



LGHN BIENNIAL CONFERENCE

January 17 - 19, 2024

Mesa Convention Center
MESA, ARIZONA

CONNECT. COLLABORATE. SUCCEED



LGHN

BIENNIAL CONFERENCE

January 17 - 19, 2024

Mesa Convention Center
MESA, ARIZONA

WEDNESDAY
JAN 17

12 - 5pm

Conference Registration

3 - 5pm

Museum of the West Tour
and Artist Conversation

Hosted by the City of Scottsdale
transportation provided from the Convention Center

6 - 7:30pm

Welcome Reception

Delta Hotel Patio

Dinner on your own

8am - 5pm

Conference Registration

8 - 8:45am

Continental Breakfast

THURSDAY
JAN 18

8:45 -
10:15am

Opening Session & Keynote

- **Welcome Remarks**
 - Zenia Cornejo, *President, Mesa LGHN Chapter*
 - Deanna Santana, *CEO, MissionSquare Retirement*
 - Steve Mokrohisky, *President, NACA*
 - Lon Pluckhahn, *President, ICMA*
- **Keynote**
 - Lee Atkinson-McEvoy, MD, *Chair for Diversity, Equity, and Inclusion, University of California, San Francisco, Department of Pediatrics*

10:15 -
10:30am

Snack Break

CONCURRENT WALKING TOURS

10:30am – 1:30pm

10:45 am to 12:15 pm tour and presentation

12:30 pm to 1:30 pm box lunch provided on tour

Tours are hosted by the City of Mesa unless otherwise noted

Transforming Downtown Mesa: Uniquely Local
Downtown Mesa

Preservers of the Past, Curators of the Future
Arizona Museum of Natural History

Get Into the MIX: The New Technologies Connecting Us
The Sidney Poitier New American Film School

Building Space for New Businesses
The Studios at Mesa City Center

Emotional Recovery and Resilience
Mesa City Council Chambers, hosted by the City of Mesa, NFBPA, and the LGHN Florida Chapter

CONCURRENT SESSIONS

1:45 – 3:15pm

LGHN LEADERS CONVERSATION

Leading While Latino - Adaptive Leadership Skills

PALO VERDE I

Moderated by Niki Tapia, Diversity, Equity, and Inclusion Officer, City of Chandler

WORKFORCE DEVELOPMENT IN LOCAL GOVERNMENT: IMPORTANT SKILLS FOR MODERN ORGANIZATIONS

PALO VERDE II [click here for presentation](#)

Moderated by Mike Mucha, Deputy Executive Director, GFOA

PUBLIC WORKFORCE TRENDS TO WATCH FOR IN 2024

PRESENTED BY MISSIONSQUARE RETIREMENT

PALO VERDE III [click here for presentation](#)

Rivka Liss-Levinson, MissionSquare Research Institute and Dario Gomez-Garcia, MissionSquare Retirement

ASSISTANTS AND DEPUTIES ROUNDTABLE

THEATRE [click here for presentation](#)

Moderated by Laura Savage, ICMA

THURSDAY
JAN 18

CONCURRENT SESSIONS

3:30 – 5pm

LGHN LEADERS CONVERSATION

Leading While Latino - "If I knew then what I know now"

PALO VERDE I

Moderated by Kevin Bueso, Chief Financial Officer, Regional Transportation Authority, Chicago, IL

UNLOCKING INCLUSIVITY: ESSENTIAL STRATEGIES FOR CULTIVATING A VIBRANT CULTURE

PALO VERDE II [click here for presentation](#)

Hosted by CivicPride

CULTIVATING ETHICAL LEADERSHIP: ALIGNING ORGANIZATIONAL CULTURE WITH CORE VALUES

PALO VERDE III [click here for presentation](#)

Aarón Zavala, City of Petaluma

PRACTICAL STRATEGIES FOR FAIRNESS AND EQUITY IN FINANCE

THEATRE [click here for presentation](#)

