



WOMEN OF EXCELLENCE

Celebrating empowered women in the CNMI
who are making a difference in the community,
believe in positive changes, and serve as great influences
through their inspirational achievements

A SAIPAN TRIBUNE SPECIAL ADVERTISING FEATURE

03 | 08 | 22

'I work for people so they could get what they deserve'

By BEA CABRERA

beacabrerasaipan@gmail.com
CORRESPONDENT

Heather Santos Pangelinan was recently appointed director of Population Health Services at the Commonwealth Healthcare Corp., but she already has eight years of work experience at the hospital in her bag, making her know the needs of the community more than any other person.

"I am a daughter of the CNMI, a product of the CNMI, just like my mother was and her mother before her. My three children are children of the CNMI and my life experiences and roles as a mother, daughter, wife, sister, and friend is what drives me on a daily basis to get up and do work to make things better," she said. "At the end of the day, the CNMI is our home, the home for



my children and, while there are many challenges faced by the CNMI, I am resolved to never settle for less than what our people deserve. So, when I am told 'No, that can't work here' or 'No, that's not available for the CNMI,' I work to figure out and to make it happen and to give the people the services they deserve."

Pangelinan is directly involved in WIC [a supplemental nutrition program for women, infants, and children], family planning, immunization program and many more that are at the heart of every household in the CNMI.

As the director for Population Health Services, her major responsibility is directing the operations of population-based programs and services for the CHCC. These include programs that screen for cancer and provide vaccinations to prevent the introduction and spread of vaccine-preventable diseases within our CNMI, she said.

Her section runs programs that provide access to prenatal care and well-child care; home visiting programs for pregnant women and infants; programs that support community members to quit tobacco use; screening and treatment for sexually transmitted diseases and tuberculosis; nutrition and breastfeeding support programs; teen pregnancy prevention programs, and others.

A big part of her work is being in constant communication with agencies such as the U.S. Centers for Disease Control and Prevention and Health Resources Services Administration on projects to promote and improve health and wellness for the CNMI community and families.

"Over the years I've worked to foster relationships and establish partnerships across our local systems that serve our community and CNMI families. I am continuously meeting with doctors, nurses, and other healthcare providers as well as patients and community members as part of CHCC's efforts for ensuring that we are consistently assessing and addressing the health needs of our CNMI community," Pangelinan said. "I work closely with our CHCC managers and leaders on implementing strategies and making improvement to current programs to ensure that our organization is moving [in a] direction that meets our community needs. ...While my work now requires that I spend more time behind the scenes, I make it a point every once in a while to take part in CHCC events that would allow me to interact with my community."

According to Pangelinan,

her work is more at the hospital but, from time to time, we can catch her at an outreach event providing free blood pressure checks or glucose screening, knocking on doors to offer vaccination during village vaccination campaigns, or on the phone calling community members for appointment reminders. "It is important for me and motivating to be able to connect with the beneficiaries of our services. ...Work in public health is challenging and never-ending and these past couple of years during the pandemic has definitely taught me a lot. However, I think some of the greatest lessons I've learned and that have contributed to my professional career come from local women," she said.

For example, Pangelinan cites the former director for Public Health, Margarita Torres Aldan, and the CHCC chief executive officers Esther Muña, for being her mentors who have set examples "for me and many other local women on what it means to be a leader in the community. I learned and continue to learn so much from these women leaders. Probably the most influential woman who has helped to shape my career path is my mother, who by example has taught me courage, persistence, humility, compassion, and true grit in any situation and in all that I do. All these lessons I use to guide the work I do for our CNMI families."

Aside from her work at CHCC, Pangelinan serves at the Interagency Coordinating Council, a body that works directly with the Early Intervention Program. She also serves as a member on the CNMI Developmental Disabilities Council.

National organizations she belong include the Association for Maternal Child Health Programs and Association for Immunization Managers. "I use my membership in these organizations to learn about new and innovative, evidence-based practices that we can use here in the CNMI. But I think, more importantly, I use these groups as a national stage to bring attention and focus on the national level to the CNMI," she said.

"At annual AMCHP meetings, for example, I use the opportunity to meet with leaders from the Health Resources and Services Administration to discuss the challenges around health and healthcare for our CNMI women, children and families and engage them in helping us to identify and implement solutions to some of our unique challenges," she added.

Pangelinan said the team of professionals that she

See **WORK** on Page 21

15,779,520 minutes and counting...
Celebrating 30 years of leadership,
dedication, and passion for leading teams
to be better in everything they do.

May strong women continue to inspire us for many years to come.



Congratulations, Pauline Johnson!
CNMI General Manager, DOCOMO PACIFIC

We are strongest when
we're better together!

docomo pacific
Better Together

Wendi Herring: At your service

By BEA CABRERA
beacabrerasaipan@gmail.com
CORRESPONDENT

Wendi Herring, the first female chief executive of Atkins Kroll, Inc. where she is currently the president, as chosen a service-oriented career that doesn't only keep clients happy but where she also finds meaning, energy, and purpose.

"I have the great pleasure to work with the excellent teams at AK Guam and AK Saipan to ensure that we meet our financial targets, consistently work on improving our products and services for our valued customers," she said. "We ensure that we provide an inclusive, collaborative and enjoyable workplace that fosters development for our high-performing workforce and sincerely take pride in being a part of, and supporting, our island communities through donations to numerous non-profit organizations and participation in outreach and community activities."

Herring's dedication and business ethics made her the 'woman boss' she is today. With her educational background and vast work experience in management and operations of hotels in the CNMI, Guam, and other parts of Asia, one would think that Herring would be intimidating and serious—characteristics that are totally the opposite of how she is—lighthearted and can be goofy at times.

