


Breaking Barriers...

Linda Alvarado

- » *Founder, President and CEO of Alvarado Construction*
- » *Co-owner of the Colorado Rockies*



Linda Alvarado's appearance arranged by Gotham Artists.

Mount Mary
UNIVERSITY



November 4, 2021



About the Women's Leadership Institute

The Women's Leadership Institute educates, prepares, and inspires women and girls to recognize and embrace their own unique strengths and leadership abilities to positively impact their lives and the lives of those around them. The Institute offers programming for the university and the community that opens minds and inspires conversation and action, including Voices of Leadership, Summer Leadership Academy for high school girls, the Visiting Fellows program, and LEAD.

TEXT YOUR *Support*

To make a gift to the Women's Leadership Institute text **MMUinspires** to 4144

Dear Friends,

Since 2013, Voices of Leadership has fostered conversations with women leaders who have broken ground in entrepreneurship, innovation, social change, and leadership to inspire community partners and students.



Today's Voices of Leadership event highlights the powerful themes of breaking barriers. These themes resonate on this campus, which was recently recognized by U.S. News and Report as the top university in the Midwest for economic diversity, ethnic diversity, and social mobility.

Today's event is the culmination of months of campus learning, with students busily preparing projects centered on today's themes. We welcome the trailblazing Linda Alvarado to present this powerfully engaging topic.

On behalf of Mount Mary and the Women's Leadership Institute, thank you for your support today. If you are inspired to take action on creating change, we've restructured our MBA to allow faster time to completion and an affordable path to earning your degree. We've also introduced new elective courses in powerful topics, such as DEI and organizational leadership, that can be completed as part of the MBA degree or as standalone professional development certificates.

In support of change makers and barrier breakers,

Christine Pharr

Christine Pharr, Ph.D.
President, Mount Mary University

Agenda

7:30 a.m.

Registration, explore student projects exhibits, networking, and breakfast

8 a.m.

Welcome

S. Joan Penzenstadler
Mount Mary University
Students:

- Shanita Rowsey
- Veronica Andrade-Gomez
- Jaqueline Reyes

8:20 a.m.

Keynote

Linda Alvarado

Founder, President, & CEO,
Alvarado Construction
Owner, Colorado Rockies
Owner, Yum! Brand
restaurants

9:15 a.m.

Q&A with Audience

Moderated by
Sandra Dempsey
Estamos Unidos, US,
SourceTEN Creative

10 a.m.

Event Concludes



#mountmaryleads
#2021MMUVOL



About Linda Alvarado

As the youngest of 6 children growing up in a 2 room adobe house, Linda was inspired by

her parents to work hard. After earning a bachelor's degree in economics, Alvarado broke into the male-dominated construction industry by founding Alvarado Construction in 1976. As President and CEO, Alvarado Construction remains one of the fastest growing commercial general contracting companies in the nation.

Alvarado embraced non-traditional roles and made history as the first female and the first Hispanic (male or female) owner of a major league baseball franchise, The Colorado Rockies. She is also 51% owner of Yum! Brand restaurants.

Alvarado has been honored with many awards and was inducted into the National Women's Hall of Fame in Seneca Falls, New York, as well as the Colorado Women's Hall of Fame. She is a founding member and past chairman of the board of the Denver Hispanic Chamber of Commerce and has served as a commissioner of the White House Initiative for Hispanic Excellence in Education. Alvarado was named one of the 100 Most Influential Hispanics in America by Hispanic Business Magazine and has been honored twice as The United States Hispanic Chamber of Commerce Business Woman of the Year.

Meet the MODERATOR

Sandra Dempsey is a native of Mexico who has lived in the U.S. for over 19 years. Sandra has a background in broadcasting and marketing and has worked for ESPN Deportes and Telemundo. In 2018 Sandra co-founded Estamos Unidos US, a bilingual platform that shares activities and experiences with Latinos in metro-Milwaukee. She is also the founder of SourceTEN, a content creation and video production company. In 2021, Sandra was selected by Milwaukee Business Journal to receive the Diversity in Business Award for her positive impact on the growth of Milwaukee.



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Our shared vision and your investment in programs like this one enable us to bring forward valuable learning opportunities to our students and our community as a whole.



