

## Inside This Issue

Stay Safe! Stay Healthy	1
Diversity Card	2
SWE Professional Development	4
SWE Announcements	6
Upcoming Events	10
Outreach	11
SWE Programs	14
SWE News	16

## STAY SAFE!

## STAY HEALTHY!

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

## SWE-WI ELECTED OFFICES FOR FY23

If you are interested in running for one of the section's 7 elected positions:

President  
VP1 - Professional Development  
VP2 - Collegiate Contact  
VP3 - Outreach  
Secretary1 - Recording  
Secretary2 - Society Liaison  
Treasurer

Contact Nominating Committee Chair **Susan Schlett**  
at [schlett@yahoo.com](mailto:schlett@yahoo.com) or 262 337-3934 by **March 31, 2022**.  
FY23 elected office terms run from July 1, 2022 until June 30, 2023.

# 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 twenty first card in the series:**



# DIVERSITY AND INCLUSION

## DIVERSITY & INCLUSION BEST PRACTICES

### Paradox of Meritocracy

A professor at Massachusetts Institute of Technology (MIT) Sloan School of Management, Emilio J. Castilla wanted to explore how practices like pay-for-performance and rewarding high performers for their work, plays out in organizations. Castilla conducted his research at a service-sector company, surveying 9,000 employees in support staff roles and their managers. The company surveyed strongly prioritized a merit-driven compensation system as a way to embed equity by compensating all workers based on their performance. The research revealed that despite the organizations commitment to a merit-driven compensation process, women, ethnic minorities and non-U.S.-born employees received smaller increases in compensation as compared to their white, male counterparts. The employees evaluated held the same jobs, worked in the same units, had the same supervisors and most importantly, received the same performance score.

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](mailto: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](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 PROFESSIONAL DEVELOPMENT

## Spring Forward 2022 Registration!

Registration is now open for Spring Forward 2022! Join us on **April 2nd from 8am to 1pm** for a day of professional development, a keynote speaker followed by multiple sessions on topics such as developing emotional intelligence and transitioning from college to career:

Keynote Speaker: Laura Kohler

*Didn't (Want To) See That Coming:* Dina Nabutovsky

*Be More Successful by Developing Greater EI:* Ann Krieger

*Gender Innovations:* Brianna Hoppock

*Panel - Non-Linear Careers in STEM:* Jennifer Black, Raquel Reif, Kim Groshek, Julie Bates

*Panel - Breaking the Glass Ceiling:* Peggy Gulick, Helene Cornils, Norbert Schmidt, Ed Ward

*Panel - Collegiate to Career Transition, the first 10 years:* Lexi Richardson, Courtney Burns, Grace Whitmore, Tess Cain

Register here: <https://form.jotform.com/220304218922143>

## **WE Local is coming up..**

Registration for 2022 WE Local conferences is OPEN! Join the conference in Albuquerque, NM in February, Des Moines, IA in March, or Buffalo, NY in April.

The closest WE Local is in Des Moines on March 4-5, 2022. WE Local is similar to the annual SWE conference, but on a smaller, local scale. Join hundreds of women in all stages of their careers to network and learn through the keynotes and professional development courses, connect at the career fair featuring recruiters from top engineering and technology companies, and be a part of a WE Local Community. You will leave with renewed inspiration – and definitely a few new friends.

Visit <https://welocal.swe.org/des-moines/> to register and book your hotel room!

Interested in recruiting at the WE Local career fair? There are still openings to participate. Contact Monica at [Monica.Mizzi@swe.org](mailto:Monica.Mizzi@swe.org) if you are interested.

# **SWE ANNOUNCEMENTS**

## **SWE-Wisconsin FY22 membership —**

### **We are currently at 250 members!**

Join SWE-WI to take advantage of our many offerings!

## **Corporate Involvement**

Are you a company looking to show your support of SWE-WI, advertise on our website or in our newsletter, or post a job opening? If so, we want to hear from you. SWE-WI offers several tiers of advertising for corporate supporters, based on donations received within a 12-month period.

