

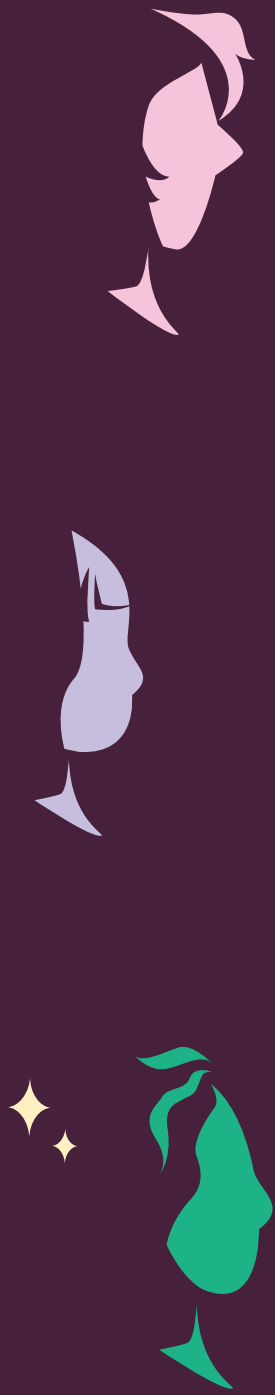


LC State College
6th Annual

Women's Leadership Conference

Healthy Leadership:
Women Finding Balance

2023



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Lewiston – Clarkston



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School of Career & Technical Education
Division of Social Sciences
Division of Teacher Education and Mathematics
Division of Humanities
Division of Nursing & Health Sciences
Division of Business & Computer Science
Division of Physical, Life, Movement & Sports Sciences
Center for Arts & History
Dr. Christopher Riggs

Schedule of Events

How can women find balance in their work, their communities, and their families to help them successfully lead? How do we nourish ourselves as women to lead in healthy ways? With the theme of “Healthy Leadership: Women Finding Balance,” this conference will provide opportunities for women to develop and enhance their personal and professional leadership skills. This year's theme allows us to look at leadership through the lenses of emotional health, professional health, physical health, social health, and personal health in all aspects of our lives.

Registration and morning refreshments (WCC).....7:15-8:15

Welcome.....8:30-8:40

Dr. Amy Canfield, WLC Planning Committee Chair
Dr. Julie Crea, LCSC Vice President for Finance and Administration

Opening plenary (WCC).....8:40-9:10

Stacia Morfin, Owner and Operator of Nez Perce Tourism and Traditions Gift Shop
"What We Do Together: Through the Lens of Value-Based Leadership"

Break.....9:20-9:30

Workshop Breakout I.....9:30-10:20

Session A (ACW 133): Hello Conflict. It's Me, Resolution!
Session B (ACW 134): Finding Significance in Your Visible and Invisible Work
Session C (ACW 135): Growing and Leading in Non-Profit Work (*panel discussion*)
Session D (ACW 136): Don't Assume the Laws are Correct
Session E (WCC): Time Management: Planning and Prioritizing

Break.....10:20-10:30

Workshop Breakout 2.....10:30-11:20

Session A (ACW 133): Real Self-care—Stop Using Band-Aid Strategies and Start Healing Yourself and the World
Session B (ACW 134): Nourishing Your Body and Mind
Session C (ACW 135): Leadership and Public Service (*panel discussion*)
Session D (ACW 136): Community Service Through Life's Changes: Perspectives from Three Servant Leaders (*panel discussion*)
Session E (SGC 229): Reflecting on Change and Balance

Lunch and Keynote Address (WCC).....11:30-12:45

Laynie McClain-Eldridge, President and Founder of the Gina Quesenberry Foundation
"How to Go From Burnout to Balance"

Presentation of Women's Leadership Awards (WCC).....12:45-1:00
(Community, Campus, and Student)

Break.....1:00-1:10

Workshop Breakout 3.....1:10-2:00

Session A (ACW 133): Veteran Women Perspectives: Lessons Learned in Leadership (*panel discussion*)
Session B (ACW 134): Advocating for Women in the Legal Arena (*panel discussion*)
Session C (ACW 135): Fostering Generative, Thriving Teams
Session D (ACW 136): Laughter Yoga
Session E (SUB Solarium): Empowerment Through Art (this session will last until 3 pm)
Session F (SUB 225): Student Mentoring Program (assigned students and mentors only)

Break.....2:00-2:10

Workshop Breakout 4.....2:10-3:00

Session A (ACW 133): Leading with Self-Care
Session B (ACW 134): Manage Your Career—Don't Let it Boss You Around
Session C (ACW 135): Women's Leadership Conference Book Club Discussion: *Yes! You Are Good Enough: End Imposter Syndrome, Overthinking and Perfectionism, and Do What You Want* by Trish Taylor
Session D (ACW 136): Emotional Maturity + Empowerment Through Emotions
Session E (SUB Solarium): Empowerment Through Art (continued from Breakout III)

Break.....3:00-3:15

Closing Keynote.....3:15-4:00

Isabelle Penass, Former Vice President for Training and Technical Assistance, Kauffman and Associates Incorporated
"Honoring Personal Experiences to Cultivate Leadership"

Closing Remarks.....4:00-4:15

Dr. Amy Canfield

Closing Reception.....4:30-6:30

Join us for a yoga session and/or no-host reception at the Center for Arts & History downtown. The Center is also featuring an art exhibition focused on women's health, entitled "Unconditional Care."

Opening Plenary: “What We Do Together: Through the Lens of Value-Based Leadership”

Stacia Morfin, owner and operator of Nez Perce Tourism and Traditions Gift Shop

You are invited to become immersed in the meditative rhythm of the *nimiipuu* (Nez Perce) drum and receive historical and modern examples of why "what we do together" is so impactful "through the lens of value-based leadership." Values-based leadership enhances personal identity, community engagement along with sovereign and company performance. Collectively we will identify the values of authenticity and balance within ourselves to encourage the transformation of value-based leadership throughout our community and future descendants.

About Stacia: Welcome. My Indian name is Takes Care of Water, and my given name is Stacia Morfin. I am the owner and operator of Nez Perce Tourism, LLC and Traditions Gift Shop located in Beautiful Downtown Lewiston. I have a Bachelor's Degree in Business Administration and an Associate Degree in Hospitality Management from Lewis-Clark State College. My business, Nez Perce Tourism, provides a warm welcome to Nimiipuu Country where guests will experience a true sense of place with Nimiipuu “The People.” Radiating with cultural wisdom, Nez Perce Tourism is the only place in the world where you will hear our side of history, witness the stories of our ancestors, and receive legendary hospitality founded in our cultural understanding of honor and respect.

I see my business Nez Perce Tourism as an economic driver in Nimiipuu Country, and as a cultural and educational connection to ensure a bright future for generations. It is essential that our children are included in all aspects of Nez Perce Tourism, from planning to implementation, to experiencing a deeper connection to our culture, land, and water. Nez Perce Tourism provides one-on-one, elder-to-youth mentorship opportunities through a series of interactive workshops. Those learning opportunities preserve our history through interactive storytelling and the promotion of environmental protection by navigating through traditional values via field trips.

Tip for maintaining balance: Identity is the foundation of balance. In order to find a true balance within yourself you have to know who you are and where you come from.



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Opening Keynote: “How to Go From Burnout to Balance”

Laynie McClain-Eldridge, President and founder of Gina Quesenberry Foundation

Burnout is ever-present in our society, especially for high-achieving women. To the world, it looks like you have it all together, but on the inside, it’s a completely different story. You are exhausted. Work has taken over your life and you have no time or energy left for family, let alone yourself. You can’t keep going at this rate or you will burn out, and your body will begin to break down. The great news is, there IS a different way to live, when you are excited to show up for every day. By learning how to take care of your body, mind, and spirit, you will find the balance you truly desire in your life.

