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Snowball

“These pictures was taken in Spitzberg , by a very cold winter, the white grouse is coming to me and look like a snowball with eyes.”

Jacques Poulard (French)

APPLY NOW: Women In Film (WIF) Fellowship Programs

In an industry where diverse voices have historically been sidelined, [Women in Film](#) (WIF) is reshaping the narrative, championing diversity, and breaking down barriers to create a more inclusive production culture.



WIF works tirelessly to advance the careers of women, nonbinary, and trans people, providing them with [Fellowships](#), access to the [Emerging Careers Program](#), networking, and a myriad of platforms to share their stories. As the film industry evolves, WIF is also at the forefront, holding companies accountable by encouraging the adoption of equitable best practices and policies through results-driven campaigns and research.

About WIF Fellowships

Not only is WIF an advocate for gender equality, it's also an organization actively inspiring a new generation of storytellers, elevating voices that have long been underrepresented on screen and behind the camera.

To support these vibrant storytellers, WIF provides fellowships for different production paths as a reflection of their mission focused on career advancement.

Each fellowship is a year-long program for rising industry professionals local to Los Angeles with a clear career focus. When a fellow is selected, they are paired with a Mentor and a curated cohort of like-minded colleagues who will receive:

- A year of master classes led by their Mentor and featuring production professionals as guest speakers, networking, and community building.
- Individualized career strategy support through sessions with the WIF Programs Team and mentoring from a professional who has extensive experience in their field, either in groups or individually (depending on Mentor availability). From these sessions, they will build a customized career strategy by identifying career goals and how to achieve them.

Fellows will be selected from one of six different Fellowship applications with specific disciplines and, additionally for Writers, the [Episodic Lab](#) applications where six to eight TV writers will be selected. This program runs for four weeks, with sessions including script development, pitching, a mock writers' room, and roundtables with established writers and industry executives. Additionally, throughout the year, participants attend events and screenings that further expose them to the realities of life as professional screenwriters.

Below is a list of the WIF fellowships available by discipline, their application windows, and where to apply:

WRITERS

- [The Black List Episodic Lab](#) (applications now closed)
 - Applications open September 30, 2024 – November 4, 2024
- Writer Fellowship - [APPLY](#)
 - Applications open September 30, 2024 – January 13, 2025

Note: Episodic and feature writers are invited to apply for the Writer Fellowship

DIRECTORS

- Director Fellowship - [APPLY](#)
 - Applications open September 30, 2024 – January 13, 2025

CINEMATOGRAPHERS/DIRECTORS OF PHOTOGRAPHY

- Cinematography Fellowship - [APPLY](#)
 - Applications open September 30, 2024 – January 13, 2025

INDEPENDENT PRODUCERS, LINE PRODUCERS, POST PRODUCERS - [APPLY](#)

- Producer Fellowship
 - Applications open September 30, 2024 – January 13, 2025

EXECUTIVES, AGENTS, MANAGERS - [APPLY](#)

- Business Fellowship
 - Applications open September 30, 2024 – January 13, 2025

DESIGNERS, DEPARTMENT HEADS, CREW, ALL OTHER POSITIONS

- WIF Artisan & Crew Fellowship - [APPLY](#)
 - Applications open September 30, 2024 – January 13, 2025

Ready to apply? [Click here](#). Need more information? [Check out this video](#) where WIF answers all your questions.

By providing structured mentorship, comprehensive training, and a collaborative community, WIF not only empowers individuals but also enriches the landscape of film and television. These fellowships are more than career accelerators—they are gateways to inclusivity and creativity, supporting underrepresented storytellers and redefining industry standards. With each new class of fellows, WIF takes one step closer to a truly equitable and dynamic entertainment world, where every voice has a chance to shine.

Faces of the Pack: Kari Emm

Tribal Student Specialist Kari Emm's journey of empowering Native students

[Impact & Student Success](#) | October 14, 2024

[Ryann Casagrande](#)



Kari Emm, a member of the Yerington Paiute Tribe, reflects on her upbringing on the Walker River Paiute Indian Reservation, describing it as “isolating” but ultimately grounding. The reservation, with a population of just 900, provided a serene environment where she rode horses and spent time with family.

