
Badger Briefs

Convention -issue
March 2023



Building a
Brighter
Future:
Together.

AAUW Wisconsin
State Convention
April 28-29, 2023

Design by Rebecca Surges, West Suburban Milwaukee



President's Pen



Are you looking forward to Spring? I know I am!

Spring always brings hope, and our AAUW annual state CONVENTION, to be held in Waukesha on Friday April 28 and Saturday April 29. My thanks to the convention planning committee members who have been working for months to create a wonderful convention.

Our theme this year is "Building a Brighter Future Together". Although gender equity has had some recent setbacks, we have much to celebrate!

AAUW-Wisconsin branches have been serving our communities for decades: over one third of our branches for one hundred or more years! This year we will be celebrating four centennial anniversaries: Janesville, Monona/Madison, Racine, and Sheboygan at our state convention business meeting on Saturday April 29.

In addition, all branches who have celebrated milestone anniversaries during the pandemic and up to this year will be recognized. Are we starting a new tradition? We always want to celebrate with our branches!

While our roots go deep, we're always looking ahead. What are we doing today, and planning for the future?

Branches are committed to learning and sharing information to make our communities more welcoming and equitable with our DEI initiative. We promote educational and career opportunities in the STEM fields. We advocate through our Public Policy priorities and our Resolutions for a more just and fair society; and we offer scholarships for college women to develop leadership skills at the National Conference for College Women Student Leaders (NCCWSL).

This year I've been visiting branches(16 so far!), and I can report to you that our branches are A-maz-ing!

Our branch programs and events bring us closer to the communities we serve, and we sure have a good time whenever we gather! From get-out-the-vote activities, book sales, scholarships, STEM events, book groups, author teas, and meaningful branch meetings, our branches enrich our members and support the common good.

That's the Future that AAUW is building!

Come join us at the Convention, renew friendships, and take home ideas, enthusiasm and hope!

I'm looking forward to seeing you there,

Maggie





AAUW
Legacy
Circle

Congratulations for Ann Gustafson for retiring of more than 50 years of service with AAUW

"We judge ourselves by our intentions, but others judge us mostly by our actions."

This quote - said to be Ann's favorite as per the AAUW State history booklet - challenges each member of each branch to stop and ask herself/himself what she/he can do to *walk the talk* of the AAUW mission

In a River Falls branch event in February Ann was formally recognized for her many years of service, advocacy, and leadership.

Thank you, Ann, for the dedication and leadership that you have shared with us at all levels of AAUW.

AAUW - River Falls:

- *Branch President: 1974-1976
- *Branch President: 2011 – 2013
- *Membership chair
- *Newsletter editor

AAUW Wisconsin:

- *State Board member: 1970s – present
- *State President Elect: 2001-2002
- *State President: 2002 – 2004
- *State Membership Committee: 2004-2005
- *State Membership Chair: 2005-2011
- *State Nominating Committee
- *State and Regional Legacy Chair

AAUW National:

- *National membership Chair for two terms
- *Planning Committee Chair for the Leadership Training Conference to train state presidents and Education Fund VP's: 2004
- *Membership Committee: 2004-2005
- *Membership Committee Chair: 2005-2011
- *Leader on Loan to four states: 2005-2011
- *College and University Relations Committee: 2005-2011
- *Program Committee: 2005-2011

LEGACY CIRCLE TEAM, REGIONAL & STATE:

- *Organized the breakfast for Legacy Fund members at WI State Conventions
- *Attended state conventions for WI, MN and MI to promote the Legacy Fund

CONVENTION 2023 ON THE WAY

Hey, there may be six more weeks of winter according to Jimmy the Groundhog but by April 28-29 we definitely will be experiencing spring for our AAUW 2023 Convention!!

Take a look at our convention website <https://aauwwistateconvention.com> to view a lively video tour of our amazing venue, the Marriott Hotel in Waukesha, and you can make online reservations or follow telephone directions. The last date to book and receive the AAUW rate is Monday, March 27, 2023.

And we have great keynote speakers: Sarah Godlewski, our former state treasurer, who has started a Women Win Wisconsin PAC; Judge Derek Mosley, who speaks both nationally and internationally about Unconscious Bias and Black History; and Dr. Marissa Jablonski, an accomplished water engineer, environmental advisor, and plastics-reduction expert, who speaks about the value of engaging young people in STEM. Plus a variety of breakout choices, and of course, a silent auction! Convention registration online will be coming soon at <https://aauwwistateconvention.com> so keep checking it out and do join us!!!

To book via phone, call **877-651-7666** which is Marriott General Reservations number. If using this number one must ask for the **AAUW 2023 Convention -rate** and specify that the hotel is the Milwaukee Marriott West, Waukesha, WI 53186. (You will be asked for the zip code.)

To book online, use this link to get the price:

<https://tinyurl.com/bcfz9dh7>



Footage from a past convention

The last date to book and receive the AAUW rate is **Monday, March 27, 2023.**

Kleo Baruth Kritz
Program VP, Convention co-chair

CONVENTION



Judge Derek Mosley



Sarah Godlewski

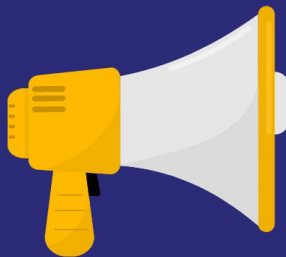


Dr. Marissa Jablonski

*Join us
April 28-29!*



Katrina Sun-Breese



Atty. Stacy Vogeltanz

The Event: OUR FIRST LIVE CONVENTION since 2019

The Hosts: District 2 (Milwaukee, Watertown,
West Suburban-Milwaukee)

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

The When: April 28-29, 2023

CONVENTION

SCHEDULE

FRIDAY, APRIL 28, 2023

8:00 am-2:00 pm AAUW-WI Board Meeting
 1:00 -5:00 pm Registration open
 1:00-2:00 pm Branches set up display boards,
 auction items
 Silent auction and information tables open

2:00-2:20 OPENING AND WELCOME

Welcome by Maggie Winz, AAUW WI State
 President, and Convention team
U.S. Senator Tammy Baldwin via video

2:30-3:30 Counterpart Sessions:

- Branch Officers meet with State Officer
 Counterparts:
- Pres/Pres Elect/DE&I/Nominations
 - Membership/Program/Public Policy/STEM
 - Treasurer/Fund Dev/Ed Funds
 - Newsletter/Website/Social Media
 - Event for *members not officers*