About Laynie: Laynie McClain-Eldridge is a business owner, philanthropist, coach, and mentor. She graduated from LCSC in 2006, majoring in business with a minor in psychology. She is the President and founder of the Gina Quesenberry Foundation, a local breast cancer organization that has given out over \$500,000 since its inception in 2005. She is in the top 1% of mortgage loan officers in the country, runs an amazing team, and has been recognized for her leadership skills. But most importantly, she is an incredible wife to Jason Eldridge and mother to three amazing kids: Lilly (11), Mayzie (9) and Nathan (6). Laynie has an insatiable thirst for knowledge. In her quest to be a student of life she enjoys being coached in her business AND personal life as well as attending seminars, reading and listening to podcasts. She wants to share her wisdom with others so they can achieve their dreams!

Tip for maintaining balance: Start every day with a morning routine to ensure you are in control of your day and that your day is not in control of you.



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Closing Keynote: “Honoring Personal Experiences to Cultivate Leadership Philosophies”

Isabelle Penass, Former Vice President for Training and Technical Assistance at Kauffman & Associates

Through the closing session, Isabelle will share about her holistic leadership perspective. Isabelle will share personal reflections of her upbringing and what that has meant for informing the success of her career. Isabelle has gained a wealth of lessons learned and best practices in her professional and personal leadership positions and is excited to share some tips and tricks with participants. This session will include brief opportunities for participant interaction and peer exchange.

About Isabelle: Isabelle Penass is a member of the Nez Perce Tribe (*nimiipuu* Nation). She was born and raised on her Tribal homelands in Lapwai, Idaho. She was brought up in a large, supportive family and surrounded by many women leaders who have paved and continue to pave paths for her. Isabelle is proud to carry on the name of her maternal grandmother, and the strength and responsibility it comes with. As an adolescent, Isabelle used sports as a therapeutic outlet, and found healing through the game of basketball. Basketball allowed Isabelle the resources to begin pursuing a post-secondary education, and an academic scholarship from the Gates Millennium Foundation allowed her to finish her undergraduate and graduate education.

Isabelle earned her master’s and bachelor’s degree in social work from the University of Kansas School of Social Welfare, with a focus on clinical mental health. Upon completion of graduate school, Isabelle took a position in the Washington D.C. metropolitan area and spent the first eight years of her professional career in the nation’s capital before moving closer to family in the Spokane, Washington area. Isabelle has dedicated her career to cultivating expertise in the promotion of behavioral health and family and community wellness for underserved populations. As a change-agent for Tribal communities across Indian Country, she is committed to addressing behavioral health challenges through strengths-based, solution-focused, and community-driven approaches. Throughout her career thus far, Isabelle’s most notable achievement is the collaborative creation of a dedicated team committed to positively changing lives, families, and communities by honoring cultural resiliencies, creating a sense of belonging, and building key relationships. It is the relationships developed through good work that matter most to Isabelle. Although a meaningful career is important to Isabelle, her most valuable roles are being a wife and mother to her family. Isabelle honors the responsibility of leading by example for her toddler daughter and other young girls in her family.



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Breakout 1

9:30-10:20

Session A (ACW 133): Hello Conflict. It's Me, Resolution!

Session B (ACW 134): Finding Significance in Your Visible and Invisible Work

Session C (ACW 135): Growing and Leading in Non-Profit Work (*panel discussion*)

Session D (ACW 136): Don't Assume the Laws are Correct

Session E: (WCC): Time Management: Planning and Prioritizing

“Hello Conflict. It’s Me, Resolution!”

Session A • Carrie Cloud • ACW 133

Let’s face it, conflict is as certain as death and taxes! Factor in differing values, opinions, and feelings and you’ll find obstacles to overcome in every aspect of personal and professional life. Unprecedented times have also brought about unprecedented conflict, pushing relationships to limits we never knew existed. Having the right tools and habits in place will help you navigate through the toughest conflicts, provide the best results, and build stronger relationships. Join Carrie as she leads you through a customized process to not only head off conflict before it rears its ugly head, but how to dig yourself out the of trenches when you’re knee deep in it.

During this skill building (and fun) workshop, Carrie will equip you will the tools, courage, and confidence to embrace conflict. This course incorporates emotional intelligence skills, crucial conversation skills, and a worksheet (a plan) to break down the process of conflict and the actions to resolve it. You’ll walk away with resources to use to continue building your ability to resolve conflict.

Session Objectives:

- identify if and when conflict matters.
- increase trust and respect in relationships during times of conflict.
- understand and apply the “REact” worksheet to address and resolve conflict.

About Carrie: Carrie Cloud was born and raised in Chicago where she started her HR career in her late teens, never turning back! She has practiced HR in several states (including Hawaii) and even Canada! In her previous HR life, she specialized in employment relations, union negotiations & mediations, and mergers & acquisitions. In her current life, as the Curriculum Development Manager for the State of Idaho, Carrie creates and facilitates training for HR professionals and supervisors with a focus on proactive leadership. In her free time, Carrie enjoys yoga, hiking, watching sports, reading, cooking, and taking naps on Sunday.

Tip for maintaining balance: I practice balance through something we call “selfish hour” in the Cloud house. What it means is each week we get 1 hour (we have since bumped it to 3 hours) to ourselves, uninterrupted, to do what we want! Activities have involved me going to brunch or the movies with friends, hiking with my spouse, reading a book by the pool alone, even taking a nap in the middle day!



“Finding Significance in Your Visible and Invisible Work!”

Session B • LaChelle Rosenbaum, EdD, LMSW, and Lauren Nichols, LCSW • ACW 134

The facilitators will open this workshop with a brief background on the invisible labor that women are courageously doing to make their home, workplace, community, and world a better place. However, these contributions often go unnoticed and/or underappreciated. In small groups participants will explore what invisible work might be taking place in their agency and how that is impacting them personally and collectively. Then each participant will be invited to evaluate their own physical, mental, emotional, and spiritual/cultural labor that is both visible and invisible in their home, workplace, and/or community. With this personalized information, small groups will discuss how as leaders we can begin to change workplace culture to both notice and appreciate the labor women contribute for the betterment of society. This might include noting invisible labor on job descriptions, within promotion packages, and as part of evaluation processes. Not to perpetuate women “roles” but to acknowledge the labor and invite all genders to contribute to the home, workplace, community, and world.



About LaChelle: 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 daughters.

Tip for maintaining balance: To maintain balance in my life I serve at/with my faith-based community.



About Lauren: Lauren Nichols is an Assistant Professor of Social Work at Lewis-Clark State College. Her areas of focus are trauma and resilience. She is active in providing supervision and consultation to clinical therapist in our surrounding communities. She enjoys physical activity and time with her fur-babies.

Tip for maintaining balance: To maintain balance in my life I offer my services for free to professional mental health clinicians and pre-professionals who want to improve their skills in treating trauma.

“Growing and Leading in Non-Profit Work”

Session C • Panel discussion featuring Layci Peer, Suzanne Johnson, and Michelle King • Facilitated by Dr. Amy Canfield • ACW 135

How do women lead in healthy ways as executive directors for non-profits? For groups that have emotionally-challenging and emotionally-draining missions, how do we find emotional balance? How do we deal with burnout? How do you build an effective board of directors and surround yourself with empowering teammates? This panel will examine the challenges and successes of serving in a leadership position for non-profits. The lessons within these areas apply to leaders in all areas of management in a variety of ways, and we seek to help women identify areas of growth for their own leadership, to empower ourselves as leaders, and to learn from others’ experiences.

About Layci: Layci Peer is the Executive Director of the Gina Quesenberry Foundation and currently holds several grant writing contracts through her grant writing business, Peer Business Consulting. Layci has extensive experience in nonprofits, fundraising, and grant writing, and has been involved in many nonprofit organizations throughout the Lewis Clark Valley. She is currently actively involved in several school committees through Asotin-Anatone School District and sits on the Lewiston Roundup Association Board of Directors. Layci graduated from LHS in 2001 and from the University of Idaho in 2005. Layci lives in Clarkston with her two beautiful daughters Dally (age 9), and Mesa (age 6), and her husband of 12 years, Chad. Their family enjoys boating, camping, riding their two horses Jazzy and Oreo, and generally being outdoors.

Tip for maintaining balance: I think I maintain balance by realizing that I don't always maintain balance. But when I'm feeling overwhelmed, I try to prioritize tasks based on greatest need and reorganize. This could be for work or home life. If I'm organized and have a game plan, I feel like I can get more done, which in turn keeps me balanced. I also try to maintain boundaries and I'm working on only saying yes to the things that are most important to me when it comes to the extras. Also, for me my family, especially my children come first so I plan my schedule around how I can be there most for them and show up at all of the things and be as present as possible.



About Suzanne: Suzanne has worked in management in the nonprofit sector for over 13 years, with a focus on providing services to individuals with disabilities to assist them with living as independently as possible. She has experience working for large international nonprofits as well as grassroots, local, small Nonprofits. Suzanne has her Masters in Business Administration and started a successful nonprofit called The Green Apple Project, which provides Autism awareness, education and support to the Lewis Clark Valley. Suzanne and her husband have two children and their youngest has autism and a rare chromosome disorder. They have learned through this journey how important it is to bring education and awareness to others about the stigmas surrounding disabilities in order to break down barriers and common misconceptions.



Tip for maintaining balance: I maintain balance by reading solely for fun. There’s something about diving into another world that helps relieve the pressure of everyday life.

About Michelle: Michelle serves as the co-founder and President of the LC Valley Youth Resource Center, which is a shelter for displaced and distressed Lewiston and Clarkston teenagers. She also serves on the CHAS board of directors and many local committees addressing homelessness and child abuse. Michelle graduated from LCSC with a Bachelor's degree in Communications and has the equivalent to a master's degree in Leadership from the National Association of Broadcaster's Leadership Foundation. She works full time for North America's premium broadcast technology provider, WideOrbit.



Tip for maintaining balance: Start every day having coffee with God, making a list of things you are thankful for, lifting others up in prayer, and asking God to reflect his light and love through your day.

About Amy: Dr. Canfield is a Professor of History at Lewis-Clark State College, where she specializes in Women's History and Public History. She has received LC's Foundation Award, Talkington Award, and Women's Leadership Award. She has also received Idaho's Brightest Stars Award for volunteering. She serves on the Historic Sites Review Board, and the Idaho State Historical Society Board of Trustees. She is the organizer of Women's History Month events on campus and chairs LC's Women's Leadership Conference planning committee.



Tip for maintaining balance: I have committed myself to maintaining boundaries to separate work and home life in terms of time. For example, I don't check in with work email in the evenings or on weekends. I want that time for focusing on my family and my own life, including time for painting, hiking, reading, relaxing with my dogs, or daydreaming about the wonder that is Elvis.

“Don’t Assume the Laws are Correct”

Session D • Presented by Dr. Aubrey Shaw and Dr. Sharon Stoll • ACW 136

Attitudes towards women with physical disabilities have been historically negative. Because of unfair discrimination and justified exclusion, women with physical disabilities are excluded from society and most cultural practices. However, laws do exist which supposedly demand inclusion of women with physical disabilities. Michael Oliver, a researcher in disability studies, discusses the treatment of women with physical disabilities by larger institutions. He argues that the laws are there, but society is amiss in its attitudes because women with physical disabilities are being excluded and the power players within the institutions allow it. Laws are often maneuvered to exclude this population perhaps due to abled-bodied interpretation of what this population can do. Merleau-Ponty, a philosopher and educator, stated we perceive the world through our own lived bodily experience.

The purpose of this presentation is threefold:

- 1) to examine the attitudes and bias toward women with physical disabilities which result in laws being interpreted to exclude this population.
- 2) to examine how people who are abled-bodied actually are limited because of their own bodies, and
- 3) to provide a solution for leadership to implement a change of attitudes towards women with physical disabilities.



About Aubrey: Aubrey Shaw earned her PhD in character education and sport pedagogy from the Center for ETHICS* at the University of Idaho. At six months old, Aubrey incurred a traumatic brain injury. Thus, she has many experiences with support services and special education. Aubrey was an adaptive athlete in soccer, floor hockey, and softball. Aubrey brings a unique perspective to this field because of life experiences. Aubrey has co-authored with her major professor Dr. Sharon Stoll a combination of forty-one professional presentations and written publications which focuses on ethics of including students with physical disabilities in physical education, recreation, and sport.

Tip for maintaining balance: Being well in my physical, emotional, spiritual, and intellectual life.



About Sharon: Sharon K. Stoll, the director of the Center for ETHICS* at the University of Idaho, is considered a leading authority in moral education intervention techniques for competitive adults and college aged students in America. She is the author of nine books, including *Practical Ethics in Sport Management* and *Sport Ethics: Applications for Fair Play*, with Lumpkin & Beller. She has been featured on TV’s “Night Line,” “ESPN Sports Center,” “ESPN Chat Line,” and Fox Sports’ “Goin’ Deep.” In 2005, she was in over 50 major newspapers in the U.S. and abroad describing the Center’s project working with the Atlanta Braves, and in 2006 she was the front-page story for the Chronicle of Higher Education. In 2007 and 2013, she was featured in *Sports Illustrated*. In 2007 and again in 2013, she was one of the 100 Most Influential Sport Educators in the United States by the Institute for International Sport. From 2012, she has been a consultant for the USADA, and Clean Competition.

Tip for maintaining balance: Being well in my spiritual, physical, emotional, and intellectual life by going to church, working on the ranch, and reading.

“Time Management: Planning and Prioritizing”

Session E • Jennifer Uptmor • ACW 133 • WCC

This breakout session is for the over-committed overachievers. The regularly running-laters. The strained, stressed & “bless this mess” working woman! Work-Life balance isn’t a hard and fast formula, it’s a feeling. And while it may feel impossible to achieve at times, it is something we can and should absolutely continue to march toward. And the great news is that you are only one breakout session away from getting further down the path!

In this session we will discuss finding your why to guide your way, discover tactical tools & techniques for purposeful planning and explore which productivity method may be right for YOU! No more wasting countless dollars on annual planners destined to go by the wayside. Learn how to plan the work, and work the plan! Join the discussion to maximize your time & efforts and maybe even stress a little less.

About Jennifer: Jennifer Uptmor is an Instructor in the Business and Computer Science Division at Lewis-Clark State College. An LC State Alumna herself, she graduated from LC State with a bachelor’s degree in Business Administration. In addition, she holds a master’s degree from the Eli Broad School of Business at Michigan State University in Management, Strategy and Leadership. Jennifer has diverse professional experience having worked in both the public and private sectors. With an entrepreneurial spirit, she also owns and co-owns two separate businesses in real estate acquisitions and property management; so managing her time is critical! When she’s not working, she enjoys being active, creative writing and spending time with family and friends.

Tip for maintaining balance: I set aside “me” time. And it doesn’t have to be anything fancy. It might be a solo workout, a podcast while I mill about the house uninterrupted or just a relaxing 20 min bath. With never-ending demands from family, work and extracurricular commitments, having this down time to allow for introspection is crucial for my mental wellbeing and sense of balance.



Breakout 2

10:30-11:20

Session A (ACW 133): Real Self-care - Stop Using Band-Aid Strategies and Start Healing Yourself and the World.

