

JANUARY MEETING

Program:

Diversity, Equity, Inclusion,
and Access: Our Strengths and
Challenges for the Future

Presenter: Barbara Stewart

Retired UWL Vice Chancellor for
Diversity and Inclusion



When:

Saturday, January 14, 2023

Time:

| | |
|----------------|--------------|
| 9:30-9:45 am | Sign-in |
| 9:45-10:15am | Brunch |
| 10:15- 10:30am | Business mtg |
| 10:30am | Programs |

Where:

Viterbo School of Nursing
Room 195
916 10th S. La Crosse

Cost and Menu: \$10

Eggs, Choice of three Breakfast Pastries served with
butter, jam, cream cheese, seasonal fruit platter, assorted
juice, water, coffee, decaf, and hot water with tea bags.

Please RSVP by January 8 to Robert at
608-788-0595 or richards.rob2@eagle.uwlax.edu

"Diversity, inclusion, and equity work is cyclical. We begin with the end in mind. Every accomplishment reveals another void that must be filled." Ms. Stewart has forged strong collaborations on and off campus over 22-plus years at UW-La Crosse, sharing her leadership skills in equity, diversity, and inclusion work.

As the inaugural Vice Chancellor of the new Division of Diversity and Inclusion, she is credited with bringing diversity-related offices together to increase student success and retention.

- DEI committee will present a short discussion on Allyship and Intersectionality lead by Diana Moran Sanchez Santos Thundercloud
- Fun facts about the branch 100 yr Anniversary by Marilyn Hempstead
- Brief talk on Transit Equity Day by Sandy Sechrest: the local and national value of buses, access for non-car owners, benefits for society, and improvements needed. Events listed for the Transit Equity Week.

AAUW

LA CROSSE (WI)

The Current

a publication of the La Crosse, WI AAUW Branch

VOLUME 62, ISSUE 5

JANUARY 2023



PRESIDENT'S PERSPECTIVE:

Happy Hopeful New Year!

by Andrea Hansen, Branch President

Do you have a personal ritual at the turning of the year? Transferring birthdates and other anniversaries from my old calendar to the new is that for me. It isn't mindless task for me. Instead, it invites me into a month-by-month reflection on the passing year. Both remembering and letting go are involved. Before turning to the new calendar, I write about the lessons learned from my joys and heartaches, failures and wins. I'm challenged to describe the passing year in 2 sentences.

I then turn to the new calendar. As each birthday and remembrance date, prescheduled meeting and known celebration are recorded, feelings of anticipation and curiosity surface. A brief reflection is part of this practice, ending with the question: What do you hope to say about this New Year when it is over? My new year begins to take shape.



Like you, most months of my calendar feature AAUW dates. I will be placing our AAUW meetings on the 2nd Saturdays of 2023 and our board meetings on the Mondays that precede them. And yes, the

deadline of the 20th for submissions to The Current will be noted as well!

It's what these dates represent that is important and why I'm excited about being part of AAUW. They point to AAUW-La Crosse Branch's continuing story of advocacy, solidarity, justice, service, and building opportunity. This work helps realize my hopes for 2023 and maybe your's, too.

Here's a partial list of the good work we bring with us into the New Year:

- 2022 Art Fair and planning for 2023
- 100th Celebration and continuing history-telling
- Resumption of in-person monthly meetings with virtual option
- Initiation and development of DEI priorities in all our activities
- Schedule of meaningful programs with emphasis on DEI and community relationships

Continued on Page 2 »

NEXT BOARD MEETING

Monday, January 9th

5:00pm

Zoom link available from Andrea

Meetings are open to any member who is interested in attending.

To place items on the agenda or confirm your attendance, contact

Andrea at 608-487-5571 or
ahansen@uwlax.edu

Get all the CURRENT news at our website: www.aauwlacrosse.org

Happy Hopeful New Year! ... (continued from page 1)

- AIA leadership in crafting resolution in solidarity with Afghani and Iraqi women
- Our Branch members leadership and work through AAUW-WI
- Recruitment planning for scholarship and NCCWSL applications
- Planning for International Women's Day, Women's History Month, and Equal Pay Day
- Recruitment for internships and strengthening relationships with our campuses and students

For more than 20 years, a beautiful Peace Calendar has hung in our kitchen. With inspirational justice-focused art and 300+ people's history dates, this calendar daily connects me to an enlarged sense of history and justice struggles.

