



**3<sup>RD</sup> ANNUAL  
INSTITUTE FOR  
WOMEN'S LEADERSHIP  
GALA**



*Unapologetically You!*

*Leading With Your Best Self and  
Unapologetically Operating in YOUR Power*

**MARCH 7, 2024**

# IWL MISSION & VISION

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.

IWL's **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 as we:

- **Create** an interdisciplinary and vibrant research environment that equitably and inclusively supports faculty and students as they engage in impactful, transformative scholarship.
- **Serve** as an incubator for innovative leadership initiatives that challenge the barriers to the advancement of women, while embracing intersectionality, as we seek to reduce inequities across institutional structures.
- **Cultivate** community connections through mentoring and leadership programming that reaches down to high school students, out to university students and faculty, and up to external stakeholders including corporations, nonprofits, and community associations.

## FOLLOW IWL ON SOCIAL MEDIA & SHARE HOW YOU...

### #LeadWithYourBestSelf

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 Institute for Women's Leadership MU



# MARQUETTE ADVANCING RESEARCH

*"We continue to set lofty goals designed to spark research and scholarship and to foster innovation across disciplines. Over time, we've seen a dramatic increase in research and development expenditures, and we've been able to identify and grow areas that are the strength of our talented research faculty. We've also worked to break down silos on campus and bring together cross-disciplinary partnerships, both internally and externally, to foster innovative solutions."*

**- Jeanne Hossenlopp, PhD**

*Vice President for Research and Innovation*

## Recent Accomplishments

- Research and development expenditures eclipsed \$40 million for the first time in fiscal year 2022, according to the most recent data released by the National Science Foundation.
- Marquette University was ranked among the top 35 Most Innovative Universities by U.S. News and World Report.
- There has been an 87% increase in federally funded research expenditures over the past eight years due to the outstanding work of our faculty.
- 1-in-4 Marquette undergraduates participate in faculty research.

Thank you for joining us to celebrate leading with your best self and the work of Marquette University's Institute for Women's Leadership!

*To continue to support the mission and vision of IWL to advance women's leadership, please consider donating as part of the 2024 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.*



[www.marquette.edu/support-iwl](http://www.marquette.edu/support-iwl)



# 3<sup>RD</sup> ANNUAL IWL GALA

## Cocktail Hour

*Research Highlights*

## Welcome & Invocation

**Lisa M. Edwards, PhD**, IWL Director

**Jacqueline Schram, PhD**, MU Director of Public Affairs & Special Assistant for Native American Affairs

## ENGAGE, INSPIRE, & TRANSFORM Awards

*presented by . . .*

- **X'Zandria Weil**, IWL Leadership Development Coordinator
- **Jeanne Hossenlopp, PhD**, MU Vice President for Research & Innovation
- **Margo Loeb**, IWL Advisory Council Member, Former CFO, & Current Independent Board Director

## Keynote Address: Unapologetically You!

**Denise Thomas**, *The Effective Communication Coach*

## Closing Remarks

*IWL Leadership Team Members*

- **Lisa M. Edwards, PhD**
- **Sarah Camp, MCE**
- **X'Zandria Weil**



# KEYNOTE SPEAKER

*Denise M. Thomas*

**THE EFFECTIVE COMMUNICATION COACH**

Denise Thomas, an award-winning entrepreneur, is the Founder and Owner of The Effective Communication Coach—a consultancy focused on transforming emerging and existing professionals into extraordinary leaders by mastering the art of effective communication. She has been recognized for excellence in leadership by companies including General Electric and MolsonCoors. Denise continues her focus on coaching people by traveling and



teaching effective communication to professionals worldwide. With twenty years of experience within Fortune 100 companies, Denise has honed the ability to deliver and receive messages across language, cultural, and communication-style barriers.

# 2024 IWL LEADERSHIP AWARDS

In recognition of its mission to advance women's leadership to achieve more equitable and just communities and workplaces for all, IWL honors three individuals who demonstrate innovative, inspiration leadership that has transformed the lives of others and their communities.

The *IWL ENGAGE AWARD for Transformational Student Leadership* celebrates the leadership of a Marquette undergraduate or graduate student who has taken action to lead others to "be the difference" for women on campus or in the community.

The *IWL INSPIRE AWARD for Transformational Campus Leadership* celebrates a faculty/staff member whose transformational leadership has improved the lives and careers of women on campus and/or in the community.

The *IWL TRANSFORM AWARD for Transformational Community Leadership* celebrates a community leader of Milwaukee who has taken action to lead others to "be the difference" for creating positive community change.

# IWL TRANSFORM AWARD

for

## TRANSFORMATIONAL COMMUNITY LEADERSHIP

### *Wendy K. Baumann*



Wendy Katherine Baumann serves as President/CVO of The Wisconsin Women's Business Initiative Corporation (WWBIC), a statewide economic development corporation. Baumann accepted this challenging position in the community in 1994, providing the leadership required to ensure the achievement of WWBIC's mission and to uphold the philosophy of serving businesses owned by women, minorities, and low wealth individuals in Wisconsin.

