



4th Annual

**Women's
Leadership
Conference**

Leading Through
the Unknown

2021



Schedule of Events

The 4th Annual Women's Leadership Conference, "Leading Through the Unknown," is an examination of women's leadership through a year fraught with challenges. We will be examining the distinct challenges women in leadership faced during the pandemic or in other crises and through the unknown, as we move forward in a new world. What have we learned from the last year that can help us in the future? How did women's leadership skills offer guidance, strength, compassion, and direction in different ways? This conference has a history of celebrating our strength in working collaboratively and the strength each of us has to contribute to making positive impact in our community. We look forward to building on that history in this year in this new online venue as we continue to charter our way in the unknown.

Welcome (Dr. Amy Canfield and Erika Allen)8:30
Opening Plenary, "Lessons from Leading in Crisis"
Dr. Lori Stinson8:45-9:15

Break..... 9:15-9:20

Session I9:20-9:50
Breakout 1 (Workshop): "Celebrate Us! Women Surviving, Striving, Thriving — A Year in Review"
Breakout 2 (Talk): "Objects in the Mirror"
Breakout 3 (Talk): "Speaking Truth to Power in the Midst of a Pandemic"

Break..... 9:50-10

Session 2 10-10:30
Breakout 1 (Workshop): "Creativity, Tenacity, and Versatility"
Breakout 2 (Panel): "Leading with Adaptability and Preparedness with Both Eyes on the Customer!"
Breakout 3 (Panel): "Finding Stability in Unstable Times: Teaching, Leading, Guiding, and Motherhood in 2020"

Break..... 10:30-10:40

Session 3 10:40-11:10
Breakout 1 (Talk): "Leading Through the Unknown"
Breakout 2 (Workshop): "Academic Motherhood During the Pandemic"
Breakout 3 (Panel): "Small Business Owners: Reflecting on 2020"

Break..... 11:10-11:20

Presentation of Women's Leadership Awards..... 11:20-11:40
(Community, Campus, and Student)

Break..... 11:40-11:45

Keynote Address, "Learning from 2020: Meeting Your Employees' Demands for Equity and Inclusion in the Workplace,"
Tynslei Spence-Mitchell 11:45-12:25

Closing remarks..... 12:25-12:30

Keynote Address: “Learning from 2020: Meeting Your Employees’ Demands for Equity and Inclusion in the Workplace”

Speaker: Tynslei Spence-Mitchell, author and scholar

This talk focuses on how employers can better contribute to an inclusive work environment for their employees. Last year, many employers issued statements committing to dismantling systemic racism and oppression within their walls. As more employees demand this of their employers, organizational leaders are rushing to meet these requirements but may not know where or how to begin implementing more equitable policies. This conversation, based on Tynslei’s graduate research, provides insight on recent developments in federal employee protections and offers suggestions as to how employers can:

- Create a culture that is more inclusive of LGBT employees and candidates
- Promote age inclusion for all employees; and
- Support wage equity for its staff.

The 2020 pandemics (COVID-19 and systemic oppression) are far from over. As we move forward, this dialogue will give listeners a foundation on how to meet employee needs and drive organizational change.

Tynslei Spence-Mitchell is an author and speaker who centers her research on inequities in policy that affect marginalized communities, specifically as it relates to race, gender, and sexuality. Spence-Mitchell’s research serves to challenge the status quo in social, professional, and educational spaces, holding steadfast to the belief that these systems can and should be disrupted. She holds a Bachelor’s degree in History from Rutgers University-Newark, a Master’s in Criminology and Justice from St. John’s University, and is a Public Administration doctoral candidate at West Chester University. Additionally, she holds a Diversity and Inclusion certification from Cornell University. The NJ native enjoys reading memoirs, spending time with family, and watching Netflix. Tynslei Spence-Mitchell is excited to be this year’s keynote speaker and is eager to help female leaders and future female leaders lead through the unknown.

