



**Dr. Garcia de Mueller, Former AAUW Fellow,
To Speak at April 4th Meeting; 6:00 pm**

Dr. Genevieve Garcia de Mueller, was an AAUW Fellowship recipient, partially funded by our Fort Atkinson Founders Fund. Dr. Garcia de Mueller will be speaking on racial justice and equity in higher education, as well as sharing her own educational and professional journey. This is sure to be an enlightening and engaging presentation given her exceptional qualifications and experience.

Below is Dr. Garcia de Mueller's Bio:

Genevieve Garci de Mueller is a Senior Research Analyst at Institute of Higher Education Policy (IHEP) In this role, she writes research on the role of post-secondary education. Before joining IHEP she was Director of Writing Across the Curriculum (WAC) and an Assistant Professor at Syracuse University. Her previous work focused on WAC, antiracism, Writing Program Administration, and policy studies. Genevieve holds a B.A. in Theater from the University of New Mexico, a Masters in Literature from the University of Essex, and a PhD in Rhetoric and Composition from the University of New Mexico.

Her publications include the co-authored "Inviting Students to Determine for Themselves What It Means to Write Across the Disciplines," and "Race, Silence, and Writing Program Administration: A Qualitative Study of U.S. College Writing Programs." In 2020, she received an AAUW American Publication Grant for her manuscript Shifting Landscapes: The Deliberative Rhetoric of Citizenship in U.S. Immigration Policy. Her Antiracist WAC program received the 2021 CCCC Writing Program Certificate of Excellence Award.

Genevieve is dedicated to racial justice and equity in higher education. Her experience working with undocumented youth in New Mexico and South Texas motivated her to work to change policy.

Dr. Garcia de Mueller's presentation will begin at 6:30 (not 7:00!) and will be held via Zoom. You may attend April's meeting in person at the library or via the attached Zoom link. Social moved up to 6:00.

Zoom link: [https://us02web.zoom.us/j/83312398190?](https://us02web.zoom.us/j/83312398190?pwd=WGZHL3NVWGhGdWlWdm1pSS84aTFQU09)
pwd=WGZHL3NVWGhGdWlWdm1pSS84aTFQU09

Mission Statement

Advancing gender equity
through research, education
and advocacy

Vision

Equity for all

Values

Nonpartisan. Fact-based.
Principled. Inclusive and
Intersectional

Inside this issue

President's Corner	2
March Meeting Minutes	3
Treasurer's Report	4
Member Spotlight	5
Membership Matters	6
DE&I	8
Washington Update	9
State Convention Party	10
Outreach	11
Misc. Announcements	12
Book Sorting	13
Calendar	14

Rebranding Needed?

As Vicki and I have spent much of the last year discussing ways to grow and invigorate our membership I kept coming back to something we discussed at the State Convention last year...what does our ideal new member look like and how would we try and attract her. Well, I'm a marketing person by training and trade so that resonated with me as the most important first step in our thinking, identify the ideal candidate and what would motivate her to join us.

Working with some of the other branches on this issue, we all agree that the ideal candidate is the college educated 35-45 year old working woman who is civic minded. No big surprise there, right? No surprise, but a big challenge. These are millennials. Millennials are not by nature joiners. They are results driven and technologically oriented and they will not be satisfied joining a group just to go to a meeting and hear a speaker once a month. They need to see and feel the results...they need to be hands on in achieving the results.

What about a millennial's nature and values can we use to our favor? Millennials will push for societal change in order to create a more equitable and sustainable world. They are passionate about making the lives of others better. They believe in the possibility of change. Women of this age group value family and personal connection. These are ALL traits and values that coincide with AAUW! Not necessarily what we project to the community at the local level but what we stand for as an organization.

