



"Brushstrokes of Leadership"

**Los Angeles County African American Employees Association
2024 General Membership Educational Conference
Saturday, October 5, 2024
Doubletree by Hilton Hotel Torrance
9:00 a.m. – 2:00 p.m.
Elevate. Educate. Empower.**

Welcome



AS THE MEMBERSHIP CHAIR OF THE LOS ANGELES COUNTY AFRICAN AMERICAN EMPLOYEES ASSOCIATION, I WELCOME YOU TO OUR 2024 GENERAL EDUCATION MEMBERSHIP CONFERENCE. THIS YEAR'S THEME, "BRUSH STROKES OF LEADERSHIP," REPRESENTS OUR COLLECTIVE JOURNEY TO ELEVATE, EDUCATE, AND EMPOWER ONE ANOTHER. EACH OF US CONTRIBUTES A UNIQUE STROKE TO THE CANVAS OF LEADERSHIP, SHAPING A VIBRANT PICTURE OF GROWTH AND PROGRESS. I HOPE THIS CONFERENCE IGNITES YOUR PASSION, FOSTERS NEW CONNECTIONS, AND STRENGTHENS OUR SHARED COMMITMENT TO UPLIFT OUR COMMUNITY. TOGETHER, LET'S CONTINUE TO INSPIRE AND BE INSPIRED!

THANK YOU,
COSALET



MESSAGE FROM THE PRESIDENT ON BEHALF OF THE EXECUTIVE BOARD, I AM THRILLED TO HAVE YOU JOIN US TODAY. AS LACAAEA'S GENERAL MEMBERSHIP CONFERENCE IS A DAY OF CELEBRATING THE ACCOMPLISHMENTS THE ASSOCIATION FOR THE PAST YEAR, IT IS ALSO THE OPPORTUNITY TO INSPIRE THE NEXT GENERATION OF COUNTY LEADERS. TOGETHER, WE ARE MAKING STRIDES TOWARD EQUITY AND INCLUSION, WHERE OUR VOICES ARE HEAR AND THOSE WITH DIFFERENT ABILITIES ARE EMBRACED.

SINCERELY,
DELLORA



CONTEST

OPPORTUNITY DRAWINGS:

- **BE IN THE ROOM, WHEN YOUR NAME IS CALLED!**
- **SOCIAL MEDIA CONTEST: SNAP, POST, AND HASHTAG YOUR WAY TO A PRIZE!**
 - **#LACAAEA**
 - **#2024_GENERAL_CONFERENCE**
 - **#ELEVATE**
 - **#EDUCATE**
 - **#EMPOWER**
- **CONFERENCE NETWORKING BINGO: THE PERSON WHO FINDS THE ONE MEMBER FROM DIFFERENT DEPARTMENTS!**

"LAND ACKNOWLEDGMENT

COUNTY'S LAND ACKNOWLEDGMENT. THE COUNTY OF LOS ANGELES RECOGNIZES THAT WE OCCUPY LAND ORIGINALLY AND STILL INHABITED AND CARED FOR BY THE TONGVA, THE TATAVIAM, SERRANO, KIZH, AND CHUMASH PEOPLES. WE HONOR AND PAY RESPECT TO THEIR ELDERS AND DESCENDANTS, PAST, PRESENT, AND EMERGING, AS THEY CONTINUE THEIR STEWARDSHIP OF THESE LANDS AND WATERS. WE ACKNOWLEDGE THAT SETTLER COLONIZATION RESULTED IN LAND SEIZURE, DISEASE, SUBJUGATION, SLAVERY, RELOCATION, BROKEN PROMISES, GENOCIDE, AND MULTIGENERATIONAL TRAUMA. THIS ACKNOWLEDGMENT DEMONSTRATES OUR RESPONSIBILITY AND COMMITMENT TO TRUTH, HEALING, AND RECONCILIATION AND TO ELEVATING THE STORIES, CULTURE, AND COMMUNITY OF THE ORIGINAL INHABITANTS OF LOS ANGELES COUNTY. WE ARE GRATEFUL TO HAVE THE OPPORTUNITY TO LIVE AND WORK ON THESE ANCESTRAL LANDS. WE ARE DEDICATED TO GROWING AND SUSTAINING RELATIONSHIPS WITH NATIVE PEOPLES AND LOCAL TRIBAL GOVERNMENTS, INCLUDING (IN NO PARTICULAR ORDER) THE FERNANDENO TATAVIAM BAND OF MISSION INDIANS, THE GABRIELINO TONGVA INDIANS OF CALIFORNIA TRIBAL COUNCIL, THE GABRIELENO/TONGVA SAN GABRIEL BAND OF MISSION INDIANS, THE GABRIELENO BAND OF MISSION INDIANS, KIZH NATION, THE SAN MANUEL BAND OF MISSION INDIANS, THE SAN FERNANDO BAND OF MISSION INDIANS.

