



## WITH RESPECT, HONOR, AND GRATITUDE: THANK YOU VETERANS

*By Linda Crerar & the Washington State Blacks United in Leadership and Diversity business resource group*

Our Center would like to take a moment to thank and honor the men and women who serve and protect our country. This will be the first Veterans Day that we commemorate when our country is not in a war. It is so important not to take our freedom and safety for granted. We take this opportunity to thank all those who have served and made the commitment to represent, honor, and secure our way of life.

Washington State is home to over a half-million veterans and their families on seven military bases. More than 30 percent of active-duty enlisted women and 17 percent of enlisted men were African American in 2016. Washington State companies and organizations now more than ever are seeking to employ Veterans in the security/cybersecurity industry, health care professionals, emergency and disaster communications, and law enforcement. With an aging workforce and impacts on loss of available employees due to COVID-19, demand has dramatically increased. Our community and technical college programs across the state are prepared to train students to enter these fields with apprenticeships and continuing education associates and Bachelor's degrees. (see [www.coehsem.com](http://www.coehsem.com) for career pathways information.) The Center with leadership from our Advisory Board (<https://www.coehsem.com/wp-content/uploads/2020/12/Veterans-Day-Edition.pdf>) has been actively involved in helping educate employers and Veterans to facilitate successful transitions to civilian jobs.

## IN THIS ISSUE

- 1 WITH RESPECT, HONOR, AND GRATITUDE:  
THANK YOU VETERANS
- 4 FALLING BACKWARDS: HOW TO COPE WITH  
LESS DAYLIGHT
- 5 WELCOME CARL DOUGLAS: NEW CENTER  
DIRECTOR FOR SEMICONDUCTORS &  
ELECTRONIC MANUFACTURING
- 6 WELCOME MONICA BRUMMER: NEW CENTER  
DIRECTOR FOR CLEAN ENERGY
- 7 CONGRATULATIONS TO THIS YEAR'S  
RISING STARS!
- 7 SHONTIEKA (TIEKA) ADEOGUN BIO
- 8 MIKAELA HAGBERG BIO
- 8 TAMARA CORPIN BIO

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## CONTINUED FROM PAGE 1

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In this year's Veterans Day edition, we want to introduce our readers to another great new resource with the Governor's office. **BUILD (WA Blacks United in Leadership and Diversity)** is a resource group that works to improve the experiences of current and future Black state employees. BUILD's salute to our state's Veterans provided the Veterans Day Message reproduced with their permission below. **BUILD** (<https://www.buildwa.org/>) has many veterans members serving in state service post-military careers. Would you please read this acknowledgment of our Black Veterans who are serving in our State Agencies. Veterans Day is a federal holiday in the United States observed annually on November 11th to honor military veterans - people who have served in the The United States Armed Forces. As proclaimed by President Woodrow Wilson, Armistice Day, also known as Remembrance Day, originally marked the day to honor veterans. It was established after

World War I to remember the "war to end all wars." World War I, also known as the Great War, was one of the deadliest conflicts in history. During the Great War, more than 700,000 Black Americans enlisted in the military service. As Presidents changed, so did the date honoring our US Veterans until President Gerald Ford signed legislation returning the official date for celebrating Veterans Day to November 11th, beginning November 11th, 1978. This day is set to celebrate and honor American veterans for their patriotism, love of country, and willingness to serve and sacrifice.

Although treated as second class citizens, throughout America's history, from the Battle of Lexington to the Battle for Fallujah, black soldiers have honorably answered the call to duty, serving with great valor and distinction in America's armed forces:

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Revolutionary War  
War of 1812  
Mexican-American War  
Civil War  
Spanish –American War  
World War I

World War II  
Korean War  
Vietnam War  
Persian Gulf War  
War in Afghanistan  
Iraq War

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Among our **BUILD** membership, we have veterans serving in state service post their military career. To honor BUILD's veterans, we asked them to share a little about their service, why they joined, and how their military service has impacted their lives.