She inspires and is open to be inspired, wears a smile that she readily gives to anyone, and reaches out a hand to anyone who

needs it. "I have the honor of serving on the board of Make-A-Wish Guam and CNMI. Witnessing first-hand how wish-granting can so positively impact a child and their family is incredibly heartwarming and rewarding. I would like to take this opportunity to encourage everyone in the Marianas who has the means to support our chapter," she said.

"People I work with inspire me every single day with their hard work, enthusiasm and commitment to the business. ...I hope that the people whom I have been privileged to work with know that I value their contributions and sincerely care. I hope it inspires them to be kind, courageous and committed to anything they put their mind to," she said

Herring grew up in California, finished college at University of California Berkely and established a life in the Marianas for many years. With that impeccable pedigree, Herring is able to do everything that is put on her plate. From ensuring customer satisfaction at work to appreciating 'me' time. "My goal is continue to increase our customer service standards, reach our monthly targets, increase efforts to develop our people, and continue our work with our islands' nonprofit organizations," she said.

In terms of keeping the balance in her life and managing stress, Herring stays active by walking and hitting the gym. "Exercise, friends, and happy hour," she said with a smile.



She is a believer,
she is a doer,
she is an achiever.
she is a woman,
She is 'You'

HAPPY
Women's
DAY

HERMAN'S MODERN BAKERY
5040 CHALAN TUN HERMAN PAN
P.O. BOX 500002, SAIPAN, MP 96950 | TEL.: (670) 234-1726 • FAX: (670) 288-1726
EMAIL: sales.saipan@hermansbakery.com

Do not live someone else's life and someone else's idea of what womanhood is.

Womanhood is you.
Womanhood is everything that's inside of you.
- Viola Davis

Celebrating International Women's Day by saluting our Women of Excellence at McDonald's of Saipan restaurants, main office and owner Ms. Marcia E. Ayuyu (center).

Happy Women's Day!

How Women's History Month came to be

By COLLEEN SHALBY
LOS ANGELES TIMES

The year was 1972. In a high school classroom in Northern California, a student asked his teacher a timely question: What is the women's movement?

Shirley Chisholm had just made history as the first African-American to seek a presidential nomination from a major party. Title IX, the federal law that prohibits gender discrimination in education and sports had passed, and Gloria Steinem and Dorothy Pittman Hughes had launched

Ms. Magazine. Still, little information about the history of half the population was readily available to students.

Molly MacGregor, then a 24-year-old, 11th-grade history teacher in Santa Rosa, Calif., came up near empty-handed in trying to answer her student's question. The only item on women's history she could find in her textbooks was a chapter about the Seneca Falls Convention, a women's rights gathering in 1848.

The revelation that she knew—and could readily find—so little about the history that paved the way for her life of free-

dom was eye-opening.

"What I hadn't absorbed was that, at the time, I was a married woman, teaching high school and wearing slacks to school," MacGregor said. "What was most significant to me was that I had never asked my mother, who was dead at the time, about her own life."

In a roundabout way, MacGregor's experience in 1972 led to the creation of Women's History Month, now celebrated across the U.S. each March.

A series of chance meetings between MacGregor and

four other Sonoma County women sparked a shared mission to "write women back into history," first by establishing a curriculum on the subject for schoolchildren, then by founding a nonprofit organization and finally by persuading the president of the United States to recognize the role of women every year.

"My whole life has been about promoting women," she said.

The irony is that the work MacGregor and her four friends did rarely gets promoted. To the general public, their stories remain largely

unknown.

In Santa Rosa, where MacGregor has lived for 45 years, many are unaware that she helped found Women's History Month. Celebrity status, however, was never her goal.

By 1974, MacGregor realized she needed to learn more about the contributions of women and enrolled as a graduate student at Sonoma State University.

There, she met two other students, Paula Hammett and Bette Morgan. Hammett was working on a presentation about women's history that was eventually shown in nursing homes, classrooms and union halls.

"We were trying to tell the stories that at that point very few people knew or remembered," she said.

In 1977, MacGregor, Hammett and Morgan started working with the Sonoma County Education Task Force. That's where the three of them met Mary Ruthsdotter and, together with input from others, they developed Women's History Week. The event was inspired by theme weeks, such as Ocean Week or Farm Week, that schools use to teach students about specific topics.

"We were starting from ground zero and we didn't know it," MacGregor said.

The women agreed their theme week should coincide with International Women's Day on March 8, established in 1911 with roots dating to 1908. They worked on an accompanying curriculum for Sonoma County schools, pulling facts from the University of California, Berkeley, which had a women's history program, local libraries and the works of scholars including Gerda Lerner, a formidable figure who helped establish the field of women's studies.

Their research also included an analysis of the lack of women in school textbooks. Eventually, the makers of those textbooks started asking for feedback.

"Harriet Tubman wasn't even in them," MacGregor said.

The women relied on an advisory board of female historians of color to ensure that their curriculum encompassed all of women's history—not just that of white women.

"It was never a question," said Hammett, who recently retired from Sonoma State.

With help from a federal grant through the Women's Educational Equity Act, which funds the development of teaching materials free of gender bias, they expanded their mission.

By 1978 and 1979, Sonoma County Women's History Week had grown from classrooms into a larger celebration, ending with a parade through downtown Santa Rosa. It was at a women's symposium at Sarah Lawrence College in New York that MacGregor promoted what she and others

were doing in California, earning support from attendees to create a National Women's History Week.