“Looking back, I think the part I didn’t like was being so isolated, but now I really appreciate it,” Emm said. “I like the calmness and serenity of it. And I do consider it home.”

After graduating as salutatorian from Mineral County High School, which had only 79 students, Emm didn’t initially plan to attend college. Despite her impressive academic achievements earning a bachelor’s degree in political science, a master’s in organizational management, and a Ph.D. in Diversity, Equity, and Inclusion, higher education wasn’t always her goal.

“I didn’t know what I wanted to do. I didn’t even really want to go to college, so it’s funny that I’m now in higher education, promoting college,” Emm said.

Her perspective shifted when she started working at the University of Nevada, Reno's Multicultural Center. There, she found her passion for supporting students. “I got a position as the coordinator for retention services for American Indian students, and that’s when I started thinking, ‘Hey, this might be my niche!’”

Now, Emm works as a Tribal student specialist for the Tribal Students Program in the College of Agriculture, Biotechnology, and Natural Resources. Her role focuses on guiding American Indian and Alaska Native students through their higher education journeys.

Emm’s commitment stems from her own experiences. Despite having family members who attended college, she faced numerous challenges, such as limited access to advanced coursework and resources in her rural community.

“I had to fight to take an AP Math class in high school,” she recalled, noting the lack of college preparatory courses and recruitment efforts in her area. In her current work, Emm applies the “funds of knowledge” theory, which was central to her dissertation. The theory emphasizes recognizing the strengths students bring from their personal backgrounds, rather than focusing on their deficits.

“We need to stop focusing on students' deficits and instead look at their strengths where they grew up, whether they’re low-income, first-generation or from underserved populations,” Emm said. “These are strengths they bring to college once they get here.”

Today, Emm continues to dedicate her efforts to ensuring Native students have the support they need to succeed in higher education. Through her efforts and passion, she embodies The

On the Road

MEMBERS' FAVORITE

Libraries in the West

➤ Nourish your mind among these impressive book collections.

"**Doe Library** at University of California, Berkeley, in Berkeley, Calif., is a gorgeous old library with marble steps worn by countless students, and cozy reading rooms for curling up and digging into a book. The hours change, so check the website before you go." —CATHY KLIEGEL

"Sacramento's **California State Railroad Museum Library and Archives** has an extensive collection of material on North American railroading. On two separate occasions, their staff produced information that was helpful for research I was working on. It is appointment-only, so you'll need to call or email to schedule a visit." —BILL HOUGH

"The **FamilySearch Library** in Salt Lake City has the largest collection of genealogy and family history books in the world. Everything is available to use free of charge, and help is always offered. Funded by the Church of Jesus Christ of Latter-day Saints, the staff has been working hard to make information available online for the world to use." —DONDE HART SMITH

"The **Alameda Free Library** in Alameda, Calif., offers books and media, with a knowledgeable staff and plenty of activities for adults and kids. There is even a café on-site. The Friends of the Alameda Free Library is a very active volunteer organization, raising funds for improvements and innovations." —KEN WERNER

"The **Maricopa County Southeast Regional Library** in Gilbert, Ariz., is housed in a beautiful building. It's a peaceful place where you can easily spend hours reading with a beautiful view: It's located at the Riparian Preserve at Water Ranch, so you have trails to enjoy before or after you pick your books." —CORINNE LYON

"The main branch of the **Mesa Public Library** in Mesa, Ariz., has popular books and other media, and welcomes everyone. The Mesa Room contains archival materials about the city, including oral histories, former mayors' papers, early maps of streets, and much more. I love that the friendly staff will help you find what you are looking for." —SARAH MOORHEAD

"The **West Shore Community Library** in Lakeside, Mont., is where we spend our summers volunteering. It's a small, volunteer-supported library that serves the west side of Flathead Lake. It is also the location for the Lakeside-Somers Chamber of Commerce, assisting visitors to the Flathead Valley and Glacier National Park." —CHARLES ROBBINS

