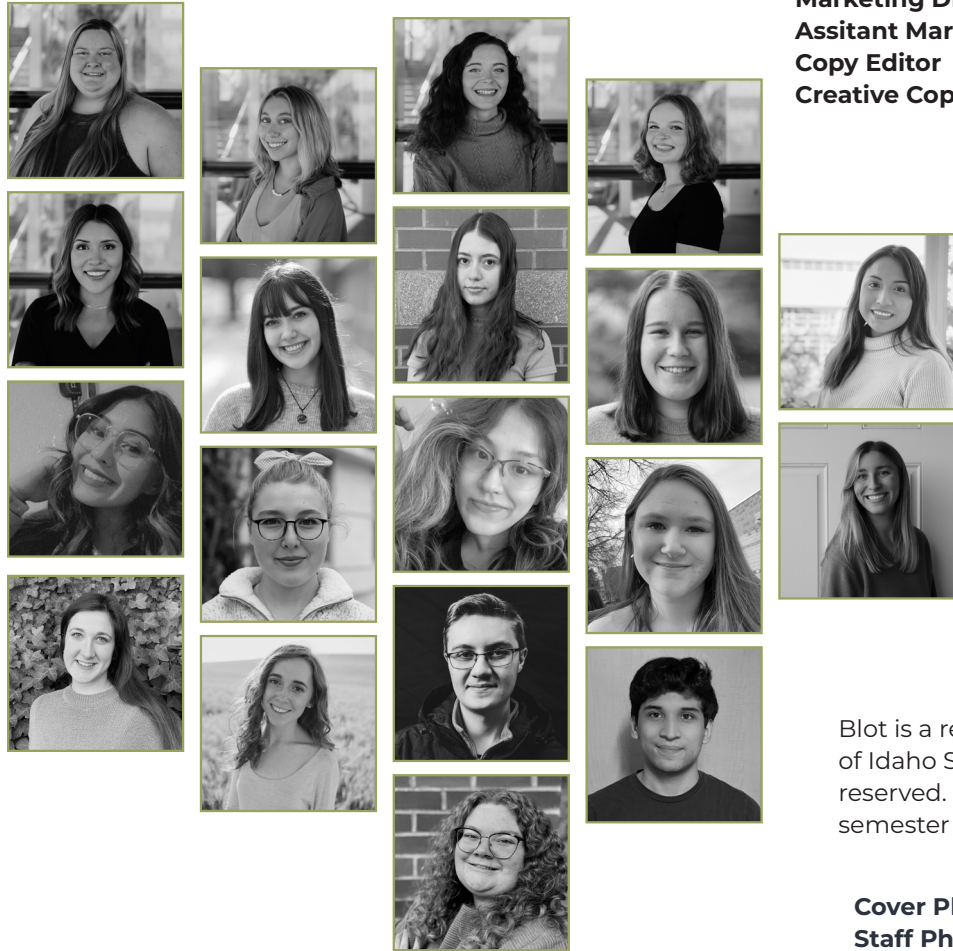


MARCH 2022

**BL**  **T**  
**MAGAZINE**



# THE TEAM



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## EDITOR'S NOTE

Dear Reader,

A flag hanging elegantly on a living room wall. A pin fastened to a backpack. A patch sewn into a sleeve. Symbols of who we are, displayed for the world to see. A token of an individual story in a sea of students, making their way to class.

What does diversity mean to you? In this issue Blot explores diversity on the Moscow campus, highlighting communities on campus, policies focused on promoting diversity on campus and giving insight to student experiences.

Inside you will find testimonies of microaggressions, what they are and why they're harmful. There is a story about diverse hiring policies at UI, and we explore diverse food options in Moscow.

The centerpiece for this issue focuses on the lives of Idaho's Latinx community members, exploring the trials and triumphs of being Hispanic or Latinx in Idaho. We also have stories explaining the different waves of feminism and a story explaining the diverse ecology of our region and campus.

In creative writing we have a story about a young man searching for his boyfriend's birthday present and a poem exploring the senses of the body. And of course, we have more stories on our website [blotmagazine.com](http://blotmagazine.com) including a new Human of Moscow feature and new creative writing pieces.

*B. Finnegan*  
 Brianna Finnegan  
 Editor-in-Chief

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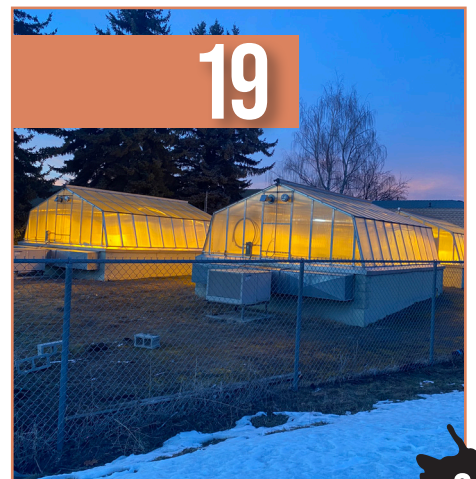
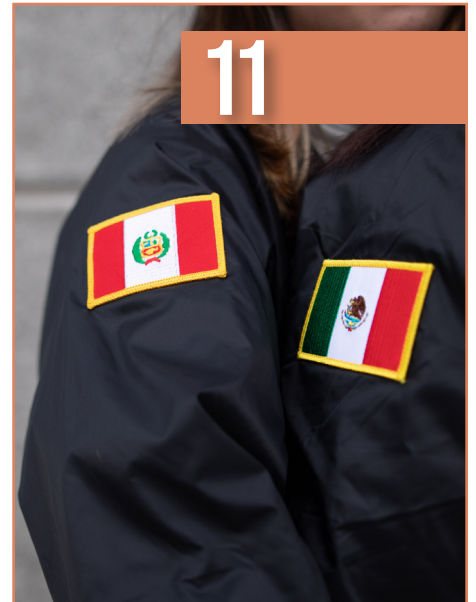
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# MOSCOW BRINGS NEW WAVES OF FOOD DIVERSITY TO ITS COMMUNITY

## FOOD MUST-TRYS IN MOSCOW

Story By | *Angeline Silva*  
Photos By | *Anteia McCollum*  
Design By | *Gia Mazzarella*

There's something to be said about sitting down with friends and family and enjoying a meal together at the table or on the go. On those nights where cooking feels too far-fetched and motivation in the kitchen lacks, eating out is sometimes the most fun and logical option. And who doesn't love a meal cooked for them by someone who knows exactly what they're doing in the kitchen?

Nestled in the heart of Moscow lies a wide array of restaurants, each proud to share their cultural traditions with fellow food lovers and the Moscow community.

### LOCOGRINZ HAWAIIAN BBQ

First entering the community in 2001, LocoGrinz Hawaiian BBQ has been proudly sharing its culture, story and food with Moscow.

Hawaii native and owner of LocoGrinz, Gayne Mitta, found himself in Moscow attending the University of Idaho Law School. Mitta had the idea to open up LocoGrinz in hopes of sharing his passion for the Hawaiian culture and food that comes with it. For the restaurant, culture means everything.

