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2020 WE LOCAL CONFERENCE AWARDS!

The Society of Women Engineers (SWE) would like to inform you that SWE Wisconsin Professional Section was selected to receive the SWE 2020 WE Local Outstanding Professional Development Event Award.

The Society of Women Engineers (SWE) would like to inform you that Gretchen Hein was selected to receive the SWE 2020 WE Local Engaged Advocate Award.

Thank you for contributing to SWE’s Strategic Goal of “Advocacy” by “creating and promoting opportunities to engage more women” by recognizing their outstanding contributions to engineering.
WE19 Anaheim, CA Nov 7-9, 2019!

WE19 is over, but the memories and lessons learned will continue guiding us!

Above: Group photo before Key Note Thurs. 11/7       Group photo after WE19 Celebrate SWE!

Below: Section President, Sam Billetdeaux, and a colleague were presenters at this year’s conference. They presented ‘Trust Your Engineering Gut – Developing Technical Intuition’
SWE-WI Meetup at WE19
About 40 SWE members from Wisconsin and Michigan’s upper peninsula congregated for donuts and networking on a sunny Saturday morning at WE19. The meetup at conference is an annual event with a focus on bringing together collegiate members from across the state. It offers an opportunity to network, exchange ideas, and put faces to names. Conversation topics covered a wide breath, including outreach event best practices, overcoming challenges with section member engagement, transitioning into the workplace after graduation, and ideas for future SWE-WI events. This year, members at the meetup represented Michigan Tech, MSOE, UW-Madison, and UW-Stout collegiate sections. Members from UW-Milwaukee and Marquette University were also in attendance at the conference. Several collegiate members from Wisconsin also participated in SWE’s Collegiate Leadership Institute (CLI) at WE19, which requires a separate application and selection process. Admission to CLI offered an opportunity to participate in additional programming tailored to collegiate leaders. Examples include a full day of leadership-based sessions, speed networking with other collegiate leaders, and mentoring of local students.
Conference Membership Summary:

The following info was provided at the annual SWE membership meeting regarding the SWE19 Conference this past week in Anaheim, CA!

- 16,507 attendees
- 33 countries represented
- 4500+ attended morning keynotes
- 1100 girls & adult advocates participated in Outreach programming with 500+ SWE volunteers
- Career Fair 752 booth units, 410 organizations, 791 interview booths

I hope you will be able to join us for the next annual SWE conference (WE20) in New Orleans, Louisiana...mark your calendar for November 5-7, 2020 and spread the word!

~Susan Thomas Schlett, SWE-WI Membership Chair
SCHOLARSHIP

Meet Our Newest SWE-WI Scholarship Winners:

Claudia De Valk

My name is Claudia De Valk. I am a transfer student at UW-Platteville, majoring in environmental engineering and mathematics. I love spending time outside and do this mostly with running, biking, and hiking. I am on the cross country and track team at UW-Platteville and enjoy long runs with my teammates.
SCHOLARSHIP

Meet Our Newest SWE-WI Scholarship Winners:

Hannah Walker

I am extremely honored to be selected as a recipient of this year’s Martha Maxwell Memorial Endowed Scholarship! I’m originally from Rochester, MN and am in my fourth year (of five) at the University of Wisconsin-Madison, studying Materials Science and Engineering with a certificate in International Engineering. When I’m not studying or working as a tutor or intramural basketball referee, I can usually be found practicing with the UW Club Lacrosse team or volunteering with Community Outreach of the UW chapter of SWE. In my free time, I like to try out new baked goods recipes, find new rollerblading routes around town, or hang out with friends and family at Memorial Union. With the help of this scholarship, I’m excited to power through my super-senior year and launch into my post-grad career!
SCHOLARSHIP

Martha Maxwell Scholarship Fund
For those who knew her, Martha Maxwell was a fun-loving enthusiast who loved to make light of any situation. She was passionate about SWE and loved to share her passion with young women starting out in the engineering field. Martha's career took her through industrial engineering and manufacturing roles, most recently as a Project Engineer in the Advanced Manufacturing department at Rockwell Automation. She also was an active member of SWE-WI for many years, and served in numerous leadership positions, most recently as Section Representative. In August 2012, Martha passed away after a battle with cancer.

To honor Martha's memory and continue fostering her excitement about engineering, math, and science for young girls and women, SWE-WI has created a memorial scholarship fund in Martha Maxwell's name. The goal is to raise funds for $1000 scholarship will be awarded to SWE collegiate members attending school in Wisconsin or the Upper Peninsula of Michigan.

SWE WI Scholarship Fund Drive
Fund drive for 2019 scholarship is just on-going. We are currently seeking donations for the Fall 2019 scholarship based entirely on section-raised funds.

Please consider a donation to SWE-WI as a tax deductible gift that will help the female engineering students in Wisconsin and Upper Peninsula of Michigan. Online donations are accepted at here!

Thanks again for your support.

-Scholarship Committee (Melissa Tumbleson, Andrea Cole, & Gina Janke)
GEWN 2020 Women in Engineering Undergraduate Scholarship

GE Woman’s Network (GEWN) and SWE-WI are pleased to announce the application period for the 2020 Women in Engineering Undergraduate Scholarship is now open. This program will award 1 $2000 scholarship to a currently enrolled female student who is pursuing a degree in engineering. Please share with any interested parties!

Scholarship applications, including support material, must be electronically submitted no later than February 21, 2020. Applications will be evaluated based on academic achievement, extracurricular activities, and a personal essay.

Application and details on the attached form.

The recipients of the Scholarship will be notified in March 2020.

If you have questions about this scholarship program, please feel free to contact Marcela.Molezzi@ge.com or Biva.Yauchler@ge.com.

For information about other SWE scholarships at the Society level, please visit www.swe.org.
DIVERSITY AND INCLUSION

SWE created ‘Inclusion Solutions: Discussing a Diverse Culture is in the Cards’ training cards set. Each issue of the newsletter we will be showcasing one of these cards to help the diversity and inclusion discussion within SWE-WI.

First we ask you to think about these questions:

- How do you feel when you hear the terms diversity and inclusion?
- How do you define diversity?
- How do you define inclusion?
- How are the two terms similar and different for you?
- Describe the term biases.

Second some definitions:

**Diversity:** The understanding that each individual is unique; recognizing individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

**Inclusion:** A state of being valued, respected, and supported; focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve full potential.

**Bias:** The fundamental way (positive or negative) an individual looks at or encounters a situation or circumstance to make sense of it; a conscious or unconscious belief.

**Now for the tenth card in the series:**

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**EXPERIENCE** **CELEBRATING WOMEN IN TECHNOLOGY**

**DIVERSITY IN ENGINEERING**

**How can we create new patterns or associations as to what innovation can look like in our organization?**

**What can we do as leaders to interrupt stereotypes and create new perspectives of women in technology?**

**How can you differentiate between stereotypes and biases, ultimately creating an inclusive workplace where all people can feel valued and respected?**
DIVERSITY AND INCLUSION

Celebrating Women in Technology

Decades of science and research on unconscious bias confirm that we can in fact retrain our brain to create new patterns and perspectives by slowing down our thinking, unpacking assumptions, and most importantly, interrupting stereotypes. Dr. Mahzarin Banaji, co-author of *Blind Spot: Hidden Biases of Good People*, was famously quoted for saying, "the first step to defeating our hidden biases is to be honest with ourselves about the blind spots we have—having a bias is only human, the only shame is in making no effort to improve."

After reading this, reflect on the first questions asked. Did any of your answers change?

Take this discussion with you, and consider what it means for you in your current career. Special thanks to SWE for creating these cards and to Lessons Learned Consulting Inc. for printing them. We ask that you do not re-purpose the information and/or send it to anyone outside of the SWE section.

If you have additional questions, please reach out to: learning@swe.org

This video gives more information about the card and how they can be used.
https://www.youtube.com/watch?v=vbvg__T6hwk

This card set is available for purchase from the SWE store at the following link. The version highlighted here is the 'SWE Inclusion Solutions Cards.'
http://societyofwomenengineers.swe.org/page/5318-sweswag
The Chicago Regional Section (CRS) is currently trying to create a Wendy Landwehr Endowment Fund, to celebrate her memory and hard work with SWE.

If you would like to donate and contribute to this endowment fund, in her honor, SWE CRS and Martin Landwehr (her husband) would greatly appreciate it! They are nearing the finish line and are currently looking for another ~$4000 to complete the $25,000 needed to create the endowment fund.

