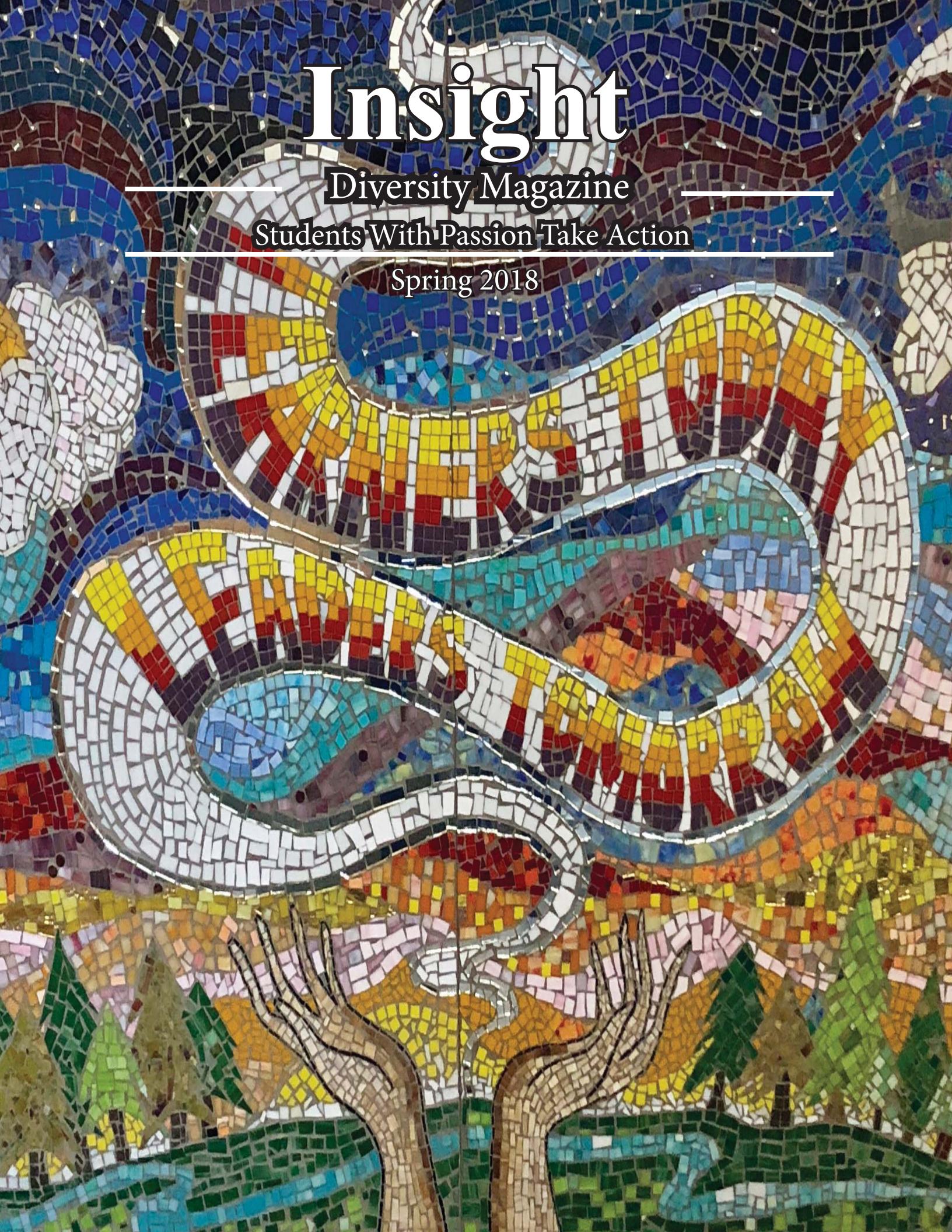


Insight

Diversity Magazine

Students With Passion Take Action

Spring 2018



- Students With Passion Take Action -

On February 14, 2018, a shooting at Marjory Stoneman Douglas High School killed 17 people. In the days following the shooting, the students from Stoneman Douglas HS inspired the country with their unwavering courage and activism as they attended meetings at the White House as well as organized the National March For Our Lives, attended by hundreds of thousands of people.

This issue of Insight explores how we as students take action. We hope that the articles serve as a call to action to both students and teachers at Bullis to stand up and speak out about the issues they believe are worth a fight.

As always, thank you to the Bullis administrators for allowing us to elevate student voices and explore the injustices within our community. Thank you to Dr. Romeyn for her mentorship and guidance in creating this issue. Thank you to all of the Insight editors for their hard work and dedication, to the writers who were brave enough to share their stories, and to the readers who support this publication.

Lastly, it is important to note that each article is written through the lens of one person, and does not necessarily represent the viewpoints or experiences of an entire community or of the Insight Staff. Thank you to the entire Bullis community for their support and encouragement!

If you are interested in getting involved with Insight or have any feedback, please contact us through -- Insight@Bullis.org --

We are excited to announce that next year Andrea Moore '19 will serve as Editor-in-Chief.

