

Women's Leadership Summit

Presented by Municipal Management Association of Northern California

SCHEDULE

8:30 AM

REGISTRATION/BREAKFAST

Sponsored by Peckham & McKenney

9:00 AM

WELCOME & OPENING REMARKS

Main Ballroom

Speakers: Dr. Holly Joshi

Chief of Violence Prevention, City of Oakland



9:25 AM

OPENING KEYNOTE

Main Ballroom

Stay in the Race: Yes, You Can

Speaker: Tanzanika Carter, Assistant Sheriff, San Francisco

Women leaders can thrive by embracing four key principles: purpose, passion, perseverance, and a plan. Learn how aligning with your purpose fuels determination, passion drives innovation, perseverance breaks barriers, and a solid plan ensures sustained success.



10:05 AM

COFFEE BREAK *Sponsored by Miller Consulting*

10:20 AM

BREAKOUT SESSION 1A

Building Emotional Resilience in Leadership

Banquet Room, 3rd floor

Panelist:

Maria Elena De Guevara, Retired Director of Human Resources, HR Works!

Leadership comes with constant challenges, from navigating uncertainty to making difficult decisions. Emotional resilience is the key to staying adaptable, confident, and effective in the face of adversity. In this interactive session, participants will explore the essential components of emotional resilience and learn practical strategies to strengthen their leadership mindset. Through engaging discussions and hands-on activities, attendees will gain tools to manage stress, cultivate self-awareness, and enhance their ability to lead with composure. By the end of the session, participants will leave with a personalized emotional resilience action plan to implement immediately in their leadership roles.



BREAKOUT SESSION 1B



Resilient Jefas: Lessons in Self-Awareness and Overcoming Self-Doubt

Main Ballroom

Presented by *Unidos Norcal*

Ariana Adame, Director of Capital Projects, City of West Sacramento

Lupita Alamos, Public Information Officer, City of Salinas

An interactive session on recognizing limiting beliefs, embracing self-worth, and using emotional intelligence to build confidence and success.

11:15 AM

EXECUTIVE ROUNDTABLE *Sponsored by Women Leading Government*

Main Ballroom

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

12:30 PM

LUNCH & AWARDS *Lunch Sponsored by Ogden Costa*

Main Ballroom

1:30 PM

BREAKOUT SESSION 2A

Power of Firsts: Women Leading Government with Impact

Main Ballroom



Panelists:

Patricia Martel, ICMA West Coast Regional Director, Retired City Manager

LaTanya Bellows, City Manager, Emeryville

Rebecca Scott, Director of Operations, Citrus Heights Water District

Stacey Gill, Chief Building Official, Town of Danville

Diana Bishop, Retired Police Chief, City of San Rafael, Peckham & McKenney

1:30 PM

BREAKOUT SESSION 2B

Building a Culture of Trust: Fostering Collaboration & Authenticity in the Workplace

Banquet Room, 3rd floor



Panel by Tripepi Smith

Azenith Smith, Police Media & Community Relations Analyst, City of Livermore

Stephanie Egidio, Assistant to the City Manager, City of Livermore

Christine Martin, Director, Tripepi Smith

A strong workplace culture is built on trust, collaboration and authenticity. This panel will explore strategies for creating an environment where employees feel valued, empowered, and connected to their organization's mission. Stephanie Egidio, Assistant to the City Manager in the City of Livermore, and Christine Martin, Director at Tripepi Smith and TS Talent Solutions, will share insights on fostering open communication, aligning values with daily operations and cultivating a sense of belonging that drives engagement and organizational success.

2:20 PM

COFFEE BREAK *Sponsored by Miller Consulting*

2:35 PM

CLOSING KEYNOTE

The Non-linear Path to Leadership

Dr. Holly Joshi in Conversation with Daniella Medina
Main Ballroom



*Dr. Holly Joshi, Chief of Violence Prevention, City of Oakland
Daniella Medina, Deputy Chief of Direct Practice for the City of Oakland's
Department of Violence Prevention*

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.

3:55 PM

END OF DAY ANNOUNCEMENTS

Main Ballroom

4:00 PM

ADJOURN

4:30 PM

NETWORKING & HAPPY HOUR

Lake Chalet, 1520 Lakeside Dr, Oakland



#LEADERSHIP

#HEART

#RESILIENCY

#MMANC



Biographies

TANZANIKA CARTER

On January 11, 2021, Sheriff Miyamoto appointed Tanzanika Carter to serve as Assistant Sheriff, the third highest ranking position in the San Francisco Sheriff's Office. Upon her swearing-in, Carter became the first African American female to hold this position. Prior to her role as Assistant Sheriff, Carter served with the Bay Area Rapid Transit (BART) Police Department as Zone Commander for the Contra Costa County area. As a 29-year-law enforcement veteran, Assistant Sheriff Carter brings extensive leadership and diverse work experience to the Sheriff's Office. She has trained and served in multiple assignments including as Field Training Officer, Detective, Hostage Negotiator, Chaplain Coordinator, Lieutenant, Watch Commander, and Zone Commander.

