



LOS ANGELES COUNTY FIRE DEPARTMENT
ARISE SUMMIT
LIFEGUARD DIVISION



SHAPING THE WAVE OF PROGRESS
OCTOBER 17, 2018
SHADE HOTEL, REDONDO BEACH



BOARD OF SUPERVISORS COUNTY OF LOS ANGELES

856 Kenneth Hahn Hall of Administration / Los Angeles, California 90012

October 17, 2018

Dear friends,

On behalf of the Los Angeles County Board of Supervisors and the First District, it is my distinct honor and pleasure to welcome you to the second annual Los Angeles County Fire Department's ARISE Summit!

This summit aims to preserve and cultivate diversity within the Lifeguarding profession by empowering attendees to embrace their own and others' unique contributions. I hope you will leave inspired to combine your individual skills and talents into a powerful force for good that will *Shape the Wave of Progress* for years to come.

Thank you to the brave women and men of the Los Angeles County Fire Department for your continued service to Los Angeles County and more than ten million residents.

Congratulations to the Los Angeles County Fire Department for your continued efforts to promote an inclusive environment through excellent leadership, education, and engagement. Your hard work is an inspiration across Los Angeles County and the entire region.

I extend my best wishes for continued success and a most memorable event!

Sincerely,

A handwritten signature in cursive script that reads "Hilda L. Solis".

HILDA L. SOLIS

Supervisor, First District

Los Angeles County Board of Supervisors





BOARD OF SUPERVISORS COUNTY OF LOS ANGELES

869 KENNETH HAHN HALL OF ADMINISTRATION/ LOS ANGELES, CALIFORNIA 90012
Tel: 213-974-5555 Fax: 213-974-1010

KATHRYN BARGER
SUPERVISOR, FIFTH DISTRICT

October 17, 2018



Dear Friends,

I am honored to welcome you to the second "ARISE Summit," hosted by our own Los Angeles County Fire Department, honoring the dedicated and talented men and women of our Lifeguard Division.

The theme for this important event, "Shaping the Wave of Progress", is particularly appropriate considering the Department's ongoing effort to improve safety and enhance performance in all its duties.

The Summit also highlights the inclusion, diversity and individual empowerment that comprise the core component in the department's vision, its values and its mission to serve.

I would especially like to congratulate to our Trailblazer Award honoree, Lifeguard Section Chief Chris Linkletter, for her dedication and service to the residents of Los Angeles County.

Best wishes,

KATHRYN BARGER
Supervisor, Fifth District

ANTELOPE VALLEY
42455 10th Street West, Suite 104
Lancaster, CA 93534
(661) 726-3600

EAST SAN GABRIEL VALLEY
615 East Foothill Boulevard, Suite A
San Dimas, CA 91773
(909) 394-2264

SAN FERNANDO VALLEY
21943 Plummer Street
Chatsworth, CA 91311
(818) 993-5170

SAN GABRIEL VALLEY
215 N. Marengo Avenue, Suite 120
Pasadena, CA 91101
(626) 356-5407

SANTA CLARITA VALLEY
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Santa Clarita, CA 91355
(661) 287-3657





BOARD OF SUPERVISORS COUNTY OF LOS ANGELES

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SHEILA KUEHL
CHAIR OF THE BOARD
SUPERVISOR, THIRD DISTRICT

October 17, 2018

Dear Friends:

It is a great pleasure to welcome you to the second Los Angeles County Fire Department ARISE Summit, which is designed to educate and empower female lifeguards to celebrate their diverse and unique contributions to the lifeguard profession.

It has never been more important for women to take leadership in realms that have been closed to us in the past. I commend all the lifeguards in attendance for their willingness to be part of this change and to contribute to this important wave of progress.

Thank you for participating in the ARISE Summit and for paving the way for future generations.

I send my very best for an enjoyable and empowering event!

Sincerely,

A handwritten signature in black ink that reads "Sheila Kuehl".

