

TRANSPORTING
WOMEN
Further

WOMEN IN MARITIME LEADERSHIP
CONFERENCE **2020**



February 28 & 29

2020

Supporting Women in Maritime Leadership



Interested in piloting?

Contact us at: outreach@sfbarpilots.com

MESSAGE FROM THE PRESIDENT



Welcome to the 9th annual Women in Maritime Leadership conference at the California State University Maritime Academy. This dynamic event offers multiple opportunities for career development, productive networking, and gaining an authentic leadership skill set.

I am delighted to join those who support the success of women in fields that have historically seen majority male representation. We are pleased to welcome accomplished presenters who will share their knowledge of the industry and unique experiences in their career fields.

The planning committee has created a program focusing on leadership within each conference track. I am confident that you will find the program balanced, informative, and valuable for both the target audiences: those who are developing themselves and those who are developing others.

I wish to personally extend my gratitude to our sponsors and speakers for their generosity and partnership in fostering these opportunities for prospective students, current cadets, and maritime industry professionals. I wish everyone a consequential and rewarding event.

Thank you for joining us.

President Cropper

KEYNOTE SPEAKER

FRIDAY, FEB. 28 | RIZZA AUDITORIUM 0930-1035

Ally Cedano

Cultivating a Growth Mindset



Ally Cedano is the founder and president of the Women Offshore Foundation, a 2008 graduate of the U.S. Merchant Marine Academy, and a 2020 MBA candidate at Rice University. She is licensed as a chief mate of unlimited tonnage vessels and dynamic positioning operator. Ally's experience on the water spans both the maritime and offshore energy industries over the last 12 years. Her latest vessel was a 7th-generation, ultra-deepwater drillship built in South Korea in 2017. Ally spent much of her career at sea as one of the only women in operations on the vessels she worked on, yet she is determined to change that with the Women Offshore Foundation, an online organization and resource center for a diverse workforce on the water. Women Offshore shines a light on women in operations, provides resources to foster long-term careers, and shares the latest efforts on gender diversity and inclusion in the offshore and maritime industries.

BOUNDLESS

**DRILLING IS A JOB.
PIONEERING IS A CALLING.**

deepwater.com

 **Transocean**

MEET-UPS | MOCK INTERVIEWS BUILD YOUR PERSONAL BRAND

FRIDAY, FEB. 28 | MAYO HALL 1045-1215

Meet-ups

“Meet-ups” are drop-in-style discussions on hot topics in maritime and related industries. Each meet-up table is facilitated by an expert in the field who can provide context and insight related to the table’s theme. Meet-ups are open to participants at all stages of their career development. Whether you’re a college student or seasoned professional, we encourage you to attend and join in the dialogue!

