



LOS ANGELES COUNTY FIRE DEPARTMENT

# ARISE SUMMIT

A REASON TO INCLUDE AND SUPPORT EVERYONE

MARCH 28-29, 2018  
**WOMEN IN THE FIRE SERVICE**  
COURAGE TO LEAD THE WAY



# BOARD OF SUPERVISORS COUNTY OF LOS ANGELES

KENNETH HAHN HALL OF ADMINISTRATION / LOS ANGELES, CALIFORNIA 90012

**SHEILA KUEHL**  
CHAIR OF THE BOARD  
SUPERVISOR, THIRD DISTRICT

March 28, 2018

Los Angeles County Fire Department  
1320 N. Eastern Ave  
Los Angeles, CA 90063

Dear Friends:

It is a great pleasure to welcome you all to the LA County Fire Department's ARISE Summit 2018.

This year's summit is focused on supporting the work of women in the County Fire Department and on honoring their spirit, bravery, and courage.

Today we honor Cindy Barbee, LA County's first female firefighter, by presenting her with the Trailblazer Award. Cindy served the County Fire Department for more than 27 years, ultimately rising to the rank of Fire Captain. Through grit and perseverance, Cindy has opened the door to women who are working hard to follow in her footsteps.

Once again, I'd like to congratulate Cindy and send my best wishes for a successful event.

Sincerely,

A handwritten signature in black ink, reading "Sheila Kuehl". The signature is fluid and cursive, with the first name "Sheila" and last name "Kuehl" clearly distinguishable.

Sheila Kuehl  
Chair of the Board  
Supervisor, Third District



BOARD OF SUPERVISORS COUNTY OF LOS ANGELES  
856 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

**Hilda L. Solis**  
Supervisor, First District



Dear Friends,

Welcome to the inaugural Los Angeles County Fire Department's (LACoFD) ARISE Summit 2018.

Since 1923, the LACoFD has protected the lives, the environment, and property of the residents of Los Angeles County. The department's rich history of service and impeccable leadership is exemplary and highly commended.

It is my distinct pleasure to congratulate the LACoFD and their efforts to promote an inclusive environment through excellent leadership and education, not only for their own members, but also by leading the way for other fire agencies in the Los Angeles region.

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

Sincerely,

A handwritten signature in black ink that reads "Hilda L. Solis". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

**HILDA L. SOLIS**  
Supervisor, First District





# MARK RIDLEY-THOMAS

Supervisor, Second District, County of Los Angeles  
500 W. Temple Street, Rm. 866 Kenneth Hahn Hall of Administration  
Los Angeles, CA 90012



March 28, 2018

## LOS ANGELES COUNTY FIRE DEPARTMENT

### ARISE Summit for Women in the Fire Service

Congratulations to the Los Angeles County Fire Department on the occasion of its inaugural A Reason to Include and Support Everyone Summit, with the theme: *Women in the Fire Service: Courage to Lead the Way*.

The summit will bring together agencies from across the region to engage in dialogue that addresses the challenges faced by those who serve in the fire service. The Department is to be commended for striving to build and promote a work environment that reflects the diversity of the communities we all serve.

On behalf of the Board of Supervisors, and the more than 10 million people who reside in Los Angeles County, I extend my best wishes for your continued success and a most memorable event.

With hope,

A handwritten signature in black ink that reads "Mark Ridley-Thomas".

**MARK RIDLEY-THOMAS**  
Supervisor, Second District



## BOARD OF SUPERVISORS COUNTY OF LOS ANGELES

822 KENNETH HAHN HALL OF ADMINISTRATION/ LOS ANGELES, CALIFORNIA 90012  
Telephone (213) 974-4444 / FAX (213) 229-3676

**JANICE HAHN**

Chair Pro-Tem

March 28, 2018

Dear Friends:

It is my pleasure to welcome you to the inaugural Los Angeles County Fire Department's Women's Arise Summit 2018.

The focus of this first summit will be on women in the fire service, by addressing the challenges with constructive dialogue and by partnering with other fire agencies in the region. This summit, aims to result with strategic outcomes that will support the growth of women in this field. The summit will also serve to support these women's bravery, spirit, and courage. Recognizing the importance of women in the fire service, this past summer the Board of Supervisors passed a motion I introduced which remodels our Marina Del Rey Fire Station to accommodate both male and female firefighters in locker rooms, dormitories, and restroom facilities. It is appropriate for this dialogue to take place during Women's History Month and efforts continue to be made to increase the potential for women in this field.

I congratulate all the organizers for their outstanding work on this inaugural summit. A heartfelt congratulation is also sent to all of the honorees being recognized with the first Trailblazers Award. I wish you all much success in all of your endeavors and thank you for continuing to spread growth and equality throughout Los Angeles County.

Enjoy this wonderful event.

Sincerely,

JANICE HAHN  
Chair Pro-Tem  
Supervisor, Fourth District  
County of Los Angeles





# 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



March 28, 2018

Dear Friends,

It is my honor to welcome you to the Los Angeles County Fire Department's inaugural "ARISE" Summit 2018.

Since 1923, L.A. County Fire has protected lives, property, and the environment throughout our county. The department's rich history of dedicated service and leadership deserves our commendation and appreciation.

It is my pleasure to congratulate County Fire on their tireless efforts. They are impactful not only among their own members, but serve as a role model for other fire agencies across the nation.

I hope you enjoy this memorable event as you are surrounded by people who support you and value your dedication. Best wishes for your continued success.