Sheila Kuehl
Chair of the Board
Supervisor, Third District

COUNTY OF LOS ANGELES BOARD OF SUPERVISORS

Kenneth Hahn Hall of Administration
500 West Temple Street, Los Angeles, CA 90012



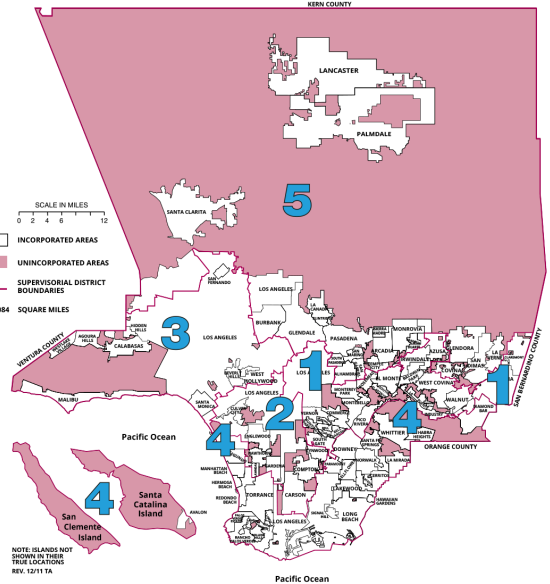
CHAIR

SHEILA KUEHL
Supervisor, Third District

Population: 1,956,453
Square Miles: 431

Room 821
(213) 974-3333

supervisorkuehl.com
 Sheila@bos.lacounty.gov



HILDA L. SOLIS
Supervisor, First District

Population: 1,967,029
Square Miles: 246

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 FirstDistrict@bos.lacounty.gov



MARK RIDLEY-THOMAS
Supervisor, Second District

Population: 1,977,349
Square Miles: 162

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 SecondDistrict@bos.lacounty.gov



JANICE HAHN
Supervisor, Fourth District

Population: 1,971,639
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 FourthDistrict@bos.lacounty.gov



KATHRYN BARGER
Supervisor, Fifth District

Population: 1,946,135
Square Miles: 869

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COUNTY OF LOS ANGELES FIRE DEPARTMENT

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DARYL L. OSBY
FIRE CHIEF
FORESTER & FIRE WARDEN

October 17, 2018

Dear Friends,

Welcome to the Los Angeles County Fire Department's Second ARISE Summit 2018.

As Los Angeles County Fire Chief, I can think of no higher calling than that of public service. Therefore, creating an inclusive work environment where everyone has an equal opportunity to participate in and contribute their unique talents, experiences, and perspectives to the lifeguarding profession is one of my top priorities. Your presence here is a visual symbol of how individual drops of water can combine into a powerful ocean wave that can flow the growth and progress of those who have dedicated their lives to protecting the lives of others.

I encourage you to shore up your skills today by participating in all the summit's activities. Now is the time to share your thoughts, viewpoints, and suggestions. Real change can only be achieved through honest dialogue and a sincere commitment to educating and empowering each other in your personal and professional goals.

The summit will be culminating with our Trailblazers Award Ceremony honoring the Los Angeles County Fire Department's first female Lifeguard Section Chief Chris Linkletter. Chief Linkletter continues to make significant contributions to our Lifeguard Division, none more so than the new generation of female lifeguards in our ranks for whom she has paved the way. I look forward to seeing her legacy continued through each of your contributions in your respective careers.

Let's ARISE to "shape the wave of progress" in the lifeguarding profession!