You may enjoy learning more about it:

<https://www.syracuseculturalworkers.com/products/2023-peace-calendar>

Warmly,
Andrea

NCCWSL

by Jan Eriksen, Coordinator

Great news! For the first time in three years, NCCWSL (National Conference for College Women Student Leaders) will be held in person this year. The dates are May 31 to June 2 and location is University of Maryland-College Park, just outside Washington, DC. Students from around the world are invited to an inspiring weekend for growth and networking.



Please spread the word among women college students who are from Wisconsin or are attending college in the state. Eligible nominees should be enrolled in a program leading to an associate degree (or equivalent), bachelor's degree or master's degree. They may be attending a technical college or other two or four year public or private college or university.

The best news is that our La Crosse branch will be providing a \$1000 scholarship to cover registration, room and board, and airfare. AAUW-Wisconsin is also offering five \$1000 scholarships. With a single application form, on our branch website: <https://aauwlacrosse.org>, a student will be applying for both the La Crosse Branch scholarship as well as the state scholarship. On the website click on "NCCWSL and Application." Student applications will first be considered for the branch scholarship and then passed along for consideration by AAUW-WI. Applications are due February 1. The AAUW-La Crosse Face Book page also contains information about NCCWSL.

In addition, students are encouraged to apply for the AAUW national scholarship through NCCWSL.org. Doing so not only triples a student's chances for receiving a scholarship but also allows for more Wisconsin college women to attend the conference.

AAUW-WI Public Policy Statement 2022-24

Part 1 (to be continued next month)

1. To preserve a strong system of public education promoting equity, inclusion, and diversity, AAUW-WI advocates for:

Vigorous enforcement of Title IX and other civil rights laws that prohibit discrimination at all levels of education from early childhood development through elementary, secondary, and post-secondary institutions

· Promotion of programs, activities, and curricula that teach critical thinking, tolerance, conflict resolution, and the value of diversity

· Equitable and adequate funding to promote excellence and quality public education

· Rigorous state standards for entry into the teaching profession and recognition of a teaching license as the primary requirement for employment in public schools

· Education program to address equity issues

· Opposition to diversions of public funds to non-public elementary and secondary schools, e.g. tuition tax credits, vouchers, etc.

· Comprehensive and medically accurate health and human sexuality programs, research-based science, the arts, humanities, multicultural studies, and world languages in elementary and secondary schools

· Increased level of participation for girls and young women in science, technology, engineering, and math (STEM) in elementary and secondary schools

· Support for and access, including financial, to post-secondary education for women and underrepresented or underserved populations

Membership News

by Barb Fischer, VP Membership

GET WELL WISHES TO ALL OF THE FOLLOWING MEMBERS

Joan Koonmen remains in the hospital recovering from another surgery. Her hospital address is: Joan Koonmen, Room 323, Mayo Clinic, 310 West Main St., Sparta, WI 54656

Lema Kabashi had surgery on December 9th. She is still recovering, but progress is going well. Her address is 311 Losey Blvd. So., La Crosse, WI 54601



Dr. Judith Green will remain at 855 Tahoe Drive, Onalaska, WI 54650 until mid-January. The phone number to reach her is 608-781-6938. Her mobility continues to improve and she is doing well.

MEMBERSHIP COMMITTEE NEWS

If interested in joining the new Membership Committee, please contact Barb Fischer at fischerba@live.com or 608-780-1601. Our first meeting will be via Zoom on January 15th at 2:00 PM.



HAPPY NEW YEAR!

Best wishes to all of our members and their families throughout the New Year!