Best wishes,

A handwritten signature in blue ink that reads "Kathryn Barger". The signature is fluid and cursive.

KATHRYN BARGER  
Supervisor, Fifth District



## COUNTY OF LOS ANGELES FIRE DEPARTMENT

1320 NORTH EASTERN AVENUE  
LOS ANGELES, CALIFORNIA 90063-3294  
(323) 881-2401  
[www.fire.lacounty.gov](http://www.fire.lacounty.gov)

*"Proud Protectors of Life, Property, and the Environment"*

DARYL L. OSBY  
FIRE CHIEF  
FORESTER & FIRE WARDEN

### BOARD OF SUPERVISORS

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MARK RIDLEY-THOMAS  
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SHEILA KUEHL  
THIRD DISTRICT

JANICE HAHN  
FOURTH DISTRICT

KATHRYN BARGER  
FIFTH DISTRICT

March 28, 2018

Dear Friends,

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

As Fire Chief of the Los Angeles County Fire Department, I am fully committed to creating an inclusive work environment where everyone has an equal opportunity to pursue the noble calling of firefighting and public service. Your presence at this groundbreaking event sends a powerful message that you share my commitment in supporting women who have dedicated their lives to protecting the lives of others.

Over the next two days, I encourage you to take full advantage of the summit's networking events and workshops. Share, speak, and listen. Only through honest dialogue can we truly begin to move forward in supporting the growth of women in the fire service.

The summit will be culminating with our Trailblazers Award Ceremony honoring retired Fire Captain Cindy Barbee, the Los Angeles County Fire Department's first female firefighter. I challenge each and every one of you to pick up the torch that Cindy has passed on and become a trailblazer in your own right. Each of you has a unique set of talents, skills, and perspectives that our communities urgently need. Your time is now.

Let's ARISE to make a better future for women in the fire service!

Very truly yours,

DARYL L. OSBY, FIRE CHIEF

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

AGOURA HILLS  
ARTESIA  
AZUSA  
BALDWIN PARK  
BELL  
BELL GARDENS  
BELLFLOWER  
BRADBURY

CALABASAS  
CARSON  
CERRITOS  
CLAREMONT  
COMMERCE  
COVINA  
CUDAHY  
DIAMOND BAR  
DUARTE

EL MONTE  
GARDENA  
GLENORA  
HAWAIIAN GARDENS  
HAWTHORNE  
HERMOSA BEACH  
HIDDEN HILLS  
HUNTINGTON PARK

INDUSTRY  
INGLEWOOD  
IRVINDALE  
LA CANADA-FLINTRIDGE  
LA HABRA  
LA MIRADA  
LA PUENTE  
LAKEWOOD  
LANCASTER

LAWDALE  
LOMITA  
LYNWOOD  
MALIBU  
MAYWOOD  
NORWALK  
PALMDALE  
PALOS VERDES ESTATES

PARAMOUNT  
PICO RIVERA  
POMONA  
RANCHO PALOS VERDES  
ROLLING HILLS  
ROLLING HILLS ESTATES  
ROSEMEAD  
SAN DIMAS  
SANTA CLARITA

SIGNAL HILL  
SOUTH EL MONTE  
SOUTH GATE  
TEMPLE CITY  
WALNUT  
WEST HOLLYWOOD  
WESTLAKE VILLAGE  
WHITTIER



# SCHEDULE

## DAY ONE

WEDNESDAY  
MARCH  
28

- 8:00 a.m. Registration/Continental Breakfast and Networking
- 9:00 a.m. Opening and Welcome (The Mayne Room)
- Presentation of Colors  
*Los Angeles County Fire Department Honor Guard*  
National Anthem  
*Humberto Agurcia, Fire Fighter, Los Angeles County Fire Department*



**Dave Gillotte**  
*President, IAFF Local #1014*  
*Los Angeles County Fire Fighters*



**Dawnna B. Lawrence**  
*Chief Deputy*  
*Los Angeles County Fire Department*



**Daryl L. Osby**  
*Fire Chief*  
*Los Angeles County Fire Department*



**Hilda Solis**  
*First District Supervisor*  
*County of Los Angeles*



**Janice Hahn**  
*Fourth District Supervisor*  
*County of Los Angeles*

- 10:00 a.m. Recruitment Fair (Outside Courtyard)
- 12:00 p.m. Lunch/Trailblazers Speaker Panel (The Mayne Room)  
*Teresa Deloach Reed, Retired Fire Chief, Oakland Fire Department*  
*Tracy Jarman, Retired Fire Chief, San Diego Fire-Rescue Department*  
*Yvette McDowell, Former Fire Fighter/Paramedic and Assistant City Prosecutor*  
*Cathy Taylor, Retired Commander, Los Angeles County Sheriff's Department*  
*Virginia "Penny" Toler, Executive Vice President and General Manager, Los Angeles Sparks*
- 2:00 p.m. Session 1 Interactive Polling/Data (The Mayne Room)  
*Los Angeles County Women and Girls Initiative*
- 3:00 p.m. Session 2 Review/Prioritization of Results (The Mayne Room)  
*Los Angeles County Women and Girls Initiative*
- 3:30 p.m. Networking Reception (Fire Museum)  
*Appetizers will be served.*

**Note:** Breaks will occur throughout the day.

THURSDAY  
MARCH  
29

DAY TWO

7:30 a.m. Registration/Continental Breakfast and Networking

8:30 a.m. Opening and Welcome (The Mayne Room)