"When we first opened in 2001, there truly wasn't much food diversity in the area," Mitta said. "We wanted to provide a new wave of cultural diversity with the community, but noticed people were rather hesitant at first to come in."

As time passed, Mitta started seeing supportive responses, especially during the COVID-19 pandemic.

"We felt very welcomed into the community, and we've grown to learn that a lot of people share our same love for Hawaiian food," Mitta said.

But which dish should you try first if you stop by LocoGrinz?

"Our most highlighted and favorite dish would probably be the Hawaiian BBQ chicken, also known as Hawaiian style teriyaki," he said.

On top of their Hawaiian BBQ chicken, their macaroni salad has proved to be a fan favorite and a guaranteed must try.

"We pride ourselves into tying (in) the saying 'Aloha' while making our dishes, where we make sure we carry our family outlook to our customers," Mitta said.

While flavorful, quality meals are a guarantee at LocoGrinz, you can also expect to feel welcomed into their culture and traditions.

"We pride ourselves in treating our employees like family," Mitta said. "We go by the Hawaiian saying 'Ohana', which translates directly to family. We view our customers as family, and we strive to make sure they get the best deal from us."

It's safe to say that LocoGrinz Hawaiian BBQ is here to provide a family atmosphere, all while creating dishes that customers love.



TOP: A COLORFUL TO-GO PLATE FROM LOCOGRINZ WITH BROWN RICE, SALAD AND BARBEQUE BEEF.  
BOTTOM: AN EMPLOYEE AT LOCO GRINZ GRILLS BEEF OVER THE FLAMES.

## MIKEY'S GYROS

Mikey's Gyros has also been representing cultural diversity for the past 40 years in the heart of downtown Moscow. Part time owner, Louise Todd, joined her husband in owning the restaurant in 2005 and has been passionately building relationships with long time customers, as well as new visitors. Look no further, if a new hangout spot is needed, Mikey's Gyros is ready with open arms.

"We definitely grew up in a close-knit community where diversity was and is extremely important to us," Todd said. "We welcome everyone into our restaurant where it's always been a place for professors and students to feel comfortable hanging out."

One special aspect of Mikey's Gyros are the rotating soups that are switched out routinely on the menu.

"Our soups give us a chance to focus more on a global aspect," Todd said. "It's a good way to reach out and really engage in

they grew up eating a certain soup, and we aim to recreate it and put it on our list for them."

Todd's personal favorite is the African peanut, which is made up of yams, sweet potatoes, ginger, cayenne and peanuts. Mikey's is also

**"WE DEFINITELY GREW UP IN A CLOSE-KNIT COMMUNITY WHERE DIVERSITY WAS AND IS EXTREMELY IMPORTANT TO US."**

every cultural and diverse aspect. We look forward to creating new soups and introducing them to our customers, and we also love taking in suggestions on what our customers might enjoy seeing on the menu. Sometimes we have people tell us

famous for their Greek gyros. Topped with lettuce, red onion, tomato and handmade cucumber yogurt, their Deluxe Gyro has proven to be a top seller and a beautiful representation of their passion for Greek food.

## MAIALINA PIZZERIA NAPOLETANA

Born with an obsession for wood-fired pizza and the beauty behind handmade pasta, Maialina's opened in 2013 ready to serve the community.

Front tier workers Aspen Palmer and Diane Sumicad are proud to represent Maialinas, where they buy their produce locally and have personal relationships with their purveyors.

"I think for Maialina's, locality is so important to us," Palmer said. "Our chef, Carly, was born and raised in Moscow, and Chef George has involved himself so heavily into the community. Everyone who walks in here is automatically considered a part of our family."

Not only has Maialina's partnered with local Moscow farmers, but their very own chef, George Skandalos, started a non-profit organization called Fare Idaho. With COVID-19 taking a hit on a multitude of small businesses, Skandalos became an advocate by sharing his collective voice and shared interest in a love of food and local Idaho markets. Through his nonprofit, Skandalos has been able to support other small business in a time of need and love.

Dining at Maialinas also brings a wide array of food options, ranging from their famous heirloom tomato with caprese salad, to their homemade pasta dishes that change from season to season. With a passion to serve the Moscow community, Maialina's is open with loving arms to those ready to indulge in a taste of Italy.



TOP: MAIALINA HEAD CHEF, KAELO BERGER, PULLS A PIZZA OUT OF THE PIZZA OVEN.

BOTTOM: FRUTTA, A DESSERT PIZZA WITH ASSORTED BERRIES AND VANILLA CUSTARD SAUCE ON A CINNAMON SUGAR CRUST, TOPPED WITH EDIBLE ORCHIDS.

# MICROAGGRESSIONS AREN'T SO MICRO

Story By | *Abby Fackler*  
Photos By | *Courtesy*  
Design By | *Megan Schwartz*

## BREAKING DOWN MICROAGGRESSIONS AND THEIR IMPACT ON THE MOSCOW COMMUNITY

Lydia Beardsley, a sophomore at the University of Idaho, discovered her passion for engineering in her high school's competitive robotics team. After being on the freshman team, she felt like she'd found her place and was excited about her future in the field. One day, an industry professional came into one of her classes to speak, and after class she asked him some questions about his work. He found out that Beardsley was on the robotics team and joked she must be the team's "token female." Beardsley didn't understand his joke, so she laughed it off in the moment, but it didn't sit right with her.

"I Googled it and I felt so embarrassed," Beardsley said. "He essentially said, 'you're on the team because you're a woman, not because you're meant to be here.' I doubted myself in that moment for joining robotics, and I wondered if I really belonged in engineering."

This is an example of a microaggression, a form of discrimination defined by Merriam Webster as a comment or action that subtly, and often unconsciously or unintentionally, expresses a prejudiced attitude toward a member of a marginalized group. While microaggressions are often delivered in a joking or nonchalant manner, like in Beardsley's case, they are serious offenses that can have extremely negative impacts on those who are subjected to them and the communities in which they circulate – and Moscow is no exception.

Despite the initial shock of the comment, Beardsley continued her membership on the robotics team with the support of her engineering teacher and the rest of her team. Eventually, with the help of a scholarship from the Society of Women Engineers, she pursued her education in engineering at UI. Currently, she holds the position of president of the UI chapter of the Society of Women Engineers.

In a field dominated by men, women studying science, technology, engineering and math face gender-based discrimination on a national scale, with 50% of women in STEM fields reporting experiencing workplace discrimination, according to the PEW Research Center. Microaggressions, and other forms of discrimination like Beardsley's, are even more pronounced when factors such as race and ethnicity come into play.

Idaho's population is nearly 90% white, according to the U.S. Census Bureau. Although there have been and continue to be efforts across the state to bring attention to discrimination against marginalized groups in recent years, there have also been significant setbacks. For example, in April 2021 the Idaho House passed legislation preventing public and charter schools and universities from teaching critical race theory, which examines how race and racism play into American culture, politics and



LYDIA BEARDSLEY, PRESIDENT OF THE SOCIETY OF WOMEN ENGINEERS.