Recommended Reading: *I’m Judging You: The Do-Better Manual* by Luvvie Ajayi, *A Piece of Cake* by Cupcake Brown, *Bossypants* by Tina Fey, *The Last Black Unicorn* by Tiffany Haddish, *Why Not Me* by Mindy Kaling, *You Can’t Touch My Hair: And Other Things I Still Have to Explain* by Phoebe Robinson, and *No Disrespect* by Sister Souljah

Recommended Music: “Do It” by Chloe x Halle, “Freedom” by Beyonce and Kendrick Lamar, “Dance, Dance” by Fall Out Boy, “Old Town Road” (Remix) by Lil’ Nas X and Billy Ray Cyrus

Opening Plenary: “Lessons from Leading in Crisis”

Dr. Lori Stinson, LCSC Provost

The past year has provided many opportunities to practice crisis leadership. In this presentation, Provost Stinson will explore reactions to crisis, traits for successful crisis leadership, and share personal reflections on leading during the pandemic.

Lori Stinson has served as provost and vice president for academic affairs at Lewis-Clark State College since 2013. In this role, she is responsible to establish and maintain college-wide academic standards and policies, serve as the institutional Accreditation Liaison Officer, and to collaborate with other Idaho public post-secondary institutions in the development and implementation of statewide policies. Previously, she served as professor/ division chair of nursing and health sciences for six years. Stinson earned her B.S.N. from Washington State University, her M.N. from the University of Washington, and a PhD in adult education from the University Idaho.



Recommended Reading: *It's up to the Women* by Eleanor Roosevelt , *My Own Word* by Ruth Bader Ginsberg, *I Dissent: Ruth Bader Ginsburg Makes Her Mark* – a children's Recommended Reading by Debbie Levy and illustrated by Elizabeth Baddeley

Recommended Music: “Try” by Dolly Parton from her Blue Smoke album, “I Still Haven't Found What I'm Looking For” by U2 from Shake, Rattle, and Hum

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Session 1

“Celebrate Us! Women Surviving, Striving, Thriving - A Year in Review”

LaChelle Rosenbaum, EdDm LMSW • Erin L. Cassetto, MFA

This workshop will include multiple opportunities to personally and collectively reflect on the multiple tasks, roles, expectations, boundaries, challenges, and successes this past year has brought. Reflections will include exploring how personal and professional self was impacted by the various seasons of COVID-19. Participants will leave with a vision for their empowered path forward. This path forward will acknowledge where participants have power to influence others/systems and the grit/guts necessary to actually make a lasting impact or change.



LaChelle Rosenbaum is currently an Associate Professor and Social Work Program Director at Lewis-Clark State College. She teaches social work practice and research courses. She enjoys mentoring students, playing the piano, reading, and spending time with her spouse and two teen/preteen daughters.

Recommended Reading: *Quiet: The Power of Introverts in a World that Can't Stop Talking* by Susan Cain

Recommended Music: “Underdog” by Alicia Keys, “Road Less Traveled” by Lauren Alaina, “Be a Light” by Thomas Rhett and colleagues

Erin L. Cassetto, serves as the Director of Student Employment – Career Center and LC Work Scholars, for Lewis-Clark State College. Her background in fine arts has helped her in both business and organizational development. She helps students, businesses, and programs first envision and design, then achieve their futures! Outside of work, Erin can be found hiking, painting, and fly fishing in this beautiful part of the world we call home.

Recommended Reading: *Radical Candor* by Kim Scott

Recommended Music: “Humble and Kind” by Tim McGraw, “Opening Up” by Sara Bareilles



"Objects in the Mirror"

Jenny Scott

Just as driving a car requires careful attention and sometimes maneuvering, so did the past year for women leading their crew (work and home) through unknown environments. Even though we can look in the side/rear view mirror to see what's behind us (2020), the object is still "closer" than it appears. Although we are tempted to just completely erase the slate or bury the year 2020, there are still remnants of it that affect us today. So, how do we continue to be aware, address, and adapt so that we can revive and thrive? Remembering and discussing the difficulties of some seasons behind us allow for breakthroughs and renewal in the next seasons of life. The audience will be taken through a vehicle "tune-up" as a result of looking in the side/rearview mirror and full driving responsibilities. How can this be applied to challenging times and leading through them – whether in the workplace, home, or community? Finally, the cliché could never be truer today: Hindsight is 20/20! Consider the take-aways from how we approached and lived through the past year, and how to use that for our good, and the good of those we serve and lead as we move forward.



