Women's Research Institute of Nevada Newsletter

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Women's Research Institute of Nevada

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Politics seems to be everywhere this fall. It is the same at WRIN and UNLV for the rest of the year. We are honored to have Debbie Walsh, the Director of the nonpartisan Center for American Women and Politics (CAWP), as a guest lecturer on October 24 as a University Forum speaker. Save the date. Her work at CAWP has provided an accessible resource of all forms of data and research on women in the political process from the local to state and federal positions. A visit to the website (http://www.cawp.rutgers.edu/) will show that not only did CAWP develop the college women’s leadership program NEW Leadership, but also a nonpartisan program to train women to run for office, Election Watch, and a leadership program for girls called Teach a Girl to Lead.

The national campaign cycle has been unique, historic, and distressing at times. It has, however, led to two notable offerings at UNLV. Most prominent is that UNLV will host the Third Presidential Debate on the campus and those interested can find all types of events linked to that distinction (https://www.unlv.edu/2016debate). I am pleased to offer a class on Women & Gender in Politics which will examine the way our ideas about gender have shaped not only women’s participation but the way we govern.

We in academia tend to think of fall as a new beginning, but this year it also brings us to the end of a remarkable relationship. Tamara Marino who has provided a skill set that has benefitted WRIN in every conceivable way has decided to take another job at UNLV. For those who may not know Tamara, while working at WRIN she completed her BA, raised two adolescent boys (it continues), developed our newsletters, and ran the logistics for the NEW Leadership program. That is just the tip of the many contributions she has made to keep WRIN thriving while I focused on development and research. We are at a loss to see her go, but know that this is a remarkable opportunity and a new beginning for Tamara.
The Institute for Women’s Policy Research recently released *The Status of Women in Nevada, 2015*. This report demonstrates the impact of and/or need for economic and social policies that affect women and families in Nevada. The report analyzed political participation, employment and earnings, work and family, poverty and opportunity, reproductive rights, and health and well-being relative to women in our state. Key findings include:

- At current rates, Nevada women will not receive equal pay until the 2044.
- Women represent only 31.7 percent of seats in the Nevada Legislature.
- Nevada’s highest grade was a “B” in the reproductive rights domain and its lowest grade was a “D-” in political participation.
- Women employed full-time earn 83 cents for every dollar their male counterparts earn.
- Women comprise 31 percent of workers in STEM fields in Nevada compared to 28.8 percent nationally.
- As of 2015, there were no women of color in Nevada holding an elective executive office or in the United States Congress.
- Non-union women workers earn $125 less per week than their unionized counterparts in Nevada.
- 22.2 percent of the women in Nevada hold a bachelor’s degree or higher with represents a 6 percent increase since the year 2000.


### New Leadership Alumna Attends MGM Leadership Conference

*By Carmella Gadsen (NEWL '15)*

The 10th Annual MGM Women’s Leadership Conference stood out for the exhilarating show of the outstanding leadership women have developed. I heard from move-makers, game changers, and risk-takers; women whose experiences have positioned them to offer powerful guidance to a young, hungry leader like me.

I heard from women like Dr. Lalia Rach, Founder and Partner of Rach Enterprises, who jettisoned any “Imposter Syndrome” in the room when she reminded us that we are only mediocre when we choose not to be our best. Virginia Valentine, the President of the Nevada Resort Association, reminded me to do my homework, be curious, lean in, and to hold on to the people who keep me grounded. The incomparable Donna Brazile inspired with:

> “Why you? Because there’s no one better. Why today? Because tomorrow is not soon enough.”

The MGM conference poured into me and my colleagues the knowledge and experience of women who have sewn their stories into the great tapestry we call world history. Thank you to the Women’s Research Institute of Nevada and Dr. Juanita Fain of the Division of Student Affairs for sending me to such a powerful forum.