COURTESY OF LYDIA BEARDSLEY

LYDIA BEARDSLEY REPRESENTING HER  
AMBASSADORSHIP FOR THE  
COLLEGE OF ENGINEERING.  
COURTESY OF LYDIA BEARDSLEY

law, according to the Associated Press. Setbacks like these allow room for discrimination, such as microaggressions, perpetuated in everyday interactions across the state.

“One of the women in engineering that I know recently experienced a microaggression based on the color of her skin,” Beardsley said. “She went up to a recruiter at the career fair and asked them questions about their business and went on to ask them what they were doing to support diversity and inclusion.”

According to Beardsley, the recruiters were taken aback by the question, and informed her they hired a man from Italy the week prior. When she clarified she meant for women, people of color and others who would benefit from diversity initiatives, the recruiters didn’t have an answer for her.

“Instead of addressing it appropriately they said, ‘that’s a hard question to answer, so thanks for making us uncomfortable,’” Beardsley said.

While purveyors of microaggressions may not be phased by interactions like this, they can heavily impact those on the receiving end. For Beardsley’s friend, it made her seek out other job opportunities.

“She was like, ‘I can’t even imagine what marginalized groups that work at their company must experience,’” Beardsley said.

For UI College of Education, Health and Human Sciences professor Dr. Sydney Freeman, these interactions shouldn’t be referred to as microaggressions, but rather for what they are – aggressions.

“To the person on the receiving end, it’s an aggression,” Freeman said. “It seems micro, to the person who has initiated the aggression, and it makes white people feel comfortable. I think at the core of it, it’s trying to say that the person who did that is not a racist.”

During his seven years at UI, Freeman has researched faculty and leadership issues in higher education. More recently, his research has centered around issues that impact the Black community and looking at ways Black people can thrive on predominantly white campuses like UI.



“At the University of Idaho, we’re about 1% of the population on campus,” Freeman said. “Because we’re such a small number in comparison to the overall population, our needs are often not centered.”

According to Freeman, some ways that Black people’s needs could be met within the community and beyond are if more people listened to Black people, and if more people were held accountable.

“So many times, decisions are made without talking to us,” Freeman said. “So, I think the first thing to do is talk to us and not always just go to the individuals that you think are going to tell you what you want to hear.”

In the case of microaggressions and discrimination in predominantly white communities, Freeman thinks it’s vital for white people and other purveyors of discrimination to take accountability and hold others accountable for their harmful actions or words – namely behind closed doors.

“White people can be more concerned about being perceived as racist versus being racist,” Freeman said. “They’re more concerned about not being racist, versus leaning into it and saying, ‘I want to become a better person related to race.’”



FREEMAN POSING WITH HIS “SUCCESSFUL UNDER 40” TROPHY.

COURTESY OF DR. SYDNEY FREEMAN

According to Freeman, calling out friends and family when they say something problematic related to race is the first step to creating accountability, preventing microaggressions and acts of discrimination before they take place.

“Microaggressions are our smaller manifestations of what is going on when people of color aren’t around,” Freeman said. “That’s what’s in your heart. So, when you’re talking at your kitchen table, or playing around in your dorm when people say a racist joke or do something off-color – what do you say? The challenge is to shift the conversation away from the weight on the person of color and to call people out on those kinds of things.”

While accountability and cultural competence take time to build on a large scale like a city or state, there are some efforts being made on campus to build DEI implementation and education and that provide safe spaces for marginalized groups, including the Office of Equity and Diversity, the Women’s Center and the Office of Multicultural Affairs. Along with this, as of last year, all sororities on campus now have DEI positions within

their chapters to educate members and make Greek life more inclusive.

According to Isabella Leija, UI sophomore and vice president of diversity, equity and inclusion of Kappa Alpha Theta, this has been a long time coming.

“Greek life is something that used to be, and still is in some ways, a racist, sexist and homophobic institution,” Leija said. “It’s important to learn about explicit and implicit biases, what those mean for everyone and how to recognize your implicit biases, even when you don’t realize that you have them.”

Leija grew up in Maryland, where she lived in an area with more cultural diversity, until moving to Eagle, Idaho when she was in the eighth grade.

“It was really weird moving here,” Leija said. “Everyone asked me what I was all the time. And a lot of people fetishized me, in a way, my freshman year of high school, because they were like, ‘new girl, brown curly hair, she’s not white and she’s from the East Coast.’ They used the word ‘exotic.’”

In part because of her firsthand experience with microaggressions and cultural incompetence, Leija understands the value of DEI education and hopes that her position, and positions like hers across campus, will make a positive impact.

“I hope it’s received well, and I hope it gets people thinking,” Leija said. “I’m not trying to change anyone’s mind. You are entitled to your own opinion, but there are also people around you who have feelings and grew up in different ways. I think people are just now starting to understand that.”

...

A community should be a place where everyone is able to thrive. In order for the Moscow and university community to get to a place like this, diversity must be a priority.

For Beardsley, this means having organizations like SWE in place to create a space for people with shared interests and experiences to pursue their passions.

According to Beardsley, a member of SWE was recently asked at an engineering event why there wasn’t a society of men’s engineers, and why there had to be a women’s society.

“I didn’t get to interact with this individual, but I knew what my response would be,” Beardsley said. “It’s not about men’s exclusion, it’s about the inclusion of women. It’s about creating a space to facilitate the growth of women as engineers as an underrepresented, non-traditional group of people in engineering.”

CONTINUED ONLINE AT [BLOTMAGAZINE.COM](http://BLOTMAGAZINE.COM)



FREEMAN IN “RADIATE BLACK JOY” SHIRT.

COURTESY OF DR. SYDNEY FREEMAN



# THE WAVES OF FEMINISM

## EXPERTS ON THE HISTORY OF FEMINISM DESCRIBE THE PAST WAVES HISTORY HAS SEEN AND WHY IT'S IMPORTANT FOR EVERYONE TO LEARN

In the late 19th and early 20th century, women across the U.S. were fighting for the right to vote, also known as the suffrage movement. High school history classes in our time briefly touched on this movement and what it meant for women to fight for the right to vote, but that's about all you learn about feminism and the different eras that came after the first movement. The correct terminology when learning about the history of feminism is that they came in "waves" instead of eras.

Lysa Salsbury, the director of the Women's Center on campus states the term, "waves", is to "symbolize that feminism doesn't ever go away after each era, it comes back. It has a certain flow to it."

**"FEMINISM DOESN'T EVER GO AWAY AFTER EACH ERA, IT COMES BACK. IT HAS A CERTAIN FLOW TO IT."**



**DIRECTOR OF THE WOMEN'S CENTER POSES FOR THE WAVES OF FEMINISM STORY.**



**THE WOMEN'S CENTER IS LOCATED IN MEMORIAL GYM.**

### FIRST WAVE

Salsbury breaks down each wave of feminism movements to help separate the different parts of history. The first wave included the early 20th century suffrage movement, depicting women fighting for the right to vote and to have active participation in political and civic life.

