

And Still WE RISE



2021 WOMEN'S CONFERENCE AGENDA

April 30 & May 1, 2021

CSEA WOMEN'S CONFERENCE

Message from CSEA President Mary E. Sullivan



Dear CSEA Sisters and Brothers,

I'm excited to invite you to virtually attend our 2021 Women's Conference. This year's theme is "And Still We Rise" and will feature informative workshops and inspirational speakers.

Women have made great strides over time, but we still have far to go to achieve equality. Our union and the Labor Movement in general have always been staunch supporters of women's rights and the struggle to achieve equity, opportunity, fairness and respect for all.

There are so many interesting and groundbreaking things we are living through. The pandemic has plagued us over the last year, and we are learning to adapt and overcome the challenges it has presented us. Our Standing Women's Committee has put together a conference agenda with programs that will provide information, tools and techniques to help recharge our energy to continue rising above the challenges and build our power.

Even though it is still not safe enough to gather in person, we will use our technology to come together online and figure out new ways to keep making "good trouble," as the late Congressman John Lewis was fond of saying.

I look forward to you joining us!

In solidarity,

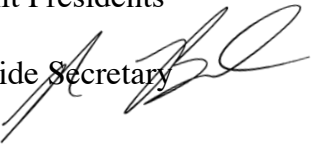
A handwritten signature in black ink that reads "Mary". The signature is fluid and cursive, with a long, sweeping tail that extends to the right.

Mary E. Sullivan, President

CSEA Inc. Local 1000 AFSCME AFL-CIO
143 Washington Avenue, Albany, NY 12210

MEMORANDUM

TO: Region, Local and Unit Presidents

FROM: Richard Bebo, Statewide Secretary 

DATE: March 2021

RE: CSEA Women's Conference, April 30 - May 1, 2021

It is time to register for our 2021 Virtual Women's Conference, "And Still We Rise".

Registration is available at <https://cseany.org/womens-conference-2021>. Note: you MUST be a member and logged in to our website in order to access this page.

There will be no "paper" registration, but assistance will be available for anyone who does not have access to a computer, smartphone or tablet for personal use.

Registration is to be completed by April 16, 2021. ***You must have a valid email address to register (do not use an employer sponsored e-mail address).*** Links to access the sessions you register for will be sent via e-mail prior to the conference.

To maintain the highest quality of programming, some workshops will have a maximum capacity as determined by the presenter. Registration for these specific programs will be on a first come, first served basis.

There is no cost to attend this virtual conference, and it is open to any current or retiree member. Nonmembers are not eligible to attend.

This conference is an excellent opportunity for activists to attend who have expressed an interest in previous union events or who may not usually attend our conferences.

If you need assistance in registering, or have any questions, please contact the Central Files Office between the hours of 9:00 a.m. and 4:00 p.m. at 518.257.1214, or toll free at 800.342.4146.

RB/am
cc: CSEA Officers
Region, Local and Unit Secretaries

CSEA WOMEN'S CONFERENCE AGENDA

April 30 - May 1, 2021

“And Still We Rise”

Friday, April 30, 2021

6:00 p.m. – 6:30 p.m.

Conference Welcome & Opening Session

6:30 p.m. – 8:00 p.m.

Nice to Greet You! Come join your fellow brothers and sisters for some fun, music and good times!

Saturday, May 1, 2021

9:00 a.m. – 10:00 a.m.

**General Session: “And Still We Rise”
Presentation of the Irene Carr Award**

10:00 a.m. – 11:30 a.m.

CONCURRENT WORKSHOPS

We Rise by Lifting Others

Do you want to encourage more women to be involved and active in the union? Do you have a Women's Committee? Do you feel your Women's Committee could be more effective? In this workshop, we will discuss the benefits of having a Women's Committee in your Local/Unit and how to get one started. Participants will share best practices and creative ideas committees have used to include and involve members.

Acting vs. Reacting – Surviving, Thriving & Making A Change

A lot has changed during the pandemic, especially for women. Some people have benefited, while others have experienced significant loss. If we want to thrive it's necessary that we identify the people and forces that have affected us so deeply and use this knowledge to fight back. In this workshop, we will discuss the post-pandemic world and ask the questions: What has changed? Why has it changed? How do we change it to benefit ourselves?