If you are interested, **please fill out the contact form located here -**

**<https://wisconsin.swe.org/corporate-involvement.html>**

## Undergraduate Summer Research Opportunity

TECHSCEnE is a wonderful NSF Summer Undergraduate Research Experience at Michigan Tech. It combines engineering research with direct community involvement and impact. Students learn how to use science and technology to benefit both the community and the environment. The application deadline for Summer 2022 students is **March 1**. Tribal college, community college or university students, women and students from underrepresented backgrounds are all encouraged to apply. They'll stay on campus at Michigan Tech, go on amazing outdoor trips guided by the Keweenaw Bay Indian Community and the KBIC Natural Resources Department, and do hands-on research on campus right alongside a faculty mentor. All expenses paid. Generous \$4800 stipend. Eight weeks this summer in the gorgeous Upper Peninsula of Michigan. Interested (and adventurous) students can apply for free at <https://www.techscene.mtu.edu>

More information can be found here:

Facebook

[https://www.facebook.com/permalink.php?story\\_fbid=466445868320755&id=109353424030003](https://www.facebook.com/permalink.php?story_fbid=466445868320755&id=109353424030003)

Instagram

[https://www.instagram.com/p/CZSOKM9v8ey/?utm\\_source=ig\\_web\\_copy\\_link](https://www.instagram.com/p/CZSOKM9v8ey/?utm_source=ig_web_copy_link)

Twitter [https://twitter.com/mtu\\_engineering/status/1488728909692772360](https://twitter.com/mtu_engineering/status/1488728909692772360)

Blog post <https://blogs.mtu.edu/engineering/2022/01/28/calling-all-adventurous-undergrads-what-are-you-doing-this-summer/>

## SWE-WI Connections Monthly Call

Are you looking for a community to have meaningful conversations related to personal and/or professional situations? Maybe you want input from an individual that may have been in your shoes. Or you want to pay it forward and make an impact on your fellow SWE-WI connections.

SWE-WI is planning an initiative to have a casual and informal monthly call related to work-life discussions. This is intended to connect with other SWE-WI members and foster a "safe space" to ask questions, and provide or receive advice and mentorship about anything related to personal or professional development (i.e. work life balance, working moms). Each discussion will have a topic affiliated with it.

For the month of February (Date is TBD) the topic will be "Design Your 2022 Work Experience." If interested in participating in monthly calls, sign up here: [https://forms.gle/jtJdtPSYs3YaZPKN8!](https://forms.gle/jtJdtPSYs3YaZPKN8)



## Searching for a Scholarship Chair

Are you looking to become more involved with the section?

Do you want to lead an effort that supports the core mission of SWE to:  
"Empower women to achieve full potential in careers as engineers and leaders,  
expand the image of the engineering and technology professions as a positive  
force in  
improving the quality of life and demonstrate the value of diversity and inclusion"?

If so, consider taking on the role of section Scholarship Chair for our well-  
established

SWE-WI scholarship program! Contact Gina Janke

at [swewisconsin.scholarships@gmail.com](mailto:swewisconsin.scholarships@gmail.com) if interested or have questions.

## SWE WISCONSIN FY22 POSITIONS OPEN

There are many opportunities to get more involved with SWE Wisconsin by filling an open position in the section! There are several options with varying levels of time commitment. See the list of positions and descriptions below. If you are interested in learning more about a particular role and/or would like to fill one - **please contact Raquel Reif at [raquel.reif@gmail.com](mailto:raquel.reif@gmail.com).**

**Professional Event Planning Madison:** Plans networking events in the Madison area.

**Outreach Madison Events:** Plans and volunteers with Madison outreach events.

# **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/>**

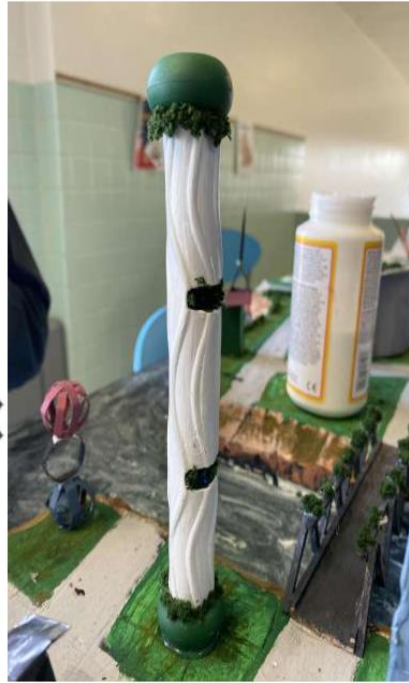
**Contact: Allison McDougal, [swewisconsin@gmail.com](mailto:swewisconsin@gmail.com), if you are not receiving the weekly e-blast e-mails.**