**David R. Richardson Jr.**  
Chief Deputy  
Los Angeles County Fire Department



**Dr. Marissa Pei**  
Psychologist and  
Motivational Speaker



**Lisa Garrett**  
Director of Personnel  
Department of Human Resources

9:00 a.m. (Workshop 1A or 1B)

**Workshop 1A (Room A)**

**Encouraging Women in the Workplace & Leadership**

*Stephanie Stone, Chief Deputy Director, County of Los Angeles Department of Military and Veterans Affairs*

**Workshop 1B (Room B)**

**Health Awareness in Fire Careers**

*Dr. Clayton Kazan, Medical Director, Los Angeles County Fire Department*

9:50 a.m. (Workshop 2A or 2B)

**Workshop 2A (Room A)**

**Gender Equality: It Matters to Everyone**

*Eleni Pappas, Battalion Chief, Los Angeles County Fire Department*

*Regina Waugh, Executive Director, Los Angeles County Women and Girls Initiative*

**Workshop 2B (Room B)**

**Having and Using Your Voice**

*Kristin Crowley, Assistant Chief, LAFD  
Patricia Chan, Division Chief-Employee Relations, LACoFD*

*Jasmine Segura, Battalion Chief, LACoFD*

*Nikki Brodowy, Battalion Chief, LAFD*

*Kristina Kepner, Battalion Chief, LAFD*

*Pat Mullen, Fire Fighter Specialist, City of Riverside Fire Department*

*Leigh-Anne Orr, Fire Fighter Specialist, LACoFD*

**Note:** Breaks will occur throughout the day.

10:45 a.m.

**Workshop 3 (The Mayne Room)**

**Implicit Bias**

*Josh Diosomito, Senior Policy Analyst & Diversity Instructor, U.S. Government Accountability Office, Homeland Security and Justice Team*

12:00 p.m. Lunch (The Mayne Room)

1:00 p.m.

**Fire Chief's Panel (The Mayne Room)**

*Daryl L. Osby, Fire Chief, Los Angeles County Fire Department*

*Bertral Washington, Fire Chief, Pasadena Fire Department*

*Ralph Terrazas, Fire Chief, Los Angeles Fire Department*

*Brian Fennessy, Fire Chief, San Diego Fire-Rescue Department*

2:00 p.m.

**Discussion: Priority Topic 1 (The Mayne Room)**

**Executive Leadership/Stakeholder Results Sharing and Collaboration**

*Los Angeles County Women and Girls Initiative*

3:00 p.m.

**Discussion: Priority Topic 2 (The Mayne Room)**

**Executive Leadership/Stakeholder Results Sharing and Collaboration**

*Los Angeles County Women and Girls Initiative*

3:30 p.m. Networking Reception (Fire Museum)

4:30 p.m. Dinner/Trailblazer (The Mayne Room)  
Award Ceremony



# 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 fire 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.

On February 12, 1983, Cynthia “Cindy” Barbee became the first female firefighter recruit in the 62<sup>nd</sup> recruit class for the Los Angeles County Fire Department.

Cindy became a trailblazer not only for future female firefighters of the Los Angeles County Fire Department, but for women throughout Los Angeles, the state and even the country.

The Los Angeles County Fire Department is proud to honor Cynthia “Cindy” Barbee with the Department’s first Trailblazer Award.

When the summit was first envisioned and the theme (“Women in Fire Service”) came to fruition, Cindy was the obvious choice for the award. This theme of growth, bravery, spirit and courage exemplifies the attributes that Cindy displayed throughout her career.

She was featured in many magazine and newspaper articles highlighting her accomplishments and spirit over the course of her 28-year career with the Department. During her career, she would also serve as the face of the Department in recruiting efforts to boost recruitment of female firefighters.

The men and women of the Los Angeles County Fire Department are honored to recognize Cynthia “Cindy” Barbee as our Trailblazer Award recipient for the 2018 ARISE Summit.

2018

# TRAILBLAZER AWARD *Recipient*

On April 23, 1983, Cynthia "Cindy" Barbee met all the Los Angeles County Fire Department's recruit fire academy standards during the ten-week training and became its first female firefighter.

Cindy grew up in Whittier, California. She is the fourth of six children; three sisters and two brothers. "Growing up in a large family fosters a lot of competition and cooperation."

Cindy graduated from Whittier High School in 1973 where she participated in many team sports. She later attended Rio Hondo College and received an Associate of Arts Degree in General Education and competed in tennis and archery. She completed her college education at UCLA, receiving a Bachelor of Science Degree in Kinesiology. While at UCLA, she played on the women's intercollegiate softball team. In 1978, they won the national championship at the College World Series in Omaha, Nebraska.

On April 23, 1983, Cindy met all the recruit fire academy standards during the ten-week training and became the first female Los Angeles County firefighter. In 1986, a CBS "Movie of the Week" docu-drama "Firefighter" was made and aired, chronicling Cindy's journey.

During her 28-year career, she moved through the ranks of firefighter, paramedic, firefighter specialist, fire inspector, public information officer, and fire captain. Retired since 2010, she now resides in Dana Point, California, with her husband of 24 years, Alan. They spend several months of the year in Westcliffe, Colorado, finishing a log home they started in 2008, but the highlight of their lives is spending two to three days a week caring for their two-year-old grandson, Jackson.



