



HOLIDAY MESSAGE FROM COE-HSEM CO-CHAIR CURRY MAYER

Moving into the second holiday season of a global pandemic and another New Year where there is a good deal of uncertainty, is no doubt not where we thought we would be this year. There are many things this past year that have given us much to still be concerned about for 2022, however, I feel there is also a lot that provides reasons to be hopeful. And at the risk of sounding Polly Anna, let me explain. Throughout 2021, we have seen and felt and understood like never before the power of connection. Being with others and sharing food, or coffee, or conversation is now celebrated and looked forward to (even in meetings!) and is mostly, not taken for granted, or considered ordinary. People hungered for in-person connection during 2020, and many were not able to connect with family or friends or be with loved ones who were sick or dying. That has changed. Even though there are still restrictions on in-person gatherings (mask wearing, vaccinations, and small gatherings) we are together... savoring every minute and every occasion (even if it is a meeting). In-person experiences are a powerful thing that can change lives, start movements, and bridge differences between people, cultures, and political leanings. People being together has changed the course of history many times. The power of being together is celebrated! As it should be.

Another hopeful thing is that emergency management is being redefined (which is also an important thing). This redefinition will take some time before it is fully realized, however, I believe it will help people not familiar with what we do, understand that we are so much more than preparing for an earthquake, or writing a plan, or teaching a class. (Those are all important.) We are also problem solvers and community builders and we have shown this year the new ways in which we can be tenacious, flexible, and yes, resilient. The Emergency Management profession has an opportunity to expand our focus and show how all encompassing our reach is and how everything, absolutely everything, is connected to emergency management. Communities are resilient when they come together to solve problems and deal with whatever impacts them – and that is what emergency management is all about.

There is a new spotlight on mental health – and this is a good thing. Not just for those who work in public safety, but for everyone. Mental health is about overall health. Yes, we need more providers, and more insurers need to offer mental health benefits, but we are talking about mental health and advocating for mental health for everyone, like never before. Acknowledging that mental health affects the health of individuals, communities, the economy, and the nation. This will lead to powerful, positive change.

Workers rights! Who would have ever thought that a global pandemic would support workers having more power, demanding better pay and working conditions – getting those things! That is what 2021 brought!

So, when you consider COVID variants, the push for more people to get vaccinated, and how exhausted we all are, reread this short list of powerful, positive, hopeful things that happened in 2021. I am certain you could add to the list.

Curry Mayer
Co-Chair HSEM Center of Excellence

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JAMYE WISECUP SCHOLARSHIP



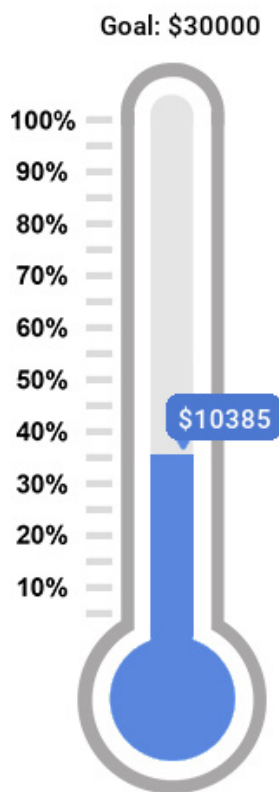
ABOUT JAMYE WISECUP

Jamye was the heart and soul of emergency management in her community and made an impact on many people's lives. In addition to her work with emergency management at Clallam County Sheriff's Office, Jamye served on numerous local non-profit boards and was known as very active in helping spread awareness and involvement in emergency management and disaster preparedness. Her dedication to promote emergency preparedness and her genuine unconditional caring for everyone made her an exceptional woman.

Her efforts to provide her community and others with the knowledge, skills, and abilities in areas of all-hazards emergency management resulted in seven (7) Community and Technical Colleges around the state offering the Homeland Security Emergency Management (HSEM) Certificate and Associate's Degree Program through the Collaborating College model. She also participated in the Bachelor of Applied Science – HSEM workgroup, one of the first HSEM Bachelor Degree Programs in Washington. In 2014, The Center of Excellence – Homeland Security Emergency Management welcomed Jayme Wisecup to its Advisory Board. As a Board member, Jamye supported and assisted in strengthening the Center's presence, both online and in person.

ABOUT FUNDING

We want to establish a Scholarship/Program Endowment Fund with a minimum of \$30,000, which will provide lasting support.



SCHOLARSHIP DETAILS

The focus of the Jamye Wisecup Fund will be Emergency Management/Disaster Preparedness. It will provide scholarships to attend the Homeland Security Emergency Management (HSEM) Certificate or Associates Degree Program, which is offered at Peninsula College, along with seven (7) other "Collaborating Colleges" across the state.

