



ADVANCE-MONTICELLONIAN



Saluting **HER** 2022 EDITION

A woman; our first role model

By Ashley Hogg

Think back, who was your very first role model? Chances are it was a woman. Many of us are lucky to have a strong female figure early in life that we can draw from and look up to. A mother, grandmother or cool aunt that cares for us from birth and guides us gently through the world. Maybe your first role model wasn't a family member, maybe it was a teacher. Everyone remembers their first teacher and some of the early lessons they taught you. Teachers are mistakenly called "mom" by younger children every day. This is no coincidence. Teachers serve not only our educational needs but so many times, our emotional

and psychological needs. Most often these early childhood teachers are female. Regardless of biological relation, women are definite shapers of how each of us turn out. I am one of the lucky ones. I have a great mom, awesome aunts and I was blessed with wonderful grandmothers. All different and unique in their own way, they all taught me and affected my upbringing. As I grew older and became a mother myself, I realized that my daughter had wonderful grandmothers and awesome aunts just like I did. The phrase "it takes a village" is ever so prevalent during the child rearing years. The village exists to help the woman when she is questioning her sanity

and parental skills. If you don't have a village, stop what you are doing and find a girl tribe now. When it comes to my professional life, I have been very fortunate to learn from women of all ages, backgrounds and knowledge bases. This is where I learned how important it is to never judge a book by the cover. Women are capable of mighty feats no matter their education level, marital status or ethnicity. Women are fixers and problem solvers. Women are warriors. Why, because they have had to be. We have to stick together. We have to look out for one another. We must encourage, uplift and be a helping hand. Be the woman the fixes another woman's crown.



Saluting HER



Redefining southern healthcare



Ashley Hogg/Advance Monticellonian

Dr. Katey Carmical poses in one of the new exam rooms of Monticello's newest healthcare facility, Woodside Medical, located at 940 Old Warren Rd.

BY: ASHLEY HOGG

Dr. Katey Carmical is proud to be seeing patients in Drew County's newest physician's office, Woodside Medical, located at 940 Old Warren Rd.

Along with her husband and partner, Dr. Jim Carmical, Katey has spent the last few years in Monticello starting a family, building a medical practice and caring for the community.

A native of Missouri, Katey knows what it is like to be from a small town in rural America.

"I am originally from DeSoto, a town of about 6,000 where my grandfather was the police chief and my dad was the principal," Katey said. "I grew up on a farm and gender did not play much of a role. What mattered was that we knew how to work and how to make any job fun. Growing up in rural America heavily influenced my success. I didn't get lost in the masses. I had true relationships, accountability and support. I always knew I wanted

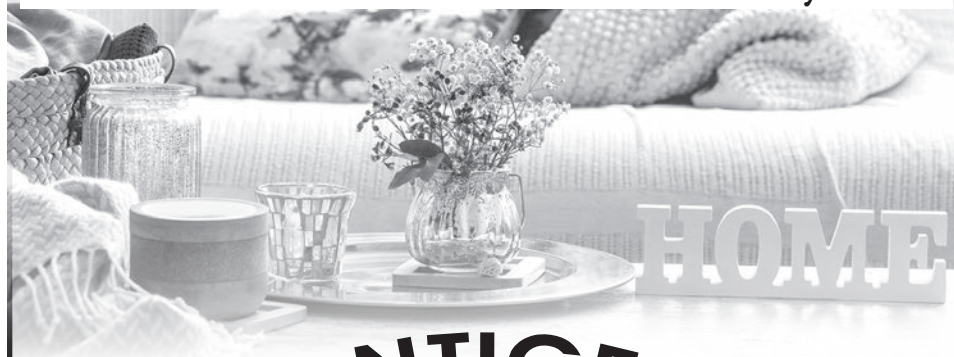
to practice medicine in a small town because I wanted to have a family as well."

For Medical School, Katey attended the University of Missouri at Kansas City, followed by her residency in Texas at John Peter Smith Hospital. Education was always a priority of Katey's and she thanks her high school science teacher for helping her believe that she could tackle medical school.

"Medicine is certainly dominated by men," Katey noted. "Luckily, I was supported enough in my life to never have any thought of being limited by my gender. It did not even occur to me. Maybe it was being competitive with my older brother and trying to be better at anything he could do, but I never considered it as an issue. I believe that medicine is dominated by men primarily because a lot of people consider medicine to be a person's life rather than their job. That makes it intimidating for women who frequently want

See **CARMICAL** Page 4

The most important part of a home is the people inside it. Here's to the amazing women who make a house a home in this community.



