April 23, 2018
8:00 AM to 5:00 PM
BEST WESTERN PLUS UNIVERSITY INN
MOSCOW, IDAHO

Lifting AS WE Climb

Sponsored by the University of Idaho Office of the President and Washington State University Office of the President

CONFERENCE PROGRAM

WOMEN.WSU.EDU/PROGRAMS/WOMENSLEADERSHIP-CONFERENCE
Conference Schedule At-a-Glance

Monday, April 23, 2018

7:45 a.m. – 8:30 a.m.  Conference Registration and Coffee Social

8:30 a.m. – 9:45 a.m.  Welcome by conference co-chairs
Opening remarks
Spoken Word Poem by Basheera Asantewaa Agyeman
Keynote Speaker: Rebecca Miles, first woman Chairman of the Nez Perce Tribal

10:00 a.m. – 11:30 a.m.  Concurrent Workshops – Session I

11:45 a.m. – 1:15 p.m.  Luncheon
Betsy Cowles, Chairman of Cowles Company and past Chair of WSU Board of Regents
Yolanda Bisbee, Executive Director of Tribal Relations, UI
Mary Crowell, Director, College Assistance Migrant Program (CAMP), LCSC
Roberta Kramer, Assistant Superintendent, Pullman ISD

1:30 p.m. – 2:30 p.m.  Concurrent Workshops – Session II

2:45 p.m. – 3:45 p.m.  Concurrent Workshops – Session III

4:00 p.m. – 5:00 p.m.  Wrap Up Plenary Session: Mary Jo Gonzales, Vice President of Student Affairs, WSU
Concurrent Workshops

Session I – 10:00am – 11:30am
- Negotiation Strategies & Considerations – Presenter: Kelly Ward
- Equilibrium: Caring for Me + You – Presenters: Ellen McKenzie, Amanda Myron, and Rula Awwad-Raferty
- Lifting As We Climb – Presenter: Leanne Ralstin
- A Women’s Movement in a Non-Binary World – Presenter: Jennifer Tess Murray

Session II – 1:30pm – 2:30pm
- Redefining Community Building in Higher Ed – Presenters: Colleen Kerr, Melanie-Angela Neuilly, and Kelly Ward
- Changing “Me” Language – Presenters: Bekah MillerMacPhee and Dr. Laura Holyoke
- Gender and Leadership Style – Presenters: Lynsie Clott, Laurel Meyer, and Katie Dahlinger
- #MeToo & #TimesUp – Presenter: Amy Volz

Session III – 2:45pm – 3:45pm
- Let Passion Lead the Way (Place holder) – Presenter: Mary Jo Gonzales
- Raising Our Voices – Presenters: Leean Hunter
- Leading by the Quotes – Presenters: Theresa Bolden, Sylvia Bullock and Chioma Heim
- Self-care: The underrated leadership skill – Presenters: Emily Tuschhoff and Lynsie Clott
The theme for this year's conference is *Lifting As We Climb*. This theme was inspired by the power of the collective, the strength of the individual, and the transformation that comes when we promote others' successes while we strive toward our own. Women continue to use their collective voice to call for change. Doing so in an effective manner requires a deep commitment to inclusivity. Our theme this year is an invitation and reminder to honor those who have lent us a hand while we extend our own to others. This conference will explore the connections that women make to build stronger and more inclusive communities and networks as well as the pathways that can be used to promote sustaining positive change.

We recognize that *Lifting As We Climb* necessitates a balance between supporting your community and supporting yourself. With that in mind, we invite proposals for workshops/presentations focused within two subthemes – *Building Community* and *Maintaining Self*. We welcome proposal for presentations and/or workshops central to those concepts including topics such as: intersectionality, women's leadership, effective communication strategies, dealing with workplace conflict, imposter syndrome, aiding universal design, navigating social media, self-care, bringing your whole self to the table, and resiliency.