Very truly yours,

DARYL L. OSBY, FIRE CHIEF

SERVING THE UNINCORPORATED AREAS OF LOS ANGELES COUNTY AND THE CITIES OF:

- | | | | | | | |
|--------------|-------------|------------------|----------------------|----------------------|-----------------------|------------------|
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SCHEDULE

SHAPING THE WAVE OF PROGRESS

WEDNESDAY
OCTOBER
17

- 7:45 a.m. **Registration** (Sea Level)
- 8:00 a.m. **Continental Breakfast and Networking** (Horizon Level)
- 9:00 a.m. **Opening and Welcome**
Presentation of Colors
Los Angeles County Fire Department Honor Guard
National Anthem
Coral Kemp, Ocean Lifeguard, Los Angeles County Fire Department
- 9:40 a.m. **Shaping the Wave of Progress: Empowerment from the Inside Out**
- 10:00 a.m. **The Individual Particles Within Our Wave: Archetypes Psychometric Workshop**
Presented by: Philip Folsom
- 11:00 a.m. **Energizing Your Wave: The Science of Peak Performance**
Presented by: Dr. Glenn Fox, USC Performance Institute
Our Rescuers at Work (Video)
- 12:00 p.m. **Lunch** (Sky Level)
- 1:00 p.m. **Diving Beneath the Wave: Exploring Diversity and Inclusion** (Horizon Level)
Presented by: Farzana Nayani
- 2:00 p.m. **Shapers of Progress: Speakers Panel**
Charlene Downey, Retired USCG Captain, Commanding Officer, Sector Los Angeles-Long Beach
Danielle McMillon, Rescue Boat Captain, Los Angeles County Fire Department
Kenichi Haskett, Section Chief, Los Angeles County Fire Department
Phil Topar, Retired Assistant Chief Lifeguard, Los Angeles County Fire Department
- 3:00 p.m. **Becoming A Shaper: It Takes a Tribe to Create a Swell**
Workshop Presented by: Philip Folsom
- 4:30 p.m. **Summit Review and Survey Administration**
- 5:00 p.m. **Networking Social** (Sea Level)
- 6:00 p.m. **Dinner and Trailblazer Award Ceremony** (Horizon Level)

Note: Breaks will occur throughout the day



TRAILBLAZER AWARD

The word “Trailblazer” alone has the power to evoke images of a lone individual moving along an uncharted path at their own speed. Synonymous with being fearless and resilient, the Merriam-Webster dictionary defines a “Trailblazer” as “a pioneer; one who blazes trails to guide others.”

The Los Angeles County Fire Department “Trailblazer Award” was established to honor individuals that have positively affected the Lifeguard service and/or community, therefore, paving the way for others to follow. The award speaks to the bravery of those that have moved out of their comfort zone, looked ahead and took on the challenge of being a first. The award also pays tribute to those who have stood up and said, “I can,” “I will,” and “I did,” not just for the sake of self, but for those that may follow.

Presented at the ARISE Summit, the Los Angeles County Fire Department’s “Trailblazer Award” is also built around the Department’s core values of integrity, teamwork, caring, courage, commitment, and community; and, is awarded to such an individual that also never lost the meaning of these values as they moved into unmapped territories.

Joining the Los Angeles County Fire Department Lifeguard Division in 1984, Christine “Chris” Linkletter quickly established herself as a woman of “firsts” and quite literally shaped the wave of progress for generations to come.

Chris Linkletter was not only the first female Captain Ocean Lifeguard, but the first female Public Information Officer, first female on the LACOLA board, the first female on the first Swiftwater Team in history, and subsequently the first female Section Chief Lifeguard in 2014. Chief Linkletter became a trailblazer for women and men alike in public safety throughout Los Angeles, the state and even the country.

The Los Angeles County Fire Department Lifeguard Division is proud to honor Chief

Linkletter with the Lifeguard Division’s first Trailblazer Award.

When the summit was first envisioned and the theme (“Shaping the Wave of Progress”) came to fruition, Chief Linkletter was the obvious choice for the award. The theme of growth, leadership, and empowerment exemplifies the attributes that Chief Linkletter has displayed throughout her career. She is a leader by example and created relevance for women in lifeguarding through her many accomplishments and relentless positivity. The Los Angeles County Fire Department Lifeguard Division team members are honored to recognize Christine “Chris” Linkletter as our Trailblazer Award recipient for the Fall 2018 ARISE Summit.

