



# Winter 2020 Newsletter

We open our December newsletter with a tribute to the late Supreme Court Justice Ruth Bader Ginsburg—born March 15, 1933, took her seat on the court on August 10, 1993, and passed away September 18, 2020. Justice Ginsburg was a legal, cultural, and feminist icon.

She changed the world for American women. Prior to her first judicial appointment in 1980, Justice Ginsburg led the fight in the courts for gender equality. Hundreds of state and federal laws restricted what women could do, barring them from jobs and limiting their rights. By the time she donned her judicial robes, it is fair to say, Justice Ginsburg had created a revolution. We will remember her creativity, persistence, and good humor as she took on this battle. When Chief Justice John Roberts announced her death, he said, "Our nation has lost a justice of historic stature." Indeed our hearts are heavy. Finally, she modeled for thousands of women how "to be a lady," just as her mother taught her, and she did it while being a revolutionary.



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## In Review

The fall semester has been a busy and exciting one, even as we have operated under our “virtual” parameters. We brought together faculty in our socials and trumpeted the wonderful summer research we were able to fund, we hosted events for students to expand their networking and professional skills, we are busy with our own IWL research projects addressing gender, and continue to build out our brand with social media and ongoing communication across campus and in the community.

Our featured event this Fall was our virtual Suffrage & Innovation 2020 Conference. The IWL, together with a cohort of brilliant faculty, including **Amber Wishowsky**, Associate Professor of Political Science and Director of the Marquette Democracy Lab; **Sarah Wadsworth**, Professor of English and Department Chair; **Kristen Foster**, Associate Professor of History; **Melissa Shew**, Assistant Professor of Philosophy; and **Kali Murray**, Professor of Law, made our conference a spectacular virtual success with 215 people registered for our two live closing events, with well over 1,000 viewing it on our social media feeds. Peruse our conference [website](#) where you will find an interactive timeline, teaching materials, links to videos, and bios on our roster of renown speakers. Or go directly to the source and explore our videos at our conference [YouTube](#) page, which has garnered over 1,500 impressions.

We also announce the retirement of IWL Co-Director, Jean Grow. Jean has been the force behind our brand image and messaging strategy, while building our social media presence. We will miss her talent, passion and devotion dearly. And, we wish her luck as she launches her DEI consultancy focused on small to mid-size advertising agencies. As of January you'll be able to keep up with her at [jeangrow.com](http://jeangrow.com). We know she will do great things!

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## Research Spotlight

It has been an active and engaging time this semester as the IWL continues to create and support a vibrant research environment. This semester our "IWL Research Socials" have brought together 87 faculty and staff.



Research socials are 'come as you are' opportunities for connecting with and creating fellowship among our colleagues. They always feature fun and lively discussions, and a place to hear about the incredible research being done across campus. Watch for the Spring 2021 Research Social dates in our next newsletter.

This semester we heard from several faculty including **Desiree Valentine (Philosophy) & Jessica Wolfendale (Philosophy)**, who presented their work entitled, "IPV as Structural Torture: Toward a Unified Framework;" **Debra Oswald (Psychology)**, who shared her work entitled, "The Diversity of Lived Experiences During COVID-19 Ramifications for Well Being;" **Heather Hlavka (Social & Cultural Sciences) & Sameena Mulla (Social & Cultural Sciences)**, who presented their work, "Trace, Body, Voice: Sexual Assault Adjudication in the Milwaukee County Courts;" **Alexandra Crampton (Social & Cultural Sciences)** who shared her research entitled, "War is Over? Revisiting Gender Wars in Child Custody Mediation;" and **Dr. Karen Ross (Theology)**, who shared her research entitled, "The Sexual Education of Catholic Young Women: An Ethnographic Study of the Gender Messages in Catholic Sexual Pedagogy."

This semester we also launched the IWL Mini-Grant to further support research-related activities that advance scholarship or academic knowledge in the area of gender or sex. Researchers can apply for up to \$1000 to help cover costs associated with research such as data collection and analysis, student research assistance, or materials and supplies unavailable from other campus sources. More information and application materials can be found [online](#).

Members of the IWL Leadership Team have also been busy engaging in and disseminating research.

- IWL Co-Director, Jean Grow, and Director, Andrea Schneider, published a piece in advance of this month's presidential election entitled, [COVID Chaos May Cost the President Wisconsin](#). In that article they discuss the impact of Covid-19 on the presidential race in Wisconsin based on an analysis of the Marquette University Law School Poll data.
- IWL Director, Andrea Schneider, and IWL Co-Director, Jennica Webster, are working with *Dr. Sameena Mulla (Social and Cultural Sciences)*, *Dr. Heather Hlavka (Social and Cultural Sciences)*, and *Dr. Aleksandra Snowden (Social and Cultural Sciences)* along with community partners, Sojourner Family Peace Center, and the Milwaukee County Court system to better understand the impact of Covid-19 on intimate partner violence (IPV) and identify best practices in advising how to respond to IPV. This research was funded through the President's Challenge for Covid-19 Response Grant.
- Other ongoing research collaborations include a study examining how manager's biased beliefs about women's work family conflict and ideal worker image can lead women to receive lower performance ratings, led by IWL Co-Director, Jennica Webster.

We invite you to learn more about the IWL's efforts to create and support impactful scholarship by joining us for a research social, applying for a mini-grant, and learning more about our research initiatives on the [IWL Website](#).