Sincerely,
Jocelyn Quinn and Sydney Smith '18

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Joce Quinn '18
Editor-in-Chief
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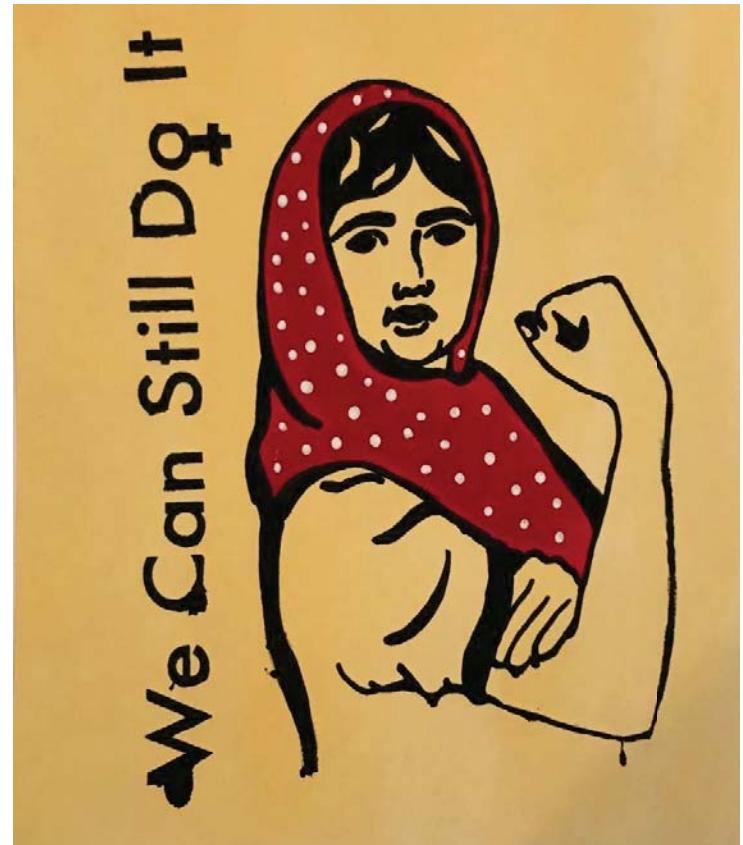
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Catherine Cheng '19

Art by: Karynton Crawford '19



One Step At A Time

Ashleigh Taylor '20



I WALKED OUT

“I walked out to show solidarity for Parkland”

“Students are fed up, enough is enough”

“I’m proud of our generation”

I DID NOT WALK OUT

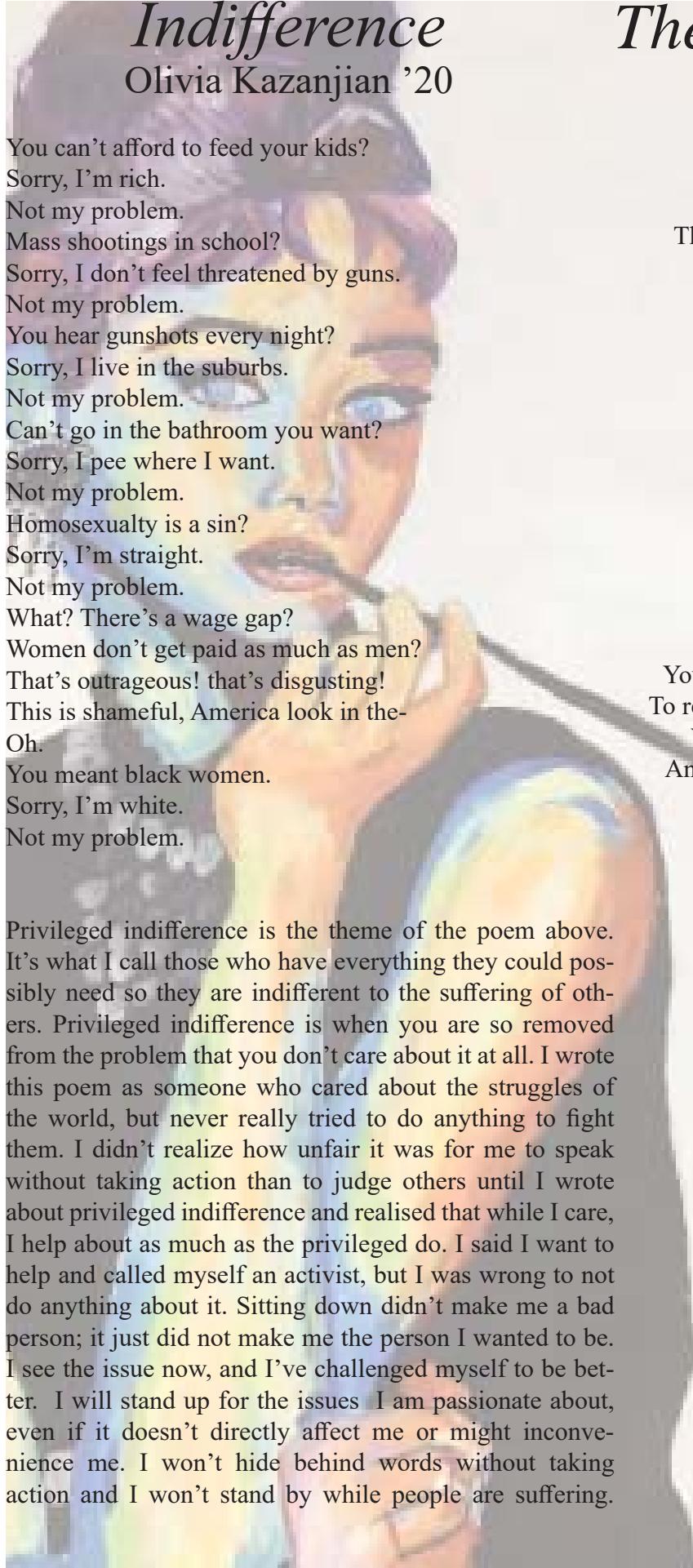
“I did not participate in the walk out because
17 minutes is not enough”