Mike Mucha, Deputy Executive Director, GFOA

Awards Reception

THE POST

hosted by the City of Mesa

Welcome from the City of Mesa

- Mayor John Giles and City Manager Chris Brady, City of Mesa, AZ

5:30 - 8pm

Partners and Sponsorship Appreciation

Emerging Leaders Award Presentation

Joel Valdez Award Presentation

Dinner on your own

THURSDAY
JAN 18

8:15 -
9:15am

Continental Breakfast

Opening Session & Keynote

Welcome Remarks

- Samantha Tavares, *President, LGHN*
- LGHN Board of Directors

9:15 -
10:15am

Conversations with Chapter Leaders

- Marcus Steele, *Vice President of Membership, LGHN*

Keynote

- Ramiro Cavazos, *President and CEO, US Hispanic Chamber of Commerce*

10:15 -
10:30am

Snack Break

CONCURRENT WALKING TOURS

10:30am - 1:30pm

10:45 am to 12:15 pm tour and presentation
12:30 pm to 1:30 pm box lunch provided on tour
Tours are hosted by the City of Mesa unless otherwise noted

A Whole New World! Changing the Way Libraries Serve Us

Mesa Public Library, Main Branch

Mesa Grande: An Ancient Treasure in Modern Mesa

Mesa Grande temple mound

Inclusive Inspiration: Exploring Mesa's I.D.E.A Museum - Where Art, Innovation, and Accessibility Unite

I.D.E.A Museum

Mesa Urban Garden: From Grassroots Efforts to Flourishing Community Gem

Mesa Urban Garden

Critical Conversations: How Tough Conversations Lead to Career Growth

Mesa City Council Chambers

FRIDAY
JAN 19

CONCURRENT SESSIONS

1:45 – 3pm

COLLABORATING ACROSS BORDERS - PUERTO RICO AND CENTRAL AMERICA

PALO VERDE I [click here for presentation](#)

Moderated by Noel Bernal, Adams County

STORIES TO SOLUTIONS: THE VITAL ROLE OF LIVED EXPERIENCE IN SHAPING ORGANIZATIONAL CULTURE

PALO VERDE II [click here for presentation](#)

Moderated by Joy Vigil, City and County of Broomfield

MESA PUBLIC SCHOOLS: A CASE STUDY IN ACHIEVING COMMUNITY HEALTH EQUITY

PRESENTED BY CIGNA HEALTHCARE

PALO VERDE III

BEST PRACTICES FOR DETERRING DOMESTIC VIOLENCE

THEATRE [click here for presentation](#)

*Chad Janis, Lt. Yakima Police Department and Bob
Harrison, City of Yakima, WA*

3 - 3:15pm Snack Break

CONCURRENT SESSIONS

3:15 – 4:30pm

ENGAGE, EMPOWER, TRANSFORM: A NEW ERA OF CIVIC PARTICIPATION

PALO VERDE I [click here for presentation](#)

Deanna Cantrell, City of Petaluma

RETHINKING BUDGETING: HOW TO MANAGE IN TODAY'S CURRENT ENVIRONMENT OF CONSTANT CHANGE AND UNCERTAINTY

PALO VERDE II [click here for presentation](#)

*Mike Mucha, Deputy Executive Director, GFOA
Andrew Durket, Deputy Director, Phoenix Sky Harbor
International Airport*

**FRIDAY
JAN 19**

CONCURRENT SESSIONS

3:15 – 4:30pm

CREATING ORGANIZATIONAL CULTURE THROUGH FOUNDATIONAL BEHAVIORS

PALO VERDE III [click here for presentation](#)

Jeff Walther, Police Chief, Helen Gandara, Assistant Chief, and Virginia Bermudez, Planning and Research Manager of the Scottsdale Police Department

HOW TO GROW YOUR LGHN CHAPTER

THEATRE [click here for presentation](#)

