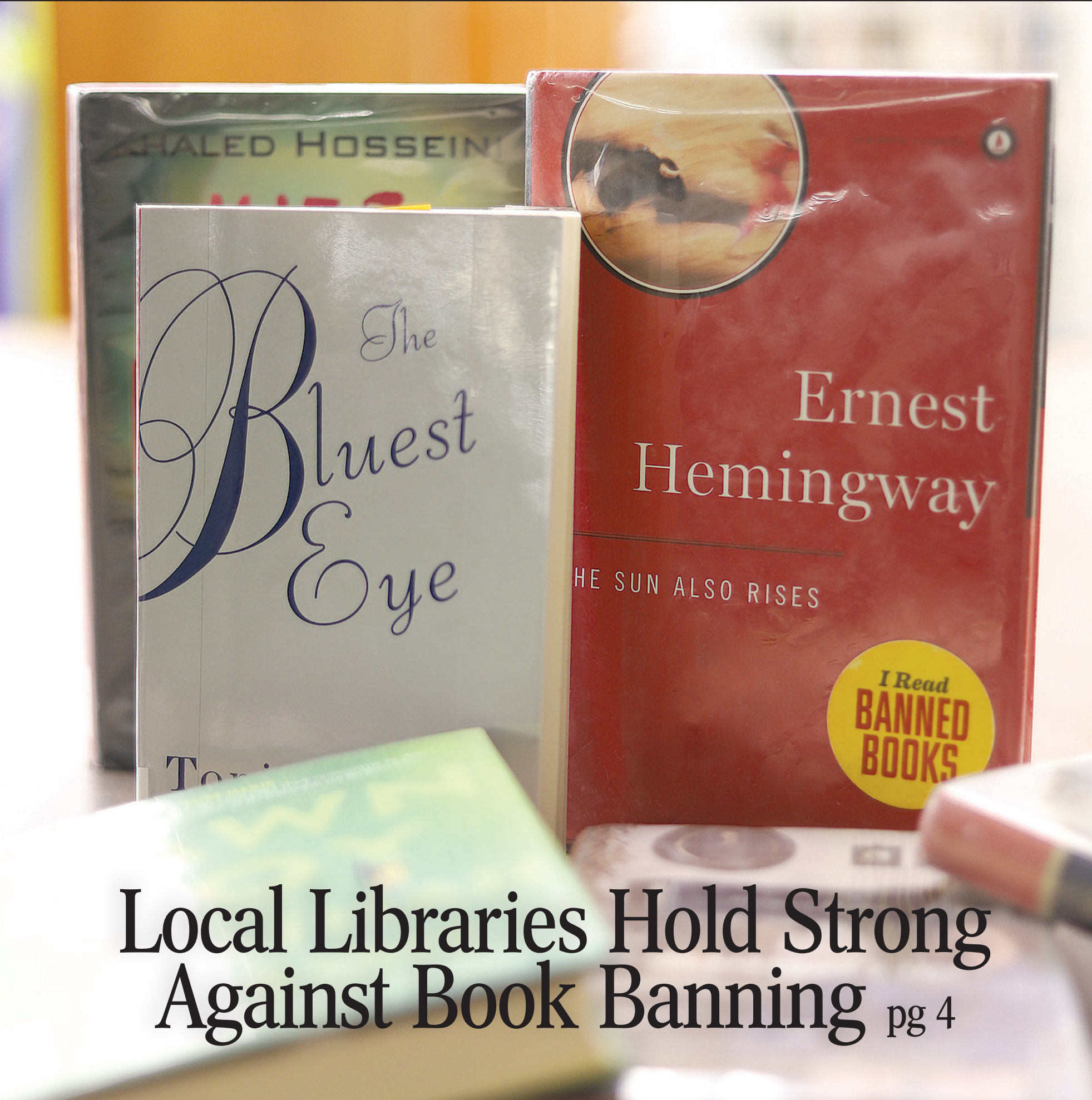


N O R T H W E S T E R N M I C H I G A N C O L L E G E

WHITE PINE PRESS

We hew to the line; let the chips fall where they may.



Local Libraries Hold Strong Against Book Banning pg 4

NMC In History

School spirit has always been important to NMC. The 1963 Pep Club embodied this with enthusiasm and ambition. They sponsored bus trips to out-of-town games, planned a successful Homecoming with the Varsity Club, managed the concession stand at the basketball games, and sponsored a dance after the NMC vs. Alpena game.



Sitting, left to right: Nancy Karczewski (Treasurer), Beth Rokas (Vice President), Kathy Brigman (President), Sally Woodward (Secretary), Mary Jo Williams, Beth Alway, and Jeanne Stephan. Standing, left to right: Karen Lynch, Lynne Ostlund, Kathy Olsen, Sue Sattler, Sheila Carrol, Carol White, Sandy Petersen, Jean Barner, Bonnie Smith. Not shown: Faculty Advisor, Miss Edna Sargent.

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News In Brief

Fall classes are available for viewing. Now is the time to make an appointment with your advisor. Registration starts March 9 or 10, depending on the number of credits you have earned.

Support NMC’s music ensembles this March! Performances will be at 225 W. 14th St. Suggested donations of \$20 include complimentary food and wine. Reservations can be made by calling the box office at (231) 995-1340 or ordering online at nmcmusicdepartment.simpletix.com.

Sunday, March 6: Jazz Big Band, 3 p.m.

Sunday, March 13: NMC Jazz Lab Band, 3 p.m.

Explore new cultures through food! Experience the flavors of Lebanon on March 4 and China on March 11. The Great Lakes Culinary Institute is offering World Cuisine dinners at a cost of \$69 per person. Each dinner includes appetizers, soup, entree and dessert, plus non-alcoholic beverage. Reservations are available starting at 6 p.m. and then every 15 minutes until 6:45 p.m. Call 231-995-3120, option 1.

NMC’s Transfer Fair will be held March 15 from 9:30 a.m.-1 p.m. Visit West Hall Innovation Center to speak with representatives from Central Michigan University, Grand Valley State University, Davenport University, and NMC’s University Center.

The Student Success Center’s Long Night Against Procrastination is back! Study for midterms at the NMC Library March 9 from 2-8 p.m. There will be resources and pancakes!

Need to unwind after midterms? March 15-18, join the student success team for Mid-Semester Reset events, including massages, sound baths, and yoga! Visit the Student Activities Calendar at blogs.nmc.edu for more details.

There will be no classes March 28-April 3 for Spring Break.