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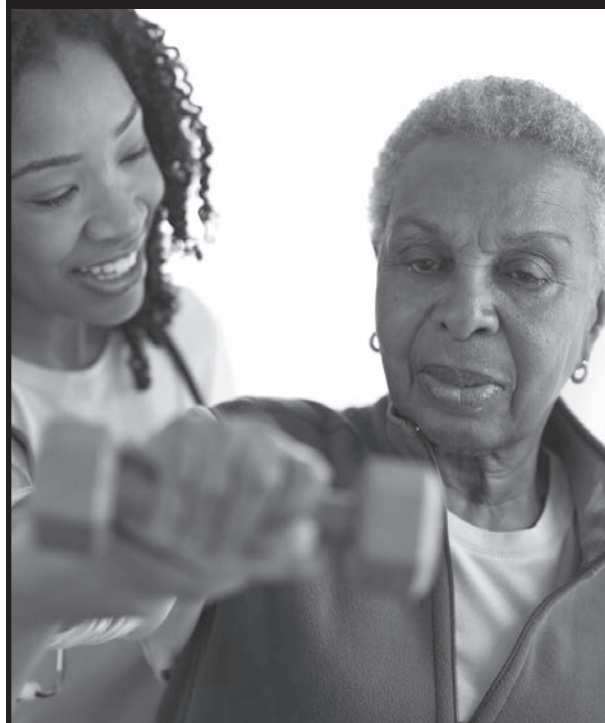
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CARMICAL

Continued from Page 3

other things. Working 80 hours a week in residency typically takes over a physician’s early 30’s, and typically that is when families are growing. I think this is why a lot of women shy away from it. The magic of the human body is amazing and keeps life from ever being boring. I love getting to help people on such a personal level.”

When speaking about her accomplishments, Katey is proud to have served as House Staff President of the No. 1 hospital in the country throughout her residency, but her greatest feeling of accomplishment comes when she can help fix people.

“Nothing fills me with as much pride,” Katey added. “That may be the competitor in me, but I feel great beating the illness. When people come in my office feeling nervous and they leave feeling better, that is a feeling I love. In my personal life, my greatest accomplishment is probably the spouse that I chose. It is so important to choose a partner wisely. Be with someone that supports you and see your goals and wants to help you attain them. Jim is very



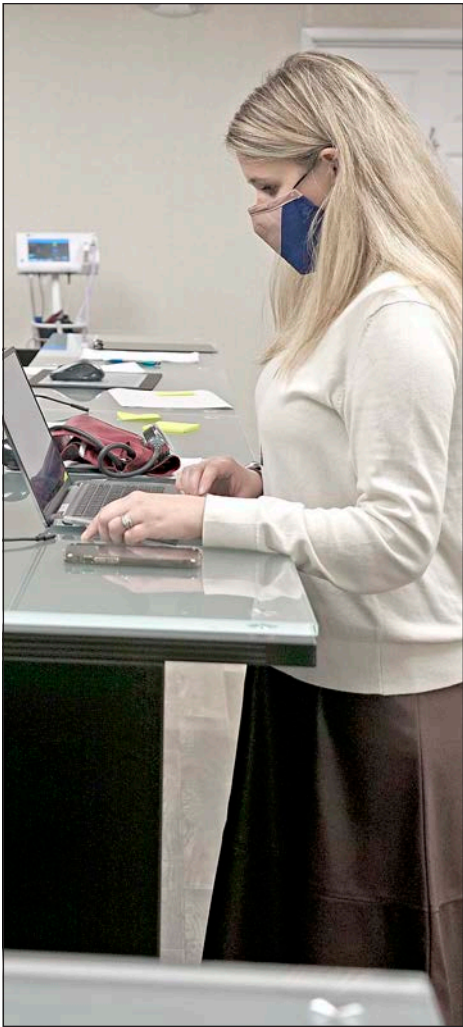
Ashley Hogg/Advance Monticellonian

Above, the female staff is ready to help you with your medical needs, from start to finish. To the right, Dr. Carmical reviews charts on her laptop at the centralized workstation at Woodside.

supportive as a father and husband and he helps me be the best version of myself. With his help, I can have my afternoons with my kids while he runs the clinic. I feel like I can truly “have it all”. I was given the courage

to plan a new clinic while pregnant and start a new clinic while caring for a newborn. With the babies and COVID, it made for an interesting time, but I never had any doubt, and

See **CARMICAL** Page 5



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CARMICAL

Continued from Page 4

that was likely due to faith and Jim.”

Studying medicine presented some trying moments for Katey, but she says she always knew what she was working towards.

“As a young woman, it was tough”, Katey said. “A lot of girls my age were getting married, and I wasn’t even sure where I would be the next few years for residency. I remember one of my friend’s moms telling me I needed to “stop focusing on my career and find a husband before all the good ones were gone”. Or being teased because I was the only cousin who had never brought a significant other home. While these things were irritating, I knew what I was working for and waiting for. Professionally, I still feel like I’m finding the work life balance. I love being a mom and playing with my kids. But I also love my job and I’m very detail oriented. It’s certainly a fine balance.”

Under Katey’s direction, Woodside Medical is planning community events for the spring. Her hope is to be impactful working with students who want to become physicians.

“I think I have worked with a lot

of women on living healthier lives, but I really hope that is just the beginning of improving health in Southeast Arkansas,” Katey noted. “I’m really hoping that eventually people look forward to coming into our clinic because they know their lives will be happier and healthier, mentally and physically. I encourage patients to take advantage of their wellness visits and come see us before illnesses get out of control.”

Katey and the entire team at Woodside Medical understand that time is valuable, and they strive for minimal wait time for each patient. The office opens at 7 a.m. on weekdays and is open from 8 a.m. to noon on Saturdays to help accommodate the work schedule.

When speaking to the up-and-coming young women, Katey has plenty of advice to give.

“Don’t let anyone outwork you,” Katey stated. “Always make it fun. Be open minded to change and opportunities. Take your shot. This is your one life to live, live it to the fullest. Roll with it, take advantage of it and at the end of the day, you never have to wonder, what if.”



Courtesy photo

Work-life balance is important to Dr. Carmical. In addition to logging hours at the clinic, she takes joy in spending lots of time with her two children.

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Find your Oasis in Monticello

By: Ashley Hogg

A relaxing day at the spa is something a lot of women dream of. That dream can come true right here in Drew County at Oasis Salon and Spa.

Rhonda Ellis opened Oasis in January 2018. The salon is located at 1154 Hwy 425 S and offers services from basic haircuts, massage therapy and micro-dermabrasion to full body waxing and Brazilian butt lift treatments. All your beautification needs can be met in one place, and you don't have to travel out of town.

"We want to provide a relaxing experience for all of our customers," Ellis said. "We offer full body waxing, eye lash extensions, body contouring and so much more."

To offer this wide array of services, ample space is required. In the Spring of 2022, Oasis will be moving to 791 US Hwy 278 W, the old River restaurant building.

"With this space, we will be able to offer full manicures and pedicures, more stylist booths and a larger space for events and parties," Ellis noted. "We also plan to build a Himalayan Salt room at the new location. This room

will be great for people with ailments such as COPD and Eczema but is also very good for the skin and for general relaxation."

Directly before the world halted with the onset of Coronavirus, Oasis had prepared to host "Rockstar" and "Princess" parties for young girls.

"We had this idea for birthday parties and before we could really advertise them, Covid shut everything down," Ellis stated. "We are trying to let people know that we do have the ability to host a party for their little princess and we orchestrate the entire process. We customize packages to fit the customers wishes and all the parents have to do is provide cake and ice cream at the end."

The new location will provide additional space for events and Oasis plans to host weddings, baby showers and ministry services.


In November 2020, Ellis suffered a heart attack resulting in lasting damage to her heart and forcing her to take a break from behind the chair. While recovering, two severe storms that swept through Drew County, damaged separate sides of the salon, causing the team

See **OASIS** Page 7




Ashley Hogg/Advance Monticellonian

Maddie Bolland, Stylist and Rhonda Ellis, Owner are seen in front of the current Oasis Salon and Spa facility.



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OASIS

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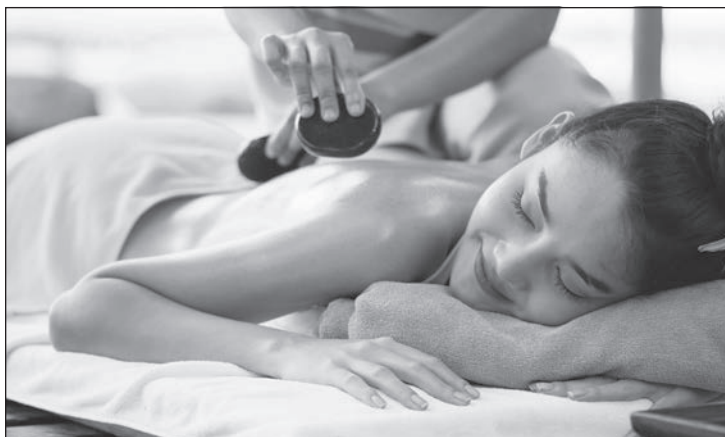
to have to make some tough choices.

“I just prayed for God to guide me,” Ellis said. “I didn’t know what to do or how to pray so I asked God to show me how I needed to pray. He has been so faithful. We had to make the deci-

ant to her, Ellis says the thing she is most proud of would be her children and grandchildren. Upon entering Oasis, you will find the walls adorned with large photos of the Ellis grandchildren having fun on the Oasis property.

“Between my husband and I, we have seven children and seven grandchildren,” Ellis said. “I am so proud of each of them. They are successful, they love the Lord, and they are just good people. They are scattered around the southern U.S., and we spend a lot of our week-ends traveling to see each of them. I love the career path I chose but I tell young ladies all the time to never miss an opportunity to make a memory with the ones you love.”

For a full list of services offered at Oasis Salon, check out their Facebook page, Oasis Monticello. To customize a party package, call Rhonda at 870-820-5468.



Special to The Advance

Oasis Salon and Spa offers a wide variety of services from A-Z, including massages, an example of which is shown above.

sion to find a different location and renting wasn’t really an option for me. We found the place on 278 and we are excited to open there this year.”

Though her business is very import-



Ashley Hogg/Advance Monticellonian



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Maintaining health despite Covid

By: ASHLEY HOGG

As we see yet another surge of Coronavirus cases, so much of our time gets devoted to ensuring that we, or our immediate circle, do not become ill. While this is a task that women have held historically, even in times of no global pandemic, the onset of a new virus can take its toll and general wellness takes a back seat.

