



ZONTA
CLUB OF
MILWAUKEE
MEMBER OF ZONTA INTERNATIONAL
EMPOWERING WOMEN
THROUGH SERVICE & ADVOCACY

NEWSLETTER

February 2019

Area 2 • District 6

2018–2019

Zonta Club of Milwaukee

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Krista Betts, Vice President
Lori Peterson, Treasurer
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Foundation Board

Gloria Jones
Cheryl Lucas-DeBerry
Joyce McCrary
Laurie Ward

Send your newsletter submissions to
Krista Betts by the 7th of the month.

Visit us online at
www.zontamilwaukee.org

Zonta Dinner Meeting

Wednesday, February 27, 2019

Unconscious Bias – Cheryl Lucas-DeBerry, MRA

Unconscious bias is embedded in our everyday decision-making and behavior in the workplace. Left unchecked, these mental shortcuts can create barriers to inclusion, engagement, and performance, which in turn impacts organizational effectiveness.

Objectives:

- Define unconscious bias, prejudices we have but are unaware of. They are “mental” shortcuts based on social norms and stereotypes that can cause us to make decisions in favor of one group over another.
- Examine unconscious bias through perceptions
- Explore our Trusted 10
- Identify ways to combat hidden bias

Cheryl's more than 18 years of experience includes development programs in human resources, leadership, customer service, and diversity. Her career has also included management of training department operations and supervision of a basic education program for adult learners in the nonprofit arena.

She is currently a Learning and Development Manager at MRA the Management Association. One of her favorite quotes is: “Life is 10% of what happens to you and 90% how you react—you are in charge of your ATTITUDE.” – *Unknown*

We will meet at Genesis Restaurant, 3740 S. 108th St., Greenfield (Northeast corner of Hwy 100 and Beloit Avenue).

5:30 pm – Arrive and mingle
6:00 pm – Dine and begin business
6:30 pm – Speaker

We will be choosing from the Sit-Down Dinner menu, which includes a crisp green salad, choice of potato, vegetable, fresh bread, coffee or soda, and ice cream. Our selection of entrees is: baked ham, lasagna, and in response to member comments, a chicken Caesar wrap or Mediterranean salad.

RSVP: Please contact Lori Peterson by Sunday, February 25, by 9:00 pm, preferably by email (lorapeterson@wi.rr.com) to make a reservation. Leave a message at 262-370-9540 if you must.

www.zontamilwaukee.org

President's Message



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Hello Zontians,

I hope I am not the only one who thinks that January's meeting was a great meeting. Thank you to the Racial Justice committee for pulling it all together. I am grateful that the Racial Justice committee took us through all of those fabulous activities. In our vulnerability, we show our strength. We have all come so far and yet we all know we have so much more to do as an organization. I thank you all for participating in the session. I am really looking forward to what the Advocacy committee comes back with as actionable items that we, as an organization, can do to move forward.

We are now in February, and spring is coming quickly. Don't forget to get those fundraising items in to the Fashion Show committee. Our fashion show is our one and only fundraiser our organization has each year. I hope we can all attend or participate in your special way, even if you cannot attend.

Have a great February,

Maria Bellmann



Fashion Show



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The Fashion Show invitations are out! You should have received your hard-copy invitations at the January meeting; if not, they were sent out after the meeting.

The invitation is also available on the Zonta Club of Milwaukee website, www.zontamilwaukee.org, and online registration is available through Eventbrite here:

<https://www.eventbrite.com/e/2019-zonta-fashion-show-tickets-50459951072>

We are counting on participation from you all to be able to make a difference in our community and internationally!

Please contact Lori Peterson if you would like more hardcopy invitations.

Also, please remember to get any donations for the raffle or silent auction to Laurie Ward, and cash donations for the wine pull to Karen Smith and Deb Koller.

SAVE THE DATE
Saturday, April 13, 2019
The Zonta Club of Milwaukee Presents

STILL FASHIONABLE
after 100 years:
Empowering Women & Girls

Fashion Show Fundraiser
10:30 AM - 2:00 PM
Marriott Milwaukee West
W231 N1600 Corporate Court • Pewaukee, Wisconsin

Join us for a day of networking, food, fun & fashion.
Fashions by Chico's of Brookfield, located at Harvard Square.

chico's
Chico's has a combination of great style,
one-of-a-kind details, and warm,
personal service,
featuring all sizes including petites.

\$60 per person
\$30 per ticket is tax deductible
Reservations required
For more information go to
<https://2019-zonta-fashion-show.eventbrite.com>

Update: Safe Harbor Legislation



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The *Cap Times* of Madison recently published an update on the progress of Safe Harbor legislation in the state legislature. Below are excerpts from the article.

Victims of human trafficking, especially children, may feel trapped or even develop a bond with their abusers, advocates say. That's why they support "Safe Harbor" legislation, which would prohibit minors from being prosecuted for prostitution.

Supporters have previously tried to get the bill passed through the Wisconsin Legislature, but advocates are optimistic that increased understanding of the issue will make it a reality this time around....