I called ten local millennials over the last two weeks and asked them what they knew about AAUW. I can sum all of their answers in the following statement. *"AAUW is a bunch of old ladies who have a book sale and give out scholarships"*. That is our reputation. There's nothing incorrect about that definition, but oh, it's so incomplete! We are so much more than that! When you look at all of the initiatives National is involved in, all of the key issues they fight for on behalf of women everywhere, from fair pay in the workplace, equity in higher education, and DE&I, we are so much more than old ladies giving out scholarships. We are EXACTLY the kind of organization millennials would be interested in being a part of...if only our local messaging reflected what we really are.

I think we have a branding problem and, in my opinion, we need to start presenting ourselves differently. We can back off the scholarship messaging, it seems that message has been received loud and clear. Or at least quit having it as our sole message. We need to talk about our organization's efforts to change the status and positions of women in society and we need to find ways to bring that effort down to the local level and engage the younger women if we want them to join us. I believe we need to be willing to make some changes if we want to grow a YOUNGER membership.

Obviously these are my observations and thoughts and may not be shared by everyone. I value your thoughts and opinions so please reach out to me if you'd like to discuss this topic.

Kathy M.

**To submit content for the next issue of the
AAUW Fort Atkinson Branch Beat
please email: marr.kathy@gmail.com**



March Meeting
Monday, March 7, 2022 – 7:00p Library/Virtual

Vicki called the meeting to order.
Happy Bucks was passed around.

The speaker was Merrilee Lee who is the Director of the Hoard Historical Museum. She gave a presentation on Notable Women of Fort Atkinson.

A very brief meeting was held after the speaker as we needed to vacate the library by 8p. The highlights were:

- Sign-up sheet available for Tech Savvy volunteering.

- Sign-up sheet available for the book sale.

- Scholarship applications are due by April 1st.

- Grants for Gals applications are due March 15th.

- Volunteers are needed to be part of the nominating committee for next year's branch officers.

- Please let Kathy M or Vicki W know if you are interested.

- Please check out the branch website which has been and continues to be updated and improved.

National's Shape the Future initiative: [National will take 50% off of National dues \(equates to \\$31\) for any individual who joins while at an AAUW event. If an individual AAUW member recruits 2 new members, they will receive a free year of membership. The branch can receive up to 3 free memberships. This initiative is available through June 30th.](#)

NCCWSL is in May and will be virtual. Funds are available to sponsor 1 individual. We have not received any applicants yet so please spread the word.

Motion to adjourn by Tina B, seconded by Kathy C.
Submitted by Brittany N, Secretary



Treasurers Report for March 2022

Meeting March 7, 2022

Last On-line Bank View: March 6, 2022

- Checking Account \$7594.53
- Saving Account \$2,020.32

Expenses since Feb. 1, 2022

- 02/23/22 AAUW – Greatest Needs Fund \$1650.00 (not cleared yet)

Deposits since Feb. 1, 2022:

- 02/23/22 Grants for Gals, Purse sales \$142.00
- 02/23/22 Donation – Holiday Auction \$50.00

Planned Philanthropic Disbursements (approved in 20-21 fiscal year):

- FA AAUW Grants for Gals Fund \$1500

Reserved funds in Checking:

- Grants for Gals 2021-22 Fundraising \$1214.94 (includes 2/23 dep)
- Backpacks (rollover from 2021) \$153.56

21-22 Philanthropic Funds Reserved:

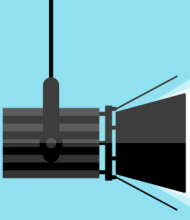
- Grants for Gals 2022 Philanthropy \$400.00
- Tech Savvy \$285.00
- NCCWSL \$165.00

Announcement

National has just announced that they are raising their portion of the rates again- by \$5 effective with the upcoming renewal season beginning in April. State rates will remain the same.



Don't forget to bring your **HAPPY BUCKS** and good news to the meeting and share with your fellow members! All Happy Bucks donations go to the Grants for Gals program.



