

# SCOPE



**MONONA/MADISON (WI)  
BRANCH**

**Monona/Madison Branch  
Newsletter**

**JANUARY 2022**

**TUESDAY, January 25**

**7 p.m. Program: TO BE DETERMINED**

**Notice will be sent out separately when we know for sure.**

### **Zoom Meeting**

Kleo will send out Zoom invitations on **Sunday night** for any Zoom events that week. If you do **NOT** get an invite to a meeting or your book club contact her on Monday [kbkritz@charter.net](mailto:kbkritz@charter.net) or 273-2476 so she can resend it to you. **Please check the Zoom invite you receive right away to make sure the actual invite link is there!**

Kleo will start Zoom monthly meeting at 6:45 for members to get in, and be able to do some informal visiting. If an unexpected Zoom issue arises that evening, you can contact her. She will try to get it resolved. Speaker will begin at 7 p.m.

### **PRESIDENTS' CORNER, Sally Keyel and Kleo Baruth Kritz**

'Twas so lovely to experience our holiday luncheon at Maple Bluff Country Club after no luncheon last year and a virtual year of general meetings, book clubs, and Great Decisions. So much fun to actually don our holiday finery and actually see each other—even if we were wearing masks—and actually visit in-person!! Fifty-four members and guests registered for our holiday fundraiser. We raised **\$2082.65** for our scholarships with the silent auction netting \$1339.41; the live basket auction, \$475; and the book sale, \$268.24. This being our second live basket auction, our members spiritedly bid against each other on our seven baskets! And Peggy “Vanna” Anderson was a great displayer of our baskets! Thanks to Ellie Beck, Peggy Anderson, Wendy Way, Mary Zins, and Sharon Knoop for all the work they did to make this happen!

Eliza Lindley, our first nominee to the National College Conference of Women Student Leaders this past summer, delighted the branch by describing her experiences at the conference and told about how as a woman in the male dominated drum section of the UW-Madison marching band she learned that behavior they said “wasn’t as bad as it

used to be” didn’t cut it today and stood up for herself. We hope to sponsor more strong, young women like Eliza for NCCWSL in future years.

Now looking towards the future we have an invitation: AAUW-Monona/Madison branch members are invited to join the Fort Atkinson Branch at their *January Fireside Chat* on Saturday, January 8, at the Fort Atkinson Club, 211 S Water St E, Fort Atkinson. A continental breakfast and social time will be held 9:30 to 10 am for those who attend in person and then the speaker will start at 10 am. If you do not want to leave the comfort of your home, you can attend via Zoom. If you zoom, sign in five to ten minutes before 10. (The Zoom invite was sent out Tuesday, but if you need another one please let Kleo know and she will resend an invite.)

The guest speaker will be State Representative Don Vruwink from Milton. Don is a retired teacher and a wonderfully charming and down to earth legislator. He has represented the 43<sup>rd</sup> Assembly District since 2017. He will give a legislative update and answer questions.

**WE NEED YOUR HELP!** This is a great opportunity to fulfill one of the requirements for the Public Policy star in the 5-Star National Recognition Program and also qualifies as one requirement for the Program star by participating in a joint branch meeting. Contact Sally [keyels@frontier.com](mailto:keyels@frontier.com) (608) 837-4947 or Kleo [kbkritz@charter.net](mailto:kbkritz@charter.net) 608-273-2476 to let us know you are zooming or attending in person. We need to list names of our attendees when we register for the 5-star program on the AAUW National website. **This event** is coming up **THIS SATURDAY** so **please help our branch by participating.** (If only two of our members show up, that doesn’t really quality as a joint meeting.) Janesville will also be attending so let’s all get together to celebrate AAUW and the beginning of a new year!!

### **NOMINATING COMMITTEE, Val Murphy, Linda Hoelzel, Marian Ehrenberg**

Looking for volunteers! The nominating committee is looking for members to fill the positions of co-President, co-VP for Programs, Co-Recording Secretary, and Co-VP for Membership for the Fall of 2022. These are 2 year terms working with experienced members. We need these positions to continue our mission for funding scholarships for young women. **Please, please email or call us to talk about filling these positions.**

[Note from Sally Keyel: we started having co- positions a few years ago, and it make the job MUCH easier. Please consider saying “yes”!]

Elections are in April.

For a full job description see:

[https://monona-madison-wi.aauw.net/files/2020/09/AAUW-JOBS-MASTER-5\\_7\\_2020.pdf](https://monona-madison-wi.aauw.net/files/2020/09/AAUW-JOBS-MASTER-5_7_2020.pdf)

If you are interested in filling this position, or have other questions, please contact Val Murphy at [lvsomadcity@gmail.com](mailto:lvsomadcity@gmail.com).

