



THANK YOU, COE-HSEM, FOR AN INCREDIBLE 10 YEARS!

By Kellie Hale

Never in my wildest dreams did I ever think I'd spend ten years at the Center of Excellence for Homeland Security Emergency Management. I never expected what was supposed to be an internship to transform my life. When I walked into the Center's office that April day in 2012, I was met by one of the most exuberant, gracious, and influential people in my life, Linda Crerar. It was an instant connection between the two of us. She had such good faith in me and my abilities to grow into the job.

During my time at the Center, I was an intern, work-study student, special projects coordinator, and program manager. It was the first job where I grew and expanded on my knowledge, skills, and abilities within the all-hazard emergency management industry and higher education field. I obtained my associate's degree in office management, a certificate in HSEM, and my bachelor of science degree in business.

To the Center's Advisory Board members and Senior Fellows, I enjoyed working with all of you and appreciate the support and encouragement throughout the years. As I said at my going away party on Friday (3/11/22), I never expected to be where I am or gain the experience I have gotten. I never thought I would be considered important enough to be respected by others. When I said that Linda changed my life, I meant it with all my heart. I would not be where I am today if she had never taken a chance on me and believed in me.

I know the Center will continue to thrive and flourish. Linda has an exceptional team with Jasmine May, Brandi Hunter, and Nancy Aird. The four of them will be an unstoppable dream team.

I look forward to this new adventure at Pacific Mountain Workforce Development and continue to assist in developing a workforce system that supports business, industry, and all levels of employers and job seekers.

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A BITTER-SWEET MESSAGE

By Linda Crerar

It is again that “bitter-sweet feeling” I share with Kellie about her wonderful new job at PACMTN Workforce Development COUNCIL, working with William Westmoreland, the Director and also a Center Advisory Board Member and his great team. Kellie has received a warm welcome from William and his team. I know that many of you have known and worked with Kellie over the past decade and come to rely on her knowledge, skills, and abilities to serve as a very successful leader on our Center’s team of staff, Board Members, Senior Fellows, and Associates. She has served as my Program Manager, and over the past three years has also taken the helm to lead us all while I was recovering from my cancer operation and has been there for all of us to rely on to make sure we accomplished our goals that kept us on track as the “touch stone” of consistency and resiliency. She has become a very good friend to me and to all of us. I want to thank you all for sending such wonderful congratulatory messages to her and we will make sure those all are showcased at her Celebration Party (March 11, 2022).

Kellie has also asked that if you would like to give her a “thank you gift,” please consider donating to our Jamye Wisecup Memorial Scholarship Endowment Program. Kellie has been the Center’s lead for establishing and supporting the Scholarship Advisory Board.

If you would like information about group, please let me know as we definitely need for people involve to raise the \$30,000 we need to reach the “endowment status”.

We know this is a celebration of a her evolution with the Center and her amazing contributions to all us of over the years.

Stay healthy and safe everyone.

Linda

Contributions can be made in two ways:

1. By check made payable to:
Peninsula College Foundation
Wisecup Fund
1502 E Lauridsen Blvd.
Port Angeles, WA 98362

2. By giving online, with
“Wisecup Fund” indicated
in the form’s comments section at:

<https://pencol.edu/foundation/give>



A purple-toned graphic featuring a silhouette of a woman's head in profile on the left, with a globe of the Earth positioned behind it. The globe is rendered in a lighter shade of purple. To the right of the globe, the words "International Women's Day" are written in a large, white, sans-serif font. The text is framed by two horizontal white lines, one above and one below. The background consists of several curved, light purple lines that sweep across the scene, creating a sense of movement and global connectivity.