Marcus Steele, LGHN Board, City of Scottsdale

4:30 - 5pm **Closing Keynote**

Andres Chavez, Executive Director, National Chavez Center

5 - 7pm

Reception and Raffle Drawing

EXHIBITOR HALLWAY

Must be present to win

Dinner on your own

**FRIDAY
JAN 19**



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

CONNECT. COLLABORATE. SUCCEED

WALKING TOUR DETAILS

THURSDAY, JANUARY 18 10:30 - 1:30PM

Business casual attire, comfortable shoes, and light rain gear recommended

TRANSFORMING DOWNTOWN MESA: UNIQUELY LOCAL

Downtown Mesa

Downtown Mesa, the heart of the third largest city in Arizona, is driving new development while working to maintain its historical character and support a diverse mix of local businesses that set Downtown Mesa apart! Explore downtown Mesa's Main Street area, including the home of the future restaurant incubator – focused on equitable success for local entrepreneurs. Learn about downtown's growing locally-owned retail and nationally recognized cuisine and brew. Stroll past award-winning eateries, microbreweries, and cider house and get some samples along the way. Find out what tools the City of Mesa is using to drive this growth.

PRESERVERS OF THE PAST, CURATORS OF THE FUTURE

Arizona Museum of Natural History

Nestled in the heart of Mesa, the Arizona Museum of Natural History brings Southwest history to life through curated art exhibits and realistic displays. The Museum's role is to interpret and preserve the record of the natural world and our place in it, to promote understanding and respect for Arizona artifacts including connections to ancient civilizations, and to nurture ongoing relations with our current tribal partners. Come learn about the native people and local cultures, and the responsibilities of the City to be stewards of the past. If you are a dinosaur enthusiast, you'll love Dinosaur Mountain where you can experience moving and roaring dinosaurs and a flash flood running down the three-story exhibit!

GET INTO THE MIX: THE NEW TECHNOLOGIES CONNECTING US

Media and Immersive eXperience Center

The Sidney Poitier New American Film School inspires the next generation of diverse filmmakers and storytellers. It opened its doors right outside of Mesa City Hall in a joint project between the City of Mesa and Arizona State University in August of 2022. The new Media and Immersive eXperience Center (MIX Center) is open to film majors who have become valuable partners in helping change the way the City connects with stakeholders using virtual reality collaboration for our Mesa General Plan Update, and other community engagement activities. Come tour this state-of-the-art facility that fosters the latest technologies to design virtual worlds and create immersive media experiences capable of producing anything from blockbuster superhero movies to VR video games, all while teaching students the skills they need to succeed in a digital economy.

WALKING TOUR DETAILS

THURSDAY, JANUARY 18 10:30 - 1:30PM

Business casual attire, comfortable shoes, and light rain gear recommended

BUILDING SPACE FOR NEW BUSINESSES

The Studios at Mesa City Center

The Studios at Mesa City Center is a repurposed mid-century building renovated by the City of Mesa in collaboration with Arizona State University that houses programs and support services for local community entrepreneurs, industry leaders, and students. Mesa invests in the support of small businesses with the Mesa Business Builder toolbox and other assistance programs to help any new entrepreneur thrive. In this session, learn how we created a hub for leading-edge institutions to connect with startups and business incubators to grow new ideas and products.

RESILIENT REBIRTH: NAVIGATING EMOTIONAL RECOVERY, ENVIRONMENTAL SUSTAINABILITY, AND EMERGENCY PROTOCOLS IN POST-CRISIS COMMUNITIES

Mesa City Council Chambers, hosted by NFBPA and the LGHN Florida Chapter

Moderated by Khala Stanfield, *Public Sector Advisory Director, Baker Tilly*

- Dr. Philip C. Harris, *Assistant to the City Manager, City of North Miami, Florida*
- Maylee De Jesus, MPA, MMC, *City Clerk, City of Boynton Beach, Florida*
- Andrea Odegard-Begay, PE, *Senior Associate, Hazen and Sawyer, Goodyear, Arizona*

Join a discussion focused on emotional recovery as panelists explore the emotional impacts of emergency events on individuals and communities. Contemplate the importance of mental health support, counseling services, and community-led support groups in the healing process while panelists detail the procedural aspects of declaring a state of emergency and discuss economic stability in the face of climate change.

