



BADGER BRIEFS



Advancing gender equity through research, education and advocacy.

August/Fall issue 2024

President's Message

I deleted my first draft when I heard the news! Once more, we have a woman running for the United States presidency. The potential to break an important societal barrier is at hand! Though there are many different views about the candidate's party, potential effectiveness, and so on, that's not what is most important here. Nor is it the actual winning or losing. Though we like winning and the spoils, there's something fundamental to recognize here. It is the VALUE of PERSISTENCE, the quality that allows someone to continue doing something or trying to even though it is difficult or opposed by others. It's the subtle change we don't even notice. The normalization of women at the table of leadership is slowly happening! We say too slowly - but no denying the progress of persistence!



Persistent is what we are at AAUW! Determined to usher the change we want to see moving forward. Woman President? If not now, it will come! In turbulent times, keep your eyes directed to where we want to go! Like riding a bike as a kid, don't look at the pothole! Look further down the road and don't flinch!

AAUW focuses on policies, not people. People come and go. Principles, values and policies extend beyond the moment. Feel confident and hopeful because AAUW Wisconsin is in it for the long game. Let's push for better policies in Wisconsin and at the Federal level, that support economic opportunity, better education, and fairness. Let's create more just and equitable conditions together! Start by Voting in the August 13 primary election and vote NO to the constitutional amendments that could impair funding of supportive measures which drive equity.

We have a great incoming State Board. Each of our 22 Branch Presidents will receive a Board Directory. Reach out to these folks and to each other. Your emails and contact info are important!! I found an error in my phone number on the National Data Base, so make sure your info is correct. Ask another member for help doing so if you need it!

At our most recent Branch President's Zoom Call, I heard many of you find it difficult to get the help and answers you need from National. The AAUW.org Website has much to offer – when one knows what is available! All of us get frustrated at times when we can't seem to find the answers we need. I prefer

Leadership VP Report, Carole Salinas

Calling all branch presidents! Fall district meetings coming soon!

Our five District Coordinators (see below) are starting to plan for the annual fall district meetings with branch presidents. Note: If the branch president is unable to attend, please ask another branch officer take her place.



District #1: Beaver Dam, Fort Atkinson, Janesville, Monona-Madison

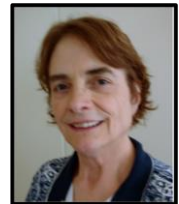
Coordinator: Consuelo Lopez, 608-630-5751, ConsueloLopez066@gmail.com

Dr. Consuelo Lopez is a UW-Madison Assistant Dean Emerita with strong scholarly and community leadership skills. She is a member of the Monona-Madison branch.

District #2: Milwaukee, West Suburban, Watertown

Coordinator: Jean Kreul, 414-258-0172, Jeankreul@gmail.com

Member of AAUW Milwaukee since 2013, serving as Public Policy Chair and Branch President. Jean has served AAUW WI as: Nominations Committee, Nominations Committee Chair, Vice President of Funds Development, and currently District Coordinator. Prior to retiring, Jean held management and non-management positions in Human Resources



District #3: Geneva Lake, Kenosha, Racine

Coordinator: Bonnie Diehl, 908-625-0394, bdiehl81@gmail.com

Bonnie has a PhD in Biochemistry from the University of Michigan, Ann Arbor and has always been a big advocate for science education especially for girls and women. She currently teaches physics and chemistry. Bonnie looks forward to sharing her expertise as well as learning while on the state board.

District #4: Chippewa Falls, Eau Claire, La Crosse, River Falls, Tomah

Coordinator: Annie Allen-Wyman, 608-514-2871, therosyorb@gmail.com

Annie has been a teacher for more than 30 years. Her days are full of reading, gardening, quilting, knitting...and attending music events with her husband. They have three grown kids, one grandchild, and two chickens. Annie will retire this year and have more time for all her passions!



District #5: Appleton, Fond du Lac, Green Bay, Northwoods, Oshkosh, Sheboygan, Wausau



Coordinator: Debbie Roder, 920-737-4275, debbieroder4@gmail.com

Debbie is currently serving as Membership VP of the Northwoods Branch. She looks forward to continuing to broaden her horizons on the State Board as she serves another term as district coordinator. The past two years have been a pleasure and filled with many new friendships.

Watch for Branch Survey in Late Fall

Every two years, AAUW Wisconsin conducts a survey of our state branches. The state board wants to know how the board can better serve you.

- How can we help your branch?
- What problem(s) is your branch struggling with?