Non-Discrimination Policy Notice

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NMC Next Paves the Road to the Future

Gabbi Chavarria
Staff Writer

On January 24, the Northwestern Michigan College Board of Trustees voted unanimously to approve the 2022-

25 strategic plan, called NMC Next. The plan promises to better the academic life of students, create a campus culture where diversity, equity, and inclusion are paramount, continue and deepen community partnerships, and aim for institutional distinctions and sustainability measures. Designed as a living document, the plan can be adjusted to properly address issues that may come up over the next few years. Jason Slade, Vice President of Strategic Initiatives at NMC, is responsible for implementing the strategies laid out in the plan.

NMC Next strives to help students balance education with their lives outside the classroom. This includes increasing degree and certificate options and pathways. The plan calls for a 7% increase in the number of online classes, as well as the implementation of condensed courses to get students through school and into the workplace faster. The decision to increase online classes was made after looking at broader trends seen at NMC.

“One of the things that we [did] pre-pandemic was look at what students were demanding—and they wanted hybrid and online learning opportunities,” Slade said. However, a recent student survey, shared at the Jan. 24 board meeting, showed that students ranked online classes as their biggest challenge.

When the pandemic hit the area, NMC switched all courses to hybrid or online education. With campus now open, in-person classes have resumed but online courses are still needed. Slade said the goal isn’t to get away from in-person instruction, but to offer alternatives to students who need, and benefit, from online learning. “We do watch the data and monitor student engagement and success,” he said.

The new shortened course pathways will take a typical 16-week course and condense it into seven weeks, offering students the opportunity to double up on courses during the semester. “With a shortened class structure, one of the benefits

is hyperfocusing on one or two classes for seven and a half weeks, and then you’re done and you can move up to the next course,” Slade explained. These condensed course pathways will eventually be available for most classes, and at the same cost. Financial aid will still apply to these classes, provided they are for-credit courses, and will be offered online, in-person, and in hybrid forms.

NMC Next will roll out a new statement of diversity, equity, and inclusion (DEI) by August. The statement will be drafted by students, staff, faculty, and community members who have received training in DEI. Hiring Marcus Bennett as the Special Assistant to the President, Nick Nissley, for DEI was the first completed objective in a series of steps that will lead to a more equitable, diverse and inclusive campus. Bennett will be leading the charge training current faculty, staff, and new hires in DEI. Slade noted that students will have opportunities to receive DEI training and education as the plan moves into its final phases. “Here is where the real work comes,” Slade said.

The plan also aims to increase the institutional distinctions of NMC, including expanding the Aviation program, modernizing the Great Lakes Culinary Institute, getting accreditation for the Dennon Museum Center, positioning the Great Lakes Water Studies Institute as a leader in marine and geospatial education, and revamping WNMC, the college’s radio program.

The changes won’t happen all at once, but incrementally. The plan will develop and adapt based on continual analysis of its successes and shortcomings. “I think the typical student won’t see a massive explosion where everything is different from day one to day two,” Slade said.

Condensed courses, online and hybrid course options, and certification opportunities will roll out slowly as NMC Next develops over the next three years. Slade welcomes feedback and responses to the plan as it takes shape, and hopes that students will share what things are working, why, and

where the plan could use some improvement or a change in strategy. “I hope that across the board, NMC continues to feel accessible to [students], and that NMC Next helps make everything a little bit easier and a little more straightforward,” said Slade.

Timeline

2021

FEBRUARY: Facilitation and convening phase

- CampusWorks chosen to facilitate process
- Steering Committee and work teams convened

APRIL-JUNE: Community engagement phase

- Qualitative: 28 focus groups, workshops and meetings held with multiple stakeholders
- Quantitative: Strengths, Weakness, Opportunities and Threats (SWOT) survey, Student survey, Mission statement survey
- Future Summit event

JULY-AUGUST: Scan (research) phase

- Mission/Vision/Values workshops
- Scan teams formed; scans conducted

SEPTEMBER-NOVEMBER: Active planning phase

- Feedback sessions
- Strategy, Objectives, and Action Step Planning workshops
- Jason Slade selected as new Vice President for Strategic Initiatives

DECEMBER: Draft plan finalized

JANUARY: Board approves plan

ONWARD

- Execute Action Steps, building toward achievement of objectives
- Monitor progress
- Report to stakeholders
- Adjust as necessary

2025

NMC NEXT

OUR COMMUNITY OUR COLLEGE. OUR FUTURE.

NMC Community COVID Update

As COVID-19 continues to impact our community, it has become increasingly important to create easy access to important information. The *White Pine Press* is committed to publishing on-campus exposures every issue this semester in addition to COVID protocols, resources, and events in an effort to help disperse this important information. We will also share some general community information and resources.

Masking: Starting Monday, Feb. 28, NMC will recommend masking, and will no longer require them while inside NMC buildings. This change aligns college policy with state and local guidelines, spurred by a downward trend of cases, related hospitalizations, and an increased vaccination rate in our service area. N95 and surgical masks will still be provided in all campus buildings. As an exception, the College’s Health Occupation programs and Health Services office will continue required masking based on MDHHS recommendations.

Vaccinations: Vaccines remain the best protection against COVID-19, especially against severe illness. Vaccines are widely available for ages 5 and up. Grand Traverse Health Department and local pharmacies are administering vaccinations and boosters. Visit [vaccines.gov](https://www.vaccines.gov) to find a location.

Reporting: NMC will continue its quarantine protocols, contract tracing efforts, enhanced cleaning/sanitization efforts, and rapid testing services through Health Services. Case reporting procedures are still in effect and will continue to be reported on NMC’s COVID-19 Dashboard. If you are experiencing any cold or flu-like symptoms, please stay home and seek campus or community testing resources to help mitigate on-campus spread.

Testing: Call NMC Health Services at (231)995-1255 to schedule a COVID test if you are having symptoms or were exposed. The Grand Traverse Health Department and local pharmacies are also testing. To order free COVID tests for your home, visit covidtests.gov. If students, staff, or visitors test positive, please contact NMC Health Services and isolate.

Resources: Visit NMC’s COVID hub for more information and resources at nmc.edu/covid19.

NMC Exposure By Campus/Building			
	Exposures Since February 12		Exposures Since February 12
Main Campus		Aeropark Campus	
Beckett	0	Aero Park Labs	0
Biederman	1	Auto Service Tech	0
Facilities	0	Aviation Hangars	0
Fine Arts	0	Parsons-Stulen	1
Health & Science	2		
West Hall	5	GLMA Campus	
Osterlin	0	Culinary Institute	0
Phys. Ed.	0	Maritime Academy	1
Scholars Hall	0	University Center	0

Positive COVID-19 Cases		
Week	NMC Campus	Grand Traverse
2/12-2/18	3	220
2/19-2/25	3	154

COVID-19 Cases for Northern Michigan	
Cumulative Covid-19 Cases	111,283
Cumulative Covid-19 Deaths	1838

NMC Holds Strong Against National Book Banning Trend

Kyle Hoffman
Assistant Editor

Books are being banned from libraries and schools at a higher rate recently. It is not a new phenomenon, but after a relatively quiet few decades, parents and patrons have begun to mobilize in opposition to an increasing number of books.