For personal donations, there is a PayPal link that can be used by the membership, if that is their preference.

https://www.paypal.me/WendyLandwehrFund

Let me know if you need more information or would like to discuss this effort further, patriciawalker77@gmail.com.

Thanks for considering this valiant cause, forever your FRG,

Tricia
Gina Janke, SWE-WI Scholarship Chair, was recently interviewed by her college alma mater, Harvey Mudd College. Follow the link below to read the article to learn more about Gina’s path in engineering and her passion for STEM.

https://magazine.hmc.edu/fall-winter-2019/future-stem-leaders-heres-one-of-your-biggest-fans/?fireglass_rsn=true#fireglass_params&tabid=a8b7e204743856ce&application_server_address=pfizer5.prod.fire.glass&popup=true&is_right_side_popup=false&start_with_session_counter=1
UPCOMING EVENTS

Keep an eye out on Facebook and the e-blast for more information about Escape Rooms and Milwaukee Tool Tour/Dinner/Panel in January!

E-Week 2020: February 16–22!!!

Keep an eye out on Facebook and the e-blast for more information about E-Week Related Activities!

Check the SWE-WI website or Facebook page for upcoming events. Also watch for the weekly e-blast to stay informed on the current happenings in the SWE-WI section!

SWE-WI Website:
http://swewisconsin.com/

Facebook:
https://www.facebook.com/groups/swewisconsin/

Contact: Kyela Specht, swewisconsin@gmail.com, if you are not receiving the weekly e-blast e-mails.
RECENT EVENTS

Milwaukee Area Happy Hour

A group of ladies gathered at the Ruby Tap in Wauwatosa for Wine and Networking on Thursday, December 5th. The group came from Rockwell Automation, Brady, and Milwaukee Tool. Thanks to everyone who came out, we look forward to meeting up again soon!
RECENT EVENTS
Wisconsin Section Handmade Ornament Exchange
Some of the ornaments from the ornament exchange, thanks everyone for participating!
OUTREACH

Would you be interested in working with a Girl Scout Troop and introducing a girl to engineering? The Girl Scouts have introduced new engineering and STEM badges and troops are looking for engineers who would be willing to help them earn these badges. For information on how to be involved, project ideas, and how to find a troop contact sweioutreach@swe.org

If you have been involved in an outreach event and are a SWE member, send information about the event to Heidi Balestrieri at sweioutreach@swe.org so we can report the information in the SWE outreach tool. Information needed for the report: event name, date, all SWE sections that were involved, description of event, breakdown of girls and boys who participated, age of students, number of adult guests, number of SWE member volunteers, number of other volunteers, any partner organizations involved, or any other information to share.
SWE-WI Future City Judges Wanted

SWE-WI is sponsoring an award at the Wisconsin Future City competition, judges are needed on the day of the event to review projects and decide on award winners.

Date: January 18, 2020
Location: MSOE Kern Center Milwaukee
Time: 8 am - 12:30 pm

Sign up details:
https://www.signupgenius.com/go/2OF0E4CAAAE2BA75-future1

If you can't make it the day of the event or aren't in the Milwaukee area contact Heidi at swewioutreach@swe.org for information on judging essays online in late December/early January. Essays are 1500 words long and a commitment of judging 5 essays is required.
OUTREACH

Upcoming OUTREACH Events!!!

FIRST LEGO League - Various Dates and Locations

SWE is a FIRST Strategic Alliance partner. FIRST LEGO League is a program for kids ages 9-14 that has three components, Robot (using LEGO Mindstorms), Project (theme this year is City Shaper), and Core Values. No experience is necessary to volunteer, there are a variety of opportunities and dates. Listed below are the dates and locations. Please inform swewioutreach@swe.org if you have questions or if you do volunteer so we can add it to SWE-WI metrics.

| January 5 | Watertown |
| February 8 | Waukesha |

Contact Heidi Balestrieri at (swewioutreach@swe.org) for questions.
SWENext Membership – General Information

SWENext is a way to become part of the Society of Women Engineers as a student through the age of 18. Become part of SWE and #BeThatEngineer! Joining is free. Any student 13 or older can become a SWENexter. For those younger than 13, a parent will need to be the primary contact.