Jamie West, APRN, a local family nurse practitioner at Reinhart Family Healthcare, urges people, specifically busy women, to not neglect their wellness visits because of Covid.

“It is so important to have your annual wellness visit,” West stated. “Our office is taking every precaution we can to keep our patients safe and healthy. We are seeing a lot of Covid patients right now, but we want to make sure we have time to see everyone so that mammograms, colonoscopies and routine tests like those do not get missed. So much can be done to treat cancers and things of that nature if they are caught early enough.”

As a healthcare professional and mother of two, West is no stranger to the mental and physical exhaustion that comes with juggling everyday life and fight-



Ashley Hogg/Advance Monticellonian

Jamie West, APRN, takes time out to remind people that amid the ongoing pandemic, it is important to remember your general wellness.

ing to stay healthy.

“I know everyone is tired,” West added. “It is all being managed and if we work together, we can handle this.”

A graduate of Crossett High School, Jamie knew she wanted to continue her education and become a nurse. She chose the University of Arkansas at Monticello to study to become a Registered Nurse and after five years of working in the Ashley County Medical Center Emergency Room, she attended Harding College where she earned her Family Nurse Practitioner License.

“My family motivated me to further my education,” West added. “I wanted to be able to have a flexible schedule while raising our children. Our daughters are six and one and I want to have a good attitude when I get home to be able to be the best mom I can be for them.”

Among young female professionals in today’s society, the term “mom guilt” is used on a regular basis. Finding balance between home life and work life is an uphill battle every day. To maintain a certain quality of life in 2022, it requires two incomes per household more times than not. Young mothers often deal with a certain level of “mom guilt” while trying to provide every opportunity for their children and be there for every single event. Juggling home and work has been a famous female struggle for generations. Dealing with Covid only adds to the frustration.

“We do hear the term “self-care” a lot,” West said. “I like to read at night and take hot baths to decompress. My husband is very supportive and wrangles the kids while I get some me time.”

Jamie encourages everyone to take vitamins, drink water and get plenty of time outside.

“We have to live life and roll with the punches as they come,” West noted. “Use your instincts and make the best decisions for you and your family.”



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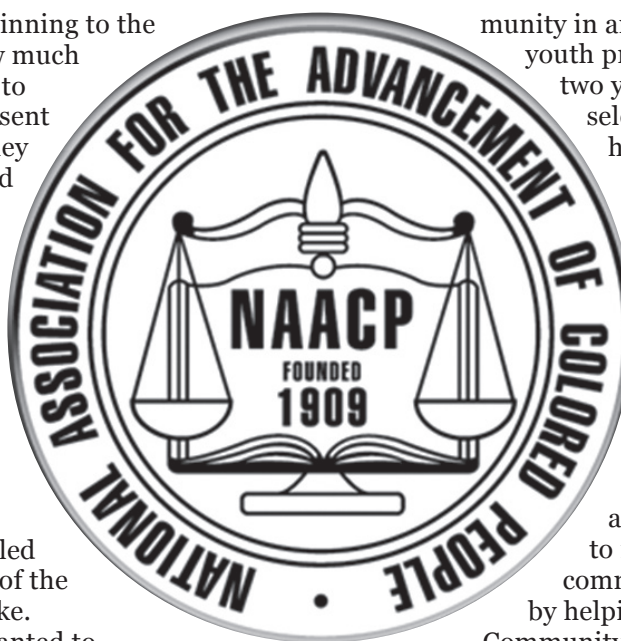
By: MELISSA ORRELL
editor@monticellonews.net

In 2019 I covered my first year of Martin Luther King Jr. events in Drew County. To say I was impressed with the quantity and quality of events would be an understatement. But what really grabbed my attention in the midst of the dinners, singings, parades, breakfasts, etc., beyond the obviously impressive community engagement and participation was the leadership of the youth. I had no idea that in our community was the gem of a program that not only encouraged and fostered our youth but gave them ownership and leadership roles in the planning and execution of the events. The elegance and clarity in the speeches these young teens gave, as well as, the presence they commanded with their knowledge and how they carried themselves blew me away. The following year was the same. The youth program was present and active and I knew that I wanted to highlight the youth the following year.

I wanted to try and follow the kids

from the beginning to the end. See how much they worked to plan and present the events they were involved in. However, that March, COVID hit and the following year had a drastically shortened schedule, as did 2022, with many events canceled in the midst of the Omicron spike.

I knew I wanted to highlight some younger women for our Saluting Her tabloid this year, so I decided what better than to highlight a couple of the youth in the program? Not the program, I would still love to write more about that, but about the young women in the program and what they do for our com-



munity in and out of the youth program. The two young women selected both have lifelong ties to the Monticello community, they were both born and raised here, and they both see the importance of community and working to make your community better by helping those in it.

Community service is important to both Meygan Bivens and Kamauri Trotter, who is also the president of the Drew County NAACP youth program. Both girls strive to support and help their community by serving in many of the same clubs that focus on community service.

