

## Upcoming events

- SWE will have a booth featuring a hands on STEM activity at the Great Lakes Loons STEM Night on June 6 from 5-7pm. Email [a.chang@dow.com](mailto:a.chang@dow.com) if you would like to volunteer at our booth.
- Engage in Engineering summer camps will be held June 14 (Bay Arenac ISD in Bay City) and June 15 (Central Park School in Midland). These camps are for girls going into grades 6-9, use this [link](#) to register a student or to register to volunteer.

## Past Event Highlights

### Book Club

September-October 2018

By: Laura Maiers, Membership Committee Co-Chair

In September and October, a small group met weekly at the Grace A. Dow library to discuss *Quiet: The Power of Introverts in a World That Can't Stop Talking* by Susan Cain. Participants learned that extroversion is often perceived as success, but sounding confident does not make someone competent. Introverts face an uphill battle in the workplace, but their quiet tendencies give them unique and valuable skills. Companies need to adapt to allow introverts to show their strengths in the way that's best for them, rather than pushing them toward uncomfortable exhibitions of extroversion.

### Advocating for STEM

November 6, 2018

By: Megan Clark, Professional Development Committee

Penny Wirsing, F.SWE and FY19 SWE President, traveled to SWE Mid-Michigan Section on November 6, 2018 to discuss "Advocating for STEM" at Dow's Global Dow Center in Midland, MI. This session was co-sponsored by SWE and Dow's Women Inclusion Network (WIN) Employee Resource Group (ERG). Following a networking discussion focused on involvement in STEM activities, Penny discussed the increasing criticality for a focus on STEM education. She provided insights on inclusion and diversity in STEM education and professions and provided practical information on how to engage local and federal officials to advocate for STEM education and resources. At the conclusion of Penny's presentation, the attendees asked questions ranging from SWE's advocacy efforts in this space to collaboration in local STEM education activities.

Penny has had a noteworthy career in environmental regulatory compliance in the oil and gas industry, from Exxon Mobil Corporation, a major integrated oil company, to PBF Energy, a merchant refining company.



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### Executive Board FY 19 (2018-2019):

President:

Michelle Sikarskie, Dow

Vice President:

Laura Maiers, Dow

Treasurer:

Elizabeth Stelzer, Hemlock Semiconductor

Secretary:

Rebekah Feist, Dow

## SWE Congressional Outreach Days

March 27-28, 2019

Washington, D.C.

By: Megan Clark, Professional Development Committee

Every Spring, SWE hosts a fly in to Washington, D.C. for a two-day event on Capitol Hill for SWE's members and guests to advocate for gender diversity in STEM and the success of women on their own terms.

Participants are encouraged to share personal stories with their representatives in Washington on various topics including:

- Workforce Supply
- Returnships to help women successfully return to the workforce
- Successful STEM education programs
- Investments that might help schools serving in socioeconomically challenged populations
- Challenges for working women in your community
- Research and Development including National Labs, Department of Defense, and NSF



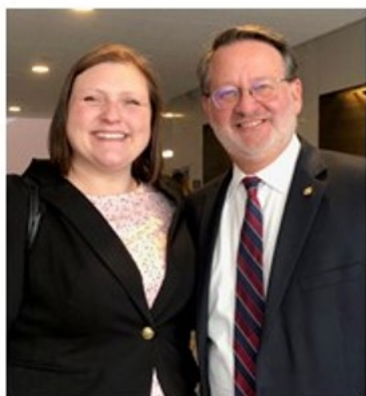
Megan Clark (center) with other attendees on Capitol Hill

This year 150 SWE members attended including Megan Clark from the Mid-Michigan SWE section.

On the first day, attendees were briefed on data regarding statistics on women in the workforce and in engineering, latest information on policy discussions on the Hill, bills and policies that SWE supports, and the White House's 2019 National Science and Technology Counsel. Staffers from the House and Senate provided information on their organization structures and what to expect from each meeting. Attendees were given time to practice their planned conversations and policy discussions prior to meeting with their representatives, then attended a Congressional Reception at the Rayburn House Office Building sponsored by Representative Dan Lipinski (D-IL) with the opportunity to meet with Representatives and staffers.

On the second day, the attendees met with Representatives from their various states for discussions on the topics of most concern to each constituent. The meetings included: Rep. John Moolenaar (R-MI), Rep. Sheila Jackson-Lee (D-TX), Sen. John Cornyn (R-TX), Sen. Bill Cassidy (R-LA), Sen. Debbie Stabenow (D-MI), Sen. Gary Peters (D-MI), and Sen. Ted Cruz (R-TX).

Following this event, the 13 attendees from Michigan and Texas have been in communication regarding best practices in Employee Resource Groups (ERGs) at the various companies and collaborative SWE events in these states.



