



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

Area 2 • District 6

2021–2022

Zonta Club of Milwaukee

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Send your newsletter submissions
to Joni Reese @
tnjreese@wi.rr.com

Visit us online at
www.zontamilwaukee.org

NEWSLETTER

February 2022

Zonta Meeting

**Virtual Meeting via Zoom
Wednesday, February 23rd at 6:00pm**

***An Introduction to Culture: Does our Cultural
Background Really Matter?***

Facilitator: Heidi E. Moore, Moore Urban Consulting

The Racial Justice Committee is excited to welcome once again Heidi Moore, the Milwaukee-based equity, diversity, and inclusion professional contracted by the Club to guide us through our exploration of culture and cross-cultural communication. This month, we will complete Part 2 of the introduction to culture that we started in January.

If you weren't able to meet the January meeting, don't miss February. This has been an enlightening and engaging journey, so let the fun and learning continue!

***A reminder of why we're doing this ...
The Zonta Club of Milwaukee is seeking:***

- ❖ Learning and competency development to help increase diversity in membership and enhance an inclusive culture.
- ❖ A shared understanding of definitions, language, and development of skills to maintain open discussion and dialogue about culture, diversity, equity, and inclusion.
- ❖ Skills to incorporate learning into the fabric of the organization's culture.
- ❖ Engaging effectively through conflict and misunderstandings across cultural differences.

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President's Message



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Hello Sister Zontians,

I sure hope that everyone enjoyed our January club meeting. It was a great program and Heidi E Moore will be continuing the program in February. As a reminder our club meeting date is February 23.

Spring is surely a time of activity in our club. We will be having nominations for our next biennium of board members (including officers), our annual report will be reviewed and voted on at our April business meeting, the YWPA scholarship applications are due March 15, and we continue our service program of books for New Life.

I am so grateful to our active membership who are willing to take on the many initiatives of Zonta at a local, district and international level. Sometimes it may seem repetitive, but I can guarantee it is not repetitive to the scholarship winner, the nonprofits that receive funding or donations, or to the women and children served by our International Service Projects. To those who are who we serve we send a message of importance, opportunity, and a better future!

One final item regarding the Annual Report. If you chair a club committee you will receive a message from Helen Ludwig, in March, requesting your contribution for the Annual Report. Please make every effort to respond according to the timeframe requested. It is a big job and being timely on our part will surely be appreciated by Helen.

Thank you!

Karen
Zonta Club of Milwaukee President

**Happy
Birthday**

Feb 1st: Nola Hitchcock Cross

Feb 18th: Janet Kloser

Feb 19th: Helen Ludwig

Feb 23rd: Elizabeth Stull



Club Updates



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Membership



Please welcome our two new members:

- ❖ **Diana Barnett**
- ❖ **Ruth Robertson**

Diana's sponsor is Donna Neal and mentor Cheryl Lucas-DeBerry, and Ruth's sponsor is Elizabeth Stull and mentor Pam Knackert.

Also please invite any other prospects to our February Zoom meeting.

2022 Fashion Show Updates



The Fashion Show Committee will be starting to meet again. Please plan on **Thursday, March 10th** for our first meeting via zoom at 6 pm.

Pam and Lynne will be our co-chairs again this year. If you are not on the committee and would like to join, please let Pam know so you can get meeting invites, etc.

Save the date:

Saturday, November 5, 2022





2022 Book Service Project Update

Judith Lehman & Marge Holzbog

We've had a wonderful start to our 2022 Book Service Project with Neu-Life. **Thirty-four books have already been donated by seven club members.**

The list on the right represents the books titles purchased to date. **Impressive!** Imagine the additional books that could be donated if each one of us donated just one!

Discussions with Neu-Life have assured they do have a general library that they are trying to build. And this is where our 2022 service project comes in. For the spring semester, they are also offering a structured reading group and several books listed on their "wish list" are to fulfill those needs.