The Wisconsin Coalition Against Sexual Assault has previously said the guilt and shame of being treated as a criminal may retraumatize children already suffering from guilt and shame at the hands of their abusers....

Advocates point out that other states have already enacted similar laws. Minnesota passed comprehensive human trafficking legislation, including a safe harbor provision, in 2011, and trafficking convictions increased dramatically.

The proposed legislation (known as LRB 0568) is authored by Rep. Jill Billings, D-La Crosse, Rep. Jim Steineke, R-Kaukauna, Sen. Alberta Darling, R-River Hills, and Sen. LaTonya Johnson, D-Milwaukee. Advocates say the bill would ensure minors are not punished for the actions of abusers.

Lisa Speckhard Pasque, "Advocates like chances for passage of 'Safe Harbor' bill to stop minors from being charged with prostitution," The Cap Times, January 31, 2019,
https://madison.com/ct/news/local/neighborhoods/advocates-like-chances-for-passage-of-safe-harbor-bill-to/article_82913cb0-c401-51a8-9156-0bed893196e4.html

Resources for the Advancement of Women and Girls

The Status of Girls in Wisconsin: The Alverno Report 2018-2019

The 2018-2019 release is the fourth report on the status of girls in Wisconsin as part of Alverno's continued commitment to raise awareness regarding issues and challenges that impact girls in our state. The first report was released in 2007, with updates in 2010 and 2014. The report is still the most comprehensive consolidation of information about the issues facing girls in our state.

You can access this 72 page report from <https://www.alverno.edu/research/statusofgirls.php>

Resources for the Advancement of Women and Girls *(cont.)*



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Alverno College: Girls Summit 2019

The inaugural State of Wisconsin Girls Summit brings together thought leaders, inspiring voices and workshops for young people and adults who want to respond to the issues facing girls.

March 23, 2019, 8:30am-4:30pm
Alverno College Sister Joel Read Center

You can access more information and registration at <https://www.alverno.edu/research/girlssummit.php>

Marquette University Institute for Women's Leadership

Marquette University will be establishing an Institute for Women's Leadership with a \$5 million gift. The new institute will help Marquette develop research to influence the national discussion on gender inequality, and enhance leadership and career development programming serving women on campus and in the community, the university said in an announcement.

Wisconsin Women's Network

The Wisconsin Women's Network is an organization that promotes the advancement of women and girls in Wisconsin through communication, education, advocacy, and connections.

- Through their social media sites, they provide an easy way for women to get involved on an individual level, making sure that you're aware of what's happening in our community.
- Through their Policy Institute and Mentorship Program, they provide outlets for individuals to educate themselves, make valuable connections within the community, and learn how to advocate for their rights.

The **Wisconsin Women's Network Policy Institute** provides hands-on leadership, communications, and policy advocacy training to 25 women from around the state every year. Through a series of four two-day retreats in Madison, participants are organized into small teams which select a specific, real-world policy advocacy project that closely relates to the Institute's mission of improving women's health, safety, and economic security.

The goal of the **Wisconsin Women's Network Mentorship Program** is to give young women the opportunity to cultivate meaningful relationships with strong, inspirational role models throughout Wisconsin. The mentors are members of the Network's large network of women professionals. These mentors come from a variety of professions and backgrounds, all uniting under the same cause: they're dedicated to helping young women succeed. The Program matches these supportive mentors with undergraduate students to help young women navigate the transition from college to the workforce.

- Through events like the "Women on Topic" brown bags or Women's Equality Day, the Network helps women make connections that matter and meet other proud feminists

Membership



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Please welcome Jennifer Murillo to our Zonta club!

Jennifer is an IT Supervisor at DentaQuest. Joni Reese is her sponsor.

In February we plan on installing another new member, Maureen Siwula. Maureen is a Human Resources Advisor at MRA. Pam Knackert is her sponsor.

You should have received a revised club roster from Judy Lehman. If you have any corrections, please let her know.



HAPPY BIRTHDAY!

Nola Hitchcock-Cross

February 1

Janet Kloser

February 18

Karen Hunt

February 19

Helen Ludwig

February 19

Elizabeth Stull

February 23

Racial Justice



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The Racial Justice Committee was proud to host the January club meeting and program at Sojourner Family Peace Center. Carmen Pitre, Executive Director and former Zontian, welcomed us, provided updates on domestic violence in the Milwaukee area and on the center's activities and plans; she thanked Zontians for donating needed items.

For the program, Montez Ashley, co-chair of the Racial Justice Committee and human resources professional, led us in a Privilege Walk exercise and discussion. We had much meaningful dialogue and shared personal stories and experiences. Members described the experience as enlightening, thought-provoking, and moving. Many asked for follow-up action from the Club and the Committee. What can we do to create more awareness in Zonta and the community? What actions can we make to help create change in ourselves and our community?

On Thursday, February 7, the Committee met at Diane Lindsley's home for our regular monthly meeting. We debriefed the January club meeting, then talked about possible next steps. We created a preliminary plan to identify possible projects, programs, and activities to bring back to the club for consideration.

