

APRIL MEETING

Election of Officers, Name Grant Award, TRINGO and Introduction of Grant Recipients

When: Saturday, April 15, 2023
Via Zoom

<https://us02web.zoom.us/j/81177152643>

Where: Comfort of your home

Time: 10:00 am

It's once again time to elect board officers for the coming year. Because of conflicts with our scheduled April meeting, we have rescheduled it for Saturday, April 15th, and will conduct business via Zoom.

As we did in 2020-22, you will be asked to vote yes or no for the slate of candidates when you respond to the email or phone call about participating in the April 15 Meeting.

Note: our new officers will be sworn in at this meeting assuming duties starting July 1, 2023. If an office is not listed below, the incumbent has more time to serve on her term and will remain in office next year.

Slate of Officers 2023-2024

President-elect:

Lema Kabashi (1-year term)

Vice-President, Programs:

Silvana Richardson (1-year term)

Other highlights for this meeting:

- TRINGO , trivia bingo game to wrap up our year of celebrating our centennial. A game card will be emailed to you after you RSVP. See pg 2 for more info.
- Announcement of the Name Grant awardee for this year.
- Introduction of some of the Grant awardees for this year.

AAUW

LA CROSSE (WI)

The Current

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APRIL 2023



PRESIDENT'S PERSPECTIVE:

Appreciating Support

by Andrea Hansen, Branch President

I am starting my 9th month of my first term as president of AAUW- La Crosse Branch. I have felt challenged and enriched by the experience. I have so appreciated the support, guidance, and patience extended to me by the Board, committees, and the full membership. What AAUW contributes to the community, students, and our members is incredibly valuable: the Art Fair, scholarships, leadership opportunities for students and members, programs that strengthen relationships and connections within the community, and the chance to think and work with others to support equity and justice in education. The events of Women's History Month in March, and the coming Women Supporting Women Globally series are invaluable gifts to the community. Finally, a big thank you to the members active on state level, organizing our annual convention (4/28-4/29)

April is the month of our annual meeting, and the time our nominating committee offers a slate of officers for an up or down vote. First, a big thank-you to our Program Co-VPs for the amazing 2022-23 programs. Karen Lange has completed her 2-year term and Marlene De La Cruz-Guzman is

unable to serve a second year given her demanding position at Viterbo.

We are so grateful for their vision, planning and logistics support. Karen and Marlene will continue to be active Branch members, serving as resources to all of us.



I am excited and grateful to members who accepted nomination for the slate of officers on the Board: **Lema Kabashi**, President-Elect **Silvana Richardson**, Programming VP

Thank you to the following members who have said yes to an appointment to serve on the Board: **June Reinert**, Diversity, Equity & Inclusion **Annie Allen-Wyman**, STEM Coordinator

I am grateful to all who are continuing their terms as elected officers and the

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NEXT BOARD MEETING

Monday, April 3rd

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

Appreciating Support ... *(continued from page 1)*

wonderful members who are continuing in their roles as appointed members. Board members are beginning to plan for next year's recruiting and nomination-process (aka "succession-planning"). Please don't be shy. If you are interested in working more closely to learn, contribute, and innovate through committees and board positions, please don't hesitate to talk with me or other board members.

Continuing for 2nd-year of term:

President: Andrea Hansen

Vice-President, Finances: Ann Brice

Vice-President, Membership: Barb Fischer

Secretary: Jo Anne Revel

I know I am not alone in thinking of our community work as a labor of love and justice. I am awe-struck when I think of the hundreds of women laboring together over a century as the La Crosse Branch of AAUW. It feels pretty amazing to be part of this good work!

Enthusiastically,
Andrea

Facts You'll Want to Know for the TRINGO game!



TRINGO is a fun combination of BINGO and TRIVIA. You'll be emailed a card that is unique to you; everyone will have the same facts but each card will be in a different order. Questions will be read, you'll need to locate the correct answer on your card and cross it off. Just like BINGO, you're looking for a diagonal, straight across row or straight down row.

First person to get a TRINGO wins!

These items, from the Historian's Corner the past year, are things that may pop up on the TRINGO game that we'll be playing on Saturday, April 15.

AAUW La Crosse was established in 1922 but it was originally called the College Club of La Crosse. There were 48 establishing members and the first president was Agnes Brindley. In 1976, membership reached a record 406.

A popular fundraiser started in the 1960's and lasting over 30 years was Home Tours. A glamorous fundraiser from 1947 through 1968 sold tickets to college women who then invited an escort to attend with them was the Holiday Ball.

The Art Fair on the Green became a branch fundraiser in 1967 when the branch took it over from a local arts organization.

A member and Dean of Women at UWL in the 1930's, Edith Cartwright had a building named for her on campus. In 1976, member Dr. Judith Green established the Women's Studies Dept at UWL.