Please find an update below from Neu-Life as of 2/12/2022 with a list of Wishlist books still needed for their structured reading group. You can purchase books not on the requested list. It is your choice on how you wish to participate. Books of your choice for their library should be focused at the 10 – 12 age group. ***Judith is keeping a running inventory of books (names and how many) purchased by our members.***

Please send your donation of books directly to Neu-Life: Attention Library 2014 W. North Avenue, Milwaukee, WI 53205 and copy of what purchased to Judy Lehman at judithlehman@mac.com.

Title	Author
Game of Shadows	Erika Lewis
The Supernormal Sleuthing Service	Gwenda Bond & Christopher Rowes
When is Buddy Coming Home?	Gary Kurz
Winning	Lara Deloz
Zero Sum Game	S. L. Huang
Piecing Me Together	Renee Watson
Brown Girl Dreaming	Jacqueline Woodson
Some Places More Than Others	Renee Watson
Izzy B, Running Star	Claudia Mills
Lulu and the Hamster in the Night	Hillary McKay
The Book of Awesome Black Americans	Monique L. Jones
Let the Circle Be Unbroken	Mildred Taylor
Ruby's Sleepover	Kathryn White
A Sweet Smell of Roses	Angela Johnson
Roll of Thunder Hear Me Cry	Mildred Taylor
My Hair is a Garden	Cozbi A. Cabrera
Who Are Your People	Bakari Sellers
The Stars Beneath Our feet	Daniel B. Moore
I Am Every Good Thing	Derrick Barnes
Dear Black Girl	Kimberly L. Abad
Empowered Black Girl	M. J. Fievre
A Good Kind of Trouble	Lisa Moore Ramee
From the Desk of Zoe Washington	Jane Marks
The Stars Beneath Our feet	Daniel B. Moore
Empowered Black Girl	M. J. Fievre
Dear Black Girl	Kimberly L. Abad
The Stars Beneath Our feet	Daniel B. Moore
A Good Kind of Trouble	Lisa Moore Ramee
Empowered Black Girl	M. J. Fievre
Dear Black Girl	Kimberly L. Abad
17 Stories Celebrating Black Boyhood	Kwame Mbalia

We plan to publish lists each month. So, let's step up and lengthen the March list.

Update from Neu-Life regarding their Book Club Launch

Ms. Tamesha is leading our book club for this semester. It started out virtually but will now be transitioning back to in-person on Mondays from 4:30-5:30 pm. Fifteen teens are in the club, and they are reading a book

Service



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called **Black Boy Joy** and it is 17 different short stories in the whole book. So far, we are on the first chapter called The Griot (pronounced greo) of Grover Street. We have met three times virtually, mostly get-to-know-you sessions plus starting the first chapter/short story. It will be great to do this in-person. The in-person discussion will be more engaging versus virtually on Zoom.

We currently have an Amazon wish list for the books we are seeking for the Book Club. **There are 15 titles with books still needed.** We have been getting books in weekly from the wish list.

	The Stars Beneath Our Feet by David Barclay Moore (Paperback)	9
	A Good Kind of Trouble by Lisa Moore Ramée (Paperback)	8
	Empowered Black Girl: Joyful Affirmations and Words of Resilience (Book for black girls) (Badass Black Girl) by M.J. Fievre (Paperback)	11
	Dear Black Girl: Equip, Empower, Enlighten by Kimberly Lowe Abad (Paperback)	14
	From the Desk of Zoe Washington by Janae Marks (Paperback)	13
	Your Name Is a Song by Jamilah Thompkins-Bigelow (Hardcover)	3
	Sulwe by Lupita Nyong'o, Vashti Harrison (Hardcover)	3

