

Fort Atkinson

June 2022

Branch Beat

Summer is Coming!

Long days, no school, flowers, birds, picnics, days at the beach...and no AAUW meetings. After the picnic on June 2nd, we won't reconvene as a full group again until the Salad Supper in September. That doesn't mean there won't be work going on. Committees will be forming, Renee B. will be hard at work putting the directory together, the board will be working on plans for the 2022/2023 year, and committee chairs and programming will be busy lining up presenters. And book sale committee members will be gathering and sorting books!

If you haven't yet signed up for a couple committees yet please contact Vicki W or Kathy M. Also, if you have any suggestions for presenters for next year, please share them. We had some great speakers at the State convention and some of those might be available to speak to local branches with enough notice.

As of this writing, we are still looking for someone to step up as Co-President, working with Vicki W this next year and assuming leadership the following year. We understand that everyone is dealing with personal obligations, or has already taken their turn at the helm, but with our smaller membership numbers we really need someone willing to volunteer and "take one for the team", so to speak. Please reach out to Vicki to discuss the position if you have any questions. Continuity of officers and the board is a key component of our branch Strategic Plan.

Summer Goals:

1. Recruit a member (or 2)
2. GetInvolved

Mission Statement

Advancing gender equity through research, education and advocacy

Vision

Equity for all

Values

Nonpartisan. Fact-based. Principled. Inclusive and Intersectional

"Real change, enduring change, happens one step at a time."

— Ruth Bader Ginsburg

AAUW - Fort Atkinson

June 2022

President's Corner

Well, ladies, it's been quite the two years for me as your Co-President. It seems almost surreal that it is coming to an end already. I guess I can go down as the Covid President...or maybe the Zoom President!

To say the last couple of years were challenging would certainly be an understatement. Thea and I, and then Vicki and I, had lots of plans to focus on membership growth during our time as Presidents, but Covid effectively put the kibosh on most of them. The focus

shifted, primarily, to keeping up some level of group communication while keeping the membership safe and healthy. Thank goodness for Zoom. While it wasn't perfect, and was not available to all members, it helped keep us together.

We started to meet in person again over the last five months, with more members starting to come out and join us as the risk of Covid subsided in our area. But as we know, the risk isn't gone and some members are still taking precautions.

I think a question we will have to answer going forward, is one many employers are facing ... will we ever go back to being an in-person only meeting, or will we always have to offer a remote viewing option?

It has been my honor to be your President and there have been interesting times for sure. I know I am leaving you in very capable hands as Vicki takes the helm in July!

Thank you for all of your support and kindness. Kathy M.

P.S. This is the last **Branch Beat** until September! You may see emails for important news over the Summer.



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Monday, May 2, 2022 – 6:30p Library/Virtual

AAUW Fort Atkinson Branch – General Meeting Minutes Monday, May 2, 2022 – 6:15p Library/Virtual

Kathy M called the meeting to order.

- **State Convention:** Per Kathy M, it was fabulous this year and the presenters were wonderful. She would highly encourage members who could not attend to watch the presentation videos from the event
- **Happy Bucks** was passed around.
- **Member Recognition Awards were presented.**
- **Co-President/President-Elect** is the only open officer position for next year and there are currently no nominees. The floor was opened up for nominations but no nominations were accepted. Please contact Kathy M or Vicki W if interested.
- **Dues** can be paid online for next year.
- **Committee Sign-up's:** The meeting took a break so that members could sign up for committees. Members were highly encouraged to sign up for anew committee, sign up for multiple committees, and/or sign up to take on a leadership role by becoming Chair of a committee.
- **Tech Savvy** was a smashing success! Thank you to all the AAUW members who contributed to this event.
- **Book Sale** sorting will begin soon. There are plenty of open opportunities to help and take on a leadership role on the Book Sale Committee.
- **June Picnic/Meeting/Membership Drive:** Will be held at the Club House in Rock River Park near the Fort Aquatic Center on Thursday June 2nd. 5:30-6p will be a social, dinner will be from 6-6:45p and a program will be at 7p. The Club House is fully enclosed with indoor bathrooms so this event will be happening rain or shine. The dinner will be Potluck style so members are asked to bring a dish. The main dishes (pulled pork and a veggie option) and utensils will be provided. **Guests are highly encouraged! Bring people!** *Keep Nationals Shape the Future Initiative in mind which would reduce your membership dues for next year if you are responsible for new members signing up.
- Motion to adjourn by Kathy C, seconded by Sue D. Submitted by Brittany N, Secretary



Last statement: May 2, 2022

June 2022 Treasurer's Report

Checking Account \$7174.53

Saving Account \$2,020.47

Expenses since May 2, 2022

\$150 to Fort Atkinson Parks & Rec for June meeting.