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Monticello and Drew County are the people that are in it. I hope you enjoy reading about two of young women in our community who are striving to make a difference.

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Meygen Bivens strives to give back to her community

By: **MELISSA ORRELL**
 editor@monticellonews.net

Helping out her community, hanging out with friends and padding college applications all led Meygan Bivens, 17, a Junior at Monticello High School, to where she is today, an active participant in the Renaissance Club, Beta Club, National Honor Society, French Club, playing softball and the NAACP Branch #6042 Youth Organization.

"...it will look good on my college application when I do apply for colleges and I just always want to stay involved in different things," Bivens said of all her activities. "Also, I just enjoy hanging out with my friends and my other classmates."

Hanging out with friends and classmates has proven difficult for many American teens since SARS-CoV-2, the virus that causes COVID-19, hit American shores in March, 2020. The virus has impacted every aspect of life, Bivens, along with the NAACP Youth Program went Christmas Caroling this year to try and brighten the day of others during these trying times.

"It has been a rough year," said Bivens about the COVID pandemic and the youth program going caroling. "Some of the people we went to go see have lost their loved ones. On top of that COVID has had a huge impact on everyone so we wanted to put a smile on their faces and cheer them up."

Community is important to Bivens and helping those in her community, by offering a happy moment in the monotony of the pandemic was one way she chose to give back.

"I feel community is important because when it comes to many different situations, I feel we should come together and understand one another," Bivens said when explaining why community was important to her.

"I really do (like helping people out) because it puts a smile on their faces, especially when we did the caroling," she said. "I saw a lot of smiles because we came out and made their day."

"We had one person just cry and filmed us caroling," she stated, "that was really important."

But joining the NAACP youth program wasn't just about helping the community outside the group, for Bivens it was also about wanting to be apart of the NAACP community.

"There are not a lot of African American youth students or kids that join (the youth program) so I wanted to be a part of that and help out the community," said Bivens. "Show that we all can come together as African American kids and, you know, just come together."

Along with caroling, Bivens said the youth program also raises money for community service projects, such as gift bags with food during the caroling event, that they do by hosting a swim party in the summer and before COVID, the youth program sponsored an alumni basketball matchup between the Pirates' and the Billies' alumni, it was postponed due to the Omicron spike.

However, the NAACP platform Bivens uses to serve her community, as a member of the Monticello High School Renaissance Club, Bivens helped with freshman orientation before the beginning of the school year.

"Before school started we did the freshman orientation," Bivens said, "we walked the freshman around the high school and showed them all the different classes and how MHS works."

Being in a leader position, like in the Renaissance club, has helped the naturally shy Bivens to come out of her shell and to step up as a leader.

"I would say it teaches me a lot because it is very hard for me to be a leader," said Bivens. "I know, especially in



All photos are courtesy photos



softball, I am just very shy but knowing that helping those freshmen out... just helping people in general at my school, I know they are able to come to me if they need any help."

Further proving the importance of serving her community, Bivens is also

active in the Beta club and participated in the Vera Lloyd Turkey Trot, with proceeds benefiting the Vera Lloyd Presbyterian Family Services, and Run, Run Rudolph, with proceeds benefiting The

See **BIVENS** Page 12

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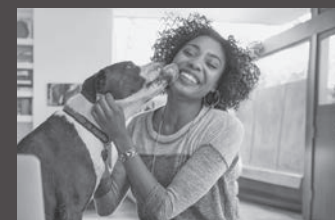
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Kamauri Trotter loves helping people; unifying youth

By > MELISSA ORRELL
editor@monticellonews.net

While COVID-19 has at times put a screeching halt to many events and activities, Kamauri Trotter, a 16 year-old Junior at Monticello High School, has not let that stop her from pursuing the things she loves, like serving her community.

From the Beta Club, to the National Honor Society, French Club, band, madrigals, the student council and serving as the Drew County NAACP Youth program president, Trotter has done her best to continue to participate, lead, and offer a helping hand whenever given the chance.

In 2019, before the pandemic, Trotter added the NAACP youth program to her already long list of activities and clubs.

"When I first joined it was because of the MLK brunch," Trotter explained. "I just saw how everyone came together and it brought the community together. That is the kind of stuff I like to see and do, so that is what made me join the same day."

Trotter explained the youth pro-

gram was more than just planning and participating in the MLK events.

"We get the youth together and keep the people from doing stuff that will get them in trouble," said Trotter. "It brings us all together. Just to keep everyone unified out of the youth in the community."

The program also gives the youth experience speaking at events and putting topics in their own words to convey their message to a crowd. According to Trotter, the president is usually the one to speak at events, like she did at the 2021 virtual event.

"You are given a topic and you put it in your own words," she said. "You don't want to sound like you don't know what you are talking about, even if it just comes off the top of your head, you just stick with your topic and just say it. Talk how you talk, but our advisors do help us if we need help."

While Trotter's welcome was written out for her, many of the events she speaks at are not.

