

LACMC CONNECT



2021 LACMC Virtual Spring Conference

Volume 3 | Issue 2 | June 2021

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MESSAGE FROM OUR PRESIDENT

With the start of summer, the season brings us new beginnings with the reopening of museums, churches, fitness centers, and restaurants. We will remember the COVID pandemic surge as a thing of the past but will always remember the people who suffered and died because of it. Getting vaccinated and spreading the word to others is what we can do so not one more person becomes infected with the virus.

I'd like to take time to talk about the three strategic pillars of the management council – Membership, Mentoring and Communication. The goals as well as the vision statement “Creating and Strengthening Leaders” are embedded throughout the programs we offer, with each pillar assigned champion(s) who provides monthly updates during our Executive Council meetings.

Membership in any association is key to helping it prosper while keeping its members interested and involved. Shannon Denby and McKandy Leger champions of the membership pillar, recommend department classifications as they become eligible for LACMC general membership. Once a department submits a request for eligibility expansion, it is reviewed, and a recommendation made to the Council. The Council considers and approves all requests and then notifies the department. The membership team is also looking at creating a membership directory on the LACMC website to serve as a networking tool. I challenge you to “reach one or more” members in your department to become LACMC members. Dr. Jonathan Lucas, Jackie Guevarra, and Mory Mostafavi have volunteered for the membership drive committee which will look for ways to expand our association.

Mory Mostafavi and his team champion the mentoring pillar. The purpose is to promote individual development through the transfer of



skills and expert knowledge while providing guidance and assistance with career opportunities. January 2021 marked the one-year anniversary of the Mentorship Program. Thirty individuals were paired with mentors and training provided for the cohort. A mentoring seminar was given in early spring in collaboration with the Education Committee with more than 100 attendees. Do you have a mentor?

Jim Allen leads the communications team along with Kashari S. Jones, McKandy Leger, and Neal Mok who review articles and publish the quarterly newsletter. Features include the President's message, a listing of new members, LACMC interviews, news from County leadership, committee news and more. Special thanks to the behind the scenes communications support team. The team is also working to enhance our social media presence.

Lastly, I'd like to thank the more than 170 members who attended the 2021 Virtual Spring Conference. The feedback was overwhelmingly excellent starting with the keynote speaker Board of Supervisor Hilda Solis who thanked us for the work we did during the pandemic and asked all employees to become COVID immunized. Beside the great prizes offered during the opportunity drawing, many enjoyed the breakout sessions and the informational County videos. CEO Fesia Davenport addressed the State of the County, Dr. Christina Ghaly shared how the Department of Health Services redeployed personnel during COVID. A Social Justice panel led by Public Defender Ricardo Garcia and panelists Judge Songhai Armstead (ret), District Attorney George Gascon, and Director of Racial Equity Dr. D'Artagnan Scorza, provided insights and steps we need to take in reaching social justice. I can't thank enough the team who coordinated the speakers, show flow, IT support, prizes, and registration as well as the behind the scenes work to make the conference possible. Thanks to Arlene Barrera and her crew for the outstanding effort. Until next time, Aim High.

RUTH A. WONG
President LACMC

My recent opportunity to serve as a Network Facilitator for the LACMC's Virtual Spring Conference – Reaching Social Justice, One Decision at a Time – made me so proud to be a County employee and so impressed with my colleagues. Speaking as an attendee, I was grateful that the LACMC planners built in time for networking. Some of the most important moments at gatherings like this take place during the informal conversations that happen in the hallway after a session or standing in line for a coffee refill.

Despite its virtual nature, this conference was no exception. The morning and afternoon discussion sessions were dynamic, fun, and, at some points, moving. Our group had representatives from a wide range of departments and participants who were inspired by the conference's speakers and panelists. We shared inspirational highlights about the resiliency of County employees and how they had turned on a dime to address the needs presented by COVID-19. We also looked within to examine troubling areas where equity and opportunity still needed to be addressed within the County workforce. We left energized and grateful to have met one another. Thanks again to the LACMC for the work it took to provide us with such an interesting and inspirational conference.