LABOR ACKNOWLEDGEMENT

LIKE MOST MODERN-DAY U.S. INSTITUTIONS, THE COUNTY OF LOS ANGELES BENEFITS FROM THE UNADDRESSED LEGACY OF STOLEN LABOR AT THE FOUNDATION OF THIS NATION AND ITS VAST AND INEQUITABLE WEALTH. LACAAEA RESPECTFULLY ACKNOWLEDGE THE DEBT OWED TO THE ENSLAVED PEOPLE, PRIMARILY OF AFRICAN DESCENT, WHOSE LABOR AND SUFFERING BUILT AND GREW THE ECONOMY AND INFRASTRUCTURE OF A NATION THAT REFUSED TO RECOGNIZE THEIR HUMANITY. WHILE THE 13TH AMENDMENT TO THE CONSTITUTION TECHNICALLY ENDED "SLAVERY" IN THE U.S., WE KNOW THAT SLAVERY'S ONGOING IMPACTS ARE STILL FELT BY COUNTLESS PEOPLE FORCED - THROUGH VIOLENCE, THREATS, AND COERCION - TO WORK IN THE U.S. LACAAEA RECOGNIZES THE OWED DEBT TO EXPLOITED WORKERS PAST AND PRESENT WHOSE LABOR WAS AND CONTINUES TO BE STOLEN THROUGH UNJUST PRACTICES.

LACAAEA ACKNOWLEDGE THE COLLECTIVE DEBT TO THE INDIGENOUS PEOPLES OF THIS LAND WHOSE LABOR WAS FORCED AND EXPLOITED, THE CHINESE IMMIGRANTS WHO BUILT RAILROADS THAT ALLOWED FOR WESTWARD AMERICAN DEVELOPMENT, JAPANESE AMERICANS WHOSE PROPERTIES AND LIVELIHOODS WERE TAKEN FROM THEM WHILE INCARCERATED DURING WORLD WAR II, AND MIGRANT WORKERS FROM THE PHILIPPINES, MEXICO, AND CENTRAL AND SOUTH AMERICA WHO HAVE WORKED PACIFIC NORTHWEST FARMS AND CANNERIES. WE RECOGNIZE THE IMMIGRANT AND AMERICAN-BORN WORKERS OF AFRICAN, ASIAN, AND CENTRAL AND SOUTH AMERICAN DESCENT WHOSE LABOR REMAINS HIDDEN IN THE SHADOWS BUT STILL CONTRIBUTES TO THE WELLBEING OF OUR COLLECTIVE COMMUNITY. WE RECOGNIZE THAT OUR ECONOMY CONTINUES TO RELY ON THE EXPLOITED LABOR OF INCARCERATED PEOPLE, LARGELY PEOPLE OF COLOR, WHO EARN PENNIES AN HOUR WHILE GENERATING BILLIONS IN GOODS AND SERVICES EACH YEAR. AND WE KNOW THERE ARE MANY OTHER PEOPLE, TOO NUMEROUS TO MENTION, WHO ARE PREVENTED FROM REAPING THE TRUE VALUE OF THEIR LABOR BY UNJUST SYSTEMS AND CRUEL PRACTICES. WE MOURN THEIR LOSS OF LIFE, LIBERTY, AND OPPORTUNITY. WE ACKNOWLEDGE THAT THE THEFT OF LABOR IS THE THEFT OF GENERATIONAL PROGRESS. NEARLY ALL PEOPLE OF COLOR HAVE BEEN ROBBED OF THE OPPORTUNITY AND WEALTH THAT THEIR ANCESTORS MIGHT OTHERWISE HAVE PASSED ON TO THEM.