	Dancing in the Wings by Debbie Allen, Kadir Nelson (Paperback)	2
	I Am Enough by Grace Byers, Keturah A. Bobo (Hardcover)	3
	The Day You Begin by Jacqueline Woodson, Rafael López (Hardcover)	3
	I Am Every Good Thing: An inspiring and critically acclaimed celebration of black boyhood by Derrick Barnes (Paperback)	3
	Crown: An Ode to the Fresh Cut (Denene Millner Books) by Derrick Barnes, Gordon C. James (Hardcover)	3
	Little Dreamers: Visionary Women Around the World (Vashti Harrison) by Vashti Harrison (Hardcover)	3
	Little Leaders: Bold Women in Black History (Vashti Harrison) by Vashti Harrison (Hardcover)	4
	Lullaby (For a Black Mother) by Langston Hughes, Sean Qualls (Hardcover)	1

Here you will find the books on our Amazon Wishlist, the titles, and how many we still need. The first 5 on the list **above** are chapter books for potential future book clubs and the rest are children's books that will be used for projects like "Read With Me" and Wellness Wednesdays in the summer. Our goal was 15 of each title of the chapter books to have enough for both Book Club and the library. The children's books we aimed to get 5 of each to have on hand for programming.



CROSS-CULTURAL COMMUNICATION AND COMING ATTRACTIONS

The Racial Justice Committee held its regular monthly meeting on Thursday, Feb 3. We debriefed the January meeting with Heidi and discussed the format for the February meeting as well as one additional meeting, date yet TBD. In the February meeting, we will spend time exploring some other dimensions of culture, and dialogue about how conflict can show up because of cultural differences and misunderstandings. We'll try to schedule our final session with Heidi in this series for May or August. About a month before we meet, we will ask members to utilize the online Intercultural Conflict Style Inventory, an 18-item questionnaire and cross-culturally validated assessment tool, that we will be using and referring to in that meeting.

LOOKING FOR FEEDBACK

We'd like to make feedback about our cross-cultural exploration a regular part of our process as well as a part of this monthly newsletter. At Club meetings after February, we'll try to spend 10 minutes or so discussing what we've learned about culture and communication, and how we're incorporating the learning into our Zonta activities and plans, particularly recruitment and retention.

We'd also like to include in the newsletter any reflections from members. Moving forward, please forward any feedback you'd like to share -- on either the Club meetings, or on how the learning has impacted the way you think or behave -- with either Donna Neal or Donna Kahl-Wilkerson, and we'll make sure it gets in the newsletter. To kick this off, we're sharing some of our Committee members' reflections on the January meeting:

I wanted to thank the club for supporting the concept of having Heidi Moore as our facilitator to work on our understanding of "What is Culture" and how can understanding help us meet across our differences. I particularly found the graphs interesting and helpful. The information presented allowed me to visualize some things about myself, such as the Monochronic and Polychronic dimensions of cultural differences, and enabled me to understand why I often feel out of sync - I am off the edge on the far side of the Polychronic line - always have been. I also feel, after Heidi Moore's presentation, that I understand more by what is meant by the term "Culture" - what it includes and how one might come to be/feel a certain way. I was originally thinking culture meant early years, parents, grandparents, places of origin. I see now that, I think, it is more how one comes to actually be the way one is by living. Although my early years and family had influence, it is my forty years in Ithaca, NY, that have given me my culture. Most of my time in Ithaca was spent working at a racially diverse public democratic decision-making middle school/high school. I worked with and grew close to staff, parent/caregivers, and, of course, students. LACS is a school community built on principles of equity, caring, and compassion, and is still thriving today. Being part of that community profoundly influenced (and still influences) how I see the world and my place in it. I am grateful for those years.

Judy

In school, we learned about other cultures in history, foreign language and/or music classes. Other cultures were either far away geographically or far back in time. We were never taught anything about contemporary cultures, much less any communication skills.

One must be nimble with communication methods, polychronic to monochronic and then perhaps back to polychronic, depending on an audience's understanding of one's messages.