**Devon Brim**, Liquor Cannabis Board, was 20 years old when he decided to join the Army. At the time he believed it would give him a solid foundation to build his life. During his eight years of service, Devon served some of that time in Alaska. He felt that his service to our military was a positive impact in his life. It gave him advantages by helping him place himself in different positions. The trials of service, with highs and lows helped Devon have the skills to overcome obstacles that laid ahead.

**Rachel Markham**, Department of Health, was also in the Army. At 18 years old, Rachel joined because growing up in a military family, she knew the benefits in her adult journey. Rachel wanted to be able to take advantage of the GI Bill to secure her future. Rachel served four years. She believes those years, and her childhood raised by Air Force parents, taught her the respect for authority and thriving in structure. Rachel says that the Army supported her growth in being an active and responsible member of the community.

**Charleen Anderson**, Department of Social and Health Services, was 18 years old and didn't have solid plans post high school graduation. She was seeking independence and a way to pay for her continued education. She served for ten years of active duty, then followed that commitment with an additional seven years in the Reserves. Charleen says she literally grew up in the Army. Charleen credits the military for exposing her to different perspectives such as people from other cultures, backgrounds, and socio-economic upbringings. Her military years impacted her culturally in a way she never imagined. Charleen gained a profound understanding that her "blackness was not monolithic." She is grateful she learned at a young age how we are all so unique and defined mostly by our lived experiences.

**Tony Rice**, Department of Social and Health Services, was a 17-year-old when he quit school and joined the Army. His brother was a Marine, and Tony would have followed in his steps, but was unable to do so without his diploma. Tony decided he would commit to the Army. And that he did. Tony served 8 years with the US Army, including spending several years of service

in Germany, where he was able to have his family stationed with him. What a great experience. Tony says his time in the military formed him as a man because he was in during those adult formative years. He learned to appreciate the perspective of different types of people. He navigated different cultures, in two different counties. Having been a serviceman, he has a great perspective of people, his strengths and standing on his principles. He says his time in the Army and his values today make him live by Trust in God, Trust in self, and Trust in Others.

**Daisha Gomillion**, Department of Social and Health Services. As a brand-new college graduate, Daisha Gomillion joined the Army at 26 years old. She knew it would help her pay of those student loans, and possibly give her direction on her next steps. During her six years of service, Daisha spent nine months in Port-au-Prince, Haiti after the 2010 earthquake. Her years in the Army created new lifelong friends. She built leadership skills that have influenced who she is to this day. Daisha now works at Department Social and Health Services as the Business and Infrastructure Administrator.

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Bobby Frye, Washington Lottery, joined the Army at 19 years old. It was a family tradition and Bobby wanted to “see the world.” Being in a military family it was also part of tradition and duty. He was excited to follow the path of other members of his family. He served for four years. During that time Bobby was deployed to Israel, twice to Kuwait, and once to Iraq. His experience during that time taught him a strong work ethic. He learned to be a team member working on common goals. He also attributes his years in service teaching him what it means to be a true friend. Ultimately Bobby learned about himself, what his limits were and what his limits were not.

Gus Williams, Department of Social and Health Services. Before Gus started with DSHS, he was in the Navy. He joined at 17 years old, serving for a total of 13 years active duty and Reserves. Gus comes from a military family, and he says tradition was really his call. In his years of service, Gus deployed to Kuwait, Iraq, and Afghanistan. His military service impacted his life in many ways. He says he learned who he was, his resiliency and his abilities. He learned the diversity of his team and how to work with that team.

Monisha Ramey, Office of Minority and Women’s Business Enterprises, joined the Army Reserves at just 17 years old. Monisha contributes her decision to the join to several things: 1) Her father retired from the Army; 2) She wanted to pay for her college education; 3) Service to her country; 4) Comradery; and 5) The many other benefits the Army offered. Monisha did not deploy during her 8 years in the Army Reserves. When asked how her military service had an impact on who she is now, Monisha responded “I still live my life by the Army Core Values: loyalty, duty, respect, selfless service, honor, integrity, and personal courage.”