International Women's Day

INTERNATIONAL WOMEN'S DAY 2022

By Linda Crerar

The UN theme for International Women's Day 2022 was "*Gender equality today for a sustainable tomorrow.*" Many events recognized how women around the world are responding to climate change. The International Women's Day website provides a platform to help forge positive change for women. It has chosen the theme [#BreakTheBias](#) and asks people to imagine a gender-equal world, free of bias, stereotypes, and discrimination. Instead, imagine a diverse, equitable, and inclusive world where difference is valued and celebrated.

International Women's Day is celebrated every year on March 8 to highlight the achievements of women across different fields and show how far they have come in the fight for their rights within the political, cultural, and social spheres. The day also intends to create awareness among women to take a stand for themselves and fight against gender discrimination in society. Clara Zetkin founded International Women's Day in 1910, which grew out of the labor movement and became an annual event recognized by the United Nations. The seeds were planted in 1908 when 15,000 women marched through New York demanding shorter working hours, better pay, and the right to vote. Things were made official in 1975 when the United Nations started celebrating the day. The first theme adopted (in 1996) was "Celebrating the Past, Planning for the Future." The political roots of the day mean that strikes and protests are organized to raise awareness of continued inequality.

Why do we still need International Women's Day in 2022?

International Women's Day has never been more important. The pandemic has made it abundantly clear what happens when we don't prioritize gender equality for women. We have seen a significant step back in the global fight for women's rights over the past year. According to the World Economic Forum's [Global Gender Gap Report 2021](#), the time needed to close the global gender gap has increased by a generation from 99.5 years to 135.6 years. Although, there has been progress in female leadership in the past few years.

Kamala Harris became the first female, first black, and first Asian-American US vice-president in 2021. In the same year, Tanzania swore in its first female president, Samia Suluhu Hassan, while Estonia, Sweden, [Samoa](#), and Tunisia got female prime ministers for the first time in history. In January 2022, Xiomara Castro was sworn in as Honduras' first female president.

The impact of the #MeToo conversation, speaking out against experiences of harassment and sexual assault, started in 2017 and became a global phenomenon. The last year has seen developments regarding abortion in several countries. In February 2022, Colombia decriminalized abortions within the first 24 weeks of pregnancy. Meanwhile, abortion rights have been restricted in some states in the US.

Is there an International Men's Day?

Yes, it is November 19, but it has only been marked since the 1990s and isn't recognized by the UN. Nevertheless, people celebrate it in more than 80 countries worldwide, including the UK. According to the organizers, the day marks the positive value men bring to the world, their families, and communities and aims to highlight positive role models, raise awareness of men's well-being, and improve gender relations. The theme for 2021 was [Better relations between men and women](#).

International Women's Raises Awareness Around-the-world

We have made some progress, although a recent study of 145 nations showed that there's still a gender gap. Iceland has come closest to equality in economic participation and opportunity, educational attainment, health and survival, and political empowerment, and that's a start. Still, women are only considered half a witness in court cases in other places, like Yemen. They're even forbidden to leave the house without their husband's permission. Nevertheless, we know that raising awareness about women's plight worldwide helps elevate all women.



GROWING OUR OWN: HOW WE CAN FIND THE NEXT WAVE OF EMERGENCY MANAGERS

By Jim Mullen

“ My goal for our discipline is that 20 years from now, my resume won’t qualify me to do the job I currently have” – a truly iconic (now retired) state director - not me!

How can emergency management directors assure opportunities for those people who, over the next 20 years, will hopefully make people wonder why any of us ever had those jobs?

A career in emergency management, once an afterthought or an accident, has become an attractive possibility for people in mid-career or even those just beginning their professional journeys. Academic degrees and/or credible certifications in emergency management or related fields abound; advanced educational programs offer a variety of avenues for one to pursue credentials. Those are all decent preparatory factors in acquiring a credible resume, but many uniquely qualified persons, particularly younger people attracted to our discipline and brimming with potential, still find it frustrating as they seek to enter emergency management.