General SWENext Websites

◊ Visit our main SWENext website:
  http://societyofwomenengineers.swe.org/swenext

◊ Read our comic book series all about engineering Constance and Nano:
  https://constanceandnano.swe.org/

◊ Connect with SWE members and other SWENexters through our SWENext Clubs:
  http://societyofwomenengineers.swe.org/swenext-clubs

◊ Watch our SWENext Reporter’s videos:
  https://www.youtube.com/playlist?list=PLYvUDOKoCBdcedo5w20uh9wuXH_RRQNo7

◊ Find out more about our awards programs for high school students:
  http://societyofwomenengineers.swe.org/k-12-outreach/swenext-awards

General SWENext DesignLab Social Media

◊ Twitter@SWENext

◊ Facebook (exclusively for high school SWENexters)

◊ #SWENext

◊ #BeThatEngineer

Thanks for helping us get the word out!
Please send all SWENext queries to outreach@swe.org.
## Job Postings

**Current Job Postings:**
There are no job postings at this time.

**Helpful Job Sites:**
To stay updated on new job opportunities, checkout SWE e-blasts, or these websites!


**SWE Professional Virtual Career Fair:**
Looking for a new opportunity? Check out SWE’s virtual career fair May 9th 2018 where you can connect with multiple recruiters in a convenient way. More details can be found on the event website: [https://app.brazenconnect.com/events/X1pmM?utm](https://app.brazenconnect.com/events/X1pmM?utm)
There are still leadership positions open for SWE-WI! Below are the open positions and descriptions of them. Some are just one time events and others span the whole year. We are also looking for anyone interested in being on a group that plans events for socials or outreach for the three hubs: Milwaukee, Madison, and Fox Cities. If you have any questions or are interested in any of the positions, please email Sam (SamanthaBilletdeaux@gmail.com) or Andie (awfalasco@gmail.com).

**Professional Development Chair** – Makes events in the three areas for professional development topics. Works with the LCC on what topics would be beneficial.

**Corporate Liaisons** – Assists Professional Development Chair in coordinating communications with corporate partners

**Conference Coordinator** – Coordinate section meetups at the annual society conference and WE Local

**One Time Event Positions**

**Conference Coordinator** – Coordinate section meetups at the annual society conference

**Nominating Chair** – Looks into members in section for who to suggest for leadership roles and make a team at the end of the year to put the voting together.

**Section Assessment Chair** – Makes a report at the end of the year for how the section is doing financially and a vitality assessment through the society.

**Spring Forward Coordinator** – Organizes planning of Spring Forward event with support from committee

**Fox Cities Outreach Events Planner** – Plans and volunteers with Fox Cities outreach events.

**Awards Chair (Internal)** – Creates and organizes section awards given out at Celebrate SWE event
Event Planning

Would you like to plan an event this year for SWE? We are looking for anyone who would like to plan an event in your area to get a list of those we could ask for an event during the year. This could be any event; a happy hour meet, trivia night, pottery or canvas painting, yoga session, group run, concert, attending a local event, webinar watching, escape room, etc. If you are interested, please contact Sam at SamanthaBilleteaux@gmail.com.
NEWSLETTER INFORMATION

Advertisement Information
Website and email postings may be covered by a set fee instead of the Corporate Supporter option. An individual posting to the website and an email message to all SWE-WI members is $50. The website posting will remain in place for a 30-day period.

Postings to the website are generally completed in 3 to 7 business days after the request has been confirmed. An email notice to SWE-WI members and subscribers will follow a website posting with the same information. Requests for a large number of postings at one time may take longer to prepare and post.

The preferred format for postings is Microsoft Word (version 2003 or higher); other text formats will be considered on an individual basis. Postings will remain on the SWE-WI website for a 30-day period. If the posting is for a job and it has not been filled in that 30-day period, a Corporate Supporter can request a 30-day extension via email. Please put “SWE-WI Newsletter Entry” in the subject line.

Newsletter Entry
Send us your stories! We want to see what our professional and collegiate members are doing in the community! We are looking for events that SWE has hosted, job posting, member milestones, interesting articles or books that you would like to share with others, truly a multitude of topics. If you have something you want to see in the newsletter and share with everyone please fill out the survey at this link: https://forms.gle/CztgytTXYQB2hK6JA