

Nice girls go to heaven



Bad girls stay at The Martlet

The Resume of Sarah deLeeuw and Theresa Newhouse

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Why we would work so well together as co-editors

One of the best things two new co-editors can bring to the hectic job at the Martlet is a sense of security with each other.

If the co-editors are confident with their working relationship, chances are they will have a better working relationship with staff. A good relationship with each other also means a smoother day to day schedule, because we've already worked out any kinks in our relationship that other teams who haven't known each other for so long are still struggling with.

So why is it we would work so well together as a team? Well, for starters we've been practically married since grade nine when we discovered we were neighbors, and so we have learned to live with all those little things in each other that other people are still trying to work out. Nothing about us surprises the other, and we usually know what the other is thinking or feeling so we can behave accordingly. We are best friends, and really want to work together in co-editing The Martlet next year.

We've given a lot of thought to running as a team: it wasn't snap decision, so we've already spent a great deal of time discussing how we would approach being co-editors together. We share common visions of The Martlet, and want to work together to make the office a safe place for all types of people wanting to write and contribute to the paper. We see the office as a space where queers, women, people of colour, and even men can work together to put out a great paper, but there needs to be a lot of training in terms of space respect and anti harassment education if everybody is going to get along. We are both dedicated to bring this about.

We also think we can manage our time really efficiently together, and make room to do things like sit down with the production co-ordinator and section editors once a week to discuss weekly events, the office environment, new production ideas, work assignments, and staff recruitment. We really believe that many heads are much better than two!

Another great quality we have together (and the reason we were both attracted to each other on first sight) is we are warm, friendly, and outgoing, so we plan to be inviting to all people interested in working on the Martlet.

Finally the individual skills we hope to bring to this job complement each other's skills, so we can

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...begin with a variety of ideas and abilities right from the start of the job!

A Short Definition of Martlet

(excerpted from the newhouse-deLeeuw dictionary):

Martlet (Mart'-let) n. 1. a happy fun little office dedicated to producing a weekly student news rag. 2. the place for funky people in 1994/95. 3. a financially stable, prudent, winged marsupial. 4. a mythical winged bird that rises anew each year from the ashes of the old co-editors.

Here are some of our ideas for The Martlet next year:

IMPROVING COLLECTIVITY

As an alternative paper and as a member of CUP which strives to combat racism sexism, and homophobia The Martlet has defined itself, at least in principal, as a collective. We feel this is important because a collective allows a broad range of voices and ideas to come forward- by doing this we are better able to hear the thoughts of marginalized groups.

There are many different ways to strengthen a collective. One of them is to actively encourage people to speak out at staff meetings and editorial meetings. Positive participation of this kind can be very empowering for volunteers. Educating people in Roberts Rules of Orders and CUP jargon will give new staff the tools to speak with confidence. As well, the chair of meetings must be strict in terms of stopping cross debate and interruptions to ensure people's ideas are not lost or left unfinished. It is also important to post meeting times clearly.

Meeting structure, despite the use of Robert's Rules of Order, can be made more accessible as well. Chairs must be given the tools to be more effective at encouraging fair discussion. Part of this would be the introduction of a "consensus-style" agenda structure. This type of agenda includes a listing of not only the topic for discussion, but also a

rough time estimate/limit for debate, the kind of action required of staff (eg., discussion, decision, announcement, policy etc.) and finally who the resource person is. Such an agenda would be of greater utility to a chair than the often cryptic list discussion titles we currently use. It also enables all staff to see clearly what is being discussed and how long each item should take.

With this kind of agenda, the chair (facilitator) ceases being merely a token position because they will have enough information to introduce, explain and regulate the flow of conversation. Effective facilitation is an important skill which encourages a wider variety of opinions and emotions to be expressed. Workshops on facilitation would not only provide our staff with greater skills, but also help ensure that more voices are heard at staff meetings. Arranging a facilitator for the Thursday and Monday meetings before the meeting time would allow the facilitator to learn something about the job before being plunged into it. This learning could take as simple a form as a chance to familiarize themselves with the agenda and/or a brief information sheet as to what their job as facilitator would be.