*"Some people gave me reasons why I shouldn't go into the fire service or why I didn't belong. I never felt those reasons pertained to me. I felt I was intelligent - physically, emotionally and spiritually strong, and that I would perform better than most of the other candidates that were attempting to become firefighters."*

**CYNTHIA "CINDY" BARBEE**

**RETIRED FIRE CAPTAIN**  
*Los Angeles County Fire Department*

# 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 175 fire stations,

including 4,800 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.

He 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 affiliated 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.

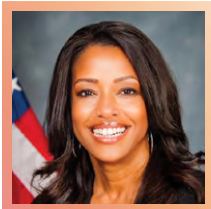
He began his career as a paramedic in 1985 and has held the positions of firefighter paramedic, firefighter specialist, fire captain, battalion chief, assistant fire chief, and deputy fire chief prior to his appointment to Chief Deputy in 2014.

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 175 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 Dawnna  
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.

# TRAILBLAZER PANEL



## TERESA DELOACH REED

*Retired Fire Chief, Oakland Fire Department*

Teresa DeLoach Reed began her fire career in San Jose, California in 1986. She served as a Firefighter, Fire Engineer, Fire Inspector, Fire Captain, Battalion Chief, Deputy Fire Chief, Assistant Fire Chief, and Interim Fire Chief.

In March 2012, Teresa was appointed Fire Chief of Oakland, California and became the first African American woman to lead a Metropolitan Fire Department in the United States.

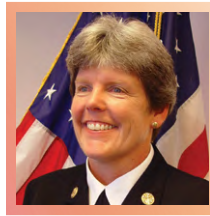
Teresa holds a Master's Degree in Public Administration and a Bachelor's Degree in Organizational Leadership.

Teresa is a past member of the International Association of Fire Chiefs (IAFC), current Executive Board Member of the Metropolitan Fire Chiefs, member of the Emergency Response Advisory Committee, past Chair of the California Chiefs Association, and, in 2015, served as President of the Alameda County Fire Chiefs Association.

Appointed by Governor Jerry Brown, Teresa served as a voting member of the California State Board of Fire Services. In June 2016, Teresa was elected to the Board of Directors of the National Fire Protection Association. She also serves on the Board of the Alameda Health System Foundation and the Bay Area American Red Cross.

Teresa was featured as "CNN 2016 Breakthrough Woman" and "Powerful Woman of the Bay Area" in 2014.

Teresa retired from the fire service after 30 years of dedicated service.



## TRACY JARMAN

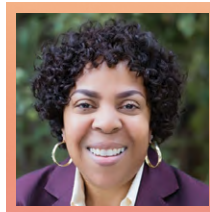
*Retired Fire Chief, San Diego Fire-Rescue Department*

Tracy Jarman served as a member of the San Diego Fire-Rescue Department for over 25 years. She was recruited in 1983 and performed virtually every single position within the Department during her tenure. In 2006, Mayor Jerry Sanders offered her the position of Fire Chief and she served in this capacity for over 3 ½ years administering a Department of 1,200 employees and a budget of over \$195 million.

Several of her additional accomplishments include being named the 2008 Fire Chief of the Year by the California Fire Chiefs Association, 2008 Women of the Year by the California State legislature, and 2007 Cool Woman of the Year by the Girls Scouts of America. She was named to the Governor's Blue Ribbon Task Force following the devastating wildfires of 2007, and FEMA Region IX's Regional Advisory Council.

She currently resides in the city of San Diego, holds a Fire Science Degree, a Bachelor's Degree in Biology and a Master's Degree in Public Administration from San Diego State University.

For the past nine years, she has served as a member of the San Diego Regional Disaster Fund Board for the San Diego Foundation.



## YVETTE MCDOWELL

*Former Fire Fighter/Paramedic and Assistant City Prosecutor*

Yvette McDowell is a former firefighter/paramedic and a retired Emmy Award-winning Assistant City Prosecutor whose encore career, as a keynote speaker and workshop leader, is to change the game for the better for female first responders. With a combined 30+ years of experience as a first responder and an assistant city prosecutor, Yvette has lived the challenges of being a woman in a

“man’s world.” She overcame those challenges and now teaches those skills to other women who have felt gender discrimination, a lack of support from other women in their department or had trouble being promoted.

Yvette’s keynotes and workshops create paradigm shifts that result in women standing confident and leading in their feminine power changing the game for the better.



### CATHY TAYLOR

*Retired Commander,  
Los Angeles County  
Sheriff's Department*

The first woman to join the ranks of the Los Angeles

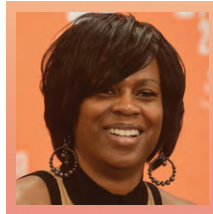
County Sheriff's Special Enforcement Bureau (SEB)/Tactical Unit, Cathy Taylor is a legend in a profession that is known to be reserved for the elite in the field of law enforcement. Taylor joined the LASD in 1974, during a time when there were no women's restrooms in the building housing SEB. She became a graduate of the LASD Academy Class 172.

Taylor steadily moved up the ranks in the Department. In 1996, she was selected to become one of three lieutenants assigned to SEB. While working with the SWAT team during those years, she was assigned the title of Team Commander. As a Team Commander, Taylor worked various assignments in the SEB, including the K-9 Lieutenant assignment.

In 1999, Taylor was promoted to the rank of Captain, she remained in the SEB overseeing the entire operation (SWAT Teams, Emergency Services Detail, K-9, Aero Bureau, Reserve Equestrians, Reserve Search/Rescue Dogs and Administrative Operations).

She held five ranks during her career with LASD; which included, Deputy, Sergeant, Lieutenant, Captain, and Commander.

