



THE LOOP

A COLLECTION OF STORIES FROM AROUND NEVADA

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Greetings from WestCare Nevada!

As we continue to move through the hot summer, it is important that we do not forget some of the observances associated with the month of August.

August is **National Immunization Awareness Month**. With all that is currently going on in this world, we must continue to remain vigilant in our fight against the spread of diseases and viruses, such as COVID-19. That is why on August 12th WestCare Nevada partnered with **Immunize Nevada** and **Silversummit Healthplan** in conducting a vaccine clinic at our Maryland Parkway location. The Moderna, Pfizer and Jansen COVID-19 vaccines were offered. Another vaccination clinic is planned for September 9th. Stay tuned to our social media for details.

No matter what your personal views may be on this topic, it remains our duty to make every effort to protect the individuals around us. That includes the clients that we have dedicated our lives to serve within WestCare programs. WestCare Nevada remains diligent in continuing to adhere to the COVID-19 protocols set in place. We know these protocols are for our protection. For those of us in the Silver State, we take pride in the fact that WestCare received positive feedback from the Nevada Department of Health and Human Services (HHS) regarding our internal protocols, as well as for our openness and willingness to work directly with HHS in addressing this pandemic. I encourage you to keep up the good work.

August 26th is **Women's Equality Day**, which celebrates the achievements of activists who have fought for the rights of women, and for the progression of women in their efforts to overcome oppression. This fight for equal rights; however, is far from over. Today, women still make less wages for the same amount and type of work that men do, impacting their economic power. In addition, gender-based discrimination continues to plague women in the workplace both here and abroad.

I firmly believe that as a male, it is my obligation to join in this fight and that we all should dedicate ourselves to uplifting and empowering the women around us.

Therefore, you will find that much of the content in this issue of *The Loop* is about women and those that we, WestCare Nevada, celebrate, employ, and thank for their strength and fortitude toward speaking out against inequality. Their voices and actions toward propelling the women's movement will move us forward.

I hope and pray that you enjoy this issue... #WomensEqualityDay




Leo Magrdichian, LCSW, LCADC
Vice President, Operations



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Women in the Healthcare Industry

By Chabrian Tanguay, Research Assistant, Las Vegas CIC

Women face bias in nearly all aspects of their lives due to societal and often subtle bias based on their gender. However, of particular interest to WestCare would be the challenges and conditions that female employees and clients face as a consequence of their gender.

According to a 2019 study of the healthcare industry in general, women make up over 60% of all employees. In professions like nursing, women make up more than 80% of all employees. However, women's representation at the management level tapers off to 50% of senior managers or directors, 42% of vice presidents, and only 31% of senior vice presidents – with a majority of these women being white and women of color represented far less. Thus, while women in healthcare fare better than their counterparts in corporate America, there is still a disparity in the representation of women in leadership positions. This is part of a phenomenon known as the “glass ceiling,” where a woman is passed over for promotions or advancements in her career for reasons directly or indirectly related to her gender (such as being seen as less committed to her career for taking maternity leave or for being seen as aggressive when her male counterparts are merely perceived as assertive). Female healthcare workers also had a higher risk for depression, anxiety, stress, and insomnia than their male coworkers. Psychiatric nurses, for example, are subject to higher rates of assault by clients and are more likely to develop PTSD as a result. Even on a more minor scale, women are far more likely to experience microaggressions at work, such as being less of an authority than male coworkers, solely based on their gender. All of these challenges specific to the healthcare industry also operate in tandem with what women routinely face at work, such as inadequate maternity leave, the gender wage gap, the “glass cliff” and sexual harassment.

On the other side of the counter are the experiences of female clients while engaging in treatment for mental health and substance use. As will no doubt confirm what those of you at WestCare already experience on a day-to-day basis when interacting with clients, female clients are at much higher risk for domestic violence and sexual abuse. Studies have consistently shown that a high proportion of women with substance abuse disorders also have histories of trauma and are more likely to have co-occurring disorders than men with substance abuse disorders. The rates of sexual abuse in childhood and adulthood are far higher for women than men and abuse as a child correlates with a higher likelihood of reporting a substance use disorder as an adult. Physical and sexual dating violence, which women are at a higher risk for, have also been shown to be significant predictors of substance use. In substance use treatment specifically, women typically also have less social support and their partners are less likely to support them when they enter treatment, are more likely to separate from them after completion of treatment, and generally are less supportive of women seeking treatment overall.