Member Spotlight

Bonnie Babcock

Bonnie Babcock grew up with a rich Swiss heritage in New Glarus, WI. Graduating with an English major and Physical Education minor from UW Platteville. She began her teaching career in Fort Atkinson. She taught for five years but had to retire when she and Paul began their family because there was no leave of absence at that time. They had two daughters. She substituted and did homebound instruction during her "break" from teaching full time. She returned to teach at Johnson Creek High School after the girls started school.

Babcock, a 22-year member, joined AAUW after her retirement from teaching. She has held many jobs in our branch. She has held the offices of Program Chairperson, Treasurer, and President, while also being on the funds committee, backpack project, Adelante book club, book sale board, and a "sorting sister". One of her favorite activities was Tuesday morning "sorting" interesting books. She feels strongly about the book sale because the funds we make could change a life! A wonderful memory and opportunity was attending the National AAUW Convention with Kathy Cheek in St. Louis, Missouri. While there she met and visited with Lilly Ledbetter, the woman who was influential in spearheading the Equal Fair Payment Act.

She has stepped back from activities right now because of family obligations. She loves spending time with her five grandchildren. She has one great grandchild with another to arrive at any moment. In her spare time, she loves to read, to knit and to "bird". Babcock has also been involved with many community organizations including, Friends of the Library, volunteering at the Museum, Friends of Rose Lake, and her church.

"When One Team Member Succeeds, The Entire Team Succeeds"

Stacy Allison

Kathy Roach

Kathy has lived in Fort Atkinson for 17 years and has been a member of AAUW for 15 years. She has enjoyed participating on the board as the VP of Programs and chair as well as on the public policy committee. In addition, Kathy has been a member of the Adelante book club where the group has read many interesting books over the years and had many good laughs and deep conversations.

In her professional life, Kathy has spent over thirty years in nonprofit management and population health providing services and programs for the underserved. Most recently as the President and CEO of Special Olympics Wisconsin, an organization serving people with intellectual disabilities through sports, health, and education.

In her free time, Kathy enjoys putzing in her seven English gardens, traveling to new places, spending time with her eight nieces and nephews and loving her pets. Currently she is bowing to the graces of her Lilac Himalayan Point, Eleanor Roosevelt.

Membership MATTERS

Earn a Free Membership to AAUW

Yes, that is right, you can earn a free membership to AAUW by recruiting two new members by June 30, 2022! National AAUW is offering through its “Shape the Future Campaign” free membership to current members and reduced membership to new members who join at a meeting or special event.

Here is how it works! The “Shape the Future” membership campaign is a tool that branches can use to recruit and retain members. With this campaign, branches can offer 50% off national dues when prospective members join AAUW at any event or meeting.” Branch members also earn one free national membership for every two new members they recruit.

Who is eligible for membership? AAUW membership is open to anyone with an associate or equivalent degree or a bachelors from an accredited educational institution. A new member is someone entirely new to AAUW or an individual who rejoins after two or more years of lapsed membership. After March 15, free memberships are applied to the following year.

So, help your branch grow and help yourself to some free money by bringing two new friends who want to become members to our next meeting!

Vicki W.

Members Needed!

Do you know a special woman who could benefit from all of the wonderful things AAUW has to offer? Maybe you know a bright college student who could use the tools offered by AAUW as she gets ready to step out into the workplace. The area is full of women who meet the criteria for joining AAUW, but more importantly, have the intelligence, energy, and social awareness to fit into our Branch. We need to find them, recruit them and welcome them into the fold. You know them. Will you ask them to join us?

Three Barriers and Solutions to Keeping Girls in STEM

<https://www.uww.edu/ce/camps/additional/techsavvy>

As of March 22 we have 37 girls
and 25 parents registered!

A big thank you to everyone who has signed up to help! Most volunteer positions have been filled. However, we need several more volunteers to help out. If you are interested, please let Maggie or Vicki know.