City of La Crosse Equity & Diversity Survey

La Crosse's Racial Equity Team has launched a survey to better learn about how people use city services. It also asks if people think the city is being inclusive, and how comfortable people feel using city services like police and fire, libraries, and voting facilities. The Racial Equity Team will use the findings to create an equity action plan.

"Our goal is to learn how we can assist anyone in our city who feels they have been discriminated against for any reason and to build better relationships throughout our community."

Survey closes February 1, 2023.

Residents of La Crosse can [take the survey online](https://tinyurl.com/cequitydiversitysurvey).



If you have any questions or concerns, or would like to receive a paper copy or a translated version of this survey, please contact Communications Coordinator Kristen Lueth at 608-789-8696 or luethk@cityoflacrosse.org

Study Group News

AAUW IN ACTION (AIA)

See this page for meeting info

Contact: Erica Koonmen, moogs56@hotmail.com

HEARTH & HOME

Contact: Sharon DeCicco, 788-5356

CONTEMPORARY AUTHORS

3rd Tuesday of the month at 2pm

Contact: Alice Ross, 788-4206

SCHOLARSHIP BRIDGE/CARD GAMES

TBA; Contact: Sharon DeCicco, 788-5356

AAUW IN ACTION

AAUW in Action is a study group that serves as a spring-board for community service activities for our branch that promote AAUW's mission.

If you're interested in joining us for a meeting, or just knowing what we're planning, please ask to be on our email list: Erica at moogs56@hotmail.com

Next meeting: Wed, Jan 18 ZOOM at 1:30pm

Support for Iranian and Afghan Women

Our resolution, which you will see again at the state convention in April, is:

We, AAUW Wisconsin State Board, stand with women and girls across the world, especially our Iranian and Afghan sisters, for their right to education, the pursuit of happiness, self-determination, and safety.

As we've talked about ACTIONS we can do around this resolution, we were inspired by an idea of committee member Judith Green to start planning a series of talks about the history of women and women's rights in Iran and Afghanistan--to try to understand how the current events have evolved. We're looking at spring for this.

We'd also like to follow up on the situation of the Afghan women in Milwaukee-- is there something we can do to help?

International Women's Day

The theme this year is: **#EmbraceEquity**: when we embrace equity, we embrace diversity, and we embrace inclusion. Equality is the goal and equity is the means to get there. We are working with several other local organizations to host the in-person event on Wednesday, March 8 at the UWL Student Union. More info to follow; mark your calendars!

Internships

For the first time, we have posted internships at all 3 colleges hoping to draw from a wider pool of applicants. Hopefully, we'll be able to introduce the Social Media Intern and the DEI Intern in next month's newsletter.

Diversity, Equity and Inclusion

by June Reinert, DEI Chair

At the December meeting, a member of the DEI Committee, Carlene Roberts, gave a short presentation on Unconscious Bias and involved the members in a hands-on activity.

Definition of Unconscious Bias

- not marked by conscious thought, sensation, or feeling
- not knowing or perceiving: not aware
- not consciously held or deliberately planned or carried out

Source: Merriam-Webster Dictionary

Definition of Bias

an inclination of temperament or outlook especially a personal and sometimes unreasoned judgment; prejudice

Source: Merriam-Webster Dictionary

We all know what overt biases are, but did you know that we all have unconscious biases, too? These are biases that might be inconsistent with our values, that we would never knowingly act on and that we weren't even aware we had. And having them doesn't make us racist or sexist or homophobic. Still, becoming aware of them is the first step to ridding ourselves of them. So, let's understand more about unconscious bias.

The easiest way to understand unconscious bias is figure out why it happens. At any given, moment we are bombarded with lots of different information, but our brains can only process a fraction of that information at once. So, to help us try and make sense of the world around us, our brain uses short cuts. Those short cuts are shaped and informed by our experiences. But, because sometimes the things we need to make sense of are unfamiliar, bias can enter the picture.

So, what can you do?