## MILESTONES

-Our deepest condolences to Donna Anderson and her family on the death of her husband Steve in December.

-Sad to say member Kathy Bell passed away last October.

Good news: Dorothy Haines celebrates her 100<sup>th</sup> birthday!



## FINANCE, Gail Stirr

December 2021

**Beginning Balance 11/30/21: \$13,192.21**

- Holiday Luncheon (meal payments) \$1,300.00
- La Cuisine donations \$ 105.00
- Literature group donations \$20.00
- Silent Auction, Live Auction & Book Sale \$2,082.65
- Silent Auction cash box \$100.00 (repaid loan for cash/change at auction)

**Total Income: \$3,607.65**

- Maple Bluff Country Club invoice \$1,426.91  
(Holiday Luncheon: 54 attendees)
- Odyssey Program's  
*Odyssey Family Fund* donation \$800.00

**Total Expenses: \$2,226.91**

**Current Balance 12/31/21: \$14,572.95**

## MEMBERSHIP, Lynn Christensen & Mary Berg

New Member Deborah Mahaffey: I grew up in northern Wisconsin and attended the University of Wisconsin-Superior. Upon graduation from college, my husband and I moved to Madison where we have enjoyed living for 48 years. I have had the privilege of a rewarding career in education, about 35 years in the Wisconsin Technical College System, both at Madison College and the System office. I also served as Assistant State Superintendent of Public Education until retiring in 2011. I have remained active with part time teaching and projects at Edgewood College, Madison College, and UW-Madison.

My husband, Doug, and I raised two daughters and enjoy family time that has grown to include two son-in-laws and three adorable grandchildren. Retirement has proven to be busy and great fun.



New members, Deborah Mahaffey, Georgia Stilp and Faith Howe at the Holiday Luncheon

### **PUBLIC POLICY, Consuelo López**

The AAUW national office’s webinar (on 12/15/21) included several of our “movers and shakers” who are “non-partisan but always political.”

Kate Nielson heads legal advocacy and public policy. Robin Lucas, the Manager of Grassroots Advocacy, assists lobbying efforts at the state and local level, prioritizing legislative advocacy for women’s educational and economic issues. Volunteer Barbara Price spoke for the Public Policy Committee.

How many of us knew that AAUW arose from a prior organization (the Association of College Alumni) who had the first legislative committee advocating for educational legislation in 1898? Other key moments in our history of advocating for effective legislation are 1972 (Title 9), 1988 (Civil Rights Restoration Act), and 1993 (Family and Medical Leave Act—still hoping that it will pass).

AAUW volunteer lobbyists –the Lobby Corps--are “familiar faces” on Capital Hill offices as they call on aides every week.

We have coalition partners that work with us to further legislation on reproductive rights (now under the Health Protection Act), pay equity, and education.

**In addition to the 2- minute activist (that many of you signed up for), examine the Advocacy Toolkit. Keep in mind that you can be very effective in educating friends, family and voters. This webinar is under an hour; and you can watch it, as it was recorded.**

### **DEI, Kleo Baruth Kritz**

#### **What Do You Know about Diversity, Equity, and Inclusion?**

Adapted from Leslie Brunsell, State DE&I Chair, Janesville Branch

First of all, I want to thank our members who attended the November branch meeting and started the DE&I quiz until Zoom kicked the live members at the Fitchburg Library off the Zoom format! If you read the secretary’s notes, you will see that the Zoom attendees—the meeting continued with just them—had some excellent ideas on diversity. This was to be a “pre-test” to see what our level of understanding of the terms, concepts, and dimensions of diversity and identity is and give us a starting point on this educational journey. However, we did not get as far as I had hoped in learning what the

DE&I Toolkit has to offer.

Here is a list of the first three key terms and concepts (taken from the AAUW DE&I Toolkit) that we will all need to know.

### **Diversity**

1. The condition of having or being composed of differing elements; variety, especially the inclusion of different types of people (such as people of different races or cultures, etc.) in a group or organization; programs intended to promote diversity in schools
2. An instance of being composed of differing elements or qualities; an instance of being diverse; a diversity of opinion Source: Merriam-Webster Dictionary

Variety. That's what diversity means in essence. But it also means that recognizing what makes us different and unique is important and, without taking diversity into consideration, we run the risk of excluding some individuals. Failing to incorporate diversity into what we do at AAUW – not just our membership, but throughout the organization – and aligning it to our organizational mission and goals can cause a catastrophic error that we may not be able to recover from.