The walkout started as a way for students to speak up and speak out about the current gun issue in America. Many of the students who walked out expressed that they wanted things to change. They said better background checks on gun owners should be necessary in every state and that some guns are just not necessary for the everyday person. The students who walked out did so to promote change in the current gun legislation and to stand in solidarity against what has happened to the students in Parkland. They were there to pay their respects to the fallen staff and students. They wanted the names of the fallen to be remembered and not forgotten once the walkout was over.

Some students who didn't walk out mentioned that they wish they had been allowed to leave campus to go to the national walkout in DC. Overall, those who did not walk out do stand with the Parkland survivors, they just don't believe the walkout was the best way to show their support. Some students felt that the walkout did not foster change, it just showed support. Just like some who did walk out, these students want better gun control legislation. They believe that some of the gun laws do not make sense in our current society, that people should not be able to own automatic weapons and that semi automatic guns should be regulated.

Indifference

Olivia Kazanjian '20



You can't afford to feed your kids?
Sorry, I'm rich.
Not my problem.
Mass shootings in school?
Sorry, I don't feel threatened by guns.
Not my problem.
You hear gunshots every night?
Sorry, I live in the suburbs.
Not my problem.
Can't go in the bathroom you want?
Sorry, I pee where I want.
Not my problem.
Homosexuality is a sin?
Sorry, I'm straight.
Not my problem.
What? There's a wage gap?
Women don't get paid as much as men?
That's outrageous! that's disgusting!
This is shameful, America look in the-
Oh.
You meant black women.
Sorry, I'm white.
Not my problem.

The Next Generation

KiAnna Dorsey '19

Calling All Students.
Do not wait any longer.
The time is now.
There is a big difference between waiting and
patience.
Waiting is.
Standing frozen in time,
As days turn to months,
And months turn to years.
Waiting is.
Standing frozen in time,
Holding on to hope by a strand,
As plans turn to distant thoughts.
Calling All Students.
The time is now.
You have all of the resources
to inspire change in your community.
Your age may be used as a weapon against you,
To restrict your dreams and withhold your desires.
Your age does not discredit your opinions,
And cannot put a cap on any future aspirations.
The time is now.
Think the unthinkable.
Turn the impossible into realities.
The time is now.
No more waiting.
No more excuses.
No more empty promises.
The time is now.
Time to speak up.
Time to lead.
Time to vote.
Time for all students with
a passion to take action.

Privileged indifference is the theme of the poem above. It's what I call those who have everything they could possibly need so they are indifferent to the suffering of others. Privileged indifference is when you are so removed from the problem that you don't care about it at all. I wrote this poem as someone who cared about the struggles of the world, but never really tried to do anything to fight them. I didn't realize how unfair it was for me to speak without taking action than to judge others until I wrote about privileged indifference and realised that while I care, I help about as much as the privileged do. I said I want to help and called myself an activist, but I was wrong to not do anything about it. Sitting down didn't make me a bad person; it just did not make me the person I wanted to be. I see the issue now, and I've challenged myself to be better. I will stand up for the issues I am passionate about, even if it doesn't directly affect me or might inconvenience me. I won't hide behind words without taking action and I won't stand by while people are suffering.

Art by: Sergina Mombouli '18

Where do I begin?

Sydney Antoine-Pompey '19

As someone who considers herself to be ambitious and passionate about numerous social issues, I struggle with clearly identifying my goals and somehow taking action to fulfill them. I tend to shoot for the stars, believing that the only successful change is making a large-scale impact. I like to see direct action with quick results, which is why I feel like my goals can seem unattainable. Things take time, but if I don't see change immediately I feel as though nothing happened. As a seventeen-year-old, there does not seem to be much I can do to make a difference. How can a teenager cause a significant impact on this big world of ours?