Diane



Our Racial Justice meetings has been IMPACTFUL! Participatory activities provided an opportunity of self-introductions & self-assessments which increased our knowledge and awareness of members on an individual/personal basis.

Our January 26th RJ meeting focused on CULTURE, some key take away NUGGETS were:

- *CULTURE, defined as “ WAY OF THINKING & LIVING “.*
- *Two dimensions of cultural differences introduced - monochronic (time exact, task oriented) & Polychronic (inexact, free flowing, relationship building focus). We graphically identified our culture on the graph between monochronic – polychronic. This activity was masterful in alerting individuals to their cultural response in relation to the club’s cultural response.*
- *Cultures affects our behavior, thinking, and patience.*
- *Understanding of cultural differences is gained by experiencing them.*
- *Culture is learned not inherited.*

The Racial Justice presentations has been educational, insightful and meaningful. Looking forward to the next one!

Joann

I've been in Zonta a long time and I can honestly say the club meeting of Jan.26th was one of the highlights of my membership!

The presentation of Heidi E. Moore was excellent...as was our club's participation in it. Maybe it's the time of night that we meet; most have had a long day, things are pressing on our minds of what might be instore for the next day, but we as a club, we rarely show the level of interest in our program sessions as we did that night.

Hopefully, we were all able to learn something about others, as well as ourselves. Hopefully, we found ourselves with explanations of why others might react to things that are said differently than we intended for them to be taken or understood. At any rate, I look forward to traveling this path with my Zontian club sisters with enthusiasm as well as a sincere desire to understand and be understood.

Donna K-W

Heidi's approach to understanding culture provides me with the tools needed to recognize my own biases. Working through the process with other club members has been a fun and enlightening adventure that I hope will continue and strengthen our club. I'm enjoying the opportunity to learn more about other members. This experience reinforces the importance of building relationships and not making assumptions. Within each broader cultural category there is diversity, so it's important to avoid generalizing or stereotyping. When we are open to embracing the positive aspects of other cultures, we enrich our own lives and culture going forward.

Carol



HELPFUL VIDEOS

Last month, we asked you to watch two TED talk videos in advance of the meeting. While we didn't discuss them directly, we hope you found them useful and relevant. We expect they'll be part of our dialogue in February. If you haven't watched them, we encourage you to do so. Here are the links:

Cross-cultural communication Pellegrino Riccardi TEDxBergen (20 min)

<https://www.bing.com/videos/search?q=tet+talk+about+cross+culture&docid=608055111718430221&mid=40D084198987E69D3F3140D084198987E69D3F31&view=detail&FORM=VIRE>

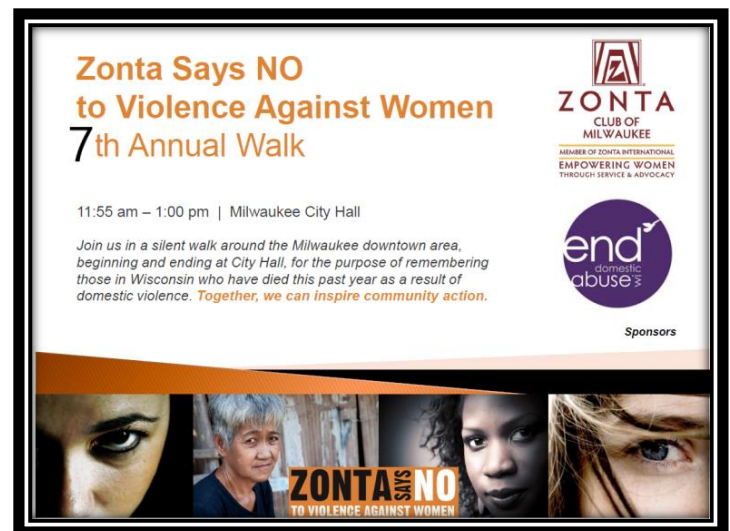
The secret to changing the world|Lee Mun Wah|TEDxExpressionCollege (16 min)

<https://www.bing.com/videos/search?q=tet+talk+about+cross+culture+united+states&docid=607997022280100553&mid=1B51F7C89761DDE81FF61B51F7C89761DDE81FF6&view=detail&FORM=VIRE>

Volunteers Needed!