Not cleared yet:

\$1650.00 donation to AAUW Greatest Needs Fund

\$346.80 AHT Liability Insurance

Deposits since April 1, 2022

None

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

FA AAUW Grants for Gals Fund

Reserved funds in Checking:

Grants for Gals 2021-22 fundraising

Backpacks (rollover from 2021)

21-22 Philanthropic Funds Reserved:

Grants for Gals 2022 Philanthropy

Tech Savvy NCCWSL

\$1500

\$1214.94 \$153.56

\$400.00 \$285.00 \$165.00

Note from Bev: Your membership fees for the 2022-2023 year are due on June 30. The new AAUW National website is the preferred way to enter your yearly dues. If you haven't already accessed the website, and set up your id and password, please do so. Just go to AAUW.org, and hit the new password button to set yourself up. You can then renew by entering a charge card. Your national, state, and local dues will be disbursed to the right places.

A reminder email will come to your from National shortly, with more renewal information in it.

If you prefer to have me do the website entry for you, please send your check for \$93, written to 'Fort Atkinson AAUW to me at:



Joan Jones

I came to Fort Atkinson in 1959 as a bride. I had hardly unpacked my bags when a very persistent group of women asked me to join AAUW. They were so excited because they had just received accreditation from National. I joined of course and have been a member for **sixty** years. One of my early projects was having a

tea for the senior high school girls where we encouraged them to go to college. Now we do more than encourage, we help finance. I am proud of all AAUW does and has done. I am grateful to those persistent ladies who encouraged me to join.

Joan has worked on many committees and projects since she joined AAUW. It is always delightful to see her sorting books for the used book sale on a Tuesday morning. She currently serves on Grants for Gals and the Education/ Initiative for Educational Equity committees.

“Being a member is about knowing that you’re not on your own, and that you share experiences with other people.”

Kay Becker

Kay graduated from Beloit College with a Bachelor of Science in Math and Science. Every year Kay goes to Florida to see her son, Keith, although she was unable to do so this year unfortunately. Kay is lucky to have her other son Kevin and his family right here in Fort Atkinson. Every month Kay enjoys meeting with her classmates from the class of 1958 as they catch up on all sorts of happenings in their lives. Kay was also an avid bridge player and today she loves to do puzzles.

She enjoys hearing from us about all of our involvement in the book sale, scholarships, speakers on diversity and equity, plus programs that we promote for women and girls. Kay is always a delight to see at the book sale each year and we are so excited that her husband, E.G., has told us that he will be bringing Kay to the picnic on the 2nd!



DIRECTIONS:

- Take Riverside Drive west to the Rock River Park and Aquatic Center South entrance which is Sinnissippi Drive. Follow Sinnissippi Drive, keeping left at the fork in the road.
- You will pass the athletic field, Rotary Pavilion, and the Archery Range
- The Fort Clubhouse is at the end of the road!



Membership MATTERS

You are invited!

2022 AAUW -Fort Atkinson Member and Guest Picnic

Please join us for a relaxing evening of food and drink and learn more about the mission and key issues supported by AAUW as an organization and our local branch.

When: June 2, 2022 **Where:** The Fort Clubhouse at Rock River Park

5:30-6:00 Mingle (see directions, following) 6:00 Dinner

7:00 Program



What Exactly is the difference between diversity & inclusion?

Diversity and inclusion, as concepts they are connected, but they are not interchangeable ideas. Diversity is about the representation of different groups within a group, organization or population, while inclusion is about how well the contributions, perspectives, and very presence of these different groups of people are valued and integrated into this environment.

The *difference* between diversity, inclusion and belonging is that diversity is the representation of different people within the organization, inclusion is making sure that everyone has an equal opportunity to contribute to and succeed at every level of the workplace, and belonging is ensuring that everyone within the organization feels safe to bring their unique and honest selves to work.