Jenny Scott joined LCSC in 2009, teaching management and leadership classes for the Business Division, delivering professional development courses to faculty & staff, and serving on campus committees. She has especially enjoyed co-organizing and facilitating the new LC Faculty Leadership Institute the past three semesters. "Helping others serve and lead" is her motto. She uses this as a mission-guided focal point in equipping today's students and tomorrow's leaders, as well as through speaking, facilitating, and strategic planning for community organizations. Jenny earned a Bachelor of Business Administration in 1996, and a Master of Organizational Leadership in 2006, both from Gonzaga University.

Recommended Reading: *Dare to Serve* by Cheryl Bachelder, *The Servant as Leader* by Robert Greenleaf, *The Heart of Leadership* by Joshua Freedman, *Speed of Trust and Smart Trust* by Stephen M.R. Covey

Recommended Music: "Overcomer" by Mandisa, "Joy" by For King & Country, "Here Comes the Sun" by The Beatles, "Somewhere Over the Rainbow" by Israel

"Speaking Truth to Power in the Midst of a Pandemic"

Kendra Lotstein



While the world, to varying degrees, attempted to cope with the COVID-19 pandemic, female attorneys fighting for indigent clients watched as the legal landscape for our clients changed on an hour to hour basis in March 2020. The protections implemented to halt the spread of COVID-19 in Washington State put the concept of actual justice out of reach for many indigent clients -- many of our clients still had their children removed by the State and waited weeks or months for a hearing to determine if the family could be reunified and many more clients were held in jails, deprived of an actual adjudication of innocence or guilt, due to the halt on jury trials. This talk will discuss how female community leaders collaborated together to find innovative solutions for our clients and ourselves as we all worked to move forward, detailing the challenges and victories of speaking truth to power; and how to utilize self-care to ensure that one is not lost to the effort.

A natural-born litigator, **Kendra Lotstein** may not have been the first to begin a family argument but she worked hard to be the one who could end it. A career in the law was a foregone conclusion. After graduating with honors from the University of Idaho College of Law and her admission to practice law, Kendra has devoted the majority of her legal career to public service and the pursuit of justice for the disadvantaged. In 2017, Kendra formed her own law firm — Lotstein Law Firm, PLLC — where she continues her passionate advocacy on behalf of our community's poorest and most vulnerable focusing primarily on child welfare and criminal defense in Eastern Washington. In her spare time, Kendra can be found nurturing a borderline unhealthy interest in gardening and indoor houseplants, as well as hanging out with her brood of four geriatric dogs and cats.

Recommended Reading: *Just Mercy* by Bryan Stevenson

Recommended Music: "Woman" by Kesha and the Dep-King Horns, "Girl on Fire" by Alicia Keys, and "Confident" by Demi Lovato

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Session 2

"Creativity, Tenacity, and Versatility"

Sam Coulter, LCSC Instructor and freelance creative

As a freelance creative, financial uncertainty, isolation, and constant anxiety are all standard occupational hazards. So how and why do so many people do it for a living? For many people, it's the creativity, tenacity, and versatility that drive us all to overcome challenges. This workshop focuses on strengthening these attributes, specifically through:

- Techniques that can be applied to multiple professional and personal scenarios that help bolster tenacity and overcome mental discomfort.
- Tried and true tips from a professional freelancer on how to remain upbeat, creative, productive, and adaptive in an increasingly dour and digital world.
- Activities that increase creativity, versatility, and tenacity.
- Modern occupational hazards and methods to manage them, including feelings of isolation, burnout and anxiety.