2018

TRAILBLAZER AWARD *Recipient*

Section Chief Christine “Chris” Linkletter is a trailblazer of her craft for both women and men alike. A true role model within the Lifeguard Division, she is a legend in many regards and respected by all.

Chief Linkletter began her time in the Lifeguard Division in 1984, after participating in the Junior Lifeguard program for several years. Chief Linkletter notes that participating in the LA County Junior Lifeguard Program in 1978 sparked her love for the ocean as well as her interest in lifeguarding. After lifeguarding at various beaches and graduating from UCLA in 1988, Chief Linkletter was promoted to Ocean Lifeguard Specialist in 1990.

Throughout her nine years as an Ocean Lifeguard Specialist, Chief Linkletter continued to demonstrate her undeniable work ethic and commitment to the Lifeguard Division through her many special assignments and certifications, leading her to become the first female Lifeguard Captain in 1999. It was a monumental point and pivotal shift in the future of the Lifeguard Division, paving the way for generations to come.

As a woman of firsts, Chief Linkletter was not only the first female Lifeguard Captain, but the first female Public Information Officer, first female on the LACOLA board, and the first female on the first Swiftwater Team in history. Making history once again, Chief Linkletter was appointed the first female Section Chief in 2014 and continues to inspire the next generation of women and men through her numerous accomplishments and

relentless optimism.

While working on several special assignments, earning certifications, and being a member on various committees and teams, Chief Linkletter found time to make a name for herself in the competition world, exemplifying her passion for lifeguarding even more so. A highly skilled water woman and an extremely talented athlete, Chief Linkletter competes annually at the local, regional, and national level in surf lifesaving events and has completed ten Ironman triathlons.

As demonstrated by her many accolades, Chief Linkletter is a true embodiment of leading by example. She is constantly carrying herself with positivity and is highly admired and respected by all who work with her. Chief Linkletter specifically recognizes her husband of 20 years, Scott Linkletter (retired Ocean Lifeguard Specialist), for being her primary source of encouragement when initially pursuing lifeguarding as a career, and for constantly supporting her throughout her years in this profession.



LOS ANGELES COUNTY FIRE DEPARTMENT **EXECUTIVE LEADERSHIP**



DARYL L. OSBY

Fire Chief, Los Angeles County Fire Department

On February 17, 2011, Daryl L. Osby was sworn in by the Los Angeles County Board of Supervisors as the ninth Fire Chief of the Los Angeles County Fire Department. He has served as a member of the Los Angeles County Fire Department for 32 years.

He heads one of the largest emergency services agencies in the world, providing traditional fire and life safety services to more than 4.1 million residents and commercial business customers in 59 cities served by the Department and all the unincorporated areas of the County within its 2,300-square-mile service delivery area. The Department operates out of 174 fire stations, including

4,670 emergency responders and business professionals, operating on an annual budget of just over \$1 billion. In addition, the Department provides lifeguard, health hazardous materials, and forestry services throughout the County.

Chief Osby is affiliated with many fire service organizations, and previously served on the California State Board of Fire Services, and is a former member and chair of the Los Angeles County Emergency Preparedness Commission. Additionally, he is involved with several community organizations and has received numerous awards for his service.

He is an advocate for continuing education, and currently holds a Bachelor of Science Degree in Organizational Leadership from Azusa Pacific University. He is also a graduate of Harvard University's Senior Executives in State and Local Government and National Preparedness Leadership Programs, completed Clark Atlanta University's Executive Development Program and the Martin Gang Institute for Intergroup Relations at Loyola Marymount University. He is a California State Certified Incident Commander and Chief Officer.





DAVID R. RICHARDSON JR.