3:45-4:45 District Meetings (see district map
 for your district)

5:00-5:30 Happy Hour/Cash Bar

5:30-6:00 Welcome by Katrina Sun Breese,
 National AAUW Senior Director of
 Institutional Advancement

6:00-7:15 Dinner

Welcome from State President Maggie Winz
 Past President Recognition

7:30-8:30 Keynote Speaker: **Judge Derek Mosley, “Unconscious Bias”**

8:30-8:45 Announcement/Preview Next Day

9:00-? Sweet Treats in “Sweet Suite” and
 Networking with current and new
 friends

SATURDAY, APRIL 29, 2023

7:30 Registration Open

7:30-8:30 Breakfast Buffet

**8:15-8:30 Defining the Legacy Circle and
 Acknowledging WI Members,
 Katrina Sun Breese**

8:45-10:45 AAUW Annual Business Meeting,
 Election, and Installation of
 Officers

**11:15-12:15 Keynote Speaker:
 Sarah Godlewski: “Being Overlooked”**

12:15-1:15 Lunch

**1:15-2:15 Keynote Speaker:
 Dr. Marissa Jablonski, “Engaging Young
 People in STEM - through Connection and
 Collaboration”**

2:30-3:15 Breakout Sessions I

Options:

1. “Twenty Years of Changing Lives: The
 UW-Madison Odyssey Project”
2. Lotus Legal Clinic
3. Public Policy
4. “Financial Confidence Part I: A Road Map
 to Feeling Confident with your Financial
 Plan”

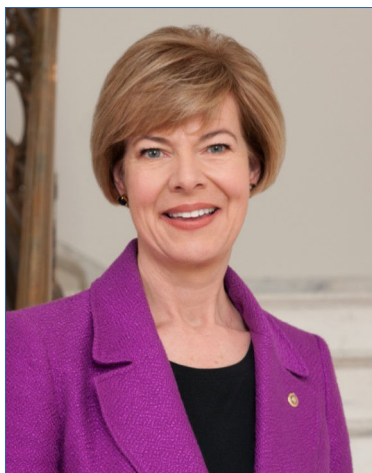
3:30-4:15 Breakout Sessions II

Options:

1. “Educating Ourselves: The American
 Indian Nations of Wisconsin and Land
 Acknowledgment Statements”
2. “Know More About Afghanistan” - Khatera
 Nazari, UW- Milwaukee student from
 Afghanistan
3. “Courageous Conversation:
 Understanding Unconscious Bias”
4. “Financial Confidence Part II: Basic Estate
 Planning”

4:30-4:45 Wrap Up/Final
 Announcements/Auction Winners

CONVENTION



FRIDAY, APRIL 28, 2023
2:00-2:20 Opening and
Welcome Video
Senator Tammy Baldwin

U.S. Senator Tammy Baldwin has committed her life's work to public service because she has a deep commitment to making a difference in the lives of Wisconsin's working families. In the proud tradition of Wisconsin's state motto, Forward, she believes that we must always work together to help provide fairness, equality, and economic opportunity for all.

Born in Madison, Wisconsin, she was raised by her grandparents because her mother struggled with mental illness, chronic pain, and drug abuse. When the opioid epidemic spread across Wisconsin devastating countless families, Tammy worked in the Senate to make sure Washington finally stepped up and supported local prevention, treatment, and recovery efforts throughout the state.

At nine years old, she was diagnosed with a serious childhood illness similar to spinal meningitis, which her grandparents' health insurance wouldn't cover. Later, when her grandparents looked for a health insurance policy for her, Tammy had been branded with the words "pre-existing condition." Now, because of the Affordable Care Act, championed by Tammy in the U.S. House of Representatives and in the U.S. Senate, children have protections that they didn't have before and can't be denied health coverage because of a pre-existing condition.

In 1998, Wisconsin's 2nd Congressional District shattered the state's glass ceiling and elected Tammy as the state's first female member of Congress and the nation's first openly gay challenger. She served seven terms in the House of Representatives. Elected to the U.S. Senate in 2012, Tammy made history as Wisconsin's first woman to serve in the U.S. Senate and the first openly gay member, and she was re-elected by the people of Wisconsin in 2018. Read Tammy's full bio at <https://www.baldwin.senate.gov/about>

CONVENTION



**FRIDAY, APRIL 28, 2023
7:30-8:30**

“Unconscious Bias”

Judge Derek Mosley

Derek Mosley, a graduate of Marquette University Law School in 1995, has been a successful Assistant District Attorney for Milwaukee County from 1995-2002 and represented the State of Wisconsin in over 1,000 criminal prosecutions. In 2002, Mr. Mosley was appointed a Municipal Court Judge in Milwaukee, the youngest African-American judge in Wisconsin. For ten years Mr. Mosley served as the Chief Judge of the Milwaukee Municipal Court. In 2023, Mr. Mosley became the Director of the Lubar Center for Public Policy Research and Civic Education at Marquette University Law School.

Judge Mosley sits on the Board of Directors for Froedtert Hospital, the Urban Ecology Center, the YMCA of Metropolitan Milwaukee, Safe & Sound, Divine Savior Holy Angels High School, the United Way Diversity Leadership Committee, and Transcenter for Youth. He sits on the Supreme Court of Wisconsin’s Judicial Education Committee.

His numerous awards include being inducted into the Milwaukee Community Journal’s Academy of Legends, voted “Jurist of the Year” by the Justinian Society of Lawyers, named “Milwaukeean of the Year” and “Milwaukee’s Most Trusted Public Official” by the Shepherd Express, inducted into the Milwaukee Business Journal’s 40 Under 40 Hall of Fame, and given the Robert H. Friebert Social Justice Award from the Milwaukee Jewish Federation.

Judge Mosley routinely speaks both nationally and internationally about Unconscious Bias and Black History. Also, as a kidney transplant recipient, he is an ardent supporter of Donate Life Wisconsin, the National Kidney Foundation, and Versiti (formerly the Blood Center of Wisconsin). He currently serves as a Donate Life Hollywood advisor to the television and movie industries to promote accurate depictions of organ donation and transplant on television and in movies. In his spare time, Judge Mosley is a local Milwaukee foodie and served as a 2022 James Beard Judge for the James Beard Foundation.