Mock Interviews

Sponsored by



Build Your Personal Brand

What... Why... How... Learn to “Rock Your Profile” with



PLENARY SESSION

FRIDAY, FEB. 28 | COMPASS ROOM 1345-1500

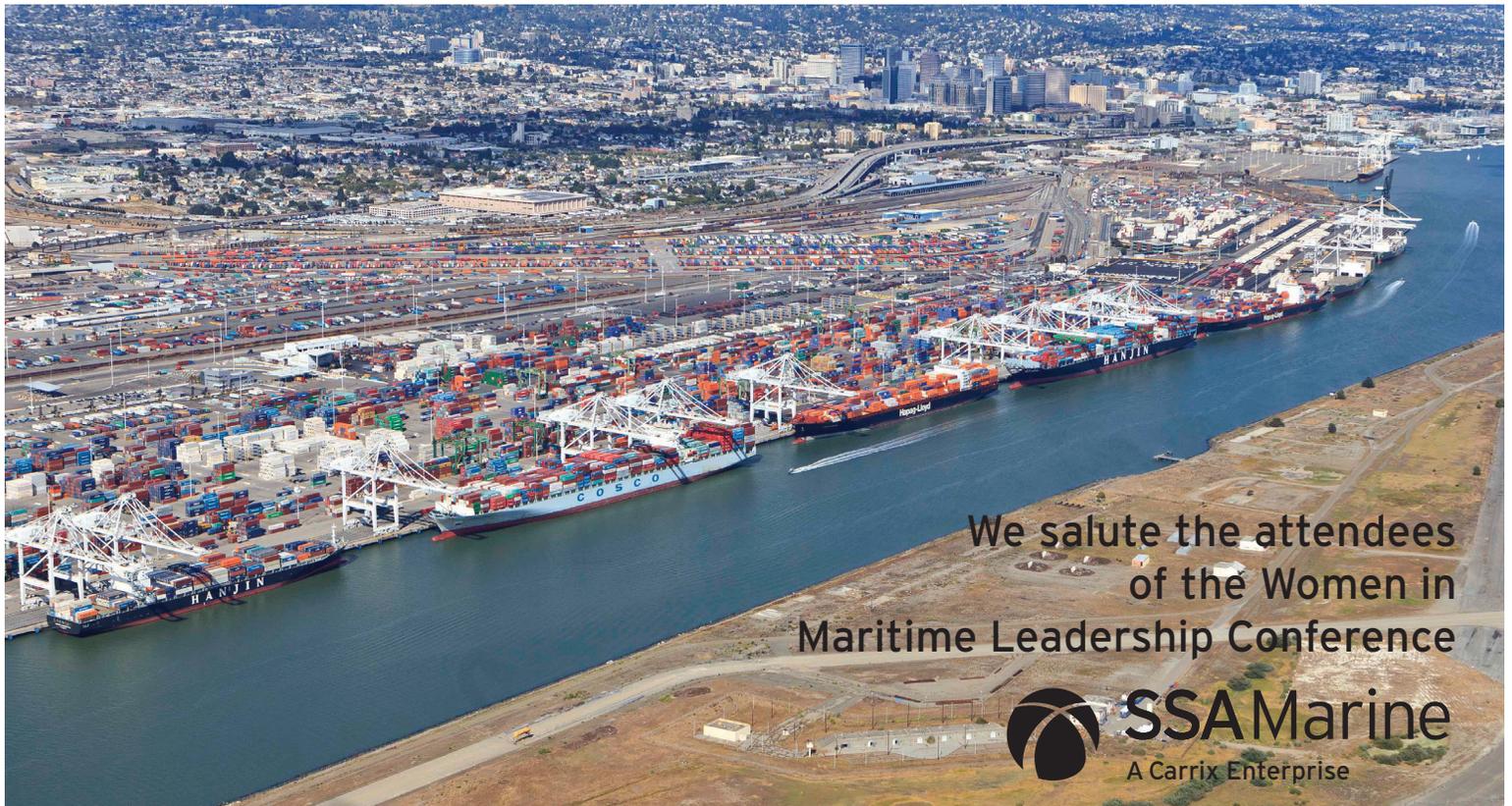
Betsy Strines

The Value of Critical Thinking: Can Critical Thinking Improve Problem Solving and Morale?



What if CNN and FOX News could talk with each other and jointly produce a balanced newscast? While it's not an easy solo process, getting a group comfortable with the constructive conflict often required to reach a high quality, unbiased solution is an even more difficult proposition. In this highly interactive session, Dr Edward de Bono's "Six Thinking Hats" approach will be introduced and applied to a case study by participants working together to develop possible solutions. Creating an environment that proves "positive critical thinking" is not an oxymoron will also be addressed.

"Captured" by the world of mechanics, aircraft, and munitions, Betsy Strines served 25 years in the U.S. Air Force as an aircraft maintenance officer, ultimately retiring as a Colonel. During her career, she commanded at the squadron and group levels, as well as serving on the Joint and Air Staffs at the Pentagon. Currently a leadership development consultant with the Leadership Foundry, a division of Xator Corporation, Betsy is certified by the American Psychological Association and the Consulting Psychologists Press to consult and counsel using multiple psychological instruments.



We salute the attendees
of the Women in
Maritime Leadership Conference



SSA Marine
A Carrix Enterprise

CONCURRENT SESSIONS

FRIDAY, FEB. 28 | COMPASS ROOM 1515-1630

DEVELOPING SELF

COMPASS ROOM 1 & 2

Same Port, Different Journeys

PANELISTS

Sarah Bowman

Kim Estes

Kelly Flynn

Amanda Wallace

Alumni from US Maritime Academies may not share an alma mater, but they represent a multitude of diverse experiences, career paths, and points of view. This panel will provide an opportunity for notable alumni at various stages of their careers and from across majors and industries to share their own journeys, successes, and hurdles, along with their advice for up and coming maritime professionals.