According to the American Library Association (ALA), there were 377 book challenges in 2019. While 2020 saw a decrease to 156, 2021 saw an astonishing increase. While the yearly total will not be released until April 4, the ALA did reveal that more than 330 unique cases were reported to ALA's Office for Intellectual Freedom (OIF) in the three-month period between September 1 and November 30, 2021 alone—an "unprecedented" number.

"In recent months, a few organizations have advanced the proposition that the voices of the marginalized have no place on library shelves," said ALA in a Nov. 2021 press release. "To this end, they have launched campaigns demanding the censorship of books and resources that mirror the lives of those who are gay, queer, or transgender or that tell the stories of persons who are Black, Indigenous, or persons of color. Falsely claiming that these works are subversive, immoral, or worse, these groups induce elected and non-elected officials to abandon constitutional principles, ignore the rule of law, and disregard individual rights to promote government censorship of library collections."

The NMC Library isn't receiving an increase of book challenges, but the rise of the grassroots movement towards censorship is alarming. The library does its part in the fight. Banned Book Week is just one way that NMC confronts censorship. ALA celebrates banned book week every September, and NMC participates in it.

The event highlights the importance of access to information and puts on display books that have been widely challenged to show people what kind of books are, and have been, banned. "I think seeing the diversity of books helps people understand 'that book made me uncomfortable but I loved that book and I wouldn't want someone to take that book away from me, so I probably shouldn't take this book away from them.' That is the point of it," Kerrey Woughter, Director of Library Services at NMC, said.

The top 10 most challenged books of 2020 include what many consider classics, such as Harper Lee's "To Kill a Mockingbird" and John Steinbeck's "Of Mice and Men," according to the ALA.

Libraries may choose not to select certain books during

their purchasing process, often for the same reasons that books are being banned from other libraries—but those numbers aren't recorded. An ALA survey suggests that "82-97% of book challenges—documented requests to remove materials from schools or libraries—remain unreported and receive no media."

"I know of zero books that have been banned from the TADL," Michele Howard, Library Director at The Traverse Area District Library (TADL), said. "There are some books we don't purchase but none that I know have been removed from the shelves."

There are many reasons that parents and patrons, who account for more than half of all book challenges, are opposing and challenging books. "Books can be either mirrors or windows," Woughter said. "For people to be able to see themselves in books is really important, but also to get a glimpse into other people's lives." Most books being banned have main characters of color or are part of the LGBTQIA+ community, and many address issues of racism or sexual and gender identity.

"As people start to talk about things that may be uncomfortable, like a character that is LGBTQ or transgender, you're going to have mostly parents who are concerned about those conversations being had at school and not at home," Woughter said. "So it's not a big surprise in that way."

The most banned book of 2020 is "George" by Alex Gino, according to ALA. It is a fictional novel about a young transgender girl, Melissa, who struggles in a world that refuses to acknowledge her as female and insists on using her birth identity—a boy named George. The reading level is listed for ages 8-12 (fourth through sixth grade). Books are regularly challenged in elementary schools, when parents are typically more involved in their children's education.

Similarly, books that address the issue of race and racism are being opposed. Inclusion and racial sensitivity, and books about them, has become a large priority for libraries and schools. The new focus on diversity created a pushback, with many claiming the changes were part of Critical Race Theory (CRT). CRT is a legal framework built on the premise that systemic racism is embedded in American society. It is generally studied in higher law education, it is not studied in K-12.

"It's not surprising right now, people are grossly misinformed about what Critical Race Theory means," Woughter said. "So that has spurred a lot of activity around banning books where



the characters are characters of color."

The NMC Library hasn't had a large public push for books like this to be banned, but Traverse City Area Public Schools (TCAPS) has. Parents have flooded school board meetings since last summer to demand that TCAPS ban books that promote ideals of CRT.

Groups like Moms For Liberty, which started in Florida and has expanded to 165 chapters in 33 states—and over 70,000 members—are part of the grassroots movement the ALA is worried about. The group has flooded school board meetings claiming to be protectors of "parental rights", which dictates that parents should be able to control what kids have access to in libraries. They take special issue with anything related to nonconforming sexual orientations or books that focus on race, believing it to be CRT.

"Some of these groups even resort to intimidation and threats to achieve their ends, targeting the safety and livelihoods of library workers, educators, and board members who have dedicated themselves to public service, informing our communities, and educating our youth," the November ALA press release stated.

"The conversation you hear a lot of times, particularly in this climate, is indoctrination," Woughter said. "If you are talking about gender binary then you're indoctrinating students, or if you talk about race you're indoctrinating them with CRT. That's kind of a buzzword to get people inflamed."

TADL has received some complaints. "Often lately, I've had to remind patrons that we are a public library that responds to the request and interests of our vast and differing community," Howard said. "[We are] not a Christian-only library, although we do have many Christian theme items." (cont. pg. 5)



Book Banning Trend (cont.)

Books are being challenged at extremely high rates in some places. Texas State Representative Matt Krause recently put more than 800 books on a watch list, most of which relate to race and LGBTQ+ issues. Numbers that high don't reflect the NMC Library or the TADL, but that is not to say that the phenomenon doesn't pose a threat.

"I've only been here for three years, but I asked if any of the people who have been here for 10-15 years could remember a time when there was a book challenged at the college, and they couldn't remember any," Woughter said. "So there is a lot more wiggle room for intellectual curiosity."

College libraries naturally don't have the public pressure that K-12 libraries might, especially from parents, but the NMC library still has policies and processes to create a safe space full of diverse perspectives—and that includes a process for patrons to challenge books.

Community members can fill out reconsideration forms, but they have to commit to reading the book in its entirety. They would have to state what concerns them, how, and why, among many other things to ensure that they have fully engaged with the book. After that, a committee forms, consisting of Library Director, Kerrey Woughter, another library employee, a student representative, and a faculty member. Each member would read the book in its entirety, and then come together to talk about the book and the complaint before making a decision.

The library is always checking their inventory, weeding out books that have become outdated or are physically worn down, but they recently completed a diversity audit of their collection.

