

# BEAVER'S DIGEST

*The Women's Issue*

Vol 5. Issue 2



## Intersecting Identities

*A look at intersectionality and the importance  
of an intersectional approach to diversity*

**Pg. 19**

# Letter from the Editor

This issue is for every woman. Whether you're black, white, gay, straight, cisgender, transgender—this issue is for you. I want this issue to serve as a reminder that no matter how many times you may be told you can't do something, that you're being overly emotional, or that you are lesser than, you in fact can do it, your emotions are valid and you are more than enough. In this issue we showcase this by covering topics that specifically affect women such as the wage gap, women's experiences in the ROTC, the Women & Gender Center, OSU's gymnastics team and more. Let this issue serve as inspiration when you are feeling down because you can see what the other badass ladies around you are doing. No matter how many times we hit the glass ceiling, have to force our way into the "boys club", or are confined to one identity, we are in this together and have to push through. Empowered women empower women so let's stick together. I believe you. I support you. I know you can do anything you set your mind to.

"Feminism isn't about making women stronger, women are already strong, it's about changing the way the world perceives that strength." - G.D Anderson

Adair Passey, Editor-in-Chief

*Adair Passey*



These are the women who have made me who I am today. I chose to include these four incredible ladies (from left to right my mom Sherry, my sister Sabrina, me, my sister Sierra and my sister Marissa) in my photo because they have shown me what it means to love, persevere and be unapologetically myself. There is no weakness in feeling emotions. There is no shame in being scared. There is no disgrace in being sexually liberated. Thanks to them I know these things well. Without them there is no me. This issue is for them.





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# The Bechdel Test

*Explanation of the Bechdel test and a look at movies that pass and don't pass*

WRITING BY **JAMES TROTTER**

ART BY **NATHAN FELLOWS**

Film in today's day and age is a massively large aspect of the entertainment industry. An abundance of new films are released and consumed every month. With such a large amount of people watching movies, it is important all viewers have proper representation on the big screen. The Bechdel test, created by comic book artist Allison Bechdel in the 1980s, serves as a measure of representation of women in film with the intent to make viewers aware of how movies portray females.

Bechdel is a lesbian activist and author of the comic strip "Dykes to Watch Out For." In the 1980s, Bechdel created the test to serve as a litmus test to gauge whether films would be a worthwhile watch for women or feminists. In order to pass the Bechdel test, a movie must have at least two women in it who talk to each other about something besides a man.

Jillian St. Jacques, a senior instructor in the College of Liberal Arts, talked about early reception of the test in its early years.

"The Bechdel test actually

became very popularized in academic circles," St. Jacques said. "At the time in the 80s it was this radical sort of feminist move. Now we might not consider it to be as radical, but it still applies to film today for women to gauge whether they want to see a movie or not. There are some women, believe it or not, who enjoy seeing James Bond films, despite the fact they are so chauvinist, just as there are plenty of men who like to see so-called 'chick flicks' like Notting Hill or Charlie's Angels."

In the film Armageddon starring Bruce Willis, a largely male cast is working to destroy an asteroid that is headed for Earth. Liv Tyler's character, one of the only women characters in the movie according to St. Jacques, plays the daughter of Bruce Willis' character who acts as a love interest for another male character who sacrifices himself at the end of the movie for her.

"It's obviously a movie made for men and Bechdel wouldn't be interested in it," St. Jacques said. "There's no stakes in it, there's nothing in it for them."

Similarly, The Expendables, an ensemble action film starring a large



number of stars such as Sylvester Stallone, Arnold Schwarzenegger and Jason Statham, features an all male cast with large amounts of male interactions and male on male violence, said St. Jacques.

"It's obvious that movie was made for a very specific demographic. Why is it made for those demographics? Because it makes money," St. Jacques said. "You're talking millions of men that are going to see Stallone and the other guys."

However, the Bechdel test doesn't serve as an overall measure of a film's quality, St. Jacques said. Rather, it alerts viewers to the fact that a film might not have overt feminist politics.

"I can think of movies that have male issues like the *Outsiders* by Coppola where these are very important films to see that are about men's stuff," St. Jacques said. "Stand By Me and many other movies about boys bonding, are those movies not worthwhile because they don't pass the Bechdel test? Hell no! Those movies are great for men and women to see."

In the same vein, films that do pass the Bechdel test might not be worth seeing, or are worth seeing in a different light, said St. Jacques.

"Sometimes I want to be distracted by a film and purely entertained. It doesn't need to have a deeper moral or social significance all the time," St. Jacques said. "In fact, there are only so many movies about social injustice that I can watch before I start getting depressed. I like to see those too, but I don't live on an exclusive diet of those films."

That said, the Bechdel test is certainly a historical milestone. The test was created in a second-wave feminist age, and many of its somewhat limited principles have difficulty evolving alongside feminist movements.

**"One of the problems with the Bechdel test is that there's more than one kind of woman..."**

When you look at it from the point of view of third-wave feminism, you immediately think 'how is this useful as a category when it assumes that all women are the same, when they aren't all the same?'" St. Jacques said. "There's trans women, for example. Does a movie where there's two trans women talking about something other than a man qualify as a feminist film? More progressive factions of the feminist community, like myself, for example, would say yes, but other feminists, like Mary Daly or Catherine Millot, would say no, because they do not believe transsexuals can ever be 'real women.' The elegance of all this nuance can never be registered in a paradigm so limited as the Bechdel Test."

Many of its principles, while limiting, were very radical for the time and was in some ways a precursor to social changes we are seeing today.

The categories that the Bechdel test was looking at, looking back in the rearview mirror, seem very limited. At the time though, it was a very radical statement," St. Jacques said. "We see that happen often through history and politics, where a strong statement will be made somewhere along the way that people pay attention to and social changes happen because of. But in retrospect, maybe 10 to 20 years later, we look back and say 'wow, that was pretty essentialist, things are more complicated than that. While it presents a useful tool for some women to decide whether they want to see a film, the Bechdel Test falls short of the central precepts of third-wave feminism; namely, that there is more than one type of woman, more than one type of feminism and more than one way to critique discourses of power.'"

In short, the Bechdel test was an important milestone in film culture. While some of its principles might seem limited in retrospect, it signaled the start of a new way of examining film and representation. ♠

# Movies that pass the Bechdel test

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## **"Thelma and Louise" (1991) - Directed by Ridley Scott**

Friends Thelma (Geena Davis) and Louise (Susan Sarandon) embark on a road trip across America that turns into a crime spree. The movie has also received praise and been lauded as a culturally significant feminist film by turning many male-centered cliches and stereotypes on their head. Brad Pitt stars as a token eye-candy character, J.D, who would have been played by a woman in earlier films in the genre. The film won Best Original Screenplay, Scott was nominated for Best Director, and Sarandon and Davis were both nominated for Best Actress for their performances.

## **"Certain Women" (2016) - Directed by Kelley Reichardt**

Based on short stories from author Maile Meloy, Kelley Reichardt's "Certain Women" stars Michelle Williams, Laura Dern and Kristen Stewart in three stories about small town women, whose separate stories are thematically connected. The movie was very well received with a 91 percent on Rotten Tomatoes. Additionally, it has won 12 awards and over 45 nominations across critic organizations, including the Women Film Critics Circle Awards and the Alliance of Women Film Journalists.

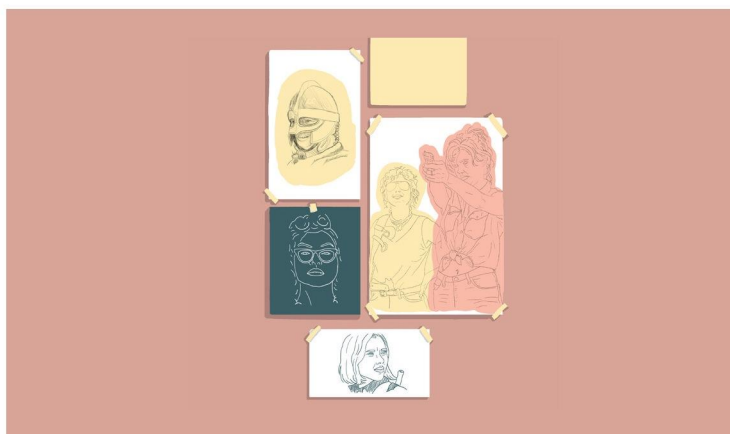
## **"Avengers: Infinity War" (2018) - Directed by Anthony and Joe Russo**

The ensemble blockbuster of its year stars almost the entirety of the Marvel Studios heroes in a frantic war against the mad titan Thanos, as he furthers his quest to collect all of the Infinity Stones. The cast has a large number of female characters such as Black Widow, Scarlet Witch, Gamora, Nebula, Okoye and Proxima Midnight, to name a few. There are a few instances where the movie passes the test, namely when Nebula and Gamora talk about the location of the Soul Stone, and when Black Widow confronts Proxima Midnight.