Following the symposium, the group formed a nonprofit organization in 1980 called the National Women's History Project, now the National Women's History Alliance. That same year, MacGregor received a call from the White House.

"This is a call for Molly MacGregor."

The person speaking, MacGregor recalled, was Sarah Weddington, the attorney who, years earlier, represented Norma McCorvey, or "Jane Doe," in the landmark U.S. Supreme Court case Roe v. Wade. In 1980, she was a special assistant to President Jimmy Carter.

Word about Women's History Week in Sonoma County had made its way from the symposium to the White House. Weddington was calling on the president's behalf to let MacGregor know he wanted to have a national Women's History Week in March.

Carter signed a presidential proclamation, calling on Americans to recognize centuries of women's history. "I urge libraries, schools and community organizations to focus their observances on the leaders who struggled for equality—Susan B. Anthony, Sojourner Truth, Lucy Stone, Lucretia Mott, Elizabeth Cady Stanton, Harriet Tubman, and Alice Paul."

One year later, Sen. Orrin Hatch, then a Republican senator from Utah, and Barbara Mikulski, then a Democratic congresswoman from Maryland, made Carter's words a reality, introducing a resolution in Congress to officially designate Women's History Week in March.

By 1986, 14 states had gone a step further and declared March as Women's History Month. The momentum was used to lobby Congress to do the same nationally in 1987, leading thousands of schools across the country to use curriculum to better inform students about the advances of women, with support from governors, city councils and school boards.

Today, a presidential proclamation issued every year declares March as Women's History Month. It includes the names of five California women who made it happen—MacGregor, Hammett, Morgan, Ruthsdotter and musician Maria Cuevas, who the four met along the way.

Both MacGregor and Hammett acknowledge society's progress in the treatment and recognition of women. They spoke of the impact of the #MeToo movement and the Women's Marches. A renewed women's rights movement also has propelled a record number of women into politics.

THE STRENGTH OF A WOMAN

SHE WAS
SHE IS
SHE WILL BE

MINDMUSCLE OWNER CHERESE TUDELA PALACIOS

"Hey, strong babe! Train the brain for muscle gain."

-Cherese



pacifica
Insurance
Underwriters, Inc.
Rest Assured.

pacificains.com

'I am motivated by my desire to help others'



By **BEA CABRERA**
beacabrerasaipan@gmail.com
CORRESPONDENT

First Hawaiian Bank vice president and area manager Vickie N. Izuka came to Saipan for work but the minutiae of banking work was not match for her capacity to give of herself. She soon found herself moving not only in the four corners of her office but around the community for worthy causes.

Izuka, who was recently given the opportunity to oversee the FHB branches on Saipan, has been volunteering since high school and has always enjoyed helping others, learning new skills, and meeting people.

"My mother was my role model in volunteerism, and she was instrumental in having me participate in faith-based and sports activities when I was growing up. In high school and college, I volunteered in leadership capacities at school, church, and sports within my communities," she added.

After graduating from the University of Southern California with a degree in B.S. Business Administration and B.A. East Asian Language and Culture, Izuka started her finance and banking career right away. "I have been employed by domestic and foreign banks in wholesale and retail banking. My experience at these companies helped me build my foundational knowledge and banking skills. I am analytical by nature and with the insight and guidance I received from excellent mentors and colleagues, within the bank and also in the community, I am able

to approach tasks and projects with confidence that leads to successful outcomes for our customers and the bank," she said.

Wherever she is, reaching out is always a part of her life. Izuka, who has been in the CNMI for 25 years now, serves as a member of the Saipan Chamber of Commerce's education and workforce committee, the Northern Mariana Islands Football Association, and MP United Football Club.

"At the Saipan Chamber of Commerce, I have been involved with educational initiatives and the scholarship program to help our youth further their education with hopes of bettering our community. At NMIFA, I am one of the charter members and am very proud of the new opportunities the organization has developed for youth and adults. NMIFA has also built a beautiful facility in Koblerville for soccer activities and special community events. In addition to developing and sending several national teams to compete internationally, NMIFA offers recreational activities for community members of all ages so they can maintain a healthy lifestyle," she said.

Since becoming an employee for the past two years, Izuka said she has more time to focus on work and prioritize new activities. "I am motivated by my desire to help others. In the morning before heading to work, I start the day collaborating and communicating with my colleagues at work, community organizations, social circles, and my family who are in the U.S. mainland.

I also participate in an early morning Pilates class a few times a week, which helps me prepare mentally and physically to start the day with positive energy," she said.

The banking industry took a hit during the pandemic, just like any other organizations in the world, which is why one of Izuka's goals this year is to continue to provide a safe and caring environment for her clients on Saipan.

"Many of our employees

are considered front-liners serving many customers face-to-face daily and we have had to pivot and adjust at a moment's notice in many different directions with ongoing changes in bank and local government directives the past two years. I also want to continue to foster teamwork and collaboration with our Saipan staff and focus on improving banking experiences for our customers and deepening our community relationships," she said.

"This includes embracing change and thinking outside-the-box to make banking more convenient and beneficial while helping the bank grow. Customers now have many more financial options with active and ever-evolving digital technologies."

Izuka represents a growing sector of women who hold prominent positions in the finance and banking industry but she distinguishes herself by not turning her backs when the community

needs her help. "I hope that I have made a difference to those I have had the opportunity to work with so that people can see that anything can be done when you put your heart and mindset into it," she said. Ultimately, I aspire to be a positive influencer by working collaboratively, empowering the team, building trust and confidence, ensuring timely delivery of personal commitments and just helping others whenever I can."