It is easy to read statistics like these and begin to feel demoralized, upset, or dismissive. Perhaps you feel, as a woman, that you have not had these experiences personally and therefore they must not be so serious. Perhaps you, as a man, feel uncomfortable at the prospect that you have been afforded privileges or opportunities others have been denied. Maybe you are even upset at the insinuation that you did not have to work as hard for the same amount or more, or that all women, but especially women of color, continue to face barriers due to their gender is a well-documented fact. How you decide to react to these facts, however, is yet to be determined and in your control.

[For more information on the challenges women in treatment face, please see Substance Abuse Treatment: Addressing the Specific Needs of Women, published by the Center for Substance Abuse Treatment in 2009.]

By Angela Mangum, Vice President Revenue Cycle Management, WestCare Foundation

Women's Equality Day is celebrated in the United States on August 26 to commemorate the 1920 adoption of the Nineteenth Amendment to the Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States based on sex. It was first celebrated in 1972 and was designated by Congress in 1973.

Today, women continually strive to uphold their equality in the workplace. WestCare has recently promoted several strong and successful women into leadership positions throughout the organization and is doing their part to “close the gap” in gender equality. Women's equality stretches so much more than the right to vote - we all want to be seen as equals amongst our male cohorts. Throughout the span of history, women have held important and vital positions. It is both exciting and sad to have the very first female Vice President of the United States, Mrs. Kamala Harris, appointed in 2021. Although she may not know it yet, Vice President Harris is paving the way for increased growth and opportunities for many women to come.

It is also important for all women to understand and embrace our strengths and bask in successful moments in both our professional and personal lives. To all the women out there reading this right now: KNOW your worth, STRIVE for success and NEVER give up.



Ending Violence Against Native Women

By Andrea Lopez, Navajo, Táchii'nii Clan, CADC, Quality Assurance Specialist, Las Vegas CIC

Cecelia Barber Finona is a New Mexican native, a mother of two children, and an Army Veteran with 31 years of service. She is a member of the Navajo Nation (also known as Diné), one of the largest federally recognized Native American tribes in the United States. In May of 2019, she went missing from her home in Farmington, NM. In February of 2021, her remains were discovered in Clark County Nevada. Her disappearance and death added weight to the striking number of Native women who have been taken by violence.

According to the National Institute of Justice, 84.3% of Native women experience violence in their lifetime. Additionally, the Centers for Disease Control and Prevention determined that Native women are 10 times more likely to be victims of homicide compared to the national average. For Native women, homicide is the third highest cause of death for ages 10 - 24 and the fifth-highest cause of death for ages 25 - 34.

Unfortunately, homicide is not the only safety concern among Native women. Of the victims of violence, 56% experienced sexual violence, and 55% experienced physical violence. For Native youth, more than 60% are exposed to violence in their home, at school, and in the community. Furthermore, one in two Native women are victims of stalking at some point in their lifetime.

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Ending Violence Against Native Women Continued

According to the [Coalition to Stop Violence Against Native Women \(CSVANW\)](#), an organization built to give support to Native advocates and bring awareness to domestic violence, sexual assault, dating violence, stalking, and sex trafficking in Native communities; Native American women are 2.5 times more likely to experience rape than other women in our nation. The Coalition also notes that 40% of individuals involved in sex trafficking have identified themselves as American Indian, Alaskan Native, and First Nations.

The rate of violence against Native women goes largely ignored and is rarely seen in mass media or even local media. For the Clark County residents reading this, ask yourself if you ever heard the name Cecelia Barber Finona in the news. Did you hear about it on the news, read it in the newspapers, or on social media? Was it the topic of conversation in your work setting or among your social gatherings? If you answered, "no," your next question should be, "why?" The movement for social equality has been an ongoing battle among many underrepresented groups in our nation, Native women being one of them. WestCare's own Lyle Becenti, Research Assistant, and member of the Navajo Nation states, "Representation is certainly low. Protests help with issues, but visibility is still low. I think that is partially because it's not getting the awareness that it needs."