Scholarships would only be for those taking the Certificate or Associate's Degree at Peninsula College. Program support could be utilized for the HSEM Program, which is managed centrally at Pierce College in Lakewood for all seven of the HSEM Programs. There are also colleges continuing to join the Program Collaboration because this Degree is offered through online access to Canvas through Washington Community and Technical Colleges.

WHY DONATE?

When you donate to The Jamye Wisecup Scholarship Fund, you're supporting students in our All-Hazards career pathway programs that will help them thrive in their communities.

CONTRIBUTIONS CAN BE MADE IN TWO WAYS:

- 1) By giving online, with "Wisecup Fund" indicated in the form's comments section at: <https://pencol.edu/foundation/give>
- 2) Check made payable to:
Penninsula College Foundation
Wisecup Fund
1502 E Lauridsen Blvd.
Port Angeles, WA 98362

STATISTICS (as of 2021)

44.4%



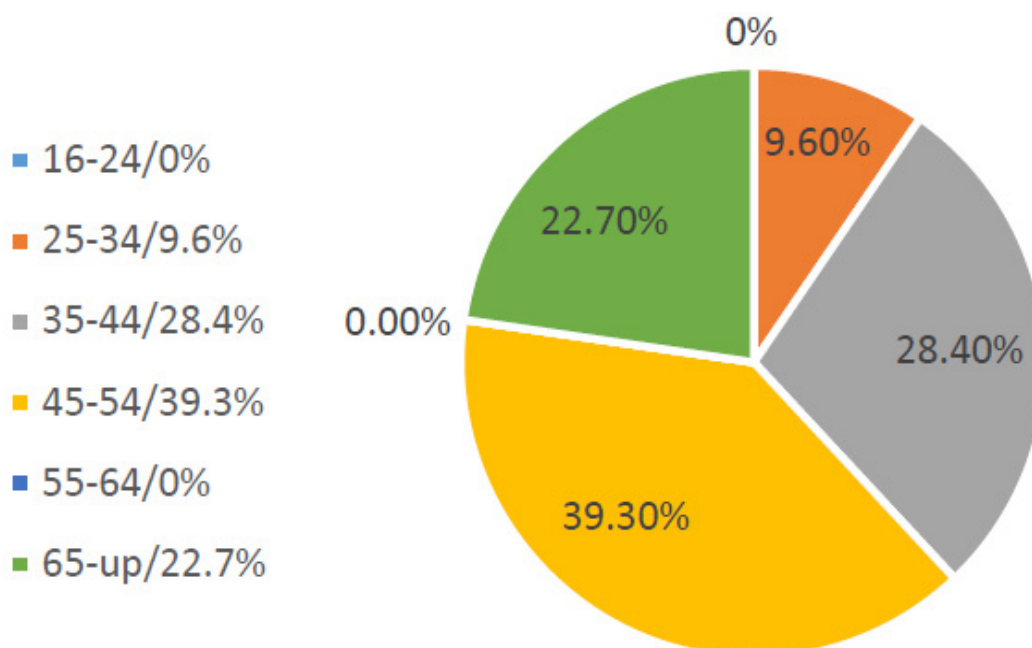
Emergency Management Directors
have a 4-Year Degree

36.9%



Emergency Management Directors
are Women

EM Director WA Ages



WOMEN IN LEADERSHIP PROFILE:

Shannon Marheine

By Deb Moller

If I told you that a woman is an ardent motorcycle enthusiast, riding a 2016 Indian Scout 60 motorcycle every chance she gets, it wouldn't lead you to assume she works in homeland security. After all, what's the connection? Shannon Marheine says riding her motorcycle is a lot like her work in homeland security - she loves it, it's fast, it requires paying attention to everything at the same time, you can't phone it in, you're never a passive passenger on the ride, and you're always anticipating whatever obstacle or danger might be on the road ahead.



It is hard to imagine Shannon ever phoning anything in. It certainly isn't how she became Deputy Director of the Fusion Center and Manager of the Analytical and Criminal Investigation Services Section for the Oregon Department of Justice. She's an energetic woman. She talks fast. She's action oriented. Her effervescent personality is somewhat unusual in the sometimes taciturn world of homeland security. But she didn't end up in her job through some grand plan or long-term strategy. She wasn't seasoned in the military or law enforcement. Her path to her present position was less direct.

As a twenty-one-year-old single parent, she didn't have a college degree to give her an easy foot-in-the-door to a good job. She knew she'd need to make her own opportunities. She never said, "That's not my job." She grabbed at any chance to gain new knowledge and skills in her work.

