



# ADVANCING INCLUSIVE LEADERSHIP

## 2021-22 YEAR IN REVIEW



MILWAUKEE  
**WOMEN** INC.  
ADVANCING INCLUSIVE LEADERSHIP



## A SPECIAL MESSAGE FROM MILWAUKEE WOMEN INC CHAIR



As I close out my term as Chair of MWi, I am grateful for the 100 plus women on our steering committee working tirelessly to advance our mission and 2025 goal of 25 percent women on Wisconsin public company boards by 2025. This KPI logged in at 23.3 percent in 2021. While we are well on our way toward our goal, advancing our strategic plan has been a top priority including enhancements to our self-service database of senior-level executive women among our steering committee members, expanding our social media presence, introducing a quarterly stakeholder newsletter, and strengthening partnerships in the greater Milwaukee community.

On the eve of our 20th anniversary year, I am confident in the future success of MWi due to the superior engagement and the unwavering support of our steering committee members.

**Pat Ackerman** | Retired Senior Vice President, A.O. Smith Corporation

### MWi MISSION

Milwaukee Women inc is an organization of professional women determined to change the face and quality of leadership in the Wisconsin business community by increasing the number of women corporate directors.

### MWi VISION

Achieve balanced representation of women on boards of directors to maximize the performance of Wisconsin businesses.

### GOAL

25% women directors on the boards of Wisconsin's top 50 public companies by 2025

## MEMBERSHIP STATISTICS

131

STEERING COMMITTEE  
MEMBERS

18%  
(23/131)

WOMEN OF COLOR STEERING  
COMMITTEE MEMBERS

13

MWi  
BOARD MEMBERS

24

NEW MEMBERS IN  
2021-2022 FISCAL YEAR

105

COMPANIES  
REPRESENTED

17

INDUSTRIES  
REPRESENTED



## 2021-2022 STRATEGIC INITIATIVES

1

Overcome the barriers of achieving balanced representation of diverse members of boards of directors to maximize the performance of Wisconsin businesses.

2

Produce high quality research and achieve subject matter expert status in our community.

3

Cultivate relationships with corporate leaders, board directors and other stakeholders to build awareness, gain knowledge, influence board selection process and provide resources.

4

Engage men decision-makers to advance our mission.

5

Develop and implement an effective communications plan to influence individual leaders, organizations and companies to embrace the visionary goal.

6

Collaborate with other organizations to further our mission, enhance our programming and expand access to training and resources.

7

Align member expectations with strategic initiatives and accelerate member engagement.



### International Women's Day

### 2022 INTERNATIONAL WOMEN'S DAY

In celebration of women and in recognition of International Women's Day, Milwaukee Women Inc challenged leaders throughout our community to **#BreakTheBias** to advance inclusive leadership on corporate boards.

#### IMAGINE A GENDER-EQUAL WORLD.

A world free of bias, stereotypes, and discrimination.

A world that is diverse, equitable, and inclusive.

A world where difference is valued and celebrated.

Together we can forge women's equality.

Collectively we can all **#BreakTheBias**.

## SUPPORTED ADVANCING INCLUSIVE LEADERSHIP EVENTS



## KEY ACCOMPLISHMENTS



### BOARD BIO/EXECUTIVE DATABASE

Enhanced Board/Executive Database by adding searchable fields for users to identify potential candidates and facilitate the ability of MWi members to be selected for board service.

### BOARD BIO & BRIEF WORKSHOPS

Contracted professional to provide members with a complimentary 90-minute virtual workshop to help members create a compelling board bio and brief. Eight workshops were held.



### BEST PRACTICES

Developed and published a compilation of best practices to improve gender diversity and inclusion on boards.

### COMMUNITY PARTNERSHIPS

Identified external organizations that advance MWi's mission for potential partnership, collaboration and guest speaker opportunities. Presented 'Get On Board: Pathways to Corporate Board Leadership & Current Landscape' to Professional Dimensions membership.



### CORPORATE SPONSORSHIP

Achieved a record-breaking \$112,000 in sponsorship support in 2021! Expanded sponsorship opportunities and benefits were offered to sponsors with differentiated benefits based on sponsorship level.