Please gather a few of your branch officers, discuss the survey questions, and submit your branch's responses. We look forward to your feedback.





By Laws Report:

By Sara Ramaker

If you have not heard the news, AAUW announced that the open membership initiative did not pass. "Changes to AAUW's bylaws require 2/3 majority (66.6%) to pass. AAUW members voted 65.1% to approve the measure, just shy of passing. Branches and states must update their bylaws based on the 2023 member-approved bylaws revisions by June 30, 2026. These do not include any changes to AAUW's membership requirement. Please visit our website for model bylaws and guidance."

Thus, branches which have already updated their bylaws to include the 2023 changes to membership need to take no further action. Branches which have not, have until 2026. My goal is to confirm all the branches have made the necessary changes. I will be reaching out to all of you in the near future. Thank you for your anticipated cooperation.

If you need any assistance with making the required changes or have questions on any local changes or how to submit your completed bylaws to AAUW, please do not hesitate to contact me at ramaker.sara@gmail.com.

Badger Briefs Information

My name is Diane Adams.

I am your new *Badger Briefs* editor.

I have been a member of the Janesville

AAUW Branch for many years, most

of which I have been the newsletter editor. I shared the job for many years with another member, starting on a manual typewriter we pasted in graphics often stolen from newspapers. I have also produced two convention booklets, and 3 Tech Savvy programs for our branch. My art skills have been used frequently. I am a past president of my branch, and am currently a co-chair for our annual used book sale.

We will have four issues of *Badger Briefs* annually, published several weeks after a state board meeting. We may also have short issues as needed, especially around state convention time. Branches may share big events that they have planned by sending me a short article with the headline *Badger Briefs* Article. The deadlines for issues are listed on the bottom of the last page of this issue, and will be on every issue to come. I would recommend that you don't read the issue on your cell phone. It works much better on a larger screen.

We are trying a new method of distribution this year. Your branches have the most updated email lists, and therefore we are going to make use of them. Sort of like a telephone tree with email. I will be sending the issue to your branch president as well as a member who has been designated as the keeper of your updated email list. They will then forward the issue to their members. You will be more likely to open an email from one of your members, and the email will be less likely to end up in your spam folder.

There should be lots of important information in each one of our issues. Happy reading!



IT'S MY ✓ VOTE!

Do your homework

Check the facts

Vote on August 13th

November 5th



August 13th
The questions
on voters'
ballots:

There has been much information about the two questions on the back of your ballots on August 13th. They are more than a referendum; they are a change to the state constitution. Below, find a short concise description of what your vote will mean.

Question 1: “Delegation of appropriation power. Shall section 35 (1) of article IV of the constitution be created to provide that the legislature may not delegate its sole power to determine how moneys shall be appropriated?”

- Yes
- No

Question 2: “Allocation of federal moneys. Shall section 35 (2) of article IV of the constitution be created to prohibit the governor from allocating any federal moneys the governor accepts on behalf of the state without the approval of the legislature by joint resolution or as provided by legislative rule?”

- Yes
- No

**What does a
“Yes” vote or a
“No” vote mean on each question?**

According to Ballotpedia:

“A **‘yes’ vote** supports amending the state constitution to require legislative approval via a joint resolution before the governor can expend federal money appropriated to the state.”

“A **‘no’ vote** opposes this amendment, thereby allowing the governor to accept and allocate federal funds without seeking legislative approval.”

New College and University (CU) Member Toolkit Available

The Toolkit

The national office of AAUW has just published a College and University Member Toolkit on their website. Here is the link: <https://www.aauw.org/resources/member/governance-tools/>. The Toolkit is designed to assist branches with recruitment, renewal, and engagement of current and prospective CU members. It contains a wealth of useful information, including an FAQ sheet answering every question an institution or member may have, a flyer describing benefits for colleges and universities joining the organization, instructions for students to register as members, and a poster announcing free virtual Salary Negotiation and Financial Literacy Trainings, plus other resources. Some of the documents contain QR codes leading to more details.

Information About CU Membership

At the 2024 Convention in Racine, I was asked several questions about College and University Membership. Here are some responses:

- Dues for CU Membership are \$250 annually. Dues have remained at this price for many years.
- The CU Membership includes two AAUW Individual National Memberships for faculty or staff members to become CU Representatives. State and branch membership fees are not included.
- Students at CU Member institutions receive free annual AAUW memberships.
- Students at Non-College and University Member schools pay \$18.81 per year for individual memberships.
- To determine if a college or university is a member, please click on this link: https://my.aauw.org/college_university_directory . It requires log in at AAUW.org.

