, we must not just survive but we must THRIVE in this "Changed World."

"Wei Ji," 危机, is the Chinese word for crisis. It is composed of two characters. One represents danger and the other represents opportunity. Whether from the perspective of leadership or EEO, navigating the complexities of a "Changed World" for the State's employees, supervisors, and managers represents characteristics of danger that few have escaped. At the same time, the thresholds of opportunities to excel in this "Changed World" are pervasive and far-reaching. Concluding the day's activities, our Gala Awards Reception, officiated by the Governor's Office, Agency Secretaries, USC Sol Price School of Public Policy (Sacramento Center), and the California Civil Rights Officers Council (CCROC) will honor two agencies and two individuals that have risen to the forefront of leadership in these challenging times.

Our commitment for this symposium is to reveal to our attendees the insight, wisdom, vision, resources, and tools that have defined the leadership roles of our workshop and event "roundtables"—the secretaries, directors and private sector entrepreneurs who are at the forefront of a "Changed World!" We guarantee the inspiration and personal value gained from attending this event will far exceed the boundary of the day. We look forward to seeing you there!



Jeffrey Uyeda
APSEA President
(Chief Deputy Director, Office of Technology Services)

"Just as technology has changed the trajectory of our world, so too have the skill sets required for today's leaders. To stay relevant, we must not just survive but we must THRIVE in this 'Changed World'."



APSEA is a non-profit 501(c)(4) non-partisan, statewide organization. FEIN # 94-2499218

Founded in 1975, the main goals and objectives of APSEA are to assist APSEA members (i.e., interpret their rights as state employees, promote upward mobility, be a resource for legal advice) during their State of California tenure of employment and to provide support for various community service groups. In 1986, APSEA was renamed Asian Pacific State Employees Association to include Pacific Islanders in state government.

APSEA currently has over 500 active members throughout the State of California, with chapters in Sacramento, the Central Valley, Southern California, and the San Francisco Bay Area. APSEA testifies before legislative committees and State Personnel Board hearings on issues relating to APSEA members. As a result of its work and advocacy, APSEA has had notable recognition and respect from political and non-political groups (i.e., Sacramento Bee, KCRA-TV, Asian Bar Association and other advocacy groups). In addition, APSEA plays an important role in the Asian and Pacific Islander communities by sponsoring scholarships and supporting scholarship award dinners, annual training symposiums, and other community-based organizations.

For more information:

Please call 916.962.6309

Or visit our website: www.apsea.org



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.

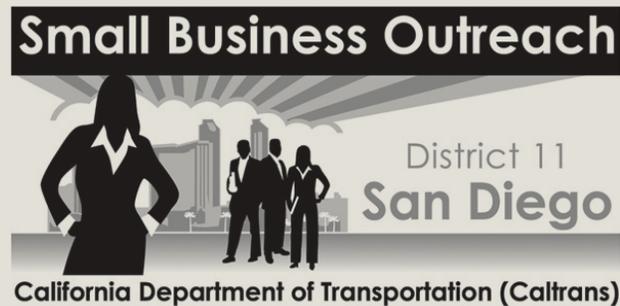
Throughout the year, Caltrans along with other Public Agencies, host events and workshops to engage networking and relationship building

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.



2012 Symposium Sponsorship and Advertising Opportunities

There are many exciting sponsorship and advertising opportunities available at various levels. All advertising and branding is on a first-come, first serve basis for this symposium, so act quickly if you want to secure your place in the symposium brochure or on a symposium item such as water bottle, bag or binder. Please visit www.apsea.org for additional specifications and to download the advertising order form or call 916.801.7462

Symposium Sponsorship

Sponsorship Levels	Cost	Benefits
Bronze Sponsor	\$500-\$999	2-3 Registrations, Business Card Ad in Symposium Brochure, Sponsor Designation
Silver Sponsor	\$1,000-\$1,999	5-10 Registrations, ¼ Page Ad in Symposium Brochure, Sponsor Designation
Gold Sponsor	\$2,000-\$3,500	11-15 Registrations, ½ Page Ad in Symposium Brochure, Sponsor Designation
Platinum Sponsor	\$5,000 +	20 Registrations, Full Page Ad in Symposium Brochure, Award Co-Sponsorship, Event Sponsor Designation, Information Booth

Advertising in the Symposium Brochure

Sponsorship Levels	Cost
Back Cover	\$250
Inside Front Cover	\$250
Inside Back Cover	\$200
Full Page	\$150
Half Page	\$100
Quarter Page	\$75
Business Card	\$50

Ad space is on a first come/first serve basis for cover pages. High resolution, full color art is due on 9/28/12 in jpg OR pdf formats (sorry no word or publisher files accepted).

