Administrators of Color Leadership Program
2019 Fall Retreat
The Historic Davenport, Spokane WA
October 29-30, 2019

**Day 1 October 29**

8:00am-8:45am  Continental Breakfast

8:45am-9:00am  Welcome; Land and Territory Acknowledgement; Recap of Summer

9:00am-9:30am  Community Re-engagement
   *Learning Outcomes:*
   - Strengthen the practice of working with cognitive dissonance and calling in skills sets in the workplace.

9:30am-10:30am  Leading with Intent – Karen Bolton, Professor, Olympic College
   *Learning Outcomes:*
   1. Understand leadership competencies and skills required of aspiring leaders.
   2. Understand your own leadership style and capabilities, professional development needs, and develop a plan to achieve your desired career goal.
   3. Understand the implications of failed leadership for people of color.
   4. Understand the leadership principles of The Art of War.

10:30-10:45am  Break and Cell Phone Moment

10:45am-12:15pm  Leading with Intent cont.

12:15pm-1:15pm  Lunch

1:15pm-2:30pm  The View from HR – Stefani Coverson, Vice President of Human Resources and Compliance, Clark College & Stephen Smith, Executive Director for Human Resources, Tacoma Community College
   *Learning Outcomes:*
   1. Understand career paths that lead to college HR leadership positions.
   2. Identify how and why HR is an important resource for administrators and college employees.
   3. Identify the scope of support for administrators provided by an HR executive.
   4. Understand the role of HR executives in facilitating and managing potential “human resource liabilities” that include complaints, disputes, and litigation.

2:30-2:45pm  Break and Cell Phone Moment

2:45pm-4:00pm  The View from HR cont.
4:00pm-4:45pm  **Equity Work in the Community and Technical College System**  
*Learning Outcomes:*  
1. Understand the transformational impact of equity, diversity and inclusive practices and initiatives within the Washington state CTC system.  
2. Understand the specific roles of individuals/groups in challenging structural racism within the community college system.

4:45pm-5:00pm  **Wrap Up**  
Dinner on your own
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Day 2 October 30

7:30am-8:15am  Continental Breakfast

8:15am-10:15am  Budgeting 101 – Eduardo Rodriguez, Vice President of Administration and Finance, Renton Technical College

Learning Outcomes:
1. Understand the budgeting process in our Washington Community and Technical College system.
2. Understand how budgets impact the colleges and the importance of knowing how to develop and manage budgets.

10:15am-10:30am  Break and Cell Phone moment

10:30am-11:15am  Group Project Work

11:15am-11:30pm  Wrap Up (FSOCC Affinity Group Sessions begin)