Chief Deputy, Los Angeles County Fire Department

Chief Deputy David R. Richardson Jr. has served in

the fire service for over 32 years.

Chief Richardson pursued his interest at an early age by becoming a Fire Explorer.

He began his career as a paramedic in 1985 and has held the positions of Fire Fighter Paramedic, Fire Fighter Specialist, Fire Captain, Battalion Chief, Assistant Fire Chief, and Deputy Fire Chief prior to his appointment to Chief Deputy in 2014.

As Chief Deputy, Chief Richardson serves as second in command, overseeing the Fire Department's Emergency Operations, consisting of over 3,800 dedicated emergency operations personnel, providing fire protection and emergency medical

service delivery to 59 cities, all unincorporated communities, and 72 miles of coastline from the ground, air, and sea, through 174 fire stations, Air and Wildland Division, and Lifeguard Division. Chief Richardson is also responsible for the Emergency Medical Services Bureau and the Homeland Security Section. Chief Richardson has a diverse background in hazardous materials, urban search and rescue, and wildland firefighting.

Chief Richardson earned a Bachelor of Science Degree in Fire Protection Administration with a minor in Public Administration from California State University, Los Angeles, and a Master of Science Degree in Emergency Services Administration from California State University, Long Beach. He has also achieved State recognition and qualification as a Chief Officer.

Chief Richardson is a Southern California native and resides with his family in Los Angeles County.



DAWNNA B. LAWRENCE

Chief Deputy, Los Angeles County Fire Department

Chief Deputy Dawanna Lawrence is the first

female Chief Deputy of the Los Angeles County Fire Department.

In her role as the Chief Deputy of Business Operations, Chief Lawrence oversees the Fire Department's \$1 billion budget and more than 800 employees in the Administrative Services, Prevention Services, and Special Services bureaus.

Chief Lawrence initially came to the Fire Department in October 2012 as the Deputy Chief of the Administrative Services Bureau, where she served as the financial advisor for Fire Chief Daryl L. Osby in the midst of fiscal challenges stemming from the Great Recession. Chief Lawrence was soon appointed to Chief Deputy of Business Operations in June 2015.

One of her most recent assignments was to oversee the Recruitment Unit, which is now the Community Outreach, Recruitment, Diversity and Inclusion (CORDI) Section. CORDI's purpose is to provide

comprehensive action to enhance our workforce representation of the communities we serve and create an inclusive environment for all Department members.

Prior to joining the Fire Department, Chief Lawrence spent 20 years climbing the ranks in the administrative services area at the Los Angeles County Department of Public Works (DPW), culminating in her appointment to Chief Financial Officer (CFO) in 2006. As CFO, Chief Lawrence was responsible for managing the DPW's \$2 billion operating budget. Her efforts and achievement earned her a Chief Financial Officer of the Year nomination in the September 2012 issue of the Los Angeles Business Journal.

Earlier in her career, Chief Lawrence spent 5 years at the Department of Health Services and the Department of the Auditor-Controller.

Chief Lawrence received her Bachelor's Degree in Business Administration from California State University, Fullerton. She is a member of the Government Finance Officers Association.

Chief Lawrence and her two sons are long-time residents of South Pasadena.



SHAPERS OF PROGRESS: PANEL



PHIL TOPAR

Retired Assistant Chief Lifeguard

Retired Assistant Chief Lifeguard Phil Topar imprinted his legacy upon the Lifeguard

Division throughout his career until his retirement in 2011. Topar clearly made a lasting impact not only on the Department but on his community, through his involvement and willingness to connect his career to a universal purpose.

Topar's exceptional leadership perpetuated itself as he completed a plethora of courses and certifications, proving his dedication and commitment to the forward growth of the Department. This includes several Incident Command System courses, Swiftwater, and leadership courses. He successfully assumed the role of Incident Commander on many special events and furthermore implemented his inherent leadership skills.