Baumann's credentials, experiences, and enthusiasm has been key in obtaining the objectives set forth for WWBIC in developing new and innovative models for business assistance programming and small business development. Baumann is a former Director of Small Business Development at The Milwaukee Enterprise Center (MEC) and served as Executive Director of The Hispanic Chamber Of Commerce of Wisconsin in 1987 and 1988. Baumann has also worked at The Council for the Spanish Speaking and prior to that at Goodwill Industries. Baumann's ability to dialogue and successfully collaborate with public, private, and diverse groups has been key.

Baumann has served on numerous national and local Boards, currently maintains membership with various organizations while also serving on numerous boards, and has received four other notable awards for leadership and innovation. She earned her bachelor's and master's degrees from the University of Wisconsin-Milwaukee. Wendy K. Baumann has two adult daughters and sons, three grandchildren, a fabulous border collie, and resides in a log cabin in Mequon, Wisconsin.

# IWL INSPIRE AWARD

for

## TRANSFORMATIONAL CAMPUS LEADERSHIP

### *Jacqueline Black, PhD*



Dr. Jacki Black is the Director of Hispanic Initiatives and Diversity & Inclusion Educational Programming at Marquette University, and seeks to provide greater access and support to Latinx and other underrepresented students. Dr. Black also provides strategic leadership and learning opportunities for faculty, staff, and students with the goal of fostering a more inclusive working and learning environment, and contributes to the execution of other

campus-wide diversity and inclusion efforts.

Hailing from a working-class background, Dr. Black strongly believes in the power of education as a path to upward mobility. She has a deep passion for cultivating an educational culture in which every student—regardless of race, socioeconomic or immigration status, gender, sexual identity, or religion—has the opportunity to fulfill their potential with access to a safe, welcoming school environment, an excellent education, leadership-development opportunities, and a sense of pride and belonging.

Dr. Black earned her BA from the University of Chicago, MA from Saint Xavier University, and PhD from Marquette University. Prior to her role at Marquette, she devoted 15 years to teaching, mentoring, coaching, and advising in Chicago and Milwaukee schools. Most notably, she spent 10 years at MUHS, where she taught Honors Spanish for Native Speakers, advised the Orgullo Latino student organization and served as the Latino Family Liaison. While Dr. Black derives great purpose from her work, her world revolves around her family, including her children Alonzo and Emma and her life partner Luke, without whom none of her work would be possible.

# IWL ENGAGE AWARD

for

## TRANSFORMATIONAL STUDENT LEADERSHIP

### *Hope Moses*



Hope Moses is a fourth-year journalism student at Marquette University and the Executive Director of the *Marquette Wire*, where she oversees a student newsroom of 70-plus staff members and volunteers who produce content across their newspaper, magazine, radio station, and television station. Additionally, Moses is an O'Brien Fellowship in Public Service Journalism Reporting Intern. In 2022, she was selected as the Inaugural Foley Fellow for the James

W. Foley Legacy Foundation, assisting the foundation implement journalism safety practices across the country. Moses co-founded a student group for journalists of color to create community and support within the media space on campus.

Moses has completed internships at the *Milwaukee Journal Sentinel*, *Urban Milwaukee*, and *The Community* newsletter. She has also volunteered at MCW, Walker's Point Center for the Arts, and Girl Scouts of America Southeast and became a peer counselor through the Educational Opportunity Program. This allowed her to mentor first-generation and low-income students through their college endeavors. Moses has received numerous awards and honors including having her writing published in the globally-distributed McGraw Hill textbook *Common Places*, and her journalistic work has been recognized several times regionally by the *Society of Professional Journalists*. Following graduation, she will attend Northwestern University's Medill School of Journalism. Outside of academics, Moses enjoys playing tennis, writing, photography, traveling, and hanging out with friends and family.

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

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# IWL LEADERSHIP TEAM



## **Lisa M. Edwards, PhD**

*IWL Director & Professor of  
Counselor Education and Counseling Psychology*

## **Sarah Camp, MCE**

*IWL Coordinator*

## **X'Zandria Weil**

*Leadership Development Coordinator*

# 2024 IWL GALA STEERING COMMITTEE

## **Mayra Alaniz**

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## **Tammy Belton-Davis**

*IWL Advisory Council Member*

## **Marie Bement**

*IWL Faculty Advisory Council Member*

## **Nicole Blemberg**

*University Advancement*

## **Ayleen Cabas-Mijares**

*IWL Faculty Advisory Council Member*

## **Isabelle Faust**

*IWL Advisory Council Member*

## **Heather Hlavka**

*IWL Faculty Advisory Council Member*

## **Abiola Keller**

*IWL Faculty Advisory Council Member*

## **Margo Loeb**

*IWL Advisory Council Member*

## **Mark Naidicz**

*IWL Advisory Council Member*

## **Karen Ortiz**

*University Advancement*

## **Linda Piacentine**

*IWL Faculty Advisory Council Member*

# IWL INTERNSHIP TEAM

## **Kayley Reith**

*MU Class of '25*

*College of Arts & Sciences  
majoring in Mathematics  
and Data Science with a  
minor in Computer Science*