Good emergency managers come in all shapes and sizes. Many in my era found themselves in emergency management quite by accident. Nothing in my background, on paper, suggested I was a perfect fit for directing an emergency management office – but in a sense, everything that I had experienced previously, professionally and as a volunteer, had prepared me.

My academic training was in student personnel administration. I thought my professional “ceiling” was to be a Dean of Students. Instead, my career path included stints as a student financial aid director, an ombudsman for a governor, a criminal justice planning administrator (we caught a murderer in a burglary “sting”!), an invaluable tour in Seattle’s Budget Office, and directing a neighborhood planning division before an “interim” assignment in Seattle’s Office of Emergency Management which forged a 30-year connection with that discipline. Along the way (mostly in a volunteer capacity), I worked in organizational politics in Illinois and Washington State, stepping away once

my emergency management duties were too important to be skewed by partisan political activity.

What are the realities hiring authorities must confront?

It is not perverse or nefarious: practically speaking, emergency management directors, seldom blessed with an overabundance of staff resources, just want the best fit for their agencies. “Experience bias” favors those from “similar” disciplines - namely military, police, fire service. In itself, that is not a bad thing - many of my most valued employees in emergency management were drawn from those ranks. However, there is a pool of potential contributors to an organization that are excluded by these legitimate “preferences” – those include young, newly minted college graduates and those in mid-career who have discovered emergency management as a compelling career choice.

What should prospective candidates do to pique the interest of hiring authorities?



An answer to the “experience tripwire” that served me well in my first job search was “I have no experience, but neither do I have bad habits. I work hard, listen closely, and learn quickly - knowing that there is much that I do not know that your organization can teach me.” It eventually worked!

One cannot invent experience – you either have it or not. The qualities that will make a solid emergency manager often have little to do with academic or even professional credentials – emergency management has become a problem-solving enterprise – navigating political environments, and anticipatory judgment is not taught in very many graduate schools, though they do teach some things very well! The ability to function under pressure, though, is only addressed through difficult lived circumstances, and one always wonders, as I did, how I would react in a crisis. Integrity

and honesty, prerequisites for emergency managers, sometimes are difficult to assess in an interview. When conducting “final” interviews, I tried to learn how candidates had responded to stressful or complex situations, whether in emergency management or elsewhere. I frequently learned more from an account of past failings because we know wisdom flows from mistakes made - and acknowledged. If you listen closely - you might just identify a diamond in the rough that can be shaped to your organization’s specifications.

What can a hiring authority do?

Increasingly complex disasters keep coming; we will need to develop a professional cadre of career emergency managers to manage them. Even though an accurate recruiting pitch might be “the hours are long, but the pay is low,” many still

will seek a place in our discipline. We should help them.

I would challenge city and state directors to look for creative ways to acquire temporary talent that might grow into permanent employees. I would like to see a partnership with FEMA Region 10 that supports such a program, with a joint funding requirement to share the cost among jurisdictions willing to take part. As the probationary period concludes, a network of cities, counties, states, and even feds and the private sector can share their hiring needs, employ those who are good “fits,” and validate my retired colleague’s wish for obsolescence. It’s time to grow our own!

WOMEN IN LEADERSHIP PROFILE: FRANCES WHALEN



By Deb Moller

Every emergency manager knows that FEMA expects a “whole community” approach to preparedness. This guiding principle is sometimes seen as less critical than other doctrine. But it’s impossible to develop strong situational awareness, the foundation for effective planning and response, without engaging broad representation across a jurisdiction.

Most emergency managers struggle to operationalize this principle. They don’t have time for a lot of community events. They don’t have funding to make it possible. It’s a huge task. It’s hard to know where to start.

A colleague of Frances Whalen’s, familiar with this quandary, had a pat answer to the challenge of making community connected programs work.

He said, “Find the Frances’s’!”