## **"Hidden Figures" (2016) - Directed by Theodore Melfi**

"Hidden Figures" is a biographical drama starring Taraji P. Henson, Octavia Spencer and Janelle Monáe that tells the story of three female African-American mathematicians at NASA during the Space Race between the United States and the Soviet Union. The movie has a 93 percent on Rotten Tomatoes, and was nominated for Best Motion Picture, Best Performance by an Actress in a Supporting Role for Spencer's performance and Best Adapted Screenplay.





## Movies that fail the Bechdel test

### “Colossal” (2016) -

**Directed by Nacho Vigalondo**

Anne Hathaway stars as Gloria, a woman who gets out of her relationship in New York and moves back to her small hometown. At the same time, large monsters begin to attack Seoul, and Gloria begins to think that her personal life might have some connection to the incidents. The story is a very empowering one, as the movie tackles some serious themes and topics such as abusive relationships, independence and self-worth. While the movie has an 80 percent rating on Rotten Tomatoes, it fails the Bechdel test despite having strong feminist messages, as it doesn't meet the criteria of having more than one female character.

### “A Quiet Place” (2018) -

**Directed by John Krasinski**

John Krasinski and Emily Blunt star in this horror drama where if you speak, you are killed. The movie has

an astounding 95 percent on Rotten Tomatoes, and has some very strong female characters. However, it's not very clear if this movie passes the Bechdel test. The test requires that two female characters speak, which the characters in this movie don't do under threat of death. However, they do communicate using sign language. This begs the question - should the Bechdel tests criteria extend from speaking to any form of communication?

### “The Lord of the Rings Trilogy” -

**Directed by Peter Jackson**

While “The Lord of the Rings” has strong female characters in empowering situations such as Eowyn's “I am no man” scene in Return of the King, all three movies fail the Bechdel test. The three main female characters, Eowyn, Arwen and Galadriel, never meet, much less speak to each other about something other than a man. This is not a sign of the trilogy's quality, however, as the films are widely regarded as classics and landmarks in film.

# No Bake Chocolate Truffles



WRITING BY **ADAIR PASSEY**  
PHOTOGRAPHY BY **CORAL AVERY**  
RECIPE FROM **MEGHAN SPLAWN**, ASSOCIATE FOOD EDITOR

**P**eriod cramps can oftentimes cause debilitating pain, but as college students with incredibly busy schedules, there really isn't an option to take time off of classes and work. From medicine to heat, there's a number of ways to try and alleviate the pain that can come from cramps.

One of those options can actually be to eat dark chocolate. It's cheap, delicious and rich in magnesium. According to Dr. Lara Briden, a naturopathic doctor of 20 years and author of "Period Repair Manual," magnesium relieves cramping by helping to relax the smooth muscle of the uterus and to reduce the fatty acid,

prostaglandins, which can cause period pain. Magnesium can also reduce stress and anxiety by normalizing the actions of progesterone on the central nervous system. Due to the powerful nature of magnesium, she often prescribes it to her patients to aid in period pain.

Next time you're suffering from period cramps, take Dr. Briden's advice and consume some magnesium! A great, tasty way to do so is to try these easy no-bake truffles. They are full of dark chocolate which is a great source of magnesium, according to Dr. Briden. These truffles are incredibly easy to prepare, absolutely delicious and can help kick those cramps. ♡



1

**Chop the chocolate.**

Finely chop the chocolate using a serrated knife. Once chocolate is chopped into fine pieces, transfer ingredient into a medium sized bowl.



2

**Heat the whipping cream.**

Heat the cream in a saucepan on low until warm and steaming, but not boiling.



3

**Melt the chocolate with cream.** Pour the steaming cream on the finely chopped chocolate to melt it.



4

**Mix until smooth.** Using a whisk, mix the cream and melted chocolate together until it has a smooth consistency.



5

**Refrigerate mixture.** Put the mixture, now considered ganache, into a small pan and refrigerate for 30 minutes, or until firm.



6

**Form the truffles.** Using a tablespoon, scoop two spoonfuls of the ganache, then roll into a smooth ball. Once all truffles have been formed, refrigerate while preparing toppings.



7

**Coat the truffles in topping of choice.** This could include nuts, more chocolate, sprinkles, frosting, etc.

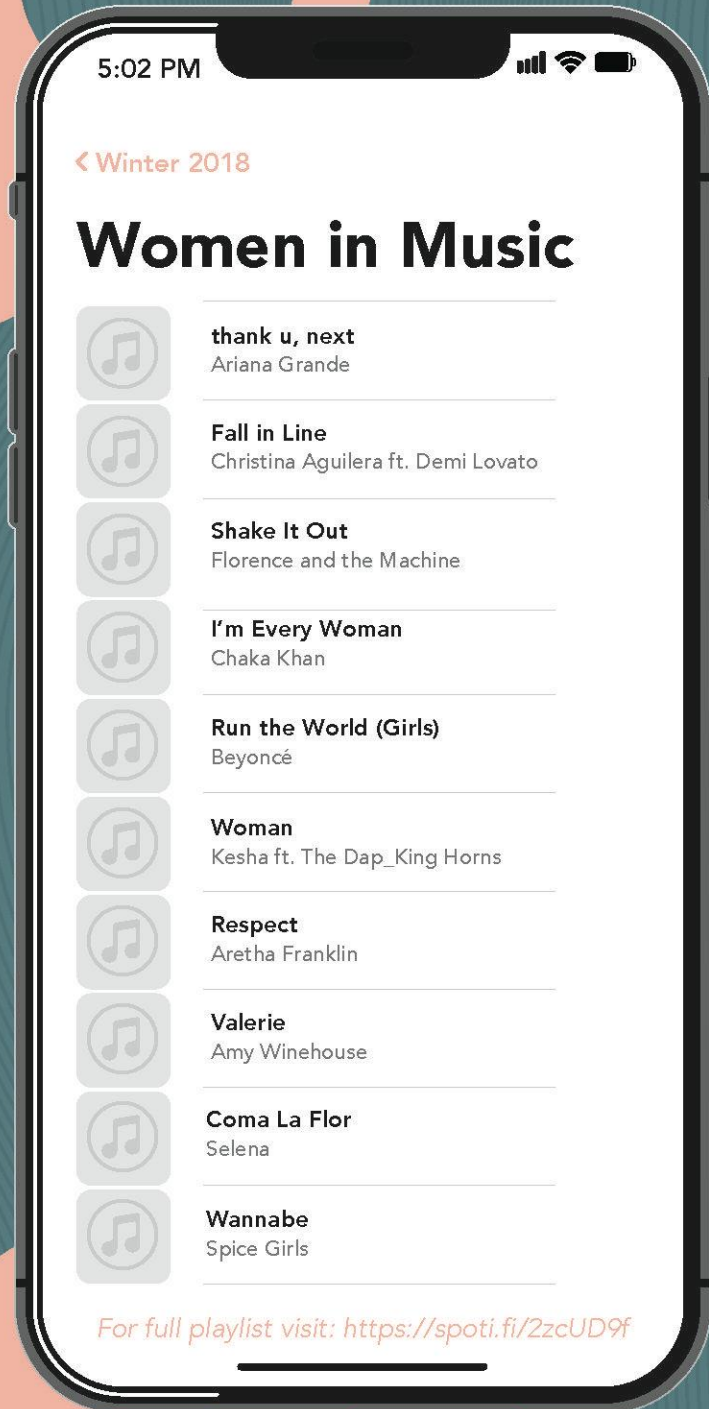


8

**Serve and eat!** Make sure to store the truffles in the refrigerator.







5:02 PM

Signal strength, Wi-Fi, and battery icons

< Winter 2018

# Women in Music



**thank u, next**  
Ariana Grande



**Fall in Line**  
Christina Aguilera ft. Demi Lovato



**Shake It Out**  
Florence and the Machine



**I'm Every Woman**  
Chaka Khan



**Run the World (Girls)**  
Beyoncé



**Woman**  
Kesha ft. The Dap\_King Horns



**Respect**  
Aretha Franklin



**Valerie**  
Amy Winehouse



**Coma La Flor**  
Selena



**Wannabe**  
Spice Girls

For full playlist visit: <https://spoti.fi/2zcUD9f>

# The Culture of Women

*Women & Gender Center cultivates community with other cultural resource centers*

WRITING BY **CHLOE STEWART**

“Building community is a radical act,” Whitney Archer, Director of the Hattie Redmond Women and Gender Center said.