Volunteer training will be held April 12 @ 1:30pm on campus at UW-Whitewater; and also via Zoom on Wednesday April 13 @ 7:00pm. Both meetings will cover the volunteer duties and the schedule for Tech Savvy. For those who attend the Zoom meeting, we will discuss where the workshops will be held. For a campus map: www.uw.edu/map.

To volunteer to help with Tech Savvy: let Maggie or Vicki know; or sign up on Google docs here: <https://www.uww.edu/ce/camps/additional/techsavvy>

Maggie W and Vicki W

Solutions: Researchers say teachers can foster a growth mindset in students by emphasizing that practice rather than innate ability improves performance. Adding images of female mathematicians or scientists throughout classroom materials can also shift perceptions about who belongs.

Solutions: Community influences and resilience strategies from extra- or co-curricular programs, single-sex programs, teacher training in culturally responsive teaching strategies, and black and female role models in STEM can help.

Solution: Teachers may want to move away from multiple-choice tests—often a staple in math and science—and place more emphasis on open-ended assessments that allow students, especially girls, to demonstrate their proficiency.

<https://www.edutopia.org/article/keeping-girls-stem-3-barriers-3-solutions>



DE&I Tool Kit: Sexual Orientation

Let's start with the basics and define exactly what is sexual orientation. Webster defines sexual orientation as a person's sexual identity or self-identification as bisexual, heterosexual, homosexual, pansexual, etc. But, if you have kept up with the ever growing list of letters you know it is a bit more complicated than that.

There are more definitions to learn, but the list that follows is a good start. You can find even more at <https://www.aauw.org/resources/member/governance-tools/dei-toolkit/dimensions-of-diversity/sexual-orientation/> It is important to understand these terms because they are the first critical step to inclusion, obviously along with relating to the individuals in a gracious, non-judgmental and accepting manner. If you are unsure of what terminology a person prefers, just ask! And always remember that not everyone is "out" and we need to respect their privacy. And like most things in life it is always best not to make assumptions. *Bottom line, the key to inclusivity is respect.*

— Kathy M

The AAUW DE&I Tool Kit does a good job of defining the various forms of sexuality. Lets take a look at them*:

- **Heterosexual or straight** describes a person who is attracted only or almost only to the "other" gender.
- **Gay, lesbian and queer** describe a person attracted only or almost only to those of the same gender.
- **Bisexual or bi** describes a person attracted to both men and women, though not necessarily equally or at the same time.
- **Pansexual and omnisexual** describe a person attracted to those of any gender.
- **Asexual** describes someone not sexually attracted to any gender. This is different from deciding not to have sex with anyone (abstinence or celibacy).
- **Queer**, traditionally a derogatory term, has been reclaimed and appropriated by some LGBTQ individuals as a term of self-identification. It is an umbrella term which embraces a matrix of sexual preferences, gender expressions and habits that are not of the heterosexual, heteronormative, or gender-binary majority. It is not a universally accepted term by all members of the LGBTQ community, and it is often considered offensive when used by heterosexuals.
- **Two-spirit** describes a person who identifies as having both masculine and feminine spirits.



*This list taken from the AAUW.org DE&I toolkit



Washington Update

Legal Advocacy Fund

Every year a portion of our membership fees and donations go to the National organization. I thought it would be interesting to look beyond the cost of running the organization and see what that money is used for in meeting the mission of AAUW. So I decided this month to look at the Legal Advocacy Fund.

Over the years AAUW has spent millions of dollars to help support cases that fall directly in line with the goals and key objectives of our organization and improve the conditions of women in higher education and in the workplace. Below are four cases pulled from the list of active cases that AAUW is currently supporting.* These cases are great examples of the types of lawsuits our organization gets behind. I urge you to read about them in further depth on the AAUW website.

Freyd v University of Oregon

Jennifer J. Freyd has been a Professor in the University of Oregon's Psychology Department for more than 30 years and is a national leader in the field of trauma psychology. She is the most senior staff member of University of Oregon's Psychology Department based on years in rank. Her salary, however, is substantially less than that of several of her less-senior male colleagues.