**Conference Attendee Expectations**

- Please wear your name badge! It acts as your ticket into all sessions, the luncheon, and the evening.
- Please silence cell phones and digital devices, so sounds do not interrupt presenters or distract other attendees.
- Please ensure you arrive before sessions start and be prepared to stay until they have concluded.
- Introduce yourself to others and network to make lasting connections.

**Conference Planning Committees**

Marketing/Promotions Committee: Lodi Price, Amanda Beardslee, Chloe Rambo and Anika Van Deen

Operations/Logistics Committee: Casey St. Clair, Alexis Moldenhauer, Marcela Pattinson

Programs/Educational Sessions Committee: Katie Noble, Lindsay Lightner, Amberly Beckman, Laura Lavine, Cheryl Rose, Jen Flynn, Dana Colwell

Speakers and Special Events Committee: Lauren Wells, Kelly Ward, and Maria De Jesus Dixon

Conference Co-Chairs: Amanda Beardslee, Katie Cooper, Lysa Salsbury and Amy Sharp
Conference Speakers

Basheera Agyeman

Basheera Agyeman is a Ghanaian-American Muslim student. She is a senior at Washington State University double majoring in Comparative Ethnic Studies and French. This past winter, Basheera was named WSU’s first Campus Civic Poet, a collaboration between the English Department and the MLK Program. In addition to performing spoken word and engaging in activism, Basheera is a student mentor for the African American Student Center as well as President of the National Pan-Hellenic Council, WSU chapter. After graduation she is looking forward to pursuing her dreams of becoming a writer, scholar and an educator. She also hopes to continue engaging in movements against social injustice.

Dr. Yolanda Bisbee

Dr. Yolanda Bisbee is an enrolled Nez Perce Tribal member and has a rich Hispanic background. Dr. Bisbee has thirty years of work experience at the University of Idaho. She has completed her Master’s in Higher Education Leadership and a Doctorate in Education from the University of Idaho.

Yolanda has directed the University of Idaho College Assistance Migrant Program (CAMP) for 16 years, which is a federally funded project that provides scholarship and support service to U of I Freshman who are from seasonal farm work backgrounds. She also worked as an Upward Bound Coordinator providing academic support services to Native high school youth from the Coeur d’Alene and Nez Perce reservations.

Yolanda serves in two roles at the University of Idaho. She serves at the Executive Director of Tribal Relations for where she provides counsel to the president, provost and administration regarding Native American/Indigenous national and local issues for strategic planning and policy development; works on program development, implementation and evaluation of tribal related activities that further the university’s strategic action plan goals; serves as the point of contact for Indigenous issues; and develops educational materials and protocols regarding tribal/university issues.

Yolanda also serves as the Chief Diversity Officer where she responsible for promoting, and facilitating the achievement of Universities diversity goals. She provides Leadership and administrative oversight to the Office of Equity and Diversity which includes the Office of Multicultural Affairs, the Women’s Center, the Office of LGBTQA, the College Assistance Migrant Program, and the Native American Student Center. Yolanda serves as a member of the President’s Cabinet, and Provost Council.

Yolanda is a former first generation participant of the University of Idaho Upward Bound Program and is very knowledgeable of the barriers facing multicultural students at the secondary and post-secondary levels. Her background in student support services has contributed to her experience in developing culturally responsive recruitment and retention practices that benefit Native and Latino students.

Betsy Cowles

As Chairman of Cowles Company, Betsy Cowles oversees the broadcasting, insurance and real estate divisions of the company. Cowles Company is a fourth generation family-owned media, forest products, real estate and insurance company headquartered in Spokane. The company owns network television stations in Washington and Montana. The insurance agency serves the Pacific Northwest and several mid-west states. The real estate division includes River Park Square and the M (a retail development in downtown Spokane), office buildings and other land and developments in the Spokane Valley.

Betsy is active in the community. She has served on a number of boards including the Greater Spokane Incorporated (past Chair) and the Fox Theater (founding board member). She is a past Chair of the Board of Regents for Washington State University, and serves on the WSU Foundation Board of Governors and the Ruckleshaus Center Advisory Board. She currently is the Chair of the Washington Roundtable and a member of the Board of Directors for the Laird Norton Company in Seattle and the Independent Colleges of Washington.