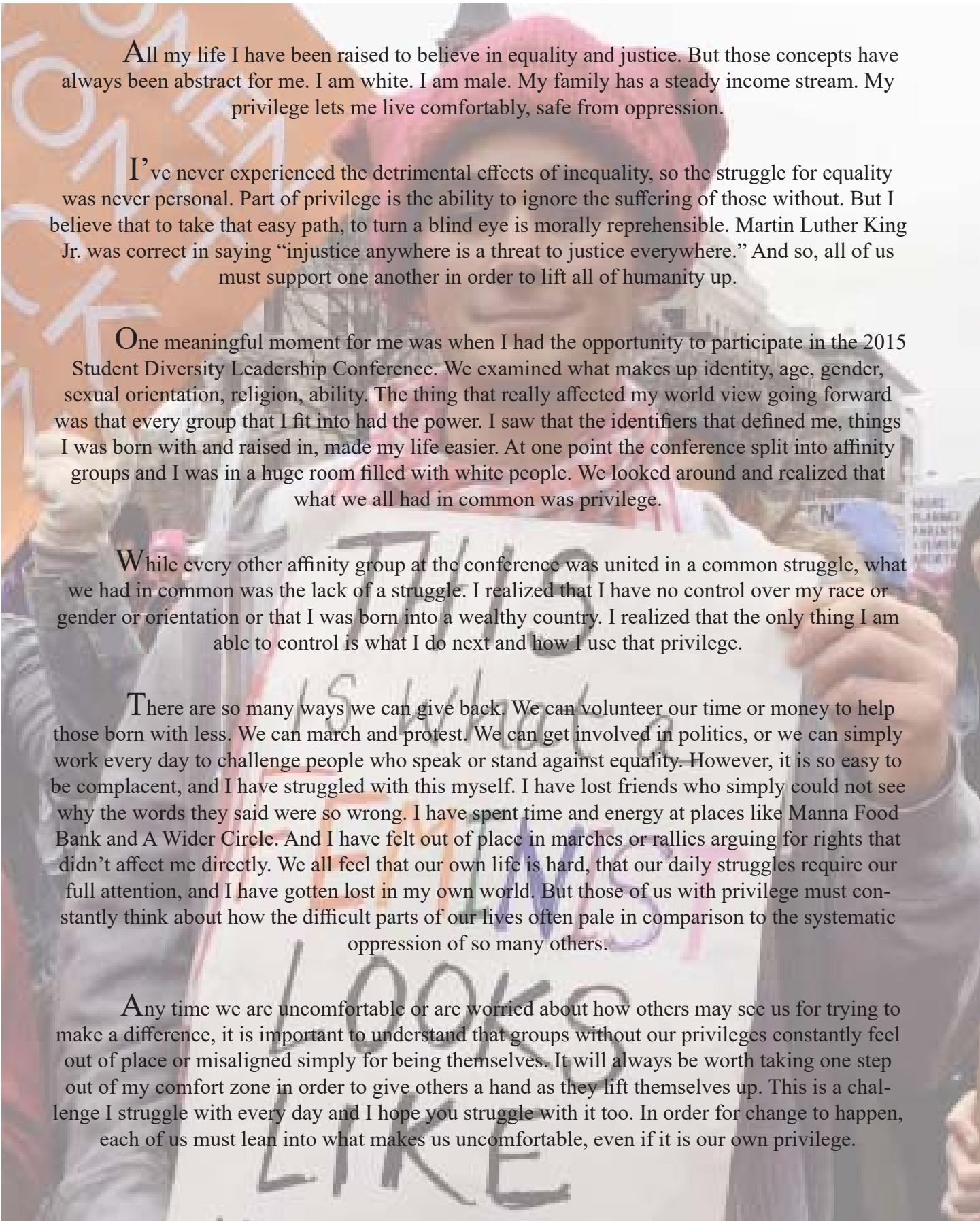
"Be the change you wish to see in the world," is a statement by Gandhi that resonates with me. How am I supposed to make a more significant impact than the organizations that already exist?

What is the impact I hope to make? From a young age, I have always been passionate about eliminating homelessness. My mom has told me that when I was younger, I would tell her my plans to build a giant house for anyone who doesn't have a home. Recently, I have spent time after school making sandwiches with my school's service club that they take to feed the homeless. Whenever I see a homeless person, I buy them a meal or snacks, whichever is available. These are consistent things I do in a small attempt to somehow impact a major issue. Personally, I don't see anything special about what I have done, nor do I think it to be nearly enough.

How do I go about being the change I wish to see in the world? As of right now, I have many thoughts but no idea on how to take action. However, my passions will drive me to develop solutions that I seek. I have come to realize that these changes can be on a small or large scale; there are always improvements to be made. I challenge you to pursue yours too because I have come to learn that any action, big or small, aimed at bettering a change can be a significant contribution to our world.

From Privilege To Activism

William Evans '18



All my life I have been raised to believe in equality and justice. But those concepts have always been abstract for me. I am white. I am male. My family has a steady income stream. My privilege lets me live comfortably, safe from oppression.

I've never experienced the detrimental effects of inequality, so the struggle for equality was never personal. Part of privilege is the ability to ignore the suffering of those without. But I believe that to take that easy path, to turn a blind eye is morally reprehensible. Martin Luther King Jr. was correct in saying "injustice anywhere is a threat to justice everywhere." And so, all of us must support one another in order to lift all of humanity up.

One meaningful moment for me was when I had the opportunity to participate in the 2015 Student Diversity Leadership Conference. We examined what makes up identity, age, gender, sexual orientation, religion, ability. The thing that really affected my world view going forward was that every group that I fit into had the power. I saw that the identifiers that defined me, things I was born with and raised in, made my life easier. At one point the conference split into affinity groups and I was in a huge room filled with white people. We looked around and realized that what we all had in common was privilege.