## **Megan Townsend**

*MU Class of '24*

*Colleges of Communication  
& Education majoring in  
Communication Studies  
and Elementary/Secondary  
Education*



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## **Yi Sherry Zhang, PhD**

*Founder | GenoPalate*



# IWL FACULTY ADVISORY COUNCIL

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Political Science

**Ayleen Cabas-Mijares, PhD**  
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**Karisse Callender, PhD**  
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Counseling Psychology

**Lilly Campbell, PhD**  
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**Dinorah Cortés-Valéz, PhD**  
Spanish

**Alexandra Crampton, PhD**  
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**Priya Deshpande, PhD**  
Electrical & Computer  
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**Ashley Deutsch, PhD**  
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Psychology

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Business Management

**Amber Wichowsky,**  
**PhD**  
Political Science

**Jessica Zemplak, PhD**  
Nursing

# SPRING 2024 IWL FACULTY FELLOWS

**Daniel Collette, PhD**  
Philosophy

The philosophy of Jacqueline Pascal and how her theory of autonomy serves as a foundation for her understanding of women's resistance to societal oppression

**Alexandra Kriofske**  
**Mainella, PhD**

Counselor Education and  
Counseling Psychology

The lived experiences of women in the menopause transition and the impact of this on their work, relationships, and mental health.

**Sabirat Rubya, PhD**  
Computer Science

The effectiveness of digital storytelling in supporting women with perinatal mental health problems.



# IWL STUDENT ADVISORY BOARD

## **Gabrielle Chun**

MU '24 & '26 | Opus College of Engineering  
majoring in Mechanical Engineering & minoring in Business Administration, Graphic Design, and Writing-Intensive English

## **Kaycee Glatke, PhD**

Postdoctoral Research Associate | Life After Sport Trajectories (LAST) Lab—Physical Therapy

## **Sarah Hayden**

MU '23 & '24 | Opus College of Engineering  
Biomechanical Engineering & Philosophy

## **Mary Joy Hickey**

MU '24 | College of Education  
Master's program—Student Affairs in Higher Education

## **Abby Lamkins**

MU '26 | Diederich College of Communication  
majoring in Digital Media and Public Relations

## **Pasqualina Paloma Muro**

MU '26 | College of Business Administration  
majoring in Finance and Real Estate

## **Carolyn Page**

MU '24 | College of Nursing  
majoring in Nursing

## **Sherlean Roberts**

MU '24 | Klingler College of Arts & Sciences  
majoring in Political Science, International Affairs, and Peace Studies

## **Morgan Wiberg**

MU '25 | College of Business Administration  
majoring in Business and Political Science

# SPRING 2024 IWL EVENTS

- March 8 | *Milwaukee's International Women's Day Gathering*
- April 8 | *WISDOM Lunch featuring Women in Male-Dominated Industries*
- April 11 | *WISDOM Brunch with Women in Data Science & Tech*
- April 29 | *IWL Research Social featuring Fall 2023 Cohort of IWL Faculty Fellows*



# YEAR IN REVIEW: 2023

- MAR 7 | *2nd Annual IWL Gala*
- MAR 8 | *Milwaukee's 1st Annual International Women's Day Gathering*
- MAR 21 | *MCW's Council for Women's Advocacy and Center for Advancing in Science and Medicine & IWL present "The No Club: Putting a Stop to Women's Dead-End Work"*
- APR 17 | *WISDOM Conversations featuring MU Alumnae Jessie Gomez ('21) & Tess Murphy ('22)*
- APR 18 | *Global Health Equity and the Legacy of Paul Farmer sponsored by MU College of Nursing, MU Theology Department, and IWL*
- APR 26 | *IWL Co-Hosted Author Rebecca Makkai with MU's Center for Student Wellness and Health Promotion & the MU English Department*
- MAY 3 | *IWL WORKSHOP: The Power of Intellectual Joy for the Future of Women at Work by Melissa Shew, PhD*
- MAY 12 | *Women, Art, & Resilience: Audre Lorde Taught Me that Poetry is Essential to Survival by Professor Dinorah Cortés-Vélez, PhD*