Assistant Sheriff Carter brings a distinct perspective to the Sheriff's Office. She believes in 21st Century policing and advocates for procedural and equitable justice in the administration of justice. Carter plays a key role as the Sheriff's Office works to strengthen relationships with the community. She has assisted with Sheriff's Office Racial Equity Plan and the Community Engagement Team. She also chairs the 30x30 Initiative to increase the representation of women in this Office, and to ensure policies and culture intentionally support the success of qualified women deputies throughout their careers.

Assistant Sheriff Carter holds a Master of Science Degree in Law Enforcement & Public Safety Leadership from the University of San Diego. She also holds a Bachelor of Science Degree in Criminal Justice and a Bachelor of Arts degree in Ethnic Studies from California State University, East Bay. She is a graduate from the Sherman Block Supervisory Leadership Institute #365 (SBSLI) and the FBI National Academy, Session #282. She is also affiliated with numerous professional organizations, including the Women Leaders in Law Enforcement Foundation (WLLEF), National Association of Women Law Enforcement Executive (NAWLEE), California State Sheriffs' Association (CSSA), FBI National Academy Associates (FBINAA), International Association of Chiefs of Police (IACP), and lifetime member of the National Organization of Black Law Enforcement Executives (NOBLE).

DR. HOLLY JOSHI

Dr. Holly Joshi is currently the Chief the City of Oakland's Department of Violence Prevention Dr. Joshi has vast leadership experience and a track record of successfully implementing evidence-based, violence prevention and intervention strategies. Prior to taking on the leadership of the Department of Violence Prevention (DVP), Dr. Joshi served as Senior Director at GLIDE, where she led the Center for Social Justice, a department focused on improving housing access, gender and racial equity, and community health and safety. Dr. Joshi previously served as a Director at Bright Research Group (BRG) leading criminal justice reform work, community-centered research, and organizational change and capacity building for government, non-profit, and philanthropic organizations in the Bay Area. Dr. Joshi also served as the Chief Executive of the non-governmental organization, Motivating, Inspiring, Supporting, and Serving Sexually Exploited Youth (MISSEY), providing trauma informed, healing centered, direct services to survivors of gender-based violence. Dr. Joshi received her bachelor's degree in criminal justice from Cal State East Bay, and her master's and doctorate in leadership from St. Mary's College.

MARIA ELENA DE GUEVARA

Maria Elena De Guevara is a retired Director of Human Resources with 40-plus years of Human Resources leadership experience within the city, county, manufacturing and higher education industries. During her tenured career, Maria Elena led her teams to awards and recognition in the areas of HR innovation, metrics and leadership development. Maria Elena has been the owner and Principal Consultant with HR Works! Consulting Services since 1996.

Both in the United States and in Mexico, Maria Elena has facilitated workshops; presented at conferences and coached individuals in establishing new businesses or careers. Additionally, Maria Elena has shared her passion for HR and business through her adjunct work in MBA programs with San Jose State University, Sacramento State University, International Technology University, and Santa Barbara Business College. Maria Elena also developed and presented coursework, in both English and Spanish, on entrepreneurship for Women's Economic Ventures (WEV) of Santa Barbara County. Maria Elena enjoys spending time with her grandchildren, dancing flamenco, and taking travel adventures.

ARIANA ADAME

Ariana Adame is an accomplished local government professional with over 22 years of experience in organizational development, policy analysis, government finance, and project management. She is committed to the ethical, transparent, and inclusive delivery of local government services. Currently serving as the Director of Capital Projects for the City of West Sacramento, Ariana leads a department of 30 staff members, overseeing a capital projects portfolio exceeding \$400 million. Under her leadership, she has streamlined project approval processes, developed policies and programs, reduced vacancy rates, and enhanced employee engagement programs. Prior to this role, she held key positions in the City of Stockton and Moreno Valley, where she managed department budgets, spearheaded community engagement initiatives, and facilitated policy development efforts. Her expertise spans strategic planning, public works, land-use policy, and municipal administration.

Ariana is a recognized leader in the local government sector, serving as the 2025 President of the Unidos NorCal Chapter of the Local Government Hispanic Network. She is also a graduate of the Stanford Local Governance Summer Institute, Davenport Institute Public Engagement for Local Government Certificate Program, MMANC UpNext Leadership Program, and the ICMA Emerging Leaders Development Program. With a Master's degree in Management from the University of Redlands and a Bachelor's in Psychology from San Diego State University, Ariana blends analytical rigor with a deep commitment to public service. She is passionate about championing leadership development, community engagement, and cross-sector collaboration.