Glasson v Google

Chelsey Glasson had a long history of exceptional performance at the tech companies she worked for — until she began to speak out against the pregnancy discrimination she witnessed and then began to experience herself as a Google employee.

Miller v. Sam Houston State University/Texas State University System

Dr. Audrey K. Miller, an expert in gender violence, trauma, and forensic psychology, was a tenure-track Assistant Professor of psychology at Sam Houston State University. Despite her excellent performance reviews and nominations for university awards, Dr. Miller was denied promotion and tenure after she expressed concern to administrators about discriminatory treatment that she and other women in her department had experienced.

Joseph v The University of Kentucky

MaChelle Joseph is the former Head Coach of the Georgia Institute of Technology's women's basketball team, which she successfully led for 16 years. The university's athletic department, however, afforded Coach Joseph and her team significantly fewer benefits and resources than it provided to the men's basketball team. Soon after Coach Joseph filed a complaint about this discriminatory treatment, the university suspended and ultimately terminated her employment.

- Case highlights copied from : <https://www.aauw.org/resources/legal/laf/current-cases/>

— Kathy M

Special Invitation from your Presidents



You Are Invited!

State Convention may be virtual but that doesn't mean we can't make it a social event!

Vicki and Kathy are inviting you to a viewing party for the Friday night of the AAUW State Convention! Why sit at home watching on your computer all alone when you can join all your AAUW sisters and watch on a big screen while sipping on a glass of wine?

When: April 22, 6-9pm

Where: Fort Atkinson Club

Keynote: Gloria Blackwell

There will be wine, soda, snacks and desserts. Door prizes will be given!

So join us and lets "go to convention together!"



Message From Marianne and Lisa:

If you would really like to use your design expertise, join us for a Grants for Gals Hand bag making session on Wednesday May 11, The manufacturing get together will take place at 121 W Blackhawk Drive.

Cutting and ironing and matching a selecting starts at 6:30 PM. Diane Rosenberry our sewer expert will be there to help us get all the parts together.

We only have about 24 purses left...we have sold all but 4 of the purses we constructed back in November!

This will be the selection we sell for the summer sales season.

Remember this is the ongoing fund raiser for our new Grants for Gals 501C3

Let Marianne B or Lisa T know if you can attend.

Thank you for your support!



UPDATE

It's getting to be that time already! We're gearing up for the annual book sale, which will be held on Friday and Saturday, September 16 and 17 this year. While that might seem to be a ways in the future, a whole lot of work has to happen before then.

Book sorting! Book collection! Sign making! Poster distribution! A whole Summer of opportunities for you to help out. Volunteer sign up sheets will be available at the April and May meetings. You may also contact Kathy C to let her know directly how you will be able to help.

Summer book sorting will start in early Summer and we will be continuing with last year's warehouse hours: **Monday evening 4:30-6:00, Tuesday mornings 9-11, and Saturday mornings 9-11.**

April Coming Events

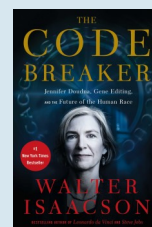
Fanny Jones Highsmith



The Fort Atkinson Club is honoring former AAUW member Fanny Jones Highsmith with a second art show in her name. Featured artists are the late Kim Karow, Angie and Brian Szabo, and Mark Skudlarek. The opening is **Saturday, April 2**, from 4 to 7, and the show runs Monday thru Thursday, the 4th thru the 7th, 10am to 3pm

Adelante Book Group

The !Adelante! Book Group will be meeting **Wednesday April 27th** at 6:30 in the Niedecker room of the Dwight Foster Public Library to discuss The Code Breaker by Walter Isaacson.



AAUW State Virtual State Convention

The Wisconsin AAUW State Convention will be held via Zoom again on **April 22 and 23**. But don't forget AAUW Fort will be holding a viewing party at the Fort Atkinson Club for the Friday night event from 6-9pm.