In order to bring awareness and reduce the occurrences of violence towards Native women, an ongoing effort to promote and educate on diversity is needed. Organizations such as the CSVANW provide insight and resources to these current issues. Local Indian Health Services and the Rape Crisis Center serve as valuable assets to the needs of this particular group. Even WestCare Nevada has served as a beacon of hope for women who are facing violence and in desperate need of escape and treatment to address their addictions that have occurred in order to cope with their tragedies. Our services are necessary for Native women. Ask yourself, as a clinician, provider, client, student, mother, father, son, daughter, brother, sister, or friend - what can you do to help stop violence against Native women?



Why Do We Still Need Feminism?

By Chabrian Tanguay, Research Assistant, Las Vegas CIC

You might ask yourself, "Why are we still talking about women's equality?" Women in the U.S. have the right to vote, own property, choose what to wear, enter the workforce and control their own earnings. There is even a bevy of anti-discrimination laws making it illegal to discriminate based on sex or gender (most were enacted in the 1960s, but some as recently as 2013). Despite these advances, women still face many barriers throughout their lives due to their gender. For example, a female tattoo artist said that as recently as 10 years ago, she was denied an apprenticeship on the sole basis of her gender.

The continuation of discrimination and prejudice that women face is largely due to the prevalence of gender stereotypes that persist and are endorsed to this day, consciously or subconsciously. Women are typically (allowing for the intersection of other identities) stereotyped as more empathetic, less authoritative, less intelligent, more emotional, and weaker in general, as compared to men. They are also considered more suited to tasks such as childrearing, homemaking, and related careers. Furthermore, even aspects typically attributed to women (such as emotional intelligence, parenting, and even personal hygiene to a certain extent) are devalued as well so that men are socialized to avoid seeming feminine because it decreases their efficacy as men.

These stereotypes, whether consciously endorsed or not, give rise to long-term consequences. As of 2019, women made up only 12.5% of CFO's in Fortune 500 companies, only 32% of college professors (despite earning a majority of doctorates for the preceding eight years), and make up less than a quarter of the U.S. Congress – with women of color represented even less. In careers or academia focusing on Science, Technology, Engineering, and Mathematics (STEM), women made up less than a third of the workforce. Likewise, as of 2020, women on average made only 82 cents for every dollar that their male counterparts made - continuing what is known as the gender wage gap (again, with women of color making even less than white women). Terms such as the "glass ceiling," where a woman is consistently passed over for advancements in her career for no other discernible reason as well as the "glass cliff," where a woman is put in a leadership position before or during a period of downturn when she is more likely to fail, provide further examples of the pervasive ways that women face difficulty due to their gender.

Counterpoints, such as women consistently "choosing" careers in female-coded areas or "choosing" to take extended leave from their career to raise their children (thus potentially explaining away consequences of gender-based stereotypes and the underrepresentation of women in the above fields, as a natural or biological

choice women make) underestimate the pervasive nature and often subconscious enforcement of these gender roles. For instance, studies have consistently shown that merely telling a third-party observer whether an infant is male or female will radically change what adjectives are used to describe the child. People that believed the baby to be a boy described him as strong or smart, while people who believed the baby was a girl described her as sweet or cute. Similarly, systems in place consistently favor the mother of a child, for example, being the primary caregiver (such as suspicion of or distance from fathers attending "mommy and me" classes), in such a way that often the path of least resistance is for the mother to assume the role, regardless of whether she genuinely wants to or whether her partner would prefer to.

This devaluation of the feminine also hurts everyone under the society it persists in. Mothers make up nearly 80% of custodial parents in the U.S. as of 2018 – a fact sometimes used as an example of "reverse sexism," but in actuality, a consequence for fathers of the systemic bias for the mother as the primary caregiver. Men typically feel they must squash emotions like sadness or even avoid crying because it would make them appear feminine and therefore weaker. "Toxic masculinity" in general is an example of how men also face consequences (albeit to a lesser degree) from the perpetuation of gendered stereotypes. Because women are seen as physically weaker, they are barred from most combat arms professions in the U.S. military, placing men in the military in more danger from bodily harm. They are also not required to sign up for the draft.