- *Jan Eriksen*
La Crosse Branch
AAUW-WI CU Relations
Coordinator
jperiksen@viterbo.edu



What is a Diversity Hire?

I received this letter from Maggie Winz that she wrote to her 29-year-old grandson after President Joe Biden chose to drop out of the Presidential Campaign. It is an excellent opportunity to show why DEI training needs to continue. Maggie makes some excellent points, doesn't lose her cool and gives her grandson some great advice on investigating the history & purpose of affirmative action. I'm so glad she took the opportunity to educate her grandson. Kudos to you, Maggie!

Dear Grandson,

It was so wonderful to hear from you recently! We always appreciate and value your phone calls. We're happy to hear that your job is going well, and that you are enjoying it. During our conversation I was somewhat puzzled by your remarks about Kamala Harris as the newly announced Democratic candidate for our President. When I asked you what you thought of her, you said that she was just a "diversity hire." I'll admit that I was quite taken aback at that. My first reaction, which I didn't share with you, was that, Oh No! You fell for the baseless, meaningless attacks that the pundits are using to dismiss her as a serious candidate. That's what they do when they can't come up with anything else.

But the "diversity" issue goes deeper than just a meaningless slam against an otherwise qualified person. Our country has a diverse population. Shouldn't our government leaders, our teachers, our doctors, our business owners, be diverse? Shouldn't our Congress, our judges, our military, our presidential advisors and Cabinet be just as diverse? Shouldn't college admissions include a diversity of students? Shouldn't companies and schools hire a diverse workforce? Of course, you probably agree. But as they say, the devil's always in the details. How do we go about doing that??

What people may think is happening, and that many people are assuming, is that there is some kind of quota system going on, that puts women and minorities at an unfair advantage. There is a prevailing idea that white men no longer have a fair chance. I can reassure you with 100% confidence that you don't need to worry about that. White men don't need to worry about that.

While it's true that in the past there were quotas for admitting minorities, in many cases those same quotas were used to **restrict** the numbers of women and minorities. My mother was a victim of that very quota system. She was a nurse, with an RN degree from a university. What I didn't realize until I was in my 30's was that mom wanted to be a doctor. But when she applied to medical school, she was rejected because "they had already filled their quota of women".

When I was growing up, our government was run by an overwhelming number of white men. It was extremely unusual to see women or minorities in Congress or the Supreme Court, or in a Presidential Cabinet position. There were very few women scientists or doctors; and no male nurses. Someone or many someones asked the question, why is that? And how do we bring in more diversity? After the passage of the Civil Rights act in the 1960's, there were many attempts, some worked well, some not so good.

Today, there is a more reasoned attempt to diversify, by broadening the pool of candidates for hiring. An attempt is made to reach out to historically black colleges and to minority professional organizations. Not with the assurance of a job, but with the information that there are job openings and an invitation to apply. These are just a few examples.

And once the pool of diverse candidates is narrowed, then the decision may or may not favor hiring a woman or minority candidate. How do the candidates add to the team? what strengths or diversity of thought can they bring? I'm not making this up. After our phone conversation, I called several people close to me who had been involved in hiring, and I asked them how they worked in diversity for their organizations. The answer wasn't a quota or an unfair advantage for women and minorities; it was as simple as widening the recruitment search to include schools and organizations that had minority populations. It included taking a wholistic approach to hiring with the idea of broadening the diversity of backgrounds and points of view. This would not only include a focus on race and religion, but also on life experience and even where candidates grew up. Regional diversity, age, work experience, etc.: all factors were considered.

Another thing to remember is that in politics, slightly different rules apply. Presidential candidates have always chosen running mates based on what they contribute to getting elected. If the candidate is from the South, he chooses someone from the North. If a candidate is rough around the edges, he chooses someone who is a Christian evangelist or a college elite, or even a woman. Politics is always about getting elected, and choosing a running mate who will bring in more voters is just business as usual. So, Biden chose Kamala Harris, because she could bring in the votes of Black Women? That was probably one consideration, yes. But he probably looked at the pool of possible candidates, and found the one that he thought was also the more qualified. That's the part about "diversity hiring" that is overlooked. By widening the pool of possible candidates, you then have more choices, and can choose the one that is most likely to do the best job, as well as representing a segment of the population who are usually ignored.