Session B (ACW 134): Nourishing Your Body and Mind

Session C (ACW 135): Leadership and Public Service (*panel discussion*)

Session D (ACW 136): Community Service Through Life's Changes: Perspectives from Three Servant Leaders (*panel discussion*)

Session E (SGC 229): Reflecting on Change and Balance

“Real Self-care - Stop Using Band-Aid Strategies and Start Healing Yourself and the World”

Session A • Kristine Petterson • ACW 233

As a recovering people pleaser and perfectionist, Kristine knows how hard it is to find a healthy work-life balance, especially when we are rewarded from an early age to deny our needs and self-sacrifice to please others and prove ourselves worthy. In this workshop, she aims to:

- Educate all leaders, especially parents and educators, on the importance of self-care.
- Identify “band-aid” strategies for self-care that may be adding to your burn-out.
- Assist participants in creating a plan for self-compassion that addresses deep needs and focuses on healing
- Encourage leaders to model self-care, giving others permission to nurture themselves as we work to create communities that honor emotional and physical well-being.



About Kristine: Kristine Petterson is a yoga instructor and founder of The Mindful Parenting Revolution, where she educates and supports exhausted and overwhelmed parents. After a decade of teaching high school social studies, she experienced such insomnia and burnout, she left the classroom. Now, parents are her favorite students to teach! Kristine loves helping families identify what real self-care looks like for them so that they can find the rest, fun and deep connection that leads to optimal health. You can learn more about her yoga workshops, parenting classes, and sleep coaching on her website at KristinePetterson.com.

Tip for maintaining balance: Start showing off your self-care habits and strategies! It might feel safer to hide them away (we wouldn’t want to seem selfish, would we?) but when we shine a light on the ways we make time to take care of ourselves, we inspire others to do the same.

“Nourishing Your Body and Mind.”

Session B • Jessica Savage, PhD, Heather Van Mullem, PhD, and Grace Hebert (LCSC student) ACW 134

To give people your best, you must be at your best. How do you become your best self? Access to strategies to help us accomplish this goal are all around us. We are inundated with information from multiple sources, but not all the information is practical, useful, or beneficial. Come to this interactive session to learn small, effective, practical, and useful strategies you can implement now into your daily routine to help you become your best self. Session topics will include energy balance and utilization (i.e., thoughtful food and drink choices) and intentional movement strategies.

Session participants will:

1. Gain knowledge of best practices to improve health and wellness.
2. Identify sustainable strategies to become your best self.
3. Improve understanding of how achieving a healthy balance today leads to future wellbeing.



About Heather: Heather Van Mullem is a Professor of Kinesiology and Health in the Division of Physical, Life, Movement, and Sport Sciences at Lewis-Clark State College. She holds a PhD from the University of Kansas, an MS from Humboldt State University, and a BS from Eastern Washington University. A former college athlete and coach, Heather’s research and teaching interests are in Sport Studies, particularly in Sport Psychology and Sport Sociology.

Tip for maintaining balance: Finding and maintaining balance is my nemesis. My kids help me remember the importance of taking time to just “be.” We (my kids and I) plan movie nights and they hold me accountable to the rule that I can’t have my computer within reach for the entirety of the movie.



About Jessica: Jessica Savage is an Instructor of Exercise Science in the Division of Physical, Life, Movement, and Sport Sciences at Lewis-Clark State College. She holds a PhD from the University of Idaho, an MS from Eastern Washington University, and a BS from Lewis-Clark State College. Jessica’s primary research interests are in the field of Biomechanics, particularly focused on movement analysis, performance and training, and injury prevention.

Tip for maintaining balance: Each day is a balance act for me. To keep me mentally and emotionally balanced, I set aside time to exercise at least 4-5 days a week... sometimes this means working out with my two youngest kiddos. Sometimes that means I only get 15 minutes... It isn’t always perfect, but even small amounts of time help me take on daily challenges.



About Grace: Grace is a senior (graduating May 2023) at LCSC, majoring in Kinesiology: Health & Fitness with a minor in marketing. She is the President of the Movement and Sport Sciences (MaSS) division club. This volunteer-based club brings students in the division together for education conferences such as NWACSM, SHAPE America, and the ACSM Health and Fitness Summit. Outside of school, Grace enjoys backpacking, paddle boarding, teaching yoga, watercolor painting, and making coffee. After graduation, Grace is getting married and will obtain her Yoga Instructor certification in Bali, Indonesia. After this, she hopes to start teaching fitness classes and become a health and wellness coach.

Tip for maintaining balance: I am currently in my third and last year of college, I am soon to be married, work three jobs, and have a 3.93 GPA. How do I do it and still maintain my sanity? I have always made a point to stop working every night at 9:00 PM. No matter what I am doing, I take an hour before I go to bed to do something I enjoy such as yoga, taking a bath, calling a friend, watching a show, or reading. By doing this, I ensure that I get to bed at a reasonable hour, and I am still able to enjoy the little things in life that bring me joy.

“Leadership and Public Service”

Session C • Panel discussion featuring Mary Jane Miles (Nez Perce Tribal Executive Committee), Robin Albers (Clarkston City Council), and Sandra Kelly (Moscow City Council) • Facilitated by Dr. Kylee Britzman • ACW 135

As women serving in public office, our goal is to impart our shared experiences in growing our personal and professional leadership skills while preserving our personal wellness. Our hope is to have an open dialog about how we all can expand our leadership journeys while developing our personal boundaries in order to promote the greater good. This panel of local women serving in public office will discuss what drew us to public service, the challenges we face and the successes we have had, leadership skills we have developed, and the role of listening to others and to our core values as we lead.

About Mary Jane: Mary Jane Miles was born and raised on the Nez Perce Reservation. She grew up on a ranch where hard work was the norm. Her educational pursuit includes graduating from Lapwai High School, Bacone College at Muskogee, OK, LCSC at Lewiston, Fuller Theological Seminary at Pasadena, CA and Pittsburgh Theological Seminary in PA. She has earned her BS Degree in Social Science, Master of Divinity and Doctor of Theology. She is proud of the work force of the Nez Perce Tribe where she has worked many positions. Her belief is that “the Nimiipuu, the Nez Perce, are leaders in Native American country, not only by their hard work and desire for education but also by their innate stewardship of their homeland.” She takes care of her physical self as well as the spiritual by exercising discipline. She is a cancer survivor and advocates for always being preventive in following good health measures. In 2021, Mary Jane was the recipient of the Lifetime Achievement Award by the LCSC Native American Club.



Tip for maintaining balance: At least one day, possibly two, a month I don’t do anything like work all day. Usually it’s my lazy day. I feel guilty, but that’s part of it. If, a big IF, I feel like it I might go to yard sales. Oftentimes I stay in my pajamas until late afternoon. My phone is off. My bedroom is far from the front door which is locked. It’s my day. If there is ice cream in the freezer, it’s banana split time later on in the day.

About Robin: Robin Albers is a community leader who was elected to the Clarkston, Washington, City Council in 2021. Robin also serves as a member of the “Yes for CHS” Steering Committee. She holds bachelor’s and master’s degrees in speech and hearing science from Washington State University and a public leadership credential from Harvard Kennedy School. Robin is the co-founder of LC Companion Care, an in-home non-medical care business for seniors. Additionally, she is a certified speech-language pathologist and leadership coach. Robin lives in Clarkston with her significant other, Tali, and their two dog daughters. She enjoys learning, hiking, paddle boarding and traveling.



Tip for maintaining balance: Weekly weight training enhances my mental fitness and wellness.

About Sandra: Sandra Kelly is a sixth-generation Idahoan who grew up in Mountain Home, is an award-winning journalist, and proud graduate of Lewis-Clark State College (2014). Kelly currently works at the University of Idaho Department of Student Involvement as the Volunteer/Social Action Coordinator and serves on the Moscow City Council. She is a past Council president, serves as a liaison to numerous City commissions and serves on the boards of directors for Inland Oasis, the Latah County Historical Society and Ren Fair. She lives at home with her mom, Bobbi, and her dog, Beatrice.



Tip for maintaining balance: I am a docent at the McConnell Mansion three Saturdays a month. It is my happy place. I also workout on my rowing machine three times a week (sometimes, if it’s late week, only twice a week). I also walk with my 5-year-old neighbor, his dad, and my dog every weekend. PS: What I learned during COVID: Balance, and maintaining it is HARD! But important.