Across the OSU campus, there are seven cultural resource centers (CRC). These centers, part of the Diversity and Cultural Engagement (DCE) office, exist to support students who belong to marginalized populations by creating spaces where they can connect with their peers. The CRCs also frequently host events and have study spaces for students.

Among these is the Hattie Redmond Women & Gender Center, devoted to feminist work and examining how gender identity interacts with systems of power and dominance.

However, among the CRCs, the group served by the Women and Gender Center may not be what folks tend to think of when considering the

concept of “culture.” Women make up approximately half of the human population, and there are so many different ways to examine and express gender—how could this constitute a “culture?”

In response to this, Archer articulated that it is important to distinguish demography from constructs and experiences of culture. The CRCs, according to Archer, actively work to help students understand how the different parts of their identities interact to inform their unique cultural experience. There is no one way to experience, express, or belong to a culture.

“There is not a monolithic culture served by the Black Cultural Center or the Native American Longhouse any more than there is a monolithic culture served by the Women & Gender Center,” Archer said. “There are many different cultures that are represented through





where folks' gender identity intersects with other identities that they hold."

One of the student groups affiliated with the Women & Gender Center is AYA, a group devoted to supporting women of color in the OSU community. For Tamara Lash, the AYA Graduate Assistant, this comprehensive understanding of identity is a critical part of her work with the Women & Gender Center.

"One of the biggest things for me that I like about this space [the Women & Gender Center] is that there is such a push to be intersectional in what we're doing and looking at the ways in which race shows up with the intersectionality of being a woman, or if you're non-binary what that looks like," Lash said. "In a lot of ways, I think we're pushed to think about intersectionality because folks question why we're here, and so there's kind of a lot of proving that we do matter and the work that we do is important, and a lot of the time may be forgotten."

This emphasis on intersectional understanding reaches beyond the walls of the Women & Gender Center, as well. Reagan Le, Interim Senior Associate Director for Diversity & Cultural

Engagement, also articulated the connections and collaboration between CRCs.


"They all support different identities," Le said in an email. "For example, the WGC support women of color, international women, trans women, etc., so they fully align with the work of the rest of the CRCs."

Ultimately, the Women & Gender Center is one member of a network of centers exploring how identities interact each other and with experiences of culture. There are many ways that being a woman can impact daily experiences, and there are many ways that gender identity interacts with other elements of culture. In this way, the Women & Gender Center is in good company.

"There are nuanced understandings of community and culture across the cultural resource centers—we have seven cultural resource centers, but they represent a far greater number than just seven cultures," Archer said. ♡

***For more information, visit the Hattie Redmond Women & Gender Center or their DCE webpage.***





*Female cadets  
speak out  
about their  
experiences  
in the ROTC*

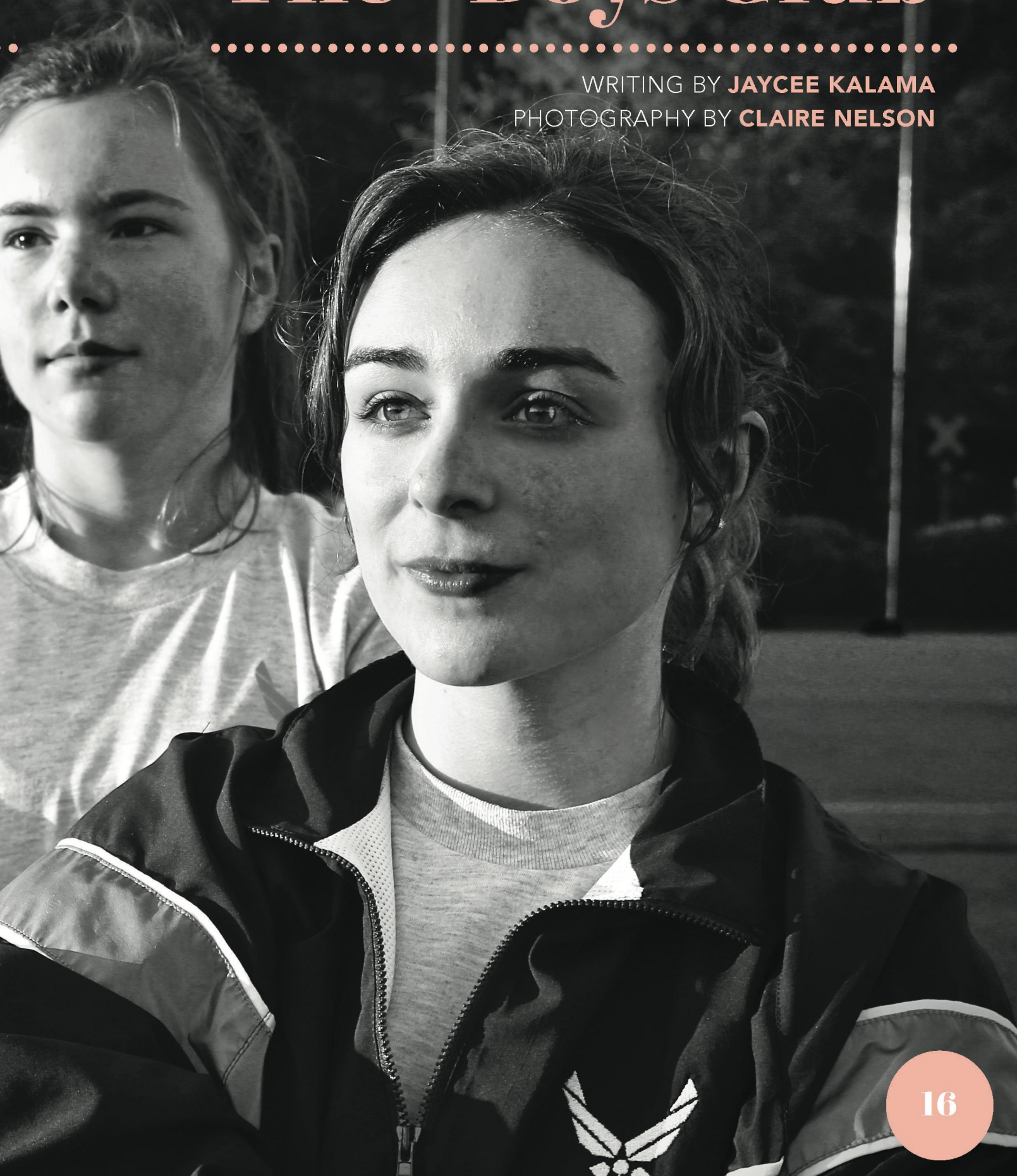


# The “Boys Club”

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WRITING BY **JAYCEE KALAMA**

PHOTOGRAPHY BY **CLAIRE NELSON**



For more than a century, military training has been offered at Oregon State. The first Cadet Corps was formed at the school formerly known as Corvallis College in 1872. The training of officers, colleges and universities was expanded and standardized by the National Defense Act of 1916 and established the Reserve Officers' Training Corps (ROTC).

ROTC is a group of college-based officer training programs that provide training for commissioned officers of the United States Armed Forces. Under ROTC, students may receive competitive, merit-based scholarships that cover all or part of their college tuition, in return for active military service after graduation.

There are three departments within ROTC. The department of Naval Science is home to both the US Marine Corps and US Navy. The Army ROTC is territory of the department of Military Science, and the Air Force ROTC detachment belongs to the department of Aerospace Studies.

Historically, all male students who could meet physical qualifications were required to take the first two years of ROTC instruction. The program took a momentous step forward in 1973 when women were allowed to enroll.