Because power tends to accumulate with those who have the most information, in order to break down power hierarchies, information must be shared. Responsibility for writing policies, leading staff discussion on issues and offering ideas and opinions

cannot be left to a "selective collective." Staff meetings are the place to discuss issues of importance to the Martlet and welcome differing opinions.

As co-editors we are also responsible for making sure all people who enter the office and are interested in The Martlet get follow up and are not lost somehow. The office needs to be a warm and welcoming environment to all students.

Staff "chemistry" needs to be built to make the long hours we all put in fun. Staff retreats, workshops, potlucks etc. all help encourage this kind of atmosphere. Such events must feel welcoming to all staff, new or old.

Developing collective spirit at The Martlet is an extremely important job. Despite the need for formal society structures, an alienating and bureaucratic atmosphere will not encourage or inspire volunteers.

UPGRADING MARTLET DESIGN / LAYOUT / LOOK

Ahh, that dear Martlet bird, how we do love thee...but is the paper who's masthead your flying above always looking it's very best?

As co-editors, we want to ensure The Martlet is in tip-top shape aesthetically. One way to do this is to ensure there are seminars given on a regular basis about layout and production, especially aimed at new volunteers.

The co-editors would also make sure the production co-ordinator has time away from computer work to help with new volunteers and

their work on the flats

Re-evaluation of the way ads, photos and stories are dummed to the pages of the paper could also add to the way the Martlet looks to all its readers.

To encourage new readers, we like to see the formation of a new section in the paper. Each month would focus on a different issue, and could look really sharp. It would also target a new group of writers each time it appeared, and hopefully they would then all flock to the paper to write for us and expand our diversity.

More work should go into the covers, so photos and eye catching layout are used to a maximum. Art and graphics could also improve the look of The Martlet. To do these things the co-editors will need to put in lots of time promoting submissions, and encouraging a really broad base group of people to show up for editorials so there are always plenty of ideas circulating.

Special targeting of the visual arts department to encourage students there to draw comics, take pictures etc. for The Martlet is also important for the new co-editors. Staff should also be given the opportunity to learn how to use the darkroom, the PMT machine, and other production tools.

Because The Martlet is poor right now, some thought needs to be given to how our sections are laid out and divided. We thought a good place to start revamping would be the billboards section. It could be tightened and given some "eyecatchyness" so people will spend more money contributing to the PSST and classifieds section, but space won't be wasted.

FORMAL STRUCTURE

As much as we love our free-wheeling hippy Martlet bird, its time for a more formal structure at the paper. Many staff have already volunteered innumerable hours to these issues and the work needs to continue, especially now we are autonomous.

Most importantly, The Martlet's finances need to be revamped. The structure of bookkeeping, billings and budgeting needs to be examined. At least one workstudy should be devoted to this kind of bureaucratic stuff next year. Their job would be assisting the co-editors and ad sales person.

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As well, Martlet finances need

to be revamped to fit our new autonomous status. It is now imperative that we get our own book keepers and keep ghost books ourselves because the UVSS will no longer be doing it.

To ensure fairness and openness in hiring The Martlet needs to construct a formal hiring process dedicated to affirmative action

We need to develop and utilize the MPS BoD to its full potential and treat it as the serious body it is. It is through this structure that we will be able to fulfill our legal society responsibilities.

Committees and working groups should be structured to provide as many Martleteers access and involvement. Co-editors should not be the chairs of or form the core of most committees, this will keep us from being in the perceived position of power over everything. Rather, co-editors should function as support staff to the MPS BoD and committees, doing the boring work and providing crucial day to day information.

We need to develop policy for most working aspects of The Martlet. This helps to focus us as well as providing some important structure and continuity to the way the office runs. We should encourage staff to select things that interest them about The Martlet, its politics/policies/operation, get the person to talk to as many staffers as possible and then write up a policy which can be put into a book of sorts and used by all staffers as a reference

IMPROVING THE MARTLET'S ACCESSIBILITY

Accessibility means many things to all of us. It includes issues of training, staff development, publicity, outreach and all the "-isms" of our society that limit us. As an alternative student paper we must be committed to being accessible to all students.