Tech Savvy

The 2022 Tech Savvy will be held **Saturday April 30th** on the campus of UW-W

Outreach

Making Handbags!

Please Join us **Wednesday night May 11**, for our Summer Hand Bag making session.

We will be making bags with our fun new lining and all new summer fabrics for the summer selling season!

The evening **starts at 6:30**. Even if you can only spend an hour. Many hands make light work!

The construction takes place at 121 W Blackhawk Drive in Fort Atkinson.

We hope to see you there!

**Remember this is the only regular Fund Raiser
for our New 501C3 Grants for Gals Grant Program!**

Email Lisa T or Marianne B if you can help.

Marianne & Lisa T, Outreach Committee Co Chairs



Did you know?

AAUW helped Jewish scholar Lise Meitner escape from Europe during WWII.

Elise Meitner was a leading Austrian-Swedish physicist who was one of those responsible for the discovery of the element protactinium and nuclear fission.
(Wikipedia)



Member Profile Update Request

We are updating our member profiles to include birthdays and anniversaries so we can be sure to wish you the appropriate greetings in your Branch Beat. No need to include your birth year if you don't want to but if you have any major marriage milestones coming up, it might be nice to know that. All you need to do is respond back to the email this issue of Branch Beat was attached to or **text your name and dates to 920-309-2668**. Easy Peasy Lemon Squeezy!



*“Have you considered leaving a **Legacy Circle** bequest in your will or trust to affirm your support of girls and women long into the future?”*

Celebrate Us!

April Birthdays

Kathy M...25th



April Anniversaries

Kathy M...29th



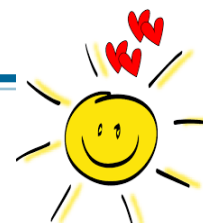
Special Dates

April 20 — World Earth Day

Do you need a ride to a meeting?

It can sometimes be a struggle at night, especially in the Winter. Don't let a lack of wheels make you miss a meeting! If you do need a ride, give **Kathy M** a call at **920-309-2669** or text her and she will organize a ride for you.

Sunshine Chair



If you in need of a little sunshine in their life, please let our Sunshine Chair, Carla C. know!

She will send get well, congratulations, or sympathy cards on behalf of the Fort

April Monthly Holidays and Observances

- World Autism Awareness Month
- National Garden Month
- National Humor Month
- National Poetry Month — National Haiku Poetry Day is April 17
- National Internship Awareness Month
- Prevention of Cruelty to Animals Month
- Stress Awareness Month
- Sexual Assault Awareness Month
- National Pet Month
- National Pecan Month — April 14 is National Pecan Pie Day
- Distracted Driving Awareness Month
- Keep America Beautiful Month
- Move More Month
- National Decorating Month
- Couple Appreciation Month
- International Guitar Month
- National Kite Month– So go fly a kite!
- National Library Week

<h1>April 2021</h1>				1  April Fool's Day	2  National Peanut Butter and Jelly Day	3 Read a Road Map Week 
4  World Rat Day	5  Guitar Month	6  Keep America Beautiful Month	7  International Beaver Day	8 Draw a Picture of a Bird Day 	9 Wedding Month 	10 Golfer's Day 
11 Cheese Fondue Day 	12 Big Wind Day 	13 Garden Week 	14 Look up at the sky Day 	15 Rubber Eraser Day 	16 Librarian Day 	17 Bat Appreciation Day 
18 International Juggler's Day 	19 Garlic Day 	20 Chinese Language Day 狗 Dog 	21 National Tea Day 	22 Jelly Bean Day 	23 Lover's Day 	24 Pig in a Blanket Day 
25 World Penguin Day 	26 Pretzel Day 	27 Save the Frog Day 	28 International Astronomy Day 	29 Shrimp Scampi Day 	30 International Jazz Day 	