"In the process we found some things that were like, 'how did this get in here?'" Woughter said. "There was one in particular about the fall of Detroit, and it was incredibly

blatant on Black Michiganders [being the reason], which is absurd."

They have a strict selection policy, but sometimes books can slip through the cracks when you have the quantity that they do. "It's really being careful about thinking thoughtfully about what we're purchasing and going through and weeding thoughtfully on a regular basis," Woughter said.

The NMC Library has books with offensive perspectives that are there to stay, though. A book like Adolf Hitler's "Mein Kampf" is an example of a hateful perspective with historical and societal importance. One of the many goals of the library is to "connect learned to useful information, new perspectives, and each other." That includes ideas and perspectives that might make people uncomfortable. The library doesn't endorse every idea in every book that it holds, but provides a safe space for people to connect to those ideas, whether they accept or reject them.

"What we won't tolerate is misinformation and lies, there is a lot of stuff put out really as propaganda, we just wouldn't purchase it," Woughter said. "The tolerance is less about what is socially acceptable and more about what is true and accurate."

The same goes for TADL. The library has a strict selection policy; if it has a book, it means to have it. That includes potentially contentious ideas and perspectives that aren't endorsed by the library, but are available for those who want to interact with them.

"Mike McGuire who was TADL Library Director used to say something like, 'A truly great library contains something in it to offend everyone,' I wholeheartedly agree with that," Howard said. "There is always value in reading something you disagree with, and in fact, banning a book can sometimes have the opposite effect and encourage people to read it because



they are curious."

A bill proposed in the Oklahoma State Legislature in December 2021 shows just how serious this issue is. If the bill passes, a parent could issue a written request for a book to be taken out of a school district's circulation. That district would have 30 days to follow the request, or the complaining parent "may seek monetary damages including a minimum of \$10,000 per day the book requested for removal is not removed." It goes beyond the parents. The school faculty member responsible for the request can be terminated and prohibited from working at any Oklahoma school for the next two years if the book is not removed in the given 30-day period.

"If you think, historically, about times that information has been censored, bad things happened afterward," Woughter said. "We really need to be vigilant about it, it is not something to be taken lightly and it can often be a harbinger of things to come that are not good."

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NMC Woman Alumnae Share Their Experiences

In honor of Women’s History Month, the White Pine Press and Carly McCall, Director of Alumni Engagement at the NMC Foundation, have collaborated to put a spotlight on the female experience at NMC. We reached out to alumnae with several questions and were flooded with responses from the many amazing women who have passed through these halls. Unfortunately, we weren’t able to include them all. You can follow the NMC Foundation’s Facebook page and Instagram to hear from more alumnae during the month of March.

How Did NMC Help You Reach Your Goals?

“I have taken many different classes over the years that fit my current positions (business while employed in banking), paralegal leading to working as a paralegal for 10 years, and then math and chemistry classes while working towards my education degree at FSU.” - Pamela Forton (Robinson), AA 1993



Pamela Forton

back to get my teaching degree, NMC helped me get the classes I needed to transfer into the program through Grand Valley State University at the University Center.” - Kathee Lamberies (Sheldon), AAS 1990

“Accredited school for pre-pharm requirements. Good instructors!” - Colleen Howard, 1988-1992

“NMC will forever be an important part of my educational and career story. I was overwhelmed after high school and I didn’t have a clear path forward or vision. NMC gave me the confidence to explore my passions, and provided opportunities for me to hone my skills once I discovered my path. Without the encouragement of my instructors, the opportunity to learn and grow while working at the Writing Center, and the friendships that I built along the way, I don’t think I’d be the person that I am today. NMC was my foundation, my origin story, and the best decision that I ever made.” - Melissa Lee, 2005-2007

“Pointed me in the right direction. I never felt lost.” - Madison Thompson, 2014-2015

“I was a single parent going to college for the first time. It was a very supportive environment for me as a single mom and an older student. It helped me gain confidence in knowing I could even go to college. No one in my family went to college and it was so scary for me. I learned about subjects I wanted to take and what I didn’t want to take

and helped narrow my focus. I eventually was confident enough to push through and get my doctorate degree and become a Chiropractor. I have been in practice now for 25 years.” - Judith Allan, 1987-1989

“Being a Northern Michigan resident, NMC was instrumental in my progress toward my anthropology degree. I was able to take courses at NMC and earn my Associate’s degree, then transfer to Grand Valley State University to continue toward my Bachelor’s degree in Anthropology. The University Center of NMC was very helpful in attending as many courses toward my degree as I could without having to travel to Grand Rapids for classes, which is what I am doing now.” - Shirley Shane, ASA 2013



Shirley Shane



Sue Ann Round

“It provided an excellent foundation, inspiring me to pursue a Masters Degree and guiding me to my profession.” - Sue Ann Round, 1968-1969

What unique hurdles did you face while attending NMC? How did you overcome them?

“NMC helped me reach my goals by simply being a resource in our community! All my professors did so much more than “teach”. They built trusting relationships and cared about me. This was not just in one Professor, this was consistent every time I worked with someone from NMC. Some of these relationships I still have are strong today.” - Laura Oblinger (Merrifield and Zientek), AAS 1997



Laura Oblinger

“My middle age, being a female among a predominantly male classroom situation, and not a full time registered classroom attendant. My age actually helped!” - Ellen Allen, 1980’s

“I was the only female in my entry level culinary class. In a class of 12 men, I was the only woman enrolled in Culinary 101. I spent an entire semester listening to sexual kitchen innuendos and continuously working towards building clout in a male dominated industry. I

worked towards setting firm boundaries while in class and maintaining clear communication with the instructor.” - Courtney Lorenz, GLCI 2011

“I honestly had zero study skills and I enrolled in a class the first semester that gave me the tools that I needed to succeed. I used those tools throughout my college years and into my professional career.” - Liz Blume (Eikey), 1989-1991



Liz Blume

“I was a teen mother, struggled financially and began school shortly after getting married.” - Heather Colombo, Nursing 2005

“While attending NMC, my mother passed away from a drug overdose. At 19 years old, I got custody of my 14 year old brother. I was working full time, raising a teenager, and still attending college full time. If it weren’t for NMC’s flexibility in class scheduling, I’m not sure I could have done it all.” - Kendra McIntyre (Carpenter), ASA 2003

“As a newly divorced single mom of three, I was demoralized and lifeless. The affirmation and support of the instructors who saw me as smart, likable and talented in and of myself -- and not just an extension/reflection of my husband -- was life changing.” - Nancy Collard (Warner), ASA 1985

“My hurdles were mostly in my head. Once I realized that I could do Algebra and Speech and survive, I not only survived...I was able to thrive.” - Alyssa Irani, 1998-2000

“My personal hurdles involved insecurity. They were overcome by positive reinforcement from instructors and fellow students.” - Karen Howie (Kozlowski), ASA 1963



Karen Howie

“Being the first to attend higher education in my family. I overcame them with the support from my family and friends, hard work and dedication. Also knowing when to push forward with a goal and when to quit.” - Paige Breithaupt-McPherson, ASA 2016

Could you describe an important female mentor or role model at NMC that supported you?