After 31 years of service, Taylor retired at the rank of Commander in 2005. During her career, she was quoted as saying, “She is not a show piece for gender equality, she is there to do the job.”



### PENNY TOLER

*Executive Vice President  
and General Manager,  
Los Angeles Sparks*

Penny Toler, Los Angeles Sparks Executive Vice

President, is entering her 18th season leading the team's basketball operations and is the longest standing general manager in the WNBA. She has guided the team to three WNBA titles (2001, 2002, and 2016). The team she assembled immediately, after becoming the general manager in 2001, made her the first-person in professional sports to go from being a player to general manager to winning a championship in just two short years.

In 1997, Toler scored the first basket in WNBA history; and in 2006, the Sparks retired #11 in recognition of her playing and management career, becoming the first female athlete to have her jersey retired at the Staples Center.

In 2014, she made history again as the only female in professional sports to have consecutively been a player, executive and head coach for the same team when she took over the reins as head coach midway through the season.

In addition to the Sparks, she was also a member of the USA Basketball Women's Competition Committee where she assisted in the selection of three gold medal-winning teams. Returning to the committee in 2018, she will assist in the selection of the 2018 World Championship Team and the 2020 Olympic Team.

Beyond the WNBA, Toler combined her sense of community and business savvy to start the “Points from Penny” program in 1998. The program was nominated for several awards during its tenure including the American Express Entrepreneurial Spirit Award.

# SUMMIT SPEAKERS *and* WORKSHOP PRESENTERS



## REGINA WAUGH

*Executive Director, Los Angeles County Women and Girls Initiative*

Regina Waugh is the Executive Director of the Los Angeles County Women and Girls Initiative.

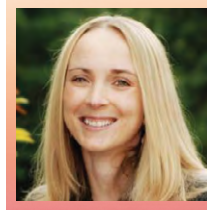
Regina comes to Los Angeles County from the federal government. She joined the U.S. Department of State as a Presidential Management Fellow in 2010. She worked for several years as a Foreign Affairs Officer in the Bureau of Democracy, Human Rights, and Labor, focusing on strategic planning, external affairs, and on advancing the human rights of women and LGBT people around the world.

In 2014, she served a one-year detail on the White House National Security Council as the Director for Human Rights and Gender, where she led efforts to integrate gender issues into foreign policy and the work of the national security agencies.

Most recently, Regina was the Chief of Staff in the Secretary's Office of Global Women's Issues at the U.S. Department of State. In that capacity, she worked with colleagues across the Department to empower women and girls around the world.

She has also served at the Department of Justice, Department of Defense, and the Office of Management and Budget.

Regina grew up in Irvine, California. She holds a Bachelor of Arts degree in History and Psychology, a Master's Degree in Public Policy, and a Juris Doctorate, all from the University of California at Berkeley.

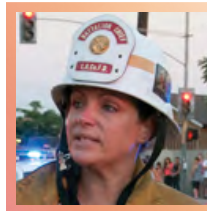


## JACKIE FILLA

*Research Director, Los Angeles County Women and Girls Initiative*

Jackie Filla is an Assistant Professor of political science at Mount St. Mary's University in Los Angeles, CA. Dr. Filla completed her PhD (2009) and MA (2003) in political science at the University of California, Riverside and her BA (2002) in political science at California State University, Fullerton.

Her research interests revolve around women's representation in public office and women's health policy. Dr. Filla has presented and published academic research on women's representation, received grants to study trends in women's political participation, and is a regular contributor to "Status of Women and Girls" reports in Pennsylvania, California and Los Angeles. Dr. Filla has also directed research at the Pennsylvania Center for Women and Politics and directs Mount St. Mary's annual "Ready to Run" women's campaign training program, which connects women interested in running for public office with campaign experts and elected officials. As a professor at a women's college, she is passionate about teaching students the writing and quantitative analysis skills necessary for them to become public policy professionals.



## ELENI PAPPAS

*Battalion Chief, Los Angeles County Fire Department*

Born and raised near Jersey City, New Jersey, Battalion Chief Eleni Pappas graduated from Saint Dominic Academy High School and later attended the University of Southern California (USC) where she earned a Bachelor's Degree in Physiology. At USC, she

was a varsity rower, competing in eight-person boats all over the country. In her junior year, her team won the prestigious San Diego Crew Cup and went on to compete in the national championships. Since that time, she continues to row and compete in athletic events.

Chief Pappas graduated from USC during the civil unrest that occurred in May 1992, resulting from the Rodney King incident. She watched Los Angeles burn from her apartment, and marveled at the fire engines and tiller trucks that were darting all over the city to keep it from being destroyed. After the civil unrest dissipated, she decided to become a firefighter. While applying at local fire agencies and waiting to be accepted, she earned her paramedic license from Daniel Freeman, Inglewood, and has remained a licensed paramedic since 1996. She has also worked as an EMT for Goodhew Ambulance, where she ran 911 calls with her future employer, the Los Angeles County Fire Department (LACoFD). Her job as an EMT ultimately inspired her to eventually become a firefighter with the LACoFD.



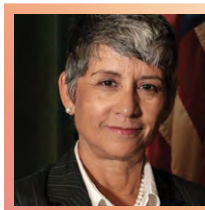
### **DR. CLAYTON KAZAN**

*Medical Director, Los Angeles County Fire Department*

Dr. Kazan is a native Angeleno and earned his BS in Biology from UCLA in 1996. While at

UCLA, he worked as an EMT for UCLA EMS for three years and moonlighted as an EMT instructor and a dispatcher. He then went on to medical school at the Chicago Medical School where he earned both his MD and MS in clinical pathology. While in Chicago, he worked as a volunteer Firefighter/EMT for another three years and taught EMT and Paramedic classes during his vacations. He then thawed out during an internship at the University of Hawaii before returning to UCLA for his residency in emergency medicine. Since finishing residency in 2005, he has worked as an emergency physician primarily at St. Francis Medical Center; a busy ER and Trauma Center in South Los Angeles. Ever the workaholic, Dr. Kazan also served on the Clinical Faculty in Emergency Medicine at Harbor-

UCLA and spent two years as the assistant medical director of the UCLA Paramedic Program, then four years as the Medical Director of the Los Angeles County Paramedic Training Institute (PTI). In April 2015, he got the opportunity to truly embrace his inner EMS geek by taking his dream job as the full-time Medical Director of the Los Angeles County Fire Department.



### **STEPHANIE STONE**

*Chief Deputy Director, County of Los Angeles Department of Military and Veterans Affairs*

The daughter of a United States Marine,

Ramona Zarrella, Stephanie Stone is the Chief Deputy Director of the County of Los Angeles Department of Military and Veterans Affairs. She is a Navy veteran who has used her 20 years of exemplary military service and over 14 years of nonprofit experience to support the greater Los Angeles veteran community since 1997.

Stephanie was the first woman to serve as the Chair to Los Angeles Mayor's Military and Veteran Affairs Committee. She went on to serve as a commissioner on the Los Angeles County Veterans Advisory Commission, and was elected to be the first female to hold its chairmanship. While on the commission and as its sole female, she focused on the needs of all veterans with a special attention on female veterans. Today, she serves as Chair for Mayor Garcetti's Veterans Advisory Council where she is leading its attention is on housing homeless veterans, and preventing veteran suicide.

Stephanie Stone holds a Bachelor of Science Degree from Southern Illinois University, a Master of Public Administration degree from University of San Francisco, was a Coro Fellow in Public Affairs in Los Angeles, and is currently a doctoral student studying Policy, Planning, and Development at University of Southern California.

# SUMMIT SPEAKERS *and* WORKSHOP PRESENTERS



## KRISTIN CROWLEY

*Deputy Chief, Fire Marshal,  
Los Angeles Fire Department,  
Fire Prevention and Public  
Safety Bureau*

As the first female Fire Marshal in the history of the Los Angeles Fire Department, Deputy Chief Kristin Crowley has worked hard to get where she is, promoting through the ranks over her 19-year career with the Department; from firefighter all the way up to assistant chief and now deputy chief.

"This is an incredible time within the fire service to increase our overall population of female firefighters. Women bring a unique perspective and ability to serve the community. My hopes are that someday we are no longer an anomaly but rather the norm."

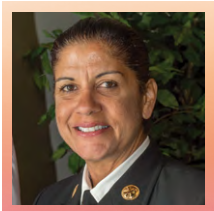


## PATRICIA CHAN

*Division Chief - Employee  
Relations, Los Angeles County  
Fire Department*

Patricia Chan has worked with the Department since January 2009. She started as a Departmental Civil Service Representative, followed by Administrative Services Manager II, and Head Departmental Civil Service Representative, before ultimately promoting to Division Chief in 2017.

"My hope is to increase the number of females who apply and work in the fire service and then provide mentorships and assistance throughout their careers."

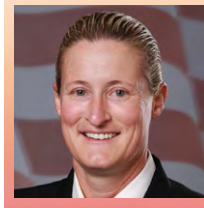


## JASMINE SEGURA

*Battalion Chief, Los Angeles  
County Fire Department*

Los Angeles County Fire Department (LACoFD) Battalion Chief Jasmine

Segura was first inspired to become a firefighter after seeing one of the Los Angeles Fire Department's first female firefighters in 1986, a moment that made the career path a true option for her. During her 25-year LACoFD career, Chief Segura has found reward in being able to assist people on what is often their worst day. A member of the CA-TF2 and USA-2 urban search and rescue teams, she was deployed in the rescue efforts after the 2010 earthquake in Haiti and the 2011 Great East Japan earthquake.



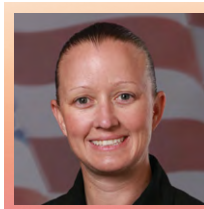
## ELISE "NIKKI" BRODOWY

*Battalion Chief, Los Angeles  
Fire Department*

In her 24-year fire service career, Battalion Chief

Nikki Brodowy has risen through the ranks as a firefighter, firefighter/paramedic, dispatcher, fire inspector, fire captain, EMS battalion captain and, now, battalion chief. She enjoys helping others during their worst moments while also putting smiles on kids' faces.

"I want to leave the fire service better than when I found it, and help other women assimilate into the fire service. I hope to improve the work environment for everyone."



## KRISTINA KEPNER

*Battalion Chief, Los Angeles  
Fire Department*

Battalion Chief Kristina Kepner has always worked with the Los Angeles Fire

Department (LAFD) and even served as an LAFD Explorer at the age of 16. In her 18-year career, she has previously held the positions of firefighter, paramedic, and captain at various fire stations in the San Fernando Valley, South Los Angeles, and Downtown LA.

"I am passionate about mentoring young women and men who are interested in a fire service career, and I hope to increase the diversity of not only the LAFD but other fire departments in the region."