"The **Hearst Free Library** in Anaconda, Mont., is one of two libraries in the United States founded by Phoebe Apperson Hearst. The building design was done by Hearst. She also personally selected the artwork and had it shipped to Montana. The people are friendly, and there is a community spirit in the beautiful, historic building." —BRENDA WAHLER

"The **Grass Valley Library-Royce Branch** in Grass Valley, California, is a Carnegie library housed in a building that has not been altered. I love its historical presence. It just feels good to be in the building." —SUSAN RENEE HENNINGS



NEXT QUESTION

What is your favorite pet-friendly travel destination in the West, and why? Email us at otr@viamagazine.com. You may be quoted in a future issue.

From the Nevadan:

But don't forget the most important shopping day of them all: [Small Business Saturday!](#) [Small Business Saturday](#) is an opportunity to support small businesses that keep our local economies and communities thriving and vibrant. Nov. 30 offers all of us an opportunity to [support local businesses](#), creatives, and artists by making purchases that are unique, thoughtful, and different. **So go out there and make a positive impact on your neighborhood by keeping the dollars circulating within your community!**

(Here's to the craft fairs!)



[Native American Heritage Month](#)

“Born of the Bear Dance” at the Oakland Museum showcases the extensive portfolio of Dugan Aguilar, who photographed portraits, buildings and landscapes in California’s indigenous communities until his death in 2018. Calling Aguilar’s archive the museum’s “most important photographic acquisition in many years,” curators note that these images uniquely express a Native California rather than anthropological viewpoint. [Read more](#)

EPA Announces New Draft Framework to Advance Consideration of Cumulative Impacts on Communities

EPA is seeking public comment and Tribal input on the Framework to ensure meaningful engagement.

Today, November 21, the U.S. Environmental Protection Agency released a draft of the [Interim Framework for Advancing Consideration of Cumulative Impacts](#), providing agency programs and regional offices with tools and principles to consider cumulative impacts in their work. This work is based on the best available science on how pollution and other burdens interact to affect individuals’ and communities’ health and well-being. Cumulative impacts are defined scientifically by the totality of exposures to chemical and non-chemical stressors and their effects on health and quality of life outcomes. This may include several factors such as culture, subsistence practices, socioeconomics, and other social determinants of health.

The draft is now available for public comment to ensure meaningful engagement, including Tribal consultation, to help EPA develop and implement approaches to incorporate cumulative impacts in delivering public health and environmental protections for communities and

Tribes. EPA is advancing the Biden-Harris Administration's commitment to environmental justice, including through the [Justice40 Initiative](#), and historic investments in communities overburdened by pollution and marginalized by under investment. The Framework is the latest step in a larger effort to integrate cumulative impacts research and work across the agency, and to advance its goals of meaningful engagement and Tribal consultation.

The *Interim Framework for Advancing Consideration of Cumulative Impacts* describes principles for EPA to consider cumulative impacts in EPA decisions. These principles include:

- Centering cumulative impacts work on improving human health, quality of life, and the environment in all communities.
- Ensuring the disproportionate and adverse burden of cumulative impacts are not ignored or overlooked.
- Applying a fit-for-purpose approach grounded in science to assessing and addressing cumulative impacts.
- Engaging communities, consulting with Tribes, and considering and incorporating their lived experience.
- Using the best available data, science, and information to make decisions and take action.
- Operationalizing and integrating ways to highlight, consider and address cumulative impacts.

By evaluating and taking cumulative impacts into account, EPA can undertake actions and make decisions that help achieve the following goals:

- Communities are safe, healthy, and thriving.
- All people are protected from adverse environmental health effects and hazards, including cumulative impacts of environmental and other burdens.
- No community bears a disproportionate share of adverse environmental and public health impacts.

The *Interim Framework for Advancing Consideration of Cumulative Impacts* provides examples of EPA actions that incorporate some of the principles listed above and are protective of children who are especially vulnerable. These include [water permitting processes](#) that consider Tribal cultural and subsistence use of resources, more robust analysis for the [recent air pollution rule on synthetic organic chemicals](#), which will protect the health of communities near facilities from cancer and other harm, and EPA's updated [residential soil lead guidance](#).

