



**OUR MISSION:** *Empowering Voters. Defending Democracy*

February 15, 2023

## **IMPORTANT SURVEY FOR LWV MEMBERS!**



Having diversity, equity and inclusion (DEI) within the League of Women Voters of Wisconsin and all 20 of our affiliated local Leagues is a priority.

We aim for the membership of our Leagues to both reflect and meet the needs of our communities. Your participation in this survey is vital to help guide the programming and outreach of your local League and of the LWV WI.

***The personal information you share in this survey will not be connected to you as an individual.*** All results are pulled together and shared only as a percentage; for example, the percentage of members who fall within a certain age range.

***We understand privacy is important.*** This survey is NOT collecting your name or email address, only your local League affiliation or member-at-large status. Survey responses will be sorted by local League affiliation and forwarded to local League leadership.

The questions with the red asterisk (\*) are required. You may check "Prefer not to answer," (which is the last answer choice for most questions) if you feel uncomfortable or unsure answering.

***PLEASE COMPLETE THE SURVEY BY MARCH 1st***

LWV WI will mail 3 voting themed baseball caps to the local League who has the highest completion rate by percentage. The winning League will be announced in the LWVWI biweekly newsletter, and that League's president will randomly draw winners!

Thanks in advance for your participation!

- Maria Douglas, Senior DEI Specialist

[2022 LWVWI Annual Demographic Survey \(google.com\)](https://docs.google.com/forms/d/e/1FAIpQLSfPfTkfwcISMS9SpHe65lvwCbj46MwTD5ckKuLSzXKxzT5Rzg/viewform)

<https://docs.google.com/forms/d/e/1FAIpQLSfPfTkfwcISMS9SpHe65lvwCbj46MwTD5ckKuLSzXKxzT5Rzg/viewform>

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## ***YARD SIGNS:***

**February 15** Please remember to pick up **Vote From Home** signs and put out **Vote Tuesday** signs .

**February 22** pick up **Vote Tuesday** signs. If you have **Thank an election Worker** put them out on Feb 22 for 1 week and then collect and store your signs.

## ***VOTER INFO***

**Vote 411** If you have a chance take a look at 411 website. The candidates for WI Supreme Court are published.

Non partisan candidate information for Wisconsin Supreme Court –primary  
February 21:

[Nonpartisan Voters Guide to the 2023 Wisconsin Supreme Court Race \(guides.vote\)](https://www.guides.vote/)

## **WHAT'S GOING ON WITH THE VOTER SERVICES COMMITTEE?**

We're working hard to get new voters registered before the Primary on Feb. 21st and the Spring Election on April 4.

The Program committee organized a Happy Birthday celebration for the LWV 103rd birthday on February 14. The event was at three locations: UWRF, and Chippewa Valley Tech in RF, and Northwood Tech in NR. Voter Services helped out with materials on the election and how to register to vote. A good time was had by all! A big thank you to all of you who volunteered to make it work.



Speaking of volunteers.....we have more opportunities to get involved in LWVSCV by volunteering in two events lined up in March. The first is on **March 7 at Northwood Tech in New Richmond. We are looking for two volunteers. There will be a table set up during lunch break from 11:00 o'clock -1 o'clock.** Voter Services will supply all the materials you need to help students register as well as

information on the candidates. It's a stress free gathering to offer students information on how to register to vote on their own.

**Please contact [Patty Van Nevel \(651-271-9942\)](mailto:patty.van.nevel@lwwv.org) to sign up by March 1.**

Next we are organizing a walk in the **St. Patrick's Day parade** in New Richmond on March 17. The parade starts in front of McCabes Shamrock Bar on West 3rd St and S Knowles Ave. The parade starts at 4PM, line up on W. 3rd at 3:30 . The parade route is only about 5 blocks long and we will have signs. We need a hard commitment for 6 - 10 volunteers to show up and join the shenanigans.

**Are you in? Contact [Patty Van Nevel \(651-271-9942\)](mailto:patty.van.nevel@lwwv.org) by March 8**

# DEI PROGRAM OPEN TO ALL MEMBERS:

Submitted by Edna Early

*Greetings, Members and Friends!*

Our League of Women Voters is an organization that works to be inclusive, strives for equity, seeks justice, and welcomes diversity.

You are invited to register for a one-hour virtual program on **Thursday, February 16** focusing on how to deal with microaggressions and incidences of bias within the League, or in our communities.

The following link will lead you to the League website where you can access the registration:

<https://my.lwv.org/wisconsin/event/cac-pathways-reporting-bias-guidance-program>

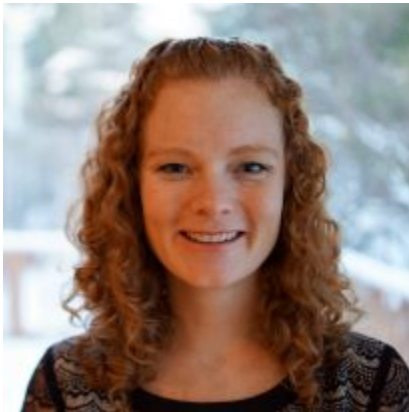
The following explains the purpose of the program:

Based on feedback in the last two DEI Surveys for Local Leagues (2020 & 2021), 95% of Leagues reported having no process for addressing incidents of bias. In response to this central need, the CAC formed an Ad Hoc Workgroup, composed of League members from around the state, to suggest pathways for communicating and addressing instances of bias, which are more likely to occur the further we progress in our implementation of DEI at all levels of League.