About Kylee: Dr. Kylee Britzman is an assistant professor of political science at Lewis-Clark State College. Her teaching and research interests include gender and politics, voting behavior, social movement strategies, and public land policy. She also serves as the vice-president for the League of Women Voters, Moscow.”



Tip for maintaining balance: Movement! Playing with my dog, swimming, riding my bike – these activities clear my mind.

“Community Service Through Life’s Changes: Perspectives from Three Servant Leaders”

Session D • Panel discussion featuring Char Kremer, Staci Baldwin, and Chelsea Weeks • Facilitated by Dr. LaChelle Rosenbaum • ACW 136

Just as our professional and personal lives evolve and adapt, so does our community involvement. Whether you’re a retired grandmother starting a “second act,” a foundation leader and established business owner, or a young professional with a record of achievement, we can all find ways to include service in our lives. In this panel discussion, you’ll hear from three servant leaders who are at different stages in their personal lives and how that has impacted the way they give back.



About Char: Char Kremer is a life-long volunteer whose career took an unexpected turn when she joined Volunteers In Service To America (VISTA). That led to being the director of LC Service Corps AmeriCorps, growing the program to a \$1.3 million yearly grant supporting nearly 120 tutors and mentors throughout the state. She retired as the Director of Grants and Contracts at Lewis-Clark State College in 2019. Char was appointed to the Lewiston School Board in 2020. She is starting her fourth term on the Governor’s Serve Idaho Commission where she is vice chair. Char also serves on the board of America’s Service Commissions representing seven Mountain West states. In 2022, the organization presented Char with their national State Service Commissioner of the Year Award. Char and her husband, Richard, have a blended family of five children who have blessed them with nine grandchildren (so far).

Tip for maintaining balance: When I start to feel overwhelmed, I go outside. A walk while listening to a podcast, a bike ride along the levy, puttering in the garden, or lounging in the pool gets me re-centered and ready for the next challenge.



About Staci: Staci was born and raised in Lewiston, graduating from Lewiston High School and attending LCSC along with her husband Scott. She and Scott have been married for 30 years. Staci is a mother of two, a mother-in-law of one, and a grandma of one. Staci does bookkeeping for a variety of clients. She is also the President of Jackson’s Pay It Forward Foundation and Vice President of the Lewiston School District Board of Directors.

Tip for maintaining balance: Staci tries to maintain balance in her life in a variety of ways. Because most of her work and volunteer efforts happen from her home, she sets strict work hours. She also has monthly dinner dates with her family and friends.



About Chelsea: Chelsea developed her passion for volunteerism serving with AmeriCorps State during the first year of her undergraduate degree at Lewis-Clark State College. Since then, she has worked to incorporate service into each chapter of her life, building community and developing her network through volunteerism. Upon completing her master’s degree, she served with AmeriCorps VISTA, where she helped establish the Warrior Pantry at LCSC. She currently holds a leadership role at the YWCA Lewiston, ID-Clarkston, WA.

Tip for maintaining balance: To maintain balance, I make sure to incorporate intentional alone time into my busy schedule. This helps me refocus and center my wellbeing.

“Reflecting on Change and Balance”

Session E • Dr. Rachel Jameton, Samantha Thompson-Franklin, and Dr. Marlowe Daly-Galeano • SGC 229

In this interactive workshop, we will model and facilitate reflection on small and large career changes. The purpose of the workshop is to connect career changes to what we most value, thus encouraging personal growth and building strength to meet challenges in positive ways. We will begin by sharing the reflective questions that we found valuable as we changed our career paths, including those related to motivation, transitions, values, and the learning process. In small groups, attendees will discuss their own thoughts, plans, and experiences. Ultimately, participants will leave the session with guiding questions, examples, mechanisms, and personal goals for making work meaningful as their professional landscapes change.

About Rachel: Dr. Rachel Jameton is a Professor of Chemistry at LCSC. She enjoys the outdoors, reading, making little things, being in the garden, teaching and mentoring, and spending time with family. You can find her miniatures on Instagram @mousebearminis.

Tip for maintaining balance: Most days, I do some exercise and art, spend time with my kids, and sit down for dinner.

About Samantha: Samantha Thompson-Franklin is the Electronic Resources Librarian at the University of Idaho Library. She and her husband Bob moved to Lewiston in 2005 where she worked at Lewis-Clark State College Library for many years before joining the U of I Library. They have two children who attend schools in the Lewiston School District and are active in sports and other extracurricular activities. As a family the Franklins enjoy traveling and attending college and professional sporting events. They recently adopted a one-year old mixed breed rescue dog from the Lewis-Clark Animal Shelter.

Tip for maintaining balance: I try to do some type of exercise weekly, and end my days reading something reflective (spiritual or inspirational) for a few minutes, in a non-electronic format. I enjoy listening to audiobooks, doing word and Sudoku puzzles, and making baby blankets.

About Marlow: Marlowe Daly-Galeano is Director of the Center for Teaching and Learning and Associate Professor of English at Lewis-Clark State College, where she teaches courses in American literature, writing, and humanities. She moved to Lewiston in 2012 from Tucson, Arizona. Marlowe loves cooking, hiking, doing yoga, and traveling with husband Edgar, dogs Moby and Cecil, and children Ani and Max (when they are home from college).

Tip for maintaining balance: Every day I do at least a few minutes of yoga, walk my dogs, and read. I also buy cut flowers on payday weeks so that I will have a spot of beauty in my house, even if everything else is a mess.



Breakout 3

1:10-2:00

Session A (ACW 133): Veteran Women Perspectives:
Lessons Learned in Leadership (panel discussion)

Session B (ACW 134): Advocating for Women in the Legal Arena

Session C (ACW 135): Fostering Generative, Thriving Teams

Session D (ACW 136): Laughter Yoga

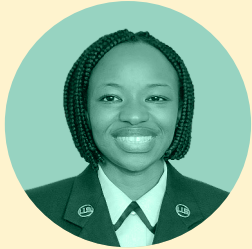
Session E (SUB Solarium): Empowerment Through Art

Session F (SUB 225): Student Mentoring Program
(assigned students and mentors only)

“Veteran Women Perspectives: Lessons Learned in Leadership”

Session A • Panel discussion featuring Fridah Kumenda (U.S. Air Force), Kat Martin (U.S. Navy), and Tasha Carlson (U.S. Marine Corps)
Facilitated by Vanessa Stedman • ACW 133

The importance of becoming a leader is impressed upon all who serve in the U.S. military, but not all service members experience it in the same way. This presentation will focus on the experiences of veteran women, with panelists sharing what they learned about leadership during their time in the Army, Marine Corps, Navy, and Air Force. Both veterans and non-veterans are encouraged to attend. This session will provide an opportunity for veterans to reflect on their shared experiences and for non-veterans to gain new perspectives on leading and following in the military context. It will begin with brief introductions. Following that, the moderator will ask questions to facilitate discussion. Topics will include views on good and bad leadership, approaches for developing women as leaders in a male-dominated environment, and challenges related to maintaining a healthy work-life balance in a profession where one is always on call. There will be ample time set aside for audience members to ask questions during the last part of the session.



About Fridah: Staff Sergeant Kumenda is a Radar Airfield and Weather Systems technician in the U.S. Air Force. She is originally from Kenya, relocated to the U.S. in 2009, and joined the Air Force in 2016. She graduated from Airfield and Weather systems Apprentice course at Keesler Air Force Base in 2017. Her first assignment took her to Royal Air Force Lakenheath. Afterward, she got stationed at Joint Base McGuire-Dix-Lakehurst to be part of the Contingency response force. In 2022 Sergeant Kumenda got selected for the Nurse Enlisted Commissioning Program, bringing her to Lewis-Clark State College, Idaho, to complete her bachelor's degree in Nursing.

Tip for maintaining balance: To maintain a balance between work, family, and school, once every month, I spend quality time with my two boys by going bowling or to a movie theater to watch a movie together.