EPA has released a number of key tools to support this work, including [Cumulative Impacts Research](#), a report issued by the Office of Research and Development with recommendations to enhance cumulative impacts research. Additionally, EPA programs and regions provide technical assistance and funding for cumulative impacts assessments to address long-standing environmental issues in rural and urban locations, including examples resulting in eight place-based demonstration efforts across the country. [Learn more about cumulative impacts at EPA.](#)

The release of the *Interim Framework for Advancing Consideration of Cumulative Impacts* furthers the agency's efforts to take a comprehensive scientific view of cumulative impacts as outlined in the agency's [FY2022-FY2026 Strategic Plan](#). In addition, it advances the goals of [Executive Order 14096, Revitalizing Our Nation's Commitment to Environmental](#)

[Justice for All](#), to ensure that all communities will be able to have access to clean air, clean water, and a healthy environment.

EPA welcomes public feedback on the draft Framework by February 19, 2025, through the Federal Register notice, and the link that will be available at Docket ID No. EPA-HQ-OLEM-2024-0360 on [Regulations.gov](#).

[Read the Interim Framework for Advancing Consideration of Cumulative Impacts.](#)

Number of women who are state lawmakers inches up to a record high

Dynamite graphic at [https://apnews.com/article/women-state-lawmakers-c4aae58378e9280657c76fd5d3faaf?](https://apnews.com/article/women-state-lawmakers-c4aae58378e9280657c76fd5d3faaf?user_email=e073fe83cf6e594f0fa68c85167471226da0e93d55247b60e6f1153aa19d8ac8)

[user_email=e073fe83cf6e594f0fa68c85167471226da0e93d55247b60e6f1153aa19d8ac8](https://apnews.com/article/women-state-lawmakers-c4aae58378e9280657c76fd5d3faaf?user_email=e073fe83cf6e594f0fa68c85167471226da0e93d55247b60e6f1153aa19d8ac8)



(l) House Maj. Whip Reena Szczepanski, D-Santa Fe; (C) Rep. D. Wonda Johnson, D-Church Rock; (R) Rep Cristina Parajon, D-Albq.

<https://mavensnotebook.com/2024/11/21/now-available-us-fws-biological-opinion-for-the-long-term-operations-of-the-central-valley-project-and-the-state-water-project/>

NOW AVAILABLE: US FWS Biological Opinion for the Long Term Operations of the Central Valley Project and the State Water Project

The USFWS has issued the biological opinion for the Long Term Operations of the Central Valley Project and the State Water Project. The biological opinion includes an analysis and conclusion of whether or not the entire LTO proposed action is likely to jeopardize each listed and proposed species or destroy or adversely modify designated critical habitat.

Can America Lead in the Processing of Minerals That Power EVs? ([motortrend.com](#))

— American Battery Technology Company, based in Reno, Nevada, is leading efforts to recycle and process minerals for electric vehicle batteries domestically. The company collaborates with BASF to recycle waste in Reno and aims to reduce reliance on foreign lithium. **This**

Native American Heritage Month, Support the San Carlos Apache Tribe and Our Efforts To Protect Oak Flat From Destruction

Chi'chil Bildagoteel, also known as Oak Flat, is a sacred land for Tribes in Arizona. Protecting this area is essential for preserving their traditions and conducting significant ceremonies for their communities.

[Read this blog](#) written by Terry Rambler, Chairman of the San Carlos Apache Tribe.

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The United States Supreme Court [recently declined](#) to consider the request from Arizona's San Carlos Apache Tribe to stop Resolution Copper's mine in Oak Flat from discharging water contaminated with copper and polluting a stream considered sacred by Indigenous peoples. Read more [here](#).  
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| <u>Former Fox News contributor Janette Nesheiwat tapped as Trump's surgeon general</u> |
| <u>President-elect Trump named Janette Nesheiwat, a former Fox News contributor and medical doctor in New York and New Jersey...</u> |
| The Hill |

Nevada, Washoe County 2024 graduation rates: See which high schools had the most success

The Washoe County School District's graduation rate increased slightly in 2024 from the previous year.