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VIRGINIA CORNYN '62 NANCY CHESKI '65





CAMPUS *Connections*

The Women's Leadership Institute's Voices of Leadership event is about more than bringing a leader to campus to learn from her experiences. It's also an opportunity for our faculty to utilize the themes of the keynote to enhance the curriculum and explore these different topics with students in a way that is relevant to their disciplines. Learn about the following course collaborations for this year's Voices of Leadership event:

INTERIOR ARCHITECTURE & DESIGN

▲ The Interior Architecture & Design students created Women's Houses (Activity and Education Centers for Women) in Senegal, Africa, to promote gender equity in Africa. Student designs focused on ecological and sustainable architecture filled with symbolism and local traditions. They created spaces in which members of society will meet and discuss the topics of equality and human rights.



THREE-DIMENSIONAL DESIGN

◀ Inspired by the work of Linda Alvarado, three-dimensional design students discussed the social impact of her leadership. Students learned woodworking skills to create a series of three sculptures. In the process of research, students discussed equity and the importance of access to resources in our communities. Starting with the same set of materials, each student created a series of three related sculptures.

FASHION DESIGN

▼ Students designed garments for "The Tradeswoman" or "The Professional" and researched the challenges these women in construction experience when shopping for functional workwear suited to their respective roles in the industry.



DIETETICS

▼ Dietetics students developed a menu for the breakfast that focused on providing nutrients to combat stress. They tested recipes, modified them for large scale productions, and priced, sourced and prepped many of the ingredients for today's breakfast. (See pages 9-14 for recipes.)



HUMAN RESOURCE MANAGEMENT

Students researched Human Resources topics that focused on barriers broken within that field such as the Americans with Disabilities Act, the first person to hold a specific job, or an industry shift (e.g. the use of social media as a recruiting tool). They created infographics as a visual representation of the facts of their chosen topics.



WORLD LANGUAGES ADVANCED COMPOSITION

▲ As double-majors in Spanish, students wrote essays about how they will break barriers with their college degrees. They each developed professional pieces displayed at the event to support them in their careers.

LEADERSHIP FOR SOCIAL JUSTICE

◀ This course is required for all MMU students, and the textbook *Great Peacemakers* (2008) shares stories of some of the world's most prominent leaders in peacemaking. Following a discussion of Linda Alvarado and her contributions to peacemaking through participation in the nonprofit world, the Hispanic community and Hispanic education, students researched and wrote about an additional peacemaker as an additional chapter of the text.

Explore

WHAT'S POSSIBLE

2022 Summer LEADERSHIP ACADEMY



Calling all high school girls...

The Summer Leadership Academy will bring together up to 100 high school girls from across the U.S. to Mount Mary University for a residential college-prep, career exploration, and leadership program. Jump start your college experience and **earn two college credits** upon completion!



**June 19-24, 2022 | Sunday-Friday
6-day, 5-night residential program**

Immersive personal development and career exploration sessions led by Mount Mary faculty and staff alongside Milwaukee business leaders provides a leadership experience like no other!

APPLICATION OPENS:

January 1, 2022

DEADLINE TO APPLY:

March 1, 2022



LEARN MORE: mtmary.edu/sla

Proud participant from
2020 Summer Leadership Academy

Sweet & Salty Chocolate Bark



- 12 oz 60% dark chocolate
- 1/3 cup pepitas
- 1 cup dried cherries
- Pinch sea salt
- 1 tbsp chia seeds

Line a rimmed baking sheet with parchment paper (or waxed paper).

In a microwave safe bowl or over a double boiler, melt chocolate chips with low heat. Once chocolate is melted, stir until glossy and smooth. Pour chocolate evenly into a rectangular shape on baking sheet. Top evenly with chia seeds, cherries, pepitas and a pinch of sea salt.

Cool completely. Break into 20 even pieces. Store in airtight container.

MAKES 20 PORTIONS

KEY INGREDIENTS THAT IMPACT STRESS ►

Pomegranate Thyme Kombucha

- 2 cups pomegranate juice
- 1 quart ginger kombucha
- 2 quarts sparkling grape juice
- Thyme sprigs

Stir gently to combine.



MAKES 18 SIX-OUNCE SERVINGS

KEY INGREDIENTS THAT IMPACT STRESS ►

Sweet & Salty Chocolate Bark

KEY INGREDIENTS THAT IMPACT STRESS:

- ✿ **Dark Chocolate** provides magnesium and antioxidants to regulate stress hormones, having a relaxing effect on the body and mind. Magnesium deficiency is linked to increased stress and anxiety.
- ✿ **Dried cherries** also provide potent antioxidants as well as vitamin C, which improves anxiety.
- ✿ **Pepitas** provide tryptophan, an amino acid that helps produce serotonin, a hormone that stabilizes our mood and provides feelings of happiness and well-being.