Shannon says she is sometimes teased about sounding like a four-year-old in endless question mode – she isn't embarrassed to ask questions, revealing what she doesn't know, because it is the fastest way to learn. Not being afraid to ask questions has helped her build an impressive career. So did returning to school, despite the demands of being a full-time worker, wife and mother, to earn her bachelor's degree in criminology and criminal justice. It wasn't easy, but she knows that both formal and informal education are invaluable in carrying out her responsibilities.

At the start of her career, Shannon thought her accomplishments would automatically be noticed. She

learned she was flat wrong. A better job was opening where she worked. A current employee would be moved into the slot. It was a perfect fit for her. She waited to be asked. She wasn't. The experience taught her to speak up, and always let others know what she is doing and what she wants to do next.

A lot of people only apply for jobs that are like jobs they've had before. But when a friend suggested Shannon look outside the private sector and apply to the State of Oregon, she did. She applied for a non-sworn job with the state police in their 911 program. She got an interview. The job had a lot of overlap with emergency management. Shannon knew nothing about emergency management, but she started to ask questions and everything she learned made her want the job more. It was like falling in love on a first date – she just knew she belonged in the job. She said so. Her enthusiasm, direct plea to be hired, keen curiosity, and skills as a quick study convinced the team. She was hired. From that first position, she worked her way up to be section chief.

Shannon feels privileged to now lead a team of intelligence analysts who make a real difference in preventing bad things from happening. Even so, she acknowledges that being exposed to extensive knowledge of active threats does change you. You need to accept trading your own innocence for the chance to help others. But when the stress of knowing more about the dark side of things than most people do gets to you, there is always a long stretch of open road on a fast motorcycle to get back to the right balance.



Brittany Barnwell thinks that to be an effective emergency manager, it can also help to be an outsider. Practices and assumptions that surprise her may be ones that some insiders no longer pay much attention to. In emergency management, it is always helpful to revisit how things are done before a disaster forces a more painful recognition that plans might have been better. Her experience in an environment of frequent activations to respond to hurricanes and severe flooding in South Carolina means she is used to ongoing real-life testing and refinement of emergency plans. She finds the Seattle area a place where both disasters and activations aren't as common. In the absence of extra exercising and training, that can be a problem for true preparedness. It is one she tries hard to address in her role with Seattle City Lights.

Brittany sees the Cascadia earthquake threat as particularly ominous since there won't be any warning when the rupture comes. While she understands what a difficult year it has been for emergency managers, she was disappointed that the large Cascadia earthquake exercise was cancelled. She just hopes any possibility of the earthquake happening soon has also been cancelled.

Brittany knows students entering emergency management will always feel like outsiders as they become fluent in the language of the field and work to build relationships and trust. Her advice is to find a mentor to help weave them into the web of insiders they'll be working with. She hopes the insiders in

WOMEN IN LEADERSHIP PROFILE:

Brittany Barnwell

By Deb Moller

To be an effective emergency manager, it helps to be an insider. After all, insiders speak the same language, rely on the same tactics, share a history, exercise together. They learn from each other in after action reviews. They count on the kind of trust that comes with promises made and promises kept over many years. Brittany Barnwell worked as an insider emergency manager in Bamberg County, South Carolina. Even now, over a year into her transition to advising Seattle City Lights on emergency management, Brittany knows she can still call on the people she relied on in her old job for help if she needs it. That comes with solid relationships.

the field will take advantage of what newer workers and temporary outsiders bring to the table. After all, true situational awareness, a north star of emergency management, is far easier to achieve when people with "new eyes" are part of the conversation. Critical insight into the whole community, a key to effective response and recovery, comes when a wide variety of perspectives are included in planning and operations. Just as there is no way to surge trust, there is no way to skip a period of being an outsider in a new role. The more demanding the job, and the more partners one needs to collaborate with, the longer it will take. Starting a new job during a pandemic can slow things down even further. In her positive, can-do approach to her work, Brittany sees the opportunity in the challenging phase of transition. She is proactive in reaching out to others. In meetings, she is comfortable contributing what she sees with her "outsider" eyes. In another year or so, when her colleagues can hardly remember when Brittany wasn't part of Seattle's emergency management infrastructure, her ever-deepening knowledge of the area will lead to a different type of contributions. The insider kind.



ABOUT DEB MOLLER

Before joining the Center as a Senior Fellow, Deb Moller was the former public-private partnerships manager at the Oregon Office of Emergency Management. Her experience also includes twenty years of designing and managing adult education and job training programs for marginalized populations.

She is the author of "*Get Ready - How to Prepare For and Stay Safe After a Pacific Northwest Earthquake*."

INTERVIEW WITH RISING STAR: TAMARA CORPIN

By Linda Crerar



Linda Crerar: Share with us what it was that drew you to the Homeland Security emergency management field.