In 1962, the newsletter was named "Current". In 1976, the branch established an Educational Foundation for scholarships. The longest running study group was Bookfellows.

In 2010, the Emily "Sis" Hutson Award was given to the branch by the YWCA.

The 40th anniversary celebration was held at the Hixon House.

AAUW-WI Annual Convention

Registration is open for the **2023 AAUW Wisconsin Convention on April 28-29th.**

WHERE: Marriott West Milwaukee in Waukesha (just off I-94)

Times:

Friday: 2:00 p.m. to 9:30 p.m.

Saturday: 8:00 a.m. to 4:45 p.m.

In order to encourage attendance and make this year's convention as affordable as possible, AAUW WI is subsidizing the registration fee by \$25 per person. This means the cost of **Early Registration** is \$35 (NOT \$60) and Late Registration \$45 (NOT \$70). **Early registration runs through April 8, 2023.**



Friday night Keynote Speaker:
Judge Derek Mosley,
"Unconscious Bias"

Saturday morning Keynote Speaker:
Sarah Godlewski, "Being Overlooked"



Saturday afternoon Keynote Speaker:
Dr. Marissa Jablonski,
"Engaging Young People in STEM – through Connection and Collaboration"

Register now:

<https://aauwwistateconvention.com/>

Book a room at the convention rate:
Milwaukee Marriott West (Waukesha)



Building a
Brighter
Future:
Together.

AAUW Wisconsin
State Convention
April 28-29, 2023



Membership News

by Barb Fischer, VP Membership

WELCOME TO OUR NEWEST MEMBER

Monica Foster

W5374 Bema Road, La Crosse, WI 54601

Contact info: Koalaphd@gmail.com

home 608-519-0411 or cell 661-309-7450

She is new to La Crosse, so when introducing yourself tell her about La Crosse!



SPEEDY RECOVERY WISHES

Lema Kabashi is doing well after surgery, but is still recovering. Her address is: 311 Losey Blvd. So., La Crosse, WI 54601

EMAIL ADDRESS CHANGE

Roz Schnick has a new email address: RozSchnick478@gmail.com. Please mark it in your directory.

PRESENTATION BY A MEMBER

Diana Moran Sanchez Thundercloud will be speaking at Myrick Park Center on April 5th @ 7:00pm.

See further information & poster at:

<https://lacrosse-wi.aaup.net/2023/03/20/enviro-wednesday/>

MEMBERSHIP COMMITTEE NEWS

Our Membership Committee will be meeting on April 30th at Java Vino. The planned start time is 2:15PM.

If interested in joining, please contact Barb Fischer at fischerba@live.com or 608-780-1601.

March Snapshots

Scenes from a few of our March activities. Thank you to Carol Robertson, Barb Fischer, Marilyn Hempstead & Betty Kruck.



Women's History Month window at Pearl St. Books



Above: Marilyn & Betty with the Centennial Celebration display at the Main library.

Below: Barb's Membership display at the Persepolis screening



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 (AIA)

AAUW in Action (AIA) 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, May 17, potluck at Erica's, 5:00pm



Support for Iranian and Afghan Women

We have partnered with UWL Racial, Gender and Sexuality Studies, WTC DEI office and Viterbo Division of DEI to form **Women Supporting Women Globally**. Through this group, we'll be presenting programs and events. The movie *Persepolis* and discussion following it, was on Tuesday, March 28th at Viterbo.

Understanding Iran's Feminist Revolution, a talk by Dr. Sona Kazemi will be **Thurs, Apr 20, UWL Centennial Hall, Room 1309, 6-7pm.**



Also in the planning stages is a presentation by a panel of Afghan women about their history and current situation. This is tentatively planned for **Tuesday, April 18, 6-7pm, Viterbo**. Please watch our Facebook page for updates on that. We'll send out a membership email when it is confirmed too.

International Women's Day Celebration 2023



L-R: Panelists Raghad Al-Khazraji, Edith Ben-Eboh, Dina Zavala and moderator Lema Kabashi

Diversity, Equity and Inclusion

by June Reinert, DEI Chair

Creating Inclusive Spaces

How do you create inclusive spaces? What does it mean to create an inclusive space? Diversity is only the beginning. To create truly diverse spaces, those spaces also need to be inclusive, where all parties feel welcomed, appreciated, respected and heard — and have full access to all resources and can contribute to AAUW's success.

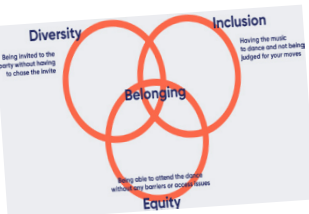
We are all familiar with this quotation from Vernā Myers, a Harvard-trained attorney and currently, the VP, Inclusion Strategy at Netflix: *"Diversity is being invited to the party; inclusion is being asked to dance."*

The dialogue around diversity, equity, and inclusion, is broad and growing. Unfortunately those terms are frequently used interchangeably. Words often hold different meanings for different people, creating the need for a common vocabulary to avoid misunderstandings and misinterpretations.

