

# Truths with Tre'Shawn: The Truth about HR in the CCC System

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BUILDING RELATIONSHIPS AND A CULTURE OF RESPECT ADDITION



# Who am I?

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Tre'Shawn Hall-Baker, Dean of Human Resources,  
Santa Monica College

- People-Centered
- Introvert
- HR Servant-Leader
- Boy-mom (even the dog is a boy), wife, daughter, sister
- Lover of good food
- Human
- HR is my jam



# What do you know about your HR leaders?

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Who are your HR leaders?

Does HR feel like the Principal's Office?

Do you trust HR?



# Human Resources in the CCC

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Human Resources in the California Community College system is a strategic partner in every aspect of the institution. What does this partnership look like?

- **Talking the talk.** DEIAA, EEO, HR Operations, Recruitment Compliance, Employee and Labor Relations, Benefits Administration, Discipline, Employee and Leader Consultation, Professional Development, Employment Empowerment, Relationship Building, Collective Bargaining, Participatory Governance.
- **Walking the walk.** Facilitating and supporting the life-cycle of employment; providing guidance and support, enforcing the rules.



# Human Resources in the CCC

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Your Human Resources is situated in the institution to have the greatest impact on workplace culture by...

- Being Kind and understanding
- Providing customer service
- Building trust
- Staying “10 toes down” (being tough and having integrity)
- Thinking strategically and systematically





# Building trusting relationships as a leader with HR

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- Be intentional about getting to know your HR team
- Communicate early and often
- Accept fairness and transparency
- Collaborate
- Ask questions



# Employee Groups- Academic Senate

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## What is Participatory Governance?

The mandated process of engaging in decision making with the College's constituent groups (10+1). This is separate and apart from collective bargaining.



# Employee Groups- Unions

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What is Collective Bargaining?

*Collective bargaining:* A process that mandates the engagement of management and unions in exchanges and brokering related to the terms and conditions of employment (Boniface & Rashmi, 2013).





# What does HR have to do with it?

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Strategies for facilitating positive work relationships:

1. Provide training and interpretation of policies, procedures, practices, and agreements.
2. Mediate and facilitate discussions between all leaders (managers, unions, senate, other District constituencies).
3. Be a supportive and safe space.



# What does HR have to do with it?

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Strategies for facilitating positive work relationships:

4. Check the temperature!
5. Listen actively!
6. Facilitate the employment experience.



# How could you make positive connections with HR

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In breakout rooms, consider the following:

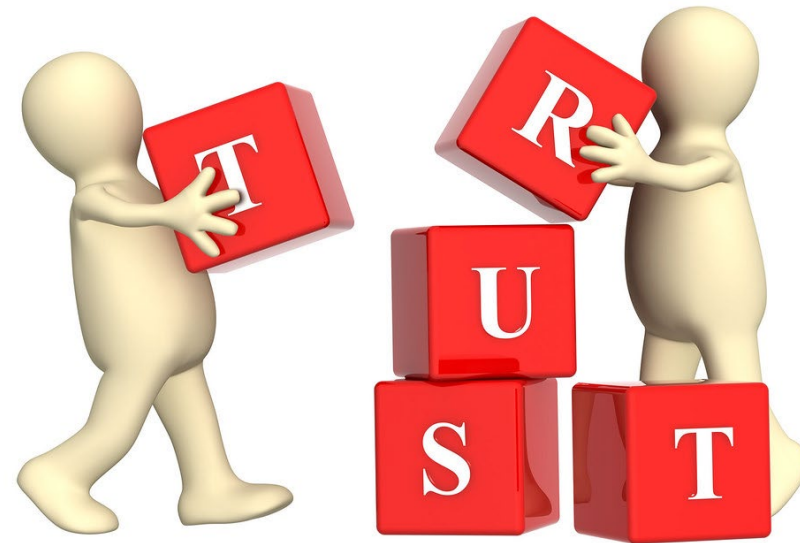
When you become a manager/administrator, How could you start building relationships with...

Human Resources?

Academic/Classified Senate?

Faculty/Classified Unions?

Employees that report to you?



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why?  
**how?** who?  
WHEN?  
Where?