CONVENTION



**SATURDAY, APRIL 29, 2023
8:15-8:30 am**

**“Defining the Legacy Circle
and Acknowledging WI
Members”**

Katrina Sun Breese

Katrina Sun Breese is the Senior Director of Institutional Advancement at the American Association of University Women (AAUW), one of the nation’s leading voices promoting equity and education for women and girls and empowering them to reach their highest potential.

She is responsible for developing and implementing strategy for and managing all aspects of AAUW’s philanthropic and dues revenue-generating programs.

Katrina has cultivated over 15 years of experience in nonprofit fundraising, specializing in the Education and Healthcare industries. Prior to joining AAUW, Katrina was the Vice President of Development and External Affairs at APIA Scholars, the nation’s largest organization dedicated to supporting APIA (Asian and Pacific Islander Americans) student access to and success in higher education. In addition to her work at APIA Scholars, she has held leadership roles in development at PDK International, the Inova Health Foundation and The George Washington University Medical Center. An avid traveler, Katrina grew up living all over the world and across the US including South Korea, Pakistan, Bolivia, Texas, Mississippi, California, Connecticut, DC and Virginia. She and her husband Adam currently reside in Northern Virginia and are proud parents of their two children.

CONVENTION



**SATURDAY, APRIL 29, 2023
11:15-12:15**

**“Being Overlooked”
Sarah Godlewski**

Sarah Godlewski is a fifth-generation Wisconsinite who has held leadership positions in government and business. Most recently, Sarah garnered national attention as a U.S. Senate candidate who led a common sense, kitchen table campaign focused on issues that too often left behind — such as paid family leave, affordable childcare, and reproductive freedom. From 2019 to 2023, Sarah served as Wisconsin’s State Treasurer and focused her work on creating economic security of all Wisconsinites and building strong financial futures for families and communities throughout the state. During her tenure, Treasurer Godlewski provided record-breaking distributions to public schools; launched a homeownership program that is helping Wisconsinites buy and stay in their homes; and created a child savings account program called 401(K)ids.

Before serving as State Treasurer, Sarah was the co-founder of MaSa Partners, an impact investment firm that funds early-stage businesses, and a co-founder of WE Capital Fund, which empowers female entrepreneurs through financing opportunities. Sarah started her career in national security where she helped save taxpayers millions of dollars. Her financial career started in rural India, where she supported a micro-lending initiative and saw how access to capital can positively transform entire communities. During her free time, Sarah is cheering on Wisconsin sports teams with her husband Max, son Hartley, and their rescue dog Tanner.

CONVENTION



**SATURDAY, APRIL 29, 2023
1:15-2:15**

**“Engaging Young People in
STEM - through Connection and
Collaboration”**

Dr. Marissa Jablonski

Research shows educational practices that help recruit and retain currently under-represented people to and in STEM fields also benefit those who make up the majority in the field. Communication and connection are two aspects that Dr. Jablonski uses in engineering education, water distribution and sanitation design and construction, and interdisciplinary stakeholder engagement all over the globe. The results continue to be striking! Come hear Dr. Jablonski share stories and give tried and true tips and tools she uses to help young people engage with STEM and begin to create the future of their dreams by speaking up and working together.

Dr. Marissa Jablonski is an accomplished water engineer, environmental advisor, and plastics-reduction expert who has worked in more than 45 countries on Earth. Her way of understanding and engaging in complex interactions between human beings and environmental systems, combined with her skills in storytelling and systems processes, make her a much sought-after consultant and speaker. Marissa serves as Executive Director of the Freshwater Collaborative and is a founding member and mentor to the UW Milwaukee chapter of Engineers Without Borders, and advises on the collaborative design and implementation of projects in Guatemala. Marissa's innovative outlook on research, business, and life has won her many awards and praise from groups that include the National Academy of Engineering, National Science Foundation, Philanthropic Education Organization, Mondialogo, and the Karnataka State Pollution Control Board. Follow Marissa on InstaGram and Facebook @MarissaJablonski

CONVENTION



Char Braxton

Char Braxton is currently an Ambassador and Classroom Assistant with the empowering and award-winning UW-Odyssey Program. She is a High Honors student at Madison College graduating in the class of Spring 2023. She is on the road to attending UW-Madison majoring in Creative Writing and the Chinese Language. Her first poetry entry earned the top prize from the UW-Writers' Conference. She believes we are all diamonds, and it's our choice to let our light shine.



Keena Atkinson

Breakout Session I 2:30-3:15 Option 1.

“Twenty Years of Changing Lives: The UW-Madison Odyssey Project” - Keena Atkinson and Char Braxton, Odyssey Graduates

The award-winning **UW-Madison Odyssey Project** breaks the cycle of generational poverty through education by giving adult and youth learners a voice to increase their confidence through reading, writing, and speaking. Now in its 20th year, this inspirational project has empowered more than 500 low-income adults to find their voices and get a jump start at earning college degrees they never thought possible. Some graduates of the program have journeyed from homelessness to UW-Madison degrees, or from incarceration to meaningful work in the community.

Keena Atkinson, who graduated from Odyssey in 2010, is a single mother to 2 sons, activist, speaker, multifamily housing owner, master stylist, writer, actress, and sharer of knowledge, thought and wisdom. In addition to earning her Bachelor's degree in Psychology from the University of Wisconsin - Madison, Keena is a 500 hour certified trauma informed, social justice, and ayurveda yoga teacher and trainer.

As a former executive leader for a fortune 500 company, Keena has successfully led, developed and provided leadership for hundreds of people and multiple teams. As a community servant, she works on race, social justice, equity, education, and wellness. Through her wellness company, R'oujie Wellness, and her salon space, K Naturally Hair, Keena focuses on health, wealth and joy from the inside, out. Her classes are taught with emphasis on creating accessibility to racially disenfranchised and at risk populations through partnerships with schools, community programs, and nonprofit organizations.

CONVENTION



**2:30-3:15 Breakout Sessions |
3. “Working with Survivors of
Human Trafficking and Sexual
Violence Seeking Justice
and Healing as Defined by Them” -
Erika Petty, Executive Director/Lead
Attorney of the
LOTUS Legal Clinic**

How LOTUS Legal Clinic delivers on its mission to invest in survivor-driven justice, healing, and systemic change for survivors of human trafficking and sexual violence through an innovative blend of comprehensive civil legal services, victims’ rights representation, and therapeutic arts programming.