Political Action: Why We Do What We Do

This workshop is intended to provide insight into how and why union endorsements mean something to all of us. It can be the difference between retaining our members' jobs and losing them to privatization. It can mean the difference between safe working conditions and unsafe conditions and it can mean the difference between legislation that helps all of us or legislation that slashes our jobs. Participants will learn the ins and outs of how to use an endorsement to get what you want and why politicians look for CSEA's endorsement and recognize why political action is a means to an end.

Saturday, May 1, 2021, cont.

10:00 a.m. – 11:30 a.m. Concurrent Workshops, cont.

Women Must Be Seen AND Heard!

Have you ever wanted to speak at a meeting? Have you been called to give a presentation at a membership meeting? Are you worried that you'll go blank before an audience? Or are you just looking for tips to improve your oral presentations? If you answered yes, then this workshop is for you! In this workshop, members will identify the characteristics of effective public speaking, learn and analyze ways to prepare for public speaking, assess their public speaking comfort levels, and understand and apply various tips and techniques to improve these valuable skills.

“I Can Show You Better Than I Can Tell You”

It is important that we offer and receive guidance to support and build our leadership. In this workshop, participants will review the role of a mentor and a mentee, reflect on their mentoring experience, and recognize the importance and benefits of a mentor.

Rising Above It All

The uncertainty of our world poses many challenges for us in our workplace and at home. The increase in stress from social and racial tensions as well as the fast-changing climate requires having tools to make good decisions. In this workshop, participants will look at the dynamics of this environment and provide tools for managing the range of emotions we feel, talking with coworkers regarding sensitive issues as well as taking care of ourselves and increasing our resiliency.

Scroll, Select, Reboot – System We Have a Problem

We all have different perspectives when defining a “challenging person.” Some people challenge the lives of many others, and then there are types who just get under our skin and “push our buttons.” Regardless of the particulars, in this workshop you will learn to assess, (Scroll), choose (Select) and (Reboot) how to deal with the “difficult” person in the most effective way that benefits you.

Once Upon a Time, Love Was Blind

Experiencing domestic violence during a pandemic creates additional challenges and barriers for victims. This presentation will explore those challenges, the increase in domestic violence during the pandemic and NYS's response to domestic violence during the pandemic. Additionally, this presentation will provide participants with knowledge and skills to help recognize when someone they know may be experiencing domestic violence. We will also cover tactics that abusive partners use to gain and maintain power and control and decisions and skills that survivors use to stay safe. Participants will be offered guidance on safely and effectively providing support and resources to victims of domestic violence in a survivor centered manner. Finally, we will cover addressing domestic violence with perpetrators in a way that holds them accountable for their behavior and supports non-abusive behavior and behavior change. Domestic and sexual violence resources will be provided.

Saturday, May 1, 2021, cont.

10:00 a.m. – 11:30 a.m. Concurrent Workshops, cont.

Rising Beyond The Pandemic

As we are on the brink of COVID-19 becoming a seasonal disease rather than a global pandemic, it is important to reflect on all the knowledge we have gained and how to apply it to build a more prepared and resilient future for our workplaces, families and our union. Women faced profound and unique challenges (caring for the sick, stress, grief, violence, juggling home and work, etc.) throughout this past year. This session will focus on using what we have learned to strengthen workplace protections, connect women and families with more resources and lead with compassion and understanding through this time of healing.

Making \$\$\$\$\$ Moves

This workshop focuses on the challenges that women face in financial planning, the planning strategies that can help them overcome those challenges and empowers them to take charge of their financial futures. We will be talking about three stages: risk management, wealth accumulation and wealth preservation and distribution. This workshop follows the path of a planning diagram, showing how the ongoing process can help create a lifetime of financial security.

Are Your Affairs in Order?

Imagine that you are in a horrific car accident or spontaneously suffered a stroke. You lose consciousness and wind up in the emergency room and you are not able to communicate with the doctors to tell them what you are — and aren't — comfortable with. Do you know who would make these decisions for you? More importantly, do you trust the person who'd step in and communicate your medical wishes? What if you are in a coma? Who will take care of your financial matters, talk to the insurance company, and pay your bills? In this workshop, you will learn what you need to do to get your people and documents in place.

