

CAL CITIES CONFERENCE
SEPTEMBER 20, 2023

MINORITY LEADERS RESHAPING LOCAL GOVERNMENT



Meet the Team



Domenica Megerdichian

City of South Pasadena
Deputy City Manager - Moderator



LINKEDIN

Arminé Chaparyan

City of South Pasadena
City Manager



LINKEDIN

Ingrid Hardy (She/Her)

City of Thousand Oaks
Assistant City Manager



LINKEDIN

Carmen Nichols (She/Her)

City of Camarillo
Assistant City Manager



LINKEDIN

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Who's in the audience?

ⓘ Start presenting to display the poll results on this slide.

Authentic Leadership

Executive and Authentic Leadership

- What has shaped our experiences?
- What is our "why"... & what keeps us going?
- What/who changed our lives?



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On a scale of 1-10, with 1 being the lowest, how comfortable are you being your authentic self at work?

Minority Leadership: It's Complicated

Finding the Balance

- Cultural & Societal Norms
- Gender Roles & Expectations
- The Job is ONE Facet: How do you Reconcile?



Who We Are  What We Do

Multi-Faceted Leadership

- Contributions to Agencies & Communities
- Perspectives and What We Bring to the Table
- Vision and How We Navigate Our Paths



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How diverse is your organization?

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How could greater diversity and inclusion make your organization more effective?

Paving the Path

Embracing our Experience & Improving the Future

- What's a change agent look like? Who has a role?
- Is there room for DEIB in Executive Leadership?
- Where do we go from here?



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How could your organization enhance diversity, equity, inclusion, and a sense of belonging? (choose up to 3)

Resources

- California City Management Foundation (CCMF) – 2023 California City Manager Survey: A Profile on the Profession
- Harvard Office for Equity, Diversity, Inclusion, and Belonging: Guides and Toolkits
- International City Manager's Association (ICMA) – Equity and Inclusion Resources

SCAN ME