Erika Petty is Executive Director and Lead Attorney at LOTUS Legal Clinic, where she has worked with survivors of sexual violence and human trafficking since 2016. Erika supervises staff attorneys and handles her own caseload of providing civil and immigration legal services to survivors. Erika is a frequent presenter and speaker on victims’ rights generally, and specifically, on meeting the needs of human trafficking survivors through a rights-based and victim centered lens. Prior to joining LOTUS Legal Clinic, Erika worked as a staff attorney at Legal Action of Wisconsin, providing civil legal services to low-income individuals. Erika graduated from Marquette University Law School in 2006 where she focused on public interest law and was recognized by the State Bar of Wisconsin with the Public Interest Student of the Year Award in May 2006. Erika enjoys running, sailing on the Great Lakes, and spending time with her husband and two sons

CONVENTION



Stephanie Malaney

2:30-3:15 Breakout Sessions | Option 3.

“Public Policy: How to Influence the Future for Women and Girls” Stephanie Malaney and Barbara Petersen, WI AAUW Public Policy Co-Chairs



Barbara Peterson

This session will focus on how can we advocate together to influence our Wisconsin legislators?

This session will give you an update on Wisconsin issues and include how to band together in advocacy and where to find your statewide and local sources for information on these important issues. We will introduce the Wisconsin Action Alert system and help you and your branch advocate for your local school board and community issues. Among these issues are fact-based education, women’s health care, and voting rights for all citizens. Please join us!

Brought to you by your WI AAUW Public Policy Committee members.

Stephanie Malaney is currently co-chair of Wisconsin State Public Policy. Stephanie is a former state president, Appleton branch president, and currently actively working in the public education sector. Stephanie’s leadership in the public policy area continues to advance AAUW’s mission of equity for women and girls through research, education, and advocacy.

Barbara Peterson was the WI public policy state chair for several years after retirement from 3M Company marketing and sales. She continues to fill this role for the River Falls AAUW branch. Barb re-joined the state public policy group because of her passion for women’s issues and the desire to promote AAUW issues in our legislature. The advent of Zoom has made it possible for every member to be more involved in legislation that affects women and girls.

CONVENTION



Julie Ellenbecker Lipsky, CFP®, CDFA®, President, CEO & Senior Wealth Advisor at Ellenbecker Investment Group.

Julie has worked in the financial services industry since 1993, and has held a pioneering role with Ellenbecker Investment Group (EIG) since it was founded. As an advocate of volunteerism and philanthropy, Julie served as a Director on the Rogers Behavioral Health Foundation Board from 2009 - 2013 and as the Chair from 2013-2020. She is currently serving on the Boys and Girls Club of Greater Milwaukee – Camp Whitcomb Mason Committee and has been a founding member of the EIG Charitable Foundation since 2006.

**Breakout Session I 2:30-3:15
Option 4.**

“Financial Confidence Part I: A Road Map to Feeling Confident with your Financial Plan”

**Julie Lipsky-Ellenbecker and
Kristina Schnuckel of the
Ellenbecker Investment Group**

In this session, we'll be looking at building your financial security through savings and investments at all stages of your life. The latest thinking on maintaining financial independence into retirement and insight around managing your Required Minimum Distribution (RMD). Advice on finding and working with a financial adviser will also be provided. After this session you will feel confident and convicted with the decisions you make for your comprehensive financial plan today and in the future. We will review the primary components of your financial plan (Investments, retirement planning, taxes, insurance and estate planning) and help you identify the areas of your plan that need attention and how to move forward. You will leave with an action plan for moving forward and some tips on how to select a financial advisor.



Kristina Schnuckel, CFP®, AIF®, Director of Client Experience & Wealth Advisor at Ellenbecker Investment Group
Kristina Schnuckel joined the EIG team in 2013. She graduated from University of Wisconsin - Milwaukee and completed her CERTIFIED FINANCIAL PLANNER™ designation in 2011.

In 2014, Kristina became an Accredited Investment Fiduciary®, to better assist our clients through the use of Employer Sponsored Retirement Plans. Kristina is a seasoned Wealth Advisor at EIG. Kristina feels that investments are just one piece of a much larger puzzle and is happy to help provide the extra service that is necessary for a more secure and happy retirement. Kristina serves on the board of West Africa Mercy Ministries, a non-profit that cares for orphans in Accra, Ghana among other projects.

CONVENTION



Leslie Brunsell



Chris Ebert



Pam Taylor

Chris Ebert, Leslie Brunsell, and Pam Taylor.

Both Chris and Pam are members of the Northwoods Branch, where Pam currently serves as president and is also the president of the League of Women Voters of the Northwoods. Chris is currently the co-communications coordinator on the State Board and has held several leadership positions on both the state and branch boards. Leslie has been a member of AAUW Janesville since 1997 and has held a variety of board positions, She is currently the branch DEI chair and the DEI coordinator for AAUW WI.

3:30-4:15 Breakout Sessions II

Option 1.

“Educating Ourselves: The American Indian Nations of Wisconsin and Land Acknowledgment Statements”

Leslie Brunsell, Chris Ebert and Pam Taylor

The state, now known as Wisconsin, is home to the largest number of Native American tribes east of the Mississippi River, encompassing 11 sovereign Tribal nations. The focus of this breakout session will be multi-faceted:

Why it is our privilege and responsibility to acknowledge the Indigenous people of Wisconsin;

What are the major issues to be addressed (including Treaty Rights, Tribal sovereignty, Act 31, and Land Acknowledgment Statements);

How to a) create opportunities to inform branch members about these issues; b) determine the particular Tribal nation, using the Tribal Lands Map, where their branch is located; and c) create a Land Acknowledgment statement that is truly meaningful and reflects the historical challenges of the Tribal Nations of Wisconsin.

Resources, such as book lists, maps, handouts, and other relevant materials will be provided. Our goal is to equip each participant with the tools and resources to fulfill the proposed resolution.

CONVENTION



**SATURDAY, APRIL 29, 2023
3:30-4:15 Breakout Sessions II
Option 2.**

**“Know More About Afghanistan -
Cultural Insights”
Khatera Nazari, UW-
Milwaukee student from
Afghanistan**

Description: Afghan Culture Insights,
Ethnicities of Afghanistan,
Languages, Religion and
Religious Celebrations, Healthcare.

I grew up in Kabul, the capital of Afghanistan, where I learned that the world needs resilient women, namely women who are lively and energetic regardless of their environment. Particularly, in Afghanistan, even now, women are not accepted as human beings. I started studying English when I was in fourth grade in elementary school. I started to get an English course with the help of Shams institution. The English book series which I have studied was called “Active One.” I was the youngest student in the class, and my classmates used to call me “Chochagak” in Dari, which means a child or a little girl; however, I did not care what they called me. I just wanted them to understand that I would make it regardless of whether they believed in me or not, and finally, I managed to do it. I finished the IRC (International Rescue Committee) system.

