

*Leading Women Educators Impacting Education Worldwide*



*Inside International Opportunity*



## Where Will You Be in July 2023?

*DKG 2023 International Conferences! Start Spreading the News! Start Making Your Plans! Detroit, Phoenix, and Tampere Await!*



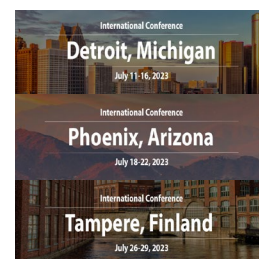
*DKGIEF Stories and Challenges*

**T**here is no better time spent than time spent with DKG colleagues! The 2023 International DKG Conferences will offer this opportunity and so much more. Enriching fellowship, top-caliber personal and professional growth sessions, and invigorating speakers are scheduled for all three international conferences. Each conference is in an exciting and diverse location that lends itself to creating unique DKG experiences.

The theme for the conferences is “Moving Forward with Vitality, Relevance,

and Sustainability in Our Changing World.” Breakout sessions and speakers will provide attendees with a chance to explore how educators in our changing world can grow professionally and personally.

Looking to experience the birthplace of Motown while staying in a historic downtown hotel? Then book your trip to be a part of the Detroit conference scheduled for the Westin Book Cadillac, Detroit, Michigan, July 11–16, 2023. Preconference events will include parliamentary training with DKG International *See CONF p. 7*



*Conference Details and Opportunities*



*Website Redesign Coming*

# At the Crossroads: Consider Culture

**By Dr. Debbie LeBlanc**

2022-2024 International President



**D**KG, we have a challenge! As a membership organization, we are at a crossroads that could determine our sustainability in the future. In my short time as international president, I have enjoyed moments learning about positive experiences that members have because of their membership in the Society and all that is offered to them. Other times, I have become painfully aware of membership concerns and issues that I simply do not understand or accept. My eyes were opened wide when I learned on September 1 that nearly 4,000 members had yet to pay their dues ... 4,000 of 55,000 members. Let that number sink in. Now of course, we believed that many might have already paid and the treasurer was waiting to turn in a complete roster, but regardless, that number was and is startling. I hope by the time you read this article that belief is true and membership numbers are at or above what we expected.

In reviewing the survey responses from dropped members, I was even more shocked – and truly saddened – when I read the comments. Of course, there were the expected reasons: teaching is so crazy now; I need more time with my family; I am stretching myself too thin; I have an ill family member I must care for ... I understand those responses and hope that someday that individual will return to her chapter. I also hope that chapter members will let her know they are thinking about her and hoping she will rejoin in the future.

But other comments were, frankly, disturbing. Women shared that they had attended multiple chapter meetings where no one welcomed them or even spoke to them, unkind and catty comments were made, political and religious discussions occurred that were not appropriate, or programs were more fun and sorority-like

than those of a professional education organization – in other words, meetings suggesting DKG was not relevant or vital to their lives. I also read several comments that members dropped because, when they applied for a transfer to another chapter, the receiving chapter declined the application because they “did not know” the person. If another chapter in our organization thought an individual was worthy, why would we not welcome her into the chapter? I also learned that over 30% of the dropped members would return if asked.

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***Interactions at the chapter level are powerful and clearly can make or break our Society!***

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Chapters are the heart and soul of this organization. Interactions at this level of DKG are powerful and clearly can make or break our Society. So, I ask you, what can we do? We can candidly examine the culture of the chapter. Do you welcome each person who walks through the door to the meeting? Do you pair a new member with a buddy for the first year of membership? Do you offer opportunities for all members to engage in a project or participate in a committee? Do you offer programs that are beneficial to both the personal and professional growth of members? If you answer “no,” “not really,” or “can’t/won’t” to any one of those questions, then what steps will be taken to improve the situation? I encourage members to visit [dkg.org](http://dkg.org) and go to the Resources tab to find a link to *See PRES p. 3*

## 2022-2024 ADMINISTRATIVE BOARD

### International President

Dr. Debbie LeBlanc, Illinois

### First Vice President

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### Second Vice President

Dr. Beverly Hall, Tennessee

### Executive Director

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Dr. Teresa Cowan, North Carolina

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#### 2020-2024

Cyndy Moore, British Columbia

#### 2022-2026

Dr. Barbara Baethe, Texas

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#### Canada

Lorna Berlinguette, Alberta

#### Latin America

Dr. Alejandrina Mata-Segrada,  
Costa Rica

**NEWS Editor** | *Judith R. Merz, Ed.D.*

**Graphic Designer** | *Taylor Osborn*

### Pursuing Improvement: We Have a Plan!

DKG's *Strategic Plan 2015–2025* articulates the ongoing vision of our elected administrative boards for the future of the Society as it acknowledges and addresses the challenges and opportunities we face. The Plan includes goals designed to strengthen the Society by improving the DKG experience for all members. All international committees, administrative board members, and Headquarters directors have goals linked to the bigger plan, which can be a model and inspiration for work at all levels of DKG. [Check out the Plan!](#)

From **PRES** p. 2

Chapter Tools, which has many ideas that offer possible solutions to a variety of concerns. Checking out “Strategies for a Positive Chapter Environment” is a great place to begin. Many of the suggestions are quite easy to implement and can make a positive impact on the chapter atmosphere.

We are leading women educators, and I would like to think we are welcoming, considerate, helpful, and kind to all. Above all else, we should be kind. I suggest that we look carefully at our behaviors and how they impact our chapter members. Look at the membership roster: Who have you not seen for a while? Give her a call and ask her to come to the next meeting. Call or write to a member who has dropped, let her know how much you miss her, and ask if you can help her rejoin the chapter. Members matter at each level of the Society, and we need them for this organization to flourish and thrive into the next decade and beyond. Society vitality, relevance, and sustainability are key to the survival and ultimate growth of our organization. And these begin with the chapter.



## DEADLINES



**November 1**  
DKGIEF Cornetet CIPD application



**November 1**  
DKGIEF Cornetet CSPD application

**November 1**  
State organization presidents request speaker from International Speakers Fund



**November 15**  
All treasurers to file IRS 990 (US Only)



**December 15**  
Bulletin Collegial Exchange submissions

## HQ CLOSED

**November 21-25**  
Thanksgiving Holiday (USA)

**December 21- January 3**  
Winter Holiday



*Nita R. Scott, CAE  
Executive Director*

## From the Desk of the Director

**W**hat an exciting time as we move forward into the 2022–2024 biennium! State organization presidents are enjoying the start of their second year of service, and chapter presidents are just beginning their first. The 2022 International Convention body approved quite a few amendments to our governing documents, so be sure to check out those changes, too!

As the Society moves into the future, it is critical that chapters and state organizations, as the “face” and “heart” of DKG, plan strategically for membