

INSTITUTE FOR WOMEN'S LEADERSHIP INAUGURAL GALA

//////
Celebrating Women of Strength

MARCH 8 | 5:30-8:30 PM | AMU BALLROOMS



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**.

Our **VISION** is one of intersectional inclusivity and gender equity. As advocates for justice, we will **engage**, **inspire**, and **transform** students, staff, faculty, and community leaders.

This International Women's Day, IWL celebrates its first two operational years, bringing forth inspiring work, research, and collaborations that advance women's leadership. This evening honors, students, faculty, staff, and the broader IWL community, who exemplify IWL's mission and values.

Follow IWL on Social Media & Share How You #CelebrateWomenOfStrength



5:30-6:30 PM | **Cocktail Hour**
Networking with Researchers

6:30 PM | **Dinner Served**

7:00-7:45 PM | **Evening Program**
Celebrating Women of Strength with Freida Rothman

7:45-8:30 PM | **Dessert & Coffee**
Networking with Researchers

Thank you for joining us in celebrating women of strength and the initial work of the Institute for Women's Leadership at Marquette!

To continue to support the mission and vision of IWL to advance women's leadership, please consider donating as part of the 2022 Give Marquette Day. Your support will be matched, \$1 for \$1 up to \$25,000, as part of the campaign by IWL Advisory Council members.



<https://www.givecampus.com/u8zeca>
(This site goes live the evening of March 7th, 2022.)

• **FREIDA ROTHMAN** •



Real Women.
Real Stories.
Real Heroes.

ABOUT FREIDA

Born and raised in Brooklyn, Freida Rothman is a second-generation jeweler, a mother of four, and an entrepreneur striving to remind her community of Ambassadors of Hope that through positivity and optimism you can conquer any challenge.

Inspired by the legacy of four grandparents - all Holocaust survivors - Freida's designs honor strength, hope, and resiliency through elevated pieces that reflect her

native Brooklyn. For Freida, the city symbolizes a second chance for her family who arrived with overwhelming hope for a better tomorrow.

Taking design inspiration from the city streets around her, Freida's signature sterling silver and mixed-metal pieces are designed to empower. Taking the industrial grit and transforming it into exquisitely crafted accessories that amplify a meaningful life.

To shop, contact Lisa Gibb, FR Stylist. lisacgibb@gmail.com | 262-227-4246
Visit freidarothman.com/lisag and use promo code IWL at checkout from March 8-15.

A portion of proceeds will be donated to the Institute for Women's Leadership.

HONORARY CO-CHAIRS

Joanna M. Bauza

President, The Cervantes Group

Hon. Janine P. Geske

Retired Professor of Law & Retired WI Supreme Court Justice

Nancy Hernandez

President, Hispanic Collaborative

Kelly McShane

Retired School Psychologist

Dr. Janis M. Orlowski

Chief Health Care Officer, Association of American Medical Colleges

Amy Ford Souders

Principal & Director, Cornerstone Government Affairs

Peggy Troy

President and CEO, Children's Wisconsin

Chris Woleske

President and CEO, Bellin Health

STEERING COMMITTEE

Peggy Armstrong

Executive Vice President, Town Bank

Krista Brookman

Senior Director, Northwestern Mutual

Patty Cadorin

Retired, BMO Harris Bank

Laurie C. Frey

Senior Manager, Kohl's, Inc.

Margo Loeb

Global Executive and Board Director

Molly Madonia

Corporate Counsel, GMR Marketing

A Special Thank You to All of Tonight's Sponsors...

ENGAGE

BMO  **Harris Bank**

GODFREY KAHN S.C.

**MILWAUKEE
BUSINESS JOURNAL**

Quarles & Brady **LLP**



**MARQUETTE
UNIVERSITY**

Association of Marquette University Women

LEAD

Andrus Intellectual Property Law, LLP

Baird

Deloitte

gener8tor

Johnson Financial Group

Kohl's

*Medical College of Wisconsin, Center for the
Advancement of Women in Science and Medicine*

Michael Best & Friedrich

Milwaukee Women inc

Molson Coors

Northwestern Mutual

Professional Dimensions

PwC

Town Bank

von Briesen & Roper, s.c.

We Energies Foundation

SUPPORT

Gass Turek, LLC

Goldman Sachs Ayco Personal Financial Management

Hennessy & Roach, P.C.

Nancy Hernandez

Loebl Family

PNC

SmithAmundsen, LLC

TEMPO

Wisconsin LGBT Chamber of Commerce

YWCA of Southeast Wisconsin

Zazell Staheli Cummings, DDS

IWL LEADERSHIP TEAM

Andrea Schneider, JD
Director & Professor of Law

Debra Oswald, PhD
Co-Director & Professor of Psychology

Jennica Webster, PhD
Co-Director & Associate Professor of Management

Sarah Camp, MCE
IWL Coordinator

Karalee Surface, PhD
WIN Coordinator



IWL STUDENT INTERN TEAM & SUPPORT STAFF

2021–2022 Intern Cohort

Lauren Katayama, Events Intern
Senior—College of Arts & Sciences, majoring in Political
Science and Criminology

Maggie Kemp, Website Intern
Senior—College of Arts and Sciences, majoring in Mathematics and
Environmental Studies

Olivia Qualls, Design Intern
Senior—College of Business Administration, majoring in Marketing,
minoring in Graphic Design from the Milwaukee Institute of Art & Design

Gabriella Santamaria, Brand Building Intern
Junior—College of Communication, majoring in Advertising,
minoring in Public Relations

Joanna Gao, Gala Intern
Sophomore—College of Health Sciences, majoring in Biomedical
Sciences, minoring in Culture, Health, & Illness

Stella Quinlan, Gala Intern
Sophomore—College of Communications, majoring in Advertising,
minoring in Graphic Design from the Milwaukee Institute of Art & Design

Video Editor & Producer

Ben Linzy
PhD Candidate in History

Past Interns

Kristen Carter, WIN Intern
Natalie Moe, Website Intern
Esabeau Neale, Brand Building Intern
Yaidelise Neris, Events Intern
Damaris Zita, Brand Building Intern

IWL ADVISORY COUNCIL

Peggy Armstrong

Executive Vice President, Town Bank

Aliah Berman

Chief Diversity Officer, TWBA\North America

Barbara Boxer

Managing Director, Belle Capital LP

Krista Brookman

Senior Director, Northwestern Mutual

Ann Buckingham

Chief Commercialization & Strategy Officer, CreateMe

Patty Cadarin

Retired, BMO Harris Bank

Jennifer Finger

Industry Consultant - KKR Talent, KKR & Co., Inc.

Laurie C. Frey

Senior Manager, Kohl's, Inc.

Margo Loebel

Global Executive and Board Director

Claire Rolfs

President, Thomas J. Rolfs Foundation

Eliza Rolfs

Senior Marketing Manager, Spartan

Jamie Yu

Senior Staff Counsel, Fiserv

PAST ADVISORY COUNCIL MEMBERS

Jean McKiernan

Managing Director, Dovetail Consulting

Erin McKone

Chief Financial Officer, Guy & O'Neill

Steven Stall

Inclusive Workplaces Consultant

Katie Weber

CEO, Weber Household

Michael Weber

Founder & CEO, ISCorp

IWL FACULTY ADVISORY COUNCIL

Marie Bement, PhD

Physical Therapy

Ayleen Cabas-Mijares, PhD

Journalism & Media Studies

Alexandra Crampton, PhD

Social & Cultural Sciences

Kristen Foster, PhD

History

Sandra Hunter, PhD

PT & Exercise Science

Claire Kirchhoff, PhD

Biomedical Sciences

Paula Papanek, PhD

Physical Therapy

Melissa Shew, PhD

Philosophy & CTL

Sarah Wadsworth, PhD

English

Tara Baillargeon, EdD

Interim Dean of Libraries

Lilly Campbell, PhD

English

Kristina Thomas Dreifuerst, PhD

Nursing

Heather Hlavka, PhD

Social & Cultural Sciences

Jody Jessup-Anger, PhD

Education

Lezlie Knox, PhD

History

Kathleen Rehbein, PhD

Business Management

Rosemary Stuart, PhD

Biological Sciences

Amber Wichowsky, PhD

Political Science

BLACK WOMEN'S LIVES: STRENGTH WITHIN INTERSECTIONALITY



What did we study?

- Sample of 89 Milwaukee Black Women
- Collected Life Story Interviews and Surveys
 - Psychosocial Wellness
 - Microaggressions
 - Stress and Trauma
 - Generativity
 - Intersectionality
 - Race/Ethnicity/Sex/Gender
- Community Engaged
- Partnered with 3 Non-profits

What did we learn?

- How the themes from the life story low points relate to indices of mental health and wellness
- How quantitative measures of generativity relate to the way women tell their life story
- How episodes of discrimination in one's life and experiences of Microaggressions relate to psychosocial wellbeing

Who are we?

Ed de St. Aubin Ph.D. Psychology Faculty
 Karen Robinson Ph.D. Nursing Faculty
 Alexi Colburn M.S. Doctoral Candidate
 Jessica Krukowski M.S. Doctoral Candidate
 23 Marquette Undergraduate Students

Why does this matter?

- Uplifting the voices of a group who has been underrepresented in scholarship
- Findings will help to shape the programs offered by three non-profit partners
- Provide Marquette students opportunities to engage in social justice research

What's next?

- Investigations are ongoing and data analysis continues
- Implementing findings through non-profit programming

CELEBRATING WOMEN OF STRENGTH

DECOLONIZING THE ARCHIVES YNÉS MEXIA'S DIGITAL DATABASE OF MEDICINAL PLANTS

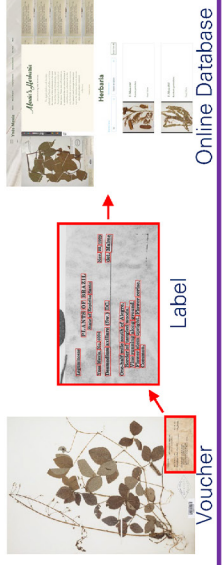


What did we study?

- Automatically extracted information from hundreds of Mexia's vouchers using artificial intelligence methods
- Leveraged Mexia's system to structure the data and populate a database
- Classified the vouchers according to use as medicinal, food, or spices
- Created the *ynesmexiadatabase.com* website

What did we learn?

Hundreds of Mexia's voucher remains **unknown**. The plant description on **Mexia's voucher** indicate the **traditional use** of the plants. Machine learning is becoming a feasible tool to extract **old typewriter** information from Mexia's label vouchers.



Voucher

Online Database

Who are we?

- Michelle Medeiros, Assistant Professor of Spanish & Latin American Studies, Marquette University
- Denise Edringer, Professor of Pharmacognosy, Vila Velha University
- Henry Medeiros, Associate Professor of Agricultural & Biological Engineering, University of Florida
- Reza Mozhdzhi, PhD Candidate, Electrical and Computer Engineering, Marquette University (now with Brady Corp.)
- Beatriz Pires, PhD Candidate, Pharmacognosy, Vila Velha University

Why does this matter?

- Digital technologies enable the understanding of archival collections from a decolonial perspective
- Furthers our understanding of the relationship among women scientists, local communities, and knowledge production
- Develop a counter-narrative to the invisibility of women in science

What's next?

- Process remaining 2000+ vouchers Mexia prepared
- Compare and contrast indigenous knowledge present in her vouchers with well-known collectors
- Establish relations among plant information, indigenous knowledge, and scientifically established plant uses and properties



CELEBRATING WOMEN OF STRENGTH

AN EARLY INDEX OF RISK FOR ALZHEIMER'S DISEASE (AD) IN WOMEN: ADVANCED EEG ANALYSIS OF COMPLEX SENSORIMOTOR FUNCTIONING



What did we study?

How do healthy women and men differ on a challenging motor task and related brain activity

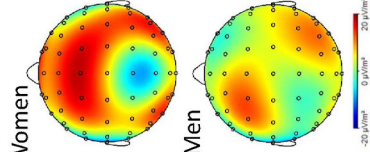
- "Catch" a moving target; inhibit movement
- Frontal-cerebellar brain networks using EEG
- Tap *earliest* brain changes signaling decline

Hypothesis: Greater brain activity in older age, with women > men

Goal: Early index of future cognitive decline/AD

What did we learn?

- 5 women, 6 men (age_{avg}=47; 25-75)
 - Performed task comparably
- Women had greater frontal brain activity (**red**) when inhibiting movement ("stop-signals")
 - Greater at older age
- Women's brains worked harder to do the same task



Who are we?

Dr. Kristy Nielson, Psychology and Neuroscience
Dr. Leigh Ann Mrotek, Biomedical Engineering
Dr. Robert Scheidt, Biomedical Engineering
Dr. Scott Beardsley, Biomedical Engineering
E. Paitel, C. Otteman, S. Evans, Ph.D. students
R. Bhasin, H. Licht, Undergraduate students

Why does this matter?

- Women have a **2x** AD risk, not due to longevity
- Interventions after diagnosis are ineffective
- An early, pre-symptomatic '*warning signal*' of risk for cognitive decline would allow targeted intervention, especially in women, *before* symptom onset, when most likely effective

What's next?

- More data needed with genetic AD risk
- Revise, resubmit grant ...
- Determine the best '*warning signal*'
- Identify candidates to test interventions
 - Reduce cognitive decline!
- Scan codes to visit us for more info

AIM



NMCI



CELEBRATING WOMEN OF STRENGTH

EMS HEALTH CARE REPORTING & ANTI-HUMAN TRAFFICKING EFFORTS



What did we study?

What tools do Emergency Medical Services (EMS) providers currently use to screen patients for human trafficking?

- There are current gaps in communication between EMS in the field to the Emergency Department. Where do these gaps exist and what content is being consistently lost?
- This project explores whether revisions in EMS training and reporting policies could help improve the identification of victims and create more opportunities for intervention.

What did we learn?

- In the process of our collecting our research and sending out surveys
- When working with victims of human trafficking, the rhetoric we use and how we communicate with patients can impact the decisions healthcare providers can make

Who are we?

Radhika Dua

Senior at Marquette majoring in Biomedical Sciences, and currently in an accelerated dual degree program for a Masters in Global Health and Equity at the Medical College of Wisconsin.

Elizabeth Angeli, Ph.D.

English Professor at Marquette University, she specializes in technical communication and the rhetoric of health and medicine.

Why does this matter?

- 28% to 50% of trafficking victims in the United States encountered health care professionals while in captivity, but were not identified and recognized (Grace, *et al*)
- Patients with critical conditions are often treated by multiple providers which is where communication becomes crucial.

What's next?

- Finish conducting surveys
- Start follow up interviews with the Emergency Department and First Responders

CELEBRATING WOMEN OF STRENGTH

FIRST-GENERATION IMMIGRANT/REFUGEE MUSLIM WOMEN'S PRAYER AND MINDFULNESS IN RELATION TO MENTAL HEALTH



What did we study?

Research Questions:

- What is the role of mindfulness in prayers?
- How the prayers help them cope with stress?

Background

- Muslim women's life challenges
- Religious discrimination
- Social stigma
- Lack of research on the relationship between prayer rituals and mental well-being of Muslim women in the U.S.

What did we learn?

- 4 themes:
- Mindful prayers
 - Help build community
 - Promote well-being
 - Increases faith
 - Encourages intentional awareness

Who are we?

Karise A Callender, PhD., LPC, SAC, Assistant Professor, Counselor Education and Counseling Psychology



Lee Za Ong, PhD, LPC, CRC Assistant Professor, Counselor Education and Counseling Psychology



Enaya Othman, PhD, Associate Professor of Arabic, Languages, Literatures, and Cultures

Why does this matter?

- Utilize Islamic religiosity or spirituality to promote mental well-being
- Collaboration with the Muslim leaders to provide holistic care
- Muslim mindful prayers can be a natural health method and culturally responsive approach for mental health promotion

What's next?

- Post-pandemic study using in-person format
- Explore within group differences

CELEBRATING WOMEN OF STRENGTH



GENDER & LOCAL POLITICAL COMMUNICATION ABOUT COVID-19



What did we study?

We leverage over 100,000 tweets posted by U.S. mayors between March 1, and December 31, 2020, to examine gendered differences in political communication during the pandemic.

Research Question: *Are women mayors more likely to reference public health experts and information in their social media communications about COVID-19?*

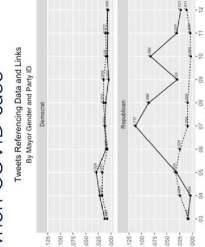
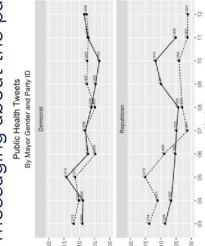
Research Background:

- Women's leadership style more likely to focus on social wellbeing (Fioramonti, et al., 2020)
- Women more risk-averse (Cronson & Gneezy, 2012)
- Women less likely to endorse conspiracy theories about COVID-19 (Cassese, Fairhart, and Miller, 2020)
- Women more likely to wear masks (Haischer, et al., 2020)
- Women leaders less hesitant to enact measures recommended by public health experts (Coscieme, et al., 2020)



What did we learn?

- Women mayors were more likely to reference public health experts and expertise in social media messaging about the pandemic when COVID case rates were high.
- Women mayors, but especially Republican women, were more likely to reference public health data in their tweets.



Who are we?

Ayleen Cabas-Mijares, PhD, Assistant Professor of Journalism and Media Studies

Amber Wichowsky, PhD, Associate Professor of Political Science

Research assistants:

Kaley Gilbert & Riley McAdams

Why does this matter?

- Benefits of leading with science in a public health crisis (Kahn, 2020)
- Crisis communication affects individual and collective behavior as well as public trust (Whittle, et al., 2015).
- Media focused on political actors, not public health experts (Hart, et al., 2020).

What's next?

- What explains these gendered differences?
- Leadership style?
- Perceptions of legitimacy?
- Partisan differences in how seriously constituents were taking COVID precautions?

CELEBRATING WOMEN OF STRENGTH

GLOBAL VOICES FROM THE WOMAN'S BUILDING LIBRARY



What did we study?

The 1893 Chicago World's Fair featured a historic library of nearly 8,000 volumes of writing by

women. Over 3,000 of these items were written by women outside the United States and gathered

by committees of women in 23 participating countries, ranging from Europe to the Middle East to South America. Feminist scholars specializing in different national traditions are currently analyzing subcollections contributed by 11 countries, including Turkey, Peru, Spain and Great Britain.

What did we learn?

Each chapter will extend the understanding of women's contributions to the world's literary, scientific and other publications. Individual chapters will reveal the distinctiveness of women's culture and contributions within specific national traditions. Analysis across drafted chapters is beginning to reveal intersections and synergies between discrete subsets of texts.



Who are we?

This book project is coedited by Sarah Wadsworth (Marquette, English) and Marija Dalbello (Rutgers, Library and Information Studies). Authors of the 12 chapters include Jackielee Derks (Marquette, English) and Enaya Othman (Marquette, Languages, Literatures and Cultures).

Why does this matter?

Completed analysis will heighten understanding of the beginnings of the transnational movement to protect women's rights across the globe as well as cultural and regional differences. Both aspects are crucial to preserving and understanding the history and safeguarding the future of women's rights.

What's next?

Contributors are currently conducting analysis and drafting chapters. *Global Voices from the Woman's Building Library: Feminisms, Transnationalism and the Archive* is under contract with Palgrave Macmillan with a submission date in autumn 2022.

CELEBRATING WOMEN OF STRENGTH

HOW THE FEMALE BRAIN ENCODES THREAT



What did we study?



Women are more than twice as likely as men to develop PTSD after a traumatic event (even when controlling for trauma type).

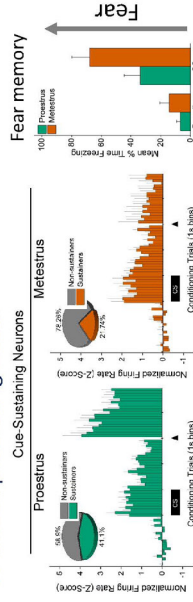


...but we don't know why, and we have a poor understanding of how the female brain responds to threatening situations.

We examined how female rats learn about fearful situations and how brain responses to threat-related stimuli change based on ovarian hormone state.

What did we learn?

Ovarian hormones change the way brains respond to threat-predicting cues.



During elevated hormone states, neural activity in the prefrontal cortex is more reactive to threat-related stimuli and the memories formed are less fearful.



Who are we?

The Gilmartin Lab

Marieke Gilmartin, Ph.D.
Robert Twining, Ph.D.
Matthew Herbst, MU Grad Student
Matt LaViola, MU Alum, now technician
Regan Franzen, MU Undergraduate

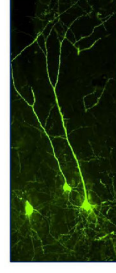
...and more!

Why does this matter?

- Ovarian hormones may be protective in the face of threat.
- Can we leverage sex differences to identify new treatment targets?

What's next?

We will image brain cells in action during learning to identify novel brain circuits in how males and females make new memories.



CELEBRATING WOMEN OF STRENGTH

INTIMATE PARTNER VIOLENCE SCREENING



What are we studying?

Our question: How do we improve primary health care recognition and referral for help of women facing intimate partner violence (IPV)?

Background: IPV is a preventable public health problem, which has been worsened with isolation at home during COVID-19.

Currently: We are reviewing over 1,500 article abstracts to discover what screening processes and facilitators and barriers to screening.

What are we learning?

- IPV is a healthcare concern that is not often discussed at provider visits.
- A significant need exists for improvement of screening processes among health care settings.
- Provider awareness regarding screening processes needs to be raised.



Who are we?



Dr. Linda Piacentini
Associate Professor



Tara Neylon
Junior, Nursing Public Health & Equity Fellow



Alissa Fial
Research & Instruction Services Librarian

Dr. Teresa Jerofke-Owen
Assistant Professor

Why does this matter?

- 40% of US women experience IPV in their lifetime (Smith, *et al*, 2017).
- Most referrals for help to Sojourner Family Peace Center come from law enforcement.
- Understanding current practices can lead to recommendations for improved screening.

What's next?

- Identify best screening practices based on knowledge gained from the literature search
- Clinical and Translational Science Institute of Southeastern Wisconsin partners will recommend and evaluate implementation of new processes at local health care clinics.

CELEBRATING WOMEN OF STRENGTH

LAW FIRM EQUITY INITIATIVE 2021



What did we study?

- In 2020, IWL launched the Law Firm Equity Initiative ("LFEI") to make transparent the number of women in leadership in the Milwaukee legal community. The 2021 LFEI tracks compliance with this progress.
- The study was sent to 49 law firms in the Milwaukee area that employ ten or more attorneys, including at least one female attorney.
- The data reflects contributions from the 32 law firms that participated, a 65 percent response rate.
- The survey asked a variety of questions about demographics at the firms, including progression, rank, compensation, and leadership roles.
- Below, we highlighted key statistics from this year's study. Please refer to our full report for more information.

What did we learn?

Female Attorney Representation by Years of Service

Survey Year	<5 Years	5-9 Years	10-14 Years	15+ Years
2021	45.6%	37.6%	30.3%	19.0%

Female Attorney Representation by Leadership Role

Survey Year	Non-Equity	Practice Group Leader	Compensation Committee	Hiring Committee	Firm Board	Top 20% of Earners
2021	37.2%	21.8%	28.0%	40.6%	28.1%	16.0%

Who are we?

Hannah Chin is a third-year law student at Marquette University Law School. Hannah is a Research and Teaching Assistant to Andrea Kupfer Schneider, IWL Director and Professor of Law. Upon graduation, Hannah will join von Briesen & Roper, s.c.

Abigail Bogli is a third-year law student at Marquette University Law School. Abigail is a Research Assistant to Andrea Kupfer Schneider, IWL Director and Professor of Law. Upon graduation, Abigail will join Quarles & Brady LLP.

Why does this matter?

- While the representation of women in the legal profession is growing, statistics on women in law firm leadership have barely increased in the past two decades.
- Our research prioritizes transparency as a first step toward accountability for law firms and access to information for female attorneys.

What's next?

- Hannah plans to pitch the LFEI to the State Bar of Wisconsin, promoting statewide research.
- Hannah, Abigail, and Professor Andrea Schneider plan to write a corresponding law review article.
- The team hopes that the LFEI expands nationwide, demonstrating over time how candid conversations and innovative reform can empower female attorneys.

CELEBRATING WOMEN OF STRENGTH

PANDEMIC ALTERS INTERPERSONAL RELATIONSHIPS



What did we study?

What relationship changes were noted by women and men \geq 3 months after COVID-19 infection?
 Background: Pandemic changed lifestyles with limited frequency and location of social interactions due to lockdowns, work/ school closures, event cancellations, and social distancing.

Participants: 35 COVID survivors interviewed

- 71% female
- 9% Hispanic
- 94% White
- 3% Asian
- 3% unreported



What did we learn?

	Impacts on Interpersonal Relationships
Isolation	<ul style="list-style-type: none"> • Limited in-person social interactions (-) • More time with family (+/-)
Work/School Stress	<ul style="list-style-type: none"> • Loss of balance & defined boundaries between work/school and home (-) • Loss of transition time with working from home (-)
Social Support Systems	<ul style="list-style-type: none"> • Support within household family units (+) • Women: disrupted friend/extended family relationships due to differing opinions on safety measures (-) • Women: were stressed by pandemic changes due to fear of safety of family (-)

Who are we?

Hannah Barbosa, Student Lead: Senior Undergraduate Honors Student, Nursing, Public Health & Equity Fellow
 Linda Piacentine, Faculty Lead: Associate Professor, Nursing
 COVID Survivors Study Team: Marquette University undergraduate/graduate students, and faculty across Exercise Science, Physical Therapy, and Nursing.



Why does this matter?

- > 74 million COVID cases in US since 2020
- Pandemic lifestyles altered relationships and ways of connecting with others.
- Increased need for mental health assessment and interventions to address feelings of stress and balancing of in-person vs. online relationships

What's next?

- Continue gathering data on relationships during a pandemic.
- Community-based studies focused on broadening demographics.



CELEBRATING WOMEN OF STRENGTH

THE PERSEPHONE PROJECT



What did we study?

- How can we **advocate** for those traditionally and currently excluded from intellectual life?
- How can we **amplify** the voices of those who tackle big philosophical questions in fresh ways?
- How can we **adore** all who aim to contribute to meaningful ideas?

What did we learn?

We discovered new voices, amplified unconventional projects, and brought together **beautiful ways of seeing the human condition.** As a team of faculty and recent graduates, we curated and created a wide variety of resources connecting to three big philosophical topics:

- Identity
- Meaning
- Truth



Who are we?

- Melissa Shew, Faculty Lead
- Emily Berens, Graphic Designer
- Tamia Fowlkes, Journalist & Content Creator
- Christina Keyser, Content Creator & Curator
- Lily Pickart, Artist & Content Creator
- Kal Yelle, Filmmaker & Content Creator

Why does this matter?

A key part of being human lies in being engaged as **knowers** and **seekers** in our lives and the world. When women and nonbinary people are excluded from intellectual life, everyone suffers. Creating spaces that celebrate excluded voices about life's biggest questions contributes to everyone's **intellectual joy.**

What's next?

- Outreach to educators, students, and all interested to **curate and create content** for thepersephoneproject.org
- Continue scholarly work on **epistemic joy**

The Persephone Project

CELEBRATING WOMEN OF STRENGTH

PHYSIOLOGIC DIFFERENCES BETWEEN FEMALE AND MALE COVID-19 SURVIVORS

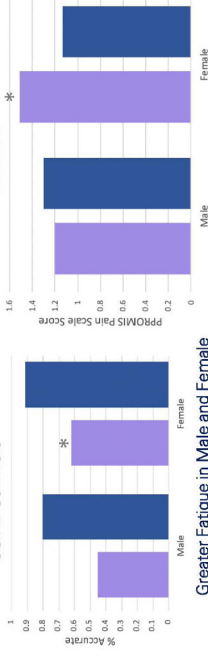


What did we study?

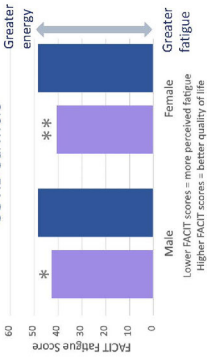
- The long-term effects of COVID-19 on physical ability, pain perception, and well-being and the differences between males and females
- 103 participants, 73 females, 20 males
- 70 COVID survivors, 7.6 mo since initial illness
- 33 controls

What did we learn? (Preliminary Findings)

Loss of Taste in Male and Female COVID Survivors



Greater Fatigue in Male and Female COVID Survivors



Greater energy
Greater fatigue



AS RESEARCHERS WE VALUE



- ## Why does this matter?
- >70 million cases and >880,000 deaths in the United States (CDC.gov)
 - Over 50% of people have lingering symptoms. (Groff, et al. 2021)
 - Women are more impacted by long COVID.
 - A better understanding of how COVID-19 affects the general population will help inform best practices for rehabilitation.

What's next?

- Partnering with United Community Center (to broaden demographics)
- Applying for NIH funding



CELEBRATING WOMEN OF STRENGTH

REPRESENTING WOMEN'S DISPLACEMENT FROM THE MARGINS IN VITTORIO CORCOS'S ANNUNCIAZIONE AND SOGNI



What did we study?

We studied the intersectional relationship between Jewish, male artist, Vittorio Matteo Corcos (recently emancipated) and his Catholic, woman, model/lover Elena (not yet emancipated). Corcos depicts women who resist Liberal Italy's patriarchal, normative discourse by transgressing all conventions at the turn of the twentieth century. As Italian Jews were required to live in the "third space," a hybrid space between Judaism and Catholicism, so were women required to live in-between the margins (as subjects) and the center of the nation (as mothers). In the "third space" marginalized people can create new alliances to resist and transgress the oppression of hegemonic discourses.

What did we learn?

Cross-analyzing Corcos's and Elena's intersectionality has proved to be particularly productive as it lays bare the different axes of oppression and how differently and/or similarly affect both the artist and his model, both representing marginalized groups within Liberal Italy. By expanding beyond the categories of gender, class, and ethnicity, my paper also explores the gendered ax male artist/female model to theorize that the latter shares in the artist's creative power and, thus, in his transgression of normative discourses.



Sogni

Who are we?

Giordana Poggioli-Kaftan, PhD, Adjunct Assistant Professor of Italian, Marquette University
 Abi Benjamin, Research Assistant
 Maryn Schaufbauer, Research Assistant

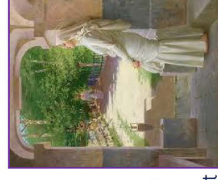
Why does this matter?

Corcos engages in art by creating points of resistance along with the ethnicity and gender axes of oppression. This artistic operation speaks to Foucault's notion that any hegemonic discourse generates resistance within itself. Normative discourse and resistance to it work together in Corcos's art, fracturing conventions. In both paintings, the depictions of women transgress the pictorial conventions of that time thus resisting Italy's patriarchy. It matters because it shows how art's highly symbolic code allows for alliances to be created to resist a country's hegemonic power when and where a written code cannot still do it.

What's next?

After this project, I changed subjects—going from art to the Mafia's resistance through Children's Literature. I changed topics because I have been teaching a class on "Literary and Filmic Interpretations of Mafia and Anti-mafia," and Dr. Umberto Santino, the director of the major anti-mafia center in Palermo, Sicily, asked me to collaborate with him in creating a digital archive on US scholarly literature on Sicilian Mafia and anti-mafia.

Annunziatazione



Giordana Poggioli-Kaftan, PhD, Adjunct Assistant Professor of Italian, Marquette University

Abi Benjamin, Research Assistant

Maryn Schaufbauer, Research Assistant

Why does this matter?

Corcos engages in art by creating points of resistance along with the ethnicity and gender axes of oppression. This artistic operation speaks to Foucault's notion that any hegemonic discourse generates resistance within itself. Normative discourse and resistance to it work together in Corcos's art, fracturing conventions. In both paintings, the depictions of women transgress the pictorial conventions of that time thus resisting Italy's patriarchy. It matters because it shows how art's highly symbolic code allows for alliances to be created to resist a country's hegemonic power when and where a written code cannot still do it.

What's next?

After this project, I changed subjects—going from art to the Mafia's resistance through Children's Literature. I changed topics because I have been teaching a class on "Literary and Filmic Interpretations of Mafia and Anti-mafia," and Dr. Umberto Santino, the director of the major anti-mafia center in Palermo, Sicily, asked me to collaborate with him in creating a digital archive on US scholarly literature on Sicilian Mafia and anti-mafia.

CELEBRATING WOMEN OF STRENGTH

RESISTING MAFIA THROUGH CHILDREN'S LITERATURE



What did we study?

- How children's understanding of the Mafia can be affected through children's literature
- Civil society's effort in the creation of a culture of lawfulness for children
- We analyze children's literature and its efficacy in changing the culture surrounding organized crime
- Ethics of exposing children to the dangers of criminal organizations
- Do female writers deal with the education of lawfulness in different ways than their male counterparts?
- How do anti-Mafia children's books portray the heroes' gender?

What did we learn?



Through books such as *Chimamì Solo Danilo*, we create the tools to develop a more effective strategy in combatting Mafia.

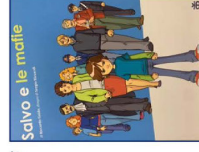
Danilo Dolci, an Italian educator, poet, and Anti-Mafia activist



What's next?

Further analyze of children's books such as:

- *La Mafia Spiegata ai Bambini* by Marco Rizzo and Lelio Bonaccorso
- *Salvo e le Mafie* by Riccardo Guido
- *Mio padre è un Uomo D'onore* by Martina Zaninelli



Who are we?

Giordana Poggjoli-Kaftan, MA in Languages, Literatures, and Cultures & Ph.D. in Modern Studies, University of Wisconsin-Milwaukee; Adjunct Assistant Professor of Italian, Marquette University
McKenzie Quillin – Research Assistant
 Marquette University – Junior Major: Political Science Minor: Italian; Law & Society
Woodrow Anderson – Research Assistant

Why does this matter?

- Mafia has existed within Sicily for over a century
- Mafia is a cultural entity just as much as a criminal one
- Mafia grows in numbers and strength by implanting itself into the local culture.
- Anti-mafia efforts during the late 1900s-present day have been able to begin fighting the culture of the Mafia

CELEBRATING WOMEN OF STRENGTH

RESTORATIVE JUSTICE IN MOVEMENT (RJM): EMBODIMENT, HEALING, & GENDER EMPOWERMENT

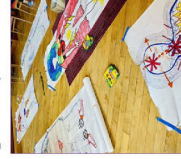


What did we study?

RJM is an interdisciplinary, community collaboration to study the embodied nature of gendered trauma, empowerment, and healing.



Pilot workshops with BIPOC women, nonbinary participants, their children, and our team in Brazilian Jiu-Jitsu, powerlifting, yoga, and rock-climbing, body-mapping, storytelling, journaling, reflection, & interviews



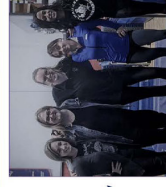
What did we learn?

- Misogyny and racism: Athletic spaces are not safe or welcoming. Inclusive gym practices and trauma-informed training is essential.
- Trauma is connective tissue: It is intergenerational, shared, and reproduced by systems of power.
- Embodied healing moves *at the speed of trust*.
- Intersectional, gendered, and trauma-informed approaches are critical to **restorative justice** work.

Who are we?

Noelle Brigden, Associate Professor of Political Science; **Heather R. Hlavka**, Associate Professor of Criminology/Law Studies; and **Jennifer Ohlendorf**, Assistant Professor of Nursing, (Marquette University);

Amber Tucker, Assistant Professor of Sociology, (Cardinal Stritch University); **Madeline Wright**, Social Worker and RJM Coordinator; **Emilio De Torre**, Director, *Mke Turners*



Why does this matter?

Women, nonbinary folk, and youth are excluded from programs addressing systemic harms, oppression, marginalization, violence, and mass incarceration because they are not safe and do not specifically address gender, trauma, and the body.

What's next?

- Continuing embodied workshops for new cohorts
- Sustaining the community members and mentors
- Sustaining **Feminist Power Hour**: A safer athletic space for women and nonbinary folk guided by trauma-informed MU exercise science interns

CELEBRATING WOMEN OF STRENGTH

SEX DIFFERENCES IN SEASONAL NEURAL CIRCUITS



What did we study?

Neural mechanisms involved in seasonality

- Mood disorders vary with the seasons.
- Recurrent light-driven disease.
- Higher risk for women.



Here we study how light remodels brain circuits and the role of a novel neuropeptide in both males and females.

What did we learn?

- Light activates a reserve pool of SST cells in the brain.
- Loss of SST increases behavioral sensitivity to seasons.



Who are we?

We are neuroscientists in Biomedical Sciences studying plasticity and sex differences in neural circuits that serve as our daily clock and annual calendar.



Deborah Joye, ABD



Jennifer Evans, Ph.D.



Alex Savtchouk, Ph.D.

10 MILLION
Seasonal affective disorder is a major depressive disorder that affects 10 percent to 20 percent of Americans. Another 10 percent to 20 percent may have mild SAD.

Four out of five people who have seasonal depression are women



lab website

What's next?

We will continue to investigate neural mechanisms of seasonality and light responses in both sexes.

CELEBRATING WOMEN OF STRENGTH

THE SEXUAL EDUCATION OF CATHOLIC YOUNG WOMEN



What did I study?

An Ethnographic Study of the Gender Messages in Catholic Sexuality Education

Research Questions:

- *What are Catholic educational environments in the U.S. teaching young women and girls about their gender identity and sexuality?*
- *How have these messages affected their relationship with God, self, and others?*

What did I learn?

13 participants: Catholic women ages 18-25 from Marquette University

Major Themes in Catholic Sexual Pedagogy	
<ul style="list-style-type: none"> - Gendered emphasis on modesty and purity - Sexual expression restricted to virginity and motherhood 	<ul style="list-style-type: none"> - Scare-tactics prevalent in abstinence-only sexual education - Lack of technical/descriptive information about sex and sexuality
<ul style="list-style-type: none"> - The Church's teaching on homosexuality - Lack of leadership positions for women in the Church 	<ul style="list-style-type: none"> - Absence of sexual violence prevention education in Catholic curricula impacted their psychological, emotional, and spiritual health.

Participants expressed frustration about:

What's next?

I will be integrating the findings of this research into forthcoming articles and projects. I am currently working with a research team to create a sexual violence prevention workshop for teens at two Catholic parishes in Milwaukee.

www.magdaleneccircle.org



CELEBRATING WOMEN OF STRENGTH

U.S. MOTHERS DURING THE COVID-19 PANDEMIC: EXPERIENCES AND WELL-BEING



What did we study?

Mothers have experienced a disproportionate amount of stress during the COVID-19 pandemic.

- Increase in home labor and decrease in help (with schools/daycares closed).
- Higher rates of unemployment.

This study sought to investigate 250 mothers' (with children <18 years of age) experiences during the COVID-19 pandemic. This includes work and home experiences and mothers' and children's psychological well-being.

What did we learn?

Preliminary analyses found that mothers who became unemployed or worked part-time during pandemic had low crisis support and the highest levels of anxiety and depression.



Who are we?

Astrida Sėja Kaugars, Ph.D. is an Associate Professor of Psychology. She studies families and children with chronic illness.

Debra L. Oswald, Ph.D. is a Professor of Psychology and Co-Director of IWL. Her research focuses on gender-related issues.

Why does this matter?

- It is imperative that businesses and governments find ways to support mothers and children, especially during times of stress.
- Mothers' reported stress and well-being has important implications for family functioning and children's mental health and well-being.

What's next?

- What factors provide working mothers strength to deal with adversity?
- What structural or employment factors are associated with better outcomes for working mothers?
- What could be done to help families?

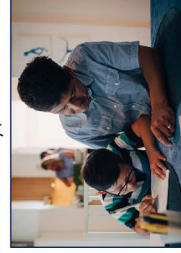
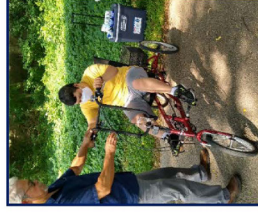
CELEBRATING WOMEN OF STRENGTH

UNDERSTANDING THE RESPITE CARE EXPERIENCE OF LATINX FAMILIES OF CHILDREN WITH SPECIAL HEALTH CARE NEEDS (CSHCN)



What did we study?

- Respite care needs of Latinx families of CSHCN
 - CSHCN: Children with Special Health Care Needs
 - Respite care: provides a "break" from caregiver duties (provided by family, friend, or government/community agencies)
- Community-based qualitative study
- Partnership with PADRES E HIJOS EN ACCIÓN, a non-profit organization that supports Latinx families of CSHCN in Dane County, WI
- Perform in depth, one-on-one interviews with parents in English or Spanish via Teams



What did we learn?

- Our project is ongoing.
- We are still in the process of collecting our data.
- We plan to utilize the results to inform the development of culturally and linguistically appropriate respite care interventions.

Who are we?

Kim Whitmore, PhD, RN, CPN, Assistant Professor—a dedicated researcher promoting family self-management in families of CSHCN, through a health equity lens

Katie Baeza, RN, Research Assistant

Alexis Ruffi, IWL Public Health and Equity Fellow

Why does this matter?

- Prevalence of unmet respite needs = 2x greater in Latinx families (compared to non-Hispanic white families)
- Cultural and linguistic barriers → gap in resources for racial and ethnic minorities
- Respite care can improve caregiver and family outcomes.

What's next?

- Describing the experience of Latinx parents caring for CSHCN
- Determining and improving facilitators while eliminating barriers to use of respite care services experienced by Latinx parents
- Providing informed recommendations for public policy

CELEBRATING WOMEN OF STRENGTH

WAGES & SEXUAL ORIENTATION



What did we study?

- Research Question: Are there differences in spousal returns to schooling between same-sex and opposite-sex couples?
- Labor market experiences differ for gays/lesbians versus heterosexuals
- Household experiences differ for same-sex versus opposite-sex couples

Who are we?

Nicholas A. Jolly, Ph.D.
Associate Professor of Economics

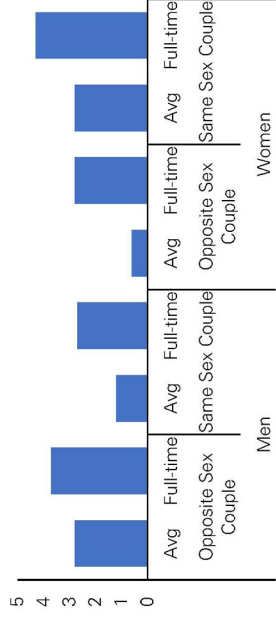
Caroline D. Short
BS Applied Mathematical Economics
Supply Chain Analyst, Medicine

Why does this matter?

- Cross productivity is very important in household
- Implications for economic/income inequality

What did we learn?

Percent Return to Spousal Education



What's next?

- International differences in returns to spousal schooling for women
- Differences in returns to spousal schooling for native versus immigrant women

CELEBRATING WOMEN OF STRENGTH

WHEN 'SAFER AT HOME' IS NOT ACTUALLY SAFE— WORKPLACE EFFECTS & IMPACTS

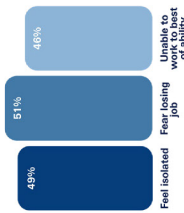


What did we study?

The impact of the COVID-19 pandemic on the employment experiences of domestic violence survivors. Working with the Sojourner Family Peace Center and the Milwaukee County Courts, researchers conducted phone interviews with 56 employed domestic violence survivors to better understand the impact of the pandemic on their work-related experience.

What did we learn?

SOJO Victim Responses



While working from home, an overwhelming number of domestic violence survivors experienced:

- A greater number of domestic violence incidents
- More workplace stress from the partner
- A worse state of mental health
- Higher levels of absenteeism

Workplace Strategies

- Workplace flexibility policies
- Informal supports
- Counseling
- Information resources
- Human Resources
- Employee Assistance Programs

Outcomes

- More positive outlook
- Greater drive to achieve goals
- Better mental health
- Stronger workplace performance
- Lower rates of absenteeism
- Better workplace performance

Who are we?

Vlada Snyder, MBA candidate
Jennica Webster, PhD, MU Management Professor
Andrea Schneider, JD, MU Law Professor
Erin Schubert, Sojourner Family Peace Center
Sarah Camp, IWL Coordinator
Karalee Surface, WIN Coordinator
Olivia Qualls, IWL Design Intern
Gabriella Santamaria, IWL Brand Building Intern
...plus, a larger team of Faculty Researchers & Student RAs!

Why does this matter?

Domestic violence is a pervasive and severe issue that impacts many employers. Some of the detrimental ways it shows up at work include:

- Workplace safety and security
- Employee productivity and performance
- Healthcare issues for survivors
- Economic impact for survivors

By taking action workplaces can prevent domestic violence, protect their employees, and properly intervene when necessary.

What's next?

The team would like to examine the long-term impact of workplace domestic violence policy on the physical and mental health of domestic violence survivors.

CELEBRATING WOMEN OF STRENGTH

WOMEN'S STRENGTH TRAINING C. 1900



What did we study?

We explored the history of women's strength training with the Milwaukee Turners, a German American gymnastics organization. We asked:

- Under what conditions does strength training empower women socially and politically?



Who are we?

Alison Clark Efford, PhD, Associate Professor of History and Milwaukee Turners board member

Arpita Sangani, Law Student, Marquette University

Why does this matter?

Today, programs using strength training to address trauma, empower individuals, and heal communities are increasingly popular. Our findings indicate that **it is important for program design to consider the history of race and gender if they are to be successful.**

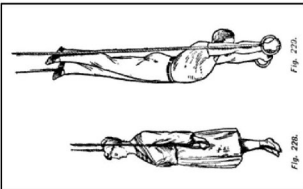
What's next?

- Working with the Milwaukee Turners to reckon with their past and implement more inclusive programming.
- An embodied empowerment teaching collective.



What did we learn?

Turner strength training eroded the association between femininity and weakness. It gave women opportunities for achievement, team relationships, and joy in exertion. But Turner men lauded women's strength as an aid to reproducing the racial or ethnic group. Not only were women of color excluded, but white women also remained in a subordinate, reproductive role in male-headed households.



CELEBRATING WOMEN OF STRENGTH

PROGRAMMING & EVENT POSTERS

Suffrage & Innovation 2020
October 2020

IWL Pay Equity Speaker Series
Spring 2021

IWL Women & Money
presented by Town Bank
Fall 2021

WISDOM Breakfasts
est. Fall 2020



SUFFRAGE AND INNOVATION 2020

Fall 2020
Virtual Conference



IWL
INSTITUTE FOR WOMEN'S LEADERSHIP
ENGAGE. INSPIRE. TRANSFORM.

Focus Topics

- Session 1: Keynote Address:**
Achieving Suffrage
- Session 2: Conversations on Women and the Foundations of Civic Engagement**
- Session 3: Looking Back: Women's Suffrage & American Politics**
- Session 4: Looking Forward: Women Voters & American Politics**
- Session 5: Votes for Inventive Women! Why Suffragists Cared About Woman Inventors**
- Session 6: How the Women of Milwaukee Will Choose the Next President**
- Explores women's innovation leading to and resulting from the passage of the 19th Amendment, including how it impacts what's happening now and what's to come
 - An interdisciplinary approach to the issues of suffrage, voting, and innovation in order to address these issues with a variety of perspectives and ultimately gain more insight
 - Uncovering the myth of 1848 to 1920 surrounding women's suffrage and the 19th Amendment.

Why does this matter?

- The achievement of the 19th Amendment was not a completion of equality and we need to integrate an interdisciplinary approach to continue this fight.
- The 19th Amendment falls short of where we would like to be today, and the struggle for women's rights is still ongoing, intersectionality matters and we have more work to do.



What's next?

In order to achieve true suffrage, we must examine and redefine 'The Right to Vote' in more depth and engage with ways that women are not included in the margins of political membership and citizenship today.

This virtual conference became a model for additional programming in other areas that IWL is working on.



CELEBRATING WOMEN OF STRENGTH

Experts Involved

Distinguished Conference Speakers



Suffrage Steering Committee:

(from left to right)
Sarah Wadsworth, Jean Grow, Sarah Camp, Jennica Webster, Benjamin Linzy, Kall Murray, Andreea Schneider, Sasha Parsons Waters, Amber Wichowsky, Kristen Foster, Melissa Shew, Olivia Qualls, & Demaris Zita



IWL PAY EQUITY



2022 INAUGURAL GALA

Celebrating Women of Strength

Focus Topics

Paycheck Fairness & Equity Audits

Experts during this session discussed pay equity and the wealth gap in terms of pay data analysis, pay transparency, and legal compliance.



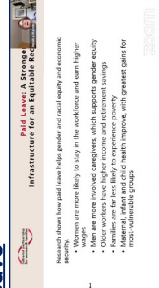
Subminimum Wage

Experts during this session discussed the history of subminimum wage and its implications throughout the pandemic and on women.



Paid Family & Medical Leave

Experts during this session discussed the accessibility of paid family and medical leave and how inequalities are exacerbated by disparities and lack of access.

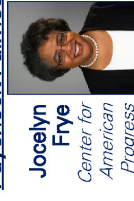


Why does this matter?

- Fair pay for equal work
- Eliminating the subminimum wage reduces the burden on taxpayers.
- Paid leave provides income stability for growing families.

Experts Involved

Paycheck Fairness & Equity Audits

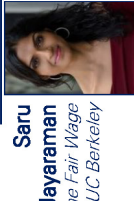


Jocelyn Frye
Center for American Progress



Kelly Ritchie
Lands' End

The Subminimum Wage



Saru Jayaraman
One Fair Wage & UC Berkeley



Ryan Clancy
Progressive Restaurants & Activists of WI Network

Paid Family & Medical Leave



Jessica Mason
National Partnership for Women & Families



Janet Lucas-Taylor
Northwestern Mutual



Erika Moritsugu
Ippointed to White House & unable to speak!

What's next?

Held over the Spring 2021 semester, this pay equity series led to the *Woman & Money Speaker Series* held during the Fall 2021 semester.



CELEBRATING WOMEN OF STRENGTH

WOMEN & MONEY

presented by **TOWN BANK**^{NA}

Fall 2021 Speaker Series

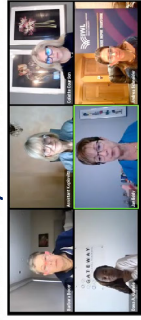


IWL
INSTITUTE FOR WOMEN'S LEADERSHIP
ENGAGE. INSPIRE. TRANSFORM.

Focus Topics

A WINTRUST COMMUNITY BANK

Women & Capital Investments



Seasoned angel investors and entrepreneurs shared expertise on how to make and access capital investments as well as unlock more opportunities for women to lead and grow through capital investing.

Women & Ownership

A panel of business owners and advisors gathered to discuss opportunities for financial freedom, which historically have been withheld from women.



Women & Financial Intelligence

A panel of financial advisors and experts gathered to inform women on opportunities to better steward their financial destiny.

Why does this matter?

- Women-owned businesses generate 1.7 trillion in revenues and employ nearly 9 million people
- By 2030 women will control 2/3 of the nation's wealth

Experts Involved

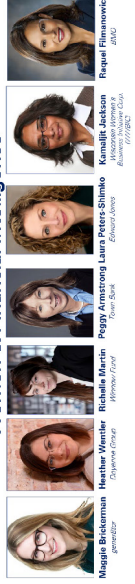
Women & Capital Investments



Women & Ownership



Women & Financial Intelligence



What's next?

Resources from the IWL Women & Money speaker series are available on IWL's website and YouTube channel.



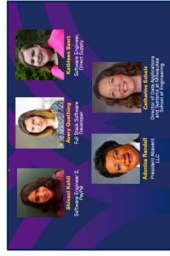
CELEBRATING WOMEN OF STRENGTH

WISDOM BREAKFAST



What is it?

- Women and allies in STEM & SBE related Departments of Marquette
- Ongoing rotation of gatherings focused on STEM & SBE fields



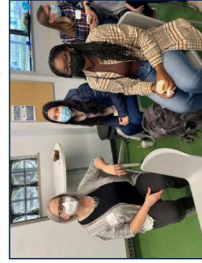
Women in Biology & Chemistry



Women in Computer Science

Who does this reach?

- Undergraduate & graduate students, staff, faculty, and community members



Why does this matter?

- Safe brave space to share experiences between industry professionals and students
- Encourages equity and community growth



Science Technology Engineering Mathematics



Behavioral Social Economic Sciences



What's next?

- Spring 2022 WISDOM Breakfasts:
 - Psychology
 - Physics
 - Economics
- Inspired partnership with CfAH to host upcoming spinoff program for the arts and humanities



WOMEN'S INNOVATION NETWORK



WOMEN IN STEM & SBE DEPARTMENTS OF MARQUETTE
PART OF WOMEN'S INNOVATION NETWORK

Our Story

The Institute for Women's Leadership (IWL) is a story of partnership and problem-solving that is both the genesis of its creation and mirrored in its leadership structure.

Marquette University launched the Explorer Challenge in 2015, under Vice President for Research and Innovation, Dr. Jeanne Hossenlopp, to expand innovation on campus. While Challenge proposals came in from all areas of campus, it was noted that women were not participating in a proportional way. One donor to the original campus innovation fund, Claire Rolfs, noticed this problem and decided to do something about it.

Over the next five years, Ms. Rolfs and Dr. Hossenlopp worked together to facilitate change. First, Ms. Rolfs, through the Thomas J. Rolfs Family Foundation, supported a pilot project charged with developing a more inclusive campus innovation community. This project, the Women's Innovation Network (WIN), reached across campus to inspire women and other underrepresented people to expand the pipeline of innovation talent.

In 2019, through the leadership and advocacy of Ms. Rolfs and Dr. Hossenlopp, IWL was launched with a generous \$5 million endowment by the Thomas J. Rolfs Family Foundation. Today, IWL is positioned to leverage the research talents of Marquette's remarkable community of scholars to become a national thought leader on women's leadership issues. WIN continues to serve as the programming arm of IWL to support student innovation.

As we live out IWL's mission to advance women's leadership locally and globally, we remain deeply appreciative of the support from our partners: Claire, Janet, Ted, and Tom Rolfs.



INSTITUTE FOR WOMEN'S LEADERSHIP
ENGAGE. INSPIRE. TRANSFORM.