I have a simple family. There are six people in my family. We were living very happily in our small home, which we built with trust and honesty. I was a close friend to my mother, sisters, and brothers. However, my father died when I was 17 years old, and those days were exceedingly difficult for me. I was and I am a princess for my dad. I am proud of my father because he taught me how to defend my rights and how to be strong in a society like Afghanistan by telling me my rights and by letting me learn knowledge to understand and live those rights. My father is my role model because he fought against all terrible beliefs and it was not easy to illustrate: a girl should not laugh, a girl does not have the right to go to school or university, and a girl should marry a boy that he chooses for her; my father defended women's rights. - Khatera Nazari

CONVENTION

Breakout Sessions II 3:30-4:15 Option 3.



“Courageous Conversation: Understanding Unconscious Bias”-- Rebecca Surges and West Suburban Milwaukee DEI Committee

We all have seen and/or experienced overt biases, but how often do we recognize unconscious bias? Do we recognize unconscious biases in others? In ourselves? Having unconscious biases does not make us racist, homophobic or discriminatory in other ways. However, we need to be able to recognize them in ourselves so we can work to overcome them. Doing so creates a more inclusive environment. Let’s learn more about unconscious bias.

During today’s Courageous Conversation, Becca will be joined by members of the West Suburban Milwaukee DEI Committee.

Rebecca "Becca" Surges has been a member of the West Suburban Milwaukee branch for the past 8 years. As Chair of the WSM DEI Committee (Diversity, Equity, Inclusion), Becca leads diversity initiatives including Courageous Conversations.

In her professional role as Director of Philanthropy & Marketing Communications for St. Vincent de Paul Society of Milwaukee, Becca oversees fundraising and communication strategy for Milwaukee County.

During today’s Courageous Conversation, Becca will be joined by members of the West Suburban Milwaukee DEI Committee.

CONVENTION



SATURDAY, APRIL 29, 2023
3:30-4:15 Breakout Sessions II

Option 4.

**Financial Confidence Part II: Basic
Estate Planning**
Attorney Stacy A. Vogeltanz

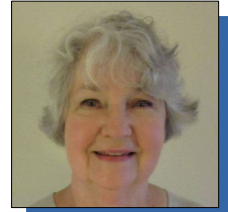
In this session, we'll be looking at the difference between wills, trusts and other estate planning techniques and which will work for you. Long term care planning as a financial tool will also be introduced.

Attorney Stacy A. Vogeltanz received her undergraduate degree from the University of Wisconsin-Madison (B.A. 2007) and graduated cum laude from the University of Minnesota Law School in 2010. She previously worked with the Milwaukee County Department of Child Support Enforcement and the Wisconsin Supreme Court Office of Lawyer Regulation and helped Social Security Disability applicants obtain the benefits they deserved. Stacy has been focused on Estate Planning and Elder Law for the past 8 years. At her firm, Angermeier & Rogers, LLP, Stacy assists her clients navigating the Long Term Care process, applying and qualifying for Medicaid, creating thorough estate plans for clients of all ages, and helping families settle an estate after the death of a loved one.

Stacy is a member of the Wisconsin State Bar, Milwaukee Bar Association, Wealth Counsel, Elder Counsel, Wisconsin Council of Estate Planning Attorneys, and the National Academy of Elder Law Attorneys (NAELA). She is an accredited attorney with the Department of Veterans Affairs.

Executive board reports

Funds Development



First, THANK YOU to our branches and members who made contributions to the auction the past two years. Some wonderful items were offered and hopefully your creativity will come through for this years. These auctions and the funds raised would not have been possible without you.

Second, THANK YOU to all the AAUW Wisconsin branches who made contributions to AAUW National's call for gifts to the Greatest Needs Fund. As the AAUW National website notes, the Greatest Needs Fund, "allows AAUW to focus on the pressing and most critical needs facing women today."

FINALLY, THANK YOU to Jean Kreul, past Vice President for Funds Development for the last two years, who has helped me with my initial year in this position. I am looking forward to working with all the branches to help make Wisconsin AAUW a financially strong organization to support research and advocacy for girls and women to make pay equity and economic security attainable in the future.

Cheryl Maplethorpe,
Funds Development VP

Resolutions



The Resolutions that have previously passed since 2013 are available in Google Doc. Search AAUW Wisconsin Documents and scroll down to Resolutions, click on this and it will provide these resolutions.

The La Cross Branch has proposed a resolution in Support of Iranian and Afghan Women and the Northwoods Branch has proposed a resolution on Education related to the American Indian Nations of Wisconsin and Land Acknowledgement Statements. These are printed below and will be published in the Convention booklet. They will be voted on at the convention in April.

Kathy Walsh
Resolutions Chair
kath3032@gmail.com

Find the resolutions and Land Acknowledgement Statement on pages after the reports.



Membership

With the new National database, I receive regular announcements when a branch has recruited a new member. These are always welcome reports and while I haven't tallied the numbers or which branches the new members are affiliated with, it looks like recruitment work is moving forward at a strong pace here in Wisconsin. New members always bring new opportunities and fresh ideas, and a mix of new and experienced members keeps a branch healthy. However, *recruitment* is only half of the membership equation. *Retention* is the other part of the equation.

Earlier this spring, state-wide Zoom discussions were held focusing on retention. Attendees were reminded that the first year of membership is critical to whether a new recruit will return for the second year. Forty-four percent of them do not come back. At the Zoom discussions, members shared ideas on how to engage these members. Branches across the state, large and small, were alerted to the need for a retention plan. You are key to implementing those plans.

Branch membership is not a single person's responsibility. Every member is part of the membership recruitment and retention team. So, how does your team welcome new members into the branch? Is there a follow-up plan for when a member doesn't participate in any of your branch's offerings? How do you know who participates and who doesn't? What happens at meetings and events to welcome and encourage members to interact and get to know each other? If your branch hasn't explored options for welcoming and keeping members, then it's time to have a branch-based discussion.