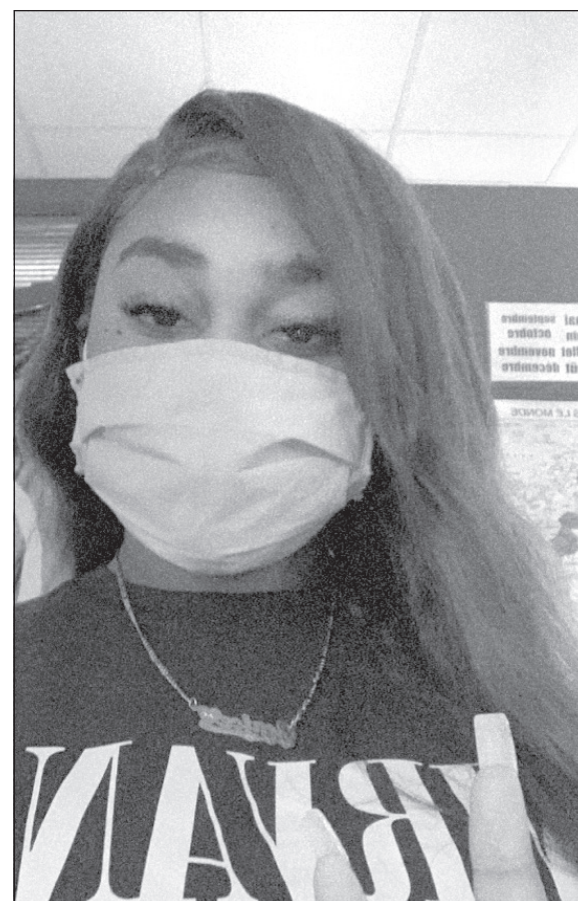
"Last year I just did the welcome," said Trotter. "It was already written up for me. There have been events where I have to come up with my

own stuff to speak about. You just pick a topic and you are just you when you speak."

While Trotter has done her share of public speaking, the community activities the youth participate in are one of the aspects that drive the program. The youth had planned an Alumni basketball show down between the Drew Central Pirates and the Monticello Billies alumni, but the event was canceled due to the Omicron wave of the virus. The focus of the youth's events are bringing the community together. The youth also went caroling during Christmas, although Trotter had to miss that event because she could not get off work.

Trotter described herself as bossy growing up but said that she has always enjoyed leading and helping people.

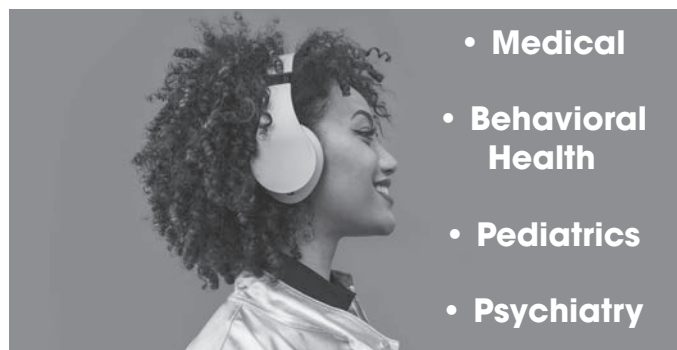
"I just like to help people a lot," Trotter said. "And lead people and being the president (of the youth program), you just get to help people a lot. I like to help people with stuff they are struggling with or anything in general. I feel like taking on that



See **TROTTER** Page 13

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BIVENS

Continued from Page 10

CALL of Southeast Arkansas.

The love of softball also runs through Bivens veins, with her ball career beginning at three years old playing baseball with the boys in the Jordan Park league, where she played until she was 10. At 10, Bivens decided she wanted to play with the girls and switched to softball, where she says she was a much better player.

“I played with Jordan Park and played on the All Star team a couple times,” Bivens says of her experience of playing with the boys, “and like I told my dad; I said, ‘I am tired of playing with boys, can I go with girls,’ and that is where I have been. To be honest when I played baseball I was very terrible, like I couldn’t hit. The only thing that was good was I was pretty fast but when I got to softball it was a piece of cake.”

Unfortunately, Bivens’ high school play has been interrupted due to COVID.

“My freshman year got cut short,” she stated. “I started off really good, then my sophomore year, not quite as good. Hopefully my junior year, we start Feb. 28, so hopefully I have a great season.”

Softball and activities haven’t been the only thing interrupted or made difficult



by COVID. Many normal everyday issues have also reared their ugly head for Bivens, who found online school work challenging and who has missed many experiences we remember as teens.

“I haven’t been able to experience much,” she said, while expressing the new routine of staying inside and trying to stay safe. “It has affected me with softball, school,” she said when talking about being a teen in today’s world with COVID. “It was really a struggle to do virtual work. I am pretty sure that was hard for everyone instead of getting the actual lecture. It has been a bad two years.”

But the clubs, the activities, the

softball, that has all helped Bivens keep some sense of normal.

“I feel like that (the clubs) has helped,” she said of the clubs and activities giving some bit of normality to an otherwise different world. “With COVID, I feel like we aren’t going to get back to a normal school year or anything like that.”

COVID hasn’t stopped Bivens from thinking about the future or what she plans to do after high school and beyond.

“I plan to go to college and get my (Bachelor’s of Science in Nursing) and I want to become a pediatric nurse,” Bivens said of her future plans. “I love kids and I just feel like I want to help people.



That is always what I wanted to do when it came to an occupation. I have always wanted to be a physical therapist or an athletic trainer or nurse. I just went on and decided to be a nurse.”

Leaving for college isn’t so far away and Bivens want to leave a memory of herself when she does leave the Monticello community.

“When I leave for college, I want people to understand how I helped out my community in a positive way and not a negative way,” Bivens said. “That is why I feel (service to the community) is very important.”

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TROTTER

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role, it just helps you get yourself out there and let people know if there is anything wrong, you can talk to me. Letting people see your actual character and putting your image out there.”

And Trotter puts herself out there a lot. She has been singing in her local church for “as long as I knew I could sing” while playing the clarinet in the Monticello High School Billie band and singing as a madrigals for Monticello Schools since 7th grade.

“I have done it enough now,” she said. “I still get nervous sometimes but I am not as nervous.”

Unfortunately, like many things in today’s world, church activities have been dampened by the COVID pandemic.

“There are quite a few of us in the youth (at Holmes Presbyterian Church),” said Trotter. “We helped with the activities (the church) used to do and they encouraged us to invite other people to bible study, but we haven’t been having that since COVID started, but before COVID we used to do a lot of the stuff for the activities.”

For Beta Club and the National Honor Society, which she was inducted to in Junior High and then again last



spring semester during High School, Trotter also served her community by helping with Vera Lloyd Presbyterian Family Services’ Turkey Trot and The CALL of Southeast Arkansas’ Run, Run Rudolph, as well as helping other students through tutoring. She has even helped to clean doctor’s offices during the pandemic.

“I was scared,” she said. “You have to keep your mask on the whole time you are working and it is just not easy.”

Serving as the class representative for Student Council is another way Trotter has found to actively participate in and serve her community.

“Helping in school and getting myself out there and letting people know who I am is very important to me because I feel like you should always want to stand out apart from everyone else,” said Trotter. “I am the type of person that I want to stand out from everyone else. Being on there and getting my image out and letting people know who I am is very important to me. It helps when you start applying to schools and for scholarships it helps with that too.”

As representative, Trotter serves her class by keeping them informed of the what goes on in the student council meetings.

Being surrounded by leaders as she grew up made Trotter want to be a leader. One of her role models and biggest inspirations was her maternal grandmother, Genise Jones, who she gets her middle name from. When asked who her biggest role model was, she did not hesitate.

“Before my grandma passed, it was her, she was everything that I aspired to be,” Trotter said of her grandmother who passed away in 2017. “She was successful, she was a family person. Everything that she did, I just loved. It was just really inspiring how she took care of her kids and her career. She

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The evolution of women's employment

SPECIAL TO THE ADVANCE

Women have made great strides in various industries over the last several decades. Despite those strides, women still face many obstacles in the professional arena, including the gender pay gap. Business Insider reports that the median full-time, year-round female worker made just 81.6 cents for every dollar her male counterpart made in 2018. Furthermore, the salary resource PayScale indicates research shows that the uncontrolled gender pay gap has decreased by just \$0.07 since 2015.

Though the pay gap must be addressed, women have made strides unrelated to compensation. For example, a report from the U.S. Department of Labor released in January 2020

indicated that 95 percent of the net jobs added in December 2019 went to women. At the same time, women held just over half of all payroll jobs in America for only the second time in the country's history. The first period was during the Great Recession, when layoffs predominantly affected male workers.

According to NPR, the growing number of women on payroll could reflect a long-running evolution away from male-dominated industries toward the service side of employment, where women seemingly have an advantage. However, this may not be the only reason why women had been slowly edging out men prior to COVID-19.

The popular social media network and career resource LinkedIn analyzed more than 20,000 job applications on the job-hunting site MoveMeon back in 2016. Some trends emerged during that analysis. Women were more likely to be invited for an interview after applying

to a job, but they were also performing better at those interviews. Data indicated each application made by a woman was 35 percent more likely to result in a female hire compared to a man. Furthermore, women viewed 20 percent fewer jobs than men and were still finding success getting hired. The research indicated men were competing more for jobs but being hired less often.

An area where men still excel regards getting recruiters to open their social media/job-hunting profiles. In 2019, LinkedIn indicated recruit-

ers were 13 percent less likely to click on a woman's profile on the site when she showed up in a search, and 3 percent less likely to send a woman an InMail after

viewing her profile. To combat this bias, more companies in the future may implement hiring that removes key identifiers like names and photos from candidates' applications to judge applicants solely on their merits.

Despite the advances women have made in the professional arena, the United States Department of Labor indicates that females accounted for the overwhelming majority of all job losses in December 2020 due to the pandemic's ongoing effect on the economy. The National Women's Law Center says that, since February 2020, women have lost a net 5.4 million jobs due to the economic fallout from the pandemic.

Further analysis of women's mark on the employment sector may be skewed until the economy recovers from the pandemic. But while the pay gap needs to be addressed, women have made great strides in other areas.