The pathways document suggests a framework for resolving internal and external incidents of bias. In order to assist local Leagues in understanding and developing conflict resolution strategies as suggested in the Pathways Document, the CAC is providing a zoom program on **Thursday, Feb 16 at 6:30** to discuss the recommendations as well as break into small groups to discuss specific incidents and best practices in dealing with those incidences. Local leaders, DEI representatives and any other interested League members are encouraged to attend and are asked to **review the document prior to the event.**

<https://docs.google.com/document/d/16leTHVSGw25XdRAyOPNXIjtVZGgCRyCMrOxwOa0m-oY/edit?usp=sharing>

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***The Politics Industry*** by Katherine M. Gehl & Michael E. Porter was selected for the LWV-SCV winter book study . The book addresses the need for political innovation and outlines just what Final Five Voting is and how it could represent a solution to our broken system. The book study culminated in a presentation to our League Chapter by Sara Eskrich, Executive Director of Democracy Found.

<https://democracyfound.org/>

Sara gives a very comprehensive and comprehensible explanation of both the mechanics of Final Five Voting and some of the expected side benefits of this type of election system. So whether you've read the book or not, learn more about Final Five voting by listening to Sara's presentation to the Book Study Group. A recording of our conversation with Sara Eskrich can be accessed by following this link <https://tinyurl.com/finalfivetalk>

# MORE LEARNING OPPORTUNITIES



**OpenSesame**  
LIVE WEBINAR

**Why Equity Must Come Before Diversity and Inclusion:**  
The Necessity of Inclusive Practices for a Successful Workplace

**Thursday, 16 February**  
12:00 PM ET | 9:00 AM PT

**REGISTER NOW**

**Audrey Cavenecia**  
Chief Content Officer,  
*Amplify Voices*

2022  
HRCI  
HRCI.ORG

This program has been approved for 1 (HR (General)) recertification credit hour toward aPHRTM, aPHRITM, PHR®, PHRca®, SPHR®, GPHR®, PHRITM and SPHRITM recertification through the HR Certification Institute

Diversity and inclusion (D&I) initiatives are essential for ensuring a workplace is equitable and successful. However, it is important to recognize that equity must come before diversity and inclusion. Equity is the cornerstone of a successful and inclusive workplace. Without equity, diversity and inclusion initiatives will be ineffective and may even have detrimental effects. By creating an equitable workplace, employers can ensure that all employees are heard, respected, and given the opportunity to contribute to a successful and productive working environment.

Copy and paste this link to register:

<https://go.opensesame.com/e/16262/l-16262-2023-02-01-52fpn5/52fq88/3594463474?h=j95JLCR5QaE7Rr4LdO2-WqrZflLG8cXVIRsUqTQtHTo>

In this webinar you will:

Understand the importance of equity in the workplace and why it must come before diversity and inclusion initiatives.

Identify best practices for creating an equitable workplace.

Describe the benefits of creating an equitable workplace.

This program has been approved for 1 (HR (General)) recertification credit hour toward aPHRTM, aPHRiTM, PHR®, PHRca®, SPHR®, GPHR®, PHRiTM and SPHRiTM recertification through the HR Certification Institute

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The LWV WI Voter Services Committee would like to invite any interested member to participate in our upcoming Voter Services Community Conversations. The purpose of this series is to create a space for League members interested in voter services to join together in conversation around a voter services topic each month.

These informal conversations will be held over zoom. Each session will have one or more discussion leaders who are knowledgeable about the topic. Sessions will be held over the noon hour on the 3rd Tuesday of the Month. Each conversation will begin with 15 minutes of free form networking with the topic driven conversation to begin at 12:15pm.

Our next community conversation is on February 21 at 12pm and we will be discussing Judicial Elections.

Join the Call <https://us02web.zoom.us/j/82004537563#success>

Save the Date for future Voter Services Community Conversations as well! Here is our schedule:

2/21/23 - Judicial Elections

3/21/23 - Nonpartisanship in a Hyper Partisan World

4/18/23 - Infusing DEI into Voter Services Work

5/16/23 - Social Media Monitoring and Other Efforts to Combat Mis/Dis Information

6/20/23 - Voter Services Outreach Materials Show and Tell

If you have any ideas for topics to include or would like to host a session, please don't hesitate to reach out to Eileen Newcomer, LWVWI Voter Education Manager, at [enewcomer@lwwwi.org](mailto:enewcomer@lwwwi.org)



**Sunday, May 7th 2023**

**SAVE THE DATE!**

Our first face to face  
annual meeting since  
2019!

Recommended by members to dig deeper:

Youtube recording of author Patty Loew's discussion of her book Seventh Generation Earth Ethics. <https://tinyurl.com/patty-loew>

Or Conversation of the Valley: Racial Justice Listening and Learning May 2021 (youtube) <https://tinyurl.com/covlistenlearn>

**FIND YOUR PLACE IN THE LEAGUE!**

**Voter Services Co-chairs:** Patty Van Nevel and Rita Kearns

**Member Services Co-chairs:** Marla Olson and Nanette Del Monaco

**Program Committee Chair:** Vicki Harmon

**Communication & Media Committee Chair:** Kris Surbaugh

**Budget Committee Chair:** Kate Manecke

**Nominating Committee Chair:** Beth Wood

For more information check out our website: <https://lwwstcroixvalley.org/joinus/>



## ***THE JOYS OF BEING A VOLUNTEER:***

From Edna Early:

One of the stories we have about our 103rd birthday celebration...Katrina and I ended up talking to Lexi Braun about a semester abroad in 2022 in Scotland. Katrina knew Kelsey McLean, the Program Manager for the Office of International Affairs. We had all studied abroad at some time in our lives through UWRF!



***(L-R) KATRINA-1984, LEXI-2022, EDNA-1979 AND KELSEY-2006.***

***SMALL WORLD. WE HAD TO SHARE.***