As an organization, we are realistic. We don't expect all our members to read a few definitions and become experts in diversity, equity, and inclusion. So, these resources are meant as a guide to help answer some basic questions and to share additional resources that can be discussed and viewed as part of branch meetings, state conferences, and national conference. We hope to help build your diversity knowledge, equip you with the right tools, and develop the capabilities to implement these actions.

### **Inclusion**

1. The act of including; the state of being included
2. The act or practice of including and accommodating people who have historically been excluded (because of their race, gender, sexuality, or ability).  
Source: Merriam-Webster Dictionary

Diversity is only the beginning, and it isn't enough. To create truly diverse spaces, those spaces also need to be inclusive, where all parties feel welcomed, appreciated and respected — and have full access to all resources and can contribute to AAUW's success.

As diversity advocate, Verna Myers once said, "Diversity is being invited to the party, and inclusion is being asked to dance." If you don't have both, neither works.

### **Diversity vs. Inclusion**

Diversity refers to characteristics, the dimensions that make each of us unique. Inclusion entails behaviors and actions that make us feel welcomed or not. An environment that creates a sense of belonging, where everyone feels welcomed and included, is essential for the success of diversity efforts.

To be truly inclusive, we often have to change the culture — and culture shifts can make people uncomfortable or give the sense that they are losing something. But that is absolutely not the case. In fact, the exact opposite is true. Research suggests that in environments where people feel supported, welcomed, respected, and valued are actually more productive; everyone feels a greater connection to the organization’s mission.

### **Inclusion vs. Belonging**

So, if diversity means the characteristics that make us unique, and inclusion refers to behaviors and actions, then what is belonging? And why is it important?

**Belonging** is feeling like you are a part of something, that you actually matter. It isn’t necessarily about being liked —but rather being **needed**.

AAUW needs all of these things together —diversity, inclusion, and belonging —for our branches to continue to grow and thrive.

### **Equity**

1. Justice according to natural law or right, specifically, freedom from bias or favoritism

2 Something that is equitable. Source: Merriam-Webster Dictionary

Every AAUW member should understand what we mean by equity. After all, we are the nation’s premier organization fighting for gender equity. We fight to narrow the pay gap for women, champion equal opportunity for women in education, and work together to support laws and policies that enable women’s success. So, you may wonder why we have a resource on a term we’re all familiar with—because even with all our understanding, there’s still something we can learn.

### **Equity vs. Equality**

Although these two words have the same root, they don’t mean the same thing. They are often used interchangeably, even though they differ in meaning. Equality means everyone gets the same access to —or amount of —something. Equity, by contrast, is about everyone having equal access to what they need to be successful. And those needs can be quite different.

You may be familiar with Angus Maguire’s images of three children standing on boxes to watch a ballgame over the fence. In the first image, each of the children has the same-sized box: **equality**. However, because the children are different heights, the shortest child still can’t see. In the second image, the tallest child, who doesn’t need a box to see over the fence, gives theirs to the shortest of the children, enabling all of the children to see over the fence: **equity**! The key difference here is fairness in the distribution of resources (the boxes) to each child enabling them to all achieve their goal (seeing the game).

Source: Key Terms & Concepts –AAUW : Empowering Women Since 1881

And this is just the beginning! Our DE&I planning committee will be meeting to come up with a plan to plan both short-and long-term goals specific to AAUW-

Monona/Madison. Members of our DE&I Planning Committee are Shiela Reaves, Georgia Stilp, Elissa Strauss, and me. We still would like more of you to be involved in developing this initiative for our branch. Think about it. We could use your ideas and enthusiasm!

### **GREAT DECISIONS, Mary Boyd**

If you are new to our branch or are unfamiliar with this group, consider joining us this coming winter and early spring. We usually meet late January-early May.

Each year the Foreign Policy Association, New York, N.Y publishes a booklet covering current world policy topics researched and written by knowledgeable professionals. Accompanying questions and a supplemental reading list is provided for each topic. The purpose is to provide information for individuals to become better informed and for groups to better discuss these topics. An opportunity to respond to the F. P Assoc. with on-line opinion polling is available following each discussion.

For a number of years the Monona/Madison AAUW branch has organized a group of members who have met to discuss each of the topics. We typically start meeting in late January, usually every two weeks. Meetings (by Zoom or in-person) will be determined in consultation with the group as circumstances dictate at the time. Cost is \$30 for the book-a small increase from last year. (This book is necessary and contains the primary information for each topic.) In the past, there has been a DVD to provide additional information at the on-site meetings. This year's format will be a series of short webinar style lectures by professors on DVD rather than the documentary style of the past.

