

THIS AGENDA IS A WORK IN PROGRESS AND WILL BE UPDATED AS SESSIONS ARE CONFIRMED.

Women in Public Service



2025 Women in Public Service Conference Agenda November 14, 2025

"Rising Together: Women Championing Women in Public Service"

In a time when women's leadership in government and nonprofit sectors is more essential than ever, this year's conference is both a celebration and a call to action. We're not just advancing our own careers—we're building pathways for others to rise alongside us. Together, we'll challenge the myth of scarcity, reject competition disguised as progress, and claim our role as sponsors, allies, and amplifiers of one another's success.

Through thought-provoking keynotes, honest peer conversations, and hands-on workshops, we'll explore how to navigate visibility, power, and purpose—from self-advocacy without apology to intentional mentorship and coalition-building across roles and identities. Whether you're just beginning your journey or leading at the highest levels, this conference is your space to reflect, rise, and reach back.

Because no woman should rise alone—and when we lift together, we all go further.

7:30-8:00 Drew Fine Arts Lobby	Registration and Continental Breakfast	Please be seated and ready to start at 8:00 so we can keep our morning speakers on time.
8:00-8:15 Sundin Hall	Welcome!	Kris Norman, Professor and Director of Public Administration Programs, Hamline School of Business
8:15-9:00 Sundin Hall	Keynote: Permission to Dominate Your Success Liz M Lopez Executive Career and Business Coach	Permission to Dominate Your Success is a powerful call for women to stop shrinking and start owning their brilliance, even in systems not built for them. It introduces seven practical "permissions" that help women reclaim visibility, set boundaries, and lead with

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		conviction in high-pressure, male-dominated environments. This session blends mindset shifts with actionable tools to help participants navigate uncertainty with clarity and shape what comes next in their careers and lives.
9:00-9:45 Sundin Hall	Panel/Keynote:	
9:45-10:00 Sundin Hall	Awards Ceremony Lifetime Achievement Award- Rising Star Award	Rising Star Nomination Form Lifetime Achievement Nomination Form
10:20-11:50 Anderson 304/305	Breakout Session 1 The Power of Difference: Embracing Neurodiversity in the Workplace Trish Perry HarmonizeU	<p>Did you know that over 20% of our workforce is neurodivergent and this number is woefully understated. Many adults have not been tested for neurodivergence and suffer in silence.</p> <p>Most supervisors are not trained on neurodivergence and this diversity gets overlooked. Neurodivergent employees are expected to adapt to a Neurotypical workplace. Neurodivergent employees bring many talents to the workplace that are often overlooked and underappreciated.</p>

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		<p>This event will feature three diverse neurodivergent employees who will share their unique perspectives on what neurodivergence means to them and their experiences navigating a predominantly neurotypical workplace.</p> <p>Our panelists, each representing different aspects of neurodiversity, will offer valuable insights into the challenges they face, the strengths they bring, and the accommodations that have made a difference in their professional lives. Through their personal stories and experiences, we aim to foster greater understanding and promote more inclusive practices in today's diverse work environments.</p> <p>This will be an interactive experience with the audience adding insights and having a conversation with the panelists.</p>
Anderson 112	<p>Breakout Session 2</p> <p>Can People of Color truly experience Psychological Safety in the U.S. Workplace?</p> <p>Andrea Perez-Maikkula Director of Diversity, Equity, Inclusion and Belonging at the Minnesota State Retirement System</p> <p>Jerad Green</p>	<p>Description:Can People of color truly experience psychological safety in the U.S. workplace? The short answer is no. For years, employees have been encouraged to bring their whole, authentic selves to work. Thought leaders, LinkedIn articles, and workplace policies have promoted this idea incessantly. Psychological safety has been touted as the solution to workplace woes, but, for some reason, something always felt off - to me, to us, to people of color participating in the U.S. workforce. It felt like a trap. Like waiting for the other shoe to</p>

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	Founder & Consultant, Quixotic Solutions LLC	drop. Our speakers will introduce the emergent concept, Psychological Agency, as a way to create a container where people who hold non-dominant culture identities can (1) exist within the system without losing their sense of self and (2) reimagine what our workplace experience can be.
Anderson 111	Breakout Session 3 AI-practical	
Sundin Hall	Breakout 4 Women of Color in Elective Office	
11:50-12:45 Anderson forum	Lunch	
1:00-2:30 Anderson 111/112	Breakout 5 Navigating the Now, Not the Normal Peggy Kendall Professor, Author, Consultant	The world didn't snap back to "normal"—and neither did work. This interactive workshop explores what it means to lead, adapt, and thrive in a workplace still evolving. Whether you're remote, hybrid, or on-site, we'll unpack how to navigate ongoing change with clarity, connection, and resilience. Leave with practical tools to support yourself and your team through uncertainty. It's not about going back—it's about moving forward with intention.
Anderson 304/305	Breakout 6 Neurodivergence part II Trish Perry	Women, Neurodivergence, and the Masking Dilemma

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Sundin Hall	Breakout session 7 Inner Nourishment	
	Breakout 8 Listen, Explore, Resolve: Managing Conflict with the Public Presenters: Aimee Gourlay , Collaboration Services Manager, League of Minnesota Cities Insurance Elise Chambers , Director of Alternative Dispute Resolution, MN Department of Human Rights Jenny Starr , Owner & Mediator, Starr Legal Solutions	From public-service experts in the mediation field, learn three practical skills you can use now to de-escalate conflict: 3-Level Listening, Exploring Before Solving and Asking Questions to Understand. You will also discover the stages of mediation, explore real-world applications of mediation in public service, and take-home mediation resources to strengthen your work.
2:50-3:30 Sundin Hall	Closing Plenary– Rise, Reflect, Reach Back: The Inner Work of Collective Liberation Molly Raymond Principal Consultant, Facilitator, and Speaker, Willow Within Consulting & Senior Learning Specialist, City of Minneapolis	As we close our time together, this final session is an invitation to turn inward before we step forward. Too often, public service celebrates selflessness without asking what it costs. In our efforts to lift others, many of us have lost connection to our own needs, voices, and healing. We'll name the hidden barriers—like codependency, over-functioning, and collapsing complexity—that quietly undermine our power and presence. Together, we'll reframe what it means to champion others by practicing allyship that respects autonomy, and

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		<p>self-advocacy that honors our wholeness.</p> <p>Through story, reflection, and a collective call to action, we'll explore how to:</p> <ul style="list-style-type: none">- Shift from service-as-sacrifice to service-as-liberation- Balance helping others with honoring ourselves- Begin with intersectionality as the foundation, not the footnote- Set boundaries that sustain—not shrink—our leadership- Champion without rescuing-- Rise together, rooted in truth <p>This is not the end—but the next lift. Let's rise. Let's reflect. Let's reach back... after reaching in.</p>
3:30-4:00 Sundin Hall Lobby	Closing reception	