

# Women's Leadership Summit

## SCHEDULE

8:30 AM LIGHT BREAKFAST & NETWORKING

9:00 AM WELCOME & OPENING REMARKS  
Main Ballroom  
Speakers: City of Oakland Assistant City Administrators Betsy Lake & LaTonda Simmons

9:15 AM OPENING KEYNOTE SPONSORED BY STIFEL  
Main Ballroom  
Speaker: Amy G

9:55 AM BREAK/TRANSITION TO SESSIONS

10:00 AM BREAKOUT SESSION 1A: ALL EYES ON US

Main Ballroom

Panelists:

*Chantal Cotton Gaines, Deputy City Manager of Palo Alto*

*Lisa Goldman, City Manager, City of Burlingame*

*Michelle Phillips, Inspector General for City of Oakland*

*Moderator: Lauren Sugayan, Assistant City Manager for City of Martinez*

Priorities in government are fluid, shifting, and changing over time based on external influences and individual preferences of governing bodies and organizational leadership. The only constant is change itself. Learning to be adaptable and open to change while maintaining your own values will help you be more successful as you navigate political waters and excel in your professional journey.

BREAKOUT SESSION 1B: HARNESSING THE POWER OF TEAMS

Banquet Room

Speakers:

*Heidi Murphy, Director of Library and Recreation, City of Pleasanton*

*Lia Bushong, Assistant Director for Library and Civic Arts, City of Pleasanton*

In this session, you will have an opportunity to assess your own skillset, learn how to build your team, and lean on one another for mental, emotional and professional success. Whether you are an individual contributor, supervisor, or manager, you need a team. When we leverage our strengths and support each other's weaknesses, we flourish!



**10:50 AM** SNACK & COFFEE BREAK

**11:00 AM** EXECUTIVE ROUNDTABLE

*An Interactive Session for Attendees to Network and Engage with Executives from Different Cities and Departments Across Northern California*

Sponsored by Women Leading Government

Main Ballroom

**12:30 PM** LUNCH

*Catered by Havana Catering*

Main Ballroom

**1:00 PM** AWARDS

*Presentation of the Career Excellence Award and the Rising Star Award*

*Presented by the Municipal Management Association of Northern California (MMANC) and California Women Leading Government (WLG)*

Main Ballroom

**1:45 PM** BREAK/TRANSITION TO SESSIONS

**1:50 PM** BREAKOUT SESSION 2A: FEMININE EASE & AGILITY IN LEADERSHIP



Main Ballroom

Speaker:

*Crystal Fry, Coach, Consultant & Facilitator, Fear Slayers*

Beyond gender exists the ancient wisdom of yin and yang, the balancing masculine and feminine energies of nature. Though all humans have access to both, work culture has traditionally favored the highly analytic, expressive and objective masculine qualities, especially in leadership. This workshop will explore feminine qualities that can help balance and heal our relationship to ourselves, each other and our work. When we learn to give and receive as leaders, we can access more ease and agility to counter the burdens of false urgency, overwhelm and burnout. Together, we will explore the new feminine power rising in humanity today.

**BREAKOUT SESSION 2B: FOCUSING ON OUR WELL-BEING AT WORK**



Banquet Room

Speaker:

*Kelli Parmley, HR Director, City of Milpitas*

The old adage of put on your own oxygen mask first is an important concept to consider in public service. If we don't take care of ourselves first, we'll eventually suffer from burnout at work. Come learn about intentional practices and strategies that are mindful, embodied, trauma resilient, and inclusive to support our well-being and then support others at work.

2:40 PM

BREAK/TRANSITION

2:50 PM

CLOSING SESSION:  
ETHICAL LEADERSHIP IN ACTION



Main Ballroom

Speaker:

*Angela Averiett, Incoming Interim Police Chief,  
City of San Leandro*

Ethical leadership in action--what does it look like and how do we achieve it? As public servants and leaders, every decision we make affects not just one, but the whole of our profession. The only way is to do the right thing, even when it's the hardest.

3:45 PM

WRAP UP & UPCOMING EVENTS

Main Ballroom

4:00 PM

ADJOURN

4:30 PM

NETWORKING & HAPPY HOUR

*Sponsored by Tripepi Smith*

Lake Chalet, 1520 Lakeside Dr, Oakland



# Biographies

## ANGELA AVERIETT

Chief Averiett brings more than 26 years of experience in law enforcement. A significant portion of Averiett's career took place in Hayward, California, where she rose in the ranks from records clerk to lieutenant. In her 19 years with the Hayward community, Averiett served in the patrol and traffic divisions, and the internal affairs, community policing, and special duty (gang) units. Averiett was also team leader for critical incident stress management and peer support as well as assistant team leader for the crisis (hostage) negotiations unit.