# OUTREACH

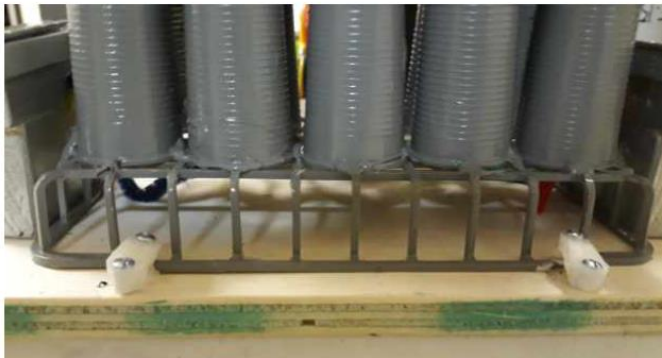
**Future City:** On a cold, snowy Saturday morning in January, five SWE-WI volunteers cozied up to their computers and logged into a zoom call to see Future City team projects and talk to the teams about their use of recycled materials in their project model. Future City is a project-based competition for 6-8<sup>th</sup> grade students. Student teams imagine, research, design, and build a future city. This year's theme was a waste-free city that uses a circular economy. SWE-WI volunteers took time on Saturday, January 15, 2022 to talk to around 40 students about the city models they made and what recycled materials they used in their model. SWE-WI volunteers then chose the project that had the Best Use of Recycled Materials for the SWE sponsored award. The winning team was Grundstadt from Whitman who wowed the judges with the creative use of a broken pair of swimming goggles, a dive stick pool toy, leftover balsa wood, and leftover foam insulation brought from home. The cardboard and construction paper they used were rescued from the dumpster and recycling bins. The name of the team translates to Green City from German which is very appropriate.

It was wonderful to meet with all the teams and learn more about their cities. Thank you to the volunteers: Gretchen Borden, Krista Burkhardt, Dina Nabutovsky, Linda Sue Schwartz and Heidi Balestrieri for sharing their time and talent.

Another opportunity for outreach volunteering was in February- Day of Women and Girls in Science 2/11 (Oshkosh area)! The next opportunity is in March Engineering Machine Design 3/18 (Milwaukee). Look for more information in the eblast closer to the events.



“Best Use of Recycled Materials” Award Winner City Grunstadt and the use of an old pool toy.



The top of a silverware holder from the dishwasher became added extra dimension to the plastic storage silos used in the circular economy of Team Re, a runner-up in the contest.

# Volunteer for FIRST Robotics Wisconsin Events

Inspire the next generation of students and future leaders in a fun and exciting environment by volunteering for FIRST Robotics events. There are several competitions throughout the state, from now through early April. To learn more about FIRST Wisconsin, visit their website: <https://www.firstinspireswi.org/>

To register to volunteer at these events: <https://www.firstinspires.org/ways-to-help/volunteer/how-to-register?hsCtaTracking=4ed829f0-bfa9-4ba8-ad1a-7e3a471f7471%7C921f31dd-192e-466f-935c-1a284382f43b>

If you have any questions or need assistance with registration, contact Dina Nabutovsky at [dina.nab1317@gmail.com](mailto:dina.nab1317@gmail.com).

## **FIRST Tech Challenge Events:**

FIRST Tech Challenge Wisconsin State Championship @ MSOE  
March 4-5  
Milwaukee School of Engineering, Milwaukee, WI

## **FIRST Robotics Competition Events:**

Wisconsin Regional @ UW-Milwaukee Panther Arena  
March 23-26  
Milwaukee, WI

Seven Rivers Regional @ La Crosse Center  
March 30 - April 2  
La Crosse, WI

## **Outreach Volunteers!**

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](mailto: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](mailto: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 SWENext. 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=PLYvUdOKoCBdchedo5w20uh9wuXH\\_RRQNo7](https://www.youtube.com/playlist?list=PLYvUdOKoCBdchedo5w20uh9wuXH_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](mailto: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 Raquel Reif at [raquel.reif@gmail.com](mailto:raquel.reif@gmail.com).**

## SWE-WI Recognized at WE21 for SWE Mission Awards!

SWE Wisconsin was recognized as part of the WE21 conference for two mission awards: Professional Section - Silver and Best Practices for Membership Retention and Engagement. Thanks for everyone's hard work in FY21!





# SWE NEWS

Members of the SWE-Wisconsin Executive Committee got together (virtually and in-person) to plan for the FY23 year.

We are excited to bring the goals, plans and events to the SWE community!

Make sure to renew your membership and keep an eye out for all the great things happening in the upcoming months!



# 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>