*Ben Kemper,
Department of Human Resources*



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MEET AN EXECUTIVE COMMITTEE MEMBER
LACMC Vice President
Kashari S. Jones
Chief Executive Office



Guess who has worked for 6 County departments: Public Social Services (DPSS), District Attorney's Bureau of Family Operation, Child Support Services, Health Services, Public Health, and 2nd stint with DPSS before joining the Chief Executive Office (CEO). Working for the County has been the BEST job she has ever had. During High School she worked for International Business Machines (IBM) before joining the County. IBM gave her a foundation unmatched to any entry-level position outside of the County, of course. Yes, Kashari has worked in a range of positions having increasingly more responsibility at each level: starting in October 1990 as an Eligibility Worker in the General Relief Programs to performing as the CEO's Contract Monitoring Manager with an expertise in Risk Management solicitation development. Her County-tailored experience spans contract development, administration & management; program evaluation & auditing; facility management; budget planning; and human resources recruitment, & interview selection. You name it, she's probably done it. Though she is most noted for working 18 of nearly 31 years in some facet of County contracting. She's procured a contract for \$342M for the County's Workers' Compensation Third-Party Administration services and secured the most

comprehensive Risk Management Information System in the Nation. Professionally, Kashari's career has not touched its peak, she is just reaching the saddle with another 15 years ahead.

When she was elected to the Executive Council, her goal was to reach back in the trenches to those doing the day-to-day work with our 10 million citizens, and pull them into leadership roles through mentorship, providing exemplary leadership, and authentic concern about employees' futures. Serving on the membership committee in 2017, and now as our Vice President, she is focused on recruiting County managers to our LACMC family to create visionary leaders in our County managerial workforce. As chair of the Special Services Committee, she and her team plan Breakfast with the Chair of the Board of Supervisors, the Fall & Spring conferences, network gatherings and special events. Rebirthing the newsletter in 2018 (LACMC Connect) to share our voice, vision and victories.

Personally, Kashari loves hosting events. Annually, she leads a team of 29 women planning the full program for the Christian Woman I Am conference and conversely in 2014, she launched "Real Men, Real Talk, Real Truth" where she since annually gathers an audience of 100+ women to benefit from a panel discussion of 12 "Real Men". Kashari is a spiritual and motivational orator as she has expatiated to audiences in excess of 300. When she isn't speaking before a congregation or motivating an audience, she mentors as a Big Sister to several Little Sisters, gives great backyard BBQs, loves dancing especially "Stepping"; and you don't want to miss her Friends/Family Fun Fridays. In high stress times, Kashari recommends the full experience of "Wind therapy." What is Wind therapy? I'm glad you asked, Wind therapy is when she jumps on her 2019 Road Glide Special (Harley) with all the bells and whistles, cruising the coast or taking the local streets by storm. Harley riding is not for the faint at heart.....lol!!! Perhaps, you may want to join her for a ride and cross that one off your bucket list. Finally, Kashari wants you to be encouraged. In February 2020, the eve of the COVID-19 pandemic, a 30-year prayer for a bouncing baby boy was answered.....meet Corey.

No amount of fame or fortune parallels to enhancing the life of a child, especially as a 1st time mom. So, pull your dreams, hopes and wishes off the shelf, dust them off, pray, believe and make it happen....Aim High!!! As we enter FY 2021-22, let each of us embark on this "New Normal" with excitement, creativity, and support for one another as only "TOGETHER" can we make a powerful difference!!!

MESSAGE FROM RICARDO GARCIA, PUBLIC DEFENDER



A life changing pandemic, social movements taking to the streets, Black and Brown human beings crushed under police knees, like the death of George Floyd; 2020 was an explosive year. With a renewed and urgent focus on social justice, racial equity and criminal justice reform, there are conversations and thought-changing ideas taking place about what it means to reimagine, reform and be accountable within systems and community. The objective of your Moderator was to share some of the evolutionary and even revolutionary thinking about how social justice, racial equity and criminal justice is changing in Los Angeles County, where it should lead us and how it should inform our interactions with others and our institutions. To help us understand where we are and where we can go, we had a conversation with our

new District Attorney George Gascón, new Executive Director of Alternatives to Incarceration Judge (retired) Songhai Armstead, and new Executive Director of Anti-Racism, Diversity and Inclusion Dr. D'Artagnan Scorza.