In 2019, she served as the deputy chief for the Bay Area Rapid Transit (BART) Police Department, a 200-officer, full-service police department. She built out the Progressive Policing and Community Engagement Bureau, an award winning co-responder model of policing, from the ground up.

Chief Averiett assumed her position with the Los Altos Police Department on August 1, 2022, where she came in with hefty goals that she brought to fruition to enhance the overall operational effectiveness of the department. Angela proudly serves the Los Altos community, and her priorities are safety, accountability, fairness, and equity while striving to ensure the well-being of all who live, work, and travel through Los Altos.

Averiett holds a bachelor's degree in leadership and organizational studies from St. Mary's College (Moraga, California). She also graduated from the Alameda County Leadership Academy and the Los Angeles PD Leadership Academy. She served on several community, civic, and professional organizations, including the California Association of Hostage Negotiators CAHN), Peace Officer Standards and Training AB392 Use of Force Guidelines Committee, and Women Leaders in Law Enforcement (WLLE), and the non-profit Barbershop Forum Group. Angela has two adult children and is as proud Gigi (grandma).

## LIA BUSHONG

Lia Bushong currently serves as Assistant Director for Library and Civic Arts for the vibrant Pleasanton Library and Recreation Department. As an administrator with oversight of two of her lifelong passion areas – libraries and the arts, Lia enjoys providing support to the Department Director and serving the City of Pleasanton. She has worked in library and cultural center management for over thirteen years, in such varied settings as joint school libraries, county systems and city libraries. In her work, she enjoys engaging in community conversations, staff development and trainings, public art and facility space planning, and local government education. Lia her family live in Pleasanton and are actively engaged in their community, participating in regional dance programs, city theater improv, minor league baseball - and visiting their local parks, theaters and libraries at any chance they can get.

## CHANTAL COTTON GAINES

Chantal Cotton Gaines is a coach, author, strategist, and executive leader. She has over 15 years' experience in public service for local governments across the US. Chantal knows the importance of education and lifting as you rise as she has been volunteering and giving back since around age 3 in her hometown, Flint, Michigan. She is currently the Deputy City Manager in Palo Alto, California and leads many interdepartmental efforts and the City's race and equity work.

Among other things, she is a volunteer Advisor and Board Member for the California Youth and Government program and a long-time member of ICMA and MMANC (previous Board Member). She chose local (city) government because it is closest to the voices of the people it serves. Chantal graduated from the University of Michigan with an Accelerated Bachelor of Arts in Political Science, Master of Public Policy, and Master of Urban Planning. She has also completed certificates, including one at Stanford University. You can connect with Chantal through ICMA's Coach Connect program or emailing directly.

## CRYSTAL FRY

Crystal Fry is a powerful change agent in her work as a leadership coach and consultant with over fifteen years experience supporting leaders and teams to achieve goals and build work cultures aligned with their values. Blending neuroscience, conscious leadership models and spirituality, Crystal delivers transformative leadership development and DEI initiatives and interventions. A brilliant strategist, she has coached and consulted with leadership across industries in Big Tech and Fortune 500 companies, government agencies, nonprofits and more. She speaks Spanish and offers a unique international perspective on diversity having worked with leaders across the globe. As co-founder of Fear Slayers, Crystal is committed to disrupting fear and its destructive impact in the workplace by uplifting leaders' shared humanity with the Power of We and Response-Ability. She helps clients break through barriers of habit, culture, and institutional inertia to build safe and inclusive workplaces. Crystal holds a degree in International Relations from the University of Chicago and coaching certifications from UC Davis and the International Coaching Federation (ICF).

## LISA GOLDMAN

Lisa K. Goldman is the City Manager for the City of Burlingame, a position she's held since December 2012. Lisa is the fourth City Manager in Burlingame's history and the first woman to hold the position. Prior to joining the City of Burlingame, she worked for the City of Alameda for just under six years, serving as the Deputy City Manager, the Acting City Manager, and the Assistant City Manager. Prior to Alameda, Lisa worked for the City of Fremont as the Intergovernmental Relations Manager and as an Administrative Intern for her hometown, the City of Palos Verdes Estates. She also spent time on Capitol Hill in Washington, D.C., as a Legislative Assistant for Representative Henry A. Waxman. Lisa is a member of the International City/County Management Association, the California City Management Foundation, the League of Women in Government, and Women Leading Government. She earned her Bachelor's degree from Harvard College and her Master of Public Policy from U.C. Berkeley's Graduate School of Public Policy. In her spare time, she is a Masters swimmer who competes in open water races.

## AMY GUTIERREZ (AMY G)

Amy Gutierrez, better known as Amy G, is an 8-time Emmy-award winning producer, reporter and host and has covered the San Francisco Giants as an in-game reporter since 2008 while serving as a national correspondent for MLB Network. Gutierrez is also a seasoned host and emcee for various organizations and causes throughout the Bay Area and beyond.

