Resend Note from the IWL Team

IWL switched to HubSpot for its eNewsletter creation this issue.

While this move greatly streamlines this work, we discovered (only after distributing last week) that some filters were preventing the regular delivery to inboxes. We have been working on mitigating this issue and apologize if you are now receiving this issue a second time. For improved future delivery, please also add this newsletter to your safe sender list.

IWL Summer 2021 Newsletter

With vaccinations continuing and the summer sun greeting us with longer beautiful days, it makes it more difficult to remember the wide-ranging events and happenings of the beginning of 2021 while we eagerly seek a chance for rest and reprieve. So we take this opportunity to share with you some reflections on the work done recently as IWL and WIN begin to shift towards a summer of research, more focused organizational and development projects, and continued planning for Fall 2021. And thank you for joining us as we continue to work to Engage, Inspire, and Transform!

IWL Faculty Fellows

In Spring 2021 IWL welcomed its first cohort of Faculty Fellows: Drs. Amber Wichowsky and Ayleen Cabas-Mijares. Not only did both Marquette Faculty members continue to build IWL bridges across Marquette and beyond, but they also very graciously took the new roles in stride and assisted in many ways to lay the foundation for future IWL Faculty Fellows. As IWL prepares to welcome its Summer 2021 Faculty Fellows: Drs. Lillian Campbell and Debra Oswald, Amber and Ayleen share their reflections.

Words from Spring 2021 IWL Faculty Fellows

I was thrilled to join IWL as a faculty fellow in Spring 2021 to help advance women’s leadership through collaborative programming and scholarship, including IWL’s
monthly research socials and pay equity speaker series. My scholarship and professional development also benefited from the cross-campus relationships I made through IWL. I was proud to work with the Faculty Advisory Board to develop recommendations on how to improve gender equity at Marquette.

And as a faculty fellow, I was able to advance three of my research projects about women in politics. The first is a study I first presented at an IWL research social in Spring 2020, in which I examine gender differences in economic evaluations and well-being. The second project tests how news about women’s gains in elected office affects Americans’ trust in government. Finally, I am most excited about a new collaboration with IWL faculty, which will investigate U.S. mayors’ responses to the COVID-19 pandemic, with a particular focus on how female mayors have led in this time of crisis. – Amber Wichowsky

I became an IWL Faculty Fellow at the tail end of my second year at Marquette. My first semester here was “normal;” the rest was marked by all the peculiarities of pandemic life. Getting involved with a team of powerful, smart, and transformative women is, then, the highlight of the experience for me. I got to contribute to
programming that helped me and other faculty to feel connected, understood, and appreciated in the middle of a devastatingly isolating time. Moreover, at IWL, we developed capacity for action as our Faculty Advisory Board advanced recommendations to address gender inequity on campus. Fortunately, this fellowship has been about more than meaningful service. Due to the relationships generated in this space, I’m walking away with a team of collaborators with whom I will engage in interdisciplinary research for years to come. IWL has helped me grow as a researcher, a teacher, and a woman for others at MU. IWL, indeed, helps us engage, inspire, and transform. – Ayleen Cabas-Mijares

Pay Equity
Despite the continued uncertainty and ever-changing unknowns of life during a pandemic, IWL moved forward with its work on pay equity in two significant ways this semester: the IWL Pay Equity speaker series and with the release of IWL’s first white paper: Law Firm Equity Initiative | 2021 Report.

This spring’s IWL Pay Equity speaker series gather people for three monthly live virtual sessions discussing...

- "Paycheck Fairness & Equity Audits," with Jocelyn Frye (a senior fellow at the Center for American Progress) and Kelly Ritchie (the senior vice president of employee services at Lands’ End);
- "Subminimum Wage," with Saru Jayaraman (President of One Fair Wage and Director of the Food Labor Research Center at University of California Berkeley) and Ryan Clancy [Milwaukee County Board of Supervisors, founder, and organizer with Progressive Restaurants and Activists of Wisconsin Network (PRAWN), a restauranteur, and a board member on the Milwaukee Independent Restaurant Coalition (MIRC)]; and
- "Paid Family & Medical Leave," with Dr. Jessica Mason (a senior policy analyst and engagement manager for workplace programs at National
Partnership for Women and Families) and Janet Lucas-Taylor (Senior Director of Employee Benefits for Northwestern Mutual).

These three live events engaged 504 registrants, the playbacks have received almost 300 views on YouTube so far, and their content has garnered additional reach from various publications and media outlets:

- **Why Salary History Bans Matter To Securing Equal Pay**, Center for American Progress
- **Women Ambassadors, National Security Leaders Urge Biden to Prioritize Gender Parity in Upcoming Nominations**, PBS NewsHour
- and more!

Additional resources around pay equity creating pay equity solutions as well as access to the recordings can be accessed via IWL’s Pay Equity page:

**IWL Pay Equity**

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**WIN & WISDOM**

WIN utilized Spring 2021 for strategic planning, shifting previous WIN events to exist within newer departments at Marquette that better focus on their respective topics as well as expanding WIN’s newest student programming:

**Women In STEM & SBE Departments Of Marquette, or WISDOM, continued its WISDOM Breakfasts** with two gatherings:

- Women in Mathematics
• Women in Health Sciences

As a follow-up to one of the WISDOM Breakfats held in Fall 2020, WISDOM hosted a (virtual) team-building gathering for Marquette SWE (Society of Women Engineers), which rounded out the spring for WIN and WISDOM. Overall, these three events connected 53 students with faculty and professional women in their fields.

