

**LULAC STATE TRAINING  
INSTITUTE AND CONFERENCE WORKSHOPS**

**June 3 - 6, 2009 • Dallas, Tx**  
Hilton Hotel, LBJ Freeway at North Dallas Toll-way  
**A Journey to Leadership Development**  
**UNITY 2009**

**State and Local Agencies Institute**

**Wednesday Morning, June 3 – Travel to Dallas**

**Wednesday Afternoon, June 3**

**A Journey to Leadership Development: Have You Thought of What to Pack?**

**Targeted Skills: Leading Change**

This session is an introduction to leadership competencies including developing & writing competencies and putting the package together.

**Understanding Others**

**Targeted Skills: Leading People**

Understanding/Valuing Cultural Differences in the Work Place

**Targeting Skills: Networking**

Time for Respective Agencies to Share Best Practices With Each Other

**Thursday Morning, June 4**

**Targeted Skills: Partnering and Negotiating**

Developing Coalitions and Effective Team Building Communications

**Targeted Skills: Recognizing Perceptions, Issues, Concerns, Problems**

How to Develop a Community and Agency Perceptions Inventory

**Targeted Skills: Networking**

Time for Continuing to Share Best Practices With Respective Groups

**State Training Institute Luncheon**

**Thursday Afternoon, June 4**

**Targeted Skills: Program Management**

Addressing Resource Needs & Marketing Expertise and Strategies

## **Targeted Skills: Conflict Prevention and Resolution**

Best Practices for Constructive Conflict Prevention and Resolution –  
Mediation/Arbitration – Alternative Dispute Resolution

**Targeted Skills: Networking With Community Representatives  
Unity Reception and Banquet**

## **Regular LULAC Conference Workshops Begin Joined by State and Local Agency Participants**

**Friday Morning, June 5<sup>th</sup>**  
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### **YOUTH BRAKFAST**

### **ISSUES AFFECTING MINORITIES**

**Brainstorming of law enforcement, education, immigration, housing, employment and corresponding potential solutions. In addition to the Training Institute participants, LULACers, Hispanic chambers of commerce, the ACLU, NAACP, El Congreso, El Concilio de Dallas, Latino Peace Officers Association, the Council on American Islamic Relations (CAIR, the Muslim community, the Jewish Community, the Dallas Peace Center, La Voz del Anciano, Voces Olvidadas and the General Community will be invited to participate.**

**Moderators:** Ed Elizondo and Mary Ramos

**Small Group Facilitators:** Marcelo Tafoya, Gloria Levario, Felix Acevedo, Lee Saldivar, Linda Chavez

### **YOUNG ADULTS LUNCHEON**

**Friday Afternoon, June 5<sup>th</sup>**  
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**IMMIGRATION RAIDS, ENFORCEMENT OF IMMIGRATION LAWS BY LOCAL LAW ENFORCEMENT, DEMONSTRATIONS, IMMIGRATION REFORM AND BASIC INFORMATION**

**Panel:** Rene Martinez, Albert Ruiz, Brent Wilkes, Mexican Consul Enrique Hubbard-Urrea

### **EMPLOYMENT ISSUES**

**Laws Enforced by EEOC, Who Is Protected Under the Law?, Title VII of the Civil Rights Act of 1964, Age, Equal Pay, Retaliation, Jurisdictional Issues, Discriminatory Issues, Filing Charge, Remedies Under the Statutes, Immigration Control Act of 1986 (IRCA}**

**Presenter:** Edward Elizondo, Retired EEOC Manager, Member of the LULAC National and State Civil rights Commissions, LULAC District III Civil Rights Commission and Immediate Past President of Dallas LULAC Council for Justice, Equality and Business Development

**Saturday Morning, June 6 GENERAL ASSEMBLY**

**Workshops**

**EDUCATIONAL ISSUES, CONCERNS, PERCEPTIONS AND POTENTIAL CORRESPONDING SOLUTIONS**

**Examples of Successful Case Work**

**Moderator:** Roberto Gamboa, LULAC State Education Committee Chair  
iii Director, I Education Task Force Chair Diana Flores, Valentin Villa, Temple District Director and Judy Morales, Education Task Force Chair

**PREPERATION FOR MEDIATION OF EDUCATIONAL ISSUES, PERCEPPTIONS AND PROBLEMS**

**Perceptions Inventories, Ground Rules For Mediation, MOU, Role Play**

Joey Cardenas, Richard Sambrano, Edward Elizondo, Marcelo Tafoya and Audience Participants

**WOMEN'S LUNCHEON**

**Saturday Afternoon, June 6<sup>th</sup>**

(Concurrent) **STATE DIRECTOR JOEY CARDENAS' EDUCATION ISSUES ROUNDTABLE DISCUSSION (This is for those persons with responsibility to address educational issues)**

(Concurrent) **WOMEN'S ROUNDTABLE DISCUSSION**

**Moderator:** Jodi Perry, State Deputy Director for Women

**ALTERNATIVE APPROACHES TO PREVENTION AND RESOLUTION OF LAW ENFORCEMENT ISSUES/CONCERNS/PERCEPTIONS/PROBLEMS**

**Presenters:** CRS, USDOJ Regional Director Carmelita Pope Freeman  
Richard Sambrano

**Role Play (If time permits)**

Chief of Police: Marcelo Tafoya

Koni Kaiwi, Garland Council President. LULAC Negotiating Team Leader

Negotiators: Audience Participants

**PARTLIAMENTARY PROCEDURES**

**Moderator:** Linda Chavez

**Presenter:** Ray Mancera, LULAC Vice President for the Southwest

**EVALUATION**

**CLOSING REMARKS BY SATE DIRECTOR JOEY CARDENAS**

**CONTINUING PROFESSIONAL EDUCATION**

*And*

**LAW ENFORCEMENT TRAINING CREDIT**

*LULAC will submit the proper paperwork to the Texas Education Agency (TEA) and the Texas Commission on Law Enforcement Officer and Education Standards (TCLEOES) in pursuit of Continuing Professional Education (CPE) Certification respectively. The TCLEOES certification will count towards the officers' 40 hours required in-service training.*