Sponsorship and Advertising
Deadline: 9/28/12.

Branding and Other Sponsorship

Product	Cost	Includes
Symposium Bag Sponsorship	\$2,000	Canvas Bag with 4-Color Logo
Printed Binder Sponsorship	\$2,000	Includes Inside Front and Back Cover Color Ads
Water Bottle	\$625	Engraved with your Company Name & Logo
Organic Cotton Lanyard	\$500	Engraved with your Company Name
Gala Awards Banquet	\$500	Event Sponsor Recognition & Signage

2012 Symposium Speakers

Partial Alpha Listing Only.
Speaker updates available at: www.apsea.org

Key Note Speakers



John Chiang
CA State Controller

Maeley L. Tom
President, CA State
Personnel Board

Ann Boynton
Deputy Executive Officer,
Benefits and Administration,
CalPERS



PK Agarwal
CEO
TIE Global



Karen Baker
Secretary
California Volunteers



Janelle Beland
Undersecretary
Natural Resources
Agency



Anna Caballero
Secretary
State and Consumer
Services



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



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



Mark Ghilarducci
Secretary
CA Emergency
Management



Peter J. Gravett
Secretary
Dept. of Veterans Affairs



Martin Hoshino
Undersecretary
Department of Corrections
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



Juney Lee
Chief Deputy Director
Dept. of Rehabilitation



Joan Markhoff
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



Howard L. Schwartz
Chief Deputy Director
Cal-HR



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



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



George Valverde
Director, Department of
Motor Vehicles (DMV)

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 **The 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 effective in California State Service.

Leadership Track

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 our attendees 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 interconnected worlds of government, the technology community, business, and society that once were separate but that now, in today’s virtual world, are of one culture. 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.”

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.” These panel presentations will be followed by an interactive panel discussion. Panelists will examine the integrative opportunities to facilitate collaborative outcomes and common ground in environments often consisting 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 as it serves the ever-evolving needs of California’s constituent community. An audience Q&A will follow.

2:00 – 5:00 pm

The Secretaries Roundtable Panel on Leadership and Innovation
(Comprised of Agency Secretaries and Directors)

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

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 addressing the status of their agency mission from the perspective of opportunities found in the context of challenges faced. More than ever before, 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.

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).

*DFEH 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 procedural recommendations.**

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.)

Join CalHR, 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.*

Don’t miss this exciting forum!

*To prevent discrimination in the workplace (and reduce liabilities), it is highly recommended that employers provide Sexual Harassment Prevention training to all their employees. Government Code § 12950.1 and Cal. Admin. Code tit. 2, § 7288.0 mandates that all State of California supervisors’ and managers complete Sexual Harassment Prevention training within 6 months of hire and every two years thereafter. Private Sector Supervisors and Managers in businesses created after January 1, 2006, with more than 50 employees and/or contractors must also take Sexual Harassment Prevention training within six months of their eligibility and every two years thereafter.

Leadership
and EEO
Tracks
Endorsed
by SPB!

Awards Competition

Submission closing date: August 31, 2012.

See www.apsea.org for comprehensive submission requirements.

All Awardees
are invited
as featured
panelists at
this event.

Excellence in Innovative Leadership in State Government Award

At the 2012 Asian Pacific State Employees Association (APSEA) Leadership-EEO Symposium, two awards on Excellence in Innovative Leadership in State Government will be given in two distinct categories:

Individual

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.

Agency

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.

Criteria and Evaluation

The APSEA Awards Committee will use the following criteria to evaluate and rank nominees.

Individual

The nominee must have been employed by the state government at the time the work being recognized was performed. The individual must:

1. Demonstrate leadership by transforming government programs to meet the challenges in the changing world. For example, the candidate should have demonstrated, through activities that have been implemented, innovative leadership qualities that have been central to the achievement of substantial improvements in government programs. (25 points)
2. Demonstrate ability to motivate and inspire state employees to accomplish the "impossible." (25 points)
3. Show the highest standard of professionalism, Individual integrity and humility. (25 points)
4. Demonstrate results through savings, increased productivity, expanding services, and improvements from applying innovative management techniques. (25 points)

Agency

The agency must:

1. Show that it has made extraordinary contributions in advancing innovative strategies to improve government services and operations to meet the challenges in the changing world under what are truly crisis conditions in California, such as the ability to create operational strategies, management structures, verifying performance, allocating budgets with a track record of establishing goals and achieving quantifiable outcomes. (25 points)
2. Show that it has made an extraordinary effort to break up silos and improve communication and teamwork by advancing integration of programs both within its agency as well as with sister agencies. For example, it must demonstrate a keen ability to facilitate collaborative outcomes and common ground in environments of chaos and/or divergent thinking and/or competing interests. (25 points)
3. Show that it has made extraordinary contributions in advancing customer service through collaborative efforts with outside organizations, including public-private partnerships such as demonstrating a distinct quality of engagement with non-profit organizations, other governmental organizations, the private sector, etc. (25 points)
4. Show that it has proven successful at empowering and building trust in state employees while encouraging enthusiasm and creativity by excellence in mentoring/coaching and outreach to support upward mobility. For example, it must demonstrate dedication toward education and training of internal staff and management as well as external stakeholders, partners, suppliers, etc. (25 points)

Equal Employment Opportunity Heroes in State Government Award

At the 2012 Asian Pacific State Employees Association (APSEA) Leadership-Equal Employment Opportunity (EEO) Symposium, the 2012 EEO Hero Award will be presented in two distinct categories:

Individual

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

Agency

A government agency that exemplifies outstanding leadership in championing EEO in the workforce.

Criteria and Evaluation

Individual

The nominee must have been employed by the state government at the time the work being recognized was performed and have:

1. Demonstrated leadership in the advancement of EEO and Diversity Initiatives in state government. For example, the candidate should have demonstrated, through initiatives, activities, etc., the promotion of EEO and leadership qualities that have led to the achievement of substantial improvements in EEO. (25 points)
2. Demonstrated ability to motivate and inspire other state employees to champion EEO practices, principles, and initiatives in state service. (25 points)
3. Demonstrated the highest standard of professionalism through qualities that include, but are not limited to, personal integrity, positive work style, and outlook, and acquired professional and personal confidence from colleagues, managers, and other individuals in state service. (25 points)
4. Demonstrated well-rounded knowledge, experience, and involvement in EEO and Diversity Programs, civil rights laws, cultural and employment issues, etc. (25 points)

Agency

The nominated agency must have:

1. Demonstrated organizational value for EEO through its Mission/Vision/Values statements that reflect EEO principles. (25 points)
2. Demonstrated commitment to the recruitment, hiring, and retention of a diverse Agency workforce, which includes executive, management/supervisory, and rank and file staff. (25 points)
3. Demonstrated collaborative efforts with various Agency EEO Committees (Disability Advisory Committee, Diversity Council, etc.), statewide Councils/Taskforces (California Civil Rights Officers Council, Statewide Disability Advisory Committee, California as a Model Employer Initiative, etc.) and/or other partners in promoting innovative/creative strategies/methods of implementing EEO objectives. (25 points)
4. Demonstrated dedication toward education and training of internal staff and management on various EEO principles. (25 points)

Registration

We will not offer onsite registration. The registration final cut-off date is: November 2, 2012.

Endorsed
by: Cal-HR

Space is Limited.
Register Early
and Save!



Online
www.apsea.org
All credit cards accepted



Phone
(916) 962-6309



Mail Check
APSEA 2012 Event
P.O. 22909
Sacramento, CA
95822-2909

Symposium Registration Fees

Note: EB (Early Bird) EEB (Early/Early Bird)	Cost	Cut-off Date
Attendee: Member EEB @ \$150	\$150	8/31/12
Attendee: Non-Member EEB @ \$200	\$200	8/31/12
Attendee: Member EB @ \$175	\$175	9/30/12
Attendee: Non-Member EB @ \$225	\$225	9/30/12
Attendee Member: Regular @ \$250	\$250	11/2/12
Attendee Non-Member Reg @ \$300	\$300	11/2/12

Registration Fee Includes: Continental Breakfast, Box Lunch, All-Day Workshops (Selected by Track) and Gala Reception