Pomegranate Thyme Kombucha

KEY INGREDIENTS THAT IMPACT STRESS:

- ✿ **Probiotics** help balance gut microbiome, which may benefit the gut-brain connection.
- ✿ **Pomegranates** provide anthocyanins that reduce inflammation, protect the brain from neurological damage, regulate cholesterol and blood flow, relax overworked blood vessels, control the symptoms of diabetes, improve eyesight, improve cardiovascular health and inhibit the promotion and progression of tumor cells.

Morning Glory Muffins



- 2 cups whole wheat flour
- 1 cup sugar
- 2 tsp baking soda
- 2 tsp cinnamon
- 1/4 tsp nutmeg
- 1/4 tsp salt
- 2 cups shredded carrots
- 1/2 cup raisins
- 1/2 cup coconut, unsweetened, flaked
- 1 apple, peeled, cored, chopped
- 3 large eggs
- 1 cup coconut oil
- 2 tsp vanilla extract

Preheat oven to 350 degrees. Grease 12 muffin cups or line with paper liners. In a large bowl mix together flour, sugar, baking soda, cinnamon and salt. Stir in the carrots, raisins, coconut and apples.

In a separate bowl, beat together eggs, coconut oil and vanilla. Stir egg mixture into the carrot/flour mixture, just until moistened. Scoop batter into prepared muffin cups. Bake in preheated oven for 20 minutes, until a toothpick inserted into center of a muffin comes out clean.

MAKES 12 MUFFINS

KEY INGREDIENTS THAT IMPACT STRESS ►

Autumn Breakfast Salad

- 3 cups kale, stems removed, torn into bite-sized pieces
- 3 cups spinach
- 2 small-to-medium beets, sliced thin
- 2 pears, sliced thin
- 1 small bunch scallions, sliced thin
- 1/4 cup dried cranberries
- 1/4 cup sunflower seeds
- 1 tsp honey
- 1/4 cup white wine vinegar
- 1/4 cup olive oil



Whisk together honey, vinegar and one teaspoon of the sliced scallions. Slowly drizzle olive oil into mixture. Toss all ingredients in a large mixing bowl. Add dressing and toss to coat.

Tip: If you're worried about pear slices turning brown, soak briefly in lemon juice or vinegar.

MAKES 4 SERVINGS

KEY INGREDIENTS THAT IMPACT STRESS ►

Morning Glory Muffins

KEY INGREDIENTS THAT IMPACT STRESS:

- ✿ **Cinnamon** provides chromium, which is necessary for serotonin synthesis.
- ✿ **Carrots** provide vitamin A/carotenoids that help ameliorate the effects of stress on immunity.
- ✿ **Eggs** provide B vitamins that help stabilize moods, support neuronal health and impact the production of serotonin, a key hormone that induces feelings of well-being and happiness. Eggs also provide zinc, which helps ameliorate the effects of stress on immunity and is associated with neurotransmitters that regulate anxiety and depression. Choline is also provided by eggs, decreasing the risk of anxiety, alleviating stress effects on working memory and reducing oxidative stress.

Autumn Breakfast Salad

KEY INGREDIENTS THAT IMPACT STRESS:

- ✿ **Kale and Spinach** provide Vitamin A/carotenoids that help ameliorate the effects of stress on immunity. They also provide magnesium and antioxidants to regulate stress hormones, having a relaxing effect on the body and mind. Magnesium deficiency is linked to increased stress and anxiety.
- ✿ **Sunflower Seeds** also provide magnesium along with omega-3 fatty acids to improve mood and cognitive performance and selenium, an antioxidant that reduces oxidative stress.

Midwestern Egg Bake



- 2 tbsp vegetable oil plus oil for greasing pans
- 12 eggs
- 3/4 lb bulk Italian sausage
- 1 large red onion, diced (about 12 oz)
- 4 cups kale, stems removed, torn into small pieces
- 10 oz grape tomatoes, quartered
- 3/4 cup shredded cheddar
- 3/4 cup heavy cream
- 1 cup parmesan cheese, grated
- Salt and pepper, to taste

Heat oven to 325 degrees. Generously grease muffin tins. Heat 2 tsp oil in a skillet over med heat. Add sausage and cook until lightly browned, 6 to 8 minutes. Divide evenly among the muffin tins, spreading it in an even layer.