When recognizing a problem, Topar strived to be a part of the solution, demonstrating this principle by being elected LACOLA President in 2000, and again by implementing the rewriting of all promotional exams for lifeguard ranks. In addition, Topar reflected a very community-oriented and authentically passionate approach as a member of the Public Education Team for six years, a member of the Topanga Lagoon Restoration Committee, and even earned the prestigious Medal of Valor in 1996 for a grueling winter rescue. Topar has also earned several world and national titles in Lifeguard Competitions throughout the years. He further exemplified his genuine passion for helping others in his work for Camp Goodtimes, the surf camp for children with cancer, and his work for Camp Baywatch, a camp for abused and sheltered children. Topar and his family also raise guide dogs for the blind.

As gathered from his above achievements, Phil Topar cultivated an environment of high morale and passion for helping others within the Lifeguard

Division and then some. Topar personifies the Department's mission and core values, proving to be a legend among peers and subordinates as his legacy lives on today.



KENICHI BALLEW-HASKETT

Section Chief

Section Chief Kenichi Ballew-Haskett has exhibited, through several achievements

and true perseverance, his prominence in the Lifeguard Division and beyond. An accomplished PIO and now a relatively new father, Chief Haskett's personable nature and humanistic approach to his career leads the way for generations to come.

Chief Haskett came on with the Lifeguard Division in 1994, right out of graduating from Venice High School. He continued his seasonal work through 2001, balancing time between teaching at his high school alma mater and working as an Ocean Lifeguard during summers, until he promoted to Ocean Lifeguard Specialist (OLS) in 2001. During his time as a OLS, Chief Haskett made his way onto both the Dive Team and Swiftwater Team. He has a clearly defined skill for teaching, demonstrating this skill by instructing five of the seven Ocean Lifeguard Academies throughout his time as an OLS.

Once he earned the rank of Captain Ocean Lifeguard, Chief Haskett's career reached even greater heights as he balanced his Captain duties while being a member of the LACOLA board and eventually LACOLA president in 2012. As Captain, he also led the Lifeguard Division's Recruitment Unit and Youth Programs, functioned as a Public Information Officer, and a Dive Officer, all of which catapulted him into being promoted to Section Chief in 2017. Chief Haskett also gained status as a PIO II on Incident Management Teams.

Chief Haskett has proven to be an invaluable asset to the department for not only his career

accomplishments, but also for his demonstration of commitment to his family. More recently, the role of husband and father has shifted into his main focus. He and his husband Jeff were legally married in September of 2015 and now are proud parents to their two year old son, Kameron.



DANIELLE MCMILLON

Rescue Boat Captain

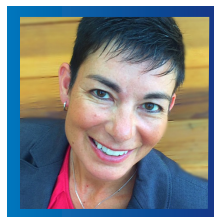
Rescue Boat Captain Danielle McMillon has made her mark on the Lifeguard Division

since joining as a rookie lifeguard in 1998. Her skill, dedication and hard work earned her the distinction of becoming the Division's first female Rescue Boat Captain in 2017.

In 2005, Captain McMillon was assigned to work the Rescue Boats and has been dedicated ever since. In 2006, she attended paramedic school, subsequently becoming the Training Ocean Lifeguard Specialist in the following years. From 2011-2017, she established herself on Catalina Island as a Paramedic Deckhand and a member of the Lifeguard Division's Dive Team in 2015. Captain McMillon continued to use her expertise to instruct four Ocean Lifeguard Academies in the past ten years.

Captain McMillon's relentless commitment to the Lifeguard Division extends beyond her own career and filters into her passion for constantly improving the Los Angeles County Fire Department as a whole. She has been a part of several teams and committees including the Leadership Committee, Incident Management Teams, Women's Committee (in which she implemented progress in the Department's Lactation Policy), and the Lifeguard Division's Wellness Task Force.

In light of this laundry list of accolades and milestones, Captain McMillon considers her three daughters to be her greatest accomplishment, and she points to her husband who has provided her immeasurable support throughout their life together.