According to the Oregon State University ROTC standards, "Every Cadet in the program will be treated fairly and not discriminated against because of race, sex, religion, national/state origin, sexual orientation or any other trait."

Women are profoundly less abundant than men in the ROTC program. Many female cadets used the term "boys club" when asked to describe what it is like being a woman in the program.

Madison Dhanens, a fourth year computer science major and cadet Wing

Commander (highest ranking cadet) of the Air Force ROTC said, "It is definitely a boys club because there's way more guys than girls. There is not a ton of females but we do work together. We have lunches or coffee with just the females to make sure we band together and help each other out in this guys world."

A few women mentioned that one of their biggest struggles was the feeling of belonging, or the lack thereof. They struggled with the feeling that they had to prove themselves and gain respect from their male counterparts in order to be treated equally.

Dhanens expressed, "We have to work harder to gain the men's respect but once you have it, it's worth a little more because you've proved that you can do this and you're a female, that's awesome."

Over 40 years ago, women were not a part of the ROTC program in the United States. Today, women account for 20 percent of the program and 14.5 percent of the entire active-duty force. It was heavily emphasized throughout the ROTC departments that women are being encouraged to join ROTC because, with more women in training to become officers, the military will become more equal with the passing of time.

Not only are there advantages within the military, but there are also advantages outside of the armed forces. As Elizabeth Parker, a third year industrial engineering major, puts it, "It's unique to be a woman in the military so there is definitely advantages for scholarships and things like that, especially in the beginning. Later on, it all balances out. We all get paid the same, which is unique in itself."

PREVIOUS PAGE FROM LEFT TO RIGHT: AIR FORCE CADETS MEREDITH BOWERS, JESSICA LOPEZ, ADDISON FLINT, ZOE CARMICHAEL LINE UP AFTER THEIR DAILY MORNING WORKOUTS AT SEVEN IN THE MORNING.





CADET ANNA GILSDORF (LEFT) AND CADET GABY MUDD (RIGHT) POSE IN UNIFORM.

Within the three departments, the Air Force ROTC has the only women cadre (staff). This includes a female officer and two women NCOs. Officer Renee Bohac of the AFROTC explains some challenges that may affect a woman's sense of representation. "We have the only female officer, which is myself, we actually have the only women NCOs. The other Marine Core, Navy, and Army, do not have any women cadre. I think that for women, that is really challenging. One of the things we are realizing is that when people want to join, they want to see people that look like themselves in that service. So when you don't see a lot of women, when you don't see them represented, you might feel discouraged."

The Oregon State ROTC programs are making strides to ensure both men and women are treated equally. Officer Bohac expressed that they do a really good job at treating a cadet as a cadet. "Once they are all cadets, they are all treated equally."

Gabrielle Mudd, a fourth year speech communications major, doesn't see that "being a woman" should make a difference when you're serving in the military. There are grounded standards within the military that everyone has to meet, no matter their race, sexuality, and in this case, gender. It is a career path that less than one percent of women choose. Mudd said, "There is a small population of women in the military, but I have learned to enjoy every day because gender doesn't matter once you join the military."

Today is an era where women can join the military, choose their own jobs, whether that be a pilot or a military intelligence officer, to receiving equal pay. Wing commander Dhanens, says, "I think that any girl who wants to try out for ROTC totally should because if you have the drive, you can make it. There's tons of guys, and a few girls, but that doesn't make it impossible." Like these women, don't let your gender hold you back. ♠



# Intersecting Identities

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WRITING BY ALEX LARSON  
PHOTOGRAPHY BY NEO GOBERT





## A look at intersectionality and the importance of an intersectional approach to diversity

There are no two people who share the exact same identity, or story. There are overlapping categories, and similarities, but all individuals carry an array of traits and identities that cannot be confined into just one label.

That is what intersectionality is all about. According to the YWCA of Boston, "Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face."

Hope Trautman is a junior studying psychology with a minor in Chinese and is a Student Success peer facilitator at SOL, a student organization focused on providing support for queer and trans people of color. Trautman explained intersectionality as "how your certain identities can be an advantage or disadvantage to you in society." She explained that it's important for everyone to understand intersectionality, because it brings different perspectives.

Columbia Law School States that the term 'intersectionality' was coined by Professor Kimberlé Crenshaw in an academic paper in 1989. According to Crenshaw, " Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It's not simply that there's a race problem here, a gender problem here, and a class or LBGTQ problem there. Many times that framework erases what happens to people who are subject to all of these things."

Yiqiu Viv Cai is a fourth year studying kinesiology. Cai is a Leadership liaison at the Hattie Redmond Women and Gender Center, the Fundraising Chair

at Omega Delta Phi fraternity, as well the project manager for Rainbow Continuum, a student organization for lesbian, gay, transgender, queer, questioning, intersex and ally students to become involved in social events.

"For most of my life, from the moment I was born, people identified me as a woman, because of my [biological] sex, [and] most people still see me that way. I know that really impacts how I'm viewed, and how people interact with me," Cai said.

Cai explained how the different aspects of their identity affects not only their self image, but how others interact with them. Because of their biological sex, Cai has experienced many of the issues women are subjected to daily, even though that is not part of their identity. Cai immigrated to the United States at the age of ten and identifies strongly with her Chinese and immigrant identities.

Cai also explained the aspects of their identity that benefits them. Their step father is white, so they have received a lot of second hand white privilege growing up, as well as the benefits that are associated with growing up in a middle class family. Cai explained that most people don't see the privileges they have, and that privilege can be hard to recognize, especially when looking at yourself.

Even though it may be difficult, it is important for everyone to think about their privilege, and hold yourself accountable. If you do this, you're less likely to take advantage of your privilege, or hold it over others.

"Most people only see one identity, and when they first see someone they don't think about all the aspects. All the identities I listed, impact me in different ways, so while I might be nonbinary, I'm



going through transition and I'm taking hormones. A lot of people can't afford that, but my financial privilege allows me to have the medical procedures that some people might not be able to have," Cai said.

Ignoring certain aspects of someone's identity is dangerous and can have a massive impact on their mental health and self worth.

"When we look at social issues from only one dimension, we are cutting people out of the equation. Feminism is all about equality and equity between all genders, not just between men and women...White women already have privilege over most women of color. So when they are only thinking about white feminism, they're not thinking about how these issues affect women of color. White men do make more money than white women, but women of color make even less. It's important to think about intersectionality within everything, because if you're working towards equity, but ignoring a whole group of people, you're never going to achieve that," Cai said.

According to Syracuse University Counseling Center, marginalization has a negative impact on students' physical, psychological, emotional and mental health. Defined by Oxford Dictionary as -the treatment of a person, group or concept as insignificant, or peripheral-marginalization can result in emotional responses like frustration, hopelessness, resentment, anxiety or depression. Additionally the social consequences of being marginalized breed ineffective coping mechanisms such as substance use, disengagement and avoidance. The produces include poor academic performance on exams or discomfort participating things from classroom discussions to intramural sports or other student groups.

Cai explained the difficulties they have faced, trying to balance the different aspects of their identity.

"I do want to treasure and hold

my culture close, but within the Asian community, they're very homophobic and transphobic. It's been really ingrained into our upbringing and tradition. I lost touch with my culture, and there's not a place for me to express that. I have experienced a lot of clashing with my family too, and people not understanding that you don't have to hold just one identity; it took a toll on my mental health. I don't want to hold my Chinese identity separate from everything else, I want somewhere where I can hold my Chinese and gender identities close, and I haven't found a lot of spaces on campus where I can show both."

According to Syracuse University Counseling Center, mental health stigma brings shame, criticism or denial for those with mental health problems, or those who seek mental health services. Examples of mental health stigma include thinking someone is lazy or dumb compared to those without mental health issues, or that everyone with mental health issues are crazy and violent. This stigma makes people with mental health issues feel lonely and isolated, stop them from getting help because of embarrassment, or they worry that others will view them differently knowing they use mental health resources.

"It can really take a toll, mental health wise. Ignoring intersectionality can make folks, especially in marginalized communities feel worthless, and that society doesn't care about them. They're treated as an other, basically subhuman, and that can take a toll on anyone. When you acknowledge that other groups don't care about you as a person, that sucks," Trautman said.

Marginalization manifests in every aspect of people's lives and can affect people institutionally, not just with mental health.