While every other affinity group at the conference was united in a common struggle, what we had in common was the lack of a struggle. I realized that I have no control over my race or gender or orientation or that I was born into a wealthy country. I realized that the only thing I am able to control is what I do next and how I use that privilege.

There are so many ways we can give back. We can volunteer our time or money to help those born with less. We can march and protest. We can get involved in politics, or we can simply work every day to challenge people who speak or stand against equality. However, it is so easy to be complacent, and I have struggled with this myself. I have lost friends who simply could not see why the words they said were so wrong. I have spent time and energy at places like Manna Food Bank and A Wider Circle. And I have felt out of place in marches or rallies arguing for rights that didn't affect me directly. We all feel that our own life is hard, that our daily struggles require our full attention, and I have gotten lost in my own world. But those of us with privilege must constantly think about how the difficult parts of our lives often pale in comparison to the systematic oppression of so many others.

Any time we are uncomfortable or are worried about how others may see us for trying to make a difference, it is important to understand that groups without our privileges constantly feel out of place or misaligned simply for being themselves. It will always be worth taking one step out of my comfort zone in order to give others a hand as they lift themselves up. This is a challenge I struggle with every day and I hope you struggle with it too. In order for change to happen, each of us must lean into what makes us uncomfortable, even if it is our own privilege.

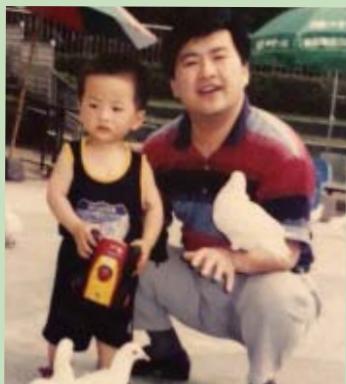
How has your Asian identity shaped how you see the world?

Becoming Bicultural

Tomas Yang '18

After living in China for 14 years of my life, I have been shaped by the Chinese culture and language. I greet people with the phrase “have you eaten?” instead of “how are you,” and when I meet friends, I usually do not hug them. I prioritize “harmony” between myself and others. These practices are all part of my Chinese upbringing. About three years ago, I came to the United States of America and became exposed to another culture. When people meet me for the first time, they often ask me, “what are the differences between China and the US? Well, it is a very tough question to answer. The differences between the two cultures cannot be captured within a few sentences. And on the other hand, the similarities between the two cultures are deeper and more meaningful than you might realize.

Countless times, my American friends have told me about their impressions of the international students. They describe them as forming their own exclusive groups, avoiding conversation with American students, and always being quiet. While I have to admit that some of these descriptions ring true,



are all Chinese international students the same? Just like Americans, each international student has their own unique identity: some of us are extroverts while others are introverts. We are immersed in a totally different culture, so it takes a lot of courage and effort for students to step out of their comfort zone. We sometimes have to adopt some aspects of American culture just to avoid being judged or excluded. We must become bicultural to truly live in America.

Every individual international student has their unique identity; They do not want to enclose themselves in the barrier that is built by culture. It might just take a little bit more time for him or her to break through the wall, as they are all eager to learn, to explore, and to exchange.

Comparison Corner

Creating Connections Through Differences



Asian Labels and Laughing at Them

Christopher Yau '18

I have been extremely privileged all my life. I have been lucky enough to be a part of the Bullis community since ninth grade. I have parents who are kind enough not to annoy me by sending me to Chinese school. Because of this, I only speak English. Despite this, I have been mistaken for an international student many times and treated as if I am not a native-born American. My skin color and other features make me vulnerable to racist stereotypes. People assume we drive poorly, are math prodigies, have bad vision or small eyes, are quiet or shy, and play an instrument, just to name a few. While three out of the five of these (I'll let you guess which) are true for me, they are definitely not true for all Asians and have nothing to do with our Asian identity. It can be especially annoying to have someone squeezing their eyelids together, blurting a cacophony of sounds that is supposed to be Chinese (I don't speak Chinese, but yes, I can tell). When this happens, I just laugh it off instead of speaking up, hoping that they are just joking.

Why is a positive stereotype like being a math prodigy or outstanding musician problematic? Shouldn't I love being known for something without having to do anything? And therein lies the problem. When people expect me to have these positive qualities, I don't want to disappoint them in any way. I've wasted time attempting to fit these positive perceptions instead of discovering who I am and want to become. I take piano lessons, try to look smart in math, and maintain a quiet demeanor that does not ask



questions.

I feel the solution to these false labels placed upon me is to take the opportunities available to respectfully let people know who I really am and what skills I am blessed to have been given. I am a big believer in the power of the individual to shape and alter perceptions. I try to greet everyone I see if I can remember their name, even though I am actually super shy. I try to strike up a conversation with people as often as possible. I also make videos for my YouTube, Facebook, and Snapchat, which are essentially highly edited, embarrassing reels of my life featuring me singing, fighting my brother, or both. All of these subvert people's expectations of me, breaking down a label that is assumed and building one that is more accurate to what my personality really is.

I would like my fellow Asians to be themselves and who they want to be, rather than seeking to validate these stereotypes. I hope others will understand that Asians can be anything, not just what society dictates we can be.