Tamara Corpin: Before getting my degree in Homeland Security, my background was education. So, I had spent many years teaching and developing a curriculum. One of the hats that I wore wasn't officially titled but developing Emergency Operations plans. And so, I enjoyed that aspect of what I was doing in education. I also really enjoyed just doing personal family preparedness for our family. So, when I decided to go back to school, I thought about, okay, what direction do I want to go? I was looking at other things that could do something general, like business or project management. I don't even remember how I came across the degree program; I think I was researching, like, different aspects of emergency planning and that sort of thing.

Linda Crerar: Who was it that inspired you?

Tamara Corpin: In, taking this direction is my cousin who works with the Army National Guard, and she just got back from deployment. But she was a wildland firefighter, which is mainly dominated by men, and not that many women participate in that

field. Her excitement for all that I would learn. The instructors I had, John Pennington, Jason Jenkins, Scott Preston, and Sarah Miller, all worked really hard to create these lessons because I did the entire program online. And so everything they put together, I feel like it made sense and made all of the information come together. It was also encouraged for us to do trainings. We did some online, but if we could attend some in-person, it helped tie everything together. So just working with our professors and everything that I learned, I enjoyed the entire program and the encouragement from our instructors and our classmates. I made a pretty good group of friends, and we would study together online, and I think that's another thing to the flexibility. You know I'm, I'm still working, and you know I have a family and being I live about two hours from Pierce College. So hence, having the ability to do the entire bachelor's degree online was really a benefit for me because it allowed me to fit around my schedule and then also still go after this even, even if I'm not nearby the college so, I feel very fortunate that I had the opportunity to attend the program.

Linda Crerar: I think you've already hit on a little bit with what we've been talking about, but why is it essential

for educators and professionals in the HSM field to understand the need for diversity inclusion and equity within the education and the industry.

Tamara Corpin: I think it's important because, especially if you're looking at just one aspect of that, which is gender within the field, I think women have a lot to offer when it comes to emergency management. I think, just knowing that vast option is out there and having the ability to know that going into the field like I have. I can't complain about any treatment I've had or anything like that. It's been such a great collaborative experience through school, work, and trainings. All of the interactions I've had (mainly emergency management) are fields where everyone is excited to share what they know and not reinvent the wheel. So you're not out there on an island on your own.

And so, I think it's important to have various backgrounds and thought processes and all of that within this field. Because then that allows us also to reach more people and have better ideas and things like that when we're responding to disasters or planning for something or whatever it may be.

Linda Crerar: And again, I think we've touched on this but, in your experience, what has been more valuable; your education or your experience and perhaps there isn't an either-or, in that question, but can you talk about why those things complement each other?

Tamara Corpin: Yeah. I think that education and experience offers equal value. The education portion allowed me to understand and get an overview of what Emergency Management all entails. And then applying that education to experience, whether it was internships or volunteering or training, really rounded out the whole degree

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program. I would take whatever subsequent exercises I could find that applied to that subject matter, so I think it's all-important to make a well-rounded educational experience.

And so, my internship in my program was scheduled for the end of my degree program. Still, our local private school said they need help developing an Emergency Operations plan. So I spoke with both John Pennington and Scott Preston and asked them, "Hey, can I rearrange these courses so I can take on this internship early?" It's a really good opportunity, and they were like, yes. Let's do this because it will help round out and apply your education to everything else. So it was my second term in the program, I started the internship, and I ended up doing Emergency Operations plans for K-8 private schools. Then I did some subsequent planning for the church connected to it. That led to other opportunities and working with a local school district on continuity of operations planning, and just really opening some doors to other trainings I might not have been able to get into without that experience or that current internship. And so, and it rounded out my resume. So, all in all, all of that was helpful as I was going through the program.

Linda Crerar: Can you maybe expand on any other lessons learned from both your education and your internship or work experience?

Tamara Corpin: One of the more significant lessons I learned going through is always to be willing to learn and look for learning opportunities. I think that's so important, especially with evolving disasters. Some of the volunteer items that I was able to be a part of, we had the Eagle Creek Fire here, I believe was in 2017, and so when I started my program, I was able to volunteer with the community County Animal Shelter. They had set up a place for those coming across the river from Oregon to park

their RVs and bring the animals to evacuate. And so I got to help provide for those animals and feed some of the firefighters. And then also put together emergency kits for those who had evacuated. So that gave me an eye into how those sorts of incidents are organized, whether it's the incident command system used or just all the pieces and parts that go into a response.

Another volunteer opportunity was developing a continuity of operations plans for a small local private school. And that was one of the assignments I had for one of my courses. I think it was the business continuity class. I not only wrote cognitive operations plans, but I also audited their emergency operations plans. So a lot of that different experience allowed me to apply what I'm learning, but while I'm going through that learning process, I'm able to ask for help. Because sometimes, when you're interning or doing a volunteer project, you might not have access to experienced people who have been in the field or are currently in the field that you can ask questions up. So I was able to get feedback from my instructors.

Plus, when you are volunteering or interning or taking trainings you can make those networking connections. So, yeah, that can open up so many more opportunities. I can't tell you how many times I would connect with those in the field, or who are first responders or some aspect with emergency management, which opened up training opportunities plus job possibilities for me as I got closer to graduating. So, all of that is so important to be successful once you graduate.

Linda Crerar: Well, definitely a good message to send. And it's an important message for new students to hear how important that piece is because I come from a lengthy background of volunteering for

everything. So talk, if you will, about what you are seeing in your future and your long-term goals.

Tamara Corpin: I'm excited because I ended up starting my full-time job in emergency management about three days after I graduated from the program. I was working for almost three years for a Medicare Medicaid insurance company and helped lead their covert response. I learned a ton from that whole process.

I have just started a new position with a consulting firm. I'm getting to work on projects for the state of California for their Covid response. I feel like getting different experiences in emergency management and through various industries, you can see how it's applied.

I am excited about this new journey, and I'm excited about where it will lead and what other doors are going to open. So I will be in emergency management until I can't be in emergency management. I'm hoping maybe someday I will come full circle back to those educational routes and possibly teach or help train others in this field. We'll see what happens, but I'm excited to keep moving forward and learning and growing and hopefully positively impact this profession.

*Note: Youtube video links to follow in January 2022

INTERVIEW WITH RISING STAR: MIKAELA HAGBERG

By Linda Crerar



Linda Crerar: We are delighted to see your nomination. Can you tell me just a bit about the person that nominated you?

Mikaela Hagberg: David Manly. He is our safety officer for Airlift Northwest. And I want to say he's been in that position for two to three years, and it could be more time flies by so quickly, and he's just a phenomenal human being. The passion about safety in our organization. If he ever decides to move on to, you know, bigger greener pastures, I don't know how we could fill his shoes because he's thoughtful and insightful. He is very organized in his decisions and takes the time to listen to you.

Linda Crerar: Well, David was impressed with you and wanted to acknowledge you out of those 120 nurses. Who inspired and mentored you along the way, and how did they shape the person you are today?

Mikaela Hagberg: I have been very fortunate to have had a lot of different mentors through different stages of my life. But most notably are my friends, Mike and Pat McCoy. They were foundational in transforming me into who I am. Mike, who unfortunately did pass away in 2014, was very influential because he was

very subtle. He would say things such as, "Hey, I really think you should do this." When I was in my late teens and early 20s, you think that you have all the time in the world. You have no fear because you have nothing to lose. He is the one that introduced me to disaster medicine and disaster management. Mike and his brother, Pat, were some of the founders of the current team.

Our team originally was called the international medical surgical response team. We had three national teams, out of Boston, one out of Miami, and then one team out of Seattle. Then, depending on where you live within the country, you attached yourself to a team that has grown into one national team that I am a part of. When I first became an EMT, I was ready to join the team. Mike said, "Okay, we'll wait until you're a nurse." He said this is a government job, and there's nothing more challenging than switching roles in a government job. He said, "You're applying to school." So, I followed his advice.

Right after Haiti happened is about when my application process was completed. The rest is history from there, a lot of trainings a lot of other different conferences I attended and

then with COVID, my opportunities to deploy ramped up.

Back to your question. Mike just gave his advice whether solicited or not, but in a way where I always knew that he was looking out for my best interest. He always saw me more than I saw myself. He always saw my potential. I missed that man and I value everything he taught me and guided me. Seeing people's potential is a wonderful gift to have.

Linda Crerar: That is great that you brought that up as an example of people who were your mentors and helped you see that you had a gift to give way beyond your years and into the future. So in looking at your education background, you said you were an EMT first and then went on to nursing. So it may not be a which was more valuable or less, but which has been the most important for your education or your experience, and I suspect it may be a little of both. But can you expound on that a little bit for me?

Mikaela Hagberg: Yes, I would say that both are very important at different times. I wouldn't have had the experiences without the education, whether I have gone through EMT school or nursing school. Having those certificates and that degree has opened doors and allowed me to have the experiences. That being said, we all know that school doesn't teach you everything that you can learn. So there are moments in which, regardless of my clinical setting, I've said, oh, the school didn't teach me this, but it gave me a good foundation, taught me how to ask good questions, taught me to be curious and thoughtful, and helped my critical thinking. As I've had more and more experiences, I continue to draw and build on them. So I think at this point, I'll say a decade I've been just drawing on more experiences that have been transformational for me. I'm looking back now that I'm in

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graduate school, getting my master's in health administration to take that next step of my graduate degree. Thinking about a broader, you know more 10,000 foot view and learning things that are not necessarily come organically to me, medicine is always, I don't want to say easy, but come naturally to me, versus finance, accounting statistics, and whatnot. They don't, so I'm; I'm basically now learning a different skill set, and I look forward to taking that foundational skillset and then using it in the future.

