



**apsea**  
asian pacific state employees association

2012 Symposium November 8, 2012



NAVIGATING LEADERSHIP CHALLENGES AND EEO IN A CHANGED WORLD

## LEADERSHIP PERSPECTIVES



Hello, I'm Dean Lan. After 37 years working for the State of California, I recently retired from the Department of Health Services. As the Deputy Director of Civil Rights, my mission was to develop, implement and monitor the department's internal equal employment opportunity program for 6,000 employees (\$40 billion budget) and its external civil rights program for 7 million Medi-Cal Medical beneficiaries. I now volunteer to implement APSEA's vision of members serving, enhancing and leading state government and our community and to help APSEA achieve its mission "to ensure equal opportunity and advance the careers of Asian Pacific State Employees Association members."

By convening this symposium, APSEA truly is helping state employees better serve the people of California. This Leadership and EEO symposium will provide an unprecedented opportunity for Agency Secretaries and Department Directors to speak directly on their current immense challenges. During my long state career I have never heard Department Directors speak externally about what they consider to be EEO best practices or their definition of a model EEO program. At the APSEA Symposium on November 8<sup>th</sup>, I look forward to hearing what many Directors reveal in the afternoon EEO session.

We are now experiencing a "Changed World" where the State's severe budget crisis has forced elimination of current state civil rights laws and reorganized the State's equal employment program operations. I want to find out more about the new EEO law (SB 1308) and the current civil rights landscape. Additionally, I will be listening to hear three tips on EEO best practices from each Department Director, and I want to leave the symposium with civil rights toolkit components for a model civil rights program.

By attending this event you will be the first to hear directly from CalHR about what the new civil rights law will require you to do! If leadership is your interest, you can also learn directly from Agency Secretaries and private entrepreneurs how they are navigating leadership challenges in our changed world. The choice is yours! See you there!

Dean Lan

Symposium Chair

Navigating Leadership Challenges and EEO in a Changed World

**Event Links: (Early Early Bird Registration rates end August 31<sup>st</sup>. Don't miss this lowest registration rate! Act now!)**

- [Online-Registration](#)
- [Event Brochure](#)

- [Event Endorsements, Sponsors, etc.](#)
- [Innovative Leadership Award Guidelines](#)
- [EEO Hero Award Guidelines](#)
- [Sponsorships](#)