**And Still
WE RISE**

Saturday, May 1, 2021, cont.

10:00 a.m. – 11:30 a.m. Concurrent Workshops, cont.

“What’s In It For Me?”



Want to know your insurance recent plan changes & upgrades? Want to increase your career mobility and job satisfaction? Want to learn about the Member Benefit programs available to CSEA dues paying members? Join us to learn the answers to these questions and much more.

Employee Benefit Fund — *Better benefits? You bet! The CSEA Employee Benefit Fund has been helping CSEA members negotiate Dental, Vision & Reimbursement benefits into their contracts since 1979. Learn an overview of our plans & how our Benefits Specialists can help you negotiate them into your next contract. If you already have EBF benefit(s), meet with us for information on our recent plan changes & upgrades.*

An Overview of the NYS/CSEA Partnership Benefits — *The NYS and CSEA Partnership provides education and training programs for NYS represented CSEA members. This workshop will encourage CSEA’s female leaders and members to rise up and utilize Partnership programs to increase their career mobility and job satisfaction, become highly skilled and motivated workers and build effective labor-management relationships.*

Member Benefits — *Join us to learn about the Member Benefit programs available to CSEA dues paying members. These are designed to add value to your membership and help you get some, (if not all), of your dues monies back through savings. The information you will receive will include benefits endorsed directly by CSEA as well as the non- contractual benefits offered from our International Union AFSCME and the AFL-CIO Union Plus program and include education and advancement, insurance and finance, travel and entertainment, auto, home and health savings. There is something for everyone!*

11:30 a.m. – 11:45 a.m.

Take A Break!

11:45 a.m. – 12:15 p.m.

General Session: “We Rise Up”

12:15 p.m. – 12:45 p.m.

Revive & Refresh – Let’s Take A Break!

12:45 p.m. – 2:15 p.m.

Concurrent Workshops Repeated

We Rise by Lifting Others

Do you want to encourage more women to be involved and active in the union? Do you have a Women’s Committee? Do you feel your Women’s Committee could be more effective? In this workshop, we will discuss the benefits of having a Women’s Committee in your Local/Unit and how to get one started. Participants will share best practices and creative ideas committees have used to include and involve members.

Saturday, May 1, 2021, cont.

12:45 p.m. – 2:15 p.m. Concurrent Workshops Repeated, cont.

Acting vs. Reacting – Surviving, Thriving & Making A Change

A lot has changed during the pandemic, especially for women. Some people have benefited, while others have experienced significant loss. If we want to thrive it's necessary that we identify the people and forces that have affected us so deeply and use this knowledge to fight back. In this workshop, we will discuss the post-pandemic world and ask the questions: What has changed? Why has it changed? How do we change it to benefit ourselves?

Political Action: Why We Do What We Do

This workshop is intended to provide insight into how and why union endorsements mean something to all of us. It can be the difference between retaining our members' jobs and losing them to privatization. It can mean the difference between safe working conditions and unsafe conditions and it can mean the difference between legislation that helps all of us or legislation that slashes our jobs. Participants will learn the ins and outs of how to use an endorsement to get what you want and why politicians look for CSEA's endorsement and recognize why political action is a means to an end.

Women Must Be Seen AND Heard!

Have you ever wanted to speak at a meeting? Have you been called to give a presentation at a membership meeting? Are you worried that you'll go blank before an audience? Or are you just looking for tips to improve your oral presentations? If you answered yes, then this workshop is for you! In this workshop, members will identify the characteristics of effective public speaking, learn and analyze ways to prepare for public speaking, assess their public speaking comfort levels, and understand and apply various tips and techniques to improve these valuable skills.

“I Can Show You Better Than I Can Tell You”

It is important that we offer and receive guidance to support and build our leadership. In this workshop, participants will review the role of a mentor and a mentee, reflect on their mentoring experience, and recognize the importance and benefits of a mentor.

Rising Above It All

The uncertainty of our world poses many challenges for us in our workplace and at home. The increase in stress from social and racial tensions as well as the fast-changing climate requires having tools to make good decisions. In this workshop, participants will look at the dynamics of this environment and provide tools for managing the range of emotions we feel, talking with coworkers regarding sensitive issues as well as taking care of ourselves and increasing our resiliency.

Saturday, May 1, 2021, cont.