CHARLENE DOWNEY

Captain, United States Coast Guard (Retired)

Captain Charlene Downey retired from the U.S. Coast Guard in June 2018 after

serving over 26 years on active duty. She most recently served as Sector Commander and Captain of the Port for Sector Los Angeles – Long Beach.

She coordinated maritime operations in an area of responsibility stretching more than 350 miles along the California coast, from North of Morro Bay and South to San Clemente, out to 200 miles offshore, including the nation's largest port complex. She facilitated the daily flow of over \$2 billion of cargo in the ports of Los Angeles, Long Beach and Hueneme.

Captain Downey served in a variety of operational and staff assignments in Virginia, Connecticut, Washington DC and North Carolina. In addition, she completed a seven month deployment to Joint Task Force, Guantanamo Bay, Cuba where she was in charge of the Maritime Security Detachment. Captain Downey also served as a Coast Guard Executive Fellow at the RAND Corporation in Santa Monica, CA.

Captain Downey is originally from Fort Wingate, New Mexico. She is a 1989 graduate of the Naval Academy Preparatory School in Newport, Rhode Island, and she graduated from the U.S. Coast Guard Academy in New London, Connecticut in 1993 with a B.S. in Management. She received her M.S. in Management (HRM) from Florida Institute of Technology in 2000 and earned her Human Resources Certificate from George Mason University in 2003.

In 2002, Captain Downey received the Captain Stratton Inspirational Leadership Award for her efforts following the tragic events on 9/11. She is a Type 1 Incident Commander, certified to oversee the most complex type of incident, requiring national resources to safely and effectively manage and operate. She is an avid runner and has completed over 30 marathons.

SUMMIT SPEAKERS *and* WORKSHOP PRESENTERS



PHILIP FOLSOM
*Anthropologist and US
Army Veteran*

Philip Folsom is an anthropologist who is widely recognized as one of the premier leadership and organizational culture development experts in the United States with the emphasis of transforming teams into “Tribes.”

After many years of helping create curricula and facilitating programs for military veterans and first responders, Folsom co-founded the SPARTA Project, a warrior healing non-profit for veterans and first responders who struggle with post-traumatic stress. The SPARTA Project has conducted its healing programs in Canada, Australia and throughout the United States.

Folsom’s breadth of influence is wide and far-reaching, as he has worked with Fortune 500 companies (Sony, Microsoft, Apple and others), forward-thinking organizations (SpaceX, Red Bull and others), and world-changing non-profits (Red Cross and AmeriCorps government programs), as well as military and police departments across the country.

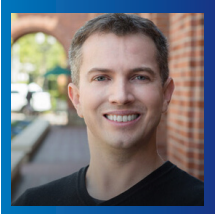
Folsom’s work has been referred to as “transformational,” “game-changing,” and “the best investment we’ve ever made in our organization” by his clients. His reputation in the development world is legendary, but started as a means of

personal healing.

Folsom came from modest means in Washington State, raised in a home heated by a wood stove and sporadically powered by a generator out in the woods. He was raised by a single mom and joined the US Army at 17. By 23, Philip had experienced poverty, failure, addiction, and death.

A moment of clarity empowered Folsom to rebuild his life from scratch, and his relentless quest to improve led him to explore fringe industries and experiences, such as equestrian therapy, Zen archery, wolf programs, high challenge ropes courses, and Tibetan death meditations.

Folsom loves the outdoors and has participated in a wide array of eclectic activities, such as jiu jitsu, motorcycles, ballet, photography, and skateboarding. He lives in Venice with his wife Tanya, daughter Makai, and their black Labrador, Nikka.



DR. GLENN FOX

*Head of Program
Design, Strategy and
Outreach at USC
Performance Science
Institute*

A neuroscientist by training, Dr. Glenn Fox began working at USC as a research assistant in the Brain and Creativity Institute, after which he went on to earn his Ph.D. in the Neuroscience Graduate Program and complete a post-doctoral fellowship with professors Hanna and Antonio Damasio.