Let's start with **Inclusion**. What is it? What does it mean in the context of a conversation about **Diversity**. The conversation about Diversity, Equity, and Inclusion is now being expanded to include belonging as an extension of Inclusion. **BELONGING**. What is it? Why is it important for organizations to pay attention to it? For all the talk about Diversity and Inclusion, we often fail to recognize that just because someone is included in organization or group, certainly does not mean they belong. Unless people in organizations or groups feel they belong, regardless of how diverse the organizations might be, the full potential of their talent will not be realized.

Psychologists rank our need as humans to belong on par with the need for love. In a recent Harvard Business Review article, the authors state the value of belonging at work: "Humans are so fundamentally social that we can even bond with strangers over the very experience of not having anyone with whom to bond." It represents a connection with people or places. Feeling like you can be your unique and authentic self — and connected to those around you — fulfills a core need to form and maintain strong, stable interpersonal relationships with others.

Neuroscience researchers at Harvard, Purdue, Duke, and UCLA and other institutions have found that exclusion lights up the same regions of the brain as physical pain. When we feel like we belong we experience meaning, life satisfaction, physical health and psychological stability. When we feel excluded, physical pain and a wide range of psychological ailments result.



This is a revised version of Vernā Myers quotation that I shared with you earlier. It incorporates the idea of belonging.

"Being invited to the party or being asked to dance is a one-way

power relationship. The person must be invited by someone else. The person must be asked to dance by someone else. The person might be included, but someone else has the decision rights on whether that will happen."

Historian's Corner

by Marilyn Hempstead (32 yr member), Branch Historian

IT'S OFFICIAL – But It Might Not Be Very Exciting

Congratulations to the new and continuing officers on the Board of Directors for our branch! That is exciting.

What we often don't recognize is the mundane fact that the bases for the functioning of our organization are the By-Laws and Policy Sheet — that which an organization needs to be legitimate.

In 1922 a constitution was drawn up with 5 Articles defining the name, purpose, membership qualifications, the officers and their duties and the means for amending the constitution. The officers identified at that time were a President, Second and Third Vice-Presidents, a Recording Secretary, a Treasurer and a Chairman of Committees. In addition to that By-Laws were devised describing elections, committee functions, meetings and other branch business.

Since then, the branch has evolved as the times changed. The name of the governing document came to be called the Bylaws with 19 Articles as specifications for the running of the branch. What had originally been called the By-Laws became the Policy Sheet with the purpose stated "to provide a reference for frequently asked questions which are not included in the Bylaws."



The composition of the executive board has been modified over the years along with the Bylaws.

Our new officers are not in positions that were included in 1922: President-Elect and Co-Program VP. In alignment with the Policy Sheet, we have appointed officers that reflect the new directions the branch has taken over the years.

Because of our legalese governing-documents we are official. They provide us with a springboard for our dynamic and exciting programs.

Belonging, assumes a 2-way or reciprocal relationship. You don't have to wait for someone to ask you to dance. You can determine with whom you want to dance and initiate the invitation. You can influence the choices for the playlist, even if your musical preferences might be different than anyone else's. You are not only accepted for who you are, you are expected to be who you are.

All three of these concepts: **belonging, diversity, and inclusion**, are inextricably linked and need to coexist for a person to have the best experience possible.

For more information, a video produced by the National AAUW, can be found at:

<https://www.youtube.com/watch?v=9zFKQ33aWq4&t=308s>

FROM THE TREASURER

Ann Brice

Financial Report as of
March 27, 2023

Checking Account.....\$7,605.39

Scholarship Bridge.....\$321.00

.....

Afghan Women Students

Among the 148 students from the Asian University for Women who escaped gunfire and bombings at the Kabul airport during the Taliban's August 2021 takeover of Afghanistan, 10 of the young women are studying at UW Milwaukee.

Farzana is studying psychology with the goal of helping immigrants and refugees.

Khatara is studying microbiology with plans of being a doctor.

The challenges faced by the young women include language barriers, cultural misunderstandings, worries about their future and homesickness.

The Eastbrook Church found host families and helped raise money for intensive English classes and tuition. They have applied for scholarships but even with scholarships and grants, they will be short of funds to continue their studies.

If you would like to contribute, please go to [ASPOM.org](https://aspom.org)...(Afghan Student Partnership Of Milwaukee).