DEVELOPING OTHERS

COMPASS ROOM 3

Understanding Self to Lead Others

SPEAKER

Madeline Lombardo-Space

Interestingly, this isn't authentic leadership we're talking about here as commonly discussed, i.e. understanding and remaining true to yourself as you are today. This is a refined definition of authenticity--understanding who you are and how you're perceived, then making behavioral changes to become the leader you want to be, even if it means operating outside the identity you're comfortable with. It's authenticity via self-awareness and adjustment. And it requires focused attention to your internal (our identity and the intentions that drive our behavior) and external (our reputation and the impacts of our choices on others) channels of feedback.

CANVAS CONVERSATION & WINE RECEPTION

FRIDAY, FEB. 28 | MAYO HALL 1645-1800

LorriMarie Jenkins



Join us to create an expressive artifact on the theme of our conference: Transporting Women Further. This will be our version of a paint night dubbed Canvas Conversation! Sip wine [or non-alcoholic beverage], while participating in a facilitated art exercise with your fellow conference attendees. The completed canvas will be displayed throughout the conference and at future campus community events.

LorriMarie Jenkins is a nationally and internationally known mixed media artist in Vallejo, California. She is an alchemist of sorts. Teaching, sharing, learning, guiding, mentoring, and creating. Problem solving through artistic techniques at 'dark o'clock' in the morning.

Playing with books, papers, paints, inks, images, and so much more!

She has over 24,000 subscribers on her YouTube Channel. She also teaches on Patreon to artists all over the world who want a 'little something' extra. She has taught in Mexico, Australia, in Delaware and Georgia, and New Zealand with upcoming workshops in Seattle and Florida. LorriMarie brings a playful attitude to the table and she encourages every person to 'leave their perfectionism' at the door.

CONFERENCE GOLD SPONSORS

Matson®



KEYNOTE SPEAKER & DINNER

FRIDAY, FEB. 28 | COMPASS ROOM 1800-1930

Pati Navalta Poblete

The Importance of Giving Back



Pati is a longtime San Francisco Bay Area journalist, previously serving as Editorial Writer and Columnist for *The San Francisco Chronicle*, where she was twice nominated for the Pulitzer prize for her editorial series on the need for foster care reform in California. Pati is currently the Founder and Executive Director of The Robby Poblete Foundation, a nonprofit

organization named after her son who was killed by gun violence in 2014, whose mission is to reduce gun violence through its gun buyback program and transform the weapons into instruments of hope and opportunity through its art and vocational programs. In just under two years, the foundation has succeeded in getting nearly 1,000 firearms out of circulation, launched its Art of Peace program, which transforms the guns into art, in five cities, and has distributed more than \$20,000 in apprenticeship scholarships to people from at-risk and high-risk populations. The foundation's programs have been adopted in Solano County, Alameda County, Richmond, San Francisco, Berkeley, Augusta, Georgia, and will soon be launching in Los Angeles. Pati is also the Editor-In-Chief of *San Francisco Magazine*.

*Join us at the Dessert Bar
1930-2100!*

BUILDING LEADERS From Ship to Shore



Careers at The Pasha Group

A diversified, family-owned transportation & logistics company

pashagroup.com/careers

KEYNOTE SPEAKER

SATURDAY, FEB. 29 | COMPASS ROOM 0945-1030

Piya Kashore

Mentoring Matters

Mentoring for and by women in male-dominated industries is often lauded as an essential practice; however, not all mentoring is created equal. We are told why mentoring is important, but not necessarily how to effectively mentor while balancing our own needs. This interactive session will offer guidance on proven coaching strategies that will take your impact as a mentor to the next level. We often think that a mentor is someone who can get them a job. The Speaker will shine the light on the breadth and depth of a mentoring relationship by addressing the following questions:

What is a mentor and where can you find one?

How should you approach someone from whom you'd like to receive mentorship?

What are the benefits of finding a mentor?

Why is mentorship important within our chosen industry, daily life and overall growth?

What is the optimal structure, timeline, exchange, and desired outcome from a mentee/mentor relationship?