"A lot of the movers and shakers that were active in the suffrage movement had come out of the abolitionist movement, and so they were really expanding their fight for civil rights," Salsbury said. "The start of the first wave of feminism is widely credited to be the Seneca Falls convention that was organized by Lucretia Mott and Elizabeth Cady Stanton. They organized this convention where they wrote the Declaration of Sentiments, saying

that women have the right to full personhood and agency; in order to do that, you have to give them the right to vote. That convention was attended, not just by women, but also by quite a few men who were supportive of women."

### SECOND WAVE

The second wave of feminism follows the late 60s and early 70s addressing gender-based discrimination in the workplace, inheritance laws and women's ability to be financially independent.

There was also the debate at the time about protecting women against harassment and discrimination in the workplace, especially. It was during this wave of feminism the Equal Pay Act was passed so that women were being paid equally to men in the workforce.

## THIRD WAVE

The third wave of feminism continued until the early '80s and wasn't fully recognized until the early '90s. This wave was characterized by a growing awareness that the mainstream feminist movement had been primarily for white, middle-class women.

This movement was also representing other cultures to see how women in other countries were being treated, not just in the Western culture.

## FOURTH WAVE

"It showed how white women actually had contributed to the oppression of women of color in different dimensions," Salsbury said. "I think, in this fourth wave, we have become much more attuned to the fact that some of the early characterizations around the identification of women has really oppressed individuals who don't

**"IT SHOWED HOW WHITE WOMEN ACTUALLY HAD CONTRIBUTED TO THE OPPRESSION OF WOMEN OF COLOR IN DIFFERENT DIMENSIONS," SALSBUARY SAID.**



AN IDAHO FEMINIST SHIRT PROUDLY SITS IN THE WOMEN'S CENTER.

identify within the gender binary. And so where is there a place in this movement?" Salsbury said, referring to the fourth wave.

There has also been some debate among scholars and women, some believe society hasn't been introduced to a new wave yet and we are all still in the third wave. There are others, including Salsbury, who say society has moved on to the next big movement in feminism.

This fourth wave is drastically different than the past three waves. It seems to have moved indoors.

"There's less protesting in the streets, gathering and marches and citizens, which were very characteristic of the second and third wave, but there's much more online organizing and using technology to reach out to different communities and more feminists of color, voicing how feminism impact them and how white feminism has hurt them, too," Salsbury said.

Dr. Katie Blevins, the co-director of Women's, Gender and Sexualities Studies, says she also thinks the fourth wave of feminism is growing to include everyone and change the way we have been standing up for one another.

"We have been seeing a lot of things like call out culture, and we think about that like a negative thing, but the idea of holding peo-

ple accountable is something new that we haven't seen a lot of before," Blevins said. "So, the ability to actually stop someone and say, no you're being sexist, or racist is pretty big. Women have been hobbled by trying to be polite or socialized into politeness for generations. The fact that a 20-year-old is willing to say, no that's wrong, that is a really big fundamental shift."

Blevins also goes on to say she is in huge support of the online movements for feminism. There are so many online support groups to seek advice or to get help on self-esteem.

"In this fourth wave, everyone's identity is valid and instead of men being allies, men are becoming feminists as well," Blevins said. "This wave is more about bringing people into the movement as full members in a way that we saw less of in the second and third wave."

**"IN THIS FOURTH WAVE, EVERYONE'S IDENTITY IS VALID AND INSTEAD OF MEN BEING ALLIES, MEN ARE BECOMING FEMINISTS AS WELL," BLEVINS SAID.**



SALSBUARY CHATS WITH STUDENT, MARIA JUAREZ, DURING WOMEN'S CENTER EVENT.

# THE LATINX COMMUNITY IN IDAHO

## TESTIMONIES FROM COMMUNITY MEMBERS AND THE CHANGES THEY HOPE TO SEE

Story By | *Nataly Davies*  
Photos By | *Nataly Davies*  
Design By | *Maria Estrada*



# NATALIE SUASTE TESTIMONY



NATALIE SUASTE IS DIRECTOR OF DIVERSITY AND INCLUSION FOR ASUI.

On the dance floor, Natalie Suaste escapes the thoughts that cloud her mind during the day. As she moves her body to the music, she experiences a familiar wave of exhilaration and joy but once the music stops, she can sense the tension return. The remarks about who she is are whispered among peers and the sting is enough for her to decide it still brings anguish to her soul.

Suaste, who identifies as Chicanx, is now a sophomore at the University of Idaho double majoring in psychology and philosophy and is one of the many Hispanic and Latinx community members in Idaho who has grown up in the region with both positive and negative experiences.

**CHICANX IS A GENDER-NEUTRAL TERM FOR SOMEONE OF MEXICAN ORIGIN OR DESCENT LIVING IN AMERICA, AND LATINX IS A GENDER-NEUTRAL TERM OF LATIN AMERICAN ORIGIN OR DESCENT.**

To clarify, Hispanic refers to any of the peoples in the Americas and Spain who speak Spanish or are descended from Spanish-speaking communities. Meanwhile Chicanx is a gender-neutral term for someone of Mexican origin or descent living in America, and Latinx is a gender-neutral term of Latin American origin or descent.

Suaste has many accomplishments under her belt that would make any parent proud, but they weren't achieved without challenges. She said the time spent as a dancer in high school led to the realization on the amount of discrimination and mistreatment young Chicanx or Latinx students face.

"I was the only Chicanx member on the team and got made fun of a lot," Suaste said. "Dance was something that I loved, but I slowly started to hate the sport because of how I was treated and labeled. Clearly, I was being marginalized and there were oppressions that were going on towards me that weren't happening to anyone else, so I quit before senior year."



**"CLEARLY, I WAS BEING MARGINALIZED AND THERE WERE OPPRESSIONS THAT WERE GOING ON TOWARDS ME THAT WEREN'T HAPPENING TO ANYONE ELSE, SO I QUIT BEFORE SENIOR YEAR."**

As she began navigating through the process of applying for scholarships, she utilized her role as President of Latinos in Action (LIA) to help her peers find aid and support. According to its website,

NATALIE SUASTE CONTINUES TO FIND ENJOYMENT IN DANCE DESPITE HER PAST EXPERIENCE WITH DISCRIMINATION.





NATALIE SUASTE AND HER SORORITY SISTERS EMBRACE.

LIA has a mission to empower Latino youth to lead and strengthen their communities through college and career readiness. Jerome students involved with the program traveled across southern Idaho with Suaste to support other Latinx/Chicanx students who may benefit from the program.