The conversation was robust, honest, and informational, and one your Moderator hopes the audience enjoyed and walked away from with food for thought and the courage to have its own robust conversations on the topic of social change. The three presenters started by sharing their definitions of social justice, racial equity and criminal justice reform and why anti-racism is so important to understanding each. Their answers gave insight into how they think personally and how Los Angeles County at large is impacted by and can tackle these life-affecting topics.

Presenters were clear that they did not have all the “answers” nor “solutions” but rather they provided insight on how conversations could produce action to effect change. They made clear that our system of justice is mired in racial inequity and that the quest for justice requires fairness and equity while understanding that this does not mean we all need the same things. Each presenter acknowledged that there is a sense of urgency to the need for change and that social media has played into that urgency both by creating greater transparency and access but by also leaving too much space for false narratives and destructive messaging.

The speakers left listeners with much to consider but with a clear message that this is a path we must travel together, in collaboration, bringing in not only voices that represent our racial and cultural diversity but to widen that approach to include as broad a diversity of ideas as possible. The table must be large and welcoming and the conversation honest, difficult at times, with the goal of ending institutional racism and building a just and equity-based community.

Ricardo Garcia, Public Defender
Office of the Public Defender
County of Los Angeles
Social Justice and Racial Equity Moderator
Los Angeles County Management Council,
2021 Virtual Spring Conference

MESSAGE FROM THE LACMC COMMUNICATIONS COMMITTEE

Hello Management Council friends,

I hope all are doing well and enjoying life both professionally and personally during these later stages of the pandemic. As the ability to gather begins to increase, we are once again able to enjoy each other's company and comradery more in person, as we did prior to March 2020. Your LACMC Communications Committee has been hard at work over the past year looking for innovative ways to keep our connections alive and plant the seeds of new connections. Several of the ways we have worked to accomplish this have been through updates and expansions to our website including adding much of the educational content (delivered by our amazing Education Committee) as well as videos of our virtual conferences. Also, starting our new limited, very well received "Meet Up" series providing LACMC members an opportunity to connect with our amazing County leaders in small, friendly virtual gatherings to discuss careers, opportunities, and our lives.

One of the main benefits, and most important opportunities, I have found over the years in Management Council has been the opportunity to network and build relationships with fellow County family members, and to join in fellowship to enhance our knowledge and abilities as leaders of this great organization we call the County of Los Angeles. Your Communications Committee and Executive Council have worked tirelessly to maintain those elements of LACMC we all appreciate, even during this difficult time, and we plan to continue to use the lessons learned during this time. This will allow us to continue incorporating the best of both the long standing (in person) experiences we have all enjoyed for so long and the virtual opportunities we have learned can be a great substitute to help maintain those important connections.

One of the new developments you can expect soon as we endeavor to provide additional value to all our members is the NEW membership directory within the LACMC website! This important update to the website (being created by our very own Andrew Charlton) will be a great addition and provide further connection points for members to update and share stories and achievements.

Lastly, I want to thank all those who attended our Spring 2021 Virtual Conference and all those, speakers, panelists, and volunteers, who supported that amazing and powerful event (Achieving Social Justice, One Decision at a Time)!

Also, don't forget our next conference is Fall 2021 in September, IN PERSON!!! Look for notifications coming soon!
Cheers!!!

Jim Allen
Communications Chair

WELCOME NEW MEMBERS

Glenda Rodil, Public Defender
Celia Pena, DHS
Sandra Mariscal, WDAC
Terrie Hardy, DCSS
Gloria Cea, DPSS
Gail Bristo, Public Defender
Tiffany Booker, Medical Examiner-Corner
Stephany Zarrella, Public Defender
Claudia Pineda, DCFS
Christy Belden, Agricultural Commissioner
Matthew Gonzales, TTC
Ada Servellon, TTC
Kannary Pung, DPSS
Randall Fullmer, DPSS
Vanessa Lam, Fire
Aldo Macias Arellano, Assessor
Richard White, DPSS
Michelle Chambers, Assessor

FAREWELL TO COUNTY SERVICE

Amy Alvarado, DPSS
Marsha Johnson
Lisa Sevin, Superior Court
Eric Cabrera, Assessor
Dahlia Cornejo, DPSS
Brian Hamilton, Superior Court
Alison Waszmer, ACC

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MESSAGE FROM THE LACMC EDUCATION COMMITTEE

I would like to welcome the newest members of the Education Committee: Olga Svitlynets (Chief Executive Office), Stanley Yen (District Attorney) and Arpi Zadoorian (LA County Library). Thank you for your service!