"As an example, I'm multiracial. I'm Mexican, Maltese and I'm white, but I'm very white passing. So institutionally,



I believe I have a higher chance of getting accepted to University, a job or scholarship, where as someone else who is darker than me can have more issues in that front," Trautman said.

Trautman explained that instructors, job interviewers and other institutional authority figures can make snap judgements based completely on how someone looks. These judgements can hinder someone's success very quickly, keeping them from getting jobs, receiving internships or other opportunities.

"You could work so hard but as soon as someone sees you at face value they can shut you down," Trautman said.

Oregon State University has seven different Cultural Resource Centers on campus that aim to make the transition to university life smoother. These centers provide a variety of student groups with people of different identities, and helps them build a community. However, some students still feel boxed in when it comes to these different programs, as they can still take a one directional approach to equality.

According to Cai, while these groups on campus are extremely helpful, it can still be hard for students to feel completely comfortable. A large number of resources on campus tackle issues of diversity and marginalization from one side, so it can be hard for students to understand each other when they don't understand their identities and experiences.

A few groups on campus work to bring people of intersecting identities together, like the Multiracial Beavers group for biracial, multiracial and mixed heritage students to connect. SOL or "SUN" is the queer and transgender people of color focused group, while AYA is group that facilitates support for woman of color.

According to Arizona State University Project Humanities, the prerequisite to talking about issues of marginalization and discrimination is looking at privilege. If you don't begin with acknowledging your privilege, then it is very difficult to understand the views that people without your privileges have, and it's much more difficult to have a productive, respectful conversation.

Project Humanities states "Privilege is not your fault. Privilege is not anything you've done, or thought or said. It may have allowed you to do, or think or say things, but it's not those things, and it's not because of those things. Privilege is not about taking advantage, or cheating, although privilege may make this easier. Privilege is about how society accommodates you."

Cai explained that it is important people of privilege to not speak over people, but speak up for those who can't speak for themselves.

"We're very privileged to be here, in college, and being able to go to classes and get educated on these social issues. A lot of people don't have that, so for us to be aware and hold ourselves accountable, we can stand up for people who might not have the time, money, or resources to be aware. It's good for us to recognize our opportunities, and to do what we can for people who might not be able to," Cai said.

Cai explained that students are trying to develop more support groups that encompass their intersecting identities.

"Some people might be working two or three jobs and they don't have time to be at every protest, but for us who are able to, we should recognize that privilege and be there for them. Go vote, go to those protests, get to the courthouse," Cai said. ♦



# OSU women's experiences with intersectionality



## Ashli Quintela

Nutrition, sophomore

I am...

Afro Latina

Female

Straight

I've been through depression and have experienced what it's like and I'm not in that state of mind any longer. I do have anxiety and what is most triggering for me is when people talk or ask about my mom. I just don't like talking about her or people bringing up their mom either.

To cope with my anxiety I kinda take a moment to sit by myself, call my boyfriend. I do the 5-4-3-2-1 too. I got it from "The Fosters". Point out five things I can see, touch four things and name them aloud, three things I hear aloud, two things I smell and one thing you can taste.



## Megan Nickel

Graphic design, junior

I am...

Caucasian

Female

Growing up I always felt like the odd one out because of my height. I'm 6'1 and I felt like I couldn't go anywhere without people asking me what sports I play or telling me that I'm tall like I wouldn't already know. But since coming to college I've learned to embrace my height and to simply be confident in who I am.



## Bella Marincovich

Psychology, junior

I am...  
Filipino  
Female  
Bisexual

I've been going to therapy on and off since I was in high school and I find that it helps a lot to talk through why I am feeling the way that I am. I like to listen to music or watch movies to get my mind off of things and I like to spend time with my friends and family. And honestly, sometimes what makes me feel the best is to just let it out and cry for a little bit.



## Ami Hawley

HDFS & psychology, junior

I am...  
Half white, half Japanese  
Female  
Straight

A big part of my identity is being biracial. Being biracial has made me into who I am today. I was raised by my Japanese mother in the United States. Many people don't understand the challenges of being biracial, such as not being able to connect and be accepted by each culture. I faced many challenges along the way that has made me realize the importance of accepting one another no matter what race, gender or background you come from. My identity has made me realize my passion for advocating for those who are oppressed and looked over, helping me decide on my major of human development and family services and my future job of being a social worker.





## Paige Olsen

Biology & public health,  
sophomore

I am...

Female

Bisexual

I have struggled with overcoming various mental health issues that not only affected my well being by also my physical being. They've shaped me into who I am today because having personally dealt with mental health issues, I have a greater capacity for understanding and relating to others who struggle with them as well. These struggles have made me very aware of how people have so much stigma against various mental health issues and how as a society we need to grow to accept mental health as just health.

Coffee is a big part of my routine and life and I always make time to have that little bit of alone time in there to grab a cup. I also have a really good support system of friends and practitioners as well.

Feminism is something that has pushed me to overcome many of my own struggles as has being actively involved in social justice. Being involved in the two allows me to focus on greater things than just my own issues and put into perspective how I can use my own privilege to help others. I am someone who also truly just wants to make an impact by helping other people.

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# Path to Equality Paved in Glass

*Wage gap and glass ceiling continue  
to impact women in the workforce*

WRITING BY **MORGAN MAWN**

Currently the wage gap is reported to be approximately 80 cents to the dollar. This statistic represents the difference between median earnings between women and men relative to median earnings of men. The women and men included in the data sets, are only those working full-time with a fixed salary in order to keep data consistent.

However, if one looks at different minorities of women, the statistic can change drastically. According to the Pew Research Center, in 2016 black women made only 65 cents to the dollar and hispanic women made only 58 cents to the dollar when compared to white men.

The wage gap communicates the effects of differences between women and men in the workplace in a dollar amount or percentage form. This common representation of the difference in median income between women and men has brought up a large debate about what factors contribute to the difference in income.

The Economic Policy Institute credits factors such as job field, type of education and gender-based expectations as the main contributors to the wage gap and why it continues to this day.

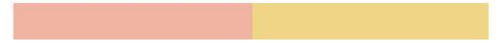
The gender-based expectations that influence the path of life many women follow, are put into place by many possible aspects. For example, a study by the World Health Organization and the John Hopkins School of Public Health, found that many children with strict ideas of gender norms developed them due to a religious background. However, OSU Professor Susan Shaw, an expert in women's studies, believes it's more complicated than that.

"Many things, such as culture, language, experience, and intersecting identities within structures of power and privilege, influence how religion and gender ultimately shape one another," said Shaw.



# The Wage Gap

Median annual pay for a woman is\* **\$38,774.**



Median annual pay for a man is\* **\$48,001.**



\*Oregon wage gap for full-time, year round jobs.

This means that women in Oregon are paid 81 cents for every dollar paid to men, amounting to an annual wage gap of **\$9,227.**

● \$48,001

● \$38,774

● \$9,227 (Wage Gap)

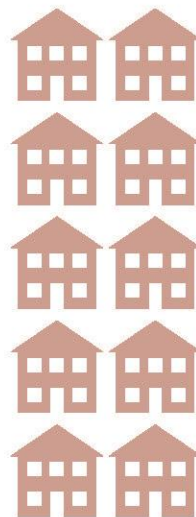
**If the annual wage gap were eliminated, on average, a working woman in Oregon would have enough money for:**



Approximatley 62 more weeks of food.



12 additional months of child care.



Nearly 10 more months of rent.



One additional year of tuition and fees for a four-year public university.

These nuanced aspects of life are what have created what many call the 'glass ceiling'. The phrase glass ceiling was first used by Marilyn Loden in 1978 to describe what she believed was an invisible barrier to advancement. The reason the ceiling is described as glass is to represent the idea that women could always try to move upwards, but would reach a barrier they couldn't clearly define. The barrier seemed invisible and couldn't be described. This glass ceiling largely represents these factors that create stereotypes about gender and inequality in the workplace and in daily life. And as shown by the statistics mentioned previously, women of minority face an even denser glass ceiling due racial factors.

It is difficult to define the exact roots of these gender roles and the details of the glass ceiling, but their existence is undeniable. According to the United States Department of Labor, the two most common full-time jobs for women are as teachers and registered nurses. Both these fields of work involve very traditionally feminine characteristics such as a caring and nurturing nature. Meanwhile, it's reported that the top two jobs for men have been as driver/sales workers and as managers. Many of the jobs that had been reported as more common amongst men had higher median salaries, thus leaving women to hold down the lower-paying jobs.