- OCT 3 | *IWL Research Social featuring Spring '23 IWL Faculty Fellows*
- OCT 5-12 | *Milwaukee Film's 2023 Cultures & Communities Festival*
- NOV 10 | *TEMPO Talks featuring IWL's "Milwaukee Women in the Workplace"*
- NOV 15 | *Meet & Greet with Leadership Development Coordinator X'Zandria Weil*
- NOV 16 | *Women In Business Negotiation Workshop with Dr. Kristie Rogers supported by IWL*
- NOV 28 | *ORSP's Forward Thinking Research Symposium*
- NOV 29 | *IWL Research Social featuring Summer '23 IWL Research Grantees*
- DEC 1 | *Milwaukee Area Political Science Seminar featuring Dr. Gladys L. Mitchell-Walthour sponsored by UW-Milwaukee, Marquette University, & IWL*

## 2024, SO FAR...

- JAN 17 | *Connect with Confidence: Networking for Introverts with Jazmynn Appleton*





## What did we study?

This study sought to make transparent the progress of women in the Milwaukee legal community.

- 32 law firms participated, a 65% response rate.

## What did we learn?

- The average percentage of women equity partners in Milwaukee was 21.8%.
- While women make up 43.3% of hiring committees in Milwaukee firms, women only make up 22.3% of practice group leaders and 26.9% of compensation committees.
- Comprising the top fifth of earning partners in Milwaukee, 82.4% were men, while 12.6% were women.
- In 2022, a question on method of compensation was added to the survey. A majority of Milwaukee firms (54.8%) share partner compensation data among all partners, but 45.2% of Milwaukee firms share such data only with a specific group of people, such as a leadership group (42.0%) or only individuals making compensation decisions (3.2%).



## Why does this matter?

This initiative is vital to understanding gender inequity in legal leadership, forming relationships among legal professionals, and creating and implementing a plan to address these inequities.

## What's next?

We hope to expand this initiative nationwide, demonstrating over time how transparency, candid conversations, and innovative reform can help Milwaukee become a leading city for women attorneys.

**Who are we?** Professor Andrea Kupfer Schneider, Atty. Abigail Bogli (L'22), & Atty. Hannah Chin (L'22)

IWL RESEARCH PROJECT PUBLICATION

UNAPOLOGETICALLY YOU LEADING WITH YOUR BEST SELF

# IWL SUPPORTED RESEARCH

*March 2022–February 2024*

## IWL RESEARCH

*IWL's Law Firm Equity Initiative: 2022 Report  
Milwaukee Women in the Workplace—2023*

## COMMUNITY-PARTNERED RESEARCH

*Sojourner Clients and Access to Technology: A  
Geospatial Analysis*  
*Understanding the Domestic Abuse Restraining  
Order Processes in Milwaukee County's Court  
After COVID-19*

## IWL FACULTY FELLOW PUBLICATIONS

*Sex Differences in Pain Perception—Why Do  
Women Experience More Pain Than Men?*  
*The Power of Intellectual Joy for the Future of  
Women at Work*

## IWL INTERDISCIPLINARY SUMMER GRANT PROGRAM

Summer 2022 & 2023

9 projects funded, totaling \$85.5k

## IWL MINI-GRANT PROGRAM

18 mini-grants awarded, totaling \$18k

# SEX DIFFERENCES IN PERCEPTION: WHY DO WOMEN EXPERIENCE MORE PAIN THAN MEN?

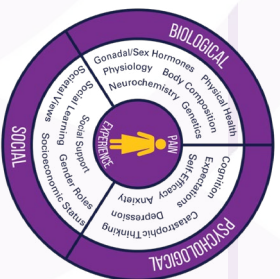


## What did we study?

- One in five, or 50 million, adults in the U.S. experience chronic pain
- Women are at greater risk than men to develop chronic pain

## What did we learn?

Why women feel pain more pain is due to an interaction of biological, psychological, and social factors

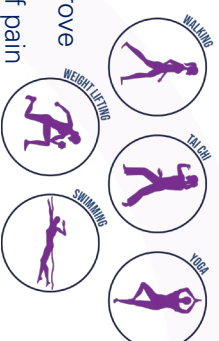


## Why does this matter?

- Women with chronic pain may have difficulty performing daily activities
- The impact of chronic pain includes poor mental health and difficulty working

## What's next?

- Strategies for pain relief include increasing physical activity
- Physical activity can improve all aspects of the biopsychosocial model of pain



**Who are we?** Marie Bement, PT, PhD; Sandra Hunter, PhD; Deb Oswald, PhD; Kathy Lemley, PT, PhD (MU '14); Stacy Stolzman, PT, PhD (MU '15); Ali Alsouhiani, PT, PhD (MU '20); Abdullaziz Awali, PT, PhD (MU '20); Giovanni Berardi, PT, PhD (MU '20); Julia Ducey, MS (MU '20); Brianna Welbye, MS (MU '21); & Christine Eble, BS (MU '17)

IWL FACULTY FELLOW RESEARCH PUBLICATION

UNAPOLOGETICALLY YOU LEADING WITH YOUR BEST SELF

# UNDERSTANDING THE DOMESTIC VIOLENCE RESTRAINING ORDER PROCESSES IN MILWAUKEE GO COURTS AFTER COVID-19



## What did we study?

In March 2020 “Safer-at-Home” orders restricted WI residents to their homes and many services shifted to online. The processes for accessing temporary (TROs) and long-term restraining orders (ROs) changed during COVID-19. With Sojourner Family Peace Center, we evaluated these processes in Milwaukee Co. to examine the effect of the pandemic on domestic violence survivors’ access & use of court services including the impact of shifting online to advocates & legal staff across Milwaukee.

## Why does this matter?

COVID-19 exacerbated financial instability, social isolation, & stress which are significant risk factors for domestic violence. Access to advocacy, legal services, & courts require coordination with services, better infrastructure, resources, & staffing to support survivors & service personnel.

## What did we learn?

- Pre/Post-COVID RO’s filed differed in rate and type—as did use of advocacy services
- Reliance on e-mail & phone services can introduce delays in TRO filing and outcomes, especially without advocacy
- Language barriers & community isolation were significant impediments to help-seeking & access
- Higher no-show rates & less legal representation for survivors
- Support for domestic abuse/harassment survivors requires increased in-person & virtual resources



	Pre-COVID	Post-COVID	Change
Grantor	18.8%	15.1%	↓ 16
Defender	19.9%	18.7%	↓ 0.8
Domestic Abuse	16.6%	15.4%	↓ 1.2
Sexual Assault	0.1%	0.1%	↔ 0.2
Domestic	55.1%	52.5%	↓ 2.1

## What's next?

- Strengthen infrastructure & assess coordination across nonprofits & the Milwaukee County Courts
- Research on the impacts of COVID-19 on the type, cause, & frequency of domestic violence

**POTENTIAL ADVOCACY SOLUTIONS**

- Hybrid advocacy models: in-person, phone, and online options for advocacy/legal services so survivors have increased agency and choice of interaction
- Partnership with local businesses on addressing Di-related workplace issues\*
- Safe, subsidized housing and available private housing vouchers for survivors
- Safe, reliable, subsidized transportation (e.g., bus, car, ride-share program)
- Stable, living wages in Wisconsin to promote financial independence
- Increased state and federal government resources to ensure survivors and their children have money for food, safe shelter, transportation, and access to child education services
- Access to healthcare/continuing care services for counseling, substance abuse programs, employment programs, and educational services and information for survivors and their children (e.g., special education, daycare, Pk-1)

**Who are we?** Heather Hlavka, PhD; Sameena Mulla, PhD; Andrea Kupfer Schneider, JD; & Erin Schubert, PhD

IWL RESEARCH PROJECT—A “WHEN SAFER-AT-HOME IS NOT ACTUALLY SAFE” PUBLICATION

UNAPOLOGETICALLY YOU LEADING WITH YOUR BEST SELF

# SOBERANAS DE NUESTROS CUERPOS: NETWORKED FRAMING OF ABORTION LEGALIZATION IN ARGENTINA



## What did we study?

- In 2020, the Argentine Senate passed the law of Voluntary Interruption of Pregnancy, making Argentina the fourth country in Latin America to allow abortion.
- This study presents an analysis of the networked frames built-in Twitter trending hashtags by proponents and opponents of abortion legalization in Argentina.

## What did we learn?

- Both groups developed frames on defining violence and deservingsness, the impact of abortion on democracy, and the geopolitical scope of the debate.
- Legalization supporters defined illegal abortion as state-sponsored violence against gestating people and highlighted transnational solidarities.
- For pro-life users, legal abortion was state-sponsored violence against the unborn and pro-abortion politicians were subverting the democratic rights of the majority.

## Why does this matter?

- The findings provide a nuanced examination of the discursive work of Global South feminists whose advocacy shifted policy against formidable opposition.
- This study also emphasizes the networked nature of framing processes on social media, where users' ideologies and crowdsourcing practices work together to build and popularize political frames.



## What's next?

- This study is under review for publication in *Communication, Culture & Critique*, a top journal in critical/cultural studies.
- A second study about online discourses of pro- and anti-abortion organizations is in the works.

**Who are we?** Ayleen Cabas-Mijares, PhD; & Amber Wichowsky, PhD

IWL INTERDISCIPLINARY SUMMER GRANT PROJECT

UNAPOLOGETICALLY YOU LEADING WITH YOUR BEST SELF

# THE POWER OF INTELLECTUAL JOY FOR THE FUTURE OF WOMEN AT WORK



## What did we study?

- What intellectual joy is and how it happens
- What keeps people, especially women, from experiencing it
- How and why we should increase intellectual joy for women at work

## Why does this matter?

Affirming people's capacity for intellectual joy—people's right to their own curiosity and contributions to knowledge—is important for a flourishing workplace and world.