Of the district's 4,184 seniors in the Class of 2024, 81.9% graduated. The 2023 graduation rate was 81.4%.

Statewide, the graduation rate is 81.6%, a small increase from last year's 81.4%. Three district high schools — Academy of Arts, Careers and Technology; Truckee Meadows Community College High School and Incline High — had graduation rates above 90 percent.

Five schools maintained or increased their rate year over year: AACT, Incline, Innovations, North Star Online School and Wooster High School.

Nine of Nevada's 17 schools districts, including Washoe, saw increases.

Seven districts had graduation rates above 90%; six of those had fewer than 100 students in the senior class.

Two counties had 100% graduation rates: Esmeralda County, with one graduate, and Eureka County, with 25.

Washoe County School District 2024 graduation rates

- AACT: 100%
- Damonte Ranch: 84.13%
- Galena: 89.04%
- Hug: 76.09%
- Incline: 98.67%
- Innovations: 59.18%
- McQueen: 89.03%
- North Star ONline: 85.38%
- North Valleys: 78.98%
- Reed: 85.38%
- Reno: 84.70%
- Spanish Springs: 82.27%
- Sparks: 81.36%
- TMCC: 98.88%
- Wooster: 81.04%

Nevada 2024 high school graduation rates

- Statewide: 81.6%
- Carson City: 83.1%
- Churchill: 84.1%
- Clark: 81.5%
- Douglas: 88.1%
- Elko: 82.9%
- Esmeralda: 100%
- Eureka: 100%
- Humboldt: 92.6%
- Lander: 90.7%
- Lincoln: 97%
- Lyon: 87.6%
- Mineral: 76.7%
- Nye: 86.1%
- Pershing: 94.7%
- Storey: 77.4%
- Washoe: 81.9%
- White Pine: 91.2%
- State Public Charter School Authority: 83.3%

https://www.rgj.com/story/news/education/2024/11/21/washoe-county-school-district-2024-graduation-rates/76478385007/?utm_campaign=daily_digest&utm_source=newsletter-daily&utm_medium=email&user_email=***redacted***

(There are always stories behind the story)

[Post-election misinformation highlights importance of Indigenous media and free press](#)

11/20/2024 02:56

[Reports of wide-scale support of President-elect Trump among Indigenous voters are circulating throughout media, but it's not based in good-faith...](#)

Check out PBS's episode "[Who Killed the Colorado River?](#)" Once a lifeline for the American Southwest, it's now a shadow of its former self. What happened? Outdated water laws? Excessive urban development and agriculture? Is there a possibility for restoration? Watch [this video](#) to learn more.

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## Welcome to the Civics Challenge!

Do you know a budding cinematographer, author, or songwriter? The Sandra Day O'Connor Institute for American Democracy is proud to invite middle and high school students to use their creativity in the annual Civics Challenge. Students can earn \$500 and help their peers learn more about civics through videos, essays, and original songs!

Finalists in two categories, middle school (6th-8th grade) and high school (9th-12th grade), will be awarded a total of \$5,000 in prizes. *The 6th annual Civics Challenge entry deadline is Friday, January 10th, 2025.*

[Take The Challenge](#)

[Challenge Rules](#)

## There are lots of ways to participate in the Civics Challenge!

Have fun, learn about an important civics topic, make a valuable resource for others to see, and you could earn a fantastic prize!

### Select A Topic To Learn About:

1. Justice Sandra Day O'Connor
2. Checks & Balances
3. Legislative Branch
4. Executive Branch
5. Judicial Branch
6. Citizenship: Rights & Responsibilities

### Select How You Want To Participate:

1. Video (see below for more info)
2. Original Song (written lyrics or audio/video)
3. Written Essay (no more than 1,000 words)

**More @ [https://oconnorinstitute.org/cc/?utm\\_id=6583793998976](https://oconnorinstitute.org/cc/?utm_id=6583793998976)**