### Paid Leave in America

The United States Department of Labor Women’s Bureau recently kicked off its “Lead on Leave” Tour in an effort to educate individual, government, and business stakeholders across the nation about the benefits of paid family leave. The United States is the only developed nation that does not offer paid maternity leave, but that is slowly changing. More than twenty-four state and local governments have now enacted policies to provide paid parental leave to employees and several major corporations, such as Google and Nike, have also enacted similar policies for their workers. Such policies have not only had a demonstrated positive impact on the economy as a whole, but have also proven to reduce overhead associated with employee turnover and increase employee productivity in the workplace. It would appear that the direct cost paid leave is offset by the indirect savings of paid leave which amounts to a win-win for all. To learn more about the “Lead on Leave” initiative, visit [https://goo.gl/q7HWKE](https://goo.gl/q7HWKE). (Source: United States Department of Labor, Paid Leave, It’s Time for America to #LeadOnLeave).
The NEW Leadership class of 2016 had the opportunity to hear from three UNLV professors about their research in STEM fields. Below is an overview from each of them.

**Dr. Rachael D. Robnett**, Assistant Professor in the UNLV Department of Psychology, researches why girls, women, and members of some ethnic groups are not well represented in fields related to science. Findings from several of her studies show that peer support, self-efficacy, and involvement in authentic research can be a boon to underrepresented students’ pursuit of science careers, whereas experiencing bias or discrimination can be a detriment. Collectively, these findings speak to the importance of helping underrepresented students establish strong, supportive connections with other students and faculty. In the absence of these connections, students may feel isolated and begin to question whether they belong. Although isolation and self-doubt can be challenging for any student, these feelings can be compounded when students’ peers and mentors do not share salient aspects of their background. To learn more about Dr. Robnett’s research, visit https://goo.gl/WwbgmL.

**Dr. Rochelle Hines**, Assistant Professor in the UNLV Department of Psychology, is focusing on understanding neurodevelopmental processes under normal and pathological conditions, which include autism spectrum disorders, schizophrenia, and developmental epilepsies. In particular, her studies focus on understanding the formation and stabilization of specific synapse types during development, with an emphasis on inhibitory synapses. Dr. Hines employs molecular genetics, biochemistry, confocal and electron microscopy, behavioral assessments and electroencephalography in mouse models to gain understanding of how inhibitory synapse function and dysfunction during development impacts brain signaling, circuitry and behavior. The ultimate goal of Dr. Hines’s research is to improve our understanding of neurodevelopmental disorders and to promote novel therapeutic strategies. To learn more about Dr. Hines’s research, visit http://goo.gl/0cSLzO.

**Dr. Fatma Nasoz**, Senior Resident Scholar of Information Technology at UNLV’s Lincy Institute, is charged with leading the Institute’s technology initiatives, including its data repository, assessing information technology needs of nonprofit and government health, education, and social services agencies, and collaborating to build and enhance IT capacity through scalable and easy to implement systems that offer high quality service and low operating costs. Dr. Nasoz’s research explores Artificial Intelligence and Human-Computer Interaction and focuses on building user-centric intelligent computer systems. To learn more about Dr. Nasoz’s research, visit https://goo.gl/qcEyDc.

Presidential Gender Watch 2016 is a project sponsored by the nonpartisan Center for American Women and Politics and the Barbara Lee Family Foundation. The project tracks, analyzes, and illuminates aspects of gender dynamics during this year’s Presidential Election. The goal is to promote an understanding of the ways in which gender influences Presidential campaign strategy, engagement, and expectations, as well as how the media covers the campaigns and the impact gender has on outcomes. To learn more, visit http://goo.gl/wjyoJ8 and see the article about Debbie Walsh’s October 24th lecture in this issue.
WRIN IN ACTION

FALL 2016 GENDER AND POLITICS CLASS

As the campus gears up to host the final presidential debate, UNLV professors are making direct connections between their course materials and this year’s ground-breaking election season. One of those classes is Women and Gender in Politics.

The course explores the ways in which politics has been and continues to be shaped by gender. Professor Joanne Goodwin, who is also director of the Women’s Research Institute of Nevada, will lead discussions on the diverse strategies used by women to organize for (and against) gender equality and social justice in the United States. While addressing the changes in women’s lives in the 20th century, the course also introduces students to contemporary women who have become leaders in their communities. “People assume that equity of opportunity has been achieved but, similar to racial ideas, we still hold ideas about what women and men should do,” said Goodwin. The course is drawing enrollment from students studying history, political sciences, communication, and gender and sexuality studies. “Understanding gender and its impact on our ideas is central to understanding the history of and contemporary opportunities for women in civic life.”