Megan with Senator Gary Peters (D-MI)



Attendees at the 2019 SWE Congressional Outreach Days

# The Value of Diversity in the Workplace

March 19, 2019

By: Katie Erikson, Professional Development Committee Chair



Dr. Amy Beasley presents to SWE and GROW U members

On March 19 the Mid-Michigan SWE Chapter and GROW U, an internal R&D organization within Dow focused on growing R&D opportunities for women, jointly hosted a professional development event at the Michigan State University STEM facility in Midland, MI on “The Value of Diversity in the Workplace”. Our guest speaker was Dr. Amy Beasley, the North America Regional Inclusion Leader for Dow. She spoke to an audience of 65 people from 6 different local companies. Dr. Beasley’s message started with an education, helping to define diversity and inclusion. For the engineers in the room she put it into simple terms, “Diversity is the collection of variables that makes up each person, Inclusion is the equation that makes them work together.” She provided the business case for wanting to have BOTH diverse AND inclusive work environments, stating that companies with more gender and ethnic diversity financially

outperform their competitors. Engaged and included employees help to build customer loyalty, drive higher revenue growth, and achieve higher customer satisfaction! Dr. Beasley ended her message with 8 Inclusive Behaviors that we can all apply at work to help build the culture and work environment that we are striving for. At the end of the discussion we had an open Q&A session where the audience got to ask the tough questions. Dr. Beasley answered things like “how do you get people to care about creating an inclusive work environment?”, “what do you do when someone is “faking it” or not “walking the walk”?” Her resounding answer to these questions all got back to one skill, courageous conversations. We need to start having them. If we see that someone is acting in a way to exclude others, bring attention to it, talk about it, and be direct. Dr. Beasley gave us food for thought that day and encouraged action on our part to be the change we wanted to see in our organizations. This message resonated well with both SWE and GROW U as a core part each of their objectives is to create inclusive cultures to foster and empower an unbiased work environment. For more information about these topics please see the following resources:

- [7 Keys to Having Courageous Conversations](#)
- [What should inclusion really look like in the workplace?](#)
- [3 Requirements for a Diverse and Inclusive Workplace](#)



## HOW CAN YOU BE ALL IN – INCLUSIVE BEHAVIORS

Seek out and value opinions, ideas and perspectives that are different from your own.

Be willing to have courageous and candid conversations to increase trust and transparency.

Ask and then listen – you’ll be amazed at what you can learn from everyone around you.

Participate in Employee Resource Groups – even as an Ally with one you don’t naturally identify with.

Proactively and consciously reduce and eliminate bias.

Foster a speak up culture where every voice matters.

Ensure equal access to opportunities.

Highlight and recognize inclusive behaviors, and intervene and/or report behaviors.

# National SWE Event Highlights

## National SWE Conference—WE18

October 18-20, 2018

By: Michelle Sikarskie, Section President

From October 18-20, 2018 six members of Mid-Michigan SWE traveled to Minneapolis, MN for the 2018 SWE National Conference (WE18). WE18 provided over 300 professional development seminars and numerous opportunities to network. Attendees learned about best practices in diversity and inclusion, advocacy, and more.

In addition to the professional development sessions, the national conference features an awards banquet to honor recipients of a number of awards. Our very own Mid-Michigan section Treasurer, Rebekah Feist, was honored with the Emerging Leader award. This award honors STEM professionals who have demonstrated technical excellence resulting in significant accomplishments.

The National Conference also provided the opportunity to connect with local collegiate section members. Mid-Michigan SWE hosted a meet-up lunch with Saginaw Valley State University and Central Michigan University SWE members to network and get to know one another. This event fostered deeper relationships and initiated collaborations to help charter both collegiate sessions.

**Save the Date:** WE19 will be held November 7-9, 2019 in Anaheim, CA. [Registration](#) is now open!

## How to get Involved

- **Not on our email list, but would like to be?** Send an email to [listmanager@swe.org](mailto:listmanager@swe.org) from the email which you would like to subscribe. The email should have a blank subject line and the body should contain the following text: `subscribe {mid-michSWE} {your name}`.
- **Become a SWE member**—annual membership costs \$100 with a one time \$20 fee for new members. Many employers will cover membership fees for professional organizations, so be sure to ask! Use this [link](#) to learn more about membership and to sign up.
- **Ready to get more involved?** We are currently seeking members for our marketing, fund development, and outreach committees. Please email [michelle.sikarskie@dow.com](mailto:michelle.sikarskie@dow.com) for more information. You do not need to be a SWE member to participate on a committee!
- **Follow us on social media or visit our website to learn more:**



Rebekah Feist (right) receives the 2018 Emerging Leader award from SWE President Penny Wirsing