### EXTERNAL STAKEHOLDER NEWSLETTER

Created a quarterly stakeholder e-newsletter designed to build awareness of MWi, provide information on best practices for diversifying a board, highlight interviews with CEO champions, sponsors, and MWi members serving on corporate boards, and recognize all sponsors.



### PRESS COVERAGE

Received wide-ranging media coverage ranging from research report results to gender board diversity topics and events.

- **Total Articles:** 21 articles and/or newsletter mentions
- **Total Reach:** 6.59 million impressions

### SOCIAL MEDIA STRATEGY, GOALS & ACTION PLAN

Developed and implemented a plan to increase our social media presence on LinkedIn, Facebook & Twitter, and reinforced our commitment to engage with members and the community. Our increased social media visibility has also helped to draw more people to our website, with page views up 18% over the past year.



### STRONG CEO RELATIONSHIPS

Established valuable partnerships with over 35 leading Wisconsin CEOs through meetings and our signature CEO Roundtable event.

## PROGRAM HIGHLIGHTS



### DRIVING FORWARD TO A REIMAGINED WORK WORLD + WOMEN LEADERS HAVE THE OPPORTUNITY TO SHAPE THE FUTURE WORKFORCE

Featuring MWi members Lisa Cieslak, Becky House, Amy Linder and guest Susan Ranft, VP Global People & Culture, ManpowerGroup.



### 18TH ANNUAL RESEARCH REPORT “Making an Impact”

Released at Greater Milwaukee Committee meeting

[Read more >](#)



### ESG & GENDER DIVERSITY | A Board’s New Superpower

Featuring MWi member Andrea Schneider and Dr. Chris Merker, Executive Director of Fund Governance Analytics.



### KANE INSIGHTS | State of Working Women in Wisconsin

Presented by Kimberly Kane, CEO, Kane Communications, followed by a panel discussion with MWi members Cecelia Gore, Mara Swan and Marilka Velez on how MWi members can influence change.

[Read more >](#)



### MARY ELLEN STANEK AWARD FOR DIVERSITY IN CORPORATE GOVERNANCE

Winners announced at Greater Milwaukee Committee meeting

**AWARDEES:** Cecelia Gore, Executive Director, Brewers Community Foundation and Froedtert Health



### MWI’S SIGNATURE EVENT | CEO Roundtable with esteemed guests

CEOs shared their career journey, information on their individual company boards, perspectives on recruiting new board members and their advice for women leaders.

**Andy Harmening** | President & CEO, Associated Bank  
**Cathy Jacobson** | President & CEO, Froedtert Health  
**Austin Ramirez** | President & CEO, Husco International, Inc.  
**Kevin Steiner** | Chairman, President & CEO, West Bend Mutual Insurance Company



### ANNUAL MEETING + YEAR IN REVIEW + KICK-OFF 20TH ANNIVERSARY CELEBRATION

**SAVE THE DATE:**  
October 11, 2022, 5-8 pm  
The Pfister Hotel

## 2021 RESEARCH REPORT

MWi's 2021 research report, 'Making an Impact,' was released on October 11, 2021, at the Greater Milwaukee Committee membership meeting. The percentage of women on the boards of Wisconsin's top 50 public companies reached an all-time high.



### HIGHLIGHTS OF THE REPORT INCLUDE:

**23.3%**

PERCENT OF BOARD MEMBERS THAT ARE WOMEN, UP FROM 21.1% IN 2020

**34%**

(17/50)

PERCENT OF COMPANIES THAT HAVE 3 OR MORE WOMEN DIRECTORS, COMPARED TO 25% IN 2020

**39%**

(15/38)

PERCENT OF NEWLY ELECTED DIRECTORS ARE WOMEN

**4.5%**

(21/468)

PERCENT OF TOTAL BOARD MEMBERS ARE WOMEN OF COLOR

**40%**

(6/15)

PERCENT OF NEWLY ELECTED WOMEN DIRECTORS ARE WOMEN OF COLOR

## WELCOME NEW STEERING COMMITTEE MEMBERS

**Holly Baumgart** | Vice President, Strategy, Sargento Foods

**Pat Boelter** | President, Signature Services Group, LLC and retired CMO, Goodwill Industries of Southeastern Wisconsin