One key step in improving The Martlet's accessibility is improving our commitment to the CUP statement of principles. As co-editors we want to encourage people of silenced groups to come to The Martlet and add their voices to the collective. To do this the co-editors will need to carry out an extensive outreach campaign targeting clubs and groups on campus. Encouraging caucuses for various groups would also contribute to them having safety and support at The Martlet.

Postering and class announcements are ways the co-editors can branch out and encourage new writers, artists, and volunteers to come into the office.

There is also a need to reevaluate The Martlet's accessibility to those with disabilities. This must include space re-evaluation to ensure all areas of the office are open to all people. Expanding some entrance areas and getting some small wooden boxes for those who have a difficult time reaching the flats would also improve accessibility.

Something we feel limits staffers already in The Martlet office, and also contributes to the notion of the Martlet as a closed space to other students outside the office, is that all the skills used in The Martlet are exclusive, and can only be done by a few select people. It is the co-editors job to break down these "exclusive" notions, by putting on a variety of seminars and workshops aimed at familiarizing everybody with all facets of the Martlet, including the computers, production, section writing, graphics, and photography.

Another concrete way the co-editors can improve access to the Martlet is to ensure the doors to the office are open for longer periods of time (literally!) We want to keep the office open for as long a period of time over the summer as possible, as well as looking at having the office open for some time on weekends. What this means is writers, and contributors will have more time to work on their projects, and will not feel so intimidated with deadlines, and the possibility of not having time to meet them.

Accessibility can also have a lot to do with the layout and appearance of an office. We want to have files and sources for staffers in clear and readily available places. We want the filing systems to be understood by all, and people to feel empowered in using them.

White boards, staff boards, and other areas with information pertaining to staff must be kept in an orderly and readable fashion, so all people in the office feel they can get something from them.

As co-editors, we also want to create a "style sheet" which is a poster sized piece of paper with all the basics of writing/layout/production/other on the wall where everybody can see it and refer to it, or can read when they are unsure of what to do at a certain time.

Times and places of staff and editorial meetings should be posted in The Martlet as well as on accessible and varied places on campuses .

REVAMPING OFFICE SPACE

Everybody who has ever walked (or run) into The Martlet office knows it's a small space! We think the space we have should be maximized so the office is a comfortable and efficient place to work. There are both academic and physical ways of doing this to The Martlet.

White boards, staff boards, files, bookcases with CUP resources and other materials staff might be interested in should be in visible and accessible places. They should be orderly and appealing to the eye so people are inclined to use them. A multitude of alternative sources should be posted in the office as well

Dedication to keeping the office clean, and organized, with development seminars given to staff/volunteers in order to orient and encourage them in the office is another concrete way to revamp The Martlet office space.

The space in The Martlet does not only include the physical aspects of an office, as we all know space includes environment and atmosphere. We believe it is a co-editors job to guarantee an office free of racism, sexism, homophobia, and other forms of harassment or unwanted attention. This is only possible if the co-editors make a commitment to educate all staff and volunteers in anti-harassment/anti-racism/anti-homophobic behavior. We want to do this by guaranteeing staff improvement workshops in these areas every two months at least.

STAFF DEVELOPMENT

Oh we know, there is an awesome turnover in the Martlet, and it's really difficult to keep track of all the people who wander into The Martlet or just do a couple of things and then disappear. But we think it's possible to keep people so enthusiastic about The Martlet that they stick around for years (just like us!)

We want to make sure all people who enter the office and are interested in The Martlet are followed up on and not lost. This is done by encouraging old Martleteers to set up committees or informal groups dedicated to following up on all these souls who wander our

way.

A regular schedule for phoning people back and encouraging them to come in is important, and the co-editors should be overseeing this.

Seminars and workshops aimed at the new Martleteers would be an ideal way to offer new staffers the incentive they may need to stick around the office. These sorts of things make the new volunteer feel they have really gained something from coming to the office, rather than leaving them with the feeling they are still waiting for something to happen or somebody to remember them.