Linda Crerar: What are the lessons you have learned from your education and experience that have helped with your work in life?

Mikaela Hagberg: I would say, especially over two to three years, it's realizing that you are capable of more than you think you are. With my job as a flight nurse, and then with the missions I've been on with my disaster federal disaster team. You think that you're only capable of "x," and it turns out you're capable of so much more than that. You're willing to challenge and put yourself in a different position that maybe you don't have formal training on, but the situation requires that you step in and fill that position.

I think I'm always amazed at myself and what you can get through. It's not the single thing of, "Oh I did it by myself," but people. When you surround yourself with really incredible people, those people also help coach you and mentor you, and you do the same for them. I think that's what has helped also be successful is that collaboration with your teammates, and everyone making sure that you are successful because it will all be there at some point in time.

It's hard to stay positive and focused without having people around you that can help you talk through and work through those things. And I think part of it too. So many times, I

think, whether you're at healthcare, or even if you're working at a grocery store, especially with the pandemic, everyone's been faced with things like this. It was not what I signed up for, or this is not the risk I signed up for. I think, as a society, we found ways to continue to function and accomplish things and that's been incredible. It's been a huge strain and very challenging, but I think it just shows the amount of resiliency. I hope that people can continue to do self-care. This may seem like an oxymoron because we're definitely in the marathon and not the sprint.

Linda Crerar: Where do you hope to go in the future, and where do you wish to go with your further education?

Mikaela Hagberg: Part of what I also do with Airlift is I would outreach coordinator, in which I work with rule marginalized communities to help you understand their limitations. I would also provide education, liaise with them, provide all the training metrics, and then ultimately, yes, things they may need to the best of our ability. Over the eight years of doing that, what I realized is that I enjoy and love making sure that people have that access, and there are all these ideas I have. I've learned that I want to have more and I want my voice to shine and matter. I say that I want to be one more of the decision-makers and make sure that these communities have that. And I do believe that I have that, at the level I am at currently.

I know that if I want to have more influence over those decisions, I need to position myself better. I'm still exploring all of the options that come with executive leadership, but I do know that I want to be in a more formal leadership management position within my organization at airlifts. I would also like to have a more formal leadership role with my disaster team, whether that's as a deputy team commander or as a team commander will later on down

the road. Obviously, both have very high commitments. I have had a lot of experience managing large groups with my disaster team and project management with my outreach role. Those are my very loose goals that are not super granular yet. I still feel like I'm at a mid-point my career where I'm mainly looking to open up doors and say yes more often. Historically, I've been good at communicating.

I've allowed myself to miss opportunities that could have been great. Going forward, it's not that I'm going to say yes for everything, but consider it more closely than maybe I have in the past. Is it something close that would get me to where I want to be, or is it perhaps even a just different kind of opportunity that would still be valuable be fulfilling for my work?

When I sit and reflect on all the work needed to sell yourself so that grad school will even take you. Whether you're applying for scholarships, that idea of representation is what I've been missing in my life. I can't think of any Asian American woman who has mentored me throughout my career. But I am not being dismissive of those who have chosen to invest their time. I'm very thankful and fortunate for every individual who has looked at me and said, you have potential you should do "x" to fill in the blank.

I wonder what my path would have been if I had more examples of Asian American women or people of any diversity that I could look at and see myself in. That's also been a huge motivator for me in what I want.

I'm a first-generation Korean American, and I'm also adopted. As an adoptee, woman, and immigrant, I want people to look at me and say, "Oh, I identify with her and that I can do whatever it is that they want to do." I think that's important because people need to see themselves and understand that the opportunity is there. *Note: Youtube video links to follow in January 2022

INTERVIEW WITH RISING STAR: SHONTIEKA ADEOGUN

By Linda Crerar



Linda Crerar: What did you enjoy about your time in the BAS HSEM program?

Shontieka Adeogun: I remember when I first was interested, I sat down with Robert Lord and he told me, “If you want to get into this field, you have to get your boots muddy.” He was explaining to me that experience in this field is what sells you. As I started to look into what Emergency Management jobs required, it was pretty much the degree or the equivalent of experience for the positions. The first thing that popped open was the 2016 Cascadia Rising exercise. I hopped on that. I went with Thurston County Emergency Management and I sat in and did ESF 15, the public affairs. I was so excited and I thought it was the coolest thing I had ever seen. But it wasn’t just opportunities. There were opportunities all the time. Robert was always giving us trainings or exercises that were going on for us to get involved.