Betsy received her BA from Dartmouth College and JD from George Washington University. She is married with two adult children and enjoys sailing, biking, skiing, riding and running.
Dr. Mary Crowell

Mary Crowell recently earned her PhD in Education specializing in Cultural Studies and Social Thought from Washington State University. She formerly worked for TRIO's McNair Achievement Program helping undergraduates apply and receive admittance into PhD programs, and has taught undergraduate courses on research, professional development, diversity and education, and development and critical theories. Mary is passionate and committed towards making education a more critical, equitable and inclusive space for all individuals. She also holds bachelors' degrees in sociology and psychology from the University of Idaho.

Mary Jo Gonzales

Mary Jo Gonzales brings a wealth of experience and an abundance of enthusiasm to her position of Vice President of Student Affairs at Washington State University. As a WSU System Vice President, her leadership of student development extends to six campuses, guiding a myriad of units in providing top-notch, specialized student services that support every WSU student. Arriving at WSU in February after serving as interim in a similar position at the University of Rhode Island, Gonzales has been laser-focused on helping transform WSU’s campuses into places where each student can thrive and earn degrees that will propel them into their chosen fields and as leaders in their communities.

Having earned both a master’s degree in communications and Ph.D. in Education at WSU, Gonzales is respected across the nation as a student affairs professional. The NASPA Foundation, a national group dedicated to research, advancement, and sustainability of the student affairs profession, selected her as a 2018 Pillar of the Profession for her outstanding contributions to the field. She previously served as the inaugural director of NASPA’s Escaleras Institute and from 2013-2016 she chaired the NASPA National Excellence Awards Committee. While working as associate dean of students and director of the Academic Success Center at Iowa State University in 2013, she was honored with an award as “Women Impacting ISU” for her role in mentoring and cultivating a community focused on student success. She also received a Martin Luther King, Jr. Distinguished Service Award from Washington State University for her efforts to advance diversity, inclusion, and equity as a graduate student.

As a low-income, first generation college student, Latina, and single mother, Gonzales has dedicated her life to leading efforts which help individuals achieve their academic, personal, and professional goals. In fact, she is known for leading groups through singing the Cougar fight song at meetings or yelling “Go Cougs!” to students passing her in the hallway. She is thrilled to be back home with her Cougar family and lead a team of dedicated, committed Student Affairs professionals. As a WSU graduate, she’s honored to support her fellow Cougs as they learn, prepare to head across the stage at graduation, and go on to become amazing alumni all over the world.

Dr. Roberta Kramer

Dr. Roberta Kramer is the Assistant Superintendent in the Pullman School District. An educator for over 30 years, she earned her doctorate in education from the University of Idaho. She served at a teacher, school administrator at elementary, middle and high schools, and as a school district superintendent prior to beginning her work with the Pullman School District in 2016. She has had the opportunity to mentor many women leaders and is deeply committed to providing voice to leadership opportunities, especially those faced by women. Roberta and her husband, Jeff, have been married for 30 years and have two sons, Andrew (21) and Ethan (16).
Rebecca Miles, Women’s Leadership Conference Keynote Speaker

Rebecca Miles was raised on the Nez Perce Indian Reservation in Lapwai, Idaho. She attended Lapwai Schools and later went on to graduate from Washington State University in 1997 with a Bachelor of Arts Degree in Criminal Justice and from Gonzaga University in 2002 with a Masters Degree in Organizational Leadership.

In May 2004, Miles was elected to the Nez Perce Tribal Executive Committee (NPTEC), the governing body of the Nez Perce Tribe. Miles worked extensively on the Snake River Basin Adjudication, including providing testimony before the Idaho Legislature, and began to cultivate her reputation as a problem solver. In May 2005, Miles was elected by her peers as the first female Chairman of the NPTEC.