Education Committee Virtual Seminars

Since July 2020, the Education Committee has turned to virtual learning to host its monthly seminars. We have received tremendous positive responses for the new platform. Thank you for your support!

The two most popular training so far this year is “Budget for Non-Budget Personnel” (January 2021) and the recent “Fraud for Managers” (April 2021). The presentation materials for these two seminars, along with all past seminars, including “Ethics and Management in the Telework Space” (March 2021), and “The Mentorship Relationship: Giving and Gaining Wisdom” (March 2021), “Time Management for the Overwhelmed” (December 2020), etc. can be accessed on the LACMC website at: <https://managementcouncil.lacounty.gov/Documents>.

Information on both upcoming and past seminars (dates/times, descriptions, name of presenters, recordings,) can also be accessed on the website at <https://managementcouncil.lacounty.gov/UpcomingEvents>. Please check the website regularly for the monthly training information.

The next seminars (virtual) are scheduled as follows – please join us:

July 2021 Managing Emotions Under Pressure
(Fred Pryor Seminars)

August 2021 Determining Budget Priorities: A Look at 3 County of Los Angeles Departments

October 2021 New Manager Series (Part 2): Project Management

November 2021 Wellness

American Society for Public Administration (ASPA) Membership

The Education Committee launched a partnership with ASPA in August 2020. The partnership gives LACMC members a limited one-year membership with ASPA (August 1, 2020 – July 30, 2021). You have two more months to reap the following ASPA membership benefits:

- Professional Development Webinars - Participate in live professional development events through a robust program of webinars and e-learning opportunities.
- E-Newsletter Access – Stay connected with ASPA through the Bridge, This Week at ASPA, and The ASPA News Brief e-newsletters. These publications provide information on webinars, job postings, and a curated list of timely news articles.
- PA TIMES Online – Enjoy dozens of new articles posted to PA TIMES Online.

Your express approval is required to start your membership with ASPA. Please click on this link <https://managementcouncil.lacounty.gov/Education> and click on “I Accept” and your membership will begin!

We welcome your ideas for future training and development topics. Please contact me at jguevarra@bos.lacounty.gov with your ideas. Thank you.