## What did we learn?

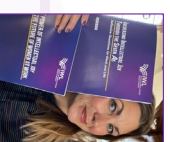
How to increase intellectual joy through the "seven As":

- Autonomy
- Advocacy
- Access
- Amplification
- Accountability
- Authenticity
- Adoration



## What's next?

- Developing contemplative resources related to intellectual joy
- Adapting this work to intellectual joy for students in higher education
- Infusing this work into executive education at Marquette & creating trainings for professionals outside the university



**Who are we?** Melissa Shew, PhD; with contributions from Alex Dong & Kim Garchar, PhD (philosophy)

IWL FACULTY FELLOW PUBLICATION

UNAPOLOGETICALLY YOU LEADING WITH YOUR BEST SELF

# THE ROLE OF OBSTETRIC RACISM IN PERINATAL MENTAL HEALTH, BIRTH OUTCOMES, AND STRESS BIOLOGY IN LATINX MOTHERS



## What did we study?

What is the role of obstetric racism in adverse perinatal outcomes in the Latinx population and how does it alter stress biology?

## Why does this matter?

- Improve the mental health of postpartum women
- Improve perinatal healthcare delivery
- Decrease health inequities in the Latinx population

## What did we learn?

Healthcare discrimination and medical mistrust are associated with more postpartum mental health symptoms in new mothers, such as anxiety and depression.

## What's next?

Disseminate findings to clinics and organizations across Milwaukee to inform care for mothers.



**Who are we?** Drs. Kimberly D'Anna-Hernandez, Lisa M. Edwards, Kavitha Venkateswaran, & Karen Robinson

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# EXPLORING WOMEN-RUN REFUGEE RESETTLEMENT



## What did we study?

5 Muslim women-run agencies in Milwaukee and Chicago engaged in the integration of Afghan refugees under a new US model of refugee resettlement.

## Why does this matter?

Refugees usually come as families but the traditional model, focused on self-sufficiency, is driven by employability and is not culturally sensitive. Holistic social integration is more achievable when women and children are met where they are at and engaged in the process.

## What did we learn?

Women, and Muslim women, bring key assets to the table that make resettlement less sexist than the traditional US model, as well as more dignified and more women- and children-centered.



## What's next?

Follow-up interviews with a subset of program participants to gauge the longer-term impacts of these agencies' interventions. Publications to spread the word that effective refugee resettlement can be accomplished by community agencies who have capacity and sustainable funding.

**Who are we?** Professor Louise Cainkar, PhD, *Department of Social and Cultural Sciences*

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# DIFFRACTION — A FEATURE FILM



## What did we study?

We created a feature length fiction film with...

- A queer writer/director
- Women speaking 2.5 times more than men
- A crew that was evenly split between men, women, and non-binary.

## What was it about?

When a young army vet turned university janitor discovers a professor in her building is secretly developing weapons for mercenaries, she must outsmart the smartest person on campus before more people die.

**Who are we?** Kris Holodak, MFA & Deb Krajec, MFA

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## Why does this matter?

In 2019...

- 34% of speaking roles were women
- 6% of films included queer characters
- 10% of films had women directors
- 19% of films had women writers

## What's next?



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# BRITISH LAW AND LITERATURE, 1789-1901: TEXTS AND CONTEXTS



## What did we study?

- We are assembling a 5-volume collection of primary-source materials (under contract with Routledge) that seeks to answer the question: **How did imaginative writers respond and contribute to legal developments of the long 19<sup>th</sup> century?**
- The volumes address topics such as: **The Legal Profession and the Judicial Process, Property, Commerce, and Industrialization, Criminal Law and Procedure, and Empire, Slavery, and Human Rights.** The volume for which I am serving as lead editor focuses on **Marriage, Sexuality, and the Family.**

## Why does this matter?

- The volumes offer carefully curated selections from both well-known and less-familiar texts.
- The collection will aid in the study of 19<sup>th</sup>-century British law and literature, including teaching and research related to women's legal rights and the legal regulation of marriage, sexuality, and the family.
- The volumes illuminate the mutual influence of law and literature as well as the historical origins of legal questions that still concern us today.

## What did we learn?

- We have uncovered a range of materials, including novels, poems, plays, essays, treatises, statutes, trials, and legal cases.
- These texts shed light on writers' treatment of topics including marriage and divorce, the legal fiction of marital unity, restrictions on married women's property, the legal regulation of sexuality and reproduction, and child custody and adoption from the late 18<sup>th</sup> century to the early 20<sup>th</sup> century.

## What's next?

- We submitted our Table of Contents to Routledge (mid-February 2024).
- We will continue to read, select, and annotate sources throughout Spring/Summer 2024.
- We will submit our final selections with headnotes and introductions in Fall 2024.