By sharing my experience as a professional creative, I seek to inspire others to overcome obstacles in their own lives.

Sam Coulter, instructor of Graphic Communications, was born and raised in the majestic Pacific Northwest. She's an avid connoisseur of comics, cartoons, scifi and horror, and good sunsets. She's taught in the Lewis-Clark State College's Graphic Communications for a year and a half and adores it. In summation, she's a well-rounded nerd with an immense passion for graphic communications. She teaches at LCSC full time, and freelance illustrates on the side.

Recommended Reading: *A Closed and Common Orbit* by Becky Chambers and *Failure Is an Option: An Attempted Memoir* by H. Jon Benjamin

Recommended Music: "You've Got the Guts" from the Bob's Burgers Thanksgiving EP, "Everybody Wants to Rule the World" by Carebears on Fire, "Glorious" by Macklemore featuring Skylar Grey, "Don't Be So Hard on Yourself" by Jess Glynne, and "You & Me" (Champagne Drip Remix) by Bassnectar featuring W. Darling



"Leading with Adaptability and Preparedness with Both Eyes on the Customer!"

Jackie Heaven-Ah Hi • Kelsie Jordan • Nicki McManamon • Amber Dixon • Amanda Seidel

At the beginning of 2020 the Customer Service Team faced the usual challenges of high call volumes and preparing for the onset of delivering on their operating goals for the year. The Team had also put into place clear plans for business continuity where the call center may be impacted by weather or other factors that could cause disruption or closure to any of the 4 service sites. Little did they know however the challenges that would come with impacts of the COVID-19 pandemic. Leaders from Regence BlueShield of Idaho will bring the story to life and share what that journey of working through these challenges in 2020 looked like. They will talk to how they not only worked together in the Service team but also with other business areas in the organization to support the employees and not lose site of the customer and continue to deliver a quality experience.



Jackie Heaven-Ah Hi is the Director, Customer Service at Regence BlueShield of Idaho, where she leads the company's engagement with customers and drives for optimal customer satisfaction. She has spent most of her career focused on customer service, including the past 15 years at Regence. Her work focuses on ensuring that her teams put the customer first, working with empathy and efficiency to resolve their issues quickly. Jackie is part of the leadership team that sets the vision for service and aligns that work with the larger company goals, always with customer impact in mind. Jackie also brings deep cultural competence to her work, having lived in multiple countries throughout her life. In 2002 she moved to the LC Valley with her young family to establish her long-term home. She brings her broad experience to service in her community, where she has served for more than 5 years on the Board of Directors of the YWCA of Lewiston, Idaho, and Clarkston, Washington.

Recommended Music: "Fight Song" by Rachel Platten, "Woman" by Kesha, and the Dep-King Horns, "Girl on Fire" by Alicia Keys, and "Confident" by Demi Lavato

Kelsie Jordan is a Supervisor for Customer Service at Regence BlueShield of Idaho. She leads a team of Ambassadors that support our frontline employees with complex situations. She also has frontline employees on her team and supports them to ensure they are providing excellent customer service for our members. Kelsie has always been in a Customer Service position which includes the 14 years that she has been with Regence. She has a strong passion for helping people and going above and beyond to ensure their interaction is as seamless as possible. If gaps are identified she works hard to solve those for our customers. She is a Lewiston native and currently resides here with her husband and daughter enjoying all the things that the Lewis Clark Valley has to offer.

Recommended Reading: *Transformative Leaders* by Amir Ghannad

Recommended Music: "Dance with Somebody" by Whitney Houston





Nicki McManamon is an Employee Relations Consultant at Regence who takes an empathic approach on working with employees and managers. She comes from a customer service and recruiting background. Nicki has spent ten years at Regence building relationships in all departments including her favorite area, Customer Service. Nicki understands that the employees of Regence are the organization's most valuable asset, and she is driven to be consumer focused by listening to employees and being empathetic.

Recommended Reading: *Talking to Strangers* by Malcom Gladwell

Recommended Music: "Best day of my Life" by American Authors.