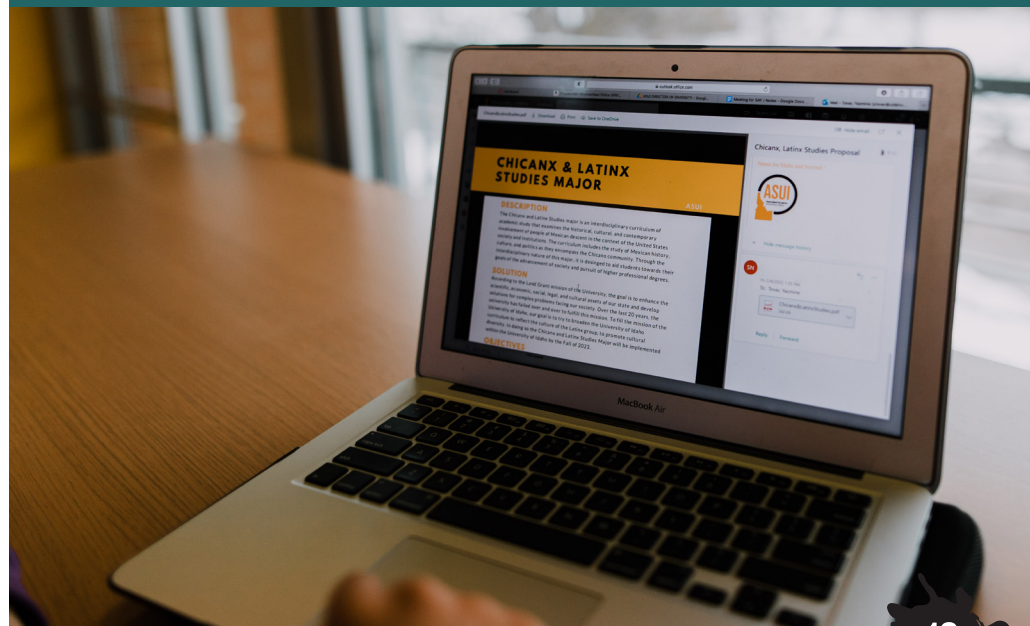
**“IT MADE US REALIZE HOW MUCH HARDER IT IS FOR US TO HAVE ACCESS TO INFORMATION, WE BASICALLY HAD TO FIGHT FOR IT.”**

“We relied on each other to get information about what was available to us,” Suaste said. “It made us realize how much harder it is for us to have access to information, we basically had to fight for it.”

Already having family ties in the area, the Suaste family made the decision to move from California to Idaho where they grew

to make connections with other Latinx people through the Catholic Church. Over the years they took notice in the strength within their community, often finding networking opportunities and even finding new friends.

YASMINE TOVAR AND NATALIE SUASTE ADVOCATED FOR THE CHICANX AND LATINX STUDIES MAJOR AT UI.



## PASSING THE CHICANX AND LATINX MAJOR

In November 2021, Suaste played a key role in the passing resolution calling for the implementation of a Chicana and Latinx major, which has been in the works for the last 20 years at UI. Along with this, her older sister Ariana Suaste, now alumni, worked on the project while acting as the Director of Diversity and Inclusion for Associated Student University of Idaho and is now passing the bouton to her younger sister.

This is just the first step forward Suaste has taken to bring further development in the state of Idaho for her community. Currently she is contemplating pursuing a law degree or entering politics.

“I think Idaho lacks a lot of political representation for the Latinx population and I believe I would be a great person to represent my community here,” Suaste said.

# YASMINE TOVAR TESTIMONY



Another aspiring lawyer is Yasmine Tovar, who plans to focus on immigration or health law after earning her degrees in political science, international studies and Spanish at UI. She has also been working with Suaste to pass the Latinx and Chicanx major.

“I saw this degree as an opportunity for young Latinx members to connect with themselves and their interest about our culture,” Tovar

**“WHEN I CAME TO SCHOOL HERE, I WAS ABLE TO BE MORE OPEN TO MY CULTURE DUE TO THE SUPPORT SYSTEM ALREADY INSTALLED ON CAMPUS.”**

said. “When I came to school here, I was able to be more open to my culture due to the support system already installed on campus.”

UI has two fraternities and four sororities that are governed by the Multicultural Greek Council. Additional support is the Office of Multicultural Affairs, which seeks to broaden UI’s commitment to cultural enrichment on campus.

Tovar, who grew up in Nampa, Idaho, has also noticed how much the Latinx community has grown across the gem state. According to the 2020 census, 13% of Idaho’s population indicated to be Hispanic - an increase 1.5% from 2010.

Nampa falls in one of the hot spots for Latinx population rates in the state. The Hispanic Profile Databook 2021 reports Hispanics are heavily concentrated in the southern part of the state with southwestern Idaho having the most Hispanic residents—about 116,000 in 2019.

Tovar said while there is more diversity in Nampa there is not as much access to organizations for young Latinx students to get involved in, compared to what she’s experienced at UI. Therefore, she

**WHILE THERE IS MORE DIVERSITY IN NAMPA THERE IS NOT AS MUCH ACCESS TO ORGANIZATIONS FOR YOUNG LATINX STUDENTS TO GET INVOLVED IN, COMPARED TO WHAT SHE’S EXPERIENCED AT UI.**

believes having this study available will allow students, who didn’t have that foundation early on to make that cultural connection.



# LUCIA CARBAJAL TESTIMONY



Lucia Carbajal also noticed there is a lack of Spanish speaking or Latinx medical experts in Idaho, which is one of the many reasons she made the decision to enter the medical field. Currently she is a fourth-year medical student in the Idaho WWAMI program through the University of Washington.

When Carbajal was eight years old, her family relocated from Los Angeles, California to Weiser, a small town located one hour north of Boise. The Hispanic population was noticeably smaller than where they originated from, but the Hispanic Profile Databook places Washington county as one of the top 15 counties with the highest share of Hispanic residents, sitting at 17%.

However, there was only one Spanish-speaking medical provider, Dr. Lore Wootton, accessible to the community. Carbajal said while her mom understands English, she would gravitate towards providers who spoke Spanish and would seek medical care outside of Weiser. She felt she could create a better rela-

tionship and cultural understanding with someone who obtained that skill.

At age 16, Carbajal went on a mission to Honduras with the Weiser Community Church and Dr. Wootton, who provided her medical services to the community.

"We traveled to small rural communities and watching Dr. Wootton interact with these individuals, who didn't even have Advil, was just so wonderful to witness," Carbajal said. "I was able to help translate and since that experience I've been interested in science with healthcare in the back of my mind."

During her time in medical school, Carbajal has noticed the low presence in diversity among students. Out of 40 students she was the only Hispanic female involved in Targeted Rural Underserved Track (TRUST) a program to prepare students for future

**OUT OF 40 STUDENTS SHE WAS THE ONLY HISPANIC FEMALE INVOLVED IN TARGETED RURAL UNDESERVED TRACK (TRUST).**

practice in underserved rural communities. A 2018 report by the Association of American Medical Colleges shows 5.8% of active physicians identified as Hispanic in the US, and indicator that there is opportunity for diversity growth in this field.

Carbajal noted she was fortunate to have been able to be supported by parents who encouraged her to take dual credit courses in high school and study medicine, however she knows there can be barriers when it comes to education.

Looking forward, she plans to complete her fourth year in Seattle,

**"IT TAUGHT ME TO BE CREATIVE AND THINK ON MY FEET BECAUSE THERE'S A LACK OF RESOURCES..."**

Washington and return to Idaho as a physician in order to provide for underserved rural communities and be the Spanish speaking provider someone else's parents may need.