National has now set the 5-Star renewal goal at 80% (down from 90%). Maintaining that level of membership means balancing your recruitment and retention efforts. Retaining members can make recruitment less of a challenge. Growth is good but losing members puts the recruitment/retention equation out of balance. Trying to replace lost members every year is time consuming and can be expensive and frustrating. As I begin my second term as Membership-VP of AAUW-Wisconsin, I'll be paying more attention to the retention half of the equation. I hope you will be too.

Carol Surges,
Membership VP

Public Policy Committee



In sports, in school and in life, teamwork produces greater results. The teamwork of the Public Policy committee has produced programming that can enhance the advancement of AAUW issues at the WI state level. Likewise, when all Wisconsin members collaborate together for AAUW issues, we hope to see results in our legislatures. Advocacy is our friend!

Zoom meetings have made it possible for us to gather easily as we determine how to move forward. We meet about twice per month either in large groups or as sub-committees. Branch public policy chairs, presidents and state board officers receive Zoom meeting notices. We find the input of branch members very helpful as we search for the best way to assist you in our advocacy. We invite you to join us, listen in, or add to our discussions. Links for meetings can be obtained by contacting your branch officers.

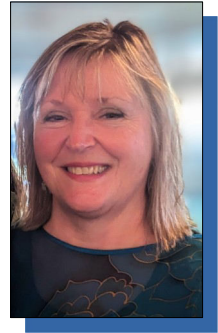
2022 was an election year and there were discussions about the national suppression of voters. In mid-July we offered a webinar on voting regulations. This included information on registering voters, voting absentee and drop box regulations. Stephanie Malaney and Mary Messerlie opened the webinar. AAUW Public Policy member and League of Women Voters Dir. of Voter Services, Jacqueline Klimaszewski gave details on election changes and what has actually stayed the same.

In September we offered a webinar on "Where do your Candidates Stand on Critical AAUW Issues". Sara Finger, Exec. Dir of WI Alliance for Women's Health guided us through the ways to research the candidates running, the issues they voted on in office or have spoken on in their campaigns. There are many good websites and some bad ones to help you determine their stand on issues. We are often reminded that we do not advocate for candidates or parties but we do support issues as outlined in our WI public policy statement.

With the elections over, we felt it important to help members meet with their elected representatives. In January we offered a well-attended webinar on "How to Speak with your Legislator". Committee member Cindy Zahrt connected us with Katie Rezin who has held professional positions in the WI Capitol and worked as a lobbyist. Katie shared researching tools for use before conversations, how to set up meetings, and what to do when the legislator is not available but you can speak to staff. What should you know before you go, what to take along and what to leave behind. Partnering with others for these meetings is also an asset.

All of these webinars are archived and can be accessed on Youtube (link [HERE](#)). We hope you will use them as you plan your advocacy. 2023 is a WI budget year. We will be adding a video to help you understand the budget, particularly the section on public school financing. The committee will soon be offering the WI version of Action Alert to keep members informed on recent legislation.

Submitted by
Stephanie Malaney and
Barbara Peterson,
Co-Chairs of Public Policy



Leadership

A live convention! Congratulations to our Program Committee for all their effort in bringing us this opportunity to learn and share with each other. This year I am very grateful to our 22 Branches for all you've accomplished, and appreciate the collaborations and sharing of ideas and programs through District meetings and response to our winter survey.

Did you know that together we are a powerful force making positive change for the future? I've seen three ways in which AAUW members are making a difference this year.

You are generous! AAUW WI members contribute numerous volunteer hours, fund-raising and donations, resulting in:

\$214,530 generated for scholarships

15 Branches provide \$ to Tech School students

14 Branches provide \$ to local College/University students

11 Branches provide \$ to graduating High School Students

6 Branches donate to the National education fund

5 Branches provide STEM conference scholarships

11 or more Branches support NCCWSL (National Conference for College Women Student Leaders) directly and indirectly

Over \$100,000 donated to AAUW National Funds

You are collaborators! Many of our Branches are working with other organizations, such as, the League of Women Voters, local Chambers of Commerce, several local Women's Funds, STEM organizations, MOSAIC of North Central Wisconsin, TEMPO Milwaukee and so forth to expand our influence and extend our reach.

You are analytical activists! Members are taking time to inform themselves through mission driven programming, and are willing to entertain new ideas by asking questions, validating information received and focusing actions accordingly. AAUW members engage in public policy actions that are determined meaningful to you. Many of you would like to know more about ways to generate appropriate action alerts.

At the end of the day we know our efforts are important, and we know to sustain our efforts we need to find our way to recruit new engaged members who can help us keep all our good work moving forward.

This year AAUW State Board voted to increase NCCWSL scholarship to cover 5 individuals to attend in person. BRAVO! Our committee is working on this as this is written. Remember NCCWSL is a natural opportunity to showcase AAUW to students, their families and your communities.

Convention is a time to network, celebrate and scheme for the future. Take the time to share your enthusiasm. This year let's begin a pandemic of good!

Deb Thiel
Leadership VP

Nominations chair

The 2023 Nominating Committee which comprises representatives from each district, worked efficiently together to find great candidates for the 2023-2025 term. Nominees will be elected during the state convention.

I would like to thank the members of the committee for their time and dedication:
District 1-Carol Watson, District 2 Pat Ellingson, District 3 Kathy McCarville,
District 4 Judy Freund, District 5 Becky O'Connor

We are proud to introduce these candidates for elected positions. Terms will begin July 1, 2023.

Lyn Hildenbrand,
Nominations chair

President Elect
--- Deb Thiel



Leadership VP
--- Carol Salinas



Membership VP
--- Carol Surges



Introducing the nominees

President Elect, Deborah Thiel, Tomah Branch

I joined the AAUW Tomah Branch in 2009, serving on Program, and as President. Around 5 years ago I served on the State Nominating Committee, then District 4 Coordinator, and presently as VP for Leadership. I am passionate about helping women to achieve more and happy to have found our organization is all about that. I value my connections and friendship with AAUW members more and more each day. You inspire me and I learn much from your stories.

My background is in healthcare, health promotion and disease prevention and managing large cross interdisciplinary teams. No one is or should be an island. More is achieved through collaboration and team work.

I see AAUW- Wisconsin as a conduit to the future and I hope to be part of helping our historically great organization transition for the future, in order to help the girls and young women of today achieve more for themselves and others in the future.

I am happy to say my lifetime partner, Dick Thiel, has joined AAUW and is supportive of our mission and my upcoming role as your President. Our two adult daughters stand upon the shoulders of the women before them and serve as my bridge to the future!

Introducing the nominees cont.