For more information about the group, or to order a book, contact Mary Boyd (222-7673) or [boydma2322@sbcglobal.net](mailto:boydma2322@sbcglobal.net) Books typically arrive sometime in late December. Topics for 2022 are: Intro topic: Changing Demographics in the world (and their consequences/challenges for the future); 1. Outer Space (with more participants, how will the U.S. fare?); 2.Climate Change; 3.Russia and the new administration; 4.Myanmar and Asean-(human rights crises, civil resistance and the role of Asean); 5.The Quad Alliance-(U.S pivot to Asia and the dialogue with Japan, Australia, and India); 6.Industrial Policy-(trust and mistrust in government, supply chain issues and weakness in the international economy); 7. Drug Policy in Latin America; 8. Biden's Agenda

**Zoom AAUW State Convention 2022 is April 22-23 so put on your calendars. It will be free and is being hosted by District 5 in northern part of state. But no transportation needed!!! Last year we had 19 of our members register for our Convention 2021, which was the first zoom convention and a learning experience for all of us. We will keep you posted.**



## **AAUW GENERAL MEETING MINUTES, NOVEMBER 23, 2021**

Hybrid Zoom meeting & in-person at Fitchburg Public Library

**Speaker:** “The Future of Senior Housing” presented by Mary Ann Drescher, President of the Attic Angel Community. See November/December *Scope* for full introduction.

**Call to order:** This third hybrid meeting was called to order at 7:00 p.m. by co-president Kleo Baruth Kritz who welcomed 15 Zoom members plus 7 in-person members attending at the Fitchburg Public Library.

**Introduction of Guests and New Member Debbie Mahaffey.** Debbie Mahaffey, who attended last month as a guest, decided to join. Lynn Christensen introduced her sister.

**Minutes** of general meeting October 26, 2021, printed in newsletter. Minutes approved as written.

### **Committee Updates**

**Finance Report** by Gail Stirr as printed in November/December newsletter with ending balance of \$13,192.21 as of November 22

**Public Policy**—Consuelo Lopez reported: 1) Fair Maps are “in a state of stasis” until January when the State Supreme Court begins deliberations. Consuelo praised how people worked hard and collegially to achieve non-partisan Fair Maps; 2) U.S. Supreme Court will consider Mississippi law’s constitutionality on abortion – AAUW National supports women’s right to choose; 3) Please note: In 2022, Consuelo Lopez needs help from January to April when she is out of state.

**STEM** – Donna Anderson. On April 30 **Janesville** will host a STEM workshop for girls in conjunction with UW-Whitewater.

**Fundraising** -- Val Murphy. Trips are currently being planned for next year.

**Newsletter** -- Sally Keyel. Articles due Wednesday, January 5.

**Nominating**—Linda Hoelzel, Marian Ehrenberg, and Sandy Knesting. Linda reported that nominations for next year’s officers are due by the end of January to fill the April election for: co-president; co-recording secretary; program VP, and membership VP. If interested, please contact them.

**Book Sale** —Sharon Knoop and Kleo Baruth Kritz. Sharon has reserved the Dean House for Sept 17-18, 2022, which is located on Monona Drive and attracts passersby to this historic building.

**Announcements** —Please consider volunteering your time and skill:

- **Public Policy:** Consuelo Lopez would like someone to help her with Public Policy.
- **Website:** Jan Robertson is looking for someone to take over our website and will help with training.
- **Film Group:** Please contact Jan Robertson if interested in joining her list for the 2<sup>nd</sup> Tuesday of the month. Jan also needs someone to help select each movie. No film for December.
- **DE&I:** would like more committee members to share a diversity of ideas for this new interest group spearheaded by AAUW National, which also provides a detailed “toolkit” that includes clarity on definitions (i.e., equality vs. equity) and



ways to guide local conversation for this important national dialogue.

## Old Business

- **Holiday Luncheon at Maple Bluff** — 49 members have signed up as of November 23. Deadline: Reservations are due Thursday by midnight, November 25 to Ellie Beck [elliebeck1938@gmail.com](mailto:elliebeck1938@gmail.com). Check the November/December *Scope* for entrée choices and think of items to donate for silent and basket auctions. Fee is \$26 to be paid day of luncheon. Maple Bluff staff will wear masks and attendees should wear masks while browsing the silent auction/book sale until they are dining. Please write check in advance of arrival to speed up the registration line; cash is also accepted.
- **“Save the Date”:** **Fort Atkinson** has invited **Janesville** and Monona/Madison to their Saturday, January 8 meeting at 9:30 a.m. in which they invited Rep. Don Vruwick of Assembly District 43, which includes parts of Rock, Walworth, Jefferson and Dane County. He is a former history teacher at Milton, served on Milton Board of Education and City Council, is a life-long Wisconsin resident, and is a Democrat. The location will be determined in the next month. Please consider attending. This will count as a joint meeting for our Public Policy Star in the 5 Star Recognition Program. We need members to commit to attend, not just a couple of us. Details are coming.