The jobs many of these adult men and women go into is largely affected by the education they pursued in college. While statistically men tend to go for more math and science-based majors, women tend to stray away from those fields. This trend can even be seen in the charts representing the amount of women vs men in engineering over the last 21 years.

We can see the effect of these gender

stereotypes and the glass ceiling being carried over year to year with only slight progress, until recently. For the past 8 years, there's been significantly larger amounts of women going into engineering. The percentage of female engineering students in the department went from wavering between 14-15 percent up to 25 percent.

In recent years, OSU programs that support women and minorities in engineering have been growing in popularity and have finally gained traction. The Society for Women in Engineering (SWE), Summer Experience in Science and Engineering for Youth (SESEY), and the Phi Sigma Rho sorority for women in engineering are some of the many groups having an influence on women entering the field.

"Spending time on campus and working on a college-level project helped me solidify my interest in biological engineering," said Kelley Bastin, a member of the 2016 SESEY group.

"The experience helped me gain confidence before deciding to go into my major."

As shown by Bastin's experience, the growing number of programs driven to help women in engineering feel like they have a place in the field, gives women the confidence to go into new fields that contradict gender stereotypes. With an education in engineering, or any other science or math related field, women can begin to close the difference in median salary between men and women. While the glass ceiling is difficult to define exactly, education is still known to be one major factor. Changing even one factor in favor of women may help to crack the ceiling.

Jenevieve Jones, a second year OSU student of mechanical engineering, has found her own way to get past the glass ceiling.



**“Sometimes it feels difficult to be heard in a male-dominated field, but I know my input matters and I’m capable of working alongside anyone else in the class. I know I belong there just as much as anyone else,” she explained.**

There’s been progress in the data and students are gaining confidence through the aid of programs and an evolving society, but the wage gap remains and




the glass ceiling stays intact. Even at OSU women are still only 25 percent of the most recent class of engineering students. To close the gap and shatter the ceiling, Shaw explains that it isn’t a one-sided fight.

“People can work on their own attitudes and behaviors, especially by examining their implicit biases and working to change their often unexamined beliefs and behaviors,” she began. “In fact, people who are in greater places of privilege because of gender, race, sexual identity, etc must contribute to the transformation of institutional cultures by becoming allies and working to advance inclusion, equity, and justice in the workplace.” ♡



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# Woman Up

OSU students share their female role models

CURATED BY EMMA ZOMERMAN

## My Mom

"The definition of a hero is a person who is admired or idealized for courage, outstanding achievements, or noble qualities. When I think of my female hero and someone that is picture perfect to the definition, the only person who crosses my mind is my mom. Not only did she literally give me life, but she is one of the biggest reasons my life is the way it is."

**Sage Miller, She/Her, freshman, biohealth with option in pre-med**

## Ali Wong

"Ali Wong is a great role model for me because not only is she a representation of Asian American women in Hollywood, she takes on Asian American stereotypes in a comedic way and breaks down gender roles within her stand up comedy. She uses her performances as a platform to speak out about injustices in society for women of color in a way people can enjoy and not feel 'attacked.'"

**Stephanie Chi, She/Her, first year graduate student, college student services administration**

## Emma Watson

"She is a feminist rights activist who encourages people to break the gender bias. She also is a great role model for young women."

**Esther Harris, She/Her, junior, business management**

## My Mom

"She has been my number one supporter through everything. School, sports, relationships, life, the list goes on. She has also taught me everything I know about how to live a positive life, be happy and a good person to everyone. My mom is an all around kind person that just loves doing what makes her happy."

**Haley Ramsey, She/Her, sophomore, marketing**

## Malala Yousafzai

"She had to face threats to her life, but continues to fight for women's rights to education in the Middle East and even spoke in front of the United Nations for education across the world."

**Trisha White, She/Her, sophomore, zoology**



# Living with a Story

*Addressing the prevalence of sexual assault in college life*

WRITING BY **NOAH NELSON**

Women live every day dealing with the very real dangers of sexual assault. According to Kathryn Blease, the director of psychological sciences, one in four women will experience sexual assault during their time in college. Zoe Nelson is a third year student here at Oregon State University. She is an active member within her sorority where she is the vice president of risk management. She chooses to spend her time working with Beavers Give a Dam to help educate the Oregon State University campus on sexual assault and is working towards a degree in psychology and women's studies. Nelson, along with many others, has a story.

While the statistics, given by Blease only accounts for sexual assaults, Nelson claims that every one of her friends has had some sort of incident where they felt unsafe or at risk for something worse. "Every single one of my friends has had an incident or has a story. Every single one of them and it's terrifying," Nelson said. However, sometimes simply leaving that situation isn't a viable option. Walking out of a party to escape an unsafe situation to just walk home alone at 1:00 a.m. can actually put someone in a greater danger. This happens all too often, according to Nelson.

The issue women on campus face of not being able to walk alone at night for fear that something

might happen to them can also negatively affect their studies.

"Even though I live five minutes from the library, I still drive because walking home at night is terrifying..." Nelson said. "There's some times where I think 'Oh I have to go do this right now' but I can't because it's too late and not safe."

So why is this issue so prevalent on college campuses? Judy Neighbours, the director of advocacy for the Survivor Advocacy and Resource Center (SARC), claims that sexual assault prevalence isn't different on college campuses.

"Sexual assault is not significantly higher on college campus than it is in society. According to most research it is more likely related to the age group, which is 18 to 24 years," Neighbours said. "People are socializing more in new situations and environments, which unfortunately, may lead to instances of sexual assault."

With sexual assault being so prevalent in general society, there is a tendency to discredit the victim and guilt them into thinking that the act of sexual assault was somehow their fault, known as victim blaming.

"Perpetrators have a tendency to victim blame when caught. By diverting attention from their own behavior to the behavior or appearance of the victim, they manage to escape responsibility," Blease said. "Plus, doing so ensures other victims don't disclose and the cycle repeats. In fact,

there is a term called DARVO (Deny Attack Reverse Victim and Offender) that describes his phenomena."

According to Neighbours, there are many reasons as to why society is quick to blame the victims of sexual assault. One of these reasons is the general belief of a "just world" where bad things only happen to people who deserve them. Neighbours claims that some people are quick to blame the victim because they don't want to believe that sexual assault could happen to them, so therefore the victim must have done something wrong.

"However these beliefs started, they are mistaken beliefs or what we call rape myths," Neighbours said.

A misconception that some people have about sexual assault is the idea that the perpetrator is almost always a stranger to the victim. According to Neighbours, this is false.

"Results from numerous national studies indicate 70 to 90 percent of all sexual assaults involve people known to one another. This can be someone briefly known to the survivor or someone who is a partner or an ex-partner," Neighbors said.

In relation to the "just world" myth, strangers are often seen as dangerous while people close to us are seen as safe. However, the stark reality is that knowing someone does not make them exempt from being potentially harmful or dangerous. Simply having knowledge of who a person is does not mean they are inherently safe to be around.

This often contributes to the issue of victim blaming, as it is more difficult for people to hear that someone they know and trust is capable of committing sexual assault, so the assumption that the victim must have misunderstood or made a mistake, arises.

"Understanding that someone we thought of as a friend or partner could also commit sexual assault creates significant cognitive dissonance," Neighbours said. "That dissonance may

mistakenly be resolved by assuming that the survivor must have misunderstood."

A difficult factor to come to terms with is "the betrayal of the relationship and the subsequent impact of experiencing someone you trusted having harmed you, deceived you and betrayed you," Neighbors said.

With these factors being held against victims, it is important that we take steps at the community level to try to help victims through a very difficult time.

"One of the major ways to help survivors is to encourage the institutions to which we belong – churches, schools, clubs, greek organizations – to support survivors," Blease said. "When institutions support survivors, the harm done by perpetrators can be limited, more survivors can come forward and sexual assault becomes less prevalent over time."

It is also important to support victims personally. According to Nelson, someone who is close with a victim should be willing to listen to them and believe their story. Don't put the blame on them, be there ready to support them. They should be offered access to certain resources, like OSU's Counseling and Psychological Services (CAPS) or Survivor Advocacy Resource Center (SARC) and even be willing to walk them there, but it is important to remember that it is ultimately their decision to use these resources or to talk about what happened.