"Unfortunately, GLMA does not have a female instructor, but I sailed with a female chief mate who had graduated from GLMA. She taught me more about piloting and cargo operations than anyone on the Great Lakes, and she did so, not out of obligation, but out of a sincere investment in supporting women seafarers. She once admitted that, while she seemed very calm and collected on the outside, she was screaming inside. I was shocked to hear that someone so competent and skilled experienced the same fears and anxieties as a normal person. I appreciated her down-to-earth approach to teaching and her willingness to be honest about the challenges she faced. Some people in the merchant marines may think showing that level of vulnerability is a weakness, but her emotional intelligence is what truly brought her to the next level. If more people in shipping had her empathy and level-headedness, the maritime industry would benefit from less mishaps, less HR complaints, less exploitation, less accidents." - Tiffany Pascal, GLMA 2021

"I wish I could remember her name, she was my English Comp instructor. She encouraged me to write. As I have now written three books, and am working on a fourth,



Valerie Winans

I think about her. She lived in Elk Rapids and her husband was a minister. In spirit she stays with me encouraging me." - Valerie Winans, AGS 2007



Martha Johnson

"Tina Perdue. Very personable and easy to talk to." - Martha Johnson, ASA 1983

"The classes and instructors that I remember from my time at NMC, in the mid 80's, were the science, math, and engineering classes and at that time they were taught by men so I do not recall any female role models. My accounting classes, taken in 1999/00, were also taught by men. Today, many of those math, science and accounting classes are taught by wonderful female instructors as well." - Nicole Fewins (Danet), ASA 2012

"Marguerite Cotto - throughout my NMC experience both as a student and employee, Marguerite was always helping to make connections and find creative solutions." - Rebecca Teahen, 1997-2000



Chanda Allen

"All of my professors were great. I could give a positive piece on every one of them. But, Sue Padgett was my top favorite. She had a spirit about her that was so full of positivity that her energy made you love math. She's retired now." - Chanda Allen, AAS 2017

"Deb Pharo, she is a total badass! She first helped me in the math lab before I had her for a teacher, she just left such an impact on me. Deb was almost a legend for being a tough teacher and she kind of intimidated some of my male peers. She was not going to accept any less than your best especially for the women in her advanced math classes. I believe I had her for my Calculus IV and differential equations class and there were two teachers for it and they let us choose who we wanted to teach us, kind of like an NFL draft. I was so excited to finally have her and it was one of my favorite classes." - Shannon Kiley, AGS 2012



Shannon Kiley

What do you believe is the biggest issue facing women today?



Lin Benfield

"Trying to be all things to all people at all times and it's expected." - (Martha) Lin Benfield, ASA 2009

"Listening to outside influences rather than trusting yourself." - Alyssa Irani, 1998-2000

"The biggest issue facing women today is men not believing our stories or perspectives. We are not believed when we recommend safer methods of working; we are not believed when we raise concerns over personnel issues; we are not believed when we come forward about sexual harassment or violence; we are not believed when we discuss discrimination or sexism; we are not believed when we say we are strong or tough; we are not believed when we say we are qualified for the job and are good leaders. Diversity doesn't mean reaching a quota and taking some photographs for marketing purposes to make everyone feel better about a highly homogenous workplace. It means integrating the perspectives of women, POC, and LBGTIQA folks so that the culture of a workplace or community changes and adapts to us rather than forcing us to erase our heritage and gender identity in order to assimilate and blend in for the comfort of others. Women have formed powerful support systems with each other, but good men need to step up and stop burying their heads in the sand when confronted with our negative experiences. They need to believe us, and they need to stop relying on women in the most marginalized positions to be the ones to martyr themselves for better policies." - Tiffany (Tiff) Pascal, GLMA 2021



Rev. Linda Stephan

"The pandemic is really highlighting our problems with affordable childcare. We also still have much to do to respect female bodies and to prevent sexual assault and abuse. This is true for all women and girls, and exacerbated for our siblings of color." - Rev. Linda Stephan (a United Methodist pastor serving Central UMC Traverse City), 1994-1996

"Despite the progress women have made over the past few decades, one of the biggest challenges still facing women is making their voices heard. There are too few women in leadership positions across all sectors of the workforce, and this needs to change. Over the course of the pandemic, women were more likely to leave their jobs than men, and this change will have a ripple effect for years to come. Another workforce challenge faced by women is pay equity. Again, women need to have their voices heard to address these issues. I believe women will continue the fight to have their voices heard and to make positive change across all aspects of our society. As Shirley Chisholm, the first African American woman in congress said, "If they don't give you a seat at the table, bring a folding chair." Let's grab those chairs and make a difference." - Tara Donahue, Psychology 1998



Tara Donahue



Kristin Fehrman

"We have made great strides in our society, but the patriarchy still exists, making many women question their value or talent in the workplace. I've endured this many times and always felt the need to prove myself. At 37, I finally let that go and am enjoying my own creative entrepreneurial venture." - Kristin Fehrman, 2003

"The biggest issue women face today is the expectations placed upon them and that women place on themselves. It's important to recognize all the accomplishments and growth while still recognizing we're human too." - Paige Breithaupt-McPherson, ASA 2016



Margo Marks

"Equal pay and positive role models. I see women looking up to celebrities and politicians because they are in the media spotlight and they have money. We don't promote/recognize our accomplished local women enough in our own communities. These are the strong women locally, that are in the trenches, raising families and holding down leadership positions in our communities, making a difference." — Margo Marks

"Cost of tuition." - Jane White, AAS 1991

Women’s Rights Take Three Steps Forward, Two Steps Back

Mindy Morton

NMC History Instructor

According to the 1968 Phillip Morris ad campaign, “You’ve come a long way, baby.” The slogan promoted Virginia Slims, a cigarette designed to appeal to women. Never mind the irony of promoting a product that potentially kills its users, nor the use of the endearment “baby,” it was the 60s and Phillip Morris was jumping on the growing feminist bandwagon. And women had made inroads.