In addition to these stereotypes that affect women in every aspect of their lives is the ever-present reality of sexual harassment, assault, and rape, as well as physical violence that affects women disproportionately - which constitutes an entire discussion in and of itself. Likewise, for all of these consequences of gender bias is the additional and intersectional bias that Black women, Indigenous women, and women of color face - often with the result of even more severe consequences in all of the aforementioned areas.

Given the multitude of literature, research, statistics, and even personal anecdotes (literal books have been written on this subject), the preeminent question of whether women are considered unequal in America has largely been answered. Although women have made great strides (no longer being considered the property of their husbands, for example), clearly there is still a ways to go - and much like the many other systems of inequality present in America today, this is not something that will or even can change overnight. Progress is incremental and as Rabbi Tarfon said, "You are not obligated to complete the work, but neither are you free to abandon it."



Community Support for the Village at the WCC Continues to Build!

By Andrew Moran, Development Director, WestCare Foundation

For the month of July, WestCare Nevada's Development team has been meeting with many of the public officials who help make key decisions for our great state! We met with **Mayor Carolyn Goodman of the City of Las Vegas**; **Mayor John Lee of North Las Vegas**; **Clark County Commissioner, Ross Miller**; **Representative Susie Lee**; **Representative Steven Horsford**; **Councilman Cedric Crear**; **Councilwoman Michele Fiore** and **State Treasurer Zach Conine**, among others. The common theme of these meetings was their mutual support for **The Village at the Women and Children's Campus**, the women's transitional living program that we will be building as an extension to our Women and Children's Campus (WCC) in Las Vegas. The program will feature 42 two apartment cottages with the potential to house up to 84 women with or without children who have completed their residential treatment program at the WCC or another provider.

In early August, the State of Nevada announced plans to hold 75 meetings in a span of 75 days to get input on spending the \$6.7 billion in funding from Nevada's share of the \$1.9 trillion American Rescue Plan that was signed into law in March. This series of meetings, the "Nevada Recovers Listening Tour," will be running from August through October. The main topics of discussion are housing stability and food insecurity amidst the COVID-19

pandemic. The meetings will be between **Governor Sisolak**, key interest groups, legislative leaders and other members of the executive branch. The first meeting kicked off with **Rep. Dina Titus** explaining how they want to make, "long term Investments over short term spending." Through the listening tour, they will be gauging the community for feedback on issues that exist and how they can help with the unprecedented amount of money to be allocated throughout the Silver State. The Village, which is currently "shovel ready," falls into several categories for potential allocation of these funds. We have attended recent meetings and to discuss our project.

Meanwhile, the County and the City have similar pots of funding that are dedicated to pandemic recovery, approximately \$500 million each. Their primary focus for the funds will be improving local infrastructure and providing relief to residents that have been impacted.

We will continue spreading the word about this amazing project and letting the public know how near and dear to our hearts the WCC facility is and our dreams for the many lives that it can change through its expansion. Stay tuned for more updates on this exciting project!

Back to School Backpacks!



On Saturday, July 30, the **Raider Nation Wrecking Crew** brought 30 backpacks to the **WestCare Nevada Women and Children's Campus (WCC)** for their kids that are heading back to school. Each backpack is pre-filled with assorted school supplies for its new student owner.

This wonderful group continues to show their support for WCC, Harris Springs Ranch, and our 4th Street men's transitional living program all year round, from

Santa drops ala Raider Nation style of assorted new clothing items to much needed and always appreciated hygiene and delicious treats.

We send our WestCare love and appreciation for each blessing that they bestow on us. Thank You and "Go, Raiders!"

Additionally, Ms. Brittney Lease, Order Management Specialist II and Community Events Coordinator for **Caltrol, Inc.**, graciously delivered backpacks so that the children of parents currently receiving treatment at a WestCare Nevada facility could return to school prepared. The backpacks were stuffed with school supplies to aid the children in the classroom.

Much like the Raider Nation Wrecking Crew, Caltrol, Inc. has also partnered with us by conducting other events such as a Thanksgiving food drive and a toy drive during the Christmas/Holiday Season. WestCare clients and their families have truly benefited from the generosity of Caltrol, Inc. and their employees. Thank you for Uplifting the Human Spirit of our programs and those that we serve!

We are committed to staying safe
Thank you for wearing your face mask.

Connect with us in Nevada

Get in touch with our Marketing Department to learn more about what is happening in WestCare Nevada at marketing@westcare.com