About Kat: “Kat” Martin is a student at Lewis-Clark State College, pursuing her Bachelor of Social Work. She spent nearly 22 years in the Navy—serving in leadership positions within the U.S. Pacific Fleet, the Pentagon, the U.S. Naval War College, and elsewhere—and retired as a chief petty officer. Her numerous military awards include recognition as Instructor of the Year and Naval Air Station Meridian’s Military Citizen of the Year. She enjoys volunteering in the community and currently serves as the operations manager for the local nonprofit American Warfighters. She is married to her high school sweetheart and has an 18-year-old son and three “bonus” children with her husband.

Tip for maintaining balance: To balance out her busy schedule she enjoys taking time to herself by going on drives and exploring new areas. She is a fan of hiking, journaling, reading, and laying on a beach in the summer sun.



About Tasha: Tasha Carlson is a student at Lewis-Clark State College. A Marine Corps veteran, she is using her veteran education benefits to earn associate's and bachelor's degrees at LC State. She began her military career as an ammunition technician and became the subject matter expert at multiple general staff commands. She finished her time in service as the ammunition chief after eight years of active duty. Her deployments include a 12-month tour of duty in support of Operation Enduring Freedom in Afghanistan, along with training and contingency activities in Kuwait, Jordan, Yemen, Bahrain, and Lebanon. She is a descendant of the *nimiipuu*, Yakama and Cayuse, which has influenced her leadership style coming from a matriarchal heritage.

Tip for maintaining balance: To maintain balance, I renovate my house, travel with friends, and go walking with my two dogs whenever I can.



About Vanessa: Vanessa Stedman is the coordinator of Veterans’ Services at Lewis-Clark State College. An Army retiree herself, she used veteran education benefits to earn degrees at LC State and the University of Idaho. She began her military career as a public affairs specialist, became an OH-58D pilot, and finished her time in service as the commander of an RQ-7B detachment. Her deployments include a 12-month tour of duty in support of Operation Iraqi Freedom, and training activities in Korea, Belize, Canada, and Italy. She takes great joy in being outdoors with her husband and two daughters.

Tip for maintaining balance: To balance out the time I spend attending to other people’s needs, I love going for long, hard hikes alone.

“Advocating for Women in the Legal Arena”

Session B • Panel discussion featuring Dr. Heidee McMillin (LCSC), Justin Coleman (Nez Perce County Prosecutor), and Cori Sanzone (YWCA) • ACW 134

There are numerous challenges and obstacles for women in the legal arena. Come learn from our three experts on different approaches, techniques, and tools women have to help them successfully navigate the legal system. These tools and techniques have larger applications in life and our own leadership, too, outside of the legal arena. This panel will provide ideas for how to navigate difficult situations and find our own leadership qualities in doing so.

About Heidi: I am a professor in the Justice Studies program at LCSC. I teach courses in victimology, violence and gender, and research. I have worked with crime victims and criminal justice professionals dedicated to protecting victims. I have been a victims' court advocate, shelter advocate, and hospital advocate over the past several years. I have conducted dozens of research projects, including anti-bullying assessment in middle school, program evaluations for family drug treatment court, juvenile trauma and delinquency in a detention center, community policing programs to see how law enforcement could improve relationships with their community, domestic violence response programs, and human trafficking response practices. I am currently a member of the Idaho Offender Intervention Program committee, for Idaho Council on Domestic Violence and Victim Assistance. We are responsible for approving and overseeing all batterer intervention programs in the state. I am also an Idaho Department of Correction mentor in the Free2Succeed program where inmates leaving prison are matched with community members to help them reintegrate into society.



Tip for maintaining balance: To maintain balance, I go walking or hiking outdoors, breathe in some fresh air, clear out my head, then dive back into work.

About Cori: Cori Sanzone is the Washington Legal Advocate for the YWCA Lewiston-Clarkston and has been involved with the non-profit since 2021 while starting her degree in Social Work. Cori focuses on empowering women, eliminating racism and promoting peace, justice, freedom and dignity for all through her work with survivors of Domestic Violence and Sexual Assault. Her unique position allows her to educate, support and equip women to navigate the legal system.



Tip for maintaining balance: My houseplants help me to maintain balance! Once a week-ish I spend an hour or so watering, pruning and caring for all my houseplants.

About Justin: Justin Coleman is currently the Elected Prosecutor for Nez Perce County. He was born in Lewiston where he attended elementary school, before completing high school in Troy, Idaho. He received his BS in History and Political Science from Lewis-Clark State College and went on to earn his law degree from Penn State University where he was a published-Senior Editor of the Penn State International Law Review. He served as Senior Deputy Prosecutor before being elected in 2016 as Prosecutor. Prior to working at the Prosecutor's Office, Justin was an associate attorney at Clements, Brown and McNichols in Lewiston. Justin has been active member of his community by serving in various capacities, including on the LCSC Alumni Foundation, the Normal Hill Cemetery Foundation, the Lewiston Roundup Board, and currently serves on the Idaho Prosecuting Attorney Association Board of Directors. During his years as a prosecutor, Justin has worked on a variety of criminal case types- including domestic violence, DUIs, felony drug offenses, and homicides. Justin has two young children who he takes as often as possible to the family ranch in Troy.



“Fostering Generative, Thriving Teams”

Session C • Laura Holyoke (Ph.D. Associate Professor, University of Idaho) and Juhee Kim (Ph.D. Clinical Assistant Professor, University of Idaho)
Heather Ebba Maib (Director of Benewah Latah Upward Bound, University of Idaho) • ACW 135

Recognizing our colleagues' work and expressing appreciation is important to the success of an organization and contributes to individuals feeling “seen.” Communication beyond “just completing work tasks” is essential to effective teams. Languages of Appreciation are distinct ways to communicate and receive appreciation: words of affirmation, quality time, receiving gifts, acts of service, and physical touch. This thoughtful approach is useful when onboarding new team members, building team connections, or contributing to your colleagues' happiness. When we give and receive the right kind of praise, encouragement, and award for efforts, stronger connections between colleagues are built, fortifying an organization's overall strength. In this interactive session, participants will learn about best practices as we share insights about generating and sustaining thriving teams. Participants will identify immediate opportunities for communicating appreciation and encouragement to their colleagues. In addition, participants will learn how to apply languages of appreciation to create conditions that lead to thriving teams and come away with actionable first steps toward reestablishing relationships that strengthen our teams: empathy, understanding, and listening.

About Laura: Dr. Laura Holyoke is the Department Chair and Associate Professor of Leadership & Counseling at the University of Idaho. Her scholarship interests span across leaders' well-being, emotion work of higher education leaders during crises, and training on trauma-informed organizations with an emphasis on mindfulness practices that promote well-being and healthy organizations.

Tip for maintaining balance: In an effort to maintain life balance, I strive to bring an outdoor adventurer humor-seeking attitude to my work and play.

About Juhee: Dr. Kim is a Clinical Assistant Professor of Educational Leadership at the University of Idaho. Her expertise includes student leadership development, co-curricular & extracurricular activity, social change, educational policy & administration, rural education, and community partnership.

Tip for maintaining balance: To maintain my balance, I will make friends who count and build a friendship tree. It would be nice to share life's challenges and celebrate life's joys.

About Heather: Heather Ebba Maib (M.S.) is an advocate for underrepresented students and serves as the Director of an Upward Bound program at the University of Idaho. In addition to her work, she is pursuing a Ph.D. focusing on trauma-informed leadership and professional development. Heather also consults, presents, and provides training on the topics of trauma-informed approaches to organizations, student service, and leadership. Outside of work, Heather stays busy raising her amateur paleontologists, who are 10 and 5 years old.

Tip for maintaining balance: I recently started using a goal planner/journal, so every evening, I take 15 minutes and reflect on what I accomplished that day and then set priorities for the next. This helps me turn off my brain at the end of the day.