Advocacy is looking for volunteers to begin working on our 7th Annual Zonta Says No to Violence Against Women Silent Walk in late September/early October.

Last fall we had about 75 walkers and received great media coverage. We want to make this a much bigger event in 2022, perhaps even a series of events, maybe with a possible component at District Conference? As Carmen Pitre said in her remarks at City Hall at last fall's event, "this atrium should be filled". We need to start early this year with a focus on building connections with other organizations that are concerned about the issue and will march with us.



We need some new blood on the Committee to get this done!

Contact Donna Neal to help. If she doesn't get any volunteers, she will be forced to start recruiting! Please respond enthusiastically!

Respectfully submitted,

Racial Justice Committee: Joann Comodore, Donna Kahl-Wilkerson, Judy Lehman, Diane Lindsley, Carol Mangold, Donna Neal (chair)

If you think you might like to join the Racial Justice Committee, just contact any one of us! We'll be happy to talk with you and answer any questions. We meet first Thursdays of the month, virtually, at 6:30.



Equal Rights Amendment Update

1/27/2022 by [CARRIE N. BAKER](#) MS Magazine [“The Equal Rights Amendment Has Been Ratified. It Is the Law”: U.S. House Resolution Declares ERA 28th Amendment - Ms. Magazine \(msmagazine.com\)](#)

In an [opinion](#) issued on Wednesday, Jan. 26, the Department of Justice’s Office of Legal Counsel (OLC) helped clear the way for the Equal Rights Amendment, according to leading ERA advocates. In January of 2020, under Trump, the OLC issued an opinion arguing that Congress had no power to remove a seven-year timeline for ratification in the preamble of the ERA and that therefore three recent state ratifications were invalid. The OLC opinion issued by the Biden administration strongly affirms the power of Congress to remove the deadline. The opinion follows the overwhelming consensus among constitutional law scholars.

According to a [recent amicus brief](#) authored by former Stanford Law School Dean Kathleen Sullivan and signed by Laurence Tribe, Dorothy Roberts, Kimberlé Crenshaw, Catharine MacKinnon and 11 other top constitutional scholars:

“The language of Article V is mandatory: an amendment to the Constitution ‘shall be valid to all intents and purposes, as part of this Constitution, when ratified by the legislatures of three fourths of the several states.’ Nor does the text of Article V envision a role for an executive branch officer to assert his discretion regarding the validity of the amendment. The text requires no additional action by Congress or by anyone else after ratification by the final State.”

In a [press conference](#), Reps. Carolyn Maloney (D-N.Y.) and Jackie Speier (D-Calif.) responded to the newly issued OLC memo by saying that the ERA has already been ratified and should be recognized as the 28th Amendment—and that the archivist should do his ministerial duty to certify and publish the ERA. Action by Congress could clarify this but is not necessary for publication of ERA.

Also on Jan. 27, President Joseph Biden issued a [statement](#) reiterating his strong support for the ERA and urged Congress to pass the resolution.

“No one should be discriminated against based on their sex—and we, as a nation, must stand up for full women’s equality.”

Removing the deadline for the ratification of the equal rights amendment. That notwithstanding any time limit contained in House Joint Resolution 208, 92d Congress, as agreed to in the Senate on March 22, 1972, the article of amendment proposed to the States in that joint resolution shall be valid to all intents and purposes as part of the United States Constitution whenever ratified by the legislatures of three-fourths of the several States.”

U.S. Senate: SJ RES 1

Lead Sponsor:
Sen. Ben Cardin (D-MD)

Lead Co-Sponsor:
Sen. Lisa Murkowski (R-AK)

Total Sponsors:
51
(up **46** from last week!)