An environment where many different genders, races, nationalities, and sexual orientations and identities are present but only the perspectives of certain groups are valued or carry any authority or influence, may be diverse, but it is *not inclusive*. This is the environment that we all need to be aware of and do our part to bring to the attention of others and work to facilitate a change in how all members are respected and valued.

Having a company with strong D,E &I practices in place isn't just the "right thing to do", there are actual, measurable benefits for companies to support a diverse and inclusive work environment. Research shows that when employees trust that they, and their colleagues, will be treated fairly regardless of race, gender, sexual orientation or age, they are.

- 9.8 times more likely to look forward to going to work
- 6.3 times more likely to have pride in their work
- 5.4 times more likely to want to stay a long time at their

company

Having an inclusive workplace culture will not only help attract a diverse set of talent but also help retain the diverse talent attracted in the first place.

—Kathy M.

There are many resources available to learn more about D,E&I, including the Toolbox at <https://www.aauw.org/resources/member/governance-tools/dei-toolkit/>

There are books and articles available online and in the library. There is so much to learn!



Tech Savvy 2022

STEM ... A Man's Perspective

There's an old saying that a woman has to be twice as good and work twice as hard to be considered half as good as a man. While I think that margin has closed up somewhat, we do know there is still a gap in STEM education and in the workplace. Which is why the Tech Savvy project produced by AAUW is such an important project. Research shows reaching girls at the middle school age is critical if they are to stay

on course to pursue a technical career.

This beauty has been floating around FaceBook recently and I wish it was mandatory to have it posted in every middle school and high school math and science classroom. I love the clever way the writer highlights the builtin obstacles girls and women can face in the classroom when taking traditional STEM courses. His recognition and understanding of the issue shows maturity, and dare I guess the influence of a great mom?

But this does make me think... we are spending time and energy on educating girls on their capacity to engage in STEM courses and careers, but maybe we need to spend some time educating boys and male teachers that girls belong in STEM, too.

Male engineering student explains why his female classmates are not his equals. You will want to read this.

LETTERS TO THE EDITOR

To the women in my engineering classes:

While it is my intention in every other interaction I share with you to treat you as my peer, let me deviate from that to say that you and I are in fact unequal.

Sure, we are in the same school program, and you are quite possibly getting the same GPA as I, but does that make us equal?

I did not, for example, grow up in a world that discouraged me from focusing on hard science.

Nor did I live in a society that told me not to get dirty, or said I was bossy for exhibiting leadership skills.

In grade school I never had to fear being rejected by my peers because of my interests.

I was not bombarded by images and slogans telling

me that my true worth was in how I look, and that I should abstain from certain activities because I might be thought too masculine.

I was not overlooked by teachers who assumed that the reason I did not understand a tough math or science concept was, after all, because of my gender.

I have had no difficulty whatsoever with a boys club mentality, and I will not face added scrutiny or remarks of my being the "diversity hire".

When I experience success the assumption of others will be that I earned it.

So, you and I cannot be equal. You have already conquered far more to be in this field than I will ever face.

By Jared Mauldin

Senior in Mechanical Engineering



Washington Update

STRATEGIC PLAN 2.0

Our National Board has created a Strategic Plan 2.0, which updates the 2018 Strategic plan. The pandemic and economic crisis has created great change in our world and its imperative that organizations adapt to these changes and AAUW is no exception. As strategic plans are intended to be dynamic documents that reflect current situations, the 2018 plan was updated to reflect our "new reality". As the introduction to the plan states, "There remains so much work ahead. Improving policies and laws is only a portion of what we need to create sustained and important changes in our society in every regard for women and girls – we need scalable programs, we need accountability and metrics, we need bold goals, we need individual human behavioral acceptance and willingness to change."

The following list contains the key goals of the organization in the core strategic areas. Go to the following link to see the action items under each goal. <https://www.aauw.org/strategic-plan-2-0/>

EDUCATION & TRAINING

- **GOAL:** Champion equal access in education, emphasizing
- **STEM.GOAL:** Ensure education at every level is free from sex discrimination. **ECONOMIC SECURITY**
- **GOAL:** Shrink the gender pay gaps.

- **GOAL:** Bolster inclusive career pathways for women in skills and training. **LEADERSHIP**
 - **GOAL:** Expand number of women in leadership, particularly in STEM. **GOVERNANCE & SUSTAINABILITY**
 - **GOAL:** Implement continuous improvement and best practices in governance, inclusion and organizational functioning.
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Reminder...