Dr. Fox is at the forefront of research on gratitude and human performance. He teaches “The Science of Peak Performance” during the Spring Semester at USC, leads trainings with leaders and groups, and conducts research on mindset and physiology.

Dr. Fox founded The Research Design Studio, a group dedicated to undergraduate research training at the Brain and Creativity Institute at USC. Additionally, he is co-founder of Ph.D. Insight LLC, a neuroscience-based data science consulting firm that specializes in designing individualized and people-centric data analysis.



FARZANA NAYANI

*Diversity & Inclusion
Specialist*

Farzana Nayani is a recognized diversity and inclusion specialist and established practitioner. She has worked with Fortune 500 corporations, public agencies, higher education institutions, and non-profit organizations as a consultant and trainer on diversity and inclusion, intercultural communication, supplier diversity, and employee engagement.

Nayani’s advisory work with Employee Resource Groups (ERGs), small business advocacy, and entrepreneurship has taken her to engagements across North America, from the White House to Silicon Valley. Her subject matter expertise on global relations is recognized in her work with institutions like the Smithsonian and the East-West Center.

A featured author, speaker and executive coach, Nayani drives organizations to lead more effectively and “reimagine inclusion.” She is based in Los Angeles with her beach-going family, including her husband and two young children.

LOS ANGELES COUNTY FIREFIGHTERS LOCAL 1014



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Lew Currier
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Jason Cervantes

Pat Dolan
Andy Doyle

Kurt Kobler
Mike Jones

Our 3200 proud members would like to congratulate our partners, the Los Angeles County Fire Department on their 2nd Biannual Arise Summit.

We are proud to sponsor this event and help empower our brothers and sisters in the lifeguarding profession to "shape the wave of progress" for our first responders.

Local 1014 works hard with all agencies to promote opportunities for people of all backgrounds in the fire service. We look forward to this important event that will generate discussions and solutions for inclusion and diversity in the field of lifeguarding.

LOS ANGELES COUNTY FIREFIGHTERS, I.A.F.F. LOCAL 1014

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LOS ANGELES COUNTY LIFEGUARD ASSOCIATION

LACoLA is honored and proud to sponsor the ARISE Summit presented by the Lifeguard Division of the Los Angeles County Fire Department.

One of LACoLA's top priorities is the improvement of our membership's working conditions, and the ARISE Summit's stated objective in "Shaping the Wave of Progress" will empower our members to achieve that priority.

Additionally, LACoLA is committed to supporting diversity and inclusion amongst our membership, and we are excited for the dialogue that the ARISE Summit will generate with respect to these important issues.

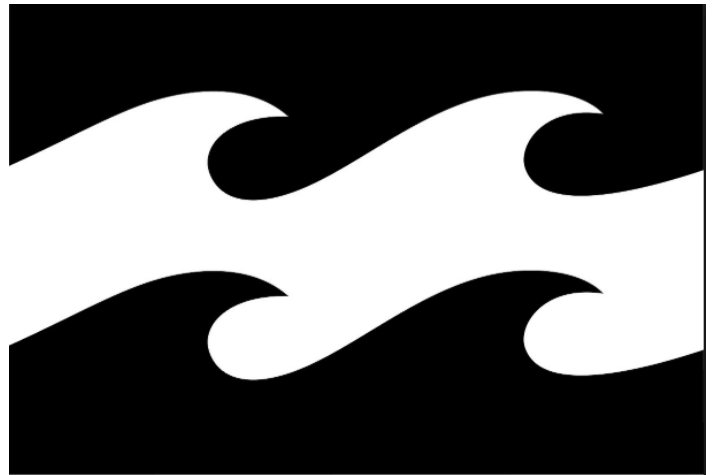


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