WALKING TOUR DETAILS

FRIDAY, JANUARY 19 10:30 - 1:30PM

Business casual attire, comfortable shoes, and light rain gear recommended

A WHOLE NEW WORLD! CHANGING THE WAY LIBRARIES SERVE US

Mesa Public Library, Main Branch

One thing is for certain; libraries support lifelong learning and empower the community by providing free information and access to resources. But for libraries, it's the community needs and users that they serve that are changing, forcing them to break outside of the mold. Innovation is the only way they can adapt to meet the public's needs and aspirations for both now and into the future.

This tour offers snapshots of real innovation in action showcasing ideas and initiatives from Mesa Public Library that will inspire ideas for your changing community. From Seed Library, Museum To-Go boxes, and other educational and play kits, to self-service express and mobile libraries and even exploring AI technologies- they are doing it all! With a special feature on THINKspot, a maker space where the community can collaborate, innovate, explore, and learn with access to high-tech equipment.

MESA GRANDE: AN ANCIENT TREASURE IN MODERN MESA

Mesa Grande temple mound

Take a tour of the Mesa Grande platform mound built and used by the Ancestral Sonoran Desert People, ancestors of today's Four Southern Nations, between AD 1100 and 1450. The mound was the public and ceremonial center for one of the largest Ancestral Sonoran Desert Peoples villages in the Salt River Valley, a residential area that extended for over one mile along the terrace overlooking the river. The City of Mesa purchased the Mesa Grande ruins in the 1980s to preserve Mesa's premier cultural treasure and to open it to the public as an educational and recreational facility. Learn about this ancient land, and why the City navigated the preservation of its history.

WALKING TOUR DETAILS

FRIDAY, JANUARY 19 10:30 - 1:30PM

Business casual attire, comfortable shoes, and light rain gear recommended

INCLUSIVE INSPIRATION: EXPLORING MESA'S I.D.E.A. MUSEUM - WHERE ART, INNOVATION, AND ACCESSIBILITY UNITE

I.D.E.A. Museum

Mesa's I.D.E.A. Museum is a premier place inspiring children of all ages to experience their world differently through art, creativity, and imagination. Where this museum truly shines is through its inclusive experiences and welcoming environment from the outside in. It is a priority to create spaces that are accessible, such as adaptive use, and being in the first Autism Certified City, features diverse representation, particularly from local voices, and has a focus on inclusive programming for all ages (and we mean all!). Hear best practices from staff on how they have adapted and designed the museum to meet the diverse needs of their extensive audience. Learning from their adaptive design and inclusive programming can inspire other tourist destinations to create equally welcoming and accessible spaces. In addition, tour the latest exhibition that includes unique interactive tactile art and STEM activities.

MESA URBAN GARDEN: FROM GRASSROOTS EFFORTS TO FLOURISHING COMMUNITY GEM

Mesa Urban Garden

The Mesa Urban Garden, located in the heart of Mesa's Downtown, has a mission to inspire sustainable urban living through education, community involvement, and creative cooperation. Celebrating its 11th year, the garden enhances and beautifies the neighborhood. It is firmly rooted as a gathering place for gardening events, classes, celebrations, music, art, entertainment, and more. Learn about the city/community collaboration, local engagement, placemaking efforts, and sustainability practices that brought this garden to reality and continue to ensure its success.

HOW TOUGH CONVERSATIONS LEAD TO CAREER GROWTH

Mesa City Council Chambers

Navigating a career isn't always easy, and neither are the conversations that come up along the way. In this session, hear from accomplished local leaders about conversations that shaped their careers, built them as leaders, and tested their communication skills as much as they tested their self-awareness in constructive, safe-space ways. Learn what worked, what didn't work, and how to create relationships based on trust to ensure these conversations begin and end well.

SESSION DETAILS

THURSDAY, JANUARY 18 1:45 - 3:15PM

LGHN LEADERS CONVERSATION

Leading While Latino - Adaptive Leadership Skills

PALO VERDE I

Moderated by Niki Tapia, *Diversity, Equity, and Inclusion Officer, City of Chandler, AZ*

- Frances Gonzalez, *Gonzalez Professionals, LLC, San Antonio, TX*
- Raoul A. Lavin, *Visiting Professor, Askew School of Public Administration and Policy, Florida State University, Tallahassee, FL*
- Victor Cardenas, *City Manager, Novi, MI*

Hear what seasoned professionals have to say about how they developed adaptive leadership skills, prepared for roadblocks, reacted to and responded to surprises, and overcame obstacles in their careers. The discussion will provide insights into what worked and didn't work as they navigated the local government system to achieve leadership positions. You will come away from this session with strategies to put your career on track to achieve goals, a new understanding of the challenges unique to Hispanic culture and how to turn them to your advantage as well as how your cultural background shapes leadership styles and values.