**Research & Projects**

## Collaborative Engagement

Engagement begins with connection and the IWL has worked tirelessly to build connections with women across many communities. Our social media voice has been our communication hub as we seek to advance women's leadership through pioneering research, innovative programming, and collaborative engagement. Our [LinkedIn](#) profile is growing quickly, cresting over 400 followers, and our [Facebook](#) page has nearly 200 followers.



Both platforms have significant reach and have helped our external supporters, from alumni to corporate leaders to community activists, keep abreast with our ground-breaking work. Every Tuesday we feature research from our faculty and on Fridays we feature activities that highlight our commitment to intersectionality. Our [Twitter](#) feed, which has attracted 135 followers as of November, has been an active hub for sharing events and ideas while building engagement across a variety of communities and a vital tool as we embrace our mission to bring social justice to the fore.

During our virtual Suffrage & Innovation 2020 conference, which we held leading up to the 2020 election, we committed every message to a celebration of suffrage and democracy by sharing the voices of students, faculty, and community members. We sent our teaser videos to build excitement and then posted the links to each full virtual conference presentation. Our feeds also featured video clips of faculty, staff, students, and supporters as they spoke about [“Why I Vote,”](#) and we worked tirelessly to drive voters to the polls.

On the heels of the Suffrage & Innovation 2020 conference, and working towards the goal of building enthusiasm about the 2020 election, we launched our [Instagram](#) account. Once again we celebrated democracy and women's suffrage with more videos, polls, and stories about our work. Our Instagram page lit up with excitement. In less than a month we garnered 460 followers. As we move into 2021, we look forward to continuing engagement



with all of our community members, and we invite you to follow us on any or all of our platforms. Our social media voice is truly our means to Engage, Inspire, and Transform women and the communities in which they live and work.



## Women's Innovation Network

WIN events and leadership development focuses on coaching people from underrepresented groups, helping them clarify their professional goals while navigating the barriers to success. WIN also provides information, resources, and connections to expand their network.

This past semester WIN hosted two WISDOM Breakfasts, which bring women in STEM together. WIN also hosted two workshops to help staff, students, and the greater community expand their strategic use of LinkedIn. Finally, in November, WIN and IWL collaborated with the 707 Hub to co-host a Meet-n-Eat with Young Women Entrepreneurs event.

In the Spring, WIN will continue to offer professional development workshops, WISDOM events and individualized coaching sessions. To celebrate Women's History Month in March, WIN will pay special tribute to Mabel Watson Rainey, the first black law student to attend Marquette. And we will be hosting a birthday celebration to honor the memory of the late Supreme Court Justice Ruth Bader Ginsburg. You can find a full listing of upcoming WIN events and offerings on the [WIN website](#) and watch for Spring 2021 workshops dates in our next newsletter.

**WIN Events**

## Looking Forward

Next spring we are looking forward to continuing our connections with faculty as well as highlighting their work in our IWL ePublications database—the first cohort of scholars to collaboratively use the Marquette ePublications database to highlight the hub as a disciple-specific research portal. Also in spring we will launch a vlog series interviewing faculty researchers (IWL Research Spotlight) and our #muwomenknowstuff hashtag.



IWL will continue to expand our community collaborations through work with women’s organizations in Milwaukee focusing on the pressing issue of pay equity with a spring speaker series as well as ongoing WIN programming.

## Spring Pay Equity Symposium

Taking advantage of our virtual programming, IWL is delighted to bring Washington DC policymakers and innovators to Marquette. Join us as we learn about the various elements that contribute to pay equity including subminimum wage, paid family leave, and access to capital. Dates and speakers will be announced in January.



## IWL Recommendations

With our mission to Engage–Inspire–Transform, IWL team members share their latest recommended reading or multimedia pieces. Enjoy!

**Sarah Camp, IWL Coordinator:** [\*The Amber Ruffin Show\*](#) & [\*CONNECTING...\*](#) Both feel like hanging out with friends, helping each other cope and feel hopeful for the long haul of anti-racism, system-restructuring work, while somehow still escaping life—if only for about an hour each week.

**Jean Grow, IWL Co-Director:** [\*The Body is Not an Apology: The Power of Radical Self-Love\*](#) by [\*Sonya Renee Taylor\*](#) inspires us to rethink the patriarchal structures that continue to hold women back. So ladies, throw out the ladder and embrace racial self-love.

**Andrea Schneider, IWL Director:** [\*The Great British Baking Show\*](#) I have found this particularly soothing in the last month in between the quite stressful national, local, and university news. There is something relaxing about watching people bake gorgeous delightful things, all in fabulous British accents.

**Sasha Parsons Waters, WIN Coordinator:** [\*We're Going to Need More Wine: Stories That Are Funny, Complicated, and True\*](#) by [\*Gabrielle Union\*](#) tackles a range of experiences including the intersectional challenges of sexism, racism, and colorism. She also shares some lighthearted anecdotes from her life in Hollywood, including being invited to a party hosted by Prince.

**Jennica Webster, IWL Co-Director:** [\*Buckeye Fudge\*](#) If you are like me you are getting ready to do some holiday baking. The one treat that my family loves to eat, but I dread making are Buckeyes. The yummy peanut butter and dark chocolate are delicious, but the mess and the burnt pans are no fun at all. Good news! This year I found a great no-bake substitution. My boys and I did a test run and it turned out delicious. I hope you give it a try.

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### **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.**