Everyone has a story. Written between the first and the last lines can be a litany of pages telling the story of happiness, lifelong healthy relationships and a college experience that one can look back on with fondness and a smile.

While the reality of sexual assault is one that can be understood, it is not one that must be settled for. It is true that many men and women are forced to live their lives with a story of sexual assault, but this is a reality that can be changed. ◇



# Strength in Sisterhood

*Panhellenic women speak out  
about sorority stereotypes*

WRITING BY **KATE BROWN**  
PHOTOGRAPHY BY **ASHLEY HAY**

Oregon State University (OSU) Greek Life prides itself on “leadership, service and high academic achievement,” according to the OSU Panhellenic Council website. They believe that Greek Life gives students opportunities to be involved in the OSU community in various ways through their chapters. Through these opportunities, students gain leadership and service experiences, as well as fostering new relationships.

On the other hand, there are stereotypes about Panhellenic sororities and those who are members of chapters. When it comes to sorority women, these students saw many stereotypes perpetuated through social media, movies and TV shows. According to sorority women on campus, students looking into joining sororities are worried about “hazing, cliques, women being rude, dramatic, aggressive and ‘party girls.’” These stereotypes made some students hesitant to go through recruitment and join a sorority.

For junior Maddie Woodward, a member of Delta Gamma, she came into recruitment worried that she would be hazed and end up excessively partying.

“I was scared that I would come here and that it would be really overwhelming and overbearing for me,” Woodward said. “Especially my freshman year; I was very shy and so I thought to myself, ‘if I went through and there was hazing, I

was going to drop it’ and I don’t like to quit things. I was more nervous for the hazing aspect, which ended up not being a thing.”

OSU has a strict No Hazing Policy for all fraternities and sororities. It is stated in the “Center for Fraternity and Sorority Life Membership Intake Guidelines and Procedures” document that “Failure to uphold the university’s Hazing Policy as stated in Oregon State University Student Conduct and Community Standards will result in referral to the Office of Student Conduct and Community Standards for organization and individual violations.”

Woodward is not the only member who didn’t experience these stereotypes once joining a sorority. Zahara Kondo, member of Alpha Gamma Delta didn’t either.

“I think that people still like to say ‘I’ve heard that this chapter does this’ or ‘this chapter does that. But I really didn’t experience anything like that. If anything, after I joined it was like ‘oh I have friends!’ that was the big thing to me. I had people immediately that I could ask my questions. It was freshman year, I was so confused about what was going on, so it gave me kind of like a backbone to figure that out,” Kondo said.

When inaccurate, stereotypes can feel hurtful to those in the Panhellenic community, according to Evietta



FROM UPPER LEFT TO BOTTOM RIGHT: LEIA BRAICH, ZAHARA KONDO, CLAIRE CIABATTARI, MADDIE WOODWARD

Chapman, member of Kappa Kappa Gamma.

"I think that the stereotypes are hurtful to the Greek community as a whole and the sororities they attempt to embody," Chapman said. "My sorority has helped me to embrace who I am as a person, grow to be more compassionate and aware of others, be genuine with myself as well as honest, and has inspired me to be stronger than I ever thought possible. Kappa has made me confident, introduced me to new people and truly made my college experience one to remember."

Panhellenic sororities on campus have done for some members exactly what they say in their statement- provide leadership and service opportunities and a platform to foster new relationships. These are opportunities students might not find without being in a Panhellenic organization, according to Leia Braich, member of Alpha Gamma Delta.

"I'm not the type of person that would put myself out there enough without a platform to do so," Braich said. "If I hadn't gone through recruitment and done Greek Life, I would've been so sad, because I don't believe I would have made any friends. I know this isn't the same situation for everyone. I know many students in college make friends

in the dorms and in classes, but for me particularly, I didn't make friends in those ways. I feel like when you're in college, your friends are almost more important than your family because your family isn't going to school with you. Your friends are here with you and kind of become like your family and your home."

Some Panhellenic sorority members, like Claire Ciabattari, member of Delta Gamma, feel frustrated by being associated with negative stereotypes because they find that being in a sorority looks much different once you're in one.

"I feel frustrated that these stereotypes still exist now that I am on the other side of them," Ciabattari said. "These stereotypes mostly come from people who have never been in a sorority themselves and are only basing it on outward appearances."

Panhellenic organizations also have high academic achievement as an on-campus organization. As stated on the OSU Panhellenic page, "The Greek Community is consistently above the all men's and all women's GPA averages, as well as the all OSU average. OSU Greeks volunteer their time in service among many organizations and clubs around Corvallis as well as on campus." OSU Panhellenic also holds members to a high level of responsibility and integrity.

These Panhellenic members have not experienced the stereotypes they saw on social media, in movies, TV shows or just stereotypes they heard from others. The sisterhood and families created through Panhellenic sororities have given students a sense of community away from home. Being in a Panhellenic organization has changed the lives of these women by giving them opportunities of a lifetime and a sisterhood that lasts forever. ♡






# Unstoppable

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WRITING BY **JARRED BIERBRAUER** | PHOTOGRAPHY BY **LOGAN HOWELL**





**T**hey have won three NCAA Championships, six Pac-12 Championships and 35 NCAA Regional Championships. They were undefeated at home last season and are consistently one of the best teams in the nation every year. This isn't baseball at Oregon State University though, this is gymnastics.

In 2017, the Oregon State Gymnastics team finished 22nd overall in the NCAA with a 6-3 overall record, including a 5-0 record at home. Though one of the most successful programs at OSU, there is one problem that consistently haunts the team: fan attendance.

One of the most notable performances from last year came from sophomore all-arounder Kaitlyn Yanish. As a freshman, Yanish earned second team Regular Season All-American honors by the National Association of Collegiate Gymnastics Coaches/Women, the seventh Beaver to do so. According to Yanish, she feels like a lot of people don't know much about gymnastics.

"Gymnastics usually isn't one of those sports that everybody goes crazy for, it's usually football games or basketball," Yanish said. "I think once fans start to actually show up and get involved and see how fun the meets are then they'll be like 'Oh my gosh, I'm super excited for the meets.'"

According to senior all-arounder McKenna Singley, a big factor in the issue with fan attendance is that gymnastics isn't marketed to where it's reaching a lot of people.

"You always know when a football game is, you always know when a basketball game is, you always know when a baseball game is and people don't know when gymnastics meets are," Singley said.

Last summer, Singley joined forces

with fellow teammates, junior all-arounder Isis Lowery and junior Halli Briscoe, in hopes of addressing the problem and getting more fans into Gill Coliseum for gymnastics meets.

"It's where like 'Well you know what, we're going to do this.' We want people there, so we were talking to our marketing team seeing what we can do," Singley said. "We're trying to start taking a handle of that because they're fun. People need to know about these things to go, so that's what we want to do, is really make people aware that we have things coming up and when our meets are."

Despite the issue, the team has been able to push beyond their boundaries and are looking to strive for another championship. According to Lowery, they are a lot further ahead than they have been in previous years.

"Our freshman came in ready to go, which is good," Lowery said. "We're all looking to upgrade different bits and pieces in all of the events, so the main thing for us is just getting our routines down so we can start focusing on the little things."

Mary Jacobsen, a senior all-arounder on the team, said when they first reported, there was a lot of really pleasant surprises with the team's skills and what they've been working on in the off-season.

"I think we could, and have been, working on consistency and building throughout the whole season, but we've been putting in a lot of work with mental work, with our mindset and being present and being aware and I think that's already been helping our consistency," Jacobsen said.

Another pressing issue facing OSU Gymnastics however, is the Pac-12 Conference. Last year, the Beavers

PREVIOUS PAGE: JUNIOR ALL-AROUNDER ISIS LOWERY PERFORMS A SPLIT HANDSTAND. IN 2018, LOWERY HIT 14 OUT OF 14 ROUTINES ON THE FLOOR, AND EARNED A SCORE OF 9.850 IN THE PAC-12 CHAMPIONSHIPS AND NCAA RALEIGH REGIONALS.





SENIOR ALL-AROUNDER MARY JACOBSEN BALANCES A ONE-ARMED HANDSTAND. JACOBSEN EARNED FOUR OF HER SEVEN TITLES IN 2018 WHILE ALSO BEING NAMED PAC-12 ALL-ACADEMIC HONORABLE MENTION.

ended their regular season 3-3 in-conference, with all three of those losses happening at away meets.