Piya's career in Human Resources started with early work experiences in the field of change management and HR operations. Starting as an intern she worked for major corporate companies in New York and dabbled in different industries. After working with Sony Music Entertainment, Colgate-Palmolive and PWC, she found her true calling. As an HR Business Partner for Cognizant Technology Solutions, she began to assimilate her previous experiences in a niche position of being an advisor to Engineers and their business. 10 years later and still passionate about supporting Engineers, she currently works at LinkedIn in the Bay Area. Her areas of expertise have expanded to include Mentorship and exploring its role as central to the leadership development journey in the Tech. space. Her mantra for success: humanize the HR experience for leaders and help them thrive at work by doing what they love! As a lifelong learner, she recently took the plunge to go back to school and pursue a doctoral program at Columbia University. Her graduate education unites her passion for leader success with research in adult learning. As a result, most of her free time is dedicated to writing a dissertation and finding writing inspiration in various cafes to support that cause! Outside of that she enjoy hiking, traveling and practicing yoga.

CONCURRENT SESSIONS

SATURDAY, FEB. 29 | COMPASS ROOM 1045-1215

DEVELOPING SELF

COMPASS ROOM 1

Building Strategic Relationships

PANELISTS

Luana Espana
Lisa McCord

No matter your chosen career or industry, there's one leadership attribute that is often underestimated! This panel will bring to light that relationships take time & effort, and with limited supply of both, one has to be consistently intentional about nurturing relationships that support the desired outcome or goal. Meaningful relationships, personal & professional, built across families, functions, organizations, cultures, or even geographies are key to a successful career.

DEVELOPING OTHERS

COMPASS ROOM 3

Breaking Barriers: *Creating an Inclusive & Diverse Team*

PANELISTS

Sabrina Brennan
Vanicha McQueen
Radiah Victor

Most women entering the maritime industry find themselves employed in male-dominated environments. Women of color and people who identify as LGBTQA+ contend with an even greater lack of workplace representation. This session will offer suggestions for how the industry can further diversify and promote inclusive practices.



PORT OF OAKLAND

Economic force for jobs



The Port and its partners currently provide more than 84,000 jobs in the Bay Area.



We help develop the local workforce

www.portofoakland.com

LUNCH PANEL

SATURDAY, FEB. 29 | COMPASS ROOM 1230-1400

The Path to Success

PANELISTS

Michele Barutha
Anne McIntyre
Margaret Reasoner
Daisy Ruvalcaba
Jessica Scott

Our esteemed panelists will tell us about their respective path to their leadership role in the maritime industry. Each panelist will open with their story answering the following questions and then move into a Q & A segment for the last 30 mins.

What motivated you to pursue a career in maritime?

Was there a moment where it was clear to you that you'd "made it" in the maritime world?

In your experience, what has been the most significant barrier to the success of women in maritime?

What is the best career decision you've made?

How have things changed since you entered the maritime world?

What do you feel will be the biggest challenge for the current generation of women entering careers in maritime?

What is the one leadership attribute that most effectively allows you to balance your professional & personal life.

DRESS FOR SUCCESS AWARDS

SATURDAY, FEB. 29 | COMPASS ROOM 1400-1420

Sponsored by Cal Maritime Alumni

KEYNOTE CLOSING SPEAKER
SATURDAY, FEB. 29 | COMPASS ROOM 1430–1500

Gladys Diva Brown

Personal Empowerment



Gladys Diva Brown, C.M., C.A.E. is the Airport Director at Yuma International Airport. Yuma International Airport is co-located with the MCAS Yuma and is a Shared Use airport with a Joint Use Operating Agreement. Ms. Brown's primary function is to operate the airport in compliance with applicable FAA regulations and state law, as well as, to maintain the positive relationship with Marine Corps Air Station Yuma, and to promote Commercial Air Service and General Aviation in a safe and secure manner. She earned her Masters Degree in Business Administration from the University of Phoenix, and a Bachelor of Science in Mechanical Engineering from the California State University Maritime Academy accompanied with a USCG Third Assistant Engineer License. Ms. Brown is a Past President of the Arizona Airports Association and continues to support the one voice approach for key issues in aerospace and aeronautics for the State of Arizona. Ms. Brown has a strong commitment to her community, believes in mentoring to help build leadership for tomorrow and leads to inspire through passionate forward movement.