The plan includes:

- Making contact with local groups working to eliminate racism to collect information on issues and solicit ideas for where we might help
- Finding out what other Zonta Clubs are doing
- Researching specific topics like criminal justice reform, eviction, health and health care, and education
- Reviewing club meeting notes regarding possible mentoring activity
- Reviewing committee meeting notes on issues and resources

We plan to report back and share some ideas with the club in April.

Please contact us if you'd like to join the activity and help us identify possible projects.

Racial Justice Committee Co-Chairs: Montez Ashley, Donna Neal

Committee Members: Krista Betts, Karen Hunt, Donna Kahl-Wilkerson, Judy Lehman, Diane Lindsley

Club Calendar

Club Meetings

February 27	March 27
April 24	May 22
June 26	

Fashion Show

April 13, 2019
Milwaukee Marriott West,
Waukesha

Area 2 Spring Workshop

April 6, 2019
Madison, WI

District 6 Fall Workshop

September 20, 2019
Indianapolis, IN

Scholarships



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Young Women in Public Affairs Award

The goal of the Zonta International Young Women in Public Affairs (YWPA) Award Program is to encourage young women to participate in public affairs.

Each year, the Zonta Club of Milwaukee awards a **\$1,000 local scholarship** to an applicant living in the greater Milwaukee area and forwards the winner's application to Zonta District 6 to be considered for the \$1,500 district award. The district winner's application is sent to Zonta International; 10 international recipients are selected from the worldwide district/region recipients to receive additional awards of \$4,000 each.

Who is Eligible?

Young women ages 16 to 19 (on April 1 of the application year) are eligible to apply, including Z and Golden Z club members.

(Classified members and employees of Zonta International and Zonta International Foundation, and their family members, are not eligible to apply. Previous International YWPA Award recipients are not eligible either.)

Where to Apply

The YWPA Award application is available on the [Zonta Club of Milwaukee website](http://www.zontamilwaukee.org).

2019



YOUNG WOMEN IN PUBLIC AFFAIRS AWARD

Recognizing young women for their commitment to volunteerism, volunteer leadership achievements and dedication to empowering women worldwide



1 APPLICATION, 3 OPPORTUNITIES

Milwaukee Club Award
\$1,000

District 6 Award
\$1,500
(Selected from district's club recipients)

International Award
\$4,000
(10 selected from 32 district recipients)

Download the application from zontamilwaukee.org

APPLICATION DEADLINE:

March 15, 2019

SUBMIT APPLICATION TO:

zcscholarship@zontamilwaukee.org

The Young Women in Public Affairs Award is a Zonta International program funded by contributions to the Zonta International Foundation. Zonta International is a leading global organization of professionals empowering women worldwide through service and advocacy.



Today, one in five young women will be married in childhood. Child marriage is a human rights violation on a vast scale and a major obstacle to sustainable development. Girls are disproportionately affected; child marriage is about five times more common among girls than boys, where approximately 4 percent of boys are married or in union before age 18. Around 650 million girls and women alive today were married in childhood, and unless progress is accelerated, that number will remain at least as high through 2030.



The global momentum and opportunities to make significant progress on ending child marriage have never been more favorable. The UNFPA-UNICEF Global Program to Accelerate Action to End Child Marriage offers a framework promoting the right of girls to delay marriage, addressing the conditions that keep the practice in place, and caring for girls already in union.

The program focuses on enabling girls at risk of child marriage to choose and direct their own futures, supporting households in demonstrating positive attitudes towards adolescent girls, and strengthening the systems that deliver services to adolescent girls. It also seeks to ensure laws and policies protect and promote adolescent girls' rights, and highlight the importance of using robust data to inform policies relating to adolescent girls.

Zonta International has committed US\$2,000,000 to UNICEF USA to support the UNICEF/UNFPA Global Program to Accelerate Action to End Child Marriage in 12 countries: Bangladesh, Burkina Faso, Ethiopia, Ghana, India, Mozambique, Nepal, Niger, Sierra Leone, Uganda, Yemen and Zambia.

Suggested Reading: *The Ministry of Utmost Happiness* by Arundhati Roy

A National Bestseller and Booker Prize-winning author living today in New Delhi, India.

This is an unforgettable novel about gender, terrorism, India's caste system, corruption and politics as well as a love story with heart-breaking and compelling characters. Ms. Roy provides a powerful sense of contemporary India's world of complexity, energy, and diversity.

Ms. Roy is also the author of *The God of Small Things*, which has been translated into 40 languages.

ZONTA CLUB OF JANESVILLE PRESENTS

27TH ANNUAL INTERNATIONAL WOMENS DAY LUNCHEON



MINDFUL
GRATITUDE

SPEAKER: CHRISTEL B. WENDELBERGER

MINDFUL GRATITUDE: PRACTICING THE ART OF APPRECIATION AUTHOR

FRIDAY, MARCH 15, 2019

NOON - 1:30PM

THE ARMORY

**TICKETS: \$45
PURCHASE AT**

**ZONTADISTRICT6.ORG/JANESVILLE
OR CALL JESSICA AT (608) 289-4347**

