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Stay Safe!

Stay Healthy!

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

Scholarship

2021 SWE-WI Martha Maxwell Memorial Scholarship Application Period is Now Open!

At least 1-\$1000 scholarship will be awarded to a currently enrolled student who identifies as female, sophomore through senior year (graduating after December 2021), and is pursuing a degree in engineering or engineering technology. The applicant must be a full-time student attending one of the following ABET-accredited, 4-year colleges in the SWE Wisconsin member area:

Lake Superior State University
 Marquette University
 Michigan Technological University
 Milwaukee School of Engineering
 Northern Michigan University
 University of Wisconsin - Madison
 University of Wisconsin – Milwaukee
 University of Wisconsin - Oshkosh
 University of Wisconsin - Platteville
 University of Wisconsin - Stevens Point
 University of Wisconsin - Stout.

Scholarship applications, including any other support material, must be electronically submitted no later than March 5, 2021. Applications will be evaluated based on academic achievement, extracurricular activities, and an original, personal essay. SWE membership and involvement will improve chance of getting scholarship, but is not required. Application and details can be found [here](https://form.jotform.com/202016483142141) {link: <https://form.jotform.com/202016483142141>}

The recipients of the Scholarship will be notified in April 2021.

For additional information or questions, please contact the SWE WI Scholarship Committee at SWE-WI_Scholarship@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 sixteenth card in the series:



DIVERSITY and Inclusion

DIVERSITY & INCLUSION BEST PRACTICES

Research shows that unconscious bias can impact the way we manage, evaluate, or promote our talent. It can also affect what we notice about our team members, how we interpret their behavior, and what we remember about them. Oftentimes we don't realize that our unconscious mind influences the way we respond to the information around us or how we make decisions.

Best Practice

Part of being successful in supporting women and their achievements is to create awareness around the challenges women face in the workplace.

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_T6hvk

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>

SWE Professional Development

WE21 in Indianapolis

WE21 so far is going ahead as planned, below are some quick points of information about the next conference and some upcoming deadlines.

WE21 will be held in Indianapolis on October 21 to 23 and the theme is “aspire to inspire”.

The call for presentations is released with a deadline of March 22nd. If you are submitting an idea for a presentation make sure to follow the guidelines on the website as it is very competitive. There are many categories for presentations, so take a look if you want to brainstorm topics. If your talk gets in, let us know so we can attend and cheer you on!

The individual award nominations have also been opened. These are due on March 31st and involve written documents about your time in SWE, letters from the group, and letters of recommendation from your network. There are many categories covering all years and types of experience. If you would like to try for an award but need some support from the section, let us know!

WE Locals have been postponed again until 2022, Indianapolis is the next society conference. This is about a 4-5-hour drive from Milwaukee and Madison and a 6-7-hour drive from the Fox Cities. Hopefully we can all meet again in person in October!

-Andie, Secretary 2 - Society Liaison

SWE Announcements

Webmaster Position Open for FY22!

SWE-WI is looking to fill the Webmaster position for FY22! This crucial role for our section keeps the SWE Wisconsin website up to date and running smoothly. Due to the important position in a technologically filled world, the transition between the current and new Webmaster will be important.

If you are interested in the position or have any questions, please contact Kyela at kyelaspecht@gmail.com. Thanks for your interest and support of the section!

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 end of the year behind us, please consider helping forward it 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.

Upcoming Events

Join SWE-WI for a Virtual Discussion of WE20 Conference!

Join SWE Wisconsin on February 21st from 7:30-8:30 pm for an opportunity to connect with other SWE members virtually while discussing the sessions you will recommend other SWE members to view.

- What are the most valuable sessions in your opinion? What did you learn from them? Why do you recommend them?
- What are the most important topics for your development that were discussed in the conference?

Remember the WE20 virtual platform is available through the year for all the attendees. Please RSVP at the following link to get an invite to the virtual meetings (Google Meet):

https://docs.google.com/forms/d/1Zr2wSS6l0a7lnBgtgHxQFMb57Sm2kx2c2p4N7BgKO8Q/edit?usp=s_haring

Any questions, contact Raquel Reif at raquel.reif@icloud.com

SWE Wisconsin Book Discussion Part 1

Join SWE-WI for a Virtual Book Club in March and April! Join SWE Wisconsin for an opportunity to connect with other SWE members virtually while uncovering and discussing unconscious mistakes women make that sabotage their careers, following Lois Frankel bestseller “Nice Girls Still Don’t Get the Corner Office”. Even if you are not interested in reading the book, please feel free to join us for conversation and sharing your perspectives on this topic.

Wednesday **March 10th, 6:30PM**: Discussion Part 1. Chapters 1,2,3,4

Wednesday **April 21st, 6:30PM**: Discussion Part 1. Chapters 5,6,7,8

Please RSVP at the following link to get an invite to the virtual meetings:

https://docs.google.com/forms/d/e/1FAIpQLScytMjPAWoa9fbYwwzFDo9h_JQsObOSEndoM9bcnTw3uGkx2g/viewform

To get a copy of the book, you can find it on Amazon: [https://www.amazon.com/Nice-Girls-Dont-Corner-](https://www.amazon.com/Nice-Girls-Dont-Corner-Office/dp/1455546046/ref=sr_1_1?dchild=1&keywords=Nice+Girls+still+don%27t+get+the+corner+office&qid=1610392875&sr=8-1)

[Office/dp/1455546046/ref=sr_1_1?dchild=1&keywords=Nice+Girls+still+don%27t+get+the+corner+office&qid=1610392875&sr=8-1](https://www.amazon.com/Nice-Girls-Dont-Corner-Office/dp/1455546046/ref=sr_1_1?dchild=1&keywords=Nice+Girls+still+don%27t+get+the+corner+office&qid=1610392875&sr=8-1)

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.

OUTREACH

Future City

SWE Wisconsin sponsored the "Best Use of Recycled Materials" Award at Future City 2021 on January 23rd. Future City is a competition for middle school students to research and design a city. The theme for 2021 is living on the moon. For SWE's award, students were judged on how they used recycled materials in unique and innovative ways in their city model. Four SWE members met with student teams on Zoom. Students joined from their homes and schools to show us their models and answer questions about the recycled materials they used. This year's "Best Use of Recycled Materials" Award went to Nova Nebula Wheatland Center School. They wowed the judges by using empty Chapstick tubes and marbles (ball bearings) to hold solar mirrors and colorful pink housing units with lid covers on top. Congratulations to Nova Nebula! Thank you to all our judges: Gretchen, Robyn and Rachel. Special shout out to our MSOE student time keeper.



Judges on Zoom



Nova Nebula's model highlighting Chapstick containers

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>