Fred Wade is our longest serving Veteran that contributed to this article. Fred joined the Air Force at 17 years old. He wanted to be of service to his country, get an education, and see the world. That Fred did for sure. He served 30 years with the Air Force, deployed for a total of 15 years to various overseas tours. When asked how this played a role in who Fred is today, he replied “it shaped my values, discipline, leadership, and made me who I am today.”

In honor of all Veterans who have served our country for more than two hundred years -- thank you all! Thank you this Veterans Day and every day for your selfless service. You are invaluable to our communities, this country, and the entire world!

## FALLING BACKWARDS: HOW TO COPE WITH LESS DAYLIGHT

By Kellie Hale

On the first Sunday of November, most Americans had their clocks turn back and gain an hour. Some people enjoy having an extra hour. However, I am not someone who does. I wouldn’t say I like losing that extra hour of daylight. I’m not a fan of the sun setting at 4:30 p.m. and having to drive home in the dark.

We don’t get the necessary Vitamin D with the lack of sunlight, which brings on the seasonal affective disorder (SAD). What is SAD? According to the Mayo Clinic, SAD is a type of depression related to change in seasons. Symptoms of SAD tend to begin in the fall and can continue into the winter. With SAD, people’s mood changes, and energy is snapped. But there are ways to help deal and cope with the clocks falling backward that can help make the fall and winter months more enjoyable.

- Light treatment, talk therapy, and medication can help people who are susceptible to SAD.
- Spend time outdoors while the sun is bright in the sky to make the daylight hours count. For example, sit by a sunny window and soak up rays whenever possible.
- Take the time to celebrate winter activities. Look at what can be done during the colder months rather than what cannot be done.
- Exercise! Get that necessary fuel and energy that comes with exercising. Physical activity can help alleviate depression and relax anxiety.
- Talk to your doctor, if you can, about Vitamin D deficiency.



Source: <https://www.dickinsoncenter.org/blog/2018/1/2/coping-with-less-daylight-hours>

## WELCOME CARL DOUGLAS: NEW CENTER DIRECTOR FOR SEMICONDUCTORS & ELECTRONIC MANUFACTURING

*By Kellie Hale*



Carl Douglas is the new Director for the Center of Excellence – Semiconductors & Electronic Manufacturing at Clark College. His Center works to ensure students access 21st-century tools and technology and link educational programs to industry-recognized credentials. The Center for Semiconductors & Electronic Manufacturing convenes, problem-solve, and disseminates as needed to ensure K-12, colleges, and training partners are ready and able to deliver relevant programs.

Carl brings a robust background in the supply chain and a focus on quality and organizational excellence. Carl's educational experience includes an Associate of Applied Science in Electronics Technology at Clark College, a Bachelor of Science in Information Technology at Phoenix University, along with being a Certified Quality Auditor at American Society of Quality (ASQ), and Certified Manager of Quality & Organizational Excellence also at ASQ. He has 14 years of experience in the Semiconductor Equipment Manufacturing industry.

I asked Carl what drew him to the Center of Excellence for Semiconductor & Electronics Manufacturing? He replied with being able to use his industry knowledge to continue to support

the industry. To increase the knowledge, skills, and abilities of the new and current workforce by improving the agility of curriculum development and academic processes. Carl is excited to act as a liaison, translator, and guide between educational systems, industry, and workforce and wants to help increase the overall skills of the workforce for improved fit into bleeding-edge high-technology sectors. He also wants to create awareness of the availability of lucrative careers in high technology industries.

**Question:** Your Center is relatively new. What should people know about your Center?

**Carl:** Our Center is well connected to area manufacturing, not just Semiconductor/Electronics. It creates a connection between workers who want a lucrative career and the industries that want them and provides recipes to gain the right KSA to be wildly successful in manufacturing. We wish to support Educational processes to enable workers to gain the baseline skillset and then grow their KSA to drive manufacturing to new frontiers.

**Question:** Is your industry an emerging field? Meaning, are there a lot of employment opportunities for people? How so?