We also want to keep all the old hacks interested and upbeat so they will continue to do lots of great stuff for The Martlet. Co-editors can do this by overseeing workshops and seminars for advanced newspaper workers, as well as encouraging old staffers who have been doing the same thing for forever, to branch into new and uncharted grounds. Encouraging old (and new) staffers/volunteers to get involved in all aspects of The Martlet, including the BoD, and all our other committees, will give people a new perspective on the paper, and allow them to broaden their range of experiences (more cool resume stuff for them!!)

EXTERNAL RELATIONS

Though it may seem so at times, The Martlet does not operate within a vacuum. As involved as we become with ourselves, (and it's hard not to in an office space of our size!) it is also important to build good working relationships with all the other organizations we must deal with.

Our relationship with the UVSS is especially important given the close nature of this building. Key to this relationship is communication. As Martlet co-editors it is important for us to take initiative with communication, for example arranging for someone to attend BoD meetings whenever possible. This will help keep us informed and also make it easier for The Martlet to provide students with valuable information about our Students' Society. Our formal relationship with the UVSS needs to be carefully documented including space in the expanded SUB, bookkeeping arrangements, and equipment ownership. This is our only guarantee against a right-wing board.

As the Commonwealth Games approach, it is imperative that The Martlet know what UVSS-UVic arrangements have been made regarding the SUB. If we plan on publishing summer issues then this knowledge becomes even more important. Currently, other services will be moving out of the building by July 20th and returning back September 8th. It is important that The Martlet's needs be met before, during and after the Commonwealth Games. This can be best accomplished by networking with the UVSS BoD and planning for this period.

Working with other organized student groups on campus will help us increase diversity on the paper. It will also help prevent the ghettoization of issues such as racism and sexism to "special" issues. This can be as simple as contacting the groups for story ideas or encouraging volunteers from their groups to help out. It also means covering issues of importance to specific student groups. Recruitment needs to be aimed at the obvious departments, such as creative writing, and also at less traditional departments such as women's studies, biology or pacific and Asian studies.

Clubs' Day also provides a valuable opportunity to reach out to the student body, as does the UVSS information table. We need brochures/information sheets to provide interested folk with a more specific idea of what volunteering for us is like.

Specific arrangements need to be made with the Emily and Offbeat so that they can benefit from our "richness" in both equipment and space. The Emily currently uses Martlet space 4 or 5 times a year, paying for materials. Offbeat is interested in paying us to use our space for their production once a month as well. This could also provide a way to raise some additional money.

Something the new co-editors are also going to have to give some thought to is work study positions. These paid people are going to be phased out in the next few years because of nasty government cut backs, so we want to ensure the Martlet is prepared. This will mean some thought to restructuring The Martlet so people are willing to take on the work usually done solely by the workstudy positions.

Currently in 4th year of a Political Science and Women's Studies Double Major.

Newspaper Experience

The Martlet:

Writer, 1991-94.

Volunteer Co-editor: Jan. 6, 1993, Mar 6., 1993,
& Mar. 10, 1994.

Volunteer CUP editor: Mar. 1992.

Volunteer News editor: Mar. 1992.

Member, Harassment Grievance Committee: 1992-93.

Martlet Publishing Society Board Member: 1991-92.

Member, LGB Caucus.

Member, Women's Caucus.

Canadian University Press:

Delegate, CUP 54, Ottawa: Dec/Jan 1991-92.

Delegate, WRCUP, Vancouver: Fall 1992.

Delegate, WRCUP, Victoria: Spring 1992.

Delegate, WRCUP, Winnipeg: Fall 1991.

Women's Rep, Sexual Harassment Grievance
Committee: WRCUP, Vancouver, Fall 1992.

Paid Employment

Communications, UVSS, Office Assistant II, 1993-94

Responsible for:

promotional and marketing research, report generation,
promotional campaign design and implementation.

TNT Computer Services, Co-owner, 1993-94

Responsible for:

business plan generation, budgeting, accounting, data
entry and analysis, computer support and report
generation.

**Contract, Dept. of Political Science, University of
Victoria, Summer 1993**

Responsible for:

research, report writing, harassment information
distribution, compiling alternate bibliography for core

And now for a little Theresa Ne Mhouse

Delegate, WRCUP, Vancouver: Spring 1994

Women's Rep, Harassment Grievance Committee:
WRCUP, Vancouver, Spring 1994.

the Emily

Contributor, the Emily: January 1993.

Co-editor, the Emily: 1993-94.

Responsible for:

budgeting, ghost bookkeeping,
coordinating collective, leading
seminars in production
techniques, dark room
techniques and writing,
advertising, and soliciting
volunteers.

Other

Writer, Kinesis June 1993 & May 1994

courses, climate advice.

Communications, UVSS, Office Assistant I 1991-93
Responsible for:

design, writing ad copy, clippings, editing,
billings, promotional ideas/campaigns,
press release writing, pasteup and
proofreading.

**Cinecenta Munchie Bar,
UVSS, 1992-93.**

**Paddy McNeil Memorial
Pool, Stewart, Lifeguard /
Instructor Summer 1991**

Responsible for:

public relations, pool co-management, swim
instructing, life guarding and aquatic program design.



Currently in 3rd year of a Geography and Creative Writing Double Major

Newspaper Experience

The Martlet

The Martlet, News Editor 1993-94

Responsible for:
story/source investigation, dummyming and some layout, story assignments, news story editing, introducing new writers to The Martlet and encouraging volunteers to stay with the Martlet.

The Martlet, layout person 1992-93

Responsible for:
general pasteup, head line and callout writing, corrections, proof reading and flat preparation.

Writer 1991-93.

Member of the Martlet Ombuddy Committee.



Paid Employment

Health Food Bar Worker, 1993-94

Responsible for:

customer service, working with cash, cooking daily menu items, general cleanup, and dealing with customer complaints and concerns.

Pollsitter 1993 UVSS Elections, 1993

Responsible for:
sitting at poll stations and familiarization with UVSS candidates.

Parks Canada, Summer 93

Responsible for:

data entry into the quick map system, invertebrate

& Sarah deLeeuw

Director on the MPS Board of Directors.
Organizer (with Ana Tores) of two Anti-Harassment Workshops.

Member, Martlet Finance and Operations Board (92-93)

Volunteer Co-editor: Jan. 6, 1993, Mar. 6, 1993 & Mar. 10, 1994.

Volunteer News Editor, 1992

Member, Women's Caucus

Canadian University Press

Delegate, WRCUP, Winnipeg, Fall 1993.

Delegate, WRCUP, Victoria, Spring 1992.

Delegate, WRCUP, Vancouver, Fall 1992.

Member, Hiring Committee, WRCUP, 1993.

Member, Finance Committee, WRCUP, 1993.

Member, Finance Committee, WRCUP, Spring & Fall 1992.

Member, Hiring Committee, WRCUP, Spring 1992.

Women's Rep, Harassment Grievance Committee, WRCUP Fall 1992.

research data gathering, riparian vegetation research data gathering, report writing, photography.

Min. of Forests, Contract Worker, 1992-93

Responsible for:

manage photographic department, filing and reorganizing slide system, putting together photographic/slide presentations and packages, and graphic work.

Tillicum Lodge, Prep cook, Bar Wait Staff, Summer 1992.

Volunteer Experience

United Steelworker of America, Local 9288, member.

Member of UVic's Women's Center Collective.

the Emily, contributor.

Amnesty International, University of Victoria.

Pro Choice Action Network member.

Member, New Democratic Party.

Volunteer Experience

United Steelworkers of America local 9288:
Victorian Labour Council Representative,
Editor, Periscope, newsletter, 1993,
Labour Management Committee,
Shop Steward, Communications,
Union Recording Secretary, Executive Committee,
Collective Agreement Negotiation & Review
Committee.