WORKFORCE DEVELOPMENT IN LOCAL GOVERNMENT: IMPORTANT SKILLS FOR MODERN ORGANIZATIONS

PALO VERDE II

Moderated by Mike Mucha, *Deputy Executive Director, GFOA*

- Laura Allen, *Budget Analyst III, Capital Budgeting, Maryland Department of Budget and Management*
- Cassie Johnson, *Director of Strategic Initiatives, City of Scottsdale Police Department*

Mike Mucha, Deputy Executive Director for GFOA, moderates a discussion on current employment outlook for state and local government finance. Workforce demographics will be explored as they cover questions including: What skills are in demand? Why is there a talent gap? And, what common skills are necessary in local government?

SESSION DETAILS

THURSDAY, JANUARY 18 1:45 - 3:15PM

PUBLIC WORKFORCE TRENDS TO WATCH FOR IN 2024 **Presented by MissionSquare Retirement**

PALO VERDE III

- Rivka Liss-Levinson, *Senior Research Manager, MissionSquare Retirement Research Institute*
- Dario Gomez-Garcia, *MVP, Field Sales, MissionSquare Retirement*

From global economic conditions to community dynamics, a range of factors are impacting public employee recruitment, retention, and retirement as well as morale, burnout, and effective service delivery. Understanding these impacts will help enable more informed decision-making in the year ahead. During this session, MissionSquare Research Institute will share recent public sector workforce data trends and discuss their significance for state and local government workforce planning in 2024

ASSISTANTS AND DEPUTIES ROUNDTABLE: STRATEGIC DOING

THEATRE

- Laura Savage, *Senior Program Manager for Equity and Inclusion, ICMA*
- Alex Lopez, *Assistant City Manager, City of San Antonio, Texas*

Assistant Chief Administrative Officers (ACAOs) are integral to their local government's success by supporting and leading innovations in programs and service delivery. While Chief Administrative Officers (CAOs) lead strategic planning, ACAOs are often tasked with strategic doing to better deliver programs and services to residents, businesses, and community guests.

Join assistant and deputy managers for a roundtable discussion on the challenges and needs ACAOs experience in their roles - and positive solutions - as they identify new trends and positive opportunities. This session will generate and implement strategies to support ACAO success, provide support for ACAOs seeking assistance with pressing issues, and connect you with peers to build a network.

SESSION DETAILS

THURSDAY, JANUARY 18 3:30 - 5:00PM

LGHN LEADERS CONVERSATION

Leading While Latino - "If I knew then what I know now"

PALO VERDE I

Moderated by Kevin Bueso, *Chief Financial Officer, Regional Transportation Authority, Chicago, IL*

- Jorge Gonzalez, *Village Manager, Bal Harbour, FL*
- Ruth Osuna, *Retired, Washington County, OR*
- Deanna Santana, *CEO and President, MissionSquare Retirement*

The only perfect sight is hindsight. Hear what seasoned professionals would advise young professionals think about as they set their goals and local government career paths. Knowing what they know now, the panel will discuss what they would have done differently in preparing for leadership positions, what decisions set them on the right course, and how their cultural background was both a challenge and an opportunity. Leave this course with things to consider when setting career goals, knowing how to use your cultural identity to your advantage, and with resources to assist in achieving your career goals.