In Appreciation

Women in Maritime Leadership Conference Committee

Chairs: Lynn Korwatch & Vinceta Dhillon

Josie Alexander
Malinda Balfour
Tessa Bernardis
Linda Bouwer
Stephen Kreta
David Taliaferro

With Special Thanks to:

California State University Maritime Academy Honor Guard

Allen Birnbach
Veronica Boe
Krysta Kasinski
Kate Levine
Chelsea McClain
Danielle Pelczarski
Romain Purdy
Jennifer Sonne

Conference Moderators

Tamara Burbach & Julie Simons



PANELISTS



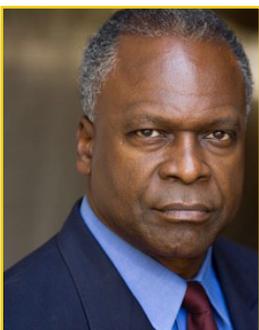
Amanda Wallace

Over the last year, Captain Amanda Wallace has worked as Marine Superintendent for the US Flag and Lightering Fleet at Chevron Shipping. This includes managing and supervising six of Chevron's oil tankers and delivering the newest one in 2019—the *California Voyager*.

Captain Wallace graduated from the California Maritime Academy in 2007, but her maritime career started with the Angel Island-Tiburon Ferry in 2002. This led to work on board SF Bay Area Tractor Tugs and Dredges for the US Army Corps of Engineers.

Beginning in 2007, she started her career with Chevron Shipping as an Able Seaman, and then sailed as Captain on board the *Mississippi Voyager* for 2 years.

She enjoys spending time with family and friends, travelling to exotic destinations, hiking with her 9-year old pitbull, and enjoying other people's boats.



Kim Estes

Kim Estes is a graduate of the California State University Maritime Academy. Upon graduation from the Academy, he served in various capacities as an Officer in the US Merchant Marines. He has also served as the company representative in shipyards and

at various repair facilities both in the United States and in countries around the world. He has served as a Lieutenant in the US Navy Reserve. Working as an executive for Atlantic Richfield Company, Kim was a proven manager with demonstrated leadership ability with excellent interpersonal skills combined with solid technical knowledge, and skilled negotiator. Kim has estab-

lished and implemented corporate wide health, safety, environmental affairs policies and practices to achieve the highest level of productivity and regulatory compliance. He has also established Leadership & Corporate Culture models and utilized them in the world of Executive Coaching. Kim has established competence in the field of education as a Professor, CSU California Maritime, Masters Program for Transportation and Engineering Management. Kim has also served as an expert witness for the Admiralty Law division of the Department of Justice in San Francisco.



Sarah Bowman

Sarah Bowman is a 2016 graduate of Texas A&M Maritime Academy. Sarah is currently a Third Mate with Hornbeck Offshore. Professionally, she is completing her Dynamic Positioning Certificate and earning her 1600 ton Master's license. Sarah hopes

to, one day, sail to Antarctica. In her free time, Sarah enjoys quilting, cooking, and spending the day with her rescue dog, Sophie.



Kelly Flynn

Kelly Flynn is the Day Mate on the CSU Maritime Academy Training Ship *Golden Bear*. She graduated with honors from the United States Merchant Marine Academy at Kings Point, New York, with a Bachelor of Science in Maritime Logistics and Security and a Third

Mate, Unlimited license. She plays a role in the US Navy Reserve as a Strategic Sealift Officer. Originally from New Jersey, Kelly enjoys hiking, sailing, running, and is always looking to learn something new.

PANELISTS



Madeline Space-Lombardo

Madeline joined the Center for Creative Leadership in 2016 as a member of the newly formed Societal Advancement team, a group dedicated to serving the social sector in four portfolios: Higher Education, Nonprofit, K-12, and Population Health. Madeline

currently serves in a dual-role of Project Manager/Program Coordinator and has extensive experience supporting leadership development efforts within the Higher Education sector. She is responsible for creating, maintaining, and monitoring all phases of multiple project plans, budgets, and deliverables while serving as the primary communication point for internal and external constituents.