“Laughter Yoga”

Session D • Lisa Sanphillippo • ACW 136

Laughter Yoga is a dynamic, extraordinary way to bring some joy and lightness to your life. Even science agrees that laughing can increase blood circulation, boost the immune system, lower blood pressure, reduce pain, and increase feel good hormones serotonin and endorphins. All ages and all bodies can do Laughter Yoga and receive the benefits! A session will include a warm up, breathing exercises, body movement, laughter exercises, and playful silliness. After willingly participating in a session, expect to feel energized, joyful, and clear-headed.

About Lisa: Laughter Yoga Leader, Lisa Sanphillippo, is a joyful, frolicsome person who wishes to spread cheer to all who will laugh with her. Over the last 30 years Lisa has been an actor, science demonstrator, nature guide, and aspiring helper. In 2021 Lisa studied and became a certified leader with Laughter Yoga Guru and inventor, Dr. Madan Kataria.



Tip for maintaining balance: The best piece of advice I have for maintaining balance is self kindness. For many of us, it is practically a default to shame ourselves for not doing it right, doing it fast enough, for taking a break, or listening to our bodies. I work really hard to come to my practice just as I am - grumpy, happy, tired, energized, or sad. When I hear the negative, chastising voice criticizing me for how and when I do (or don't) show up, I hold that voice lovingly and say, “Oh thank you for trying to help me. I love you. Listen, I've got this, now. You can stand down.” That's self kindness. When I am consistent with it, I am able to move forward through my day, week, month in equilibrium.

“Empowerment Through Art”

Session E • Myndie VanHorn • SUB Solarium (this session will last until 3 pm)

Limited to 35 participants. No art experience needed and all supplies will be provided.

This art project will be led by instructor Myndie VanHorn of Art Uncorked Downtown. Myndie will lead you step-by-step to create your own personalized acrylic painting using colors that speak to you. You can make your painting as intricate or as simple as you would like. We will be creating an 8” x 8” flat canvas painting with acrylic paints featuring the raised fist of women's empowerment combined with the female sign emoji. The female sign emoji represents female birth sex and feminine gender identities and expressions and is often used online or in text to champion women's empowerment and feminism. We are going to use these symbols to create our very own personalized art. All supplies will be provided.

About Myndie: Lewiston based artist and local business owner, Myndie VanHorn, was introduced to her life-long love of art at the tender age of 8 when her parents presented her with an oil set for her birthday. Possessing a Bachelor of Science in History and Political Science from Lewis-Clark State College, she never thought she would be able to make a living at art. In 2013 she helped open an artist co-op in downtown Lewiston's Morgan's Alley and from there Art Uncorked bloomed. Preferring watercolors and acrylics, Myndie's business has dabbled in many other mediums and now offers ceramics as well as paint and sip acrylic classes.



Tip for maintaining balance: I try to create art that speaks to me at least once a month. Not something that I will necessarily use for a class, just something I would enjoy creating.

Student Mentoring Program

Session F • Facilitated by Dr. Heather Van Mullem • SUB 225

This session is reserved for mentors and mentees participating in the LC State Women's Leadership Conference Student Mentoring Program.

During this session, mentors and mentees will identify factors impacting mental health and explore positive and intentional strategies to enhance and maintain their personal mental wellbeing. Topics will include, but are not limited to, effective communication strategies, steps to manage pressures associated with social media, and strategies to integrate and practice mental wellness in our daily lives.

Breakout 4

2:10-3:00

Session A (ACW 133): Leading with Self-Care

Session B (ACW 134): Manage Your Career - Don't Let it Boss You Around

Session C (ACW 135): Women's Leadership Conference Book Club
Discussion: *Yes! You Are Good Enough: End Imposter Syndrome, Overthinking
and Perfectionism, and Do What You Want* by Trish Taylor

Session D (ACW 136): Emotional Maturity + Empowerment
Through Emotions

Session E (SUB Solarium): Empowerment Through Art
(continued from Breakout III)

“Leading with Self-Care”

Session A • Panel discussion featuring Shelly Meisner, Nellie Frost, and Kristina Beckstead • Facilitated by Laurie Lewis • ACW 133

Join us for a panel discussion on leadership advancement through the lens of self-care, healthy boundaries and healing from trauma. As leaders in the community, we recognize that trauma is a natural part of life. Whether it be simple or complex, individual or collective, trauma affects everyone at some point in their lives. Leaders need to build skills to address and recognize their own trauma as well as the impact of trauma on those they lead. This includes strategies and suggestions for self-care, setting healthy boundaries, and remembering to center our own needs through the process of leadership. This panel will dive into the basics of being a trauma informed leader, self-care skills to bring our intentions to the forefront, and overcoming imposter syndrome and fear by learning to embrace ourselves wholeheartedly.



About Shelly: I was raised by a single mother who broke intergenerational patterns of abuse. By sheer fate I walked into the YWCA almost 20 years ago as an intern from LCSC, and I never left. Not only did I find my people at YWCA, I also found my purpose. After graduating with a psych degree, I got a Masters in Human Behavior. I personally have struggled with self-care and worthiness, but have found that focusing on gratitude has made a difference in every aspect of my life and career. No matter the obstacle, there is always a lesson to be learned or a silver lining to be found.

Tip for maintaining balance: I spend much of my free time playing in the garden, working on my many unfinished craft and home improvement projects, and spending quality time with my three little dogs.



About Nellie: I grew up in Lewiston where I currently live with my husband of 22 years. I am a mother of an adult son and grandmother to a very busy six-year-old boy. In 2006 I earned my Bachelor’s degree in Psychology at LCSC and have spent the last 15 years working with survivors of abuse at the YWCA. My self-care practices include intentionally and mindfully doing things I enjoy such as arts and crafts, reading fiction, swimming, camping and spending time with my family. I believe that taking care of myself is crucial to being an effective leader and care giver.

Tip for maintaining balance: My nugget of advice is to be intentional and mindful when practicing self-care. Decide to make time. Acknowledge what you’re doing and how it benefits you and allow yourself to let go of guilt and take joy in what you are doing to show yourself love.



About Kristina: I am a mother of two grown men and a grandmother of a beautiful six-year-old girl. I am married and live on a beautiful creek where I have chickens and a beautiful garden. I am devoted and passionate advocate for women! I love to garden, hunt, cook, can, crochet, make candles, and read. I own my own raft and I spend my summer weekends rowing my friends down the Salmon River. I have a very messy backstory. My whole life is the story of redemption. I love God and thank him every single day for bringing me out of the misery I was born into and giving me the honor and joy of caring for other women.

Tip for maintaining balance: To take care for myself, daily I write in a journal about my day, I also walk and work on a hobby depending on the season. I always take the time to be grateful for everything around me.



About Laurie: Laurie Lewis currently serves as the Director of Strategic Advancement at YWCA Lewiston-Clarkston. After receiving her degree in Social Sciences from LCSC, she began working at the YWCA as an AmeriCorps member working with children in the shelter programs. In her spare time she enjoys spending time with her granddaughter, crafting, reading, and jigsaw puzzles.

Tip for maintaining balance: To maintain balance I connect regularly with my family – a weekly phone call with my sister, a weekly video chat with family members near and far, and crafting time with my granddaughter.

“Manage Your Career - Don’t Let it Boss You Around.”

Session B • Erin Cassetto • ACW 134

Everyone needs to learn techniques to manage their career. Most of us learn these skills through life experience, including our mistakes. The process of searching for jobs, marketing yourself (knowledge, skills, abilities, and experiences), and defining your own path can and does change. Take charge of your career – assess your opportunities, areas for growth, and compare those to your plan. Know when it’s time to change course. Master your personal brand (cover letter, resume, elevator pitch, and interview). Tell your story and make it work for you.