June 1 starts ***Book Sale Season!***

All gathering and sorting volunteers will be reporting to duty at the Jones' Warehouse. If you have never participated in this annual event, why not give it a try? It's actually a lot of fun, not too strenuous, its very interesting, you get first dibs on the cool books, and many hands make light work!

Hours are:

Monday evening 4:30-6:00

Tuesday mornings 9-11

Saturday mornings 9-11 (I didn't say it was pretty, I said it was fun!)

There are other volunteer opportunities available.

Please let Kathy C or Kathy M know if you want to help!

Fort Atkinson Branch Awards Scholarships

Hot off the press! On Monday evening our Scholarship Committee met to determine who would be receiving our annual scholarships. After hours and hours of reading the weeks before; Thea Reeves, Kathy Cheek, Susan Danielson, newcomer Barbara Roland, and committee chair Vicki Wright determined who would be receiving funding for the 2022-23 school year. This year, AAUW scholarships totaling \$20,500 were presented to seven women.

AAUW Second Chance Scholarship

The AAUW Second Chance Scholarship is available to women who plan to continue their education at a vocational or technical college, after having been out of the mainstream of education for more than one year. Applicants must be either a graduate of Fort Atkinson High School, a resident of Fort Atkinson, or be currently employed in Fort Atkinson.

This year, a \$3,500 Second Chance Scholarship was awarded to Aleece Jansen. She is enrolled in the Veterinary Technician program at Madison College. A \$5,000 Second Chance Scholarship was awarded to Allison Wisch. She will be pursuing an Associates Degree in Nursing at Madison College.

AAUW Undergraduate Scholarship

The AAUW Jane Shaw Knox Undergraduate Scholarship is offered to women who are pursuing a bachelor's degree at an accredited college or university. This year, a \$3,000 Undergraduate Scholarship was awarded to Cheyenne Kopp.

AAUW Jane Shaw Knox Graduate Scholarship

The Jane Shaw Knox AAUW Graduate Scholarship is offered to women who are pursuing a graduate degree at an accredited college. Applicants must be either graduates of Fort Atkinson High School, residents of Fort Atkinson, or be employed in Fort Atkinson.

This year, four Knox Graduate Scholarships were awarded. Michele Coleman, a 2007 Fort graduate who is pursuing a doctorate in Public Health at the London School of Hygiene and Tropical Medicine was awarded \$2,500. Emma Bare, a 2014 Fort graduate pursuing a master's degree in Nursing at DePaul will receive \$2,000. Kristina Fowler, a Fort Atkinson resident is pursuing a master's degree in counseling at the University of Wisconsin-Whitewater will receive \$2,000 scholarship. Arianna Mansavage, a Fort Atkinson 2018 graduate will receive \$2,500 to University of Whitewater for a program in Clinical Mental Health Counseling.

Our AAUW branch promotes equity for all women and girls, lifelong education, and positive societal change. We make a difference in the lives of women!

Women make up just over half of students enrolled in all sectors of higher education, yet hold almost two-thirds of the country's student debt: [\\$929 billion](#). Women who take out loans borrow an average of \$31,276—about 7% more than men—and many women of color borrow significantly more.

TRIVIA

!Adelante! Book Club

The Adelante Book Club will next read *The Daughters of Erietown*, by Connie Schultz. The group will meet on Wednesday July 20 at the Cafe Carpe from 6:00-8:00. If you are interested in joining the group, read the selected book and join the group for a lively and thought provoking conversation.

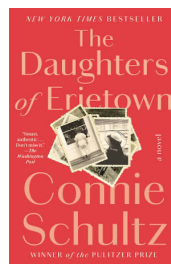
The Daughters of Erietown is the debut novel by Connie Schultz, a Pulitzer Prize winning journalist, and explores the hidden desires, long-held secrets, and the sacrifices people make for their family which are at the heart of a powerful story that spans three generations

"She reads books as one would breathe air, to fill up and live."

—Annie Dillard

Did you know?

AAUW member Rep. Shirley Chisholm (D-NY) was the first Black woman elected to the U.S. Congress, the first Black American to run for president and the first woman to run for presidential nomination from a major political party?



Sunshine Chair!

If you know someone who is 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 Atkinson Branch.



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.

We are still collecting birthdays and anniversary dates of members so we can celebrate you in the Branch Beat. Just email or text them to Kathy M.