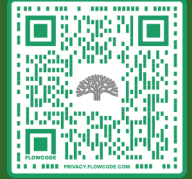


Training & Organizational Development

Sept-Oct-Nov 25

Human Resources Management | City of Oakland



GENDER INCLUSION TRAINING (MANDATORY)		DATE / TIME
Gender Inclusion and Inclusive Language Training Requirement for all city employees (FTE, PPT, TPT, ELDE, TCSE, Sworn and Non-Sworn) IF YOU HAVE NOT TAKEN THIS TRAINING, YOU ARE REQUIRED TO COMPLETE IT BY December 1, 2025 5pm. Compliance records will be submitted in December		MON 10/20/25 10am-12pm MON 11/17/25 10am-12pm CLICK HERE TO REGISTER
BIAS REDUCTION and INCLUSIVE WORKPLACE TRAINING		DATE / TIME
Mandatory Reducing Bias and Cultivating Inclusion at Work Requirement for all city employees (FTE, PPT, TPT, ELDE, TCSE, Sworn and Non-Sworn) IF YOU HAVE NOT TAKEN THIS TRAINING, YOU ARE REQUIRED TO COMPLETE IT BY October 1, 2025 5pm. Compliance records will be submitted in December		FRI 10/17/25 10am-12pm FRI 11/14/25 10am-12pm CLICK HERE TO REGISTER
SUPERVISORY / MANAGEMENT TRAINING		DATE / TIME
Supervisory Academy Module 1 Local Government Overview, Ethics, Legislative Process, Customer Service, Progressive Leadership, Budget		THUR 9/25/25 9:00am-4:30pm CLICK HERE TO REGISTER
Supervisory Academy Module 2 Accident Reporting, FEHA and Leaves, Risk and Safety, DSW Training, ADA Programs, Working Through Challenges and Changes		THU 10/23/25 9:00am-4:30pm CLICK HERE TO REGISTER
Power Dynamics and Bias in Supervision Power dynamics and bias shape supervision by influencing how authority is exercised and how employees are perceived. Supervisors may unconsciously favor individuals who share their background, communication style, or identity, while holding others to stricter standards. These dynamics can reinforce inequities, creating environments where some voices are amplified and others silenced. Effective supervision requires self-awareness, equitable practices, and intentional efforts to mitigate bias so all employees can thrive. This interactive and scenario based workshop will address techniques and provide tools on how to overcome these challenges.		TUE 10/14/25 1:00pm-2:30pm CLICK HERE TO REGISTER
LCW Webinar: The Art of Writing the Performance Evaluation Supervisors and managers sometimes view performance evaluations as just another record-keeping requirement. But a well-prepared evaluation is more than just a record. It is a critical component of an employee's progress within an organization. This Workshop will provide participants with practical guidance in the mechanics of drafting effective performance evaluations.		THU 10/16/25 1:00pm-4:00pm CLICK HERE TO REGISTER
Oakland RECAST Trauma Informed Video Series Certification		
Leading Stressed Systems - Check out these micro learning sessions 5 sessions / 15 mins each: We know that the human services field is both rewarding and challenging. It is in those complexities that our biggest successes (and our biggest stressors) emerge. This video series was designed with you in mind – holding space for the complexities of the important work you do to offer bite-sized learning resources to support navigating stress and boosting resilience. See attached flyer for more details		On Demand Search the classes by title in NEOGOV Learn *See flyer for course names
Leadership Growth Series - Management / Leadership Training		DATE / TIME
Managing Unhealthy Culture, A Roadmap to Organizational Change The world and the workplace have change drastically in the past 5 years and we can expect more change to come. This has had a profound impact on our staff's work behaviors, commitment and the trust they have in leadership. We are seeing an increase in conflicts, emotional and trauma responses, and staff taking time off or checking out. How do we get back on the right track? This workshop provides a RoadMap towards healthy organizational change, ** This is part of the Leadership Growth Series		WED 9/24/25 1:00pm-3:00pm CLICK HERE TO REGISTER

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ADVANCING RACIAL EQUITY ACADEMY

DATE / TIME

Module 1—Race and Equity 101 CLICK HERE TO REGISTER	MON 10/13/25 1pm-4pm MON 11/17/25 1pm-4pm
Module 2 - Implicit Bias and Social Power CLICK HERE TO REGISTER	MON 10/20/25 1pm-4pm MON 12/1/25 1pm-4pm
Module 3 - Inclusive Engagement and Government Accountability CLICK HERE TO REGISTER	MON 10/27/25 1pm-4pm MON 12/8/25 1pm-4pm
Module 4 - Implementing Equity CLICK HERE TO REGISTER	MON 11/3/25 1pm-4pm MON 12/15/25 1pm-4pm

Social, Cultural and Emotional Inclusive Practices

Think Different: Understanding Neurodivergence

What is Neurodivergence? How can we be more inclusive of community and staff needs when they are neurodiverse. Gain: A clear understanding of neurodiversity and its spectrum Awareness of common barriers and misconceptions about neurodivergent individuals Practical tools, tips and strategies to foster an inclusive and supportive workplace

MON 10/6/25 1pm-3pm

Training will meet the competencies and the Race and Equity Performance Standards

Safety, Health and Wellness— (CPR) 150 FHOP / 2nd Floor/ CR #1

DATE / TIME

CPR Training IN PERSON CLICK HERE TO REGISTER	THU 10/16/25 9am-4pm THU 11/13/25 9am-4pm
Floor Warden Training CLICK HERE TO REGISTER	FRI 10/10/25 10am-12pm

COMPUTER AND APPLICATION TRAINING

DATE / TIME

Excel I—Basics (2 days) Upon successful completion of this course, students will be able to: • Create a basic worksheet by using Microsoft Excel 2016 • Perform calculations in an Excel worksheet • Modify an Excel worksheet • Modify the appearance of data within a worksheet • Manage Excel workbooks • Print the content of an Excel worksheet part training. Day 1 - CLICK HERE TO REGISTER You will be automatically registered into Day 2	DAY 1 MON 9/29/25 9am-12pm TUE 9/30/25 9am-12pm
ADA Accessible Content Using Microsoft - CLICK HERE TO REGISTER This class will cover the following topics regarding electronic document accessibility: Accessibility requirements and history, Microsoft Apps guidelines for accessibility, Working with Styles, Tables, and Images in Word, Working with Colors and Fonts in PowerPoint and Publisher, Using the Accessibility Checker	FRI 10/3/25 9am-12pm
Oracle Business Intelligence (BI) Training - CLICK HERE TO REGISTER Training on various financial reports that the various department uses for financial analysis. Participants will learn basics of logging in, running reports and basic functionalities.	THU 10/16/25 10am-11:30pm
Excel II - Intermediate - CLICK HERE TO REGISTER If you completed Excel I (part 1 and 2), this would be the next step for you. If you were already familiar with Excel, then intermediate will focus more on function and formatting and well as tables and charts.	WED 10/29/25 9am-12pm