## PATRICIA "PAT" MULLEN

*Fire Fighter Specialist, City of Riverside Fire Department*

For the past 25 years, Fire Fighter Specialist Pat Mullen has worked with the City of Riverside Fire Department. Currently at Fire Station 2, she is also a hazardous materials specialist and logistics technician with USAR TF-6.

"Not every female can be a firefighter; you have to be willing and able to have the motivation and drive to push through the tough struggles and challenges that you will face in order to succeed. The job takes a strong, both physically and mentally, female who is able to adapt to different situations both in and out of the fire station."



## LEIGH-ANNE ORR

*Fire Fighter Specialist, Los Angeles County Fire Department*

Fire Fighter Specialist Leigh-Anne Orr is the only female currently assigned to a truck company (Fire Station 8 in West Hollywood). She has promoted through the ranks from firefighter to firefighter/paramedic to her current position as an engineer. Prior to joining the Department in 2008, she worked as an EMT and paramedic.

"I love that the fire service is a family. We train, eat, sleep and live together. It creates a camaraderie not found in many other careers. I feel teamwork is the building block of our success, and I never feel alone in any part of my job."



## JOSH DIOSOMITO

*Senior Policy Analyst & Diversity Instructor, U.S. Government Accountability Office - Homeland Security and Justice Team*

Josh Diosomito is a Senior Policy Analyst within the GAO Homeland Security and Justice Team and certified Diversity Instructor. The GAO is an independent, nonpartisan agency that helps improve the performance and ensure the accountability of the federal government. GAO investigates how the federal government spends taxpayer dollars; provides Congress with fact-based, timely information; and advises Congress and the heads of executive agencies to enhance government efficiency and effectiveness.

As an Analyst-in-Charge, Josh is responsible for managing performance audits that evaluate programs administered by the U.S. Department of Homeland Security. For nearly 15 years, he has been involved in and managed performance audits overseeing DHS aviation, border, and maritime security operations and has traveled overseas to conduct field work. Currently, he is leading a team examining foreign airport security operations in Cuba.

As a certified Diversity Instructor, Josh facilitates courses on enhancing awareness of diversity and inclusion issues, including unconscious bias and workplace civility, among others. Locally, Josh serves as a Board Member of the Greater Los Angeles Federal Executive Board (FEB) Diversity and Inclusion Group of Southern California (DIG SoCal) which promotes diversity and inclusion awareness through increased education, training, and interagency collaboration.

Josh earned his Bachelor's Degree from the University of California, Berkeley and dual Master's Degree in Public Administration and International Relations from the Maxwell School of Citizenship and Public Affairs at Syracuse University.

# SUMMIT SPEAKERS *and* WORKSHOP PRESENTERS



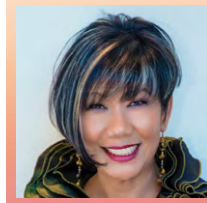
## LISA GARRETT

*Director of Personnel,  
County of Los Angeles  
Department of  
Human Resources*

Lisa Garrett is a servant leader with a passion for continuous learning and advancing excellence in government. She joined the County of Los Angeles in 1994 as a Deputy District Attorney. In 2001, she moved to the Child Support Services Department, serving as Assistant Division Chief, Chief Deputy Director, and Chief Attorney.

In March 2010, Lisa was appointed as the Director of Personnel for the Department of Human Resources (DHR) and has led her team in several innovative initiatives, including the establishment of the LA County University to develop tomorrow's leaders today; the roll-out of NeoGov, the County's first integrated applicant tracking system; the revamping of the DHR website, showcasing the diversity of the County's workforce and departments; the development of the Department's Strategic Plans; the Dependent Eligibility Verification Audit, which saved the County over \$20 million; and the roll-out of eAppeals, an online appeals management system.

Lisa holds a Bachelor's Degree from UCLA, a JD from Southwestern University School of Law, and an MBA from Pepperdine University. She is a member of the California Bar, the Society for HR Management, the International Public Management Association-HR, and is the immediate past President of the County Personnel Administrators Association of California.



## DR. MARISSA PEI

*Psychologist and  
Motivational Speaker*

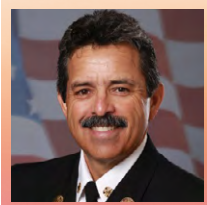
Marissa Pei, PhD, is a motivational speaker who lectures and

teaches worldwide.

She has contributed as a TV commentator on the Discovery and Learning Channels, ABC and FOX, and has been an on-air celebrity host for the 2016 Top 10 in Health Podcasts of the Year awards show. For six years, she has hosted her own show called "Take My Advice, I'm Not Using It: Get Balanced with Dr. Marissa" syndicated on CNBC News Radio and IHeartRadio. She has published articles in the OC Register, The Sun Newspaper and has features in Inc. and Forbes, highlighting her expertise in human dynamics at work, interpersonal effectiveness and PR/branding. Dr. Marissa is also a consulting Psychologist for Fortune 500 companies, coaching others on leadership development/executive coaching, strategic planning, teamwork, and valuing diversity.

She earned the nickname "The Asian Oprah" for interviewing many of her past guests. She has won the 2014 Asian Heritage Award, Business Person of the Year Lotus Award, 2012 Asian Entrepreneur of the Year Award and the 2017 Iconic Women Creating a Better World Award which was received at the Women's Economic Forum in India. Her favorite job is being a single mom to two beautiful girls. Obviously, "Don't die wondering!" is the motto she lives by.