1. Self-awareness is the first step
2. Create safe spaces to have open discussions about the biases you have
3. Increase your contact with people who are dissimilar
4. Set realistic expectations

We're not going to be able to change our unconscious mind over night, but with hard work and dedication, we can make progress. Only when we confront our biases are we able to truly recognize the value diversity brings to an organization like AAUW. It's important for our continued growth and sustainability as an organization to make a concerted effort to be inclusive and create spaces where everyone feels welcome.

Carlene asked us to take the list of characteristics on the worksheet and react with our feelings toward persons with different characteristics. e.g., gender identity, immigration status, skin color, etc.

One of the instruments used to look at some of our possible unconscious biases is the Implicit Association Test (IAT). The test measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. Please visit <https://www.projectimplicit.net> to learn more about the programs. This site is free and there are no advertisements.

Historian's Corner

by Marilyn Hempstead (32 yr member), Branch Historian

Past, Present and Future

As this new year begins, we are continuing to honor the incredible 100-year history the La Crosse Branch of AAUW has created. The mission has been consistent throughout the century beginning with the 1922 constitution that promoted study, involvement in crucial issues of the day and work to support education and opportunities for women and girls. Basic early activities of the branch have continued while evolving with the times.



1995 Installation of Officers. Lou Smith at the mic; do you know the others?

Do you remember the monthly meetings when you first joined the branch and what you became involved in? Many of us in the membership experience volunteered or were coerced into taking an office on the board. (Fifty-six have served as president.) The legacy of study groups added another dimension for members in every era. And there were the various continuing committees such as fundraising (now think Art Fair) and Scholarship and others springing up over the years to further our mission. A side benefit to all of these branch contributions for the community has been the members' deep connection with like-minded people.

Now we build on the past but don't necessarily repeat it. Gone are the hats, gloves and some of the insular tendencies displayed by the educated women who first banded together. We are promoting new directions for the history we are making today with an emphasis on diversity and inclusivity, on broadening horizons for girls to enter STEM professions and on offering our support to women in countries where they are oppressed by stringent rules of dress and behavior.

These will continue as we move into 2023 and beyond. One goal for the future can be eliminating educational requirements for AAUW membership. What more will we come up with for a phenomenal next 100 years?

Here you will have the opportunity to assess your conscious and unconscious preferences for over 90 different topics ranging from pets to political issues, ethnic groups to sports teams, and entertainers to styles of music. At the same time, you will be assisting psychological research on thoughts and feelings.

Sessions require 10-15 minutes to complete. You will be randomly assigned to a topic each session. Try one or do them all! At the end of the session, you will get some information about the study and a summary of your results. We hope that you will find the experience interesting and informative. The DEI committee would like you to visit this site and complete at least one of these inventories and we will discuss at one of our future January AAUW meeting.

FROM THE TREASURER

Ann Brice

Financial Report as of
December 22, 2022

Checking Account.....\$9,099.74

Scholarship Bridge.....\$321.00

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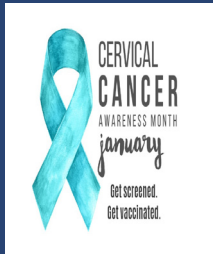
January is....

**National Slavery and Human
Trafficking Prevention Month:**

Every year since 2010, January is dedicated to raising awareness about human trafficking and to educate the public about how to identify and prevent this crime.



- Read DOD Special Report and Info [HERE](#)
- **Hope for Justice** (click for website). They investigate cases of human trafficking, rescue victims and gather evidence.

Cervical Health Awareness Month:

More than 14,000 women in the United States are diagnosed with invasive cervical cancer each year, but the disease is preventable with vaccination and

appropriate screening.
More information [HERE](#)

January 27th:**National Chocolate Cake Day!**

The Ladies Receipt Book by Eliza Leslie (of Pennsylvania) is the first to print a recipe for chocolate cake. While other cakes containing chocolate were known of previously, this is the first recorded recipe for the public. For history and activities, click [HERE](#)



On The Web

by Barb Fischer, Branch Web Manager &
Art Fair on the Green Web Designer



<https://aauwlacrosse.org>

AAUW La Crosse Branch, Website Quiz

This quiz is just for fun. However, if you are the first to send me the correct answers to the quiz below you will receive a gift at our next meeting.
Send your answers to Barb at fischerba@live.com

For the answers go to AAUW La Crosse Branch website: <https://aauwlacrosse.org>

1. How many links are next to the "It was never a dress" logo on page 1 of our website?
Find the answer on page one of our website - <https://aauwlacrosse.org>
2. Name 5 people in the last photo on the 100th Anniversary Special Events page? Find the answer by clicking "more info" next to the 100 Anniversary logo on page 1.
3. What is the minimum number of religious holidays between Nov. 20th and Jan. 24th?
Find the answer on page one of our website within the first image.
4. In the History Corner Article, who is looking at the 1967 art entries? Find the answer by clicking on "Our Branch" in the upper menu. Then click on "History" and then scroll down to the first image.
5. How many links are on the Stem page?
Find the answer by clicking on the "Federal Stem" link next to "It was never a dress".
6. Who attended an AAUW meeting as a high school senior in 1966? (She then joined AAUW La Crosse Branch in 2000.)
Find the answer by clicking on "Historian Corner" under the "100 year" logo.
7. Who as a Senior in high school from St. Cloud, MN, attended an AAUW meeting? Find the answer by clicking on "Historian Corner" under "100 year" logo.
8. Who was introduced to AAUW when she received a scholarship for the Greeley, Colorado, branch in 1966?
Find the answer by clicking on "Historian Corner" under "100 year" logo.
9. When viewing the DEI circular chart, what words do you see in the 2 purple sections?
Find the answer by clicking on "read more" next to the DEI light bulb on page 1.
10. What is your favorite "Gift Idea" from the link next to the first image on page 1? Find "Gift Ideas" page by clicking on "Click here" next to the first image on page 1.
11. What link is at the bottom of Great Gifts ideas page?
Use instructions from question 10.



These ladies are the
answers to which
questions?



AAUW La Crosse Board Meeting Minutes

by JoAnne Revels, Secretary

December 5, 2022

5-6 p.m. Via Zoom

Members Present: Andrea Hansen, Ann Brice, Jan Eriksen, Carol Robertson, Erica Koonmen, Karen Lange, Barb Fischer, June Reinert, and JoAnne Revels.

The meeting was called to order at 5 p.m. A thank you was given to all involved in creating last month's program. The minutes were reviewed and approved.

Treasurer's Report: Ann stated that we currently have \$8,211 in checking. There has been a snafu regarding members who have paid and she is working on resolving it.

Committee Reports:

Program: Karen stated that all was ready for 12/10. An electronic vote okayed the Quick breakfast choice for \$10. The building will be open early to organize the Book Walk. Karen reported that if we want to have the tables arranged in dining style (rather than classroom style) we have to do it ourselves and then return the room to the way we found it.

Membership: Barb stated that we have no new members.

Art Fair: Carol asked if the board would OK ten percent of the proceeds be transferred to the branch. There was a discussion and everyone agreed. \$1130.00 would be transferred.

AIA: Erica proposed a resolution to support Afghan and Iranian women. The board agreed. The International Women's Day panel event is set for March 8th.

DEI: June stated that she will meet with her committee to re-evaluate their objectives and set goals for next year. She will coordinate with the Winona branch.

Historian: no report.

Scholarship/Grants: no report

Public Policy: This position is still open and will post in the Current.

Website: Barb stated that she encourages the membership to utilize the Art fair Website for Christmas shopping.

Newsletter: Erica reminded the board that the deadline for articles is the 20th.

Old Business:

1. A reminder that Lema and Judith are having surgery December 9th.
2. There is an open position for a STEM coordinator.

New Business:

1. NCCSWL has asked for \$500 to be included in the 2022-2023 budget for student support. Students can apply for national scholarships. It is 5/31/2023 to 6/2/2023. April 3rd is the early bird application deadline. If possible could we add an additional \$500 to send 2 students, it would help with airfare? A motion was made to authorize Jan to do an early bird registration purchase; motion passed unanimously.