During the 1960s, equality made legal headway. Congress passed The Equal Pay Act of 1963, promising equitable wages for the same work regardless of the race, color, religion, national origin, or sex of the worker. In 1964, Title VII of the Civil Rights Act passed, which included a prohibition against employment discrimination on the basis of race, color, religion, national origin, or sex. The 5th Circuit Court case of *Weeks v. Southern Bell* in 1965 marked a win in the fight against restrictive labor laws and company regulations on the hours and conditions of women’s work, opening

many previously male-only jobs to women. 1968’s Executive Order 11246 prohibited sex discrimination by government contractors and required affirmative action plans for hiring women.

And these changes had an impact. In 1968, first-year law students were about 93% male, according to the American Bar Association. Today that percentage is approximately 53% female to 47% male. However, the pay gap has remained stalled over the past 15 years with white women earning 82 cents to every dollar earned by white men according to the Pew Research Center. For minority women, the statistics are worse. African American women earned on average 65 cents to every dollar earned by white men and Hispanic women earned 58 cents on the dollar.

The pandemic has thrown a wrench in women’s progress toward full financial equality. McKinsey and Company, a global management consulting firm, states in a 2021 article, “The pandemic had a near immediate effect on women’s employment. One in four women are considering leaving the workplace

or downshifting their careers versus one in five men.”

Oxfam International notes in 2021 that the “Economic fallout from the COVID-19 Pandemic is having a harsher impact on women, who are disproportionately represented in sectors offering low wages, few benefits, and the least secure jobs.” Jobs such as retail, tourism, food service, health care and education. “Instead of righting [these] wrongs, governments treated women’s jobs as dispensable,” said Oxfam Executive Director, Gabriela Bucher, in an article from April, 2021.

So what can be done? How do we not only bring women back into the workforce but regain and exceed the gains we have made. There are things to consider. One of the major drawbacks for women returning to work is childcare. The pandemic has forced many daycares to take in fewer children or close. According to a February 16, 2021 article in *USA Today*, “[there are too many new expenses required to keep the doors open safely,” along with “Too few loans and grants

available to help bridge the gap for mostly female small business owners who provide the bulk of the nation’s child care.” Childcare in Michigan in 2022 averages \$10,861 a year, according to the Economic Policy Institute, yet careerexplorer.com states that the top Michigan childcare workers earn \$25,100 annually. In essence, a childcare worker can’t afford to put their own child in daycare.

If you work in an industry such as the restaurant business, with staggered hours, including weekends and holidays, where do you find childcare? McKinsey and Company suggests that “if action is taken now to achieve best-in-region gender parity improvements by 2030 (including investments in education, family planning, maternal health, digital and financial inclusion, and correcting the burden of unpaid-care work related to childcare and caring for the elderly), \$13 trillion could be added to the global GDP.”

So we have “come a long way…” but, thanks to COVID, it seems to be three steps forward and two steps back.



Sign held during the 2017 Woman’s March in Washington D.C.

Empanadas Offer Spanish Culinary Experience

Molly Salter

Staff Writer

Taking a trip across the ocean to the beautiful country of Spain will introduce you to delicious foods that you must try. There is so much rich culinary history and culture in Spain. Luckily, you can take a tasting tour at home starting with paella, jumping to sangrias, and finishing off with the recipe I am going to introduce to you today—empanadas.

Empanadas are one of the more unique dishes that Spain has to offer. To make it simple, an empanada is a flaky crust that encompasses a filling of one's choice, and is formed into a hand pie. That is the beauty of these creations, they can be made into anything someone would want. Starting with the classic beef and cheese, to chicken, and then taking a complete turn and making them as a dessert! The choices are absolutely endless! They are a blank slate and made for a creative mind. The choice is up to you!

There is no single location they originated from. There are rumors that they were “born” in Argentina or Chile, where a type of empanada was created. Others have argued that they were invented in Spain. No matter what the answer of that question is, they are a wonderful, filling meal that is amazing to have any time of year.

Personally, I would suggest these as a winter meal. If the decision is made to fill them with meat, they are warm and filling. They are also excellent frozen and then reheated on a different day! Here is my classic Beef and Cheese Empanada recipe. I hope you try!

Beef and Cheese Empanadas

(Makes approximately 20 empanadas)

Dough Recipe:

- 3 ¾ Cups- All Purpose Flour
- 1 Tbsp- Sugar
- 1 ½ tsp- Salt
- 12 Tbs- Cold, Salted Butter, cubed
- 1 ¼ Cups- Cold Water

Directions For The Dough:

1. Combine the flour, sugar, and salt in a bowl.
2. Cut the cold butter into small cubes and place in the flour mixture.
3. Using your hands, coat each piece of butter with the flour, breaking the pieces apart with your fingers into small, pea-sized pieces.
4. Once the butter is worked into the dough, slowly add the cold water and mix by hand—the dough should not be sticking to your hands, if it is, add more flour.
5. Roll the dough into a three-inch-wide log, wrap the dough in plastic wrap and place in the fridge to rest for an hour.

Filling Recipe:

- 1 Lb- Ground Beef
- 1- Onion, rough chopped
- 3- Garlic cloves, minced
- 2 Tbsp- Tomato Paste
- 1 tsp- Sugar
- 1 ½ Tbsp- Cumin
- ⅛ tsp- Cloves
- 1 ½ Tbsp- Chili Powder
- 1 tsp- Salt
- ½ tsp- Pepper
- ½ tsp- Dried Oregano
- 1 ½ Cups- Beef Broth
- 3 Cups- Cheese, your choice

Directions for Filling:

1. In a large pan, brown the ground beef with the onion. Let cook for 3 minutes and then add the garlic. Cook until the onion is translucent and meat is mostly browned.
2. In a small bowl, combine all of the spices together.
3. Add the tomato paste to the meat mixture on the stove, using a spatula to coat the meat in the tomato paste.
4. Add the spices to the meat and let cook and combine together for around 3 minutes.

*Taste as you go! These seasonings are easily changed, find what tastes the best for you!

5. Add the beef broth to the meat and cover with a lid, letting it simmer for around 5 minutes.
6. Remove the lid and let most of the liquid simmer off, leaving a small amount of liquid at the bottom of the pan to keep the mixture moist.
7. Once complete, place the meat mixture into a bowl, wrap with plastic wrap, and place in the fridge. Cool completely.
8. Mix in the cheese.

*You do not want the cheese to melt yet! Let the oven do that for you! It makes a difference if you let it.

Egg Wash Recipe:

- 1- Egg
- 2 tsp- Milk

Directions for Egg Wash:

1. Crack the egg into a bowl and add the milk.
2. Using a fork, whisk the egg and milk together until smooth and until all egg whites are incorporated.