It’s interesting to see that folks like myself or Shane Moore or Tamara Corpin, the first group of people to graduate from the program. We have this experience behind us because what was ingrained in us is that experience. I’ll always appreciate my connection to Thurston County Emergency Management because Vivian Eason put me in everything. I remember I would tell her this is what I wanted to be involved in, or she would share with me her vision, and I was like,

Linda Crerar: What initially drew you to Homeland Security Emergency Management?

Shontieka Adeogun: I thought at first that I wanted to be a nurse. My grandma, a nurse, raised me, and I initially thought that I wanted to be a nurse to honor her because she was my mom. But, unfortunately, she just passed away recently.

And when I was doing my clinical, I was, you know, I thought to myself, this probably really isn’t my calling—one-to-one patient care. And I don’t have the temperament God gave people to do one-to-one patient care. Michelle Galaz, who worked for Pierce College, told me to watch this Homeland Security Emergency Management video. I watched the video, and I was like, wait, we can help people on a large scale, and I don’t have to do the whole one-to-one patient care. I didn’t know that I would love emergency management the way I love emergency management. I was just excited to find a career where I could help people.

“Let me take it, let me do it, I’ll figure it out.”

I had those opportunities with emergency management and was sponsored to go to different trainings. I got to go to the EMI for the whole community training, which was one of my favorite trips ever.

When it came to interacting with others in the program who did have some experience, but no degree, and then moreso; having that education allowed me to understand and comprehend some of what I was seeing and hearing. I had circumstances where I could apply my education and my experience.

You need the book knowledge, you need to understand the basics, but you have to have the experience so that when you’re in the field, you’re not behind. I think that if you don’t have both, you will be behind.

You can have all the experience in the world, but no knowledge of what’s going on behind that. I’m always up to date with what FEMA is updating and trainings that they’re doing because if I’m not getting that knowledge behind me, it won’t matter how much I’m sitting at the desk, doing the work.

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I have to know and keep up with how things change and how they work. Things are changing these days very rapidly. We understand that that change is always there and, in most of us, don't particularly like a lot of change, but that you know in the field particularly of emergency management. It's in all fields, I think, these days. It's just happening so much more accelerated.

Linda Crerar: Do you have long-term career plans?

Shontieka Adeogun: I found a program at Clemson University that does a public administration degree with the Homeland Security focus. My long-term goal would be to finish my degree, (which I'm starting the application process) finish my degree, and then work in Homeland Security. I would love to work in counterterrorism, so I would love to do that somehow. I think, as the world changes, and we see the capabilities of extremist groups, domestic or foreign, there's a change in the tide every day. And things that we used to have to worry about before or didn't have to work before, we have to worry about now, more often than not. So to me, I would love to be a part of the work they do to find these terrorist groups or see what's going on so that they can stop it before it starts.

Linda Crerar: Anything else that you had run through your mind while we've been talking that you want to share with folks?

Shontieka Adeogun: One thing I think about all the time is I think a lot of people do get jaded in the work

that we do, or in response roles period, or responder roles. But I have to say that when I was burnt out from COVID, it was 17 hours I had been working. I was exhausted and it was snowing; it was like six inches of snow on the ground. And here we are, giving shots in arms. When we're doing our older population, I remember walking up and down that first day to greet the cars and the observation lot, and so many people I think I want to say was 20 cars were of people crying, just crying because we were giving them hope.

I remember I went back to my hotel room, and I was like, "This is why I do it. This is worth every sleepless night. This is worth a 17-hour workday that doesn't end." Because you're always on the call, but I remember thinking, this is why I do it. You can never forget why you do the work you do because it's easy to get frustrated and get mad. If you remember it's not about you at the end of each day or the head-butting or the politics or any of that, it's about doing what you can to help people's lives to prevent one death (if that's all you prevent) it's at least one. but to help people have some hope. And if that's all you remember, and if that's all that holds you, and sometimes that is all that holds me together, is just recognizing that this is why I do the work that I do, so that people can have hope. I think that's just important to emphasize because it's easy to get burned out, and it's easy to really to feel like, "Why did I do this?" But you always have to remember your why. And if you can do that, you'll go a long way in the field.

*Note: Video links for all recipients to follow in January 2022

CONGRATULATION TO OUR BOARD MEMBERS AND SENIOR FELLOWS WHO ALL PUBLISHED PREPAREDNESS BOOKS THIS YEAR!