OCTOBER 24, 2016 – GENDER WATCH IN THE 2016 PRESIDENTIAL CAMPAIGN

The Women’s Research Institute of Nevada is pleased to announce the University Forum Lecture Series presentation, “Gender Watch in the 2016 Presidential Campaign.” The lecture, featuring Debbie Walsh, Director of the Center for American Women and Politics at Rutgers University, will explore how gender has shaped the 2016 presidential campaign for all who have run, how the media, candidates, and electorate have responded, and if the gender gap will persist. The event takes place October 24, 2016, at 7:30 p.m., in the Marjorie Barrick Museum. It is free and open to the public. To learn more, visit https://goo.gl/sVqYfT. (Event co-sponsors include the College of Liberal Arts, Departments of Political Science, Gender and Sexuality Studies Program, League of Women Voters, Soroptimist International of Greater Las Vegas, and the UNLV Women’s Council.)

JANUARY 2017 – COMMUNITY ADVISORY BOARD ANNUAL MIXER

Each year in January, the WRIN Community Advisory Board hosts a gathering for community members who are interested in learning more about the Women’s Research Institute of Nevada and its programs. The event provides an opportunity to celebrate accomplishments from the past year and to connect with members of our community who would like to become more involved with WRIN by supporting programs through the donation of time, talent, and resources. Planning is underway for this year’s event which will take place in late January. If you or someone you know would like to become more involved with WRIN through a donation of time, talent, and resources please contact us, at (702) 895-4931, or wrin@unlv.edu, to be included in this year’s event.

SPRING OF 2017, MAKERS – DIGITAL LEGACY PROJECT

For the last 18 months, WRIN’s primary research project has been to develop a digital resource and school curriculum utilizing the rich materials created for the 2014 series MAKERS: Women in Nevada History. Video editor Nivia Balsera and MA history graduate student Maryse Lundering-Timpano have provided their excellent skills in completing this project. Joanne Goodwin directs the project and maintains connections with the Clark County School District. Over the next four to six months WRIN will develop and launch the resource on our website and hold focus sessions with school teachers on bringing the rich history of Nevada women into their classrooms.

NEW LEADERSHIP NEVADA 2017

This award winning program takes place on the UNLV campus each year in early June. If you are a student who would like to submit an application to attend NEW Leadership Nevada, please visit http://goo.gl/ugsCfa for details. If you are a member of the community who would like to donate your time and talents to assist with NEW Leadership Nevada programming, please send an email to newl@unlv.edu. If you would like to sponsor NEW Leadership Nevada and/or purchase a table for the Keynote Dinner, please send an email to wrin@unlv.edu.
NEW LEADERSHIP NEVADA OVERVIEW

National Education for Women’s (NEW) Leadership is an award-winning program to educate and empower the next generation of women leaders. Developed by the Center for American Women and Politics (CAWP) at Rutgers, the State University of New Jersey, the Women’s Research Institute of Nevada has offered the program since 2003 and was the first site in the southwestern and Rocky Mountain states to host this program. The program features an innovative curriculum designed to:

- Teach students about the diversity of women’s historical and contemporary participation in politics and policy making;
- Connect students with women leaders who make a difference in the public sphere, education, gaming, business, law, politics, banking, community activism, and more;
- Help students explore the demands of justice-based, effective, and ethical leadership in a diverse society;
- Cultivate students’ leadership skills;
- Enable students to practice leadership through action; and
- Build a statewide network of peers and mentors.

Unlike other leadership programs, NEWL seeks out applicants who have the potential, but not the opportunity to develop leadership skills. This quality, combined with its curriculum, make NEW Leadership unique.

NEW LEADERSHIP NEVADA 2016 SUMMER INSTITUTE

The NEW Leadership Nevada civic engagement program returned to the UNLV campus for its twelfth year, June 6 – 11, 2016. Twenty-five college women from throughout the State participated in the program. Topics explored throughout the week included the foundations of leadership, the history of women and leadership, leading in a diverse world, women in STEAM fields, and women in politics and law. Students explored their own challenges and were introduced to a variety of topics and disciplines that are relevant to the transition from higher education to their professional lives. As with the previous ten NEW Leadership Nevada classes, this year’s alumnae are already busy staying connected by networking with each other and others they met through their participation in this year’s program, as well as putting the skills they learned from their participation to work in a variety of ways.