As part of her professional development and future career trajectory, Madeline is cross-trained in facilitation and design including program delivery, content creation, product design, and curriculum refinement. In particular, she has served on train-the-trainer initiatives focused on equipping professionals in the Higher Education practice with coaching skills.

Madeline is certified in the 360 Feedback Assessment Suite[®], the Influence Style Indicator[®], and holds an IDEO Certification in Human-Centered Design. Outside of work, she serves as a mentor for undergraduate students in High Point University's Phillips School of Business.



Lisa McCord

Lisa is the Director of Commercial Shipping at Marathon Petroleum Corporation. Lisa has been with the company (including Tesoro and Andeavor) for 12 years, focused on developing strategies and chartering activities in the Americas, West Africa and United Kingdom-

North Sea-Mediterranean regions.

Lisa and her team have been responsible for foreign clean product waterborne export programs into South America,

Commercial Marine Operations, Analytics, and Jones Act and Foreign Clean Optimization.

Prior to joining Marathon, Lisa spent eight years working at Valero Energy in analytical roles in Corporate Economics and International Crude. Lisa holds a Bachelor of Business Administration in Marketing and a Masters of Business Administration. To complement her experience, Lisa has sought continuing education courses to further develop skills such as Strategy, Energy Risk Management, Leadership, and Freight Derivatives among other topics.

In both organizations, Lisa participated in additional developmental roles such as Volunteer Councils, a past leader in Andeavor's Inclusion and Engagement team, and a leader in developing the Andeavor's original mentoring program.



Luana España

Luana España is a Community Affairs Representative in the Social Responsibility Division at the Port of Oakland. She has been with the Port since November 2013. In this role, Ms. España is responsible for Port Community Investments Programing, Social Responsibility Division communications (SRD) and special projects.

Ms. España has delivered new strategic Science, Technology, Education and Mathematics (STEM) collaborative partnerships, Port Day career awareness events, Port Harbor Tours relaunch, and SRD videos. She serves as an External Advisory Board Member for the Institute for STEM Education and an Business & Employer Resources Committee Member for the East Bay Economic Development Alliance.

Prior to the Port, Ms. España served as the Fund Development & Community Relations Associate at Alameda Point Collaborative and as a Manager in the AT&T Leadership Development Program. Ms. España earned her Bachelor of Arts degree, cum laude, in Politics and Spanish Literary Studies from Occidental College and Master of Public Policy degree from the Goldman School of Public Policy at the University of California, Berkeley.

PANELISTS



Radiah T. Victor

Radiah T. Victor is a Senior Port Strategic Planner who is responsible for leading development of the Port of Oakland's Seaport Transportation and Circulation Study. With over 20 years of Transportation Planning experience, Radiah is guiding the prepara-

tion of long range multi-modal transportation planning efforts. Prior to coming to the Port of Oakland, Radiah was a Principal at the Metropolitan Transportation Commission where she was responsible for leading a team of 20 staff in multi-modal Transportation Management Systems and Operations. This has included coordination with State agencies, 9 Bay Area County Congestion Management Agencies and over 126 jurisdictions on transportation operations systems, integrated corridor management, development of regional transportation incident and emergency management plans, and oversight of the region's multi-modal Traveler Information Systems. Radiah attended San Jose State University Masters of Urban and Regional Planning Program and has a BA in Environmental Studies from the University of California at Santa Barbara.



Sabrina Brennan

In November 2012, Brennan was first elected to the SMC Harbor Commission. Brennan received 120,656 votes from a field of six candidates. She beat two longtime incumbents and received over 25,000 more votes in a landslide victory.

In November 2016, Commissioner Brennan was re-elected to the San Mateo County Harbor District Board of Commissioners. Brennan received 156,292 votes from a field of five candidates. She received the highest number of votes for a 4-year seat.

In 2015, she advocated for the inclusion of women in the Mavericks big wave surf competition, she persuaded

the California Coastal Commission to require that women athletes be included. Building on her success at Mavericks, she co-founded the Committee for Equity in Women's Surfing and led the charge for global equal pay in professional surfing. She's made numerous remarks and given presentations at Coastal Commission hearing and State Lands Commission meetings. In 2018, she successfully advocated for gender pay parity. Her work is the subject of two documentary films, hundreds of news stories including the the *New York Times Magazine* feature published Sunday, February 10, 2019, "The Fight for Gender Equality in One of the Most Dangerous Sports on Earth."