Add 2 tsp oil to the skillet and increase heat to med-high. Add red onion, season and cook, stirring often, until it starts to take on color, about 8 minutes. Reduce heat to med-low and cook until softened, 3 to 4 minutes. Transfer to the muffin tins and arrange evenly on top of the sausage. *Continues on page 14, top.*

MAKES 24 SMALL SERVINGS

KEY INGREDIENTS THAT IMPACT STRESS ►

Boot Kickin' Vegan Hash



- 2 tbsp oil
- 1 large sweet potato, medium dice
- 1 tsp chili powder
- 1 tsp cumin
- 1/4 tsp paprika
- 1/4 tsp garlic powder
- 1 large lime, zested
- 1 large red bell pepper, sliced
- 1-15 oz can pinto beans, drained and rinsed
- 1-7 oz can diced green chilies
- Serve with sliced avocado, cilantro and pickled onions

Heat oven to 450 degrees. Toss the diced sweet potatoes with 1 tbsp olive oil, chili powder, cumin, garlic powder, paprika and kosher salt. Spread on a sheet pan lined with parchment paper and roast until cooked through, 20 minutes, stirring occasionally. Toss the red pepper with 2 tsp olive oil and salt. Spread on a lined sheet tray and roast for 15 minutes. In a large bowl toss roasted sweet potato and pepper with beans, green chilies and lime zest. Taste for seasoning.

MAKES 7, 2/3 CUP PORTIONS

KEY INGREDIENTS THAT IMPACT STRESS ►

Cont. Add the remaining 2 tsp oil to the skillet and heat over medium. Add kale, season with salt and pepper, cover and cook, stirring occasionally until wilted, 2 to 3 minutes. Transfer to the baking dish and arrange evenly on top of the onions. Top with the grape tomatoes and cheddar.

Whisk together the eggs and cream in a large bowl and season with salt and pepper. Pour the egg mixture over the ingredients in the muffin tin, 3/4 full, and sprinkle with Parmesan. Bake until the eggs are just set in the middle, 14 to 18 minutes. Broil until the top is lightly browned, 2 to 3 minutes.

KEY INGREDIENTS THAT IMPACT STRESS:

- ✿ **Kale and Spinach** provide vitamin A/carotenoids that help ameliorate the effects of stress on the immunity. They also provide magnesium and antioxidants to regulate stress hormones, having a relaxing effect on the body and mind. Magnesium deficiency is linked to increased stress and anxiety.
- ✿ **Eggs** provide B vitamins that help stabilize moods, support neuronal health and impact the production of serotonin, a key hormone that induces feelings of well-being and happiness. Eggs also provide zinc which helps ameliorate the effects of stress on immunity and is associated with neurotransmitters that regulate anxiety and depression. Choline is also provided by eggs, decreasing the risk of anxiety, alleviating stress effects on working memory and reducing oxidative stress.

Boot Kickin' Vegan Hash

KEY INGREDIENTS THAT IMPACT STRESS:

- ✿ **Sweet Potatoes** provide vitamin A/carotenoids that help ameliorate the effects of stress on the immunity.
- ✿ **Citrus** provides vitamin C, an effective treatment for anxiety and improving academic performance.

Upcoming PROGRAMS



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VISITING FELLOWS PROGRAM

Theresa Brown Monday, March 14, 2022

The **Women's Leadership Institute** is excited to bring Theresa Brown to campus the week of March 14, 2022. Theresa Brown is a BSN, RN, and NY Times Bestselling Author of *The Shift: One Nurse, Twelve Hours, Four Patients' Lives*. Brown is a frequent contributor to the New York Times. She speaks nationally on topics relating to nursing, health care and end of life. Stay tuned for information about this event.

VISIT:  mtmary.edu/visitingfellows



The Council of Independent Colleges

For more than 45 years, The Visiting Fellows Program, administered by the Council of Independent Colleges (CIC) in Washington, D.C., brings prominent artists, diplomats, journalists, business leaders and other professionals to campuses across the United States for a weeklong residential program of classes, seminars, workshops, lectures and informal discussions.

LEAD

Leadership Education And Development

The **LEAD Program** (Leadership Education And Development) is a unique opportunity offered by the Women's Leadership Institute to currently enrolled Mount Mary University students who have also completed the Summer Leadership Academy. The LEAD program helps students continue to develop their leadership and professional skills and connects students to faculty, staff and student resources.



LEARN MORE:  mtmary.edu/lead



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- Small Business Management
- Leadership and Organizational Behavior
- Managing Talent and Organizational Culture

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Mount Mary alumnae who enroll in the MBA program can receive a **\$500 SCHOLARSHIP** toward their first course. To learn more and apply today, contact mmu-gradinfo@mtmary.edu.

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