Women Leaders

Leadership in Theater

Siena McKnight '18

I never felt like a leader before I joined theater. When I used to think of what it means to be a leader, words like “bossy” and “controlling” always came to mind.

When I joined theater, I was a shy sixth grader who wore her insecurities on her sleeve. After a full year at Bullis without making any friends, I decided to broaden my horizons and audition for the middle school musical. I experienced a feeling that I had never felt before: a sense of pride and comradery. My castmates in rehearsal became my friends in the hallway. I learned how theater can bring people together, but I also learned how theater can tear people apart. Ensemble members would openly bash students playing lead roles out of spite and in return, main characters would abuse their newfound power over their friends and demand privileges and seniority. The moment that I saw classmates fighting for roles and arguing for control over rehearsals, I promised myself that I would only focus on my responsibilities and not try to manage everyone else's. I swore not to be a visible leader.

I came to rehearsals prepared and ready to do the very best that I could. If there was a harmony that I kept messing up, I would rehearse it against the first person I saw. If I kept missing a line, I'd circle it and run the scene until I never missed the line again. If I kept ending a dance on the wrong foot, I would ask for clarification before I left for home. After a while, I noticed a switch. When I'd practice harmony, immediately, four other cast members would join in and repeat the chord until it was beaten into our brains. When I'd come back to rehearsal knowing my lines, three other people would have theirs down the next rehearsal. I'd practice a dance move and I'd turn back to see four other people following along with me. Soon people began asking for my help directly and I was all too happy to assist. From that point on, what I looked forward to most about rehearsal was everyone working as a unit-- confidently moving and living onstage.

I learned to be proud of contributing to the process just as much as practicing on my own. I learned to be comfortable with having to raise my voice in order to get people's attention because I cared more about supporting my castmates than my own social anxiety. A show is only as great as the people in it. If I could make every person feel confident in their performance by having to draw attention to myself, it'd be worth it.

I learned to be okay with being a leader. In fact, I became my own kind of leader: leading by example. There are so many types of leaders in the world and I limited my power because I only knew of one version. Theater has taught me that a leader is someone who lifts people until they can stand on their own two feet. A leader does not fight to gain power, they fight to distribute power to the ones who need it.

A leader can be a quiet storm.

in the Spotlight

Leadership in Robotics

Noelle Morgan '18

Unless you're an expert to the highest degree on one particular subject, it's hard to argue that being confident isn't at least a fraction of adopting the air that you know what you're doing. I know because I do it all the time.

Two years ago, I was an unofficial protégé and second in command to the head of the robotics team. Once, when we needed to work on our robot at unreasonable hours of the night, we went to the mall to pick up a replacement for a wire that had broken. I admired how our group of rambunctious and highly opinionated roboticists seemed to follow my co-captain's leadership without any protest; he told me that part of his leadership was bluffing. He explained that if you act like you know what you're doing, people tend to believe you, which makes being a leader that much easier. I took that advice to heart and have lived by it.

I promise you that this advice works. I had no idea what I was doing being co-captain of the robotics team last year. The season started out in a hurry and was frustrating for everyone involved. Many facets of the competition had been suddenly changed, and my team's ideas were ambitious. As time passed and tensions rose, I sometimes felt like I didn't really deserve to be co-captain, or that I was failing my team when things went wrong. But my team followed me and I led them to the best of my ability. We exceeded our expectations by not only making our way to state level competition, but by also winning the Judges' Award, and we've only improved since.

So when my friends admire my confidence and tell me that they wish that they had that gift, I tell them what was once told to me: Confidence is 90% attitude. If you're sure that you can do something, regardless of your expertise and talent, other people will believe in you, and chances are, you will accomplish more than you may have previously thought.



One Community, Many Faces

Gianna DeHerrera '20



*Drawing by:
Rachel Gluck '20*

My recent participation in the “Diversity in the DMV Conference” was eye-opening and maybe even life-changing. While I have been conscious that our world needs to change in order to better promote diversity than it has in the past, my eyes were opened to how far we need to go as a human race. As I live in the capital of one of the most advanced countries in the world, I can only imagine how far less developed countries have to go to promote equality and diversity.

The diversity conference touched on a variety of issues that relate to diversity and even go much further. For example, we discussed everything from gun violence, to family stability, to mental illness, and many more topics. Many people spoke and shared examples of problems within today’s society and its numerous labels. I heard stories from people who recently had been at the hands of authority and non-authority figures whose mindsets were distorted by various forms of prejudice and racism. Hearing first hand accounts of people my age suffering from the cruel judgement on the part of others really made me stop and think. I realized privileges in my life that I had taken for granted until I heard some of these other teenagers telling their stories. People I know around me might very well be going through some of these issues without my knowledge. This made me wonder how could someone purposely want another to suffer. But it also made me wonder, “do I have any of these default mindsets?” After I asked myself this question, I began to think about my family members and close friends. Something I picked up on was a recent event where my grandfather was driving me to hang out with my friends.