In the last four years, the Utah Utes have won three Pac-12 Championships, while the UCLA Bruins are reigning 2017 NCAA Gymnastics Champions. According to Yanish, although the team had a few bad meets last year, it added to the experience the team needed.

"Last year, we had a lot of potential, but this year we have a lot more experience. Last year, we were a really young team, like half of our team were underclassmen," Yanish said. "It was bad at the moment, but it will make for a good season this year."

The Beavers entered the 2018 season with nine juniors and three seniors on the roster, making a majority of the team upperclassmen. Tanya Chaplin, head coach of OSU Gymnastics, said that those with two years of experience under their belts often know what to expect.

"It's easier for them to stay focused.

They know what's coming, they know how to prepare, they know what to prepare for, so those are all positive things," Chaplin said. "You've got a large group of people who are leading those younger athletes and that makes a big difference."

Next to upperclassmen leadership, Chaplin also strongly emphasized the importance of fan attendance and how home meets are more suitable for the team. "Obviously the fans make a big difference," Chaplin said. "It's always fun to compete at home; you're in front of your own fan base. The other thing too is that you're comfortable with the equipment, you're comfortable with the surroundings, you do that week in and week out."

According to Singley, the team has a lot of potential and every time they go into a home meet, they're going in to do the best that they can.

"When we look at our home meets, I don't think that there is any team out there that we look at and think they're unbeatable," Singley said. "That's what this team does so well, it's that we take each meet one at a time and go from there and just know if we walk in and do our best we'll walk away happy with whatever happens."

If there is one thing that all of the members of the team agreed on, it's that more OSU students and fans need to attend gymnastics meets more often. Singley, who was most passionate about the subject, said once people do come, it's an easy place they'll want to go back to.

"To the fans, thank you for your support, we appreciate it more than we can even put into words. If you haven't been to a gymnastics meet, come," Singley said. "They're fun and we love having you there and we promise it will be worth it. Go Beavs." ♦



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# Trail of Inspiration

*Women working in athletics speak out about their experiences*

WRITING BY **ALEX LUTHER**

There will always be the little girls who dream big and want to change the world. Struggles and obstacles are often along the way, but new paths are always being created by these women in their journey towards changing the world. Sara Elcano and Marianne Vydra are two women in the Oregon State Athletics Department who have forged ahead in a career field of mostly men, leaving behind trails of inspiration and opportunity for the women behind them.

Marianne Vydra is the current Deputy Athletics Director for Administration and Senior Woman Administrator at Oregon State, and Sara Elcano is the current Associate Athletic Director for Fan Engagement and Revenue Generation at Oregon State. As two women in director and senior positions within the Athletics Department, Elcano and Vydra are statistically in the minority of positions in the field of athletics. "The Sports Journal" states, "Overall, females hold nearly 36 percent of the administrative positions within intercollegiate athletics departments in the United States."

Vydra's position includes overseeing policy development, strategic

planning, HR protocols and a few sports, including baseball, women's basketball, gymnastics, women's golf, volleyball and swimming. Additionally, as the Senior Woman Administrator (SWA), Vydra works with OSU Athletic Director Scott Barnes at the Pac-12 level to represent and manage selected sports at the conference level. These sports include Olympic sports, whereas the head athletic director for each school manages football and men's basketball. The positions include tasks for these sports surrounding scheduling, officiating fees and conference tournaments. She has worked within Oregon State Athletics for 26 years but has spent a total of 30 years within the career field of Athletics.

Vydra played volleyball and majored in marine biology while in college at Missouri State, never even thinking she would someday be working in athletics. When finishing her academic career, she was asked by the MSU Athletics department to start a study hall for the student-athletes, which did not previously exist. Vydra's focus became wanting to ease the tensions between

coaches and student-athletes, leading her to attain her degree in college student services, otherwise referred to as student affairs, at the University of Maine.

While working on her Master's degree at Maine, she continued to run study halls. She broke through boundaries and sports-specific silos through cooperations between coaches and student-athletes of different sports. Vydra was most successful at this by requesting that Men's Basketball and Men's Ice Hockey hold study halls together. Her intentions were to bring two groups of very different backgrounds together. According to Vydra, it was a farfetched idea, "My boss said it would never work." She was given the opportunity to try the cooperative study hall and was tasked with convincing the head coaches of the two sports to agree to the tactic. Driven and focused, she did just that. Vydra guaranteed the program would work by the end of a three week and was successful in fulfilling her promise to the coaches.

In her first year in the position at OSU, she was the only full-time academic counselor and the department was very underdeveloped. Four years later, Vydra flies out to Tennessee to discuss department changes with Mitch Barnhart, the then new athletic director. She ended up giving Barnhart an ultimatum of fixing several issues she saw with the department or she would not work for him. Barnhart committed to her ultimatum and from there, he promoted her immediately from an academic counselor to an SWA.

Another staple of the OSU Athletics Department, Elcano has worked at

Oregon State for eight years and has had a career in athletics for about a decade total. Elcano's job of Associate Athletic Director for Fan Engagement and Revenue Generation consists of overseeing marketing within the OSU Athletics Department and managing ticket operations and sales for all sporting events. Elcano began her career in the athletics field with coaching, but later realized coaching was not the best fit for her. She then moved to the communications side of the field and began her work in athletics administration.

Following her positions in various coaching and administrative roles at her alma mater, Willamette University, she interviewed for the position of Executive Assistant in the Athletics Department here at Oregon State University. When a position later opened up in the marketing department, she filled the need and began working her way up to eventually reaching the position she now holds.

Both Vydra and Elcano have different experiences with working as women in a career field dominated by men as they have been a part of different eras in Athletics. Vydra states, "I've learned to pick and choose battles but to never give up." An example of a project Vydra uniquely worked on where she never gave up was Beavers Without Borders. This program is an opportunity for Oregon State student-athletes to work on international community service learning projects. "Beavers Without Borders was a battle," explains Vydra. "I walked out of a staff meeting, more than once, and just went home, because I was told I was stupid, it was never going to work, we can't fund it." Beavers Without



Borders was ultimately funded and is still a current program at OSU.

Although Vydra has made strides in her department, she believes there is still work to be done,

"We still have some battles to do," says Vydra. "Sometimes I just put ideas on the table and I wait until it's someone else's idea and we get it done. I don't care, I don't care who owns it. As long as we're moving the needle and we're winning... The other thing too as a woman, I think you have to outthink and outwork everybody, so I always have. I'd go up against any one of these guys any time."

Elcano explains that she felt her experience would be easier than others when starting in the career. She believed that the hard work of reaching equality in the field had already been done, but admits she was not expecting the issues she encountered.

"You get a blow," she says. "You face something you didn't think you were going to face. You're the only female in the room and it's obvious something's being thrown back at you. The first time it happens, it's really really hard. And then it happens again, and again and again and you get used to it and you get hardened, but you don't want to become cynical or negative and you can't lose sight of what the main goal is."

Elcano believes that the appearance of the struggle for equality in the workforce has changed, "I think, 'I've got a good relationship with these colleagues. This room's going to be great. We focus on diversity and inclusion here, things aren't going to happen.' And they do, and it looks different than it did 10, 20, 30 years ago. So many of the articles you'll

read about the early Title IX were just these very obvious budget differences, facility differences, general funding things. Now it's more subtle, sneaky things I think.

**"In a way, it's almost more difficult to navigate the struggles now as it's harder to prove that the struggle still exists."**

Elcano's points prove that the questions and problems of sexism in the field are now less about data and more about experiences. It no longer comes down to just data, but instead comes down to those conversations that people are having; here comes the importance of acknowledging the problems that still exist.

When asked what advice they have to help prepare women who are looking to join athletics administration, Vydra is straightforward and honest. "There is no prep, there's just do. Jump in."

Elcano goes a bit deeper, referencing a quote she carries with her that says, "You have to work twice as hard to get half of what they have," Elcano says. "You better be ready to work. Work long hours, work hard in short hours. Whatever you're going to do, you better be able to work because you're probably going to have to outwork somebody else to get the position you want."

Their advice and hard work has paved a trail of inspiration and created a path for women looking to join all fields of the workforce. ♦





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