UNLOCKING INCLUSIVITY: ESSENTIAL STRATEGIES FOR CULTIVATING A VIBRANT CULTURE

PALO VERDE II

- Aaron Wodka, *Management Fellow, City of Scottsdale*
- Jackie Johnson, *Diversity Director, City of Scottsdale*
- Joy Vigil, *Training and Organizational Development Specialist, City and County of Broomfield*
- Martin Moreno, *Management Fellow, City of Tempe*
- Taylor Reimann, *Circular Economy Senior Program Manager, City of Boulder; Vice Chair, CivicPride*

First impressions from name exchanges to job postings and onboarding activities create opportunities for individuals and organizations to open doors that define our relationships and culture. But if no one is opening those doors, we end up walking into rooms with the same people in the same seats. CivicPride convenes a panel of speakers representing a spectrum of identities, backgrounds, career lengths, and expertise areas to discuss how to create cultures that are equipped to support and lead the growing diversity of the local government workforce. Current MPA candidates Aaron Wodka and Martin Moreno will share insights from early career experiences and DEI leadership staff Jackie Johnson and Joy Vigil will share what new strategies are being considered and implemented in Scottsdale, AZ and Broomfield, CO. CivicPride's mission is to advance inclusive local government by empowering LGBTQIA+ leadership.

SESSION DETAILS

THURSDAY, JANUARY 18 3:30 - 5:00PM

CULTIVATING ETHICAL LEADERSHIP: ALIGNING ORGANIZATIONAL CULTURE WITH CORE VALUES

PALO VERDE III

Deanna Cantrell, *City of Petaluma*

Join us for an insightful session on fostering ethical leadership to cultivate a thriving organizational culture. Led by Deanna Cantrell, an expert in strategic planning and organizational development, we will explore the crucial role of leadership aligned with core values and purpose. Understand how this alignment impacts employee engagement, wellness, and a sense of belonging. Gain valuable strategies for nurturing a consistent, values-driven workplace that supports a healthy, engaged, and happy organizational environment.

PRACTICAL STRATEGIES FOR FAIRNESS AND EQUITY IN FINANCE

THEATRE

Mike Mucha, *Deputy Executive Director, GFOA*

Learn how to apply behavioral science to finance and how equity and fairness are related to the role of public finance. Discover how leaders can apply concepts of equity and consider lessons learned for effective implementation.

FRIDAY, JANUARY 19 1:45 - 3:00PM

COLLABORATING ACROSS BORDERS - PUERTO RICO AND CENTRAL AMERICA

PALO VERDE I

Moderated by Noel Bernal, *Adams County*

- Micky Espada, *Puerto Rico*
- Isabelle Bully-Omictin, *ICMA*
- Ramiro Cavazos, *President and CEO, US Hispanic Chamber of Commerce*

Panelist will discuss the challenges facing Puerto Rican and Central American municipalities and how municipal associations can help mayors and city administrators create positive change in Puerto Rico and how the Confederation of Municipal Associations of Central America and the Caribbean supports municipalities throughout Central America. Discover how LGHN and ICMA members can bolster efforts promoting good governance in Puerto Rico and Central America.

SESSION DETAILS

FRIDAY, JANUARY 19 1:45 - 3:00PM

STORIES TO SOLUTIONS: THE VITAL ROLE OF LIVED EXPERIENCE IN SHAPING ORGANIZATIONAL CULTURE

PALO VERDE II

Moderated by Joy Vigil, *Training and Organizational Development Specialist, City and County of Broomfield*

- Joe Camacho
- Eddie Valdez

Explore the transformative power of lived experience in shaping organizational culture. In this session, we'll dive into the definition and value of lived experience, showcasing how it serves as a dynamic force for positive change within organizations and self-growth. Attendees will gain insights into practical approaches, including employing individuals with lived experience and establishing community voice councils and how those approaches can support embracing diversity and inclusion and professional development through shared experiences.

MESA PUBLIC SCHOOLS: A CASE STUDY IN ACHIEVING COMMUNITY HEALTH EQUITY

Presented by Cigna Healthcare

PALO VERDE III

Moderated by Dr. Isaac Martinez, *Senior Medical Director, CCM, Cigna Healthcare*

- Rocio Sosa, *Employee Benefits Director, Mesa Public Schools*
- Alicia Gillum, *Senior Engagement Consultant, Cigna Healthcare*

To achieve health equity, Cigna recognizes that we need to enable all people to have the opportunity to achieve their full health potential regardless of social, economic, or environmental circumstances. Our approach is uniquely designed to address barriers customers may have to help them achieve their best health. The rapidly growing Hispanic population faces significant health disparities, compared with other segments of the population. Examples of these disparities include mental health, chronic disease, and maternal health, among others. Cigna's goal is to help break down health equity barriers and be able to help provide care. In this session, hear an overview of health disparities, what are causing them, how cities can address the issues, and how Cigna Healthcare is helping.

