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## Stay Safe!

## Stay Healthy!

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

## FY22 Election Results

Welcome and congratulations to our FY22 officers.

**President** – Raquel Reif

**VP1 Professional** – Michele Dodez

**VP2 Collegiates** – Erin Westerby

**VP3 Outreach** – Heidi Balestrieri

**Secretary 1 Recording** – Kyela Specht

**Secretary 2 Society Liaison** – Andie Falasco

**Treasurer** – Katie Ebelt

# 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 eighteenth card in the series:**



# DIVERSITY and Inclusion

## DIVERSITY & INCLUSION BEST PRACTICES

### LGBT+Community in STEM

As industry leaders, we know that people perform best when they can be authentic and bring their whole selves to work. There are many examples across industries that can inspire STEM fields to create policies and practices that make all colleagues feel safe, valued, and appreciated.

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

## 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, let us know if it is picked so we can attend and cheer you on!

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

## **The WE21 Conference Registration is Open - Register for the Hybrid Event Today!**

**Join us this October in person at the Crossroads of America for WE21 or register for the virtual package! WE21 is the top destination for women engineers and technologists. We promise that the strong, diverse women that you meet and learn from will leave you feeling personally inspired and reinvigorated to take on the world. Register for the hybrid event to participate in live sessions, networking with other women and allies, the career fair, volunteer opportunities, and so much more.**

[Click here for more info](#)

# 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](mailto:kyelaspecht@gmail.com).

Thanks for your interest and support of the section!

## 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)**.

**Networking Chair:** Oversees the events coordinators and helps with questions and ideas

**Collegiate Professional Event:** Plans an event for networking with collegiate and professional members.

**Public Relations Chair:** Assists president in monitoring incoming communications to the general SWE-WI email and directing to chairs/VPs as needed.

**New Member packet Coordinator:** Creates packets to send to new members

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

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

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

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

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

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

**Newsletter Editor:** Creates newsletter every other month. Collects and edits submissions.

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

# **OUTREACH**

## **Girl Scouts is looking for volunteers!**

The Badgerland Girl Scouts Highest Award Committee is committed to supporting girls earn the highest awards in Girl Scouts; the Bronze, Silver, and Gold Awards. Through this process, girls make a difference in their community and the greater world while gaining valuable project management skills. More information on the awards can be seen at: [Highest Awards | Girl Scouts Of Wisconsin Badgerland \(gsbadgerland.org\)](#)

We are looking for members to support:

Logistics: Coordination of the overall process

Public Relations: Promotion of the awards and the girls who earn them, increasing girl involvement, and recruitment of committee members

Training: Requirements and expectations of girls and the adults who support them

Mentors: One on one guidance to the girls

Contact: Sheryl Robinson at [sheryl\\_nikki@yahoo.com](mailto:sheryl_nikki@yahoo.com) 608-487-4865 for more information.

## **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 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](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](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).**

# **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>