FHB.COM

Celebrating International Women's Day!

Thank you to all the women in the CNMI for your hard work and for continuing to empower our people. Your contributions to the island is what keeps our island strong and resilient.



First Hawaiian Bank.

IT ALL STARTS WITH YES

Gualo Rai Branch, Gualo Rai Commercial Center, Middle Road • Tel: (670) 235-3090
Oleai Branch, Oleai Center, Beach Road Chalan Laulau • Tel: (670) 234-6559

Member FDIC 

'As stewards, we contribute to enhancing our CNMI'

By BEA CABRERA
beacabrerasaipan@gmail.com
CORRESPONDENT

Fishing and agriculture are the biggest means of livelihood in the Marianas that date back to the time of the islands' forefathers. It provided food security, a healthy population, and good use of the fertile ocean and land that nourished marine animals, crops, and land animals.

Patricia Coleman knows this all too well and, as the first female interim dean and program leader of the Cooperative Research, Extension, and Education Services of the Northern Marianas College, she embodies commitment and expertise to move and expand the CNMI toward self-sufficiency by equipping the community with the right "know-how."

"At CREES, I work with a team of highly motivated and competent individuals to set and strategically work toward the vision for our department in the areas of research and extension in Agriculture, Aquaculture, Food Science, Family, Community, and Youth Development, and Nutrition and Health. We ensure implementation and evaluation of the programs and projects that help us reach our vision of a CNMI 'wherein people have the resources to grow, lead, and age with health and dignity,'" she said.

That vision includes food systems, built and natural environments, local economic opportunities, human capacity building, and building future leaders through youth development. CREES works with communities to bring about regeneration—"as stewards, we contribute to enhancing our CNMI by working with stakeholders to leave things better than we found them," she said.

Coleman has had her share of several recognitions and she uses these to foster engagement, continue the good work, and growth. She was a recipient of the World Health Organization's Health in All Policies Award for work with the "Tanapag, Achugao, San Roque, and As Matuis (TASA) Role Models" for significant improvements to the environments that children attend school, play, and live in.

Because of her leadership role

in the original Children's Healthy Living Program grant, she received the U.S. Department of Agriculture National Institute of Food and Agriculture Award for Integrated Research, Extension, and Education. Coleman was directly involved with providing capacity building that resulted in over 20 new diversified agroforestry plots on Saipan, Tinian and Rota after Super Typhoon Yutu. That got her recognized with the "Rising Star of Oceania" award from University of Hawaii's Pacific Business Center Program. This recognition honors individual service and/or organizational contribution to Oceania and the world. She was also instrumental in securing over \$16 million worth of competitive grants for NMC.

"I am a workaholic by nature, but I know that I need to rest in order to do my best as a leader. About two months after I became interim dean of CREES, Typhoon Yutu hit. It destroyed our research and extension facilities. Everyone at NMC has had to work extraordinarily hard to overcome that. It has definitely been a challenge and has required working double overtime often to overcome those challenges and to set NMC back on a path wherein we can best serve our CNMI," Coleman said. "Then the pandemic hit and there wasn't a day in that first year after the pandemic that our NMC and CREES leaders were not working every single day and at least a couple of hours during 'non-work hours.' It was really rough at times but it is in those moments that we show our commitment and dedication to doing the hard work that needs to be done."

The work never stops. Coleman and her team hope to achieve many things in the first six months of this year.

"We set out to announce the architecture and engineering for the NMC-CREES Center for Research, Extension, and Development. We secured a \$13.2-million grant from the Economic Development Administration to build a state-of-the-art disaster-resilient research and extension facility. After [super typhoons] Soudelor and Yutu ravaged CREES facilities, we have committed to not letting it happen again. We plan to hire and work with more professionals, scientists, and technical experts," she said. "We also aim to complete the Plant Biotechnology lab (tissue culture) and secure the Agriculture Experiment Station in As Perdido. We cannot function as a department without a fully functioning experiment station as our work and many of our grants (including CRED) are directly tied to the experiment station. [We also need to] secure funds to jumpstart the Food Science Program to increase our local capacity to do research on local plants, create more value-added products, and to ensure the safety of all food that is sold in the CNMI. There are several more and these are a few of them," she added.

To destress, Coleman spends time with family, exercise, read, and shut the screens/electronics off for periods of time. "I am also a board member of Paire Football Club and have been coaching youth for about 15 years or so. Soccer is

See STEWARDS on Page 21



"There is no limit to what we, as women, can accomplish." -- Michelle Obama

Happy International Women's Day!

'The CNMI has demonstrated resilience during the pandemic'

By BEA CABRERA

beacabrerasaipan@gmail.com
CORRESPONDENT

It is one thing to be a doctor and attend to patients because it is your job but it is a remarkable thing to attend to patients, manage a health crisis, and find joy in it. At least that's how Dr. Lily Muldoon sees it.

As Emergency Medicine physician at the Commonwealth Healthcare Corp. as well as its Medical Director of Public Health, Muldoon wears two hats at the hospital but she relishes the mixture of combining clinical medicine and public health. That way, "I have the satisfaction of the one-on-one relationships with my patients and their families while simultaneously developing policies that can impact every person in the CNMI," she said.

With a medical degree from the University of California San Francisco School of Medicine and a Public Health degree from Harvard School of Public Health, Muldoon is in a good place to start and work on the goals she is passionate about, bringing both practical skills and policy-making ideas to the table.