12:45 p.m. – 2:15 p.m. Concurrent Workshops Repeated, cont.

Scroll, Select, Reboot – System We Have a Problem

We all have different perspectives when defining a “challenging person.” Some people challenge the lives of many others, and then there are types who just get under our skin and “push our buttons.” Regardless of the particulars, in this workshop you will learn to assess, (Scroll), choose (Select) and (Reboot) how to deal with the “difficult” person in the most effective way that benefits you.

Once Upon a Time, Love Was Blind

Experiencing domestic violence during a pandemic creates additional challenges and barriers for victims. This presentation will explore those challenges, the increase in domestic violence during the pandemic and NYS’s response to domestic violence during the pandemic. Additionally, this presentation will provide participants with knowledge and skills to help recognize when someone they know may be experiencing domestic violence. We will also cover tactics that abusive partners use to gain and maintain power and control and decisions and skills that survivors use to stay safe. Participants will be offered guidance on safely and effectively providing support and resources to victims of domestic violence in a survivor centered manner. Finally, we will cover addressing domestic violence with perpetrators in a way that holds them accountable for their behavior and supports non-abusive behavior and behavior change. Domestic and sexual violence resources will be provided.

Rising Beyond The Pandemic

As we are on the brink of COVID-19 becoming a seasonal disease rather than a global pandemic, it is important to reflect on all the knowledge we have gained and how to apply it to build a more prepared and resilient future for our workplaces, families and our union. Women faced profound and unique challenges (caring for the sick, stress, grief, violence, juggling home and work, etc.) throughout this past year. This session will focus on using what we have learned to strengthen workplace protections, connect women and families with more resources and lead with compassion and understanding through this time of healing.

Making \$\$\$\$ Moves

This workshop focuses on the challenges that women face in financial planning, the planning strategies that can help them overcome those challenges and empowers them to take charge of their financial futures. We will be talking about three stages: risk management, wealth accumulation and wealth preservation and distribution. This workshop follows the path of a planning diagram, showing how the ongoing process can help create a lifetime of financial security.

Are Your Affairs in Order?

Imagine that you are in a horrific car accident or spontaneously suffered a stroke. You lose consciousness and wind up in the emergency room and you are not able to communicate with the doctors to tell them what you are — and aren’t — comfortable with. Do you know who would make these decisions for you? More importantly, do you trust the person who’d step in and communicate your medical wishes? What if you are in a coma? Who will take care of your financial matters, talk to the insurance company, and pay your bills? In this workshop, you will learn what you need to do to get your people and documents in place.

Saturday, May 1, 2021, cont.

12:45 p.m. – 2:15 p.m. Concurrent Workshops Repeated, cont.

“What’s In It For Me?”



Want to know your insurance recent plan changes & upgrades? Want to increase your career mobility and job satisfaction? Want to learn about the Member Benefit programs available to CSEA dues paying members? Join us to learn the answers to these questions and much more.

Employee Benefit Fund — *Better benefits? You bet! The CSEA Employee Benefit Fund has been helping CSEA members negotiate Dental, Vision & Reimbursement benefits into their contracts since 1979. Learn an overview of our plans & how our Benefits Specialists can help you negotiate them into your next contract. If you already have EBF benefit(s), meet with us for information on our recent plan changes & upgrades.*

An Overview of the NYS/CSEA Partnership Benefits — *The NYS and CSEA Partnership provides education and training programs for NYS represented CSEA members. This workshop will encourage CSEA’s female leaders and members to rise up and utilize Partnership programs to increase their career mobility and job satisfaction, become highly skilled and motivated workers and build effective labor-management relationships.*

Member Benefits — *Join us to learn about the Member Benefit programs available to CSEA dues paying members. These are designed to add value to your membership and help you get some, (if not all), of your dues monies back through savings. The information you will receive will include benefits endorsed directly by CSEA as well as the non- contractual benefits offered from our International Union AFSCME and the AFL-CIO Union Plus program and include education and advancement, insurance and finance, travel and entertainment, auto, home and health savings. There is something for everyone!*

2:15 p.m. – 2:30 p.m.

Break

2:30 p.m. – 3:00 p.m.

Closing Session: Let’s Keep On Rising to The Top!



Mary E. Sullivan, President
cseany.org