Directions for assembling the Empanadas:

1. Preheat the oven to 425°F if using a convection oven or drop the temperature to 375°F. *Convection is preferred to help the dough cook evenly.
2. Pull your chilled dough and meat out of the fridge and let them sit on the counter while you prep the work surface.
3. Place a generous amount of flour on the counter and coat a rolling pin in flour as well.
4. Using a sharp, non-serrated knife, cut slices of the dough from the log around 1-inch thick.
5. Place your small round of dough onto the floured counter top and roll out the dough with the rolling pin into a circle around ¼-inch thick. *This thickness is important, you do not want the dough to be too thin, otherwise your filling will leak through the dough while baking.
6. Using your finger or a pastry brush, brush half of the edge of the circle with egg wash.
7. Place 3 tablespoons of the meat and cheese mixture onto one half of the dough circle, leaving ¼ inch around the edge.
8. Flip the other half of the circle over the filling, pressing down on the edges with your finger to form a crescent shape.
9. Using a fork, crimp the edges of the dough to seal them together.
10. Place onto a parchment lined baking sheet and brush the top with egg wash.
11. Repeat steps 4-10 until you have no more dough.
12. Place in the oven and bake for 25-30 minutes (if using a non-convection oven, they may require a few more minutes) and make sure the crust is golden brown when they come out of the oven.
13. Let cool for 10 minutes and serve. Leftovers can be frozen or stored in the refrigerator for up to a week.

WRC Thrift Is Everyone's Thrift Store

Gabbi Chavarria The Women's Resource Center (WRC) in Traverse City provides protection, shelter, and support to people impacted by domestic and sexual violence. The WRC also happens to own and operate some of the best thrift shops in town. Coincidence? No, actually. Totally on purpose.

The WRC is a nonprofit that provides an array of services including a 24-hour helpline that operates 365 days a year, one-on-one and group support services, emergency shelter and housing, and advocacy for access to medical or legal resources. They serve around 167,000 people in Benzie, Grand Traverse, Kalkaska, and Leelanau counties and provide free services to anyone, regardless of sex, age, race, religion, or income.

They are able to offer all of these services thanks in large part to their two WRC Thrift storefronts in Traverse City, where half of every \$2 spent gets donated to support the mission of the WRC. The thrift stores are packed to the brim with everything from kitchen supplies to antique jewelry—all sold at prices people on any budget can afford.

Although "women's" is in the name, the stores cater to everyone. I was recently inspired to style a men's outfit with a jersey as the focal point. I wanted the look to remind me of what kids used to wear when I was growing up in the 90's in San Diego—chill and understated but bursting with personality; just my style.

I took inspiration from someone in my creative writing class. They were wearing a Golden State Warriors basketball jersey over a hooded sweatshirt with jeans. It's a cool and classic fit, and I liked that their version was colorful and personal. Using their outfit as a template, I



put my own twist on it. I found a grass-green hockey jersey from a local team and used that as my starting point. I liked the shape of the hockey jersey, and the fact that it came from a local team added some interest to a typically sporty style. I knew right away that I wanted to layer under the jersey, so I went searching for a long sleeve...something. After picking through different racks and trying some options, I found the perfect navy blue turtleneck with thin stripes of the same shade of green. I liked that it wasn't a hoodie, and it was oversized so it allowed me to continue to play with proportions.

I moved onto pants and quickly found a pair of light khaki oversized corduroys that tapered slightly at the ankle. With the main outfit sorted, I went to look for a pair of boots and found some that were the perfect color, and a good mix of street-wear and

utility. The total cost for the clothes and shoes was \$19—\$8 for the pants, \$4 for the jersey, \$2 for the turtleneck, and \$5 for the shoes. Thrifting can be intimidating, but the savings and money invested back into the community are always worth the effort. The WRC Thrift stores are some of my favorites in Traverse City. I feel extra good shopping there knowing that my money is going to a good cause while shopping sustainably for cool and unique pieces. Like anything, shopping and styling second-hand takes practice and time, but when it pays off, it pays big. *Think you may be a victim of domestic/sexual violence/assault? Want to help the WRC? Visit www.womensresourcecenter.org for more information and support.*



Free Concert Saturday, March 19!

One of the many benefits of being a current NMC student is access to both the Dennon Museum Center and the DMC Concert Series programs for free. Interested? Simply email [m Holtrey@nmc.edu](mailto:mholtrey@nmc.edu) or call 231-995-1055 to reserve your two free tickets today for Bassell & The Supernaturals on Saturday, March 19, at 8pm in Milliken Auditorium. More about the group is included below. We hope to see you soon! Craig

Craig Hadley Syrian Heart. Executive Director for the Chicago Soul. Bassell & The Supernaturals tells the story of Bassell Almadani's experience as a first-generation Syrian-American using soulful melodies, funk inspired rhythms, and captivating lyrics regarding love, loss, and the war in Syria. Deeply inspired by Otis Redding, Bassell uses the stage as a vehicle to engage audiences in over 100 different cities across North America.

In addition to performing in major festivals, performance halls, concert series, and clubs, the group works closely with organizations on events and residencies that build awareness and empathy for Syrian refugees. A substantial portion of their proceeds benefit the Karam Foundation, a 501(c)3 organization focused on building a better future for Syria. Upon returning from a service trip to Istanbul in September 2019 working with displaced Syrians, Bassell & The Supernaturals

released their full-length album, Smoke & Mirrors, in April 2020. "Stepping Back in Time" was featured on Spotify's official "All Funked Up" playlist and recently surpassed 500,000 streams. The band collaborated with TedX Talks as well on their music video for "Calculated Love", featuring Chicago's resilient youth in the midst of the COVID-19 pandemic. Check out their website at bassellmusic.com.



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"I Have to Go and Fight Against Russia"

Anastasiya Zubaryeva

Contributing Writer
Ukrainian-American NMC graduate

My name is Anastasiya. I am both Russian and Ukrainian. I moved to Traverse City

in 2007 with my mother. The war that the Russian President, Vladimir Putin, has waged on the Ukrainian people has been absolutely inhumane and absurd. There are a lot of questions in regards to how all of this started.

On February 24th, I woke up early to many messages from my Ukrainian family and friends. Messages that read "Russia is attacking Ukraine," "There are gunshots in the distance and the news is showing missile strikes," and "I have to go and fight against Russia."