Leadership VP, Carole Salinas, Janesville Branch

As a member of the Janesville branch, I have served as secretary (back in 1995), and more recently as co-president, Tech Savvy STEM co-chair, interest group chair, and membership vice-president. Currently, I serve on the AAUW-WI state board as the District One Coordinator which includes Beaver Dam, Fort Atkinson, Janesville, and Monona/Madison. I have enjoyed getting to know the other branch presidents and attending some of their branch meetings and activities.

I have enjoyed many AAUW projects, but two of my favorites are:

- Our annual Tech Savvy STEM Workshop for 6th-9th grade students held on the UW Whitewater campus.
- Planning for our AAUW Janesville Centennial Celebration to be held on June 20, 2023.

I am originally from Waukegan, Illinois. I graduated from Illinois State University with a degree in Elementary Education. I taught in both Illinois and Wisconsin for a total of 23 years. I've been involved with gymnastics for most of my life; first as a gymnast, then as a coach, and finally as a WIAA high school judge.

Membership VP, Carol S. Surges

I joined AAUW West Suburban-Milwaukee in July 2013. AAUW's mission to advance equity to women and girls resonated with my personal beliefs and I was thrilled to meet a group of like-minded women. Before I knew it, I was chairing the branch Public Policy committee.

Two years later, I accepted the branch co-President role. My co-president and I immediately worked to increase connections within the branch membership. We encouraged new special interest groups and implemented regular e-blasts, monthly PowerPoints, got a branch FaceBook page started and encouraged an active website.

More recently I've managed the branch Zoom-based meetings and continue to develop and disburse branch communications through e-blasts.

At the state level, I served on the 2018 state convention committee and accepted the District Two coordinator position the following year. As the District Coordinator, I worked at building collaboration within the branches. For the past two years as the state membership VP, I've worked to add some benchmarks to the great work branch membership VPs are doing.

I look forward to continuing building connections within the state's membership leaders. Wisconsin has many talented membership chairs and VPs and I'm proud to be able to support them, share their successes, and brainstorm solutions to the recruitment and retention challenges we are all facing.

CONVENTION

Land Acknowledgment Statements



In recent years, Colleges and Universities, churches and other organizations across the country have adopted “ Native American Land Acknowledgments.” These are formal statements that recognize and respect “Indigenous Peoples” as traditional stewards of the land and the enduring relationship that exists between Indigenous Peoples and their traditional territories.”

In addition, the U.S. Department of Arts and Culture call land acknowledgments “a simple, powerful way of showing respect and a step toward correcting the stories and practices that erase Indigenous Peoples' history and culture.”

On August 22 of this year, the Northwoods Branch adopted a Land Acknowledgment Statement. It reads, “we acknowledge that we are standing on the ancestral lands of the Lake Superior Chippewa Indians, who have been stewards of this land for centuries and respect the interconnected relationship among everything on this land. We acknowledge the many legacies of violence, boarding schools, displacement, migration, and settlement that bring us together today. We pay respect to their elders, past, present, and future.”

This Land Acknowledgment Statement was originally adopted by the League of Women Voters – Northwoods in July 2022 after a small delegation of members (of both organizations) met with the Lac du Flambeau tribal leaders for their input and approval. Given the close relationship between the two groups, the Northwoods Branch's request to use the statement was granted. It was unanimously approved and adopted in August.

In addition, Nicolet College, a member of the WTCS adopted a Land Acknowledgment Statement in July of 2021. It reads, “Nicolet College recognizes the unique and enduring relationships that exist between indigenous peoples and their traditional lands. In doing so, Nicolet College looks to respectfully acknowledge that our institution is located on the traditional homelands of the Potawatomi (Bodwe' wadomi), Ojibwe (Anishinaabe') and Menominee (Omaeqnomeme) people and their respective nations.

For the purposes of Wisconsin AAUW branches, either of these statements may be used as a template. An additional task for each branch would be to identify the specific First Nation group(s) where their branch is located. The best way to do this is to use the Tribal Lands Map which can be found at wisconsinfirstnations.org . The map is color-coded to represent the areas for the following: Ojibwe, Potawatomi, Menominee, Ho-Chunk, and Dakota. You will also see the geographical location of the 14 tribes in Wisconsin, all of which are members of these tribal designations. In the interactive format, you can select “Show Counties and Cities” to locate your city and thus, your branch on this map. Hence, as your branch may consider drafting a “Land Acknowledgment Statement,” it can specify the traditional homelands of its location.

CONVENTION

Proposed resolutions

AAUW Wisconsin Resolution on Education related to the American Indian Nations of Wisconsin and Land Acknowledgment Statements

Whereas AAUW National Policy Priorities state that AAUW promotes the economic, social, and physical well-being of all persons, and

Whereas the state now known as Wisconsin is home to the largest number of Native American tribes east of the Mississippi River, encompassing 11 sovereign Tribal nations that abide by their own constitutions and

Whereas AAUW – Wisconsin has the privilege and responsibility to acknowledge the Indigenous people who have called this land home for generations, and

Therefore, be it resolved that AAUW-WI will advocate for and support education, related to the history of the land we are on, and the great historical, present, and future contributions of Indigenous people. This will include the issues of Treaty Rights, Ceded Territory, Tribal Sovereignty, Act 31 and Land Acknowledgment Statements. Branches are encouraged to create opportunities to inform members and explore these issues related to the American Indian Nations of Wisconsin and in collaboration with the particular Tribal nation where their branch is located.

AAUW Wisconsin Resolution in Support of Iranian and Afghan Women

Whereas: In countries around the globe, women and girls are denied their basic human rights and full participation as citizens by their governments.

Whereas: The governments of Iran and Afghanistan are escalating systematic discrimination and imposing severe limitations on women and girls' freedom and rights of self-determination through brutal repression and state-sponsored violence.

Whereas: AAUW champions equity and access to education for all women and girls everywhere, and recognizes education as a fundamental human right, as specified in Article 26 of the Universal Declaration of Human Rights, adopted by the United Nations in 1948.

Therefore be it resolved that: We, AAUW-Wisconsin, stand with women and girls across the world, especially our Iranian and Afghan sisters, for their right to education, the pursuit of happiness, freedom of expression, self-determination, and safety. We commit our support through individual and collaborative action.



Public Policy

Branches may freely use our webinars as material

The public policy committee continues to encourage you to advocate for our AAUW issues. We have held several webinars that can be accessed on Youtube (link [HERE](#)). The most recent is "How to Speak to Your Legislators" which gives you help in setting up legislative meetings and how to advance your issues.

