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**Women's Leadership Summit**

More than 300 faculty, staff, and students gathered in Stanford’s Paul Brest Hall on March 5, 2024 for the Residential & Dining Enterprises (R&DE) Women’s Leadership Summit. The Summit was hosted by Dr. Shirley Everett, senior associate vice provost for R&DE and senior advisor to the provost on equity and inclusion, in partnership with the R&DE Women’s Leadership Development Program. The summit was a day of learning and community-building and an opportunity to explore leadership, empowerment, DEIB, and the importance of strong mentorship and allies.
Women’s Leadership Summit
March 5, 2024

DISCOVER
YOUR
POTENTIAL.

IGNITE
YOUR
POWER.

CULTIVATE YOUR EXCELLENCE

“Embrace the Power of Collaboration”
Women's Leadership Summit Presenters

Tricia Montalvo Timm, JD
Keynote Speaker
Board Member, General Counsel, Investor, and Author of Best-Seller "Embrace the Power of You"

Dr. Shirley J. Everett
Senior Associate Vice Provost for Residential & Dining Enterprises
Senior Adviser to the Provost on Equity and Inclusion
Founder and Host, Women's Leadership Development Program and Women's Leadership Summit, Stanford University

Jan Barker Alexander, M. Ed.
Vice President for Student Affairs and Dean of Students, Pitzer College

Adeline Bellot
Financial Advisor, Stanford Federal Investment Services, A division of Stanford Federal Credit Union

Alicia Black
Talent Development Program Manager, R&DE Human Resources

Terry Br...
Dr. Fran'Cee Brown-McClure  
Vice President for Student Affairs, Jackson State University

Deborah Cullinan  
Vice President for the Arts, Stanford University

Daniel Donguines  
Executive Chef, R&DE Stanford Dining, Hospitality & Auxiliaries

Patrick Dunkley, JD  
Vice Provost, Institutional Equity, Access and Community, Stanford University

Kristen Harris  
COO and Co-Creator, Portfolio Creative

Tanya Holland  
Host of Tanya’s Kitchen Table on OWN, Host of Tanya’s Table podcast, Contestant on Season 15 Top Chef on Bravo, Award Winning Chef, Author and Restauranteur

Michelle Ihrig  
Senior General Manager, R&DE Stanford Dining, Hospitality & Auxiliaries

Michelle Lomeli  
Housing Building Manager, R&DE Student Housing Operations and Stanford Conferences, WLDP Council Member, Stanford University
Lori Nishiura Mackenzie  
Co-Founder, Stanford VMware Women’s Leadership Innovation Lab, Stanford University

Cyndi McCollister  
Custodial and Facilities Talent Development Program Manager, R&DE Student Housing Operations and Stanford Conferences

Gail Mosse  
Member, Board of Directors of Lawyers’ Mutual Insurance Company. Member, Board of Advisors of Launch Factory. Owner, Gail Mosse Legal Advisory and Consulting Practice.

Professor Margaret Neale  
Adams Distinguished Professor of Management, Emerita Graduate School of Business, Stanford University

Barbara Nelson  
Board Director: Backblaze (Nasdaq: BLZE), GSI Technology (Nasdaq: GSIT), Oneview Healthcare (ASX: ONE), o8t - Omniscient Neurotechnology

Caitlin Price  
Associate Support Analyst, Giant Eagle

Alice Pyo  
Outreach and Community Engagement Manager, R&DE Stanford Dining, Hospitality & Auxiliaries

Paul Robles  
Chief Information Officer, Stanford R&DE
Joyce Sackey, MD, FACP
Chief Equity, Diversity and Inclusion Officer, Stanford Medicine

Nancy Sheppard
Founder & CEO, Women2Boards

Jeanette Smith-Laws
Director, Operations and Student Unions, Student Affairs, Stanford University

Amy Steagall
Chief Information Security Officer, Stanford University

Dr. Ayodele Thomas
Vice President, IDEAL, University HR, Stanford University

Ashley Thompson
J.D. Candidate, 2024, Stanford Law School

Daphne Williams
Housing Building Manager, R&DE Student Housing Operations and Stanford Conferences
Women's Leadership Summit Program

Throughout the day in presentations, panel discussions, and breakout sessions inspired by the conference’s theme, “Discover Your Potential. Ignite Your Power. Cultivate Your Excellence,” speakers shared personal stories and lessons from their research and their lived experience to help individuals of all genders on their own leadership journeys.