## New Business

### New interest group?

- o Liz Senseman emailed how the recent *Badger Briefs* highlighted **Lake Geneva’s** interest groups that she thinks could be combined and perhaps fill a niche in our branch, such as “Lunch Bunch” and “Culinary Questers.” Please note: Our popular La Cuisine interest group has no room for new members.
- o Sally Keyel emailed how **Racine** has a “Book and Lunch Bunch” with meetings held at a restaurant to share books. Their “Culture and Cuisine” group shares travel talk and photos and bring a food specialty from a particular country.
- o New interest groups will be discussed at next Board Meeting

**Diversity, Equity and Inclusion Activity**—Members were asked to read the following pieces in the AAUW DE&I Tool Kit prior to the meeting to learn more about this valuable toolkit and get in line with branches across the state and nation. Log into <https://www.aauw.org/resources/member/governance-tools/dei-toolkit/>

Please read for a quiz of questions worth one point each.

- o AAUW’s Commitment to Inclusion and Equity
- o Getting Started with Difficult Conversations
- o Key Terms & Concepts

Kleo Baruth Kritz had a quiz prepared and asked her second question about the lack of diversity in our branch, and members were to write down several categories not

represented. Then they were asked to respond orally. Georgia Stilp, a member of the DE&I committee, commented how she was the only member to be a graduate of a technical college so education background was one factor in which we lack diversity.

At that point the hybrid meeting ended abruptly with the members at the Fitchburg Library losing contact with the Zoom members. The Fitchburg group ended their meeting and Kleo gave all the members present a package of M&Ms for being there; the M&Ms were originally going to be given out at end of quiz after all questions were asked as prizes. The quiz will be used as a basis of discussion at the January meeting. The Zoom group continued their discussion examining Madison/Monona Branch's lack of diversity: people of color, educational rights, younger age groups, mothers with young children.

**Suggestions** for increasing diversity included:

Consuelo Lopez suggested 1) Activities: organizing a race where children can also walk/run 2) Common ground: collaborate with women of color and civic organizations; 3) Scholarship: Linda Hoezel suggested offering a scholarship to a student of color. Consuelo volunteered criteria to share that successfully awards scholarships to high school seniors of color; 4) Lynn Celley noted journalists of color on local news as possible speakers.

**Adjournment:** Technical difficulties of running a hybrid meeting ended for Zoom members at 8:41 p.m. In-person members concluded their meeting and returned the meeting room to its original library setup.

### Important Dates

- **Holiday Luncheon:** Saturday, December 4
- **Newsletter Deadline:** Wednesday, January 5
- **Fort Atkinson Meeting:** Saturday, January 8 at 9:30 a.m.
- **January Meeting:** via Zoom only on January 25
- **Next Board Meeting.** Thursday, Feb. 10 at 1:00 p.m. held on Zoom. All members are welcome. Future board meetings will strive to not conflict with other meetings of Lit groups.
- **State Convention:** via Zoom on April 22-23 and will be free.

Respectfully Submitted, Shiela Reaves, Co-Recording Secretary

Eliza Lindley, our nominee to the National College Conference of Women Student Leaders, spoke at our Holiday Luncheon. She is pictured with Maggie Winz, AAUW State President-elect, and Kleo Baruth Kritz, Co-president of Monona/Madison.



## CALENDAR

- **Jan. 8: Joint meeting with Fort Atkinson Branch.** In person, 9:30 a.m. or via zoom, 10 a.m.
- **Jan. 11: Film Group**
- **Jan. 19 at 7 p.m.: Evening Book Club: Zoom meeting.** Reviewer: Kleo Baruth Kritz; *Caste, The Origins of Our Discontent* by Isabel Wilkerson
- **Jan. 20 at 1 p.m.: Afternoon Literature: Monona Library.** Leader, Marian Ehrenberg; *The Four Winds* by Kristin Hannah
- **Jan. 25: 7 p.m. General Meeting via Zoom**
- **Jan. 27 at 9:30 a.m.: Morning Literature:** Home: Sandy Knesting; Leader: Lynn Celley; *The Other Side of the River* by Alex Kotlowitz
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Co-presidents: Sally Keyel & Kleo Baruth Kritz; Membership: Lynn Christensen & Mary Berg; Newsletter: Sally Keyel website, [www.monona-madison-wi.aauw.net](http://www.monona-madison-wi.aauw.net)