Jackie Guevarra, Chair
LACMC Education Committee

UPCOMING LACMC CONFERENCES AND EVENTS

FALL CONFERENCE

September 23 – 24, 2021

Location: Hyatt Regency Indian Wells Resort & Spa

44600 Indian Wells Lane
Indian Wells, California 92210
(In-person conference)

HOLIDAY GALA

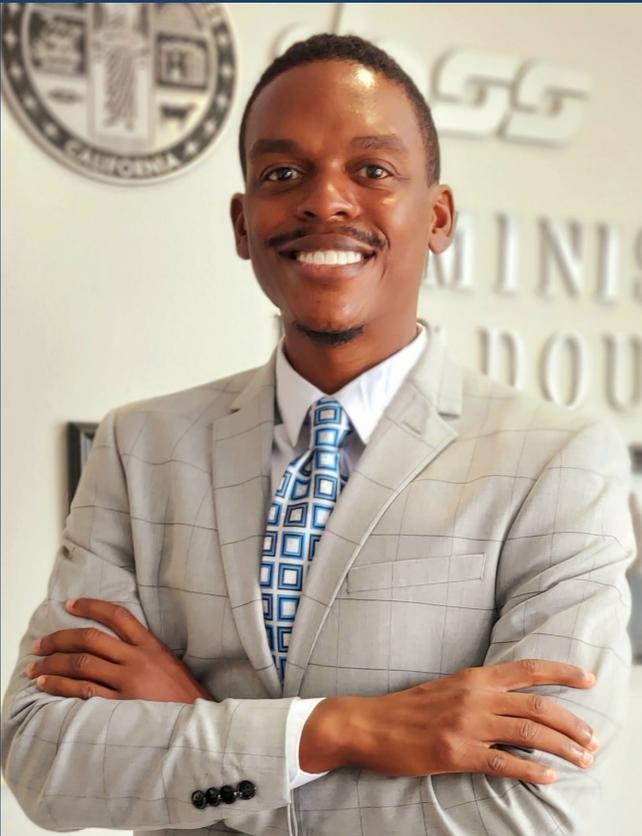
December 3, 2021

6:00 P.M. – 11:00 P.M.

Location: California Science Center

700 Exposition Park Drive
Los Angeles, California 90037
(In-person gala)

LACMC INTERVIEWS
Walter Tucker IV
Department of Public Social Services



Q1) Why did you join LACMC?

I joined LACMC to network with other professionals who work for the County of Los Angeles. Networking is crucial for professional growth and career advancement. As a Management Fellow, I'm learning so much about leadership, project management, and staff development; LACMC adds to that experience by offering additional resources, support, and mentorship opportunities that I believe I can also benefit from. My hope is that LACMC membership will allow me to walk through doors that I would not typically have access to, so that I can one day be in a position to implement positive change that affects Los Angeles County on a large scale.

Q2) How long have you worked for the County of Los Angeles (County)?

I've worked for the County of Los Angeles for four years. I began as a Welfare Fraud Investigator Trainee, with the Department of Public Social Services. I quickly promoted, and served as a Medical Case worker I & II for the Department of Mental Health. I returned to the Department of Public Social services this year, as a Management

Analyst, working for the Bureau of Human Resources. Recently, I was promoted to the role of Management Fellow, CalFresh Nutrition Program.

Q3) Was the County your dream job as a child? If so, why? If not, what was your dream as a child and how did you land with County?

As a child it was not my dream to work for the County. My dream job as a child was to be an A&R/Talent Manager in the music industry. I love music, and growing up I was very interested in the business aspects of the music industry. As I transitioned into adulthood, I gained a love for understanding and helping people. After doing my undergraduate and master's work in sociology, it felt natural for me to seek a job in local government so that I could help those in need in my own community.

Q4) Are you a 1st-generation County employee? If not, tell us about it.

No, I am a second generation County employee. Both of my parents worked in public service professionally. My father was a Deputy District Attorney for the County of Los Angeles before transitioning into politics. My mother worked for the city of Compton. Their work made quite an impression because not only do I work for the County of Los Angeles, but my younger sister does as well, serving as a Children Social Worker III, for the Department of Children and Family Services.

Q5) How can LACMC improve on creating and developing its members?

As a brand new member, I can't say that I've identified any ways in which LACMC can improve in these areas. So far, as a new member, I've been welcomed, participated in the fall conference, and offered a mentorship opportunity through LACMC. Based on my experience thus far, LACMC takes developing its members very seriously, and I look forward to growing professionally as a result of these developmental opportunities.

A MESSAGE FROM RETIRED EMPLOYEES OF LOS ANGELES COUNTY (RELAC)

I am hoping to see many of you at the Indian Wells conference later this year. Retired Employees of Los Angeles County (RELAC) will be there and will bring our acclaimed bi-monthly newsletter and information on our many programs. Our newsletter goes to all of our more than 17,000 members, including those who have moved to other countries after retiring. It keeps us connected. We make a special effort to stay connected with our older members, sending personalized birthday and holiday cards to those who are 90 and older. It is an acknowledgment that they are still a part of the County family and that their contributions are appreciated and remembered.

I joined the County in June 1967 and became a member of the Management Council around 1970 (actually it was a sub-council and Council back then, but almost immediately combined into the Management Council). I became a member of its Executive Committee a few years later, and president in 1984 and 1985. I stayed as a member of the Executive Committee until I retired. I joined RELAC as soon as I retired. This is more than a “so what.” It means I, like so many other current RELAC members, saw the value of the Management Council for each of us who chose to be a part, and now, how RELAC helps us maintain that link to a larger County family that we appreciated.