"My experiences in Honduras and Peru were very under resourced," Carbajal said. "It taught me to be creative and think on my feet because there's a lack of resources. After having done a few rotations in Idaho I realized that rural medicine is similar because these areas have a lack of resources and primary care providers. That's how I decided this was what I want to do."

It's evident Idaho has a long way to go when it comes to bringing in more resources, whether it's for education or medical services, but nonetheless Latinx community members have worked hard for their success and to remain connected to their culture. These students' testimonies are a tiny part of a moving story.



# DIVERSITY MEETS THE WORKPLACE

## COMMITTEES AT UI PROMOTE INCLUSIVE COMMUNITY

Story By | *Sierra Pesnell*  
Photos By | *Litzy Gomez*  
Design By | *Gia Mazzarella*

Institutional change is slow. Progress created for diverse opportunities takes time, but there are committees at the University of Idaho dedicated to updating bygone policies.

UI is rich with faculty and staff members who have started initiatives and projects focused on constructing an equitable environment that reflects members of the community.

Whether it is improving the lives of students who require assistance through the Center for Disability Access and Resources (CDAR), creating paid parental leave for faculty or an anti-bullying policy that gives employees a healthy work environment, Ubuntu and Athena are just two of these committees that are generating change to contribute to the UI community.

Kristin Haltinner is an associate professor in sociology at UI and the current Ubuntu chair. Ubuntu is a committee focused on the needs of students, staff and faculty, and works to enhance the experience for under-represented groups. Haltinner said one of her proudest accomplishments of the committee in recent years was the ability of students and UI employees to use their preferred names on university accounts and learning management systems. This was in partnership with the LGBTQA, administration and registrar's office.

Ubuntu is currently working on research for the chance to cover the costs for CDAR testing for students. Haltinner said she's heard feedback from students that some go without accommodation because of testing costs. The potential for raising the money, after research is completed, could come from grants or fundraising.

from grants or fundraising.

"I've heard from a lot of students that they go without the accommodations they need," Haltinner said. "They try to talk to their professors about being flexible with them without having an official diagnosis. So, it can be a significant barrier to people getting the help they need."

Another initiative Ubuntu has been working on is single-stall bathrooms that are gender inclusive. Haltinner said she has students that are non-binary and gender queer, and don't feel comfortable using same-sex restrooms on campus.







#### THE UBUNTU STAFF POSE FOR A PHOTO.

(FIRST ROW, LEFT TO RIGHT) ROCHELLE SMITH, REBECCA SCOFIELD, KRISTIN HALTINNER, JAN JOHNSON  
(SECOND ROW, LEFT TO RIGHT) SYDNEY FREEMAN, JAVIER RODRIGUEZ

“There are some (single-stall restrooms) in the ISUB, not in the actual TLC half of the ISUB though,” Haltinner said. “So, students have to get across to the other side and come back or book it way out of their way to go to the bathroom. So, it ends up making students struggle to use the bathroom, if they’re not in the right place.”

Haltinner emphasized it is the shared work of the Ubuntu committee that accomplishes campus-wide diversity initiatives and projects.

Diversity means including all people and creating a fair environment. This includes making changes that benefit women. Athena is a UI committee created to promote an equitable environment for women at the university. One of their current projects proposes paid parental leave for staff and faculty members. The potential policy change would be monumental for UI, as it is the only four-year institution without paid

leave for employees in Idaho.

Two members of the committee, Laurel Meyer, an education abroad advisor, and Jessica Martinez, a reference and instruction librarian, touched on the challenging process, along with why the change is principal.

“I think that women supporting women and making connections across campus is so important and it’s important to my own career growth and happiness, but also to women being more represented in leadership and influential roles on campus,” Martinez said. “Another Athena initiative is the portraiture on campus. Because when you walk around campus, you see a lot of pictures of men who have been in positions of power on campus and that doesn’t change unless we do it on purpose.”

The update in policy would allow faculty and staff members 12 weeks paid leave upon employment with the university. Following the birth, adoption or foster of a child,

**“I THINK THAT  
WOMEN SUPPORTING WOMEN  
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redistribution of the employee’s workload would be given to the department and college.

Meyer said the change started with a discussion over coffee with Martinez about the disappointing lack of paid parental leave. After starting the process of making this difference, Rebecca Scofield, the department chair of history at UI, reached out to be involved with the project. Since teaming up with Scofield and other members of Athena, they’ve made progress. During a UI faculty senate meeting in January, Scofield and other members of the committee

presented the proposal for the change in policy. She read testimony from UI staff and faculty on why they believe paid leave is important at the university.

"I started this job when I was six months pregnant, and I did deliver my son on the last day of lecture, and I finished out grading finals," Scofield said. "I was someone who was told repeatedly that I had done it right. I delivered in the summer. I had built in maternity leave. But as

**"AND WHEN YOU HAVE A KID, YOU JUST WANT TO MAKE THE WORLD A BETTER PLACE FOR THEM. I FEEL GREAT THAT THIS IS A WAY."**

all of you know, it is never that easy. As I say here, the following three months were the most difficult of my life, breastfeeding was a nightmare. I didn't sleep. I haven't really slept in five years. And living away from friends and family. I felt entirely alone and desperate. I was trying to rewrite my book."

Scofield said she believes if the university provided paid leave for staff and faculty so many things could be accomplished.

Meyer and Martinez said the initiative started summer of 2019, with setbacks throughout Athena's time planning it. Former UI President

Chuck Staben vetoed the first draft, but the committee has continued planning and presenting their initiative to members of faculty senate, the faculty affairs committee and the staff council. All groups have given unanimous support.

Meyer said they formed the 12-week model from neighboring universities in Washington and Oregon.

"We are proposing 12 weeks," Meyer said. "The rest of the state

only has eight weeks, but everyone that we've talked to, has really said that they're moving towards 12 weeks, and if by the time we get eight weeks we're already going to be falling behind others. WSU is probably our closest competitor as far as employers in the area and they have 12 weeks. So, we really do want to be competitive."

The committee has frequently met with the Division of Finance to create potential financial models. They review demographics of employees at the university and an overview of what paid parental leave would look like. Since UI

already budgets salary before the start of every year, Athena proposes that they pay parents who need to leave what they already are going to be paid.

Meyer and Martinez said the policy has received unwavering support from members of the community along with committees at the university.

"I love our committee, and it's a great group of people," Martinez said. "And navigating university policy is very confusing and can be very frustrating, but I've learned a lot. And when you have a kid, you just want to make the world a better place for them. I feel great that this is a way. And then hopefully, I can make it a little bit of a better place to work."

"I think everybody's on our side," Meyer said. "I think we haven't met a single person who says no. There's not one person that's just been like, 'we don't need that.' But everyone agrees that it's the right thing to do, and a good thing to do. And so that's been reassuring that this is what people want. We just have to keep pushing."