Her work and leadership in areas of note in Indian Country and beyond has been featured by many national news organizations including the New York Times. In March 2006, Miles was selected Woman of the Year by the Washington State University Alumni Association. She also received the National River Hero Award in 2007 for her work on ESA listed species in the Columbia and Snake Rivers. That same year she was selected as a fellow for the German Marshall Memorial Fund and travelled throughout Europe learning government and economic strategies of other countries and exchanging her knowledge with leaders of those countries.

In 2010, Miles was selected as one of 50 Vision 2020 national delegates. Vision 2020 is a national coalition of organizations and individuals united in their commitment to achieve women’s economic and social equality. It was developed by the Institute for Women’s Health and Leadership at Drexel University College of Medicine.

Miles resigned from the Nez Perce Tribal Executive Committee to accept the position of the Executive Director for the Nez Perce Tribe in 2009, a position which she currently holds. She shares her life with her two sons, Tre and Ivory.

Session Information

A Women’s Movement in a Non-Binary World
Speaker: Jennifer Tess Murray
Description: Our understanding of gender identity and expression has changed dramatically in recent years. In particular, young adults, whatever their gender identities, no longer assume that people are either men or women. More and more people of all ages are expressing genders that are outside the male/female dichotomy. And yet, at the same me, we continue to work on specific challenges facing women. Women’s experiences remain valid and important. How do we organize around women’s issues while also being clear in our inclusion of transgender women, and including other gender minorities?

Changing “Me” Language
Speakers: Bekah MillerMacPhee and Dr. Laura Holyoke
Description: In this workshop, we introduce the benefits of mindful practices for women with full lives. Mindfulness can be woven into our lives and, when combined with self-compassion practices, can contribute to wellbeing by diminishing self-critical thoughts and imposter syndrome. We provide an synopsis of mindfulness, facilitate a moment of contemplation, lead a mindful group exercise, and practice self-compassion. Attendees walkaway with mindfulness tools they can immediately utilize.

Equilibrium: Caring for Me + You
Speakers: Ellen McKenzie, Amanda Myron, Rula Awwad-Raferty
Description: Community comes in all shapes and sizes. It can be as big as the world, or as small and in mate as you and those for whom you care. As professional women, our caregiving roles are impactful. Many of us are growing families, and others are taking care of parents, as we work towards important, career goals. Sometimes it seems that compartmentalization is the only solution. But, is it? As women, we don’t want to diminish our important relationship roles, but we do want success in our professional lives. This session identifies the stresses involved in our multiple roles, provides insight and story-telling as a means of problem solving and stress reduction, and gives resources to help all of us with balancing our many responsibilities and emerging with wholeness. We each have a story and in sharing and supporting, we like each other as we move forward.
Gender and Leadership Style  
Speakers: Lynsie Clott, Laurel Meyer, and Katie Dahlinger  
Description: This interactive and discussion-based session will use a critical and gender lens to better understand leadership and leadership styles. We will begin with challenging oppressive leadership theories and systems that persist and are reinforced by organizational systems, persons in power, and U.S. culture. Then we will shift to understanding modern Shared Leadership systems and practices. Through a fun game, Animal Compass, participants will discover their primary and secondary leadership styles. Throughout this activity we will explore how gender dynamics and patriarchy influence and confine our authentic leadership-self. Women leaders are forced to navigate and balance between authentic leadership-self and gender norm expectations, all the while looking for opportunities to disrupt oppressive leadership systems.

Leading by the Quotes: Creating a Leadership Style Worth Quoting  
Speakers: Theresa Bolden, Sylvia Bullock and Chioma Heim  
Description: During this presentation, we hope to help participants begin their leadership growth and development. We will unearth participants’ leadership qualities by reflecting on prolific social justice and business leaders and prominent quotes produced in the wake of their leadership. We will examine this via concepts crafted by some of the most influential leaders throughout me. Participants will generate a leadership philosophy to which they may anchor their leadership style. They will determine value-based points of reference for who they hope to become and what type of change, or influence, they hope to support. Participants will engage in discussion with powerful questions and group activities that complement aspects of their leadership philosophy. Participants will construct a plan that not only supports their effort to create a leadership brand worth quoting, but one that supports the growth of other change agents.