Individual and Group Registration

Attendee Names:	Select All Tracks That Apply
1.	<input type="checkbox"/> a. <input type="checkbox"/> b. <input type="checkbox"/> c. <input type="checkbox"/> d. <input type="checkbox"/> e. <input type="checkbox"/> f. <input type="checkbox"/> g. <input type="checkbox"/> h. <input type="checkbox"/> i.
2.	<input type="checkbox"/> a. <input type="checkbox"/> b. <input type="checkbox"/> c. <input type="checkbox"/> d. <input type="checkbox"/> e. <input type="checkbox"/> f. <input type="checkbox"/> g. <input type="checkbox"/> h. <input type="checkbox"/> i.
3.	<input type="checkbox"/> a. <input type="checkbox"/> b. <input type="checkbox"/> c. <input type="checkbox"/> d. <input type="checkbox"/> e. <input type="checkbox"/> f. <input type="checkbox"/> g. <input type="checkbox"/> h. <input type="checkbox"/> i.
4.	<input type="checkbox"/> a. <input type="checkbox"/> b. <input type="checkbox"/> c. <input type="checkbox"/> d. <input type="checkbox"/> e. <input type="checkbox"/> f. <input type="checkbox"/> g. <input type="checkbox"/> h. <input type="checkbox"/> i.
5.	<input type="checkbox"/> a. <input type="checkbox"/> b. <input type="checkbox"/> c. <input type="checkbox"/> d. <input type="checkbox"/> e. <input type="checkbox"/> f. <input type="checkbox"/> g. <input type="checkbox"/> h. <input type="checkbox"/> i.

Additional Information

Organizational Name _____ Supervisor or Registrant _____

Address _____ City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____

Contact Person (for group registration) _____

Does attendee require reasonable accommodations? Please Specify _____

Method of Payment: Credit card, check, or purchase order is accepted, per above.

Symposium Schedule

7:30 - 8:30 am: Registration & Continental Breakfast	
<input type="checkbox"/> a. 8:30 - 9:30 am: Morning Plenary Session	All Attendees
<input type="checkbox"/> b. 9:45 - 11:45 am: New Paradigms Roundtable Panel	Leadership
<input type="checkbox"/> c. 9:45 - 11:45 am: AB1825 Sexual Harassment	EEO
<input type="checkbox"/> d. 11:45 am - 12:30 pm: Box Luncheon <input type="checkbox"/> Vegetarian?	All Attendees
<input type="checkbox"/> e. 12:30 - 1:30 pm: Afternoon Plenary Session	All Attendees
<input type="checkbox"/> f. 2:00 - 3:30 pm: Legal and Law Updates	EEO
<input type="checkbox"/> g. 2:00 - 5:00 pm: Secretaries Roundtable Panel	Leadership
<input type="checkbox"/> h. 3:45 - 5:00 pm: EEO Best Practices Roundtable Panel	EEO
<input type="checkbox"/> i. 5:00 - 6:30 pm: Gala Awards Reception	All Attendees

How to Register

1. Register Early for best rates.
2. Register 1 person per form, unless registering for a group.
3. **Check Payments:** Payable to: APSEA, P.O. Box 22909, Sacramento, CA 95822-2909
4. \$20 Assessment for each returned check.
5. **Cancellation/Refund Policy:** \$25 Handling Charge on all cancellations. **Request cancellations in writing by: October 12, 2012.** There will be no cancellations provided after that date.
6. **Transfer Policy:** Paid registrations may be transferred one time at a fee of \$20. Transfers must be requested in writing.
7. **To receive EEB or EB rates:** Payment must be received by closing dates identified (see left). No exceptions will apply.
8. **"NO SHOWS" forfeit all registration monies paid. NO EXCEPTIONS.**

Who Should Attend?

Technical Staff, Professionals, Supervisors, Managers and Executives who:

1. Seek to better understand the complexities, challenges and opportunities of your own professional career progression in a Changed World;
2. Desire guidance and new perspectives by California's most powerful leadership;
3. Want to see demonstrated the independent contribution and value of each agency, board or department, and then, collaboratively the combined interdependent strength and depth of opportunities shared and on the horizon before us;
4. Want to be guided by powerful leadership development philosophy and backed by a compelling leadership framework;
5. Are encouraged to assume leadership positions at work and in the community, to be informed and vocal about policy issues relevant to your organization and ultimately, to become role models for future leaders;
6. Want to participate in workshops that are designed to cultivate talented leaders for the educational, nonprofit, private, and public sectors; and
7. Want to take away the insite, tools and approaches that will become a foundation to build upon for thriving in a "Changed World!"

Asian Pacific State Employees Association (APSEA)

P.O. Box 22909

Sacramento, CA 95822-2909

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NAVIGATING LEADERSHIP CHALLENGES AND EEO IN A CHANGED WORLD

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

2012 Symposium

Thursday, November 8, 2012

Sponsored by: Asian Pacific State
Employees Association (APSEA)

8:00 am – 5:00 pm Event

Continental Breakfast & Luncheon Included

5:00 - 6:30 pm – Gala Awards Reception

Hosted by:

California Public Employees' Retirement System (CalPERS)

Lincoln Plaza North, 400 Q Street, Sacramento, CA 95811

Cost

Starting at \$150 for early registration of APSEA members.
Private Sector and Non-members are welcome!

Visit www.apsea.org for symposium updates

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