Amber Dixon is a Customer Service Trainer at Regence BlueShield of Idaho, focused on developing quality training documentation and delivering engaging training sessions and programs. Amber's professional experience encompasses a variety of service roles with an emphasis on successfully meeting consumer needs. These roles include supporting customer call centers, inside and outside sales, mentoring peers, retail management, and collaborating with business partners to accomplish short- and long-term goals. Amber enjoys spending time with her family (especially her dog), reading, cooking new recipes, and searching thrift stores for fun interior design décor.

Recommended Reading: *When Women Ruled the World* by Kara Cooney

Recommended Music: "Rain on Me" by Lady Gaga & Ariana Grande



Amanda Seidel is a Process Improvement Consultant for Customer Service at Regence BlueShield of Idaho; her primary focus is improving the experience and adoption of change initiatives in the Customer Service team. She has worked for Regence for 14 years in various roles in Customer Service. Amanda has her bachelor's degree in Business and her Master's in Business Administration. Amanda also has certifications in Project Management, Change Management Practitioner, Change Management Trainer, and SCRUM Product Owner. Amanda has lived in Lewiston for 25 years; she is married and has 2 young children. She describes herself as a lifelong learner and has a passion for helping people. In her free time, she enjoys being outdoors, DIY home projects, and tending to her plants & garden

Recommended Reading: *Change Management The People Side of Change* by Jeffery M Hiatt and Timothy J Creasey

"Finding Stability in Unstable Times: Teaching, Leading, Guiding, and Motherhood in 2020"

Dr. Rebecca Scofield, Assistant Professor

Rebecca Scofield is an Assistant Professor of History at the University of Idaho. Originally from Emmett, Idaho, she studies gender and sexuality in the imagined American West. She is the author of *Outriders: Rodeo at the Fringes of the American West* and creator of the Gay Rodeo Oral History Project. She also has two children, ages two and four.



Amy Minervini, LCSC Instructor

After 23 years of teaching English at the college level, I draw heavily from the inspirational personal stories and dogged determination of my students as well as the invaluable collaborations with colleagues. I also know the triumphs and challenges of raising two amazing kids as a single mother. Sometimes the roles of educator and mother can clash when it comes to my own children, especially as they are learning from home this year. However, this time of togetherness has also engendered pure joy as we work toward common goals of compassion and standing up for what one believes.

Recommended Reading: *A House Still Divided* by Ibram X. Kendi, "Disabled Mothering? Outlawed, Overlooked and Severely Prohibited: Interrogating Ableism in Motherhood" by Julia N. Daniels, *The Threat of Tribalism* by Amy Chua and Jed Rubenfeld

Recommended Music: "Underdog" by Alicia Keys, "Girl on Fire" by Alicia Keys, "Try" by P!NK, "Talkin' About a Revolution" by Tracy Chapman, "Gypsy" by Fleetwood Mac, "Everywhere" by Michelle Branch, "World on Fire" by Sarah McLachlan, "Soak Up the Sun" by Sheryl Crow, "Feeling Good" by Nina Simone





Michelle Pearson-Smith RN, MSN, CCRN-K

I am an Associate Professor and the BSN Program Coordinator for Nursing and Health Sciences at Lewis-Clark State College in Lewiston, Idaho. I have been a nurse for 20 years, and a nurse educator since 2009. I have taught courses in a variety of subjects, but my passion is truly working with students in small groups learning how to “be” a nurse. I have a Bachelor of Science in Nursing from Lewis-Clark State College and a Master’s Degree in Nursing Education from Idaho State University. I am certified in Adult Acute Critical Care Nursing, and hold certifications that allow me to continue working in the Emergency Department when I’m not working at LCSC.