# FIRE CHIEF'S PANEL



## **RALPH TERRAZAS**

*Fire Chief, Los Angeles  
Fire Department*

Ralph M. Terrazas was confirmed Fire Chief of the Los Angeles Fire Department (LAFD) on August 8, 2014. Chief Terrazas is a 34-year veteran of the LAFD and is the 18th Fire Chief of the LAFD.

Prior to his appointment, he served as a Chief Officer for 14 years in a variety of field and administrative commands. While at these assignments, he established the Department's Professional Standards Division, which upgraded and professionalized the LAFD's disciplinary system; led the development and passage of the Proposition "F" Fire Station Bond, which enabled the construction of 19 new LAFD Fire Stations; he is the holder of a U.S. Patent for a "Brush Fire Rate of Spread" tool and an Emmy Award for a public service announcement.

Since his appointment in 2014, Chief Terrazas has overseen the hiring of hundreds of new firefighters; the implementation of the Firestat process; the establishment of a new Emergency Services Bureau; the creation of innovative resources, such as the Advanced Provider Response Unit and the Fast Response Vehicle; the instituting of the Unmanned Aerial System (Drone) Program; the establishment of the LAFD/LAUSD Firefighter High School Magnet Program; and many others. Chief Terrazas was



born in Long Beach, California, and was raised in Wilmington. He is a graduate of Banning High School, Class of 1978, where he played on two Los Angeles City Championship football teams. He holds a Bachelor's Degree in Public Administration and a Certificate in Fire Protection Administration from San Diego State University. In 1995, he received a Master's Degree in Public Administration with an emphasis on Human Resource Management from California State University, Los Angeles. He joined the LAFD in December 1983.



## **BERTRAL WASHINGTON**

*Fire Chief, Pasadena  
Fire Department*

Chief Bertral T. Washington was appointed Chief of the Pasadena Fire Department on December 15, 2014. Since his appointment, the department has been accredited by the Center for Public Safety Excellence, Commission on Fire Accreditation International and improved its Public Protection Classification rating to an ISO Class 1, which can result in lower property insurance premiums. Only 57 of 30,000 fire departments in the country are both accredited and ISO Class 1. In the State of California, only four fire departments have achieved both distinguished results.

Chief Washington has a Master's Degree in Public Administration from UNLV, a Bachelor's Degree in Political Science from Howard University, and an



Associate's Degree in Fire Science Management from the College of Southern Nevada. He completed the Chief Fire Officer Designation, Harvard University's Kennedy Senior Executives in State and Local Government Program, and the Carl Holmes Executive Development Institute at Dillard University. He is the President of the Los Angeles Area Fire Chiefs' Association and volunteers with various organizations, including the Pasadena Fire Foundation, Aspires West Pasadena, American Red Cross San Gabriel Pomona Valley, the National Organization of Black Law Enforcement Executives, First Tee of Greater Pasadena, and the Rotary Club of Pasadena.



## **BRIAN FENNESSY**

*Fire Chief, City of San Diego  
Fire-Rescue Department*

Brian Fennessy will become Fire Chief of the Orange County Fire Authority in April

2018, following a distinguished career as the Chief of the San Diego Fire-Rescue Department (SDFD).

Chief Fennessy began his career in the fire and rescue service in 1978 with the US Department of Agriculture's United States Forest Service and the US Department of Interior, Bureau of Land Management working as a hotshot crewmember, superintendent, and helitack captain.

In 1990, Chief Fennessy joined the SDFD and ultimately became Chief in 2015. During his time with the department, Fennessy developed and established a multi-mission Fire/Rescue/EMS helicopter program designed to serve the citizens of the City of San Diego and the region. The Air



Operations Section began 24/7 operations in 2004 and, at the same time was the second fire department in the US to operate a night-vision-goggle program.

He also developed and implemented a countywide Super Scooper (CL-415) Air Tanker and Type 1 Helitanker program to augment the region's existing aerial firefighting resources during a time that the region had experienced the greatest life and property loss.

Chief Fennessy also spearheaded the development and implementation of programs utilizing advanced technology, like the San Diego Airborne Intelligence Reconnaissance System.

Most recently, Chief Fennessy oversaw the development of Next Generation Emergency Medical Services Systems. Under his leadership, the SDFD has established an internal accredited SDFD Paramedic Training Institute.

Chief Fennessy has a Bachelor of Science Degree in Business Administration from California Coast University and has participated in hundreds of Fire Service, NIMS, and Incident Command Systems courses throughout his career. He has also completed many specialized leadership training courses, including the International Association of Fire Chiefs Fire Service Executive Development Institute program and, has for the last ten-years, represented local government on the NWCG Leadership Subcommittee. Chief Fennessy is also certified in multiple Incident Command Systems positions.

Chief Fennessy is married to his wife, Kathy, and currently resides with their 16-year-old daughter, Megan, in north San Diego County. He also has two grown sons, Matthew and Tyler. When time permits, he is an avid reader of books pertaining to leadership, organizational development, and human behavior. During the NFL season, you will likely find him glued to the television following his favorite team.



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

March is women's history month and what better time to focus on women in the fire service. We honor the women of the fire service and especially the members of Local 1014. They show their spirit, bravery and courage every day and we salute them.

Local 1014 works hard with all agencies to promote the opportunities for women in the fire service. We look forward to this important event that will generate plenty of discussions and solutions on increasing women in the fire service.

## LOS ANGELES COUNTY FIREFIGHTERS LOCAL 1014

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# NOTES



# NOTES



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