"LIFT EVERY VOICE AND SING"

HISTORY

JAMES WELDON JOHNSON, CHAIR OF THE FLORIDA BAPTIST ACADEMY IN JACKSONVILLE, FLORIDA, HAD SOUGHT TO WRITE A POEM IN COMMEMORATION OF ABRAHAM LINCOLN'S BIRTHDAY. HOWEVER, AMID THE ONGOING CIVIL RIGHTS MOVEMENT, JOHNSON DECIDED TO WRITE A POEM WHICH WAS THEMED AROUND THE STRUGGLES OF AFRICAN AMERICANS FOLLOWING THE RECONSTRUCTION ERA (INCLUDING THE PASSAGE OF JIM CROW LAWS IN THE SOUTH). "LIFT EVERY VOICE AND SING" WAS FIRST RECITED BY A GROUP OF 500 STUDENTS IN 1900. HIS BROTHER J. ROSAMOND JOHNSON WOULD LATER SET THE POEM TO MUSIC.

IN 1919, THE NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (NAACP) DUBBED "LIFT EVERY VOICE AND SING" THE "NEGRO NATIONAL ANTHEM", FOR ITS POWER IN VOICING A CRY FOR LIBERATION AND AFFIRMATION FOR AFRICAN AMERICAN PEOPLE. JAMES WELDON JOHNSON WOULD BE APPOINTED TO SERVE AS THE NAACP'S FIRST EXECUTIVE SECRETARY THE FOLLOWING YEAR. IT HAS SIMILARLY BEEN REFERRED TO AS "THE BLACK NATIONAL ANTHEM."



LYRICS

Lift every voice and sing,
'Til earth and heaven ring,
Ring with the harmonies of Liberty;
Let our rejoicing rise
High as the listening skies,
Let it resound loud as the rolling sea.

Sing a song full of the faith that the dark past has taught us,
Sing a song full of the hope that the present has brought us;
Facing the rising sun of our new day begun,
Let us march on 'til victory is won.

Stony the road we trod,
Bitter the chastening rod,
Felt in the days when hope unborn had died;
Yet with a steady beat,
Have not our weary feet
Come to the place For which our fathers died.

We have come, over a way that with tears has been watered,
We have come, treading our path through the blood of
the slaughtered,
Out from the gloomy past,
'Til now we stand at last
Where the white gleam of our bright star is cast.

God of our weary years,
God of our silent tears,
Thou who has brought us thus far on the way;
Thou who has by Thy might
Led us into the light,
Keep us forever in the path, we pray.

Lest our feet, stray from the places, our God, where we met Thee,
Lest our hearts, drunk with the wine of the world, we forget Thee;
Shadowed beneath Thy hand,
May we forever stand,
True to our God,
True to our native land.



HELP US IMPROVE FUTURE EVENTS BY PROVIDING VALUABLE FEEDBACK ON YOUR TIME WITH US TODAY! COMPLETE OUR SURVEY AND ENTER TO WIN ONE OF THESE THREE INCREDIBLE PRIZES:

- \$50 TARGET**
- \$50 AMAZON**

TO ENTER THE DRAWING COMPLETE THE & RETURN SURVEY BY 1:15 PM. THE WINNERS WILL BE ANNOUNCED AT THE END OF THE DAY BEFORE THE CLOSING REMARKS. WINNERS MUST BE PRESENT TO CLAIM THEIR PRIZES.



Registration/Breakfast – Networking

**Welcome Cosalet P. Adam
Membership Chair**

**Land & Labor Acknowledgement
Tara Parham
Vice President**

**Introduction of Executive Advisor & Board
DeLlora Ellis-Gant
President**

**DRAWINGS
Anicka Phillips
Membership Co-Chair**

**Human Resources Update
Rodney Collins, Chief Deputy
County of Los Angeles DHR**

**Inspirational Message
Councilman Andre Spicer
City of Compton**

**Department Spotlight
Dawyn R. Harrison
County Counsel**

NETWORKING BREAK

DRAWINGS (Winner Must Be Present)



CHIEF DEPUTY PANEL

SHAWNA LEWIS, MODERATOR
YOLANDA PINA, LIBRARY
NICOLE DAVIS TINKHAM, COCO
JERAMY GRAY, RR/CC
THERESA BARRERA, FIRE
RODNEY COLLINS, DHR

BREAKOUT SESSIONS

SALON A: **ELEVATE**|MAN CAVE

SALON B: **EDUCATE**|NEXT GENERATION
(SESSION STARTS AT 10:00 AM.)