Recommended Reading: *Grit* by Angela Duckworth

Panel moderator: Dr. Amy Canfield

Dr. Amy E. Canfield is a professor of History and Gender and Women’s Studies at Lewis-Clark State College. She serves on the board of directors for Historic Sites Review Board and is the board president of the Lewiston Civic Theatre. She is the organizer of Women’s History Month activities at LCSC and the advisor for the college’s Women In Lasting Leadership (WILL) club. She received LC’s Women Leadership Award (Campus) in 2019 and the Idaho Brightest Stars award for volunteering. With her husband, Joel Mills, she has two daughters, Deborah and Betty.



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Session 3

"Leading Through the Unknown"

Pooneh Jafarinejad • Mehrzad Zarrabian

This presentation will be in a short documentary format accompanied by short videos, pictures and narrations. It starts with empty streets and closed stores and depicts the journey of Pooneh Jafarinejad to the USA, at the time when most flights were cancelled. The film continues with her attempt to build professional relationships with others, followed by her eventual success in persuading the chief executive officer of a large construction company, for installation of two art figurines in the main lobby. Later, we will see her challenge in finding sculptors in Iran and Mexico to build such installation. However, due to pandemic interferences and high shipping costs, this strategy becomes very difficult and impossible. She decides to create such figurines, with the help of her artist friend, Mehrzad Zarrabian. At this stage, despite pandemic hindrances, extensive research along with acquisition of essential materials and specifics of production are portrayed. Finally, in the face of pandemic hurdles, the application of proper planning, organization, leadership and management skills, creates a valuable artistic fixture.



Pooneh Jafarinejad is a professional artist. Born in Tehran, Iran, she received her master's degrees in Painting in 1996 from College of Arts and Architecture. She also earned a bachelor's degree in Fashion and Textile Design. She started her career in painting and fashion design. Also, as a recognized figurative painter and sculptor, she has had multiple exhibitions worldwide and participated in many international events, symposiums and festivals. She founded Pooneh art gallery and Houman charity in 2000 and 2017 respectively. While she was CEO of Houman charity, she expanded her career by working as exhibition curator, event planner and charity fundraiser.

Mehrzad Zarrabian is a multitalented professional artist. Born in Tehran, Iran, she received her bachelor's degree in 1993 from College of Arts and Architecture, majoring in graphic design. In 1987, she started her career by creating ceramic relieves which overtime evolved into painting and artworks/relieves encompassing glass and fiberglass. She has had multiple art exhibitions in Iran and some other countries. She proceeded to pursue her passion for interior design and decoration, receiving her certificate from Tehran University in 1994. In 1994, she assumed responsibility for multiple interior design projects. In 1995, while leading these projects, she expanded her career by working as set and costume designer, art director and voice actor for multiple motion pictures and TV series. She is the member of the Iranian Alliance of the Motion Picture Guilds.

Recommended Music: "Paris" by Caro Emerald



"Academic Motherhood During the Pandemic"

Manee Moua

This workshop utilizes the power of narrative storytelling and arts-based methodologies to share and highlight the nuances, challenges, and "failures" as an academic mother of young children during the pandemic. The goal is not to imply that we have the solutions to end all concerns. Instead, it is important to create a space where we can share struggles through storytelling and arts to connect and build community support and empathy within these academic spaces. The hope is that we can normalize topics, such as motherhood in academia to support, empower, and lead one another into the unknown.

Manee Moua, Assistant Professor of Psychology at Lewis-Clark State College. She has been teaching here since 2017. Dr. Moua teaches courses on "Intersectional and Multicultural Psychology," "Lifespan Development," and "Abnormal Psychology." Dr. Moua received her doctorate from Washington State University where she did most of her scholarly research focused on critical race, culture, and gender studies illuminating motherhood in academia through autoethnography and arts-based methodology. Dr. Moua is Hmong American, a mother of three (6, 10, and 16), and was born and raised in Spokane, WA, and now lives in Pullman, WA, with her family.



"Small Business Owners: Reflecting on 2020"

Stacia Morfin • Mary Stone • Dawn Abbott

At the 2020 Women's Leadership Conference, these three women presented on the challenges of and opportunities of owning their own businesses, or managing a small business. This year, they will reflect on how the pandemic has shifted their work, their goals, and their daily lives.