Two of our Board members, Curry Mayer and Michele Turner, along with Senior Fellow, Deb Moller, published books this year.


The Future of Emergency Management After 2020: The New, Novel, and Nasty, by Robert McCreight and Curry Mayer

Get Ready! How to Prepare for and stay safe after a Pacific Northwest Earthquake, by Deb Moller

Lessons Learned: Short Stories of Continuity and Resilience, by Michele L. Turner

21 WAYS WE EMBRACED 2021

1. 2021 Rising Star Award Winners
2. Continuation of the expansion and diversifying of Advisory Board
3. Center's Subcommittee Projects
4. Accessible Website for People with Functional and Access Needs
5. Translation of Website for Foreign Language Speakers
6. Diversity in Leadership: Collaboration with HSEM Degree Program on Student Development
7. Deb Moller's Preparedness Course
8. CoE Video Campaign
9. Jim House Interview – April Confluence
10. PC3 Partnership for Website Redesign
11. Board Members and Senior Fellow published books!
12. Continued collaboration/partnership with the other Centers of Excellence
13. Keeping up with Confluence!
14. Developing the CJ 101 OER Textbook
15. Jamye Wisecup Scholarship Campaign Raising over \$10,300.00
16. Updated Career Pathways Resource Guidebook
17. Increasing Constant Contact Subscribers
18. Curry Mayer: Mental Health Workshop
19. May edition of Confluence – Developing working relationship with Fire Programs
20. WOMEN ARE ESSENTIAL TO PEACE... March edition of Confluence



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21 Ways We Embraced 2021

This year has been a challenge for all of us. We have worked hard with our partners to overcome the challenges. Here are a few things we achieved that we hope make you proud to be associated with us.

Number 1

2021 Rising Star Award Winners

We are excited for this year's Rising Star Award winners, Shantela Adegun, Tamara Clayton, and Mikaela Hagberg. 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 were honored at the Center's Advisory Board meeting/virtual award ceremony on December 8, 2021.

Number 2

Continuation of the expansion and diversifying of Advisory Board

Our Center's primary goal for 2021 year was to create practical ways to enhance diversity and inclusion in our all-hazard center pathways. As a result, we continued to expand and diversify our Advisory Board to include members representing our diverse communities and career pathways. Center," said Linda Greer, Center Director.

Number 3

Center's Subcommittee Projects

The Center established three subcommittees to highlight and focus on areas such as Equity, Diversity, and Inclusion; Public and Private Partnerships; and Work-Experience Marketplace. The overall goal of our subcommittee is to develop experiential learning opportunities for students.

Number 4

accessiBe

Accessible Website for People with Special Needs

Through the use of accessiBe, our website is more accessible for people with special needs. accessiBe is a game-changer in web accessibility, simplifying and streamlining the process to becoming accessible and compliant using machine learning and computer vision technologies.

Number 5

Translation of Website for Foreign Language Speakers

In recognition with our accessible needs census, we made our website multilingual with four different language options for visitors: English, Spanish, Japanese, and Indonesian. This allows our website to become multilingual in minutes and manages all of our translations efforts.

Number 6

Diversity in Leadership: Collaboration with HSEM Degree Program on Student Development

It has been wonderful to collaborate with the Pierce College HSEM degree program on the helping to provide student development through workshops and seminars. In 2021, we held two Diversity Leadership workshops that provided students with the opportunity to hear from experts in the field about their own experiences and advice on networking.

Number 7

Deb Moller's Preparedness Course

Center Senior Fellow, Deb Moller, developed a Preparedness Workshop that explored ways emergency managers can evaluate their particular situation to determine where and how they can increase the effectiveness of their preparedness programs.

Number 8

CoE Video Campaign


The Center collaborated with the State Board for Community and Technical Colleges to create a 15-second campaign that highlights the HSEM industry. The goal of the campaign was to market to potential students and garner interest for our All-Hazard EM programs. We also wanted to show the diversity growing within the field and the emergence of women entering into different careers with in All Hazard EM.

[Watch at: https://www.youtube.com/watch?v=HSEM15sec](https://www.youtube.com/watch?v=HSEM15sec)

Number 9

Jim House Interview – April Confluence

We had the opportunity to interview Jim House, Emergency Planning Disability Integration Manager for the Division on Inclusive Emergency Planning (IDEP). Jim works as a disability community leader working to ensure that people with disabilities are included in emergency preparedness efforts. Society continues to be reminded of the importance of making emergency planning efforts inclusive of people of all ages and abilities as required by the Americans with Disabilities Act and the Rehabilitation Act.



21. Attending 2021 WSEMA in-person

To view the whole list, visit: <https://www.coehsem.com/wp-content/uploads/2021/12/2021-Ways-We-Embraced.pdf>