Clubs & Course Union Involvement:

Clubs Council Budget Committee, Political Clubs
Representative 1991-92,
Clubs Council Budget Committee, Social Issues Clubs
Representatives 1992-93,
LGBA steering committee,
Member of UVic Model UN Club New York
Conference delegation 1990-91,
Political Sci Course Union Women's Caucus, organizer
UVSS Amnesty International Club, founder and
president 1990-93,
Chilly Climate Committee, Student Rep, Political Sci
Dept 1992-93.

Related Scholarships

Finalist, Carosel Theatre Young B.C. Playwright
competition, Top 13.

Additional Training

Public Relations Training, Mar. 1994, UVSS.
Unlearning Racism Workshop, Jan. 17-20, 1994,
Facilitator-Celeste George, AWARE.
Effective Facilitation Workshop, Nov., 1993,
Faciliator-Prince Nallo, VIPIRG.
Unlearning Racism Workshop, Facilitator-Prince Nallo,
VIPIRG.
Leadership Training & Women in Unions Course,
Facilitator-Betty Stevens, Victoria Labour Council.
Women of Steel, Leadership Training, August 1993,
Facilitator-Sandy Pinter, USWA.
Women and the Law, NAWL Conference, Vancouver,
February, 1993.
Sexual Harassment Issues Training, CASSHEE
Conference on Sexual Harassment, Victoria, 1993.

SKILLS WE WANT TO BRING TO THE MARTLET

~COMPUTER SKILLS, familiarity with....

- Quark Xpress
- MicroSoft Word
- WordPerfect
- DOS
- MacIntosh Operating System 6.0 and above
- Adobe Illustrator
- MicroSoft Excell
- Photo Shop
- Telex, Internet and Web
- Adobe Type Manager
- ACCPAC Bedford
- Quik Map
- Global Positioning System
- Harvard Graphics
- Lotus 123
- Word for Windows

OFFICE SKILLS

- Typing 55 and 30 WPM
- Filing skills
- Bookkeeping
- Coffee making abilities
- Janitorial

NEWSPAPER SKILLS

- News writing
- Feature writing
- Arts Writing
- Editing
- Photography, developing, PMTing, and darkroom
skills
- layout
- drawing and graphics
- pasteup and layout
- dummying
- knowledge of CUP style and non-sexist language

Related Scholarships

BC Government Ministry Responsible For Culture
Scholarship for Writing, 1993.

BCGEU Scholarship for writing.

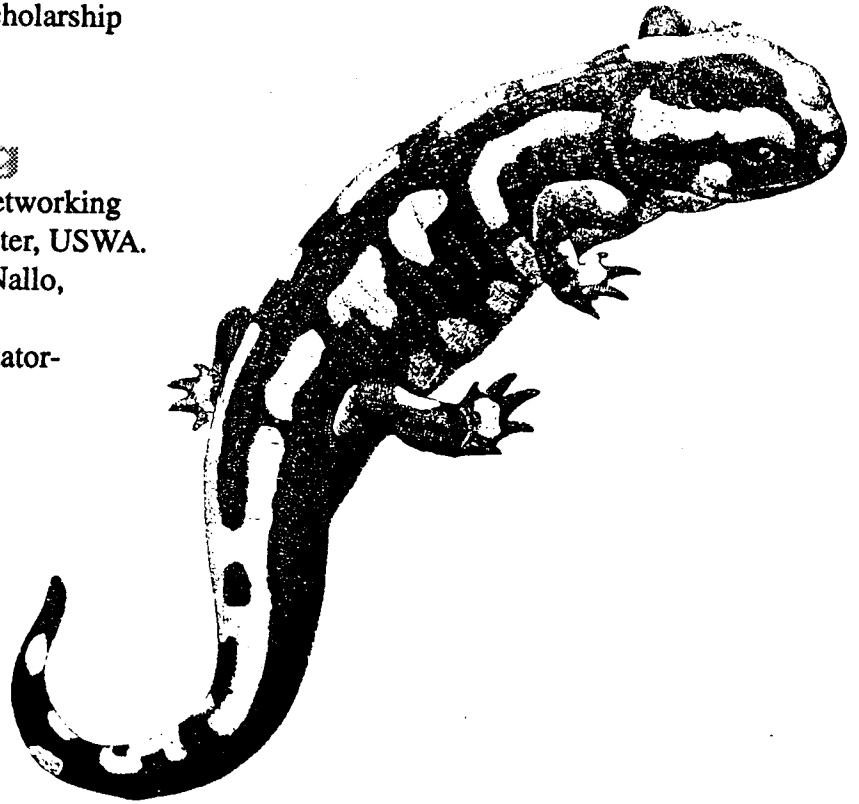
BC provincial scholarship, top 5 English Scholarship
Exam Score in B.C..