When we each retire, I expect there is a conflict; it is time to go, but we don't want to give up everything that brought us to where we are. RELAC is such a simple answer. Just attend one of our conferences and you will suddenly be saying, “Look who's here. I haven't seen him or her in years.” Then you hear about the many programs we have that link us into the County family, e.g., the March of Dimes “March for Babies,” our scholarship program, the LA Regional Food Bank program, the Spark of Love toy donations each holiday season, not to mention our internal events. Our staff and Board members can easily answer “so how can I get involved” to whatever level in your new life might interest you. RELAC has many thousands of members representing all levels and backgrounds of County experience. The stories are endless, as our newsletter and conversations at our seminars never fail to share.

But there is another significant reason to join RELAC. We each have earned retirement benefits and health insurance of varying degrees and want to feel that these benefits are protected. RELAC was founded in 1958 and one of its key goals was and still is to be “Your Pension and Health Care Watchdog.” We take that role seriously. We have three directors who are members of the two Boards of LACERA, giving us a voice in decisions that are made that affect our benefits and keeping us aware of actions that might require our help or participation. We are also part of a statewide organization of retired county employees, which keeps us current on activities or potential ideas being floated in Sacramento, Washington, or across the state. We also work with similar organizations in other states to advance causes important to our members, such as eliminating unfair Social Security penalties.

If you have questions, we encourage you to contact us or log onto our website at www.relac.org.

Until we get a chance to meet,
Brian Berger, RELAC President

LET'S GET SOCIAL

Follow us on our social media accounts!

Twitter: [@LACMC](https://twitter.com/LACMC)

LinkedIn: [Los Angeles County Management Council](https://www.linkedin.com/company/los-angeles-county-management-council)

We would like to hear your comments, thoughts, ideas and suggestions.
Please contact the editors at the following email:

LACMC.connect.editor@managementcouncil.lacounty.gov

Upon first hearing the light-hearted, catchy little tune that signaled the spinning wheel of the Opportunity Drawing, I knew it was going to be a great day. As a first-time attendee, I didn't know what to expect but having reviewed the agenda after it was sent out I particularly looked forward to the afternoon panel of speakers weighing in on the topic of Social Justice. Being the child of parents who both worked as psychiatric social workers for the County of Los Angeles, Social Justice was a principle my siblings and I were grounded in, and which led me to my career with the public defender's office.

I positively enjoyed my experience as a facilitator, though I was slightly nervous not knowing what to expect. In the AM group, our small group allowed our discussion to be very salient. We talked until the end when the discussion room closed and we returned to the conference. The PM session was as engaging as the morning with yet another great discussion. As a bonus, I was pleasantly surprised to see one of my public defender colleagues. The group brainstormed solutions to breaking down some of the barriers to equal justice that youth in the County face particularly resonated with me. And because Social Justice is built into the fabric of my life, as well as my DNA, the PM session made me feel as if I was sitting in a hip coffee shop having an intellectual conversation with my smartest friends.

The most difficult part about facilitating the discussion was kicking it off. As the sessions progressed I could feel the deep commitment and passion from each of the attendees as we set about considering the prompts.

*Rhonda Cameron,
Public Defender*

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Kudos to LACMC for hosting an amazing Spring Conference. You continue to out-do yourselves. I left inspired, motivated, empowered and even more dedicated to the work we do as the County of Los Angeles. The presenters were informative, passionate and their messages resonated. The State of the County given by CEO Fesia Davenport reaffirmed my commitment to being a safety net to our communities. I am LA COUNTY proud!

As a member of LACMC for the past six years, I am always eager to attend all sessions and conferences. This time, I was given the opportunity to serve as a networking group facilitator. My experience was bar none. My colleagues were spirited and engaging. There was much discussion regarding the impact the County and its employees have made in the community during the pandemic and the importance of sharing the news of our efforts Countywide. In addition, participants discussed concerns, expectations and plans for reopening County facilities and the possibilities of returning to the office. Lastly, network participants reiterated the importance of being one County and creating countywide comradery. We yearn for the days to network in person in great venues over small bites, however, the virtual experience that was provided lacked nothing!

Excellent job LACMC!

*Latrice Jones,
Chief Executive Office*