As ER doctor at the CHCC Emergency Department, Muldoon takes care of people suffering from heart attacks, strokes, broken bones, severe cuts, car accidents and COVID-19 infections, among others. "A highlight of this job is the team I get to work with. We have a strong group of nurses, physician assistants, and doctors who prioritize patient care, efficiency and camaraderie," she said.

Meanwhile, as medical director of Public Health, she provides guidance on health policy, supervision of CHCC's surveillance systems and linkage between population health



and medical providers.

Muldoon first came to the islands as a rotating ER resident in 2019. She then moved back in March 2021 and did not dilly-dally and she wore her doctor coat right away. Even though the CNMI is a small speck on the globe that's far away from the U.S. mainland, she believes that the CNMI's response to the pandemic is extraordinary. "Despite limited health infrastructure, the CNMI has demonstrated resili-

ence during the COVID-19 pandemic. Unlike many nations around the world and even mainland U.S., the CNMI was not overwhelmed by COVID-19 and, phenomenally, we were never required to restrict or ration care," she said. "We are seeing COVID-19 transmission rates rapidly decline but we are not out of this current surge yet. However, I am cautiously optimistic that the CNMI will continue to follow simi-

See CNMI on Page 21

JOETEN MOTORS

We appreciate you

#womenofjoetenmotors

Your hard work, love and dedication for this company drives our success.

Happy International Women's Day!

Visit us at www.joetenmotors.com

SHOWROOM HOURS: MONDAY - FRIDAY 8AM - 5PM • SATURDAY 8AM - 12NOON • TEL. (670) 234-5562



Joeten Motors
POWERED BY YOU

Like us on
Facebook

Bacani basks in a rewarding career

By BEA CABRERA
beacabrerasaipan@gmail.com
CORRESPONDENT

Established in January 2018, the Commonwealth Health Care Corp.'s Pharmacy opened its doors to address the needs of the community and provide a better healthcare system. It was a dream come true for the hospital because it made medicine and medical supply accessible and affordable.

Pharmacy manager Rodylyn M. Bacani takes charge of the overall policies, protocols and goals of the pharmacy department of the hospital. "As a department, we collaborate with all departments in the hospital. That includes the medical, nursing, ancillary, and Public Health to determine needs, resolve problems, improve processes, and promote effective drug therapy," she said.

This year, Bacani is excited to finally implement more technological advancements in the pharmacy that will help it perform more efficiently and productively. These advancements include the DoseEdge IV Workflow system that is used for preparing IV medications and chemotherapy preparations in the inpa-

tient pharmacy; the Senti7 application, which is a program that will help pharmacists in performing antibiotic stewardship, opioid stewardship, and medication management in the Inpatient Pharmacy; Clinical Pharmacy Solution, a program that will be used by pharmacists in the outpatient pharmacy to help patients improve their overall health as they receive counseling and recommendations from staff; and Meds-to-Beds, a mobile device that will be used by Pharmacy staff to dispense medications at the bedside of patients. This means discharging patients will have the option to receive their discharged meds in their hospital room.

Aside from Saipan, Bacani is also in charge of providing medicine for the people of Tinian and Rota. She said that being organized internally equips them to provide service efficiently. "The CHCC Pharmacy has three sub-units:

· The Inpatient Pharmacy is where admitted patients in the hospital are supplied with the needed therapeutics, including that of the Emergen-

cy Room, Operating Room, Hemodialysis, Oncology and all the clinics;

· The Outpatient Pharmacy where patients getting discharged from the hospital or walk-ins can fill their medications to take home for self-administration. Adult vaccination is also offered there.

· The telepharmacy, which is CHCC's pharmacy on the islands of Rota and Tinian. These pharmacies can dispense medications directly to CHCC's patients in both islands and are equipped with the same pharmacy system that the CHCC Outpatient Pharmacy has. Pharmacists at CHCC Saipan remotely process the prescription and are also able to talk to staff and patients via teleconferencing.

As a leader, Bacani and her team always want to have an impact on people's lives and health. "If we perform well, our patients definitely benefit from it. I believe that reward comes in many forms and that whatever we do, including those that were done in secret, is seen by our Father in heaven—whether good or bad—and will be rewarded accordingly."

"Time management is the key to making sure I use my time efficiently and to balance my career and personal time. Another strategy is to do things by priority at a given moment to avoid panic and unnecessary restlessness," she added.

Outside hospital work, Bacani is an active member of the community. She currently sits as a board member of Cornerstone Christian Church and is one of the leaders and advocates of "Abigail's," a social arm of CHCC that helps victims of domestic violence. "Just recently, Abigail's also became a member of the Northern Marianas Coalition for Sexual and Domestic Violence. My involvement and experience in these organizations help me grow more mature as a person and as a leader," she said.

Bacani said her love for family that motivates her to work every day, as well as the people—"our patients, colleagues, bosses, and brethren that I serve. I believe that what I do touches somebody's life in a good way, and that is enough for me to do what I do at work, at church, in the community, and at home."

BIBA FAMALAO'AN!

Celebrating all women fighting for a world that is diverse and inclusive, a place where they feel empowered to dream and to achieve great things.

Together we can

Break THE BIAS

Bank of Guam

FDIC



Cuison-Villazor: Educator and social justice advocate

dean and law professor at Rutgers Law School in Newark and a director of the Center for Immigration Law, Policy and Social Justice, which have given her opportunities to channel her causes and educate people about immigrant rights and racial justice.

“When I joined the Rutgers Law School faculty, I was appointed Professor of Law and Chancellor’s Social Justice Scholar, which was a title given to me after I left [University of California] Davis School of Law where I was Martin Luther King Jr. scholar.

When I joined Rutgers, I also received a grant to start the Center for Immigration Law, Policy, and Justice,” she said.