**Who are we?** **Melissa J. Ganz**, Associate Professor of English, Marquette University; **Adam Kozaczka**, Assistant Professor of English, Texas A&M International University; **Simon Stern**, Professor of Law and English, University of Toronto; and **Sarah Winter**, Professor of English and Comparative Literary and Cultural Studies, University of Connecticut.

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# CULTURAL CLOTHING AND WOMEN'S ACTIVISM IN PALESTINIAN TERRITORIES AND DIASPORA



## What did we study?

- The ways in which Palestinian cultural clothing operates as a form of resistance, solidarity, and perseverance
- The leading role of women in cultural clothing industry
- The ways cultural clothing empowers women

## What did we learn?

- Various forms of women activism across cultures
- Palestinian women's initiatives both in the cultural clothing industry and in creating discourses of nationalism, solidarity, and resistance
- Indigenous communities' revitalization of cultural heritage and material culture objects to resist against colonialism and cultural erasure

**Who are we?** Enaya Othman, PhD; Hadel Thabata; & Neda Kafili

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## Why does this matter?

- It enhances our understanding of different forms of women's activism.
- It explores and stresses the significance of indigenous cultures and lives.

## What's next?

- Digital archive including narratives and visuals at Arab and Muslim Women's Research and Resource Institute ([AMWRRRI](#)).
- A scholarly article

# U.S. MOTHERS DURING THE COVID-19 PANDEMIC



## What did we study?

- Mothers experienced a disproportionate amount of stress during the COVID-19 pandemic.
- 250 mothers completed online surveys about their experiences during the second year of the pandemic.

## What did we learn?

- Mothers who perceived their partners as increasing their household labor reported greater flourishing, less burnout, and fewer anxiety symptoms.
- More adaptive coping skills and social support were associated with more positive parenting behaviors.

**Who are we?** Astrida Kaugars, PhD; & Debra Oswald, PhD, *Psychology*

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## Why does this matter?

- Mothers' well-being has important implications for family functioning and their children's mental health and well-being.

## What's next?

- What are strategies to address inequitable burden of household labor on mothers?
- What can bolster mothers' adaptive coping skills and social support?

# IWL MINI-GRANTEES

## Noelle Brigden, PhD

Mini-Grant Awarded: Assist with expenses for fieldwork conducting interviews of women from Salvadoran diaspora: Los Angeles and Minneapolis

## Ayleen Cabas-Mijares, PhD

Project Title: *Bring a Bucket, Bring a Mop: News Coverage of WAP and the Contentious Articulation of Black Women's Politics of Pleasure*

Mini-Grant Awarded: Stipend for graduate student RA

Impact of Mini-Grant: IWL's mini-grant helped me get a master's student involved in the project. In the process, they learned the ropes of qualitative research. The student's contribution was significant enough to grant them co-authorship of the paper, an experience that will help them as they embark in their doctorate program.

## Karisse A. Callender, PhD

Mini-Grant Awarded: Dialectical Behavior Therapy (DBT) Skills Training program in order to offer DBT skills groups to Black and refugee women who are experiencing anxiety or difficulty managing stress, and to investigate the efficacy of DBT with these two groups.

Impact of Mini-Grant: This mini-grant was very helpful. I facilitated three community groups with Black women to teach coping skills and skills for interpersonal relationships. As a result of the groups, here are some examples of how participants benefited: started personal therapy to address issues that were identified in group, improved relationship with children, and less interpersonal conflict at work.

# IWL MINI-GRANTEES

## Dora Clayton-Jones, PhD

Mini-Grant Awarded: Research exploring the intersectionality of gender, sexuality, and stigma among adults living with sickle cell disease.

Impact of Mini-Grant: Funding from IWL has been instrumental in alleviating barriers to research productivity when conducting studies with underrepresented populations, as it provides essential resources necessary for this purpose. Moreover, students at Marquette have been afforded opportunities to engage in rigorous research.

## Stephanie Dhuman, PhD

Mini-Grant Awarded: Participant incentives for research looking to learn more about the perceptions of immigrants' victimization, including what constitutes a victimization and reporting habits; this information can assist practitioners and non-profit organizations who are often the first point of contact with many Latinx immigrants who arrive to the U.S. With this knowledge, practitioners and non-profit leaders can better explain victimization to incoming immigrants and provide them with resources in their local communities.

## Sandra Hunter, PhD

Mini-Grant Awarded: Master's student research assistant for organizing the data collection, spread sheet, overseeing all data collection, data checking, and perform the statistical analysis for a project investigating if there a correlation between the numbers of female authors and female participants

## Nicholas Jolly, PhD

Mini-Grant Awarded: Stipend for a graduate student research assistant working on "How the Added Worker Effect Has Changed Over Time" [working title]

# IWL MINI-GRANTEES

## Abiola Keller, PhD

Mini-Grant Awarded: Supporting a research assistant working on a research project to tailor the digital storytelling process to promote healthy behaviors and positive health outcomes for African American women caregivers.