Vanicha McQueen

Vanicha McQueen is an experienced Marine Engineer who has worked deep sea and inland on Steam, Gas Turbine and Diesel vessels. Her shore-side experience includes package and maintenance engineering. She is a certified Project Management Professional (PMP) with experience

managing a variety of engineering, retrofit and overhaul projects. Currently, she is an Assistant Professor of the Practice at Texas A & M at Galveston. She holds a USCG Chief Engineer's License and is a graduate of the United States Merchant Marine Academy in Kings Point, New York.



Captain Anne L. McIntyre

Capt. McIntyre is a two time Cal Maritime graduate and was the first CMA alumna to become a state licensed maritime pilot. She served for 23 years as a Columbia River Pilot and was the first woman pilot on the Columbia and Willamette Rivers. She currently serves as

Business Director for the San Francisco Bar Pilots where she oversees all business operations and external affairs.

PANELISTS



Captain Margaret Reasoner

Capt. Reasoner, a graduate of California State University Maritime Academy, has thirty-plus years of progressively responsible positions in the Maritime Industry. From Cadet to Captain, she is currently Director of Operations and Labor

for Patriot Contract Services, LLC. Her career started in ocean towing, ship assist, and harbor services, where she served as Captain of the first (and so far only) all female crew for Crowley. At Crowley, she worked in the petroleum transport as well as oil spill response and salvage operations. After other short stints in the pleasure boat field as Harbor Master, and Deck Instructor at Cal Maritime, she continued her work with Crowley, as their 1st Port Captain. She shifted from Operations to Labor as Managing Director of Marine Personnel with Crowley, before returning to her home port in the San Francisco Bay area. She is also a Port Chaplain, certified wellness program coordinator/manager, Chair of MEDMAC, author and C.Ht.



Michele Barutha

Michele Barutha is currently a full-time instructor at the MITAGS-West Campus and currently holds her USCG Third Mate AGT Oceans and 200ton NC Masters. Her career began in 2004 on the Lake Michigan high-speed ferry *Lake Express*.

After much encouragement from officers there, she continued to pursue work onboard vessels. Her background includes work on tall ships, yachts, small-passenger cruise ships, research vessels, training ships, and container ships. She has served in the role of AB up to

relief captain and is excited to share her experience in the hopes it will help others.



Daisy Ruwalcaba

Daisy currently works at the Pacific Maritime Association (PMA). She is a Labor Relations Associate. In her role, she adjudicates employer complaints and interprets and implements collective bargaining agreements (longshoremen contracts). Before coming to PMA

she was a vessel agent for 4 years, at Transmarine Navigation in the Bay Area and at the Port of Stockton. She has worked in the shipping industry since her graduation from California State University Maritime Academy in 2009.



Jessica Scott

Jessica graduated from Cal Maritime in 2011, and started my career by joining the Marine Engineer's Beneficial Association (MEBA) here in Oakland. Her first job was with the Military Sealift Command (MSC). After doing two hitches with MSC, the longest being 8 months, she was able to raise

my group status in the union and decided to "sail off the board". While doing this she has worked on ferries, tankers, pre-position ships, containerships and Ro-ros. All for several different companies, this way she was able to see several sides of the maritime industry, learn and find her niche. She has now settled on containerships, but before that her longest permanent position she held was on the RO-RO M/V *Green Ridge*. Starting out as 3rd Assistant Engineer and moving up the ranks to 1st Assistant Engineer. Working on ships, though can be very mentally and physically challenging, has been a very rewarding experience for her.



WE AGREE.

Chevron Shipping is a proud sponsor of the Cal Maritime Women in Maritime Leadership Conference 2020.

Different perspectives bring different strengths. At Chevron, our diverse workforce and inclusive work environment help us find better options, make better decisions, and reach better solutions in everything we do. Whether it's our employees or our partners, diversity and inclusion are at the core of who we are and how we do business.

Learn more at [chevron.com](https://www.chevron.com)



human energy®



*The Hornblower Family of Companies
proudly support and encourage female leadership in the maritime sector.
Please visit our [career page](http://www.hornblower.com/careers) to see what opportunities are near you! www.hornblower.com/careers*