“Immigrant rights and racial justice are two key issues that I have long researched and written about and have also advocated for in my role as a professor. As someone who comes from an immigrant family and grew up on Saipan, I believe that the rights of immigrants continue to be an issue in the CNMI. ...Racial justice in my view also incorporates indigenous peoples’ rights,

which includes examining the rights of Chamorro and Carolinians. I have also written about the need to prioritize and protect the rights of indigenous peoples of the CNMI,” she added.

Cuison-Villazor finished law school at the American University Washington Law School in 2000 and her Master of Law at the Columbia Law School in 2006. Her career in teaching got started there and she hasn’t looked back since. Her regular participation in the NMI Judiciary’s Sum-

mer Pre-Law Program is an extension of that. The program is a valuable opportunity for those interested in the law and those thinking about going to law school.

A big issue nowadays, especially in the U.S. mainland, is the politization of social justice and political race theory, which Cuison-Villazor would like to explore if it exists in the landscape of the CNMI.

“I do not believe that ‘social justice’ has been politized but ‘critical race the-

See EDUCATOR on Page 21

By BEA CABRERA
beacabrerasaipan@gmail.com
CORRESPONDENT

For the CNMI to have regular visits from a law professor at the prestigious Rutgers Law School is a boon for the CNMI’s legal profession but Saipan is doubly fortunate in that Rose Cuison-Villazor was actually born here and makes regular visits to the CNMI, during which she

also generously shares her knowledge by participating in the NMI Judiciary’s Summer Pre-Law program.

Having been exposed to different cultures and aware of how immigration issues affect families and the CNMI economy, Cuison-Villazor has made it her advocacy to educate and lift diversification and its benefits.

She is currently an interim

How do you break gender bias in this day and age?

By BEA CABRERA
beacabrerasaipan@gmail.com
CORRESPONDENT

First off: What is gender bias? This may sound like mansplaining but we need to get our terms straightened out. Gender bias is the tendency to choose one gender over the other. It’s when you think that certain professions are only for a specific gender, like thinking that only men can be engineers, or only women can be nurses. That’s nonsense, of course, but gender bias is unfortunately alive and well, even in the 21st century.



Cleo Nening, who works at the Northern Marianas Protection & Advocacy Systems, Inc., feels fortunate to be working in an office that advocates for a diverse and inclusive workplace but she acknowledges that many women still face gender

bias in the workplace today. “It is unfortunate and disappointing. There should be no reason why a woman cannot work in a position that a man would stereotypically have

See HOW on Page 18

INTERNATIONAL WOMEN’S DAY 2022

unITE to #BREAKTHEBIAS against women
unITE for gender equality

ite.net itecnmi itecnmi

HOW

From Page 17

been in," she said.

Nening said that NMPASI, an organization that protects the civil, legal, and human rights of people with disabilities, respect diversity in the workplace.

"We have a board of directors that is diversified, members are composed of women, men and people from different ethnicities, and different disabilities. Two, we are financially transparent as the entire staff is given a chance to review the budget and are aware of everyone's salaries. Three, NMPASI encourages cross-training so that if someone is out sick, the next person is able to pick where they left off for continuity, and lastly, NMPASI encourages professional development where each staff is encouraged to take classes from the Northern Marianas College," she added.

Nening said there should be more companies like NMPASI, an organization that not only exists to advocate for an inclusive community, but provides an inclusive environment for their employees.

"As individuals, we all come from different walks of life, with both men and women holding roles of being advocates, executive directors, legal counsels and more. We've always had level-headed leaders who look past these stereotypical factors like gender biases, race, and disabilities. This practice passes down generationally to each successor and has resulted in this conducive and productive workplace.

"Breaking down barriers of discrimination for individuals with disabilities is what our of-

fice aims to accomplish for clients who qualify for support. Fostering support for proper services to be offered and assisting our clients to advocate for themselves is what we do. No gender bias has ever gotten in the way of this core mission. In our small office of 10, six of us are females in various administrative, fiscal, and advocacy roles. With this notion at the forefront of our minds, we continue to advocate for an inclusive and diverse workplace for all," she added.

■ ■ ■

Rhea McDoulett, who co-owns the scuba dive shop Green Flash in Chinatown, admits that SCUBA sport and services are male dominated.

"There is a significant bias in the industry against women technicians. I have to drive myself to be more knowledgeable and competent than men in order to gain and keep their business. I have to continue my education all the time to be competitive in every aspect of the industry. Even then, I am constantly confronted with men thinking they know more than I do," she said.



Yniguez

■ ■ ■
Leica Yniguez, an IT data professional from Houston, Texas, said that women should have confidence, know, and assert their strengths. "I say 'just do it' and pay no regards to gender stereotypes and do what you enjoy and excel at. Even if you don't

excel at it, find a champion or a mentor who can help you through the rougher spots."

■ ■ ■

For someone who has worked in the hotel industry, is a successful triathlete, and currently an employee of the Japan consular office in the CNMI, **Kimiko McKagan** has never experienced gender bias both in the workplace



McKagan

and sports. "I do not recall being in a situation where there was gender bias. I just know I do my very best in everything without feeling limited by anyone," she said.

■ ■ ■

Sonia Cabrera, retired business woman said that she was in the work force starting in the 50's and mid-2000 and encountered many different types of gender bias. "Although I was in an environment that was male dominated—working for the government and eventually having a school for seafarers—nothing happened to



Cabrera

me personally. But I always tell my daughters and granddaughters to be alert and stand their ground if they experience it," she said. "For women, it is best to get educated because knowledge is power and it is uniquely yours. Be confident because you are wonderfully made, whatever your background is and do not be reactive. Women sometimes walk in emotions and it's tough but you have to be tougher because you are in that situation because you are meant to be there. Do not let other people tell you otherwise."