U.S. House: HJ RES 17

Lead Sponsor:
Rep. Jackie Speier (D-CA)

Lead Co-Sponsor:
Rep. Tom Reed (R-NY)

Passed: 3/17/21 (222-204 votes)
Sent to Senate: 3/18/21



Zonta International

Our Causes

Zonta International and our members work at the international, [national](#) and local levels to realize our vision of a world in which women's rights are recognized as human rights and every woman is able to achieve her full potential, where women have access to all resources and are represented in decision-making positions on an equal basis with men, and where no woman lives in fear of violence.

[Advocating for Gender Equality](#)

We advocate for gender equality and the empowerment of women and girls in all aspects of life.

[Ending Gender-Based Violence](#)

We raise awareness of the global pandemic of women's rights violations and unite our members worldwide to fight violence against women and girls.

[Ending Child Marriage](#)

We work with partners to prevent child marriage in some of the highest prevalence countries while our Zonta clubs and members advocate for an end to this human rights violation in their own countries.

[Expanding Access to Education](#)

We support women's education through our own scholarships, [fellowships](#) and awards and through our international service projects, which very often include education of women and girls as key strategies.

Club Minutes



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Zonta Club of Milwaukee Meeting Minutes Wednesday January 26, 2022

Zoom Meeting was called to order by Karen Smith at 6:04.

New Business:

2022 International Convention Delegates – After discussion it was determined that electing convention delegates would be deferred until our February meeting. Karen will send out an email prior to the meeting in order to determine all members who plan to attend the convention.

2022 Nominating Committee – Karen presented a proposed slate of Donna Kahl Wilkerson, Diane Lindsley and Carol Mangold for the nominating committee. No other nominations were received from the floor. Pam moved the nominating committee for the Foundation and Club Boards consist of Donna Kahl Wilkerson, Diane Lindsley and Carol Mangold. Janet Kloser seconded. Motion passed unanimously.

Installation of New Members. New members Diane Barnett and Ruth Robertson were installed.

Treasurer's Report: Maria Bellmann presented the Treasurer's Report:

- Balance as of December 1, 2021: \$14,008.51
- Balance as of December 31, 2021: \$14,008.51
- Outstanding check: Heidi Moore: \$ 500.00
- CD Balance: \$ 5,330.20

Business - Committee Reports:

Service:

- **Cathedral Center Blanket Drive:** Approximately 58 sheets and blankets were contributed to the Cathedral Center in December.
- **Neu-Life Book Drive:** A list of books to donate to Neu-Life is in the last newsletter. Books can be ordered on-line and sent directly Neu Life. Members should notify Judy Lehman when donations are sent. Neu Life has created a book club and books are need for the Spring book club.

Advocacy: No report was given.

Public Relations: No report was given.

Fashion Show Fundraiser: The committee will begin meeting in March or April.

Scholarship: Young Women in Public Affairs applications are due 3/15. The Application is on the website.

Club Minutes



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Membership: 2 new members were installed earlier this evening.

Program:

- January and February meetings will be presented by the Racial Justice Committee.
- We will not start meeting in person until later in the spring/summer.
- The area director will need to present at a meeting prior to the end of her term.
Maureen will see if she is available for the March meeting.

Foundation: No report was given.

UN: We should receive a report shortly of the progress made on the International Service projects.

Fall Conference: Contract has been signed with the Embassy Suites in Brookfield. A proposed budget has been prepared and sent to the district for review. Any speaker recommendations should be sent to Karen

Program: Racial Justice Committee – Cross Cultural Communication presented by Heidi E. Moore, Moore Urban Consulting.

Announcements:

- Next Club Meeting – February 23 at 6:00 via Zoom
- International Convention – Hamburg Germany; June 25 – 28, 2022
- Fall Conference – Milwaukee, WI, October 7 -9

Meeting adjourned at 7:52.