Stacia L. Morfin, Chief Executive Officer, Nez Perce Tourism, LLC
'iinim weniikt wées k'uusnim qicxnew'eet soyapoo weniikt wées
Stacia Morfin.

My Nimiipuu (Nez Perce) name translates into One Who Takes Care of Water. My given name is Stacia Morfin. As owner of Nez Perce Tourism, LLC it's my responsibility to respectfully echo the past of my people while inspiring future generations to embrace or experience Nimiipuu culture, tradition and philosophy (respect for all things). Driven by the cultural value of hospitality in a matriarchal society, it's my goal to empower the immersion of female entrepreneur while connecting people with a deeper sense of place and wellbeing.

Recommended Reading: *Yellow Wolf: His Own Story* and *Rising from the Ashes: Survival, Sovereignty, and Native America*, both by Lucullus Virgil McWhorter

Recommended music: "Nimiipuu Flag Song" sung by Solo Greene



Mary Stone, Lewiston Tribune City Editor

My interest in journalism began in high school and continued at Gonzaga University, where I worked on the weekly *Bulletin* newspaper. I interned at the Valley Herald in the Spokane Valley during college, and my first job after graduating was at the *Lewiston Tribune*, where I'm currently the city editor. My roles at the *Tribune* have included writing for and designing special sections, and covering the K-12 and higher education beat. In my role as city editor, I work with a staff of eight full-time reporters -- as well as photographers, page designers, news clerks and other editors -- to plan and coordinate news coverage of the Tribune's eight-county readership area. When I'm not working, I spend time with my two sons and get outside with my camera, looking for wildlife -- especially birds.

Dawn Abbott is the owner and operator of The Blue Lantern Coffee House on Main Street in Lewiston. Dawn opened The Blue Lantern in 2012, a sit-down coffee house, focusing on serving organic, all-natural, and local products besides offering a place for local makers to sell their products such as wine, cheeses, arts, and crafts. Currently, Dawn manages her team of baristas, restocks supplies, does scheduling, and baking, and also trouble-shoots problems like broken equipment, and plumbing issues. Dawn is an avid children's book reader to her four-year-old boy, and has also developed a love of coloring with crayons.

Recommended Readings: *Adventures of Ranger Rick* book series, adapted by Doe Boyle, *Ranger Rick's Story Book*, *Favorite Nature Tales* from RANGER RICK Magazine and *Toot & Puddle* book series by Holly Hobbie

Recommended Music: "How Far I'll Go" from the Moana Soundtrack by Auli'i Cravalho "Touch The Sky" from the Brave Soundtrack by Julie Fowlis and "Morning Time" by Nicki Bluhm



Panel Moderator: Jennifer Karinen Bauer

Jennifer Bauer is the editor of *Inland 360*, an arts and culture weekly serving eight counties north central Idaho and eastern Washington. She's worked as a journalist at the *Lewiston Tribune* for more than 20 years and is proud to be a storyteller for her community. She is the mother of three and teaches qigong and other self-healing practices through her business, Pearl Moon Qigong.



Emcee

Erika Allen

Erika Allen is employed at Lewis-Clark State College as the Director of College Advancement and Foundation Executive Director, where she oversees fundraising efforts and alumni relations. Allen holds a bachelor's degree from University of California, Los Angeles, a master's degree from the University of La Verne, and currently pursuing a doctorate degree in higher education administration at Idaho State University. Allen serves as the Vice-Chair for the Idaho Commission on Hispanic Affairs, and a Board of Director for the Washington-Idaho Symphony. Her research interests include Chicana/Latina decolonial feminisms, social justice, U.S. women of color feminist theory, and violence against women prevention.

A special thank you to the following—who gave of their time and talents to help make this conference a positive and meaningful day, even amidst the chaos of a pandemic!

Conference Planning Committee

Erika Allen
Jennifer Bauer, *Lewiston Tribune*
Dr. Amy Canfield
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Dr. Sarah Graham
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Thank You!