LUPITA ALAMOS

Lupita Alamos serves as the Assistant to the City Manager in the City of Palo Alto, bringing over 18 years of experience in local government across Planning, Finance, and Police Departments. Her diverse background has shaped her adaptability, resilience, and deep commitment to public service. Lupita is a board member of Unidos NorCal and a mentor in the Madrinas y Padrinos Mentorship Program through Local Government Hispanic Network (LGHN).

As an empathetic leader, she builds strong teams by recognizing individuals' strengths, encouraging growth through stretch assignments, and fostering an environment where people feel connected and valued. She has launched resiliency trainings within her organization to help employees thrive both personally and professionally and champions initiatives focused on workplace culture, professional development, and values-driven engagement. Lupita is a mother of two teenagers who keep her very busy, and enjoys train running to stay grounded (and occasionally outrun the chaos).

PAT MARTEL

Pat Martel was appointed ICMA West Coast Regional Director in July 2019 following a distinguished career in California local government management. During her 38-year tenure, Ms. Martel managed municipal operations in communities ranging in size from 67,000 to 850,000 including the cities of Inglewood, South San Francisco, San Francisco, Hayward, and Daly City.

Throughout her career Ms. Martel has also been actively engaged in supporting the local government management profession as a board member of the League of CA Cities City Managers Department, Institute for Local Government, California City Management Foundation, Women Leading Government, Local Government Hispanic Network, and ICMA. She was elected to serve as an ICMA Executive Board Regional Vice-President and was selected by the board as the 102nd President of ICMA. In 2014, Pat was elected a Fellow of the National Academy of Public Administration in recognition of sustained exemplary contributions and commitment to improving public administration.

Among numerous awards and recognition for her contributions to public service and the city management profession, Pat was named “City Manager of the Year” by the California City Management Foundation in 2017; honored for her “Career Excellence” by Women Leading Government and San Francisco State University acknowledged her with its Award for Significant and Outstanding Public Service.

A graduate of the University of Southern California, Martel holds a Bachelor of Science degree in Journalism and Public Affairs, and a master's degree in public administration.

LATANYA BELLOWS

LaTanya has over two decades of experience as a senior-level executive, project manager, and financial strategist in municipal management. Most recently, she served as Interim City Manager for the City of Berkeley, as well as Interim Public Works Director, where she led the successful delivery of Berkeley's 5-year paving plan. Her strategic leadership was key to Berkeley's recent accomplishments, such as advancing critical affordable housing initiatives, adopting an encampment policy and implementing public safety reforms like the Specialized Care Unit (SCU) that prioritize equity and community well-being to members experiencing a crisis.

As their Deputy City Manager, LaTanya had oversight for all operational departments within the City of Berkeley, including Public Works, Parks and Recreation, Planning, Health, Housing and Community Services, and Neighborhood Services. Under her leadership Berkeley saw a decrease of 45% in people experiencing unsheltered homelessness, demonstrating her commitment to impactful community improvements. Her expertise in financial management and project oversight includes experience with land use development, capital improvement projects, and initiatives that foster vibrant and resilient communities. She has served as Berkeley's chief negotiator for labor contracts with SEIU, police, fire, and other unions, highlighting her financial acumen and adeptness in complex negotiations.

Now as City Manager of Emeryville, LaTanya has helped secure Sutter Health's new \$1 billion flagship hospital for the City with expanded outpatient services and has successfully run a Strategic Planning Session – all since January of this year.

LaTanya holds a Master of Public Administration and a Bachelor of Science in Business Administration from California State University, East Bay, and is currently pursuing a Doctor of Public Administration. She serves on the boards of the League of California Cities and California Public Employers Labor Relations Association.

When she's not working, LaTanya enjoys spending time with her close-knit family, traveling with her husband, three daughters and grandson. She also enjoys playing with her new grand-dog, Thor. Dedicated to public service beyond her professional roles, LaTanya volunteers with the San Francisco Safe House and actively supports youth in her church community.

REBECCA SCOTT

Rebecca started in local government over 20 years ago by playing the part of Wendy in a Peter Pan/Arbor Day-themed skit for elementary schools. She is now the Director of Operations at the Citrus Heights Water District, where she oversees water distribution, water quality & sampling, and water efficiency, including community classes and rebates. Prior to the water district, Rebecca served in the cities of Lakewood, La Mirada, and Cerritos for the Departments of Parks & Recreation, Communications, Public Works, and Water & Power.

Rebecca has a bachelor's degree in Communications and Business from Biola University and a master's degree in Communications from California State University, Fullerton. She is also a proud graduate of the MMANC UpNext Program.

Rebecca, her husband, and their two children enjoy spending time together, and she finds joy in reading when she can find some free (and quiet) time.