Take a look at previous presidents, and their choices of running mates: do you think Lyndon Johnson chose Hubert Humphrey because they were best friends? Or John Kennedy chose Lyndon Johnson because they were of similar backgrounds? No and no. Balancing a ticket is often a strategy. That's what Kamala Harris is looking at right now. Would I love to see her choose Hakim Jeffries? or Stacy Abrams for a running mate? But she can't and won't. She is only looking at a white man. She has to. Diversity hire? Of course! She needs to diversify the ticket. Not only a white man, but someone from a different part of the country, and preferably a different background. Governor of Kentucky? Perfect! Senator from Washington state, not so perfect. See what I mean?

So when the pundits sneer about Kamala Harris being a "diversity hire", they just don't know what they're talking about. Don't be taken in by personal, meaningless attacks. Choosing a president is just too important. We should be looking at character and issues. Ideas. Intellect. I want someone who can represent our whole country, and who is willing to embrace the challenges with an open mind and an open heart.

Kamala Harris earned her other jobs, won other elections. She wasn't accepted into college as an affirmative action candidate because she attended Howard University in Washington DC, an historically Black university. Kamala Harris has never been a "diversity hire"; and if she is elected, it will be because she represents the ideas and ideals of a majority of Americans. Other qualified and successful women and minorities have been dismissed as "diversity hires", as a way to demean their true accomplishments and ignore the skills that they bring to the table.

I hope that you'll think about these issues, and make up your own mind. The other candidates would have you believe that they have a righteous point. In my opinion don't.

Sending my love,
Grandma

Bonnie Diehl, District #3 coordinator, is sharing links to public service announcements that the branches have put together. If they don't connect, please contact Bonnie, maybe she can share the links in a different way. Check out these Public Service Announcements:

Reproductive Rights

https://1drv.ms/b/c/c8108811e63b8a9f/EUe61UqnTmtOn6wZfdNIUfMBJ17QfyOokMR9Z1bfov_14g?e=CbZXOZ

Fair Pay Act

https://1drv.ms/b/c/c8108811e63b8a9f/Ed_--VOMr7ZEpYtruDc91tYBtaEaZi2F3A4NbaZOIFwfw?e=1CJzgg

Freedom to Vote

https://1drv.ms/b/c/c8108811e63b8a9f/EXDjPjBrPvIcPnLE8grYoQkB_d9TCrBWBHeEGiUoXsuX7Q?e=A0tb6o

Public Education

https://1drv.ms/b/c/c8108811e63b8a9f/Ech6rZ-1E81AjCi4AMh6PRgBrJrsZS9Sv7oy_Kj3D08QWw?e=whErqu

Tip: hover over the link, and press control and then click. You should get a message when you hover to do that.

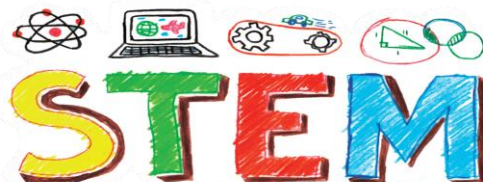
Quick and Easy STEM Ideas

Pat Phillips, STEM Coordinator



STEM is ubiquitous in our lives. And despite that fact, many of us do not know much about the science, technology, engineering, and math that touch us daily. Here are a few quick and easy ideas for programs and projects your members are sure to enjoy.

- Invite the local weather person. The science of meteorology is exciting and dependent upon many levels of technology as well as science.
- Scams and frauds. There are several individuals in your community that can provide valuable information to members about avoiding internet scams and various types of fraud. Ask the local internet provider to demonstrate how to adjust email and browser settings for the best protection and what to do if you think you've been scammed.
- A demonstration of artificial Intelligence...the good, bad, and ugly...would be enlightening.
- Perhaps your police department has a division dedicated to protecting citizens of all ages from cybercrime and other high-tech schemes. Advice on how to protect your home and personal identity using technology would be a valuable program.
- Is there a high-tech company in your area? Ask a representative to tell your members about their products, processes, and services. What about a "plain language" session on such topics as Bitcoin, GPT AI, or self-driving car technologies?
- There are several organizations that work to protect our water and lands. Invite them to talk about safe water in Wisconsin or other conservation areas. Contact the Citizen's Climate Lobby for local contacts.
- PFAS (forever chemicals) are a hot topic. They last thousands of years and every American tested has PFAS in their blood. Is there an expert that can explain the risks and offer ideas for making an impact with our legislators?
- Do you really understand Snapchat, Instagram, X (Twitter), LinkedIn, Facebook, and other social media platforms? Have members who are skilled in each teach the group in a show-and-tell session.
- What about the microplastics found in our food? Is there someone in your community who could inform your branch about the dangers of plastics?
- If you have a college or university in your community, you will find many professors and instructors (and maybe even students) who are eager to share their work in the STEM areas.
- Invite the local middle or high school robotics team for demonstrations of their work.
- Is there a new construction project going on in your community? Invite the engineers to share the plans and talk about how engineering and technology is involved in construction
- Use STEM to touch the future. Earmark a scholarship for a young woman going into a STEM career.