7:00 a.m. – 8:00 a.m.
Continental Breakfast

8:00 a.m. – 8:20 a.m.
Welcome Address
Dr. Shirley J. Everett

8:20 a.m. – 9:00 a.m.
Keynote "Embrace the Power of You"
Tricia Montalvo Timm
In her forthcoming book, Embrace the Power of You: Owning Your Identity at Work, Tricia aims to reach those who are code-switching or struggling to belong, and arm them with the tools and knowledge to get to the other side of fear. Tricia will take you through her journey of self-acceptance, show you how you can embrace your true self, own your identity, and achieve success and fulfillment in your life and career.
9:05 a.m. – 9:50 a.m.
**General Session: "The Challenges and Surprising Opportunities When Women Negotiate"**
Professor Margaret Neale
There is more to negotiating than asserting your position, issuing ultimatums, declaring a winner (and, thus, a loser), or simply acquiescing to your counterpart’s demands – and these challenges become more complex when women negotiate. In this session, Professor Neale will explore the nature of the negotiation playing field for women and suggest a reframing that can improve negotiator outcomes for women, their teams, organizations, and wider communities of which they are a part.

10:00 a.m. – 10:15 a.m.
**Networking Break**

10:15 a.m. – 10:55 a.m.
**Panel Discussion: "Navigating the Artificial Intelligence Frontier: Understanding AI and Revealing Its Potential for Bias"**
Paul Robles *(moderator)*, Kristen Harris, Caitlin Price, Amy Steagall and Ashley Thompson
This panel navigates the opportunities and complexities of AI while also shedding light on its potential biases and ethical implications. Through expert insights and real-world examples, attendees gain a deeper understanding of AI's societal impact and approaches to mitigate bias in AI systems. Join us as we unravel the nuances of this transformative technology and pave the way for a more equitable AI future.

11:00 a.m. – 12:00 p.m.
**Panel Discussion: “Leading With Courage: Advancing Diversity, Equity, and Inclusion Through Troubled Waters”**
Dr. Shirley J. Everett *(moderator)*, Deborah Cullinan, Patrick Dunkley, Dr. Joyce Sackey and Dr. Ayodele Thomas
Senior leaders will share their lived experiences of how they are using inspired methods to advance diversity, equity, inclusion and belonging despite rising backlash. Participants will learn traits and behaviors that courageous leaders exhibit to persevere and achieve inclusive excellence within their respective organizations.

12:00 p.m. – 1:00 p.m.
**Networking Lunch**

1:05 p.m. – 1:50 p.m.
**Panel Discussion: “Leading in Uncertain Times”**
Jan Barker Alexander *(moderator)*, Dr. Fran’Cee Brown McClure and Jeanette Smith-Laws

1:55 p.m. – 2:10 p.m.
**Break**
1. **Empowering the Woman Investor: Creating a Long-Term Plan and Using Practical Ideas in an Impractical World of Investing**  
   Adeline Bellot (Stanford Federal Investment Services)  
   Be ready to feel inspired and to reclaim your power in securing your financial future. In this seminar, we will demystify the subject of investing, using clear and simple language as the foundation toward building our unique path forward. This session will educate and prepare even the most reluctant investor to become smart, or smarter, about money and how to implement practical ideas to help us lead a more confident financial life.

2. **Women’s Leadership Development Program (WLDP) Panel: Get Out of Your Head and Into Your Heart**  
   Alicia Black, Michelle Ihrig, Michelle Lomeli and Daphne Williams  
   Guided Meditation by Mindfulness Team: Terry Braggs and Daniel Donguines  
   The world is moving faster, becoming louder and seemingly more disconnected than ever before. At the same time, we are expected to adapt quickly to change, keep team engagement high and drive positive results. By rekindling the mind/body connection through mindfulness practices, we get back in touch with our hearts, allowing us to lead from a more grounded and focused state.

3. **Career Insights With Chef Tanya Holland**  
   Alice Pyo (moderator), Tanya Holland  
   Join us for an engaging and insightful discussion with renowned celebrity chef Tanya Holland as she takes us through her remarkable career, experiences as a leader, and approach to creating healthy recipes. In this moderated discussion, Chef Tanya will share her journey to success, discuss the challenges she faced, lessons learned, and the strategies she employed to overcome obstacles. She will also delve into her leadership style, highlighting the importance of teamwork, creativity, and passion in the kitchen.