Additional Training

Women of Steel Conference, Women and networking
& stress management, Facilitator-Sandy Pinter, USWA.

Anti-Racism Workshop, Facilitator-Prince Nallo,
VIPIRG.

Equity Issues Harassment Workshop, Facilitator-
Sheila Devine, Equity Issues.



SKILLS CONTINUED

COLLECTIVE BUILDING

- commitment to office safety
- knowledge of creating safe space for queers, and women
- attendants at collective building seminars
- attendants at anti-racism workshops
- facilitation of various collective style meetings
- commitment to hearing a wide range of voices

OTHER

- knowledge of Martlet constitution, policies, and practices
- understanding of UVSS politics
- understanding of budgeting processes
- Robert's Rules of order
- we know how to use the waxer
- we can pull the curtains
- we want to flip the hard drives of the Mac's the right

way round

-we like the feeling of feathers between our legs (oh, poor Martlet bird!)

we've known each other since grade 9, lived together a few times and therefore know every crazy little thing about each other already (no surprise characteristics to drive each other nuts around December!)

~we share a common vision of the Martlet as a safe place for all types of people to experience the joy of student journalism

~we are both dedicated to struggling for Martlet autonomy through ensuring a good working agreement with the UVSS, continuing research into autonomy, beginning an autonomy campaign and keeping ghost books.

~our skills are complementary

~we will sit down each week with our production coordinator to promote a healthy, critical office environment

To Whom It May Concern.

Over the past eight months, I have had the pleasure of working with Theresa Newhouse in our capacity as co-editors of *the Emily*. During this time, I have learned a great deal from Theresa's understanding of both newspaper production and people.

The position of *Emily* co-editor is somewhat unique in that one is responsible for all aspects of newspaper production. Essentially, a co-editor must take the newspaper from concept to completion. Doing so involves building a knowledgeable staff, organizing a schedule and a budget, as well as writing for and producing the newspaper.

An important facet of the *Emily* co-editor's duties is to recruit a volunteer staff. Theresa has been instrumental in soliciting volunteers, and has instigated and executed a series of training workshops. In these seminars, when training both the volunteers and myself, Theresa has demonstrated a willingness to share her 'knowledge power', and the ability to do so effectively. These workshops have served to create a capable and cohesive newspaper staff.

As an editor of *the Emily*, Theresa has been responsible for organizing the business of the newspaper. In doing so, she has effectively devised a schedule and a budget to allow for the production of an extra issue of *the Emily* this year. This has reversed the trend which was seeing a decreasing number of issues coming out each year.

Another task which Theresa has undertaken has been the creation of a coherent filing and records system for the *Emily*. This has facilitated the organization of the newspaper staff this year and will be a valuable resource for future editors.

During the production of the *Emily*, Theresa does everything from developing photos and designing covers to editing articles and instructing volunteers. In spite of the chaos of these times, Theresa remains organized and calm. She responds to questions diplomatically and offers direction without being obtrusive. The skills Theresa exhibits in her interaction with volunteers shows an understanding of the collective process so fundamental to the *Emily*. She has upheld the collective spirit of our paper with uncompromising dedication.

In my opinion, Theresa would be an asset to *The Martlet*. She would bring the newspaper her talent for newspaper production, knowledge of collective and formal structures in a work environment, and her dedication to creating a safe and open space for a variety of people.

Sincerely,



Carolynn Van de Vyvere (*Emily* Co-editor)