



INSTITUTE FOR WOMEN'S LEADERSHIP
MARQUETTE UNIVERSITY

Impact Report
Fall 2019 – Spring 2022



Our Mission

Our mission is to support and conduct cutting-edge gender research and build transformational experiences and relationships that empower women and advance women's leadership.

Our Vision

Our vision is to be the leading gender research institute in the nation—providing innovative, evidence-based insights that create a more equitable and just society for all. As advocates for justice, we will engage, inspire, and transform students, faculty, staff, and community leaders.

OUR STORY

In 2015 Marquette University alumna Claire Rolfs observed that women were not participating in the Strategic Innovation Fund (now known as the Explorer Challenge) to the extent one might expect based on campus demographics. Based on her observations, Claire approached Jeanne Hossenlopp with her concerns, and together they brainstormed ways to change this disparity. With support from the Thomas J. Rolfs Family Foundation, Ms. Rolfs and Dr. Hossenlopp launched a pilot program: the *Women's Innovation Network (WIN)*, whose mission was to develop a more inclusive innovation community at Marquette.

Inspired by the success of the pilot program, the Thomas J. Rolfs Family Foundation generously funded a \$5 million endowment in 2019 to support the creation of the *Institute for Women's Leadership (IWL)*. The IWL has since worked to improve women's personal and professional lives and create a more just and equitable society. Our story, one of fierce women working together to make positive change, continues to shape who we are and what we strive to become.

WHERE WE'VE BEEN

To bring the mission to fruition, the IWL team embarked on a multi-year strategy from Fall 2019 to Spring 2022 focusing on three key strategic priorities.

ACTIONABLE RESEARCH

The IWL **engages in, supports, and disseminates actionable, cross-disciplinary research** that aims to better understand women's experiences, provide solutions to gender inequalities and barriers, and improve the lives and opportunities of women.

TRANSFORMATIONAL EXPERIENCES & RELATIONSHIPS

The IWL builds experiences and social networks where people share ideas, perspectives, and connections. Through conferences, networking, speakers, and panel events, the IWL **serves as a conduit for connection and collaboration**, bringing together the Marquette community and broader local, regional, and national communities.

ELEVATION & DEVELOPMENT OF WOMEN LEADERS

The IWL **provides educational, research-based leadership programming and opportunities** to help elevate women's career paths and grow the next generation of leaders. By enhancing women's empowerment and leadership capacity, the IWL helps women craft their own leadership trajectories.

OUR IMPACT

Below are some highlights of the accomplishments that the IWL has achieved in striving to fulfill its strategic priorities from Fall 2019 to Spring 2022. In Spring 2020, Marquette University, along with the IWL, moved most operations to a virtual setting due to the COVID-19 pandemic. In-person events resumed in Fall 2021.

ACTIONABLE RESEARCH

To support the strategic priority of actionable research, the IWL has . . .

Funded
11 Research Projects
through IWL's Interdisciplinary Summer Grant Program

This research has helped to better understand and provide solutions to pressing issues such as:

- Mental health concerns affecting Black women and Muslim women immigrants
- Societal responses to women experiencing intimate partner violence
- Early detection and prediction of cognitive decline in women at risk of Alzheimer's disease
- Physical and psychological effects of long COVID in women
- Building resilience and empowering women to overcome the effects of trauma and the COVID-19 pandemic through bodywork (e.g., powerlifting, yoga)

Funded
27 Research Projects
through IWL's Mini-Grant Program

This small grant program covers minor funding needs for faculty conducting gender-related scholarship. Grants have supported needs such as stipends to hire student research assistants and funds to cover data collection and analysis expenses.

Co-sponsored
5 Public Health & Equity Fellows Research Projects

These student fellowships focused on a range of gender-related issues, including (1) gendered differences in the lived experience of COVID-19, (2) improved screening and identification of women who are victims of intimate partner violence, and (3) the language used in EMS training regarding care for victims of sex trafficking.

Published
3 White Papers

Focusing on:

- How organizations can support employees experiencing domestic violence
- The state of gender equity in Milwaukee law firms in 2020 and 2021

Received
Grant Funding
from the 2020 President's Challenge

- To examine the impact of the COVID-19 pandemic on intimate partner violence and recommend policy and practice improvements to governmental agencies and organizations in supporting survivors
- In collaboration with Sojourner Family Peace Center and the Milwaukee County Court System



Shared the stories and research journeys of 11 Marquette University faculty members whose research has shaped the national discourse on gender and gender equity issues through its *Spotlight on Research* vlog series.



Published and shared the research journeys and accomplishments of 4 gender scholars, including participating faculty, staff, and students, from across the University through its *IWL Shines* blog series.

Created a Database
of nearly
80 Marquette University Faculty Affiliates

Engaged in research focusing on women and gender as part of their scholarship. This database serves as a resource to enable cross-disciplinary research collaborations and to better connect Marquette's experts to the needs of the external community.



BUILD TRANSFORMATIONAL EXPERIENCES AND RELATIONSHIPS

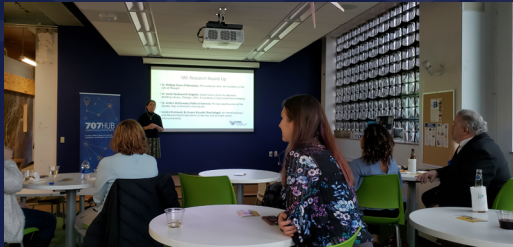
To support the strategic priority of building transformational experiences and relationships, the IWL has hosted . . .

15 IWL Research Social Events



Faculty, staff, and students have come together to build community, promote research collaborations, and create cross-disciplinary relationships

- These events brought together 300+ attendees.
- Topics have ranged from highlighting the research done by Marquette gender scholars to hearing from leading external scholars on topics such as the value of friendship and mentoring.



Nonprofit Luncheon

(Fall 2019)

Gathered leaders from various nonprofits around Milwaukee that support women and girls

- Purpose: to promote awareness of the newly formed IWL and build partnerships
- Representatives from 30+ nonprofits attended

Suffrage & Innovation

(Fall 2020)

A virtual conference celebrating the 100th anniversary of the passage of the 19th Amendment

- Over 200 registrants
- 1,000+ viewers via IWL's social media feeds



the IWL Pay Equity Series

(Spring 2021)

Nationally recognized and local community experts discussed topics such as "Paycheck Fairness & Equity Audits," "The Subminimum Wage," and "Paid Family and Medical Leave"

- This series drew over 500 registrants.



the Women & Money Series

(Fall 2021)

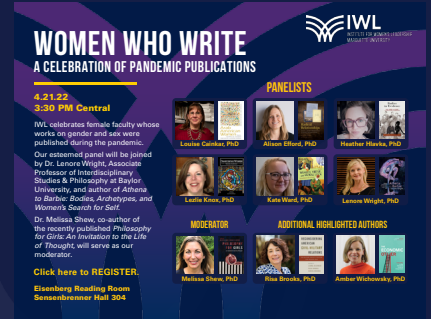
A 3-part webinar series focused on women & capital investments, ownership, and financial intelligence

- This series drew nearly 200 registrants.

Women Who Write

(Spring 2022)

An in-person panel discussion featuring 7 women scholars on campus who published books in the midst of the COVID-19 pandemic



the Inaugural IWL Gala

(Spring 2022)

Honored "Women of Strength" and featured the work of 22 research projects funded by IWL and 5 IWL programs/events

- The inaugural IWL Gala drew 325 attendees from 30 local organizations plus Marquette.



IWL's 1st Alumnae Luncheon

(Spring 2022)

IWL celebrated current and past Marquette alumnae award winners.

- Nearly 80 Marquette alumnae, faculty, staff, and friends gathered.



ELEVATION AND DEVELOPMENT OF WOMEN LEADERS

To support the strategic priority of elevating and developing women leaders, the IWL has . . .



Developed student leadership by employing 3 to 4 **student interns** each year who managed projects focusing on event planning, social media and brand building, web design, and graphic design

Established a Faculty Fellowship Program

Where faculty join the IWL for a semester and work on a research or leadership development project:

- Projects have included the development of IWL Shines, peer-mentoring circles, and writing groups, and the completion of an institutional review of faculty service expectations for men and women at Marquette.
- The IWL has had 8 fellows.

Hosted 2 Webinars on Developing High-Quality, Effective Mentoring Relationships

Facilitated by internationally-known, pre-eminent scholars, Dr. Erika Forbes and Dr. Belle Ragins

- 106 faculty, staff, and students registered.

Created and Facilitated Peer-Mentoring Circles

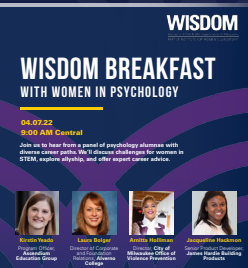
That grouped women based on shared professional goals who worked collaboratively to identify needs and offer advice, support, and encouragement to each other

- Nearly 40 faculty and staff participated.

Facilitated IWL Writing Groups

Where faculty and staff convened in a shared space to build community and support each other in the shared goal of completing writing projects

- Roughly 15 faculty and staff participated.



Hosted a range of professional and leadership development programs through the *Women's Innovation Network (WIN)* which targeted women and underrepresented students. Through these events and services, IWL:

- **Funded conference trips** for over 60 students from underrepresented groups
- Delivered **professional development workshops** to



help students develop their brand, effectively use LinkedIn, and build networking skills.