On the way, we stopped in my friend’s neighborhood for food. My grandfather made a comment that this wasn’t the best neighborhood and I should be careful when spending time with my friends. As he looked around the parking lot, I acknowledged his default mindset where he automatically assumed and stereotyped an area that was different than where we live. Although this comment came from good intentions regarding my safety, comments like these are something that could be taken the wrong way. Following a deep analysis, I’ve decided that these “default” thoughts are something that we all find ourselves resorting to in one scenario or another. However this “default” thought process might play out, it is indeed our choice at the end of the day to choose between right and wrong.

It can sometimes be even more complicated than that because some people don’t realize that their thoughts, words, and actions are harmful to others. For these people, it is a question of making them aware through education, rather than catching them doing something wrong. Nevertheless, it is all of our responsibilities to create a future that is free from prejudice and discrimination. My generation is the future. It is up to us to challenge ourselves and each other every day to live to a higher standard. From this point forward, I will always keep in mind the lessons I learned at the diversity conference and how it will shape me to become a better person every day. I’ve already worked to expand my circle of friends and remind myself that while we may enjoy different cultures, we are all equal as human beings and that is how we should live as a community. As far as the future, with such a rich field of causes to work for in order to make the world a better place and use the gifts I was born with, I can definitely say that I will choose my college courses, my college major, and my profession in a way that aims my efforts toward helping people who suffer from one or more of these problems.

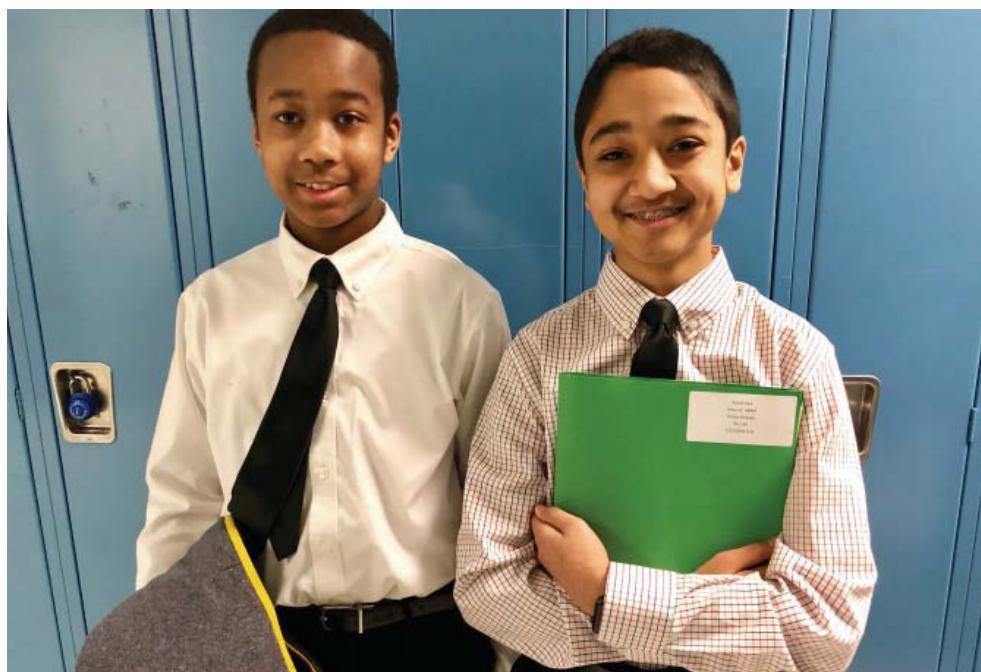
Inspiring Change Among the New Generation

Jack Essepian '18

As part of my capstone experiential aspect, I served as a mentor for the middle school National History Day after school activity. National History Day is a nation-wide program held each year where students submit projects or papers on historical events that relate to a given theme that changes every year.

The students had to choose a topic with the theme of “Conflict and Compromise” in mind. For an activity that was optional, I was shocked by the dedication and excitement among the kids that chose to do it. The program ran from the beginning of November to the end of January and met every Tuesday and Thursday after school. I would come in each session constantly surprised at the kids’ energy and eagerness to do their projects. We began with finding a topic that each student would enjoy researching or even had a personal connection to them. We then worked at finding general sources to supplement further research which led to primary sources. The students outlined their information and arguments which they could then put towards a project template of their choice: a website, poster, documentary, or performance. The students selected a wide and diverse variety of topics, from the Freedom Riders to the Yom Kippur War.

For my NHD project my junior year, I made a website about Supreme Court Chief Justice Earl Warren and his key decisions pertaining to rights of the accused. I was able to assist the students in creating their websites and they were receptive to the progress they were making. One project that stood out to me was by Nick Dal Forno on Italian Immigration prior to World War I. Nick is a descendent of Italian Immigrants, so his project had a personal significance which drove his project. When I worked with him to outline his ideas, his enthusiasm for the subject was very apparent. This is one example of a common theme I saw with all the kids, which was their excitement for a program which was purely optional and was driven by their passion for history. This experience made me realize that age doesn’t dictate your drive to affect change, and that those who are truly passionate about it aren’t intimidated by factors they cannot control.