While these types of changes can be steady to make, it is because of committees like Ubuntu and Athena that UI continually becomes a better place to work and learn.

**UBUNTU IS A COMMITTEE DEDICATED TO ENHANCE ACADEMIC AND WORK EXPERIENCES AT U OF I FOR STUDENTS, STAFF AND FACULTY.**



# ALL ABOUT MOSCOW'S GREEN THUMB

## MOSCOW'S COMMUNITY PASSION FOR PLANT LIFE SHINES THROUGH

Story By | *Katarina Hockema*  
Photos By | *Katarina Hockema*  
Design By | *Gia Mazzarella*

Through seasons of pristine winter snow and vibrant, green summer weather, the Palouse's rolling hills and vast landscapes are a pinnacle of beauty the whole year round.

The University of Idaho, the only land-grant research institution in the state, has built a reputation for offering the community ways to become involved in appreciating the unique environment.

Camilla Ditton, a fourth-year horticulture and urban agriculture major, as well as president of UI's Soil Stewards Club, has a lot to say about the makeup of the Palouse's unique plant environment.

"In the Moscow area, I think most of the farms around here tend to do a lot of ecological balance," Ditton said.

Although most conservation efforts take place on protected areas of land, farmers on the Palouse who do not engage in monocrop agriculture tend to grow small

Canyon recreational area and Coulee Dam recreational area.

Conservation efforts also exist to ward off threats for invasive plant species. While the fertile soil of the Palouse allows for healthy root structures and organic buildup, it also allows for other plants to have a negative impact.

"We can't really scale back the agriculture that's taking place because this is one of the highest per capita wheat producing areas of the entire nation. So, unfortunately, that's not a realistic goal," Ditton said. "We can scale back a little bit, but everybody who's farming the land is going to keep farming the land because they need to."

When looking at small-scale, organic farming, Soil Stewards holds

**"SUSTAINING THE FERTILITY OF THE LANDS THAT WE HAVE IS SO CRITICALLY IMPORTANT."**

rotational vegetable crops. They also make sure to use products that maintain soil buildup and prevent erosion.

Protected areas of land are mainly focused in Whitman County, aiming to preserve native grassland populations. These conservation areas are located around the Hell's

several hands-on experiences for students and community members to participate in.

"You learn about balancing the ecology of your area, along with all the insects, the diseases and the other plants that you'll find in the area with what you're trying to grow," Ditton said. "It takes a very realistic



WIDE VIEW OF GREENHOUSES AND OTHER EQUIPMENT FACILITIES.

approach where it's not all eradication because honestly eradication is not super feasible in a small farm, especially an organic system, but it's all about management and balancing the ecology."

All in all, sustainability is at the forefront of maintaining the Palouse's natural grasslands while supporting the essential agricultural industry. It is an intricate puzzle that must be studied and respected in order to work properly.

"Agriculture nowadays is based on sustainability because we realize that we are running out of agricultural lands," Ditton said. "Sustaining the fertility of the lands that we have is so critically important."

Alison Detjens, a faculty member instructing in soil & water systems since 2018 and adviser to the Soil Stewards has had a longstanding interest in studying and promoting environmentalism.

Having pursued an undergraduate degree in anthropology and later moving to work on a small-scale, organic farm, Detjens solidified her love for the environment and education by teaching classes on the community college level.

“What inspired me to even go in that direction was just a love of nature and of food, and that’s what kind of got me farming,” Detjens said. “Once I started learning more about farming and protecting natural resources and the impact that we have through our food system on the planet, that just solidified the direction.”

As the adviser to the Soil Stewards Club, Detjens oversees club initiatives taken on by UI students. While plant physiology students may use the farm grounds as a living laboratory to observe different plant-based diseases and viruses, irrigation classes study the filtration, irrigation and water pressure. Mostly, she oversees students directly involved in the club to make sure adequate resources are being provided, although she trusts the students to make most of their own independent decisions.

Detjens uses a systems-based approach when it comes to environmentalism and sustainability,



**TWO GREENHOUSES ON THE SOIL STEWARDS FARM GIVE OFF A YELLOW GLOW.**

#### THE SOIL STEWARDS FARM GATE AND CLUB SIGN.



looking at the grand-scale of holistic factors that influence why certain systems and situations are in place and how they function.

“When we’re talking about sustainability, we’re problem-solving some of our food systems issues,” Detjens said. “If there’s a problem, what does that whole system look like that that that kind of issue is a part of, and when we change something, how does that impact the rest of the system?”

One of the reigning examples of a holistic approach to managing crops on the Palouse is the implementation of the Conservation Reserve Program, or CRP. This government program provides monetary incentivization to farmers who keep their land out of agriculture production. This program works directly with the Palouse Conservation District to preserve lands whenever possible.

“Farmers will apply, and then the government pays them per acre to not farm essentially,” Detjens said. “That started in the ‘30s to help to increase the amount or decrease the amount of food supply because there

was this mismatch- there was too much food and not enough people that could buy it.”

Some of the negative side effects and influences of a lack of environmental balance can be seen on the Palouse today.

“We’ve got a lot of erosion issues like runoff issues and some water quality issues from excess application of fertilizers, however, a lot of those things have been improving for decades now,” Detjens said. “I think overall, there’s been great strides in no-till (methods) and reducing the agricultural impact.”

In Detjen’s opinion, everyone has the ability to help preserve the Palouse.

“I just think that no matter who you are or what your interests are, like whether you’re seeking formal education on that topic or not, it’s important to spend a little time on being knowledgeable and responsible about your choices,” Detjens said.

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# Birthday Gift Dash

A short story about a young man's quest  
to give his boyfriend a gift.

Theo walked out of class gleefully. It was Friday and like most students, he was ready for the weekend. However, today was extra special. It was his partner Casey's birthday, and he was ecstatic to celebrate it with him. Theo had ordered him the perfect gift: a pair of miniature figurines. But these weren't any normal figurines. They were custom-made, based on the characters Theo and Casey played in the tabletop role-playing game campaign they were a part of. Right now, he was on his way to the post office to pick them up.

He exited the building. Then, his phone vibrated, a text message illuminating his screen. He glanced at it and quietly gasped, the package containing Casey's gift was delayed until Monday.

Theo couldn't believe his eyes. He made sure to purchase the figurines in advance, and even paid for fast shipping. He was relying on this gift to arrive on time. He sighed and rubbed his temples.

"What do I do now?" he asked himself.

Then, an idea came to mind. Casey liked dice, he often fiddled with them while playing tabletop games. He didn't have his own set and often borrowed dice sets from Theo or their friends. While nobody was bothered by Casey's borrowing, Theo was sure he'd love having his own dice. He knew there was a game store nearby that sold dice sets. He had to hurry, though. It was 3 p.m. and the store closed at 4 p.m. If he left now, he'd arrive with plenty of time.

Theo dashed across the parking lot and frantically started his car. He glanced towards the nearest road, only to find a line of cars snaking through the entire lot, boxing him in. He looked around some more, searching for another way out. Then, in the corner of his eye, towards his left, he caught a glimpse of a short, blue wall. It was part of a bus stop. He turned off his car, opened the door and walked toward it.