**Carl:** For an industry that is over 60 years old, they are still emerging and discovering new ways to improve many of the concerns in life. Without the innovations in semiconductor and nanotechnology – there would be no COVID-19 vaccine, space missions, vastly reduced carbon emissions, monitors of the environment, distance learning, and work from home. Trains, Planes, and automobiles would not be driving themselves or increasing passenger safety. Due to the pandemic and supply chain disruption, the world knows how deep high technology affects our daily lives. Yes, this is still an emerging field.



## WELCOME MONICA BRUMMER: NEW CENTER DIRECTOR FOR CLEAN ENERGY

*By Kellie Hale*

Monica Brummer is the new Director for the Center of Excellence for Clean Energy at Centralia College. The Center is a statewide resource that represents the interests of the energy industry and their labor partners within the Washington State CTC system. The Center of Excellence for Clean Energy's vision is to be a national model in developing partnerships among business, industry, labor and education — for the purpose of enhancing economic and workforce development initiatives that meet the needs of the clean energy industry.

**Question:** Tell us about yourself. What is your educational and professional background?

**Brummer:** I graduated from Oregon State University with a bachelor's in technical journalism and wildlife science. I have more than 30 years of marketing, public relations and advertising experience that is coupled with 14 years working in higher education. I worked for the Center for four years and managed publications, events and the website prior to coordinating Centralia College's Student Job Center and becoming the Center's director.

**Question:** What drew you to the Center of Excellence for Clean Energy? What should people know about your Center?

**Brummer:** This industry fascinates me. The Center's core industry - electricity generation, transmission and distribution — is facing some incredible challenges of meeting no-carbon emission initiatives, reduction in generation resources, and increased demand for more power generation within an aging infrastructure. Current workers and energy education will need to be upskilled and updated to include new technologies. Within this decade, you'll witness a lot of changes — from an increase of electric vehicles to new fuel sources; and there are signs that offshore wind and onshore fusion aren't that far away.

Our Center and its website, <https://cleanenergyexcellence.org>, offer a hub of resources — such as clean energy career information and energy education links that lead to high-skilled, high-paying, clean energy careers that make a difference. It's time to increase awareness and invite career seekers to be part of an industry that's helping to heal our planet.

**Question:** Is your industry an emerging field? Meaning, are there a lot of employment opportunities for people? How so?

**Brummer:** The core industry has been around for more than one hundred years. It's an industry that frankly, isn't thought of until the power goes out. Let's face it: We take energy for granted. However, technology and the state's drive to a cleaner environment is changing this industry quickly. So quickly that we need to add more classes and programs to educate our current and upcoming



workforce. Stronger yet, we need to recruit more students into these programs to enter the workforce. There are opportunities to be innovative, to change careers, and make a difference; AND there are opportunities for people of all backgrounds and experiences. Careers range from trimming trees to sorting fish; from operating a generation plant to securing the grid; from trading power to analyzing efficiency; from designing underground grids to creating a better battery. There are so many opportunities. Too many to mention here -- AND there's a current shortage of workers.

**Question:** How will the new "Build Back Better" bill and the federal funding becoming available impact the clean energy field?

**Brummer:** Funds will allow our infrastructure to be strengthened, for clean energy generation to be built, for electric vehicles and charging stations to be accessible to everyone. You'll see electric ferries, airplanes, buses and other forms of transportation. Thousands of jobs will open to support construction, clean technology manufacturing and a ready-to-retire workforce.

**Question:** Where does education go from here in terms of online and grounded courses, along with making sure students are provided with the resources need to so they succeed in their classes/programs?

**Brummer:** Stakeholders are watching trends and innovative projects, and listening to industry needs. Industry is creating opportunities for Career Connected Learning — such as internships, pre-apprenticeship and apprenticeship positions. We're reaching out to our Community and Technical colleges to update programs to meet the needs of our expanding industry. Centralia College, for example, is including basic welding, diesel technology, and electronics/robotics/automation within the first year of the energy program - which will give students more skills and experience. For resources and news, use our website, <https://cleanenergyexcellence.org>, to review college programs, career information, industry news, and job sites. Be sure to complete the free application for federal student aid (<https://fafsa.ed.gov/>) to seek possible funding.