Impact of Mini-Grant: This project will provide a detailed understanding of how participating in a culturally adapted digital storytelling process impacts health behaviors among African American women caregivers. What we learn will have broad clinical and public health implications for supporting health promotion among African American women caregivers.

Learn more: <https://today.marquette.edu/2023/05/encouraging-caregivers-to-care-for-their-own-health-one-story-at-a-time-digpub-d/>

## Lezlie Knox, PhD

Mini-Grant Awarded: Undergraduate student research assisting with research for a biographical project on a medieval historian and helping build an annotated bibliography on American masculinity in the early 20th century

Impact of Mini-Grant: Noah Smith (BA 2023—majors in English and Theology, minors in German and Medieval Studies) contributed to research on masculinity and undergraduate education in the 1910s for a biographical project on Ralph Bailey Yewdale (1892-1921). Yewdale was a student of the medieval crusades, who joined the historical staff at the Paris Peace Conference after WWI. His experiences offer insight into how process used gendered chivalric imagery (medievalism) in the creation of contemporary national identities on the one hand, but also how masculinity and scholarship were intersecting in the early twentieth century.

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## Chima Korieh, PhD

Mini-Grant Awarded: Data collection expenses for a research book project with a partial focus on exploring the experience of West African women who often migrated under several guises to make a life for themselves provides a unique perspective on the phenomenon of female migrants, gender, and female mobility in the colonial period

## Alexandra Kriofske Mainella, PhD

Mini-Grant Awarded: Assistance to attend the first sex education speaker series retreat supported by the American Association of Sexuality Educators, Counselors and Therapists (ASSET) researchers and educators on sexual health

Impact of Mini-Grant: The opportunity to attend this retreat would not have been possible for me without IWL, and it was an incredible opportunity to surround myself with others who work in both mental health and education with an emphasis on sexual health. I learned so much and came back rejuvenated and energized!

## Nilanjan Lodh, PhD

Project Title: *Prevalence of Female Genital Schistosomiasis (FGS) across geography, years, and age groups*

Mini-Grant Awarded: Funding an undergraduate research assistant working on a research project examining the prevalence (infection intensity) and distribution of Female Genital Schistosomiasis (FGS) across countries, years, and different age groups from multiple databases of field-collected human urine samples from Zambia, Ghana, and Tanzania.

Impact of Mini-Grant: The mini-grant helped the completion of the analysis, which resulted in two oral presentations at a local and international conference;

## IWL MINI-GRANTEES

and currently, an abstract is under review for another international conference. The project's outcome helped expand in other research areas such as diagnostics and prevention of FGS.

### **Zori Paul, PhD**

Mini-Grant Awarded: Computer software needed for coding interview data from a study that focuses on rupture and repair in cross-cultural mentorship relationships of about 50 Counselor Education doctoral students of marginalized racial/ethnic and/or gender identities.

Impact of Mini-Grant: Through providing the coding software, the collaboration with colleagues on the coding process has been much easier and efficient. Emerging themes among participants highlight cross-cultural mentorship experiences, informing counseling and counselor education programs to better retain and support counseling trainees and future counselor educators from diverse backgrounds whose presence and perspectives are needed in the field.

### **Giordana Poggiolo-Kaftan, PhD**

Mini-Grant Awarded: Funding to pay multiple student researchers assisting with studies on Resisting the (Sicilian) Mafia's Oppression through Children's Literature and whether female writers deal with the subject in a different way from their male counterparts

### **Michelle Rodrigues, PhD**

Mini-Grant Awarded: Equipment to aid in collecting data in the field for research to enhance the knowledge of the underpinnings of sexuality and friendship in bonobos and provide a comparative framework for reconsidering these dynamics in humans

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### **Melissa Shew, PhD**

Project Title: *The Persephone Project*, a website curated by women and nonbinary people about issues related to truth, meaning, and identity.

Mini-Grant Awarded: Interim support for website hosting

Impact of Mini-Grant: Receives approximately 4,000 unique visits from around the world and is being translated into other languages to support philosophical people everywhere.

### **Julissa Ventura, PhD**

Mini-Grant Awarded: Graduate research assistant to help with participant observations and interviews of the Community School staff who will participate in an inquiry group focused on transformative student voice, with a particular focus on how schools can create gender equitable spaces for student leadership

### **Grace Wang, PhD**

Mini-Grant Awarded: Pay for a student research assistant to collect data on female education, clean cooking energy use, and CO2 emissions.

Impact of Mini-Grant: The IWL Mini-Grant has supported our research into the connections between female primary, secondary, and tertiary education and clean cooking energy use and CO2 emissions in different countries, contributing to our understanding of gender equity and environmental sustainability. This initiative aligns with the IWL's mission of fostering women's leadership and inclusive scholarship.



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