



THE GEAR

Serving the 249 Members of the SWE-WI Section, and its Supporters

December 2020

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STAY SAFE!
STAY HEALTHY!

Hello SWEsters,

SWE-WI hopes you and your families are staying safe and healthy!

SCHOLARSHIP WINNERS

Hello! My name is Gretchen Geiser, and I am a Junior studying Mechanical Engineering at Marquette University. I am currently the Vice President for our chapter of SWE and I am a member of the Human Powered Vehicle Competition Bike Team for the American Society of Mechanical Engineers (ASME) here at Marquette. I volunteer for the Marquette Backpack Program, which provides healthy, nutritious food to students facing food insecurity. I am very passionate about women's representation in the STEM field, so I am very excited to expand our SWE chapter through events, meetings, and workshops. In my free time I enjoy running and have completed 3 half marathons in the Milwaukee area. I also enjoy spending time watching movies or going on walks with my friends and family.



SCHOLARSHIP WINNERS

My name is Jennifer Prillwitz, and I am currently a junior studying Chemical Engineering at UW-Madison. In my free time I enjoy running, spending time with friends, and listening to Harry Potter audio books. While on campus, I love attending SWE events and volunteering at my church. I am so grateful to be receiving the Society of Women Engineers - Wisconsin Section Martha Maxwell Memorial Endowed Scholarship!



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 fifteenth card in the series:

EVIDENCE GENDER PAY EQUITY

DIVERSITY IN ENGINEERING

WHAT CAN WE AS LEADERS DO TO ENCOURAGE AND SUPPORT WOMEN INTERESTED IN PURSUING OCCUPATIONS THAT ARE TRADITIONALLY MALE-DOMINANT?

HOW CAN WE AS LEADERS GAIN A BETTER UNDERSTANDING OF THE LEADERSHIP CAPABILITIES AND TALENTS DEMONSTRATED BY WOMEN?

WHAT ARE SOME WAYS WE CAN WORK TOWARD ELIMINATING GENDER BIAS IN THE WORKPLACE IN AREAS LIKE SALES, MARKETING, HUMAN RESOURCES, TECHNOLOGY, ETC.?

swe

DIVERSITY AND INCLUSION

DIVERSITY & INCLUSION

EVIDENCE

Gender Pay Equity

*Despite the many articles written, research studies conducted and labor force statistics that document the fact that women have made enormous gains in graduation rates and workforce involvement—the truth is, unequal pay remains pervasive. **Could a woman's choice in career be a factor that keeps the gap wide?***

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-sweswaq>

SWE ANNOUNCEMENTS

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

End of Year Scholarship Donation Request

With Black Friday and Cyber Monday soon behind us, please consider paying it forward to our future women engineers. There will be another scholarship period in early 2021 and we are looking to the SWE-WI community to help fund another \$1000 scholarship. Any gift is welcome. For more information, go to <https://wisconsin.swe.org/scholarship-fund.html>. Thank you in advance for your support

From the SWE-WI Scholarship Committee

SWE ANNOUNCEMENTS

Wendy Landwehr Endowment Fund

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

UPCOMING EVENTS

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:

<https://wisconsin.swe.org/>

Facebook:

<https://www.facebook.com/groups/swewisconsin/>

Contact: Allison McDougal, swewisconsin@gmail.com, if you are not receiving the weekly e-blast e-mails.

EVENTS

SWE-WI would like to wish everyone a safe and joyous Holiday Season!

OUTREACH

For this Fall, many typical outreach events are being postponed to spring or being held differently than before, as information on volunteer opportunities becomes available it will be posted to the website, shared in the eblast, and posted on Facebook. In the meantime, do you know of a Girl Scout Troop wanting to do a virtual meeting to earn a SWE STEM badge? Contact me at swewioutreach@swe.org for more information.

Heidi Balestrieri

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 swewioutreach@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 swewioutreach@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 PROGRAMS

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.

Add the following to SWENext information:
Register for SWENext and use event code: Wisconsin.

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=PLYvUdOKoCBdchedo5w_20uh9wuXH_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.

SWE PROGRAMS

Register and Join SWENext!

Do you know a girl interested in engineering?

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. The SWENext program offers resources and information for adult advocates, as well.

Signup at <https://swe.org/k-12-outreach/youth-programs/> use event code Wisconsin at signup.

Heidi

SWE NEWS

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 SamanthaBilletdeaux@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>