Before Frances Whalen worked in the D.C. Mayor’s Office as a CERT Specialist, before she was an Emergency Operations and Information Specialist, before she’d ever considered working in emergency management, Frances was one of those people who weave together communities. She talked to everyone – at her daughter’s school, at church, in line at the grocery store. Every snippet of conversation built trust and expanded her own understanding of what the people in her area would need and could provide in case of a disaster.

If you find twenty Frances’s’ from across a community, you can build situational awareness that otherwise might require conversations with thousands of people. Because those Frances’s’ are unofficial repositories of the wisdom, concerns and experiences of their communities.

Frances started volunteering in high school. She never stopped. She volunteered as automatically as others brush their teeth – it was just something that was part of her life. Frances saw none of this as remarkable in any way.

The Frances’s never do. They’re just a little puzzled by all the people who never step up at all. But they’re too busy to worry about that.

The big change for Frances came when she saw an ad on the Washington D.C. Metro for a free Community Emergency Response Team training. Like a lot of Frances’s, Frances Whalen is always learning. She is eager to gain new skills, and willing to try new things. She didn’t expect the CERT training to change her life. But, like many people who come to emergency management in unusual ways, Frances found she loved everything about the training. By the end of the sessions, she knew that she’d found mission.

Frances reminds young people that the field of emergency management is vast – every organization needs help preparing for the unexpected. For people who don’t fit well into a military or police-type structure, there are many other options. She sees opportunities for a wide range of jobs for a more diverse range of people than is typical now.

Frances notes how important LinkedIn has been in her work. No surprise, she volunteers as the Manager for Aspiring Emergency Managers Online LinkedIn group, noting how heartening it is to see “people like me” in the field. She has also been encouraging by how often people not at all like her have reached out and offered help and encouragement. Another reminder that on good days and bad, we’re in it together.

So, if you have a nagging feeling that you could do better engaging the whole community, but aren’t sure what to do about it, remember you don’t have to talk to everybody. All you have to do is find the Frances’s’.



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*. As principal of *Moller Consulting*, Deb has over ten years of experience assisting local, state, federal and tribal governments, as well as private profit and not-for-profit organizations, achieve performance goals. Deb’s experience includes twenty years designing and managing adult education and job training programs for marginalized populations. She is the founder of *Cascadia Calling*, a community based earthquake preparedness organization

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

RESOURCES

Need a free Wifi hotspot?

The Washington State Department of Commerce has set up drive-in wifi hotspots around the state for those who do not have internet services.

Visit their site at: <https://www.commerce.wa.gov/building-infrastructure/washington-state-drive-in-wifi-hotspots-location-finder/>



For Teachers

A selection of resources for teachers.

<https://womenshistorymonth.gov/for-teachers/>

Digital Classroom Resources

<https://www.womenshistory.org/students-educators/digital-classroom-resources>

Lesson Plans on Notable Women and Women's History in General.

<https://www.adl.org/education/resources/tools-and-strategies/womens-history-month-resources>



Shelters and Additional Assistance Programs

Mary's Place

<https://www.marysplaceseatle.org/>

Noel House Programs

<https://ccsww.org/get-help/shelter-homeless-services/noel-house-programs/>

Dignity for Divas

<https://www.dignityfordivas.org/programs>

Looking for Community Resources?

2-1-1 Washington will help you to connect with resources you need statewide.

Visit their site at: <https://wa211.org/>



For Domestic Abuse Survivors

National Domestic Violence Hotline:

<https://www.thehotline.org/>

Get Help Now – WA State Coalition Against Domestic Violence: <https://wscadv.org/get-help-now/>

The National Coalition Against Domestic Violence (NCADV)

<https://ncadv.org/resources>



Scholarships

Washington Women in Need (WWIN) Star Scholars

<https://new.expo.uw.edu/expo/scholarships/wwin>

Woman of Wonder

<https://www.womanofwonder.org/scholarships>

Additional Washington Scholarship Opportunities:

<https://www.scholarships.com/financial-aid/college-scholarships/scholarships-by-state/washington-scholarships/>