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**Women & Money**

A natural next focus after this spring's very successful IWL Pay Equity speaker series, IWL has begun forming and meeting with its steering committee for this fall's *Women & Money* virtual speaker series. Please stay tuned to IWL's website and social media platforms for event sponsorship opportunities, updates, and more as planning continues.

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**Class of 2021 IWL Graduating Interns**

With the close of IWL's first full academic year in the record books, we cannot kick off summer without celebrating our fine graduating interns. Each of the following interns came to IWL via unique paths and with tremendous skill sets. If not for our fine group of interns, IWL and WIN could not do the work, nor look as well put together. So to each of you congratulations and thank you—**Natalie Moe** (Website), **Damaris Zita** (Brand Building), and **Yaidelise Neris** (Events)! We cannot wait to see what is to come as you launch into the next phases of your life.

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**Natalie – May 2021**

*During my internship, I have learned a lot about digital communications. I’ve gained experience writing copy and updating websites. I know that these things will be...*
beneficial in my future. The IWL Team has done a great job of helping me nurture my skill set for my future career. After graduation, I will be working in marketing/communications in the Milwaukee area.

Damaris – Summer 2021

My journey at IWL began when I was recruited in the classroom my Sophomore year at Marquette University. I joined the team as the Social Media Intern and given my background in design and writing, I was able to help out designing visuals, a website, and creating content as well. I've had the opportunity to work with incredible women whose vision of upholding women and minorities has really impacted me.

Whether it was working with an incredible committee on the Suffrage and Innovation conference, researching prominent women in our community, crafting content that relays important information about current events, or just creating fun graphics that capture our audience's attention, I was given the opportunity to grow as a designer, content creator, writer, and a person. I look forward to attending graduate school for Digital Marketing overseas after my time at Marquette comes to an end, and I will be sure to keep my eye out for the amazing things IWL will do in the future!
Yaidi – Summer 2021

My IWL work started in October 2020 when I joined the “When ‘Safer-at-Home’ is Not Actually Safe” research team. As a research assistant, I survey domestic violence survivors who have experienced such incidents during the COVID-19 quarantine. While continuing research work, I joined the IWL intern team as the events intern. Although this position is fairly new to me, I am excited to see what other insights I will gain for leadership. After graduation, I plan to explore my options in the medical field through work opportunities before moving on to graduate school.

Summer 2021 Interns

Since Marquette is well into its summer, IWL has already welcomed its next cohort of new interns. These new interns join IWL Intern veteran, Olivia Quals (Design) to round out our team: Lauren Katayama (Events), Maggie Kemp (Website), and Gabriella Santamaria (Brand Building).

Summer Media Recommendations

Our Roots Say That We're Sisters Podcast

Marquette University’s Office of Diversity and Inclusion and the Haggerty Museum of Art has released the first nine of ten podcasts inspired by Mauricio Ramirez's mural Our Roots Say That We're Sisters. Produced by Podcast Town, the series deepens an ongoing commitment to bring visibility and voice to female-identifying Marquette University students, faculty, staff, and alumnae of color—
especially those who remain unsung "sheroes"—who have exhibited leadership, positive impact, or social change in their personal or professional roles. Click here for an archive of the podcast series, which is hosted by Sheena M. Carey.

Nohl Exhibition Virtually On View

The Greater Milwaukee Foundation’s Mary L. Nohl Fund Fellowships for Individual Artists digital exhibition is available for online viewing! Go to the Haggerty's Google Arts & Culture page to view individual online galleries featuring the work of the five fellows: Established Artists Cecilia Condit and Ras 'Ammar Nsoroma, and Emerging Artists Vaughan Larsen, LaNia Sproles, and Natasha Woods. Each digital gallery includes artist statements, biographies, and catalog essays. Additional multi-media content—including artist interviews, studio visits, and online public programs—will be added to the online exhibition throughout the exhibition period, offering increased access to the artists themselves and providing additional insights into their working processes.

Sculpture Milwaukee

Sculpture Milwaukee is a non-profit organization transforming downtown Milwaukee’s cultural landscape every year with an outdoor exhibition of world-renowned sculpture that serves as a catalyst for community engagement, economic development, and creative placemaking. At no cost to visitors Sculpture Milwaukee makes sculpture accessible for everyone to enjoy because great art has the power to rouse individuals, bring people together, and make Milwaukee an even better
place. This year’s exhibit features a dynamic roster of international artworks around the theme, "there is this We," and is guest curated by Chicago-based artist Theaster Gates, described by the Tate Modern as “one of the world’s most influential living artists,” and Milwaukee-based artist Michelle Grabner, Crown Family Professor of Art at the School of the Art Institute of Chicago and recent recipient of a 2021 Guggenheim Fellowship.

![Image Description](image-url)

**IWL Mission**

The mission of the Institute for Women’s Leadership at Marquette University is to advance women’s leadership locally and globally through pioneering research, innovative programming, and collaborative engagement.

**Engage. Inspire. Transform.**

IWL, 1250 W Wisconsin Ave, Milwaukee, Wisconsin 53233, United States

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