SALON C: **EMPOWER**|UNLOCKING
PROFESSIONAL OPPORTUNITIES

LUNCH/SCHOLARSHIP & AWARDS
CEREMONY

INSPIRATIONAL MESSAGE

STRATEGIC PLAN UPDATE
TARA PARHAM, VICE PRESIDENT

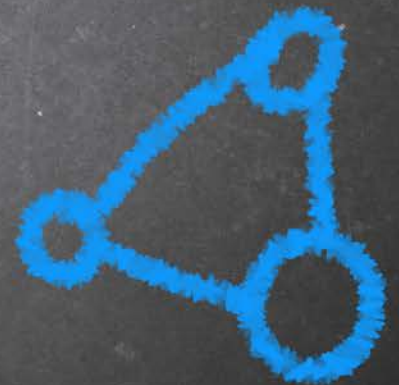
DRAWINGS (WINNER MUST BE PRESENT)



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GUEST SPEAKERS



**Dawyn Harrison
County Counsel
County of Los Angeles**

**Councilman Andre Spicer
City of Compton, District 2**



CHIEF DEPUTIES PANEL



Moderator: Shawna Lewis, Fire



**Jeremy Gray
Registrar-Recorder/County
Clerk**



**Rodney Collins
Human Resources**



**Nicole Davis Tinkham
County Counsel**



**Theresa Barrera
Fire**



Yolanda Pina, Library

BREAKOUT SESSION: SALON A



**Moderator: Jerrell D. Griffin
Acting Asst. Director
Aging & Disabilities Dept.**



**David Carroll, Director
Dept. of Youth Development**



**Robert Harris, Deputy Fire Chief
LACo Fire**



**Jeramy Gray, Chief Deputy
Registrar-Recorder/County Clerk**



**Dr. D'Artagnan Scorza
Executive Director
Racial Equity**

YOUTH SESSIONS FACILIATORS



Latrice Jones
Dept. Representative Co-Chair
CEO



Walter Tucker IV, M.A.
Program Administrator
ISD - DTD Initiative

BREAKOUT SESSION: SALON C **"UNLOCKING PROFESSIONAL OPPORTUNITIES"**



Tramelle Jones
Professional Development Committee
Program Specialist, Chief Executive Office





2024 MEMBER SCHOLARSHIP AWARDEES



Name: Tamika G.

University: Western Governors University

Major: Cyber Security and Information Assurance



Name: Jaylan J.

University: University of La Verne

Major: Psychology



Name: Maya S.

University: University of Southern California

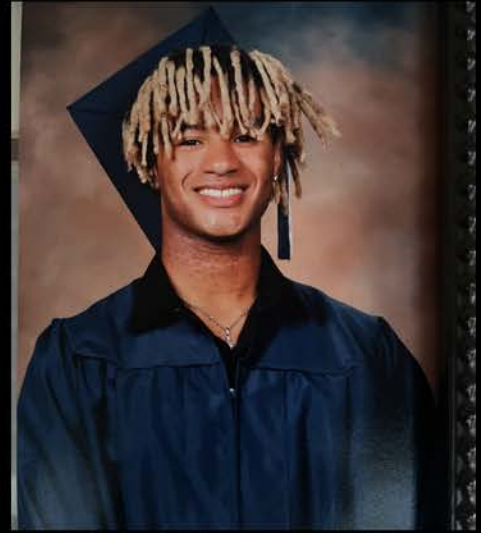
Major: Human Biology

2024 YOUTH SCHOLARSHIP AWARDEES



Name: Jayla B.

**University: Tuskegee University
Major: Veterinary Science**



Name: Zarreon C.

**University: UC Santa Barbara
Major: Black Studies**



Name: Jayden M.

**University: Compton
College
Major: Nursing**



Name: Khary B.

**University: California State
University Northridge
Major: Marine Biology**



Name: Jasmin J.

**University: California State
University San Bernardino
Major: Arabic Language Literature
with a double major in Biology**

thanks
for your
support



BANK OF THE WEST
BNP PARIBAS



**Alzheimer's
LOS ANGELES**



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**CYNTHIA MCCOY- MILLER, DCFS TERRIE HARDY, CSSD
JAMES BLUNT, DPSS LISA M. GARRETT, DHR
YOLANDA PINA, LIBRARY**

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TINA ROBINSON, CSSD**

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VERONICA NWAKI, DCFS, WALTER TUCKER, ISD**