- Hosted **8 WISDOM breakfasts** that connected STEM and SBE (social, behavioral, and economic science) students with alumnae to discuss career experiences, the challenges of being a woman in these fields, and advice for navigating one's chosen field
- Convened a **Grad Entrepreneurs expert panel**, highlighting the ways that graduate students from all fields can leverage their expertise in entrepreneurial endeavors
- Held a **Career Diversity Breakfast** to show how humanities graduate students can redirect their training toward careers outside of academia



WHERE WE'RE GOING

Below is an overview of IWLs strategic priorities and goals for the 2022–2023 academic year.

ACTIONABLE RESEARCH

- Fund **6 research projects** through the Interdisciplinary Summer Grant Program
- Fund **15 research projects** through the mini-grant program
- **Co-sponsor Public Health & Equity Fellows** engaged in gender-related research
- Publish **3 white papers** focused on the following topics:
 - Women's experience with chronic pain and the impact of exercise (research conducted by a faculty fellow)
 - The experience of intellectual joy by women (research conducted by a faculty fellow)
 - Women and the new world of work (research conducted by the IWL)
- Create **4 Spotlight on Research** vlogs
- Write and publish **2 IWL Shines** blogs
- Establish an **IWL Research Assistantship** for students to help with IWL projects and hone their research skills

TRANSFORMATIONAL EXPERIENCES AND RELATIONSHIPS

- Host **6 IWL Research Socials** for faculty, staff, and students
- Host a **panel event** commemorating the 50th anniversary of Title IX that invites the Marquette and external communities
- Convene a **research panel** addressing women's chronic pain, injury, and exercise participation that is open to a broad audience, including medical, health, and wellness communities
- **Co-host a civic dialogues event** with the Political Science Department, focusing on examining historical women's movements and how they inform the struggles faced today
- Convene a **research panel** addressing women's joy that is open to a broad audience, including the corporate community and local women's groups such as TEMPO, Professional Dimensions, and Milwaukee Women inc

- Hold a **mini-conference** advancing interdisciplinary gender research for scholars at various points in their careers, ranging from graduate students to full professors—including roundtables, panels with paper presentations, and research discussions with opportunities for networking built in
- Put on an **IWL gala event** to bring together the IWL–Marquette and business communities
- Celebrate Marquette's current and past alumnae award winners at the **IWL Alumnae Luncheon**

ELEVATION AND DEVELOPMENT OF WOMEN LEADERS

- Supervise **2 student interns** (*i.e.*, graphic & website design; events & social media)
- Bring on **4 faculty fellows** whose projects will include (1) organizing the interdisciplinary gender research mini conference, (2) developing a virtual training program focused on cultivating a culture of joy for women, and (3) conducting two research projects that will result in white papers to be published in 2023–2024 and will culminate in panel events celebrating their release
- Host **2 WISDOM Breakfasts** connecting students with alumnae in political science and engineering to discuss the challenges faced by underrepresented groups in these career fields and how to lead the charge in changing these dynamics
- Collaborate with the Women in Business student organization to **host a panel discussion of women in leadership roles** who will share their stories, challenges, and successes and offer practical advice for students
- Hold a **half-day workshop on developing an entrepreneurial mindset and skill set** for women students
- Host a **women's empowerment workshop** to engage students, faculty, and staff in identifying and communicating their strengths and career goals and developing strategies to wield power in different stages of their careers
- Collaborate with the graduate school to create an **interactive workshop for students focused on developing leadership skills** and how to best represent one's skills in the nonacademic job market
- Create an **IWL student advisory board**, providing experiences for meaningful leadership opportunities for undergraduates and helping the IWL to better engage Marquette's student population
- Develop an **IWL alumni mentor program** to help students establish a professional network and explore different leadership styles

IMAGINE WHERE WE CAN GO NEXT...

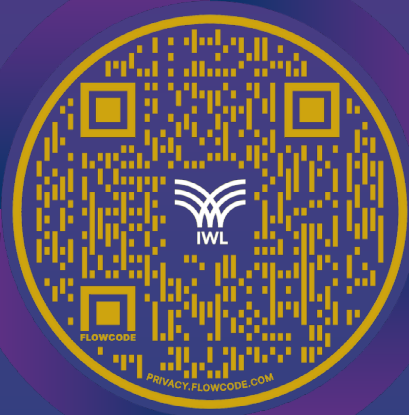
Our story thus far is one of exceptional success in the pursuit of our mission to empower women and advance women's leadership.

Our next chapter will be written by those who strive to make a difference to create a more equitable and just society for all.





ENGAGE. INSPIRE. TRANSFORM.



Keep up to date with IWL
by scanning this QR Code
with your smartphone.