**Kate Brewer** | President, Greenfield Rehabilitation Agency, Inc.

**Chantel Byrd** | Vice President, Shared Services, North America, ManpowerGroup

**Sally Cartwright** | Vice President, Business Development, Lee Hecht Harrison

**Chandra Cooper** | Founder & CEO, Grateful Girls

**Jennifer D'Amato** | Shareholder, Reinhart Boerner Van Deuren s.c.

**Nisha Gandhi** | Vice President, Strategic Support & Business Development, Bethesda Albelight

**Kimberly Kane** | President & CEO, Kane Communications Group

**Lynnea Katz-Petted** | CEO, Revitalize Milwaukee

**Susan Kreh** | CFO & Chief Information Officer, Oil-Dri Corporation of America

**Lisa Mautz** | Managing Director, Midwest Audit Practice Group & Head of HR, KPMG LLP Milwaukee

**Carole Nicksin** | Publisher & Editor in Chief, Milwaukee Magazine

**Laura Orr** | Owner/Consultant, Forward Governance Consulting

**Aliya Pitts** | Chief Advancement Officer, The Prairie School

**Leslie Plamann** | Partner, EY

**Wendy Radtke** | Executive in transition

**Sarah Schneider** | CEO & President, Northwestern Mutual Investment Services & VP-Distribution Services, Northwestern Mutual

**Stacy Stutz** | Director, HS Consulting

**Irene Sudac** | Vice President, Financial Services, Snap-on Incorporated

**Kathy Thornton-Bias** | President & CEO, Boys & Girls Club of Greater Milwaukee

**Marilka Velez** | SVP, Senior Director of Marketing, Associated Bank

**Kendra Whitlock Ingram** | President & CEO, Marcus Performing Arts Center

**Anne Zizzo** | Founder & CEO, Zizzo Group | Engagement Marketing

## THANK YOU BOARD MEMBERS

**Chair:** Pat Ackerman  
**Vice Chair/Chair-Elect:** Kim Stoll  
**Immediate Past Chair:** Lindsay Hammerer  
**Secretary:** Sandy Cunningham  
**Treasurer:** Nicole Pienkos  
**Member At Large:** Cecelia Gore  
**Member At Large:** Lisa Pendergast  
**Communications:** Marilyn Vollrath  
**External Engagement:** Lisa Cieslak and Mara Swan  
**Member Engagement:** Kristin Dufek and Karen Hung  
**Research:** Peggy Williams-Smith

## THANK YOU SUBCOMITTEE CHAIRS

**By-laws:** Amy Lindner  
**External Contributions:** Sarah Schott  
**External Parties:** Lindsay Hammerer and Andrea Schneider  
**Nominating:** Julie Glynn  
**Onboarding:** Sandy Wysocki  
**Programs:** Kristin Dufek

Thank you to the many MWi members who lead and serve on committees for your hard work and commitment. We appreciate your participation and commitment to our mission.

## THANK YOU TO OUR SPONSORS

### PLATINUM SPONSORS



### GOLD SPONSORS



### SILVER SPONSORS



### BRONZE SPONSORS



### PARTNER:



### IN-KIND:





## ABOUT MILWAUKEE WOMEN inc

In 2002, a handful of women lead by Betty Quadracci met around her kitchen table in reaction to the April 2002 Milwaukee Magazine article, "Women & Power." The article was the catalyst for the formation of MWi. In 2003, MWi published its first research report benchmarking where we were and where we need to go.

MWi is a catalyst for change through its benchmarking research, education, advocacy, and providing resources and programs that can help Wisconsin companies and organizations move the needle even further. MWi is committed to working with business leaders to increase diversity and to making the Greater Milwaukee area a region of choice and an attractive environment in which to do business.

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Please contact Jackie Mortenson, MWi Director of Services at [jackie@milwaukeeewomeninc.com](mailto:jackie@milwaukeeewomeninc.com) with comments or questions

@MilwaukeeWomeninc   

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*MWi continues to work to increase gender diversity on boards in the Wisconsin community.*