SESSION DETAILS

FRIDAY, JANUARY 19 1:45 - 3:00PM

BEST PRACTICES FOR DETERRING DOMESTIC VIOLENCE THEATRE

Chad Janis, Lt. Yakima Police Department and Bob Harrison, City of Yakima, WA

Yakima, a city of 100,000 people located in central Washington, has one of the highest incidences of domestic violence rates in the state. We have found that individuals as adults who were perpetrators of violent crime and involved in gangs had high incidents of ACEs (Adverse Childhood Experiences). In response to those facts, the City partners with several agencies to take the initiative in addressing intimate partner violence. From seeking and contributing funding for additional temporary shelter, to implementing a program with the Yakima School District to reach out to students who experienced domestic violence in the home the previous evening, to partnering with other governmental agencies to coordinate efforts. Lt. Janis serves with the Yakima Police Department and has received national recognition for this program and his efforts.

FRIDAY, JANUARY 19 3:15 - 4:30PM

ENGAGE, EMPOWER, TRANSFORM: A NEW ERA OF CIVIC PARTICIPATION

PALO VERDE I

Aarón, Zavala, City of Petaluma

Discover the transformative power of deliberative democracy in this session where we spotlight the City of Petaluma's partnership with Healthy Democracy in reshaping civic engagement. Our collaborative journey focused on redefining community participation for the future of a key urban space. Through a pioneering approach, we utilized a lottery-selected panel, ensuring diverse and equitable representation in the decision-making process. This method, guided by Healthy Democracy's expertise, marked a significant stride in participatory democracy, empowering underrepresented voices and setting new benchmarks in inclusive civic collaboration. We will share the methodologies, successes, and learning experiences from this groundbreaking project, demonstrating how deliberate, inclusive engagement can lead to more representative and effective outcomes in urban planning and community development.

SESSION DETAILS

FRIDAY, JANUARY 19 3:15 - 4:30PM

RETHINKING BUDGETING: HOW TO MANAGE IN TODAY'S CURRENT ENVIRONMENT OF CONSTANT CHANGE AND UNCERTAINTY

PALO VERDE II

- Mike Mucha, *Deputy Executive Director, GFOA*
- Andrew Durket, *Deputy Aviation Director, Phoenix Sky Harbor International Airport*

Discover why now is the time to rethink how governments approach budgeting as we discuss planning vs. budgeting, vs. monitoring and reporting and how this aligns with the role of budget staff. We will offer insight on approaches to strategic planning, capital planning, and public engagements while we discuss the realities of government revenue and politics and budgeting.

CREATING ORGANIZATIONAL CULTURE THROUGH FOUNDATIONAL BEHAVIORS

PALO VERDE III

- Jeff Walther, *Police Chief, Scottsdale Police Department*
- Helen Gandara, *Assistant Chief, Scottsdale Police Department*
- Virginia Bermudez, *Planning and Research Manager, Scottsdale Police Department*

Mission statements are good, but what do we DO? A case study from the Scottsdale Police Department explores creating and defining organizational culture through *foundational behaviors* to help you develop your organization or team's own foundational behaviors. Discuss innovation in personnel, human resources, and organizational behavior and how to implement an organization-wide plan.

HOW TO GROW YOUR LGHN CHAPTER THEATRE

- Marcus Steele, *LGHN Board, City of Scottsdale*
- Karen Davis, *Former LGHN Executive Director*
- Joe Camacho, *2024 LGHN Emerging Leader, Juntos Colorado*

Join peers and share ideas to learn how to build, maintain, and engage your LGHN Chapter. Here you will learn best practices for chapter sustainability and how the LGHN Board and staff can assist in chapter development and engagement. Thinking about starting a chapter but not sure where to start? This session can help!