Very soon we will be offering a recorded video that helps us understand state funding of education. With a budget being debated by legislators, it is important that they know how their constituents feel about quality, fact-based education and how we want it funded. You will receive a link to this video in the near future.

We'll be one of your breakout sessions!

We are also looking forward to seeing you at the convention. The Public Policy committee will offer a break-out session on advocating for AAUW issues. So many of us are currently or have been educators. You have the ability to speak to issues that effect women and children in our state. You can encourage others as you work for change. Join us in the break-out session.



*Stephanie Malaney
Public Policy co-chair*



*Barbara Peterson
Public Policy co-chair*

AAUW's Proposed Bylaw Changes



Bylaws! Say the word and people's eyes gloss over and maybe they think: "Boring".

But wait: Think of the bylaws to any organization like the constitution to any government. They set the standards of operation. Normally they are seldom used, but when there is a doubt how to handle something, often the first thing someone says is, "What do the Bylaws say about this?" That is why it is important to have the organization's bylaws up-to-date. When you need them, it is too late to correct or change them.

Over the years, bylaws are often added to or modified in pieces. That often leads to ambiguities and contradictions with in the document. This describes AAUW's present bylaws. That is why what AAUW has done in completely reviewing and rewriting its bylaws is not only the right thing to do, but it is also necessary.

All members play a part in this. Your part is to vote on the proposed bylaws. Please do not think I can ignore this, because the present bylaws require that a change to bylaws must have a specific quorum, namely: at least 5% of the eligible voters must vote. This may seem small, but past voting has indicated this could be a problem. The large number of AAUW members who fail to vote has created problems in the past. AAUW needs to improve its bylaws. **Each vote is important.** If you really do not want to take a position on the bylaws, you may "Abstain." This is not a vote for or against, but does count for the quorum. To pass, two-thirds of the members voting must vote affirmatively.

Previously, I have reviewed the proposed bylaws and, in my opinion, they are a great improvement to our present bylaws. They are in keeping with similar organizations and provide a more streamline function. Things change quicker today than in the past and all healthy organizations have to be able to react quickly, too. These changes give AAUW the greater flexibility it needs. I encourage all of you to vote "yes" on these changes.

Voting begins April 6th and ends May 15th:

All members with email addresses will vote online unless you specifically ask for a paper ballot. AAUW will email your pin (your number for voting) and a link to your ballot. **WATCH FOR THIS EMAIL**, open it and voting is quick and easy. If you have an email account but still want a paper ballot, you must request it from AAUW by April 15, 2022. All paper ballots mailed to AAUW must be postmarked by 11:59 p.m., April 29, 2022. Paper ballots postmarked after that date will not be counted. To request a paper ballot, email your name, address and member number to connect@aauw.org or call 800.326.2289. **NOTE:** All members without email addresses or who have unsubscribed from email will automatically receive a paper ballot.

Passage of the proposed bylaws: AAUW will announce the outcome of the spring election online on May 17. If the proposed bylaws pass, they will go into effect immediately. All branches' bylaws are required to include verbatim the first seven articles of AAUW's bylaws. Accordingly all branches will have to modify their bylaws so that they include the newly modified first seven articles. These do not need the approval of the branch, because under Article VII of every branch bylaws states: "AAUW-mandated amendments shall be adopted by the Affiliate's board of directors without a vote of the Affiliate's membership and as prescribed by the AAUW Board of Directors."

Sara Ramaker
Bylaws chair



**THE AAUW BOARD OF DIRECTORS WISHES TO
ACKNOWLEDGE AND THANK
THESE VISIONARY WISCONSIN LEGACY CIRCLE MEMBERS**

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For more information about joining the AAUW Legacy Circle, please contact AAUW Senior Manager of Major Giving Nadia Daghistani at daghistanin@aauw.org. You may also contact AAUW Wisconsin President Maggie Winz at maggiewinz76@gmail.com.

For branch website- and newsletter editors, here's a press release to use as you see appropriate

Contact: Maggie Winz, AAUW-WI President
 Phone Number: 262-370-1159
 Email: maggiewinz76@gmail.com



AAUW Wisconsin Women Pay It Forward

Dousman, WI— AAUW (American Association of University Women) has a long history advancing education for women and Wisconsin continues to raise and sponsor over \$200,000 per year in scholarship monies.

AAUW's story began in 1881, when a small group of female college graduates banded together to open the doors for women's career advancement and to encourage more women to pursue higher education. It was founded through the efforts of Marion Talbot and Ellen Swallow Richards.

AAUW's founding marked one of the first organized efforts to advance opportunities for women to pursue higher education and careers – equal with men. The early years offered women a way to unite as a source of strength, support and power. To that end, AAUW launched one of the most enduring fellowship programs for women in the world and commissioned ground-breaking research that documented women's abilities and value, hence gender equity. The first fellowship (\$350) was awarded in 1888 to Ida Street, a pioneer in the field of early American Indian history.

AAUW Wisconsin started in 1921. In keeping with this tradition, AAUW-WI continues to make significant contributions to both NCCWSL (National Collegiate Conference for Women Student Leaders) and Higher Education Scholarships with over \$210,000 given by collective Branches. AAUW-WI also allocates \$5000 per year for NCCWSL scholarships with contributions from 3 State Branches.

Over half of AAUW-WI 22 Branches have nominated students for the State NCCWSL scholarships, and funded local scholarship recipients. Fifteen percent allocated funds to assist with travel. In terms of Higher Education Scholarships, 3/4 of Branches provide scholarships to students attending both technical colleges and 4-year colleges and universities.

Moving forward AAUW-WI and Branches plan to continue their efforts to foster equity in education and opportunity for women and girls, playing a vital role in enhancing the lives and future of all. For further information about NCCWSL scholarship opportunities or to learn more about AAUW: <https://aauw-wi.aauw.net/>

###

The American Association of University Women (AAUW) empowers women and girls through advocacy, education, philanthropy, and research. Our nonpartisan, nonprofit organization has more than 170,000 members and supporters across the United States, as well as 1,000 local branches and 800 college and university partners.

Since AAUW's founding in 1881, our members have examined and taken positions on the fundamental issues of the day — educational, social, economic, and political. Learn more and join us at www.aauw.org.

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Contact info at <https://aauw-wi.aauw.net/>
under "board members" tab.