Kirk Clay '23 and Ronan Zwa '23

Student Involvement in Model UN

Mark Schlager '19

Student activism has become more prevalent across our country in the wake of the Florida shooting. In response, we have seen a massive movement of students protesting, calling for a change, and establishing an important role in discussing and acting upon social, political, and economic issues in this nation and around the globe. While these are effective methods of involvement, another activity that allows students to



discuss and find solutions for global and national issues is participation in Model United Nations.

At my first Model UN conference, I was very nervous. I was worried that maybe I had not prepared enough, and was reluctant to speak. This conference was a learning experience for me, as I spent most of my time listening and not participating and providing my insights and analysis. However, at my second conference, held at the University of Michigan, I was committed to being an active participant. Representing New Zealand, I was in a committee dealing with the Yemeni Civil War and the dispute in the South China Sea. As the conference progressed, I remember proposing a policy and amendment to my working group, I had a really good feeling, that I accomplished something huge, and might have even solved a world issue, even if it was just a simulation.

Model United Nations gives students around the world an opportunity to meet together in a conference and simulate the United Nations. Students are assigned to a certain committee, for example UNODC (United Nations Office on Drugs and Crime), and are then assigned to a specific topic. Throughout the duration of the conference, this topic will be debated by each country delegation until consensus is reached. The solutions are drawn out in the form of working papers, which then turn into two official resolution papers that include the provisions, opinions, and solutions of multiple countries in that certain committee. Once this is passed, myself, as well as the other delegates in the committee, will feel a sense of accomplishment and satisfaction. After two to three days of expressing personal opinions and listening to others, we all worked as one to establish a compromise and ultimately an effective solution, even though it is just a simulation.

However, passing a “fake” resolution doesn’t feel fake at all. It really feels as if we, as students, had worked together to solve a global issue. Participation in Model UN allows us to connect with other passionate students and discuss contemporary global issues. This is what really makes Model UN special and unique: it tasks students with representing a foreign nation, where they are required to be educated on that certain nation’s government, culture, and role in the world. Putting yourself in the shoes of another nation poses as a tremendous opportunity for a student to change their perspective on the world, as they become exposed to the critical issues other nations face that they do not personally experience themselves.

Participation in the Model UN club and conferences creates an opportunity for students around the world to meet and then figuratively solve crucial global issues through substantive debate and ultimately compromise. The goal is for students who feel passionate about global stability and peace to actively participate in a simulation of the world’s most important intergovernmental organization that promotes cooperation and peace on an international level. The opportunity not only allows students to advocate for what they’re passionate for in the simulation, but also can give them inspiration to seek further action outside of conferences, especially after gaining the United Nations perspective.

Believe in passion: Feeding the Spiritual Needs of Jewish Youth

Rachel Gluck '20



When I was eight years old I spent the Jewish holidays in the hospital with my grandmother. I remember the grim feeling in the building. Usually the holidays in my family are spent with warm family dinners and happy parties but this holiday was gloomy and you could tell everyone felt anxious. It was a big deal to not be in attendance to the High Holy Days. I remember how upset everyone in my family was when we were by my grandmother's bedside after surgery instead of the late afternoon services. There was not a good service option or way to celebrate the holiday at the hospital and it felt that we were getting cheated out of our traditions. Last March, about a year after my grandmother passed away, I attended an event with my friend. It was a competition where teenagers presented their business ideas to better the area and people around them. I remember walking out of the room feeling inspired by what people my age were doing to improve society, and I started wondering what I could do to make a change.

The next year, I saw an advertisement to be a part of the same competition. I quickly called my friend and we started brainstorming ideas. We struggled to come up with ideas until I remembered spending the holidays in the hospital with my grandmother. I realized that there were limited services and opportunities for Jewish people to celebrate their holidays and traditions. By the end of the phone call with my partner, we concluded that we wanted to bring Shabbat, a weekly Jewish practice, to children in the hospital because we were lucky enough to be able to go to Shabbat services. Shabbat is one of the elements of Judaism that connects people all over the world. The ability to celebrate and observe Shabbat is a right that all Jewish people should have.

A little over a month later we got a phone call telling us that we had been accepted to take part in the program. While I was incredibly excited, doubt started to creep in. I wondered if I could be able to start a program like this. This program is able to positively affect someone's life. I doubted that I would be able to bring a child joy while they are going through something so hard that I knew little about. However, I showed up to the meeting with a hopeful heart. I was reminded of how I felt missing out on the holidays and I never wanted a child to feel isolated from their religion and traditions. After many hours of hard work, we have been able to expand our program, called Shabbat Supporters. Our goal at Shabbat Supporters is to connect hospitalized Jewish children with their peers to celebrate the Sabbath. Volunteers engage with their partners in prayers, stories, and games.

My partner and I have been able to turn an idea into a non-profit program with partnerships with businesses and temples. We have presented two pitches in two different competitions where we have received great advice and reviews and have been able to improve the program. We have a public presentation soon and plan on pitching our organization to the Jewish Federation in the Fall.

When I applied to the program I did not think I would be accepted and I did not believe that I would be able to start a nonprofit organization. Throughout this process I have learned to follow the ideas I am passionate about and believe that I can make a positive impact in someone's life even if it may be intimidating at first. I have learned to be more confident with my ideas and how to implement them. Take every opportunity you can to make someone's life better because every action, no matter how drastic or small, can affect a person.