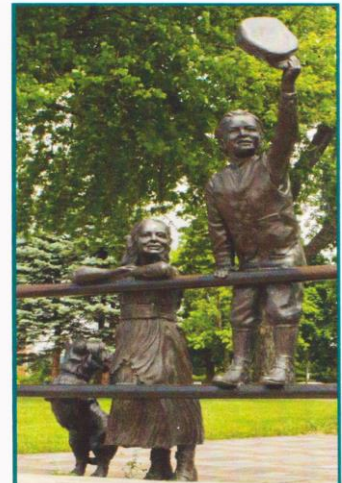
State Convention News:

District 5 of AAUW-WI, and especially our La Crosse Branch is excited to host the 2025 State Convention, April 25-26. We will be at the Onalaska Stoney Creek Hotel, a comfortable venue with a Northwoods vibe. Their staff has been great! Thanks to the members of the Committee, and Kleo, the VP of Programming, for moving the logistics forward with care and efficiency. A special thanks to the indomitable Jan Eriksen!

Gathering as AAUW - WI has always been important throughout its 103 (!) years. Regardless of what political party is in power, the pace of building equity or the backsliding and backlash to progress, AAUW's mission requires constant tending. Conventions provide time and a structure to learn, plan, organize and support one another in the work of *advancing gender equity*. As the 2024 election is recognized as one of the most consequential in the U.S., our 2025 Convention can also be consequential, shaping the work we do in our branches, communities, in WI and beyond. Regardless of the election outcome, the 2025 AAUW-WI Convention will strive to be focused, empowering and helpful. It may even be historic!

Of course, the local members of our Planning Committee are eager to share La Crosse with all of you. Spring in the Driftless is stunning: a light blanket of green settles on the bluffs, marsh and the River Walk beckon. Kleo is keeping a list to help us develop experiences to offer members and your guests. Bring a friend or family member and plan an extra day to explore and our lively community.

Mark your calendars!



JOIN US IN
LA CROSSE

FRIDAY,
APRIL 25

- AND -

SATURDAY,
APRIL 26

2025
CONVENTION

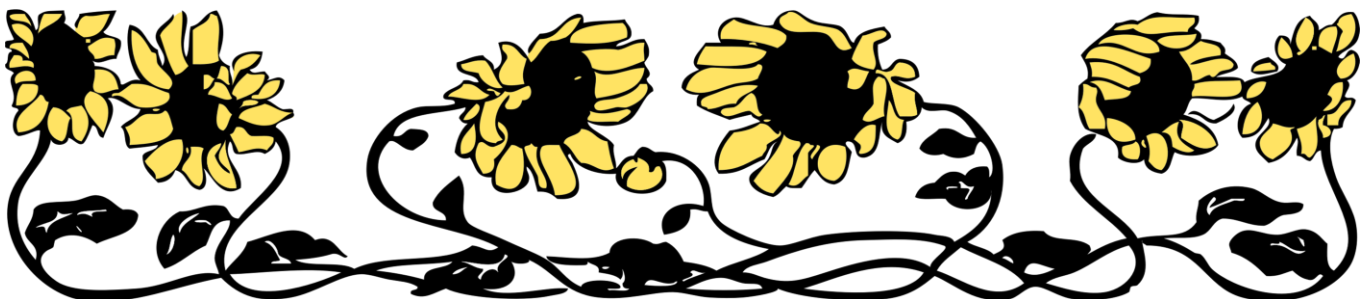
AAUW

OF WISCONSIN

Sponsored by District 4

Here is a link to the Wisconsin State Board Minutes from July 13, 2024

https://docs.google.com/document/d/1TdMAGXqpHA5upHUPje3snfcduRSPx_K7/edit



AAUW WI State Board 2024-25

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Badger Briefs articles due 2 weeks after State board meetings.
Special issues may be sent as needed.
The issues will be sent to branches to be forwarded to their members.

Board Meetings: Due Dates:
October 19th November 1st
January 25th February 7th
April 25 May 9th

Send articles with subject line: *Badger Briefs* Article to:
rjadams65@frontier.com