He weaved through the parking lot, avoiding cars and people alike. He looked up ahead and saw the bus pulling up to its destination. He quickened his pace, his brisk walk morphing into a jog, then a sprint. He grew increasingly worried as he saw the line near the bus shorten. Then, the last person hopped on, and the vehicle left without him. Theo skidded to a halt, then crouched down to catch his breath.

Once he regained his stamina, Theo turned around and began to jog once more. The store was about an hour away on foot, but he knew of a few shortcuts that would save him time. He travelled straight for some time, then turned right into a bike path through the woods. After continuing down this path, he made another right turn, then a left. The bike path then led to the small plaza where the game store was.

Upon seeing the area, Theo broke into a full-on sprint. He hopped onto the concrete sidewalk, and turned to his right, arriving at the store after a few more steps. He had arrived just in the nick of time, five minutes before closing. Quickly opening the door, he sped towards the front counter.

"Hi," he panted, "Sorry for coming in so late. Where are your dice?"

"Follow me," the woman at the counter stepped to the side and led Theo through the store.

They passed a pair of aisles and stopped at a shelf near the wall. On this shelf were boxes, each containing various dice in matching colors. Theo glanced over them, and then picked a set of cyan dice.

Theo opened the door to his and Casey's dorm. Inside, his partner sat at his desk, listening to music and sketching a picture of an elf. He stepped forward and laid a hand on his partner's shoulder.

"Happy birthday, Casey," Theo smiled.

"Aw, thanks, dude," Casey smiled back.

"I got you some dice," Theo handed him a small satchel, the plastic dice inside rattling quietly.

"Oh wow, thanks," Casey took the satchel from his partner's hands, and opened it up.

"Listen..." Theo looked down slightly. "I wanted to give you some figurines of our characters. They were supposed to be here by today. But the package got delayed, and I would've felt awful if I didn't get you anything."

"Dude, Theo," Casey looked him in the eyes. "These dice are really nice. And those figurines? They sound so cool. But spending time with you? That's the best gift of them all."

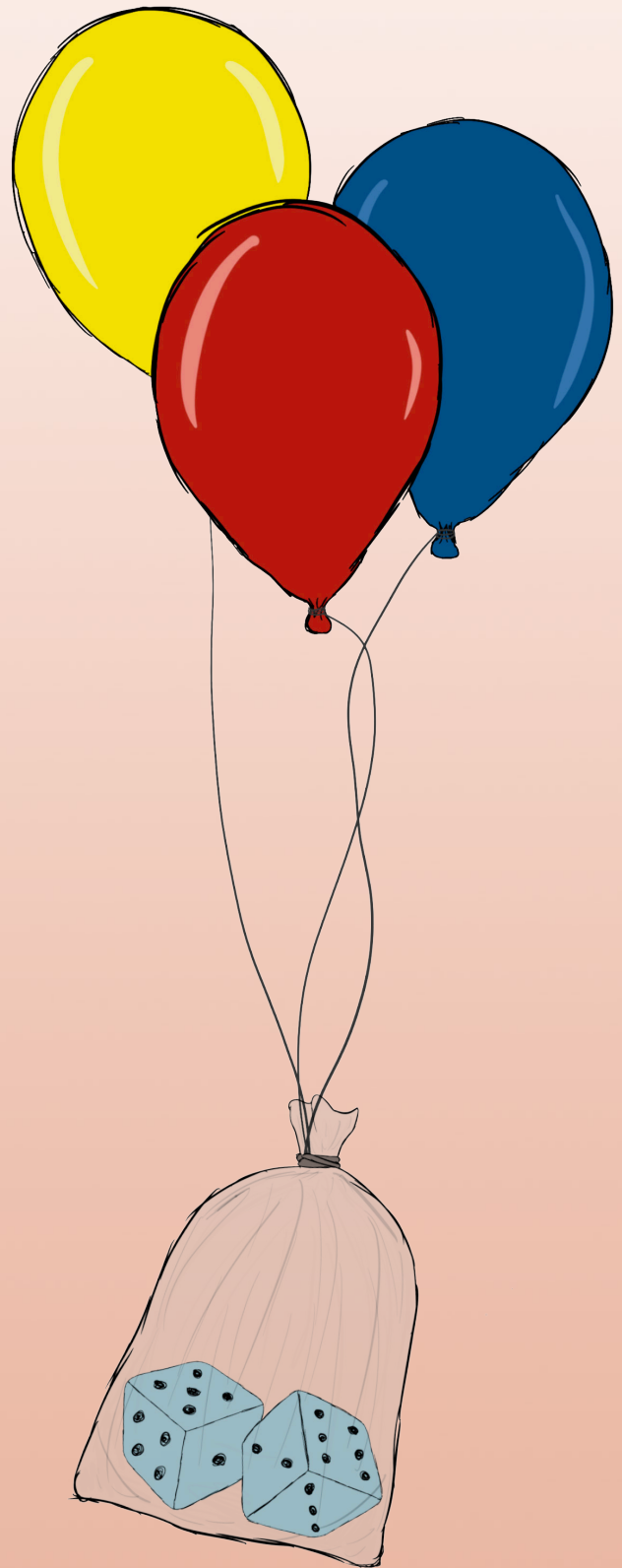
"I know, I know, but-"

Casey stood up, and stepped forward. "I love playing tabletop games with you. I love going to the movies, and driving around town, and going shopping with you. I love just living with you. You make everything better, and I love that."

"Wow... I..." Theo stood still.

Casey laughed. "Dude, you're so red right now!"

Theo shrunk slightly. Casey laughed some more and wrapped his arms around Theo. Theo smiled and hugged him back.



# The Five Senses

I close my eyes and a shadow is casted from my lids,  
Light bouncing, dancing, reflecting likes shards of glass, pieces, and bits.  
I see a kaleidoscope, shining as the sun sets on a lake in sweet summer.  
Shimmering like plasma, moving without direction,  
Like light powder kicked up in a winter storm.

My ears ring a familiar tune,  
Drums beating in my chest,  
Thud-tum, thud-tum, thud-tum.  
A rhythmic beat, hypnotizing, calm, and steady.  
My inner metronome, my ticker, my heart.

I touch my fingers to my lips,  
Savory salt lingers on my tongue's tip.  
Seasoning sings a sweet hymn,  
Whirling in complexity, that shouldn't be taken in vain.  
I yearn for flavor, to taste, and relish in tang.

Musk fills my nose from dusty cushions and unkept tidiness,  
Scraps crumbling, scattering on upswept hardwood.  
A tattered home brings back memories, both new and old.  
Living, breathing, a lifetime,  
Saturated in the fabrics of these comfortable quarters.

My skin tingles, projects, responds to the earth.  
I solemnly slump, deep in my chair,  
Engulfed by tangibility, a physical presence.  
I have the power to touch the world,  
If only I could reach out and grasp it.

Poem By | *Emily Pearce*  
Design By | *Megan Schwartz*



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