Lifting As We Climb: Finding and Articulating our Strengths in Others and Ourselves  
Speaker: Leanne Ralstin  
Description: Many people—especially women, who are often told to be "humble"—have a hard time recognizing and articulating their own strengths and skills. In this session, I will lead participants through (tentatively) two hands-on exercises where they will discover more about themselves, practice recognizing core strengths in others, and (most importantly) articulate their own strengths/skills through personal stories.

#MeToo & #TimesUp, Now What?  
Speaker: Amy Volz  
Description: Are you left wondering if these national trends matter here on the Palouse? Unsure if long term changes will result? Join Amy Volz from Alternatives to Violence of the Palouse in this interactive workshop exploring your personal connections to the national movements—we all have them! Learn about what gender-based violence looks like here on the Palouse and how you can be part of a local solution. From the university campuses to the rural farming communities, we can create healthier relationships, workplaces, and communities, and work towards ending violence for good. Participants will learn concrete actions and take home a toolkit of resources for further learning on trauma-informed spaces, workplace policies, op-ed writing, and more.

Negotiation Strategies & Considerations  
Speakers: Jenny LeBeau, Kelly Ward  
Description: This session will provide an introduction to negotiation skills and considerations that are important for helping women to successfully navigate various aspects of their careers. The session will include an overview of literature and research on negotiation, followed by a panel discussion that includes representation across multiple career types and fields (e.g. university faculty, staff, administrators, K-12 education, community programs). A 90-minute workshop would include these aspects in addition to case studies or role-plays to demonstrate examples of successful and unsuccessful negotiations. Participants in either the 60- or the 90-minute session will have an opportunity to reflect and will leave the session with practical take-aways to aid in their next negotiation.

Raising Our Voices: Using Storytelling to Define Our Values  
Speaker: Leeann Hunter (leeann.hunter@wsu.edu)  
Description: Participants will engage in a series of storytelling and creative writing activities that draw upon memory, sensory experiences, and emotion to articulate how they see the world and why they aspire to create change.
Redefining Community Building in Higher Education through the Academic Service
Speakers: Colleen Kerr, Melanie-Angela Neuilly, and Kelly Ward
Description: The Morrill Act of 1862 is foundational to Shaping American universities as community building institutions. Through the establishment of service as a pillar of the academic mission, we, at all university levels, are part of this important process, though it is often overlooked. In order to combat the lack of consideration given to service in academia, Boyer (1990) identified four domains of scholarship: 1) discovery (most closely aligned with traditional research), 2) integration (most closely aligned with interdisciplinary perspectives), 3) application (most closely tied to faculty service), and 4) teaching. Women are of course disproportionately tasked with the latter two. In this workshop, we give explanatory context for the role of service in community building and its potential benefits, illustrate how varied such service can be, and share experiences that allow for the successful integration of service in academic life, community building, and personal/professional development. Participants will then be able to workshop how they can link their work to community needs in order to broaden the impact of their work/engage the public, with the goal of identifying individualized action steps.

Self-care: The underrated leadership skill OR Self-care: It's more than bubble baths and wine
Speakers: Emily Tuschoff and Lynsie Clott
Description: Complex world problems require complex collaborations to discover and implement solutions. Women leading these dynamic groups are expected to do it all with effortless perfectionism. They must flawlessly balance and perform their socially expected feminine gender norms, masculine leadership behaviors, and take care of their team’s individual and group needs...all without the appearance of trying too hard because that is perceived as “inauthentic”. How in the world do we keep up with these expectations and not fall apart? Self-care is one of the most difficult and underrated leadership skills. If we are not well, our co-leaders and followers will not be well. Leaders who take care of themselves lead by example, and as a result, their team and community is be supported. As leaders we should be aspiring to build others into healthy leaders. In this session you’ll learn the linkages between being a modern woman leader and self-care through a critical gender lens, understand and assess your overall wellness, discuss challenges and strategies for achieving the wellness to which you aspire, and how to support other women in their wellness aspirations.