McDoulett

Cupcake®
VINEYARDS

RAISE A GLASS TO
International Women's Day!


Five bottles of Cupcake Vineyards wine are displayed: Red, Cabernet Sauvignon, Chardonnay, Pinot Noir, and Rosé.

Images Distributed by Cupcake Vineyards Inc.



HAPPY
INTERNATIONAL
Women's
DAY


Hafa Adai! From the management and staff of
Saipan Tribune
THE CNMI'S FIRST DAILY NEWSPAPER



Thank you for making a great positive difference
in our lives, without you, there is no light.

HAPPY
Women's Day

FROM THE MANAGEMENT & STAFF OF



**AIR-CONDITIONING & REFRIGERATION
EQUIPMENT, SALES & SERVICE**
TEL: (670) 234-6560 • FAX: (670) 234-5579 • EMAIL: chongs@pticom.com
Guam office: Universal Air Supply Tel: (671) 647-8823/24/25 Fax: (671) 647-8821
"The most complete service, parts and equipment supply on island."



Here's to strong women:

May we know them.
May we be them.
May we raise them.

*Biba
Famalaos'an!*

DAVID M. APATANG
MAYOR OF SAIPAN AND STAFF





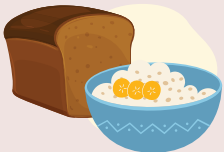
HEALTH CHECK for

Women

Daily tips for health:



Eat whole grains such as brown rice, oatmeal, and wheat bread



Get at least 30 minutes of daily physical activity



Eat more colorful foods such as vegetables and fruits



Drink lots of water



Limit your alcohol intake and nicotine use

Get at least 7 to 9 hours of sleep



Think positive! Having gratitude is one way of thinking positive



It is important to see a healthcare provider every year.
Talk to them about important health issues and screenings!

Health screenings by age:

All ages

Physical Check-Up
Oral exam
Vision exam
Diabetes screening
Blood pressure screening

Teens & 20s

STD screening
Pap Test

30s
40s
50s

Cholesterol
Clinical Breast Exam
Mammogram

Things to talk to your healthcare provider about at any age:



Your plans to get pregnant or to help you find the right birth control



Your family history, especially risk for cancer, heart disease, and diabetes



How to quit nicotine use (vaping, smoking, chewing)



Taking a vitamin with folic acid!



Vaccines



Mental health concerns



Any violence in your life



For more information about women health services call:
(670) 287-7718

This project was supported by Grant #B04MC40154 from the Health Resources and Services Administration and the Commonwealth Healthcare Corporation (CHCC). The contents above are solely the responsibility of CHCC and do not necessarily represent the official view of HRSA or HHS.

WORK

From Page 10

works with motivates and inspire her. "It truly is a rewarding experience to be able to work with a group of motivated and compassionate individuals who are always willing to take risks with me and try new and innovative ideas. ...My goals for the first six months of this year include completing an updated CHCC Population Health Strategic Plan to guide the work we do for the next three years, initiate steps toward public health

accreditation for our organization and, in partnership with our clinical providers, implement mobile clinic services in villages throughout the CNMI," she said.

"It is my hope that people I work with focus on what 'can be' and not be deterred by 'what is' or challenges that we may encounter. There is always room for growth and improvement and I hope that those I work with are motivated to continue working toward improvement and not be complacent. It is my hope that those I work with continue to do this work with compassion and kindness."

EDUCATOR

From Page 17

ory' has been. That is due to misconceptions about what 'critical race theory' is about. I would need to wait until I get to Saipan this summer to explore whether these issues are also likely to be politicized in the CNMI," she said.

Cuison-Villazor will be entering her second year of her deanship and she wants to expand initiatives that they have been working on at Rutgers last year, including ensuring that legal education is accessible, diverse, and continues to provide services to the underserved.

On getting her message across and making people

listen to what social movements are about before rushing to judgment, Cuison-Villazor cites a personal advice that lives by: "When I join others in solidarity with movements—such as the Black Lives Matter movement, or advocate for immigrants' rights, rights of LGBTQ+ individuals, or reproductive rights—I do my best to highlight how the issues have broader implications for all and the importance of engaging in listening and empathy," she said.

Cuison-Villazor, who is an alumna of Mount Carmel School, concedes that juggling research, teaching and service is not easy but she always tries to seek a balance. "That's a work in progress," she said.

STEWARDS

From Page 14

another way to help promote physical activity, good nutrition, sportsmanship, and to build friendships with people who we might not typically interact with," she said.

Whether at work or at play, the underlying energy that keeps Coleman going is a family motto that she lives by—"service above self." In retrospect, this has helped shape her values. "I'm really grateful for all of those who have given their time to mentor and guide me: Dr.

Rachel Novotny (University of Hawaii), Jerry Tan, Frankie Eliptico, Dr. Craig Elevitch and many others who continuously encourage me to reach higher and who have inspired me through their journeys of overcoming adversity and leadership. Agnes McPhetres, Tayna Belyeu-Camacho, and so many others. ...My family has always believed in me and has been so supportive in the best and worst of times—my mom, dad, sister, brother, cousins, aunts, and uncles and, of course, my husband, Leo Pangelinan, and our children."

CNMI

From Page 15

lar trends as the U.S. mainland and we will continue to see a steady decline and an easing up of restrictions, like indoor masking."