The year 2020 was a transitional one for ALL, especially Gutierrez, who jumped into the multi-platform realm of virtual-event hosting, through Instagram Live, Zoom and Facebook Live. Using her unique skillset, Gutierrez launched a successful IG Live show, "Wine Wednesdays," hosted virtual series and played emcee to several on-line fundraising endeavors for non-profit organizations.

Amy G is a storyteller at heart and her 25 years of experience in broadcast television has transitioned seamlessly into the world of virtual event hosting, where she can continue to highlight her ability to engage with an audience and make people feel at ease.

She also currently produces and hosts shows and vignettes for UCSF Health and is a small business owner of a social media marketing company. She serves as a Communications Department Lecturer at Sonoma State University and is a best-selling children's book author with "Smarty Marty's Got Game." Gutierrez is also a social media influencer and was named a 2020 Sonoma County "Social Media Star" by the Press-Democrat.

Amy G. is a graduate of UC Davis, where she majored in Communications and played volleyball. She resides in her hometown of Petaluma with her husband and two children.

## HEIDI MURPHY

Heidi Murphy is currently the Director of Library and Recreation for the City of Pleasanton. She is passionate about people and people's stories and loves to find connections everywhere. Heidi has been in public service for 20 years—working in libraries, communications, recruitment and recreation. Team-building, organizational development, and lifelong learning inspire her career. Heidi has a Bachelor of Arts in Literature from the University of California Santa Cruz, a Masters of Library and Information Science from San Jose State University, a Certificate in Customer Experience from UC Irvine, and a Mental Health First Aid Certificate from the National Council of Mental Wellbeing.

## KELLI PARMLEY

How does a first-generation college goer, the child of farmers from Upstate New York (that land mass north of New York City), and fast-talking east coaster land in local government on the west coast? Kelli Parmley has had an interesting journey to her “home” in local government beginning with the City of San Jose in 2017 and now with the City of Milpitas. She has more than 25 years of experience in the public sector, public higher education, not-for-profits, and now local government. She came to California in 2015 to join the Carnegie Foundation as their Vice President for Administration and Secretary to the Board and prior to coming to California she led an eight-district cross-sector community partnership (collective impact initiative) in Richmond, VA to reduce disparities in educational outcomes cradle-to-career. In her journey as an HR professional, Kelli has embraced the spirit of putting the “human” into Human Resources and has focused in the last few years on creating trauma-resilient work cultures, creating engaging and meaningful learning and development programs, and championing leadership development that is both trauma resilient and equity-focused. She is an enthusiastic advocate for public service and is a champion for local government with anyone who will listen. She received her undergraduate degree in Industrial and Labor relations from Cornell University, an MPA from the Maxwell School at Syracuse, and did doctoral work at the University at Albany.

## MICHELLE PHILLIPS

Michelle N. Phillips was appointed as the first independent Inspector General for the City of Oakland in January 2022. She has spent her professional career conducting police science research and governmental oversight. Prior to her appointment as Oakland's Inspector General, Ms. Phillips was the Deputy Inspector General of Investigations for the City of Baltimore. Prior to that, Ms. Phillips held the positions of Assistant Inspector General, Special Agent in Charge and Special Agent. She was also a Project Associate for the National Police Foundation (now the National Police Institute) where she assisted in the implementation of a nationwide officer-involved shooting database. Inspector General Phillips holds a Bachelor's Degree in Criminal Justice from Coppin State University and a Master's Degree in Criminal Justice, with a specialization in Law and Courts from the University of Baltimore. She is a member of the Association of Inspectors General, a Certified Fraud Examiner, Certified Inspector General and member of the National Association for Civilian Oversight of Law Enforcement.

## LAUREN SUGAYAN

Lauren is Assistant City Manager in the City of Martinez located in the San Francisco Bay Area. Lauren oversees various areas of administration and operations, including finance, human resources, information technology and community and recreation services. Prior to Martinez, Lauren spent the last 15 years in local government starting her career on the front line as a member of law enforcement before working her way up through various administrative roles at the Bay Area Rapid Transit and the cities of Hayward and Union City. Lauren has a bachelor's degree in Political Science and a master's degree in Public Administration from California State University, East Bay. She recently earned an executive education certificate in Public Leadership from Harvard Kennedy School. As a volunteer, Lauren served on the Alameda County Commission on the Status of Women where she was able to advocate for programs and policies that benefit women and children. Lauren, her husband and eight-year-old son enjoy spending their time watching and playing sports.

*Thank you sponsors!*

KEYNOTE SPONSOR

**STIFEL**  
PUBLIC FINANCE

HAPPY HOUR SPONSOR



SNACK/COFFEE BREAK SPONSOR