In the days that followed, I tried to gather more information and wrap my mind around what was going on. My hometown Mykolaiv, Ukraine, was bombed two days later. This is when reality started to sink in. As I write this, there are homes/apartments, schools/kindergartens, military bases, airports, hospitals, factories, and cities being destroyed. Currently, my Ukrainian family and friends are hiding in underground cellars. These cellars are very old, dark, have mold, and are freezing cold. They are using blankets to stay warm.

People are slowly starting to run out of food, no one is able to work, and the banks are closed. Due to the Ukrainian economy being so poor, no one is receiving financial support from the government. My friend, Bogdan, who is currently defending Ukraine wrote, "we are getting low on water, I eat once a day, if lucky—and I haven't slept in days." It breaks

my heart to write that... I have not heard from him in over two days. At this moment, I do not know if he is alive or dead.

Ukrainian people have been instructed to hold their personal documents on them, so in case of death, other people could identify them. Currently, all men from the ages of 18-65 have to serve, the willing go first. This means that more men from my family will be taken to serve if this war continues.

All around Ukraine and Russia, mothers are losing their husbands and children. Those who protest against the war in Russia are taken to jail by the Russian police. At the end of the day, no one wants this war, except Putin. His motives are not entirely clear to me, but I believe that he is very threatened by the possibility of Ukraine joining NATO and wants our rich agricultural land and other resources.

Until now, I don't think people around the world realized how strong Ukraine is. Our president, Volodymyr Zelensky, is willing to stay and make a stand with our country—and fight. His wife, Olena Zelenska, is there fighting beside him. Our people are passionate, courageous, and determined. They have been through so much, even before this war. Please take a second to pray for the Ukrainian people, they don't deserve this. If you are interested in fighting against Russia, Ukraine has lifted visa requirements for volunteer foreign fighters. You can sign up by talking to your local Ukrainian Embassy. I have also started a spotfund and all

donations will go towards food, water, medical supplies, and shelter/home renovations. Please consider donating at this link: spot.fund/neJm30

Thank you all for taking the time to read this and for your support.



Ukrainians in the Traverse City region and faith leaders held a vigil in the Traverse City Open Space on Sunday, February 27th.

SPONSORED CONTENT

GVSU students juggles jobs, family responsibilities with plans to earn master's degree

Michele Coffill

Grand Valley State University

Juggling family and job responsibilities is enough for many

people. Catherine Russell-Maxson adds college classes and applications for a master's degree program to the mix.

In April, the Traverse City resident will earn a bachelor's degree in allied health sciences from Grand Valley State University's Traverse City Regional Center. Russell-Maxson was a concurrent student at Northwestern Michigan College and GVSU, then transferred to GVSU in 2017.

She and her husband have two children under the age of 2. They moved from New York City to Traverse City six years ago to be closer to family. It was then Russell-Maxson decided it was time to finish college.

"I was a medical assistant when we lived in New York but I always knew I wanted to be a provider," she said. "I would take a class here and there, chipping away at a degree."

Russell-Maxson worked as an insurance adjuster in New York, a job she continues to do in Traverse City, while working as a nurse assistant at Munson Medical Center.

"At Munson, I help with rounds and patient care, take their vital signs and help with their personal care," she said.

She said her proactive attitude helps keep her and her busy schedule organized.



After starting at NMC, Catherine Russell-Maxson will finish her bachelor's degree from GVSU in April. She plans on applying to GV's physician assistant studies program in the future.

"I have never been a reactive person. I also prioritize all my daily tasks," she said. "It's nice that all of my classes are online and offer flexibility."

Russell-Maxson plans to apply to GVSU to enroll in the physician assistant studies program. "I have always enjoyed medicine and the interaction you have with patients," she said.

Her children are young, but Russell-Maxson said her jobs, education and career aspirations are all done with them in mind.

"I keep pushing myself not only for me, but I want my kids to be proud of me," she said.

GVSU Physician Assistant Studies

GVSU opened its satellite PAS program in Traverse City in 2015, to educate students who want to stay in northern Michigan and provide patient care. Since that program began, more than 70 percent of students who earn PAS degrees work in the area.

The PAS program has an articulation agreement with NMC that grants preferred admission to the program at the Traverse City Center for two qualified NMC students who meet admission criteria. Learn more about programs and pathways from NMC at www.gvsu.edu/tcprograms.



Trojan Hockey Coach Teaches Life Lessons

Chris Fulton Staff Writer Coach Chris Givens has been leading the Traverse City Central Trojan Hockey team as head coach for the last 27 years, and what he teaches is much more than just how to win. He teaches the players how to overcome adversity in the face of challenges, how to pick themselves back up in the event of loss, and a sense of cooperation that weaves throughout the fabric of their lives.

“I think as a coach, you know, we’re with these guys five or six days a week for four months, and I think you’re missing a good opportunity if you don’t do things like that—it can’t just be hockey,” said Givens. “Just a month and a half ago we lost a game, and I said we’re not dealing with adversity because we lost a hockey game. Adversity is living in Kentucky, having your home wiped out by a tornado...that’s adversity! Losing a hockey game I can say, ‘we can come back and try tomorrow.’”

Prior to coaching high school hockey, Givens coached

youth hockey, a bit of baseball, and soccer as a summer job when he was in high school and college. He began at TC Central High as assistant coach to Jude Cummings in 1992. When Cummings retired in 1995, Givens became head coach of the team.

His coaching skills evolved over time. “When you’re a young coach, those first couple of years (and I don’t know if this is the way for everybody), but I felt an enormous amount of pressure, and I think it was just pressure I put on myself because I’m real competitive,” Givens said. “I’m a much different coach than I was in those first few years, but it’s been positive, it’s all been good!”

Some of the highlights from over the years for him include winning the state championship in 2006—a once in a lifetime experience. There’s a memorial game every year in honor of Jeff McCullough, who played for the TC Trojans team during Givens’s first year as head coach. “This trophy (Challenge Cup) honors the memory of Jeff McCullough who was a three-year

varsity hockey letter winner at Traverse City Central,” said Givens. “On October 15, 1996, just weeks into his senior year, Jeff lost a courageous battle with cancer.”

He has had a lot of good hockey players and good young men come through the program, including his son for four years. He’s glad to have the opportunity to work with them and hopes that he’s taught them some things. They have certainly taught him a lot. He loves seeing the progress that players show this time of year, four months into practice, but he’s also thinking about their long-game.

“There’s just so many parallels between hockey practice and hockey games, parallels to things that happen in real life,” Givens said. “Using those to teach life lessons, that maybe doesn’t make much sense to them right now, but in 10 or 15 years hopefully they go ‘Ah, now I know what he’s talking about.’ It’s something they can fall back on because we taught them some things other than hockey, hopefully.”