Part of Muldoon's leadership skills is evaluating opportunities that come with the changes in the medical field that benefit the community. "My focus at the beginning of 2022 is to support the CNMI in the transition as we enter a new phase of the COVID-19 pandemic. Focusing on evidence-based guidance and community education are critical components. Next, I am working with interdisciplinary teams

to understand trends in primary care access and how we can better utilize a comprehensive islandwide community health worker system," she said. "To this end, I am bringing experts across specialties together to develop and implement a community health worker model addressing issues of health literacy, access, and primary care."

Before the CNMI, Muldoon immersed herself in various healthcare systems around the world and, according to her, she aims to be a change-maker among the most vulnerable populations on the planet. "Through my international

See CNMI on Page 22



Dove®

8th March

Imagine a gender equal world.
A world free of bias, stereotypes, and discrimination.
A world that is diverse, equitable, and inclusive.
A world where difference is valued and celebrated.
Together we can forge women's equality.
Collectively we can all #BreakTheBias.

Happy International Women's Day!

D&Q
 International Distributors
A Tan Holdings Company

PO Box 504462, Saipan, MP 96950
 Tel (670) 322-2706 | Fax (670) 322-2711



In all roles of life
She Has
Eternal strength to humanity

Biba, Mes Famalão'an!

Jude N.
Jude Untalan Hofschneider
 22nd NMCL Senate President

From the Office of Senate President
 and the Members of the 22nd Senate Commonwealth Legislature and staff



A graceful woman gets strength
from troubles, smiles when
distressed, and grows even
stronger with all the challenges
coming her way.

CELEBRATING Women's Day

From the staff and management



SAIPAN

Latitude 15° 12' N | Longitude 145° 45' E

SAIPAN SHIPPING COMPANY, INC.
TEL: 670-322-9706
FAX: 670-322-3183/1961
EMAIL: saiship@saipanshipping.com
www.saipanshipping.com

TINIAN

Latitude 15° | Longitude 145° 38' E

TINIAN MARINE STEVEDORE, INC.
TEL: 670-322-9240
FAX: 670-322-8568
EMAIL: saisteve@pticom.com

ROTA

Latitude 14° 10' N | Longitude 145° 15' E

ISLA SHIPPING, ROTA
TEL: 670-532-3117
FAX: 670-532-9888
EMAIL: islaShipping@yahoo.com

GUAM

Latitude 13° 30' N | Longitude 144° 40' E

MARIANAS STEAMSHIP AGENCIES, INC.
TEL: 671-633-6740/6741
FAX: 671-633-6737/6742
EMAIL: info@msa-guam.com
www.msa-guam.com

Inter-Island Cargo • Shipping Agency • Vessel Operator • Charterers

CNMI

From Page 21

experiences in East Africa, public health training, and specialization in Emergency Medicine, I have been inspired by resilient individuals and communities facing challenging health circumstances. Professionally, I envision myself as a specially trained global health-care leader filling the critical health leadership gap that exists in many Pacific Island jurisdictions and as a physician and as medical director of Public Health, I am developing evidence-based initiatives that link research, health services and policy," she said.

It's not all work, though. Besides penciling into her schedule her ER shifts, meetings, and research, Muldoon also values scheduling time for exercise, enjoyment, and building of friendships. "My participation in the Northern Mariana Athletics, Run Saipan, and Northern Mariana Islands Football Association are what keep me grounded and connected to the community. ...I am a proud member of the Rotary Club of Saipan. ...I have been involved with Rotary International since 2007 and I

know it will forever be an important part of my life. We share a similar motto of 'service above self' and also the enjoyment of friendship through volunteering," she added.

A big part of Muldoon's medical career is the connection she has with her patients. "After I take care of someone in the ER, it is my priority that they walk away feeling as though they have received high-quality care with compassion and that they understand their disease process and next steps. Providing health education is an important part of my practice. Ultimately, it is the responsibility of the individual to make their own health decisions and I want them to feel empowered in their health goals and personal care," she said. "My goal is to inspire others to live healthy positive lives. Keep moving—whether it is walking, swimming, or playing sports. We will have stronger bodies and minds to promote resiliency during times of adversity. My other goals include being a loyal and caring friend, serving as a mentor to young women interested in medicine and being a contributor to research and literature so novel ideas can be shared and replicated."

Happy International Women's Day!

As we celebrate International Women's Day,
we would like to thank all the amazing,
hard-working, and strong
women of the CNMI.

Women are the backbone of our culture,
and have made historic contributions
to the growth and strength
of the Northern Mariana Islands
in countless recorded and
unrecorded ways.

*Biba Famalao'an Marianas!
Ów sa átirowur Schóóbwtul Marianas!*

Governor Ralph DLG. Torres

First Lady Diana T. Torres



In Celebration of
International Women's Day,
the NMI Museum
of History and Culture
wishes to express our
Congratulations to all

Women
in the CNMI!



February 2022 Kagman High School History Class Museum Tour



February 2022 Dandan Middle School Chamorro Class Presentation



February 2022 Kagman High School History Class Museum Tour



February 2022 Kagman High School History Class Museum Tour



February 2022 Garapan Elementary School Outreach



February 2022 Koblerville Elementary School Outreach



February 2022 Valentines Paint Night



Emergency Repairs to Museum Gallery - Guest Restrooms



A smart woman learns from her failure, smiles during her lows, and grows stronger when faced with challenges. You are one of them.

HAPPY
INTERNATIONAL
Women's
DAY!



Tan Holdings

www.tanholdings.com



**Tan Siu Lin
Foundation**