4. **Love Your Job! How to Get the Most Out of Work**  
   Cyndi McCollister  
   Discover the keys to a fulfilling work life in this engaging presentation designed for both emerging leaders and team managers. Explore three crucial areas:  
   • The current state of management styles  
   • The importance of engagement at work  
   • Practical strategies to enhance workplace engagement  
   Don't miss this opportunity to change your approach to work and create a more engaging and fulfilling professional environment. Join us and be inspired to implement positive changes in your career journey.

5. **Becoming a Corporate Director: Introduction to the Board Journey**  
   Gail Mosse, Barbara Nelson and Nancy Sheppard  
   If you're trying to decide if serving on a corporate board is a realistic consideration for your future or you want to develop a plan to start your board journey, this session is for you. Through this interactive panel session, featuring a coach for executive women on this path and two corporate board members who are members of the Stanford Women on Boards network group, you will get an introduction into the “Journey to the Boardroom.” The panelists will highlight:  
   • How to understand if you are board-ready.  
   • Why consider joining a corporate board.
• A dozen key things to do to gain a corporate board seat.
• How to learn more about the journey to the boardroom.

2:50 p.m. – 3:05 p.m.
Break

3:15 p.m. – 3:55 p.m.
The Myths and Rituals of Inclusion
Lori Nishiura Mackenzie
We strive to curate experiences at work where we can be effective at our jobs and inclusive towards one another. Yet, we can fall short of those aims despite our best intentions. In those moments, we are left with this question: What is the gap between our intentions and what really happens? In this talk, we will explore the myths that prevent us from seeing what needs to be done, so that we can create practices to move us closer to delivering our intentions.

3:55 p.m. – 4:15 p.m.
Closing remarks
Dr. Shirley J. Everett

4:15 p.m. – 5:00 p.m.
Reception and Book Signing

Founder and Host, Women’s Leadership Development Program
Dr. Shirley J. Everett
Senior Associate Vice Provost for Residential & Dining Enterprise
Senior Adviser to the Provost on Equity and Inclusion
Founder and Host, Women’s Leadership Development Program and Women’s Leadership Summit, Stanford University

Our Story
The Summit Vision
The Women’s Leadership Summit and Women’s Leadership Development Program were founded by Dr. Shirley J. Everett. The summit goal is to encourage and inspire established and emerging leaders in the Stanford community and beyond to excel personally and professionally.

About Women’s Leadership Development Program
The Women’s Leadership Development Program (WLDP) is a workplace empowerment team formed in 2013, under the direction of Dr. Everett, to provide professional development, resources, and support to leaders originally in the Stanford Dining, Hospitality & Auxiliaries division of Residential & Dining Enterprises (R&DE). The program is now open to all staff at all levels across R&DE divisions and beyond to the greater Stanford Community. WLDP is just one of the programs she employs to lead, inspire and support individuals across campus to achieve their goals.

WLDP aims to encourage new and emerging leaders on campus to discover their potential, ignite their power, and uplift others while enhancing their professional and personal development.

The WLDP hosts weekly and monthly discussion groups and workshops, including monthly WLDP Leadership Development Workshops and a weekly leadership discussion group. Individuals of all genders and backgrounds are welcome and encouraged to be a part of this program.

Women’s Leadership Development Program (WLDP) Council

About Residential & Dining Enterprises
Residential & Dining Enterprises supports the academic mission of the university by providing the highest quality services to students and other members of the university community in a sustainable and fiscally responsible manner. Throughout R&DE, we support respectful, open communications and we encourage leadership development and staff recognition.
The R&DE vision is to be the best in the business by "Creating a Culture of Excellence." R&DE encourages education and training for professional development and personal enrichment.

Women's Leadership Development Program Council and Advocate Board

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*Co-Chair*
Operational Training & Development
Co-Active Coach
R&DE Stanford Dining,
Hospitality & Auxiliaries
Rosa Barbosa

Advocate Board
General Manager
Stern Dining
R&DE Stanford Dining,
Hospitality & Auxiliaries

Suzanne Bennett

Advocate Board
Senior Director,
R&DE Stanford Conferences

Alicia Black

Talent Development Program Manager
R&DE Human Resources
Dionicia Campos
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Rosemary Delia
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Michelle Kibby Lomeli

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Debbie Main

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R&DE Finance & Administration

Cyndi McCollister, MPA

Co-Chair
Training and Development Program Manager
R&DE Student Housing Operations
Nicole Pratt
Manager, Contracted Services
R&DE Maintenance Operations
& Capital Projects

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Athlete Dining and Special Events
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Hospitality & Auxiliaries
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Carlie Traylor
Neighborhood Housing Service Center Supervisor
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