About Erin: Erin Cassetto serves as the Director of the Student Employment – Career Center and LC Work Scholars program for LC State. Her career has focused on talent acquisition, developing top talent, and helping employers retain employees. Erin has worked in the corporate world, non-profit realm, and in higher education; designing and managing successful programs like the LC Work Scholars program (LCSC) and Bridges to Work (Community Action Partnership of North and North Central Idaho). Cassetto has served on, and chaired, the region’s Workforce Development Council. She holds Bachelor of Arts degrees from Drury University and a Master of Fine Arts degree from Washington State University.

Tip for maintaining balance: I spend time in my studio painting.



Women’s Leadership Conference Book Club Discussion: *Yes! You Are Good Enough: End Imposter Syndrome, Overthinking and Perfectionism, and Do What You Want* by Trish Taylor.

Session C • Book discussion facilitated by Jennifer Anderson • ACW 135

This breakout session will consist of a group discussion of Trish Taylor’s 2020 book, *Yes! You Are Good Enough: End Imposter Syndrome, Overthinking and Perfectionism, and Do What You Want*. As Taylor writes in her introduction, “This book is to help you feel more confident, let go of the negativity and live your life on your terms” (ix). In her book, Taylor helps us discover why we don’t feel good enough and explains how to eliminate perfectionism. She also offers a practical approach to improving our confidence in just twenty-eight days. Session participants are invited to purchase and read the book ahead of time—though this is not a requirement! The interactive session will introduce several of the book’s key points and provide participants an opportunity to reflect on their own self-perceptions. It will also feature short exercises and opportunities for sharing personal experiences/ideas with others. Participants will recognize that they are not alone as well as learn a handful of useful tips for tackling their unique insecurities.

About Jennifer: Jennifer Anderson is an Associate Professor at LC State where she teaches composition, creative nonfiction, and publishing arts. She also serves as the faculty advisor for the college’s student-run literary journal, *Talking River Review*. Her creative nonfiction has appeared in the *Colorado Review*, the *Cimarron Review*, the *Carolina Quarterly*, and *Brevity*, among other places. In 2019, she won The *Missouri Review*’s Jeffrey E. Smith’s Editors’ Prize for nonfiction. She also makes documentary films with her husband. Their most recent project, *#monalisa*, is an eleven-hour contemplation of human behavior and a meditation on looking, shot entirely in slow-motion at the Louvre. Jennifer is also the 2021 recipient of LCSC’s Women’s Leadership Award.

Tip for maintaining balance: It’s important for me to maintain a balance between my work and personal life. To accomplish this, I make sure to get outside and exercise daily with my husband, which usually comprises a bike ride along the river or a long walk around Normal Hill. Several times a week, I also carve out time in the morning to work on my creative writing projects. I usually like to write for a couple hours, but even if this is not possible—given my schedule on a particular week—I find that writing for even a few minutes leaves me feeling recharged.



“Emotional Maturity + Empowerment Through Emotions”

Session D • Abigail Abts • ACW 136



Women, especially in leadership, face deep conditioning that has discouraged us from taking a position of authority. To be emotionally empowered is to be able to show up in the world as your most authentic self, and go after all of your desires. The goal here is to develop the kind of relationship to your emotions where you are never burdened by them, but instead use them as fuel. Most of us are operating off of old, fear-based systems that developed early in our lives as coping mechanisms. Through our emotional experience, we can learn who we truly are and how to thrive. Emotional empowerment is about clearing away crippling judgment, and limiting beliefs to free up space in our nervous system. Once these outdated systems have been resolved, we're able to work on building empowered, intentional beliefs based on our current reality. Challenging these outdated processes often means revisiting our most tender and vulnerable spaces, meeting our traumas and facing our deepest pain points. In this talk, you'll learn how clarity, acceptance, and gratitude are powerful tools on the path to emotional empowerment, and get a taste of somatic practices that can support you along the way.

About Abigail: I am a recent graduate of a year-long training to become a VITA certified Love, Sex, and Relationship coach. During my studies, I have been most inspired by the somatic approach to gentle trauma release, shadow work, and working with the inner child. Through these means, I developed a focus on emotional empowerment, and continue to dive into this as a major for my studies. As I work to fulfill my major certification standards, I lovingly offer my services locally and online to those called to this work.

Tip for maintaining balance: At least once a month, I make sure to set aside a day with the intention to honor and act on my honest needs and wants. This day is dedicated to listening to my inner child, tapping into my creativity, and reconnecting with what brings me alive as an individual.

Empowerment Through Art (continued from Breakout 3)

Session E • Myndie VanHorn • SUB Solarium



Closing Reception • 4:30-6:30

LC Center for Arts and History

Join us for a yoga session and/or no-host reception at the Center for Arts & History downtown. The Center is also featuring an art exhibition focused on women's health, entitled "Unconditional Care." Unconditional Care explores today's most pressing health issues and shares the stories and concerns of those most directly impacted by them. From chronic illnesses, disability, pregnancy, gun deaths to sexual assault, artists share powerful personal experiences around health and bodily autonomy. By prescribing better representation, listening, and respect, the artists kindly seek unconditional care.



Wind Down Yoga Session • 4:30-5:30

Led by Lee Ann Wiggin • LC Center for Arts and History

The goal of the all level closing yoga session is to invite anyone, at any level, to take 45 minutes out of their day to enjoy a gentle yoga flow practice that feels like a treat to themselves, gracefully ending their day. The practice will be available for any practitioner to join, no matter if they have never practiced or if they are an advanced practitioner. The practice will start with a gentle and thorough warm up the spine and hips, a salute to the sun, breathing through some standing strength, practicing our balance, relaxing into whole body stretches (for a nice long time) and finish with a relaxing and mindful meditation session.

About Lee Ann: My name is Lee Ann Wiggin. My doctorate is in Physical Education (PE) from the University of Idaho. Although my doctorate was earned in a PE department, it does not describe my background or areas of expertise very clearly or specifically. My passion, and areas of research, are in the fields of health and fitness. For over 35 years I have been working as a practitioner in the fitness industry in almost every role imaginable. I have a national certification in group exercise, 2 national personal training certifications and most recently my 200 Registered Yoga Training (RYT) certification that focused on Baptiste Inspired Power Yoga. Almost 2 years ago I opened my own small boutique hot yoga studio, which is now offering different types of yoga and a variety of instructors. Finding yoga has been the bridge to a more holistic way of life, and something previously lacking in my wellness journey. I am now busy spreading joy of yoga to a large group of new found friends and yogi's and loving every second of it.



Tip for maintaining balance: Once a month I try to do something new on the dimension of wellness wheel that gets me out of my comfort zone. It may be physical, it may be spiritual, it may be emotional and it may be social. Whatever it is, the activity takes me out of my comfort zone and forces me to grow in a new way. One of the things that I truly know to be true from experience is that "the magic happens outside of the comfort zone."

We want to thank our major sponsor, Zions Bank, for helping us bring in our three main speakers and for supporting women's leadership in our community and beyond!

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Thank you to all of our other sponsors and supporters!

Your generous donations and overall support helped us with all aspects of the conference, but most especially in helping us bring in more students than ever to this conference!

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Jessica Riehle

Thank you to Edward Jones and Jessica Riehle for sponsoring our Women's Leadership Awards and helping us acknowledge the amazing work women are doing all around us.

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Heidi Higgins

Thank you to Heidi Higgins for creating and donating the "Balance Blend" essential oils for all attendees.

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Special Thanks

Thank you to our planning committee, who gave generously of their time and talents to make this conference a success! Thank you for all of your work, your insights, and your dedication to women's leadership!

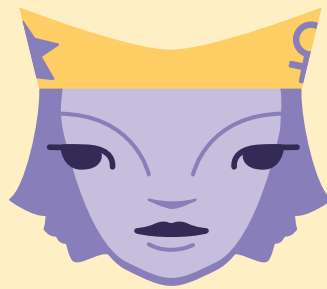
Dr. Amy Canfield
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Thank you for joining us
today, sharing your
knowledge and experience,
and learning and growing
with us.