STACEY GILL

Stacey Gill is the Chief Building Official for the Town of Danville, where she leads the Building Division within the Development Services Department. She oversees plan review, building inspection, code enforcement, permit processing, and public counter operations, all of which focus on upholding safety standards through effective coordination with other departments, agencies, and the community.

Stacey holds the Certified Building Official (CBO) designation along with multiple certifications from the International Code Council (ICC). She has 20 years of public service experience, with the last 18 years dedicated to building safety and code enforcement.

Throughout her career, Stacey has remained committed to ensuring public safety through equitable, efficient, and education-focused enforcement. She is passionate about fostering collaboration between departments, residents, developers, and other community members to promote safety and growth while mentoring the next generation of code professionals.

DIANA BISHOP

Diana Bishop has a professional career of over 35 years in local government as a peace officer. Starting her career in 1985 with the Santa Clara Police Department, Ms. Bishop rose to the rank of Police Captain with supervisory responsibility of the Department's divisions in the senior management role. In a recruitment process conducted by Peckham & McKenney in 2011, Ms. Bishop was selected to be the Chief of Police for the City of San Rafael where she served for nine years until retirement at the end of 2020. During her time in San Rafael, Ms. Bishop was an integral part of the City's Senior Management Team. As Police Chief, Ms. Bishop was recognized for her strong relationships with Department Director peers and the City's elected officials in support of the City and public safety.

In San Rafael, Ms. Bishop was instrumental in shaping the future of the Police Department by promoting over 20 employees into leadership roles and effectively hiring and integrating over 60 new employees into the organization. Because of her efforts, the department is recognized as a leader in community engagement and transparency, and the City has been exemplary in many important initiatives such as the implementation of body worn cameras, de-escalation training, and crisis intervention training for all officers.

During her career, Ms. Bishop has been selected numerous times to assist other public agencies with promotional processes. She has also been directly involved in the hiring of other City of San Rafael Department Head positions including Fire Chief and the current Chief of Police.

Ms. Bishop holds a Bachelor's degree in Public Administration with an emphasis in Law Enforcement Leadership from the University of San Francisco and a Master's degree in Public Administration from Golden Gate University. She is also a graduate of the FBI National Academy and the Harvard Kennedy School Senior Executives in State and Local Government program. Ms. Bishop is a past President of the Marin County Police Chiefs Association and a member of the California Police Chiefs Association and the International Association of Chiefs of Police.

AZENITH SMITH

Azenith Smith has worked for the City of Livermore since December 2021. She is Livermore Police's dedicated Public Information Officer. In her current role, she manages the communications program for the Livermore Police Department including social media outreach, assists with community engagement initiatives and helps with recruitment strategies.

Azenith is an experienced Communications and Media Relations professional who understands the importance of building relationships. A former television news reporter and two-time Emmy Award nominee, she is experienced in live reporting and breaking news/critical incidents. She has extensive experience producing, editing and reporting news stories.

She graduated from Cal Poly San Luis Obispo with a Bachelor of Science degree in Journalism.

STEPHANIE EGIDIO

Stephanie Egidio has worked for the City of Livermore since 2018. She is a dynamic and dedicated communications professional with a passion for fostering community engagement and transparency in local government. A graduate of UC San Diego, Stephanie began her professional career in communications in the solid waste industry, with a focus on sustainability. Through her work in the private sector for municipalities throughout the Bay Area, she realized she could make the biggest impact working in local government.

In her current role as the Assistant to the City Manager for a thriving city, Stephanie oversees a team responsible for disseminating information, managing media relations, and implementing innovative community outreach initiatives. Recognizing the power of effective communication, she has pursued additional training in public information and community engagement strategies, as well as in emergency/disaster communications.

CHRISTINE MARTIN

Christine brings over 20 years of dedicated public service experience, primarily with the City of Livermore, where she served as Assistant City Manager and a senior planner. Throughout her career, she has demonstrated strong political acumen, a solutions-oriented mindset, and a commitment to fostering transparency and collaboration. She has led strategic planning efforts, managed citywide communications and emergency response programs, and played a key role in legislative advocacy and regional partnerships.

Now, as a Director at Tripepi Smith, Christine leads executive recruitments, strategic planning facilitation, and organizational culture initiatives. She works closely with agencies to identify top talent, align leadership goals, and support city managers with critical projects that enhance governance and community impact.

DANIELA MEDINA

Daniela Medina is the Deputy Chief of Direct Practice for the City of Oakland's Department of Violence Prevention, where she applies her extensive experience in social justice and violence intervention. A proud Oakland native, she graduated with a BA in Social Welfare, followed by a Master's in Social Welfare from UC Berkeley. Her past roles include Associate Director at Berkeley Underground Scholars, Direct Services Supervisor at Community & Youth Outreach, and various board positions with organizations focused on restorative justice and community support.

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