NEW L 2016 KEYNOTE DINNER

A key component of the NEW Leadership Nevada program is the Keynote Dinner. The Keynote Dinner not only allows students and WRIN constituents to hear, first-hand, about the leadership journey of a prominent woman leader, but also allows student to put the networking and communication skills they have learned during the week to use in a formal setting. This year, we were delighted to have the Director of Research and Development for the Cleveland Clinic Lou Ruvo Center for Brain Health, Dr. Kate Zhong, as our Keynote Speaker. Dr. Zhong spoke about her path to leadership, challenges and successes she has encountered, and the importance of pursuing your dream no matter what obstacles you face. She also emphasized the important roles and opportunities the next generation of women leaders will face. Following her address, she took questions from the audience, including several from NEW Leadership Nevada 2016 students who were totally energized by Dr. Zhong’s keynote address and life experiences! Since the Keynote, Dr. Zhong has moved from the CCLRCBH to take on the position of Chief Strategy Officer for the Global Alzheimer’s Platform Foundation.
A SPECIAL “THANK YOU” TO NEW LEADERSHIP NEVADA 2016 PRESENTERS

The following individual’s donated their time and talents to participate in NEW Leadership Nevada 2016 as a speaker, panelist, and/or presenter. Without their contributions, the NEW Leadership Nevada experience would not be meaningful for the college women who participate in the Program.

Ms. Paola Armeni - Women in Law
Ms. Amy Ayoub - Being a Confident & Compelling Speaker
Dr. Caryll Batt Dziedziak - Nevada Pioneers
Ms. Laura Bennett - Just Me!: Survive & Thrive
Ms. Sybrina Bernabei - Work/Life Balance
Dr. Nancy Brune - Work/Life Balance
Assemblywoman Maggie Carlton - Many Roles in Politics
Dr. Sondra Cosgrove - Women Impacting Policy
Ms. Renee Diamond - Nevada Pioneers
Ms. Dorothy Eisenberg - Nevada Pioneers
Ms. Carmella Gadsen - Just Me!: Survive & Thrive
Ms. Kristin Guthrie - My Mission, Values, & Vision

Ms. Jessica Halling - Alumnae Dinner Panel
Dean Daniel Hamilton - Women in Law Panel
Ms. Jennifer Hemptill - How Do I Network
Ms. Cristina Hernandez - Feminism: What & Why?
Dr. Rochelle Hines - Women in Research
Ms. Brittany Johnson - Just Me!: Survive & Thrive
Ms. Paula Lawrence - Just Me!: Survive & Thrive
Ms. Lisa Levine - Many Roles in Politics
Dr. Fatma Nasoz - Gender, Equity, & Steam
Ms. Kathleen Paustian - Women in Law
Ms. Berna Rhodes-Ford - Work/Life Balance
Ms. Arlene Rivera - Women in Law

Ms. Jer Roberson-Strange - Alumnae Dinner Panel
Dr. Rachael Robnett - Women in Research
Dr. Roberta Sabbath - Just Me!: Survive & Thrive
Ms. Cariela Santana - Alumnae Dinner Panel
Ms. Yvette Scott-Butler - Leadership Style - True Colors
Ms. Jennifer Szydlar - Understanding Money
Dr. Valerie Taylor - Sex, Gender, & Leadership/Privilege Walk
Ms. Cremson Tuffley - Alumnae Dinner Panel
Ms. Erika Washington - Many Roles in Politics
Ms. Agnes Zadlo - Understanding Money
Dr. Kate Zhong - Keynote Address

The NEW Leadership Nevada 2016 Presenting Sponsor was Bank of America Merrill Lynch. Additional sponsors included: Altria Client Services; Bureau of Reclamation; Caesars Entertainment; Catch 22 Life Services; Cleveland Clinic Lou Ruvo Center for Brain Health; CORE Academy; Findlay Honda Henderson; Nevada International Women’s Forum; Soroptimist International of Greater Las Vegas; UnitedHealthcare; and UNLV’s Student Life Funding Committee, William S. Boyd School of Law, and Women’s Council. The Women’s Research Institute of Nevada is grateful to The Eleanor Kagi Foundation – A Lynn M. Bennett Legacy for its ongoing support.

…and to the new leadership alumnae faculty in residence who made 2016 possible

Carmella Gadsen (’15) Jean Marie Pilario (’09)
Karoline Khamis (’04) Moe Turbin (’15)
A WORD FROM OUR FIRS

Jean Marie Piliaro, (NEWL ’09)
The NEW Leadership Nevada program prepared me for a post-grad world filled with fear of the recession’s effect on jobs and income during 2009. It helped me be versatile in any career field. At NEW Leadership I learned genuine networking skills and the importance of risk taking. I was chosen to be a Faculty-in-Residence twice. In that position I fostered new feelings of agency and inner growth for the students, while also making new contacts with each year’s generation of speakers. Every time I come out of the week-long program, I am a better leader and receive many compliments from peers about how well I delegate work with a compassionate, but direct tone. Currently, I work passionately at four jobs. I manage the fresh and natural bakery, Great Harvest Bread Co. I own a personal training fitness business and teach beginner’s aerobics classes at the Whitney Ranch Recreation Center. I teach kickboxing at Revolution Fitness Gym. I am a cartoonist who continues to develop comics for young women while also spearheading a Las Vegas Comic Anthology as its project manager and main investor. The Anthology will be released at the Las Vegas Valley Book Festival this year.

Karoline Khamis, (NEWL ’04)
I got involved with NEW in 2004, while attending both community college and UNLV. The program coordinator suggested I apply for the program, and told me it was free, which was a major consideration for my student budget. I attended the week-long conference in 2004, was motivated and inspired by the women I met there, and began a journey with both the students and faculty at WRIN and NEWL. I have served as a Faculty In Residence three times over the years and have grown from the experience each time. I am renewed in spirit by the women I get to mentor, and I am renewed in motivation by the speakers and their knowledge. I get to participate on two levels during the NEWL conference; as a mentor to fierce and driven women seeking connection to public service, and as a professional seeking to sharpen some of my own skills. I am currently a business owner of ToyBoxxLV, a sex education company and boutique, and a Fifth grade teacher with CCSD. Both of my careers benefit from the information brought to us by the speakers AND by the students at NEWL. This year as a faculty I learned to follow some of the advice I give students along their journeys, and I learned how to take some of my personal practices to my professions. Being an example to others makes me strive to be the best version of myself, and NEWL helps me do that by being in the center of a group of intelligent, strong, and eager women.

NEW LEADERSHIP NEVADA ALUMNAE UPDATES

Ten years ago, our fourth group of alumnae went through NEW Leadership Nevada. Below are updates from some of them.

Felicia Hersh Lindquist (2006) finished her History degree in 2009 while studying abroad in Viterbo, Italy. Today, she works at the Las Vegas Mob Museum as the Development Officer. She has been a faithful volunteer for the NEW Leadership Keynote dinners.

Bridget Kelleher (2006) credits a trip to Washington D.C. as the Nevada Senator for Girls Nation for awakening her passion for the political world. She hopes to one day be a press secretary for a member of Congress and completed her graduate studies in public policy to meet this dream. She has worked in Democratic Party campaigns for many years starting as an intern and working as a research associate, legislative correspondent, policy assistant, and currently as policy director for Catherine Cortez Masto’s campaign for U.S. Senate.

Kenia Morales (2006) completed her MA in Latin American and Caribbean Studies at New York University after receiving her BA in Political Science from UNLV. She currently serves as the State Director for America Votes. She coordinates progressive partners in Nevada to advance policies, win elections, and protect the right to vote. Kenia has deep roots within social justice and reproductive justice organizing in Colorado, New York and Latin America. She believes in building the leadership of women, and women of color to effect social change.

Melissa Rothermel Biernacki (2006) serves as director of public relations/reputation manager for Imagine Communications. As a result of her success in the industry and time spent giving back to the community, Melissa has received numerous awards, including: one of the Las Vegas Business Press’ Rising Stars of Business; a finalist in the Women’s Chamber of Commerce’s 2013 Athena Awards (Young Professional Category); and inducted in 2014 into the Women’s Chamber of Commerce’s Women’s Hall of Fame (Young Professional category). She has also authored several industry articles.

Imre Saarsalu (2006) graduated from UNLV in the spring of 2008 with BA in Foreign Languages (German). After graduation she moved to New York City to study acting and was accepted to Anthony Abesons drama where she studied for two years. She was born in Tallinn, Estonia, and during a trip to her hometown she booked a regular part on an Estonian soap opera series and appeared on it for two seasons. She recently finished writing a feature film screenplay.