Khatara and Farzana studying at
UW- Milwaukee

On The Web

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



Check out the Woman's history information still found on our website

Women's Month Daily Bios by Lois Gilbert and Liza Gilbert at:

<https://lacrosse-wi.aauw.net/2021/03/01/whm/>

Note: You can also scroll down to see the 2022 list and the 2021 list.

The article **"3 Ways You Can Fight for Equality in 2023"** is on our website at:

<https://lacrosse-wi.aauw.net/2023/03/01/womens-history-month/>

Note: ideas adapted from a blog by Ava Lee-Green, <https://eracoalition.blog>

Women's History Month Quiz, by Lois Gilbert and Liza Gilbert.

Check out the great women being remembered. Take the Quiz at:

<https://lacrosse-wi.aauw.net/2023/03/01/womens-history-month-quiz/>



On March 15th, several of us watched the documentary, **"My Name is Pauli Murray."** The movie features the life and contributions of this little-known and visionary legal scholar, activist, poet, and Episcopal priest. Murray, a gender nonconforming trailblazer, influenced Thurgood Marshall, Ruth Bader Ginsburg, and Eleanor Roosevelt, laying down a path for generations to come. "Why have we not heard about her before?" is what most of us said after watching the movie.

Google the title or check out a short version at:

<https://www.youtube.com/watch?v=WZOfYT0tfig>

Check it out and other events happening in April on the first page of our website at: <https://aauwlacrosse.org>

It's time to pass the Paycheck Fairness Act!

On March 9, 2023, the Paycheck Fairness Act (H.R. 17/ S. 728) was reintroduced in Congress. AAUW calls on all elected officials to listen to voters, who overwhelming support pay equity, and work to pass this important bill.

You've heard the statistics — on average, women working full time in the United States are paid just 84% of what men are paid, and the gap is even wider for many women of color.

The Paycheck Fairness Act would take meaningful steps to update and strengthen the Equal Pay Act of 1963 to help close the gender pay gap, including:

- closing loopholes that have weakened the law over time to allow employers to justify paying workers unfairly,
- creating more robust remedies for those who have suffered discrimination,
- preventing employers from retaliating against workers who discuss or disclose their wages,
- prohibiting employers from relying on salary history to set wages.

It's time for Congress to make real change for all families by passing the Paycheck Fairness Act.



Act now:

- Click [HERE](#) to send them a letter.
- Call your members of Congress through the U.S. Capitol Switchboard at (202) 224-3121. Be sure to include important information in your message: **Hello, I am a constituent from [your city/state] and I am calling to urge the [Senator/Congressperson] to do their job and support and ensure swift passage of the Paycheck Fairness Act. This critical legislation can help women, their families, and our overall economy by guaranteeing equal pay for equal work.**
- Please ask your friends and family to also take action!

AAUW La Crosse Board Meeting Minutes

by JoAnne Revels, Secretary

AAUW LaCrosse Branch
March 6, 2023 Board Meeting
5-6 p.m. Via Zoom

Members present: Andrea Hansen, Barb Fischer, Jan Eriksen, Erica Koonmen, June Reinert, Karen Lange, and JoAnne Revels

Andrea called the meeting to order at 5:02 p.m. The minutes were read and approved with 1 correction.

Ann sent in the Treasurer's report: We currently have \$7,884.48 in checking.

Committee Reports:

Program: Karen stated that things are set for the meeting in Winona on Saturday. We have 27 coming. Jan will take the lead if necessary and JoAnne will collect the money and handout name tags. Next year Marlene will resign and the plan was to have Silvana and Richard rotate years on the committee, however, Karen is not able to continue. Andrea will talk to Robert and Silvana. June has offered to help.

100 Year Anniversary : no report

Membership: There is a table set up in the Main Library. We have 1 new member from Iraq, Raghad Al-Khazraji, who is at Viterbo.

Scholarships and Grants: SGC Validation 10:30 a.m.; Grant recipients @4/18 AAAUW; Scholarship Brunch@5/13

AIA: Erica reminded the group of the International Woman's Day on 3/08, with parking being free.

Name Grant: Jan has 2 nominations and will announce the winner in April.

Diversity: June has done a wonderful job keeping us informed and was thanked by the board. She will present a short progress report in April.

We now have a STEM Coordinator: Anne Allen-Wyman.

Art Fair: Everything is moving along. New artists will be juried in April.

Newsletter: Remember the 20th deadline.

Website: Lois and Liza's Women's History month daily bios in the Tribune are also on the website.

Old Business:

1. We have 2 applications for NCCWSL, One we as a branch will sponsor and the other will apply to State.
2. Thank you to Lois and Liza Gilbert for their articles in the Tribune.

New Business:

1. Questions were raised about the installation of officers, i.e. who installs, thanking former officers for service.

Adjourned at 5:54 p.m.

Respectfully submitted by JoAnne Revels, Secretary.