# CONGRATULATIONS TO THIS YEAR'S RISING STARS!

## (SHONTIEKA ADEOGUN, MIKAELA HAGBERG, TAMARA CORPIN)

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*By Kellie Hale*

The Center of Excellence – Homeland Security Emergency Management (CoE-HSEM) has always been focused on student success and helping people change the trajectory of their lives positively and who have demonstrated excellence in their professional endeavors working for the advancement of people in education and public service. It is an honor to recognize outstanding award winners with our Rising Star Award for their accomplishments and contributions to the Center each year.

"Rising Star Award" recognizes emerging leaders whose record reflects ongoing and exceptional

growth in contribution to their profession and increased levels of leadership and responsibility. Rising Stars are on their way to reaching senior-level positions, and their record of accomplishments reflects a strong potential for appointments at the highest levels of their profession.

The CoE-HSEM has always been focused on student success, helping people change their lives' trajectory positively, and demonstrated excellence in their professional endeavors in education and public service.

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*"We are excited for this year's Rising Star Award winners. These women are emerging leaders in their respective fields whose records reflect ongoing and exceptional growth in their contribution to the profession and increasing leadership and responsibility levels. Our Award winners will be honored at the Center's Advisory Board meeting/virtual award ceremony on December 8, 2021."*

Linda Crerar, Center Director

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### SHONTIEKA (TIEKA) ADEOGUN

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Shontieka (Tieka) Adeogun is the Emergency Manager for the City of Tacoma Fire Department. She is a graduate of the Homeland Security Emergency Management Bachelors of Applied Science program at Pierce College. Before working for the City of Tacoma, Tieka was the Emergency Response Plans Coordinator at the Washington State Department of Health. In 2016, Tieka participated in the 2016 Cascade Rising exercise. Participating in Cascadia Rising sparked an interest in the role of exercises, and Tieka worked in exercise planning and training. Working in preparedness and outreach led to running a preparedness booth at a large event and supporting psychological first aid and CERT training. It was after that, Tieka knew she'd found her place in emergency management.



## MIKAELA HAGBERG

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I am a first-generation Korean-American adoptee who uses obstacles in my life to fuel my drive and tenacity to succeed. As a Flight Nurse for Airlift Northwest, I bring critical care to the bedside of both urban and rural communities throughout the Washington, Wyoming, Alaska Montana, and Idaho (WWAMI) region. I am also an outreach coordinator, I collaborate with pre-hospital and hospital systems to create and continually support working relationships through providing education, evaluating outcomes data/metrics, and acting as a liaison to many organizations. I am also a member of the Trauma Critical Care Team (TCCT), a federal disaster response team that provides medical care for disasters both domestically and internationally. Over the past year, our team has been an integral asset in supporting the COVID-19 pandemic.



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## TAMARA CORPIN

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With a strong portfolio of over 100 successfully managed projects, drills, and exercises, Tamara Corpin has a firm presence in the Emergency Management field. Tamara is a Homeland Security Emergency Management and Project Management Professional who currently works as a Disaster Preparedness Planner with responsibilities that range from developing a PPE Supply & Crisis Management Plan for HCP Staff; to leading the coordination of plans, policies, and strategies to mitigate the impacts of potential business disruptions. For the last 18 months, Tamara has led her organization's Incident Management Team's COVID-19 Response in accordance with OSHA Standards.

She first got her start in this industry through the management and development of Emergency Operations Plans for a K-8 School and connected church. She soon found that she had a knack for setting deadlines and objectives to attain a larger goal. Tamara has had the honor of sharing her experience as a woman in Homeland Security by participating along with other leaders through the Center for Excellence - Homeland Security Emergency Management Leadership Panel. Her educational experience ranges from graduating from Pierce College with a Bachelor's Degree in Homeland

Security Emergency Management as well as earning her certification in Project Management. She also attended FEMA's Emergency Management Institute, obtaining the National Emergency Management Advanced Academy designation. Tamara is well equipped with the knowledge and experience to positively impact the Emergency Management Profession.