TROTTER

Continued from Page 13

was a secretary at a law firm and she graduated from UAM before moving to California. I don't know, I can't explain it, I looked up to her because she was like, she was doing all the good stuff that I want to do."

Before settling on wanting to become a criminal psychologist, Trotter said she wanted to be a lawyer, and her grandmother working at a law firm was a big reason why.

"I just knew that is what I want to do and who I want to be like," she said of her grandmother.

Trotter plans on attending a Historically Black College or University and majoring in Criminal Psychology.

"I love learning more about my culture and being around black people," said Trotter about wanting to attend a HBCU. "I just feel like I would fit in (at an HBCU) and learn more about my culture."

As far as sororities, Trotter says she wants to be a Delta.

"I love the Delta's because they are all about community service and stuff like that. If I was able to join (a sorority) it would be that one."

Trotter says she wants to major in Criminal Psychology because she wants to understand the motivation behind people's actions.

"I like seeing what motivated people to do the things they did," she explained. "I feel like not all people are just criminals. Some people are actually mentally ill or mentally unstable. I just feel like that is the kind of thing I want to see. I don't know how to explain it. I love true crime and the ID channel and stuff like that. I'm the type of person like, 'why did you do that. What made you do that. That didn't make any sense.'"

Beyond looking to the future, Trotter talked about the way COVID has affected her and other teens and kids in the community.

"When COVID first came it was my

freshman year of high school, in my second semester, so I didn't have a second semester," Trotter explained. "My 10th grade year, it was virtual. Now it is like they are just trying to get us to go back to how it was at first but it's harder for the Junior class because we have never had a regular high school year. It has been kind of hard to adapt to that and to get used to it."

"We are kind of still fresh from Middle School because we haven't had a regular year of schooling," she explained. "It's all really weird. This year, I have been in band all these years, but it's the first year I have ever been in a parade or something like that. My first year ever going to concert assessment because COVID took all of that away."


Not only did COVID take all those normal high school experiences away and postpone them, COVID also added more challenges with virtual learning.

"I am not made out to be virtual because I will procrastinate and it will never be done, so. You keep saying you'll make time for it but you never make time for it, so, it is best for me to just go to school," she said. "Even the first year, we didn't even have virtual. We had the AMI packets. Last year on Fridays everyone was virtual. But I would do my work on Thursdays so I wouldn't have to do it on Fridays."

For Trotter, COVID has so far taken away the high school experience that all of us before the pandemic had. "You can't just go and do stuff the way you could with COVID. There were a lot of missed opportunities when COVID came around."

One thing COVID couldn't take, was community and for Trotter, it really is all about community.

"I just like to see people get along," she said. "I don't like to see all the violence and seeing people lead themselves down a wrong path at an early age. I feel like the more we stick together, the more people can see how important it is for us all to be unified. I just like to see everyone come together and do good things."




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How women can get a better night's sleep

SPECIAL TO THE ADVANCE

A good night's sleep is vital to a person's overall health. According to the United States Department of Health and Human Services, people who get enough sleep get sick less often, are more able to maintain a healthy weight and are at lower risk for serious health problems, including heart disease and diabetes. But many adults are not getting enough quality sleep, and one group in particular may be especially likely to have sleep problems.

A 2006 study published in the journal *Current Opinion in Pulmonary Medicine* found that women have more sleep-related complaints than men. The study suggested gender differences, including menstrual cycles, pregnancy and menopause, may underlie the observed differences in risk of sleep disorders.

Women cannot control the biological factors that may make them more vulnerable to sleep issues. However, they are not helpless when it comes to their efforts to get adequate rest.

- Create a better sleep environment.



The National Sleep Foundation notes that the optimal bedroom temperature is between 60 and 67 degrees Fahrenheit. Maintaining a cool sleeping environment is even more important for women than men due to the increases in core body temperature during menstruation. A cool environment is more conducive to better sleep and can help women stay cool even when their body temperatures

rise due to menstruation.

- Bathe before bedtime. A warm bath or shower prior to bedtime can lead to a decrease in body temperature, which the NSF notes can spark feelings of sleepiness. This can help with sleep onset when coupled with a cool bedroom temperature.

- Establish a bedtime routine. The DHHS notes that establishing and stick-

ing to a bedtime routine, including going to bed at the same time each night, can help women overcome their sleep issues. Over time, the body will readjust and grow accustomed to going to bed at this time, increasing the likelihood of falling asleep. Stick to this routine throughout the week, including on weekends.

- Avoid certain substances close to bedtime. The NSF advises against consuming caffeine, alcohol and nicotine close to bedtime. Each of these substances can compromise a woman's ability to fall asleep or stay asleep. For example, the Cleveland Clinic notes that while alcohol before bed may help people feel sleepy, that sedative effect wears off as the alcohol begins to metabolize. That process prevents the body from entering the stages of deep sleep, leading to more frequent sleep interruptions throughout the night.

Women who are having trouble sleeping can try various strategies to overcome their issues. Women with chronic sleeping problems can consult their physicians about additional ways to get better, more consistent sleep.

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