Diana Thu-Thao Rhodes (2006) graduated from UNLV magna cum laude. She currently works as the Director of Public Policy for Advocates for Youth in Washington D.C. She previously worked at the Center for Women’s Policy Research and as a Program Director for WRIN. She is a graduate of UNLV in the Women’s Studies Program and received her MA from George Washington University.

NEW Leadership Nevada alumnae do amazing things after graduating from the program. You can read about all of our alumnae, at http://goo.gl/FDMW8f. We invite all alumnae to send in your news so we can update your profiles on the WRIN website. Send an email to wrin@unlv.edu.
In this edition of the WRIN Newsletter, we celebrate Community Advisory Board (CAB) member Dr. Roberta Sabbath. In addition to serving as a member of WRIN’s CAB, Roberta (Sterman) Sabbath is an Adjunct Professor of English at the University of Nevada, Las Vegas and an active member of the Las Vegas, Nevada Jewish community. Roberta was born in Richmond, Virginia, and received her bachelor’s degree in French from the University of Maryland, College Park in 1965. She married Dennis Sabbath in 1967, and the couple spent two years in Chicago before moving to Kodiak, Alaska in 1969, where she started an adult basic education program and a youth program. After about two years in Alaska, Sabbath and her husband moved to Las Vegas and they both became involved with the Jewish Federation of Las Vegas. She was president of the Federation’s Women’s Division from 1982 to 1984, and founded the UNLV chapter of Hillel in 1976. Roberta was also administrator of the Hebrew Academy for three years in the late 1990s, and served on the board of the Las Vegas Anti-Defamation League. Roberta received two master’s degrees from UNLV, one in Educational Counseling in 1976, and one in Theater in 1990. She earned a PhD in Comparative Literature from the University of California, Riverside in 1994. Sacred Tropes: Tanakh, New Testament, and Qur’an as Literature and Culture, edited by Roberta, was published in 2009. Roberta holds the distinction of being the CAB member who has served for the most consecutive years, having originally joined WRIN’s Board in 2005. Her donations of time, talent and resources over the last decade have been instrumental in WRIN’s success. THANK YOU, Roberta, for everything you do for women and girls in Nevada!

Core Academy is a non-profit organization that strives to provide opportunities for scholars to flourish. Using an in-school and out-of-school model, it assists with identifying unique basic and social needs of the students and schools they serve and identifies organizations within our community that are able to address those needs. The staff also offer individualized programming to fit the needs of each child they work with. Core Academy’s approach is based on the philosophy that long-term, comprehensive support, partnered with a collective impact model, will break the cycle of poverty and allow children to reach their full potential. To learn more, visit http://goo.gl/YojXfv.

Keep Memory Alive is a nonprofit organization that was created to increase awareness and raise funds for the research, management, and treatment of brain disorders. Funds raised are used to support the Cleveland Clinic Lou Ruvo Center for Brain Health which is committed to improving the lives of patients and their families as they navigate the extraordinary challenges of brain disorders. Treatment may be available for those with Alzheimer’s, Huntington’s and Parkinson’s disease, as well as frontotemporal dementia and multiple sclerosis. Treatment programs focus on providing excellent care and respecting the dignity of patients and their families. The research being done helps to advance groundbreaking clinical trials and offers hope for improving brain health. To learn more, visit http://goo.gl/XXrlpr.

Keep Memory Alive
Supporting the Mission of the Cleveland Clinic Lou Ruvo Center for Brain Health
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• The Eleanor Kagi Foundation – A Lynn M. Bennett Legacy
for its ongoing support of our programs
• Bank of America Merrill Lynch for being the NEW Leadership Nevada 2016 Supporting Sponsor
• The Honorable Miriam Shearing for her generous support of the Women’s Research Institute of Nevada

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UPCOMING EVENTS

• **October 24, 2016** – VIP Reception with Debbie Walsh, Director, Center for American Women and Politics (by invitation only)

• **October 24, 2016** – University Forum Lecture: Gender Watch in the 2016 Presidential Campaign (free, open to the public)

• **January 2017** – Annual Community Advisory Board Mixer (by invitation only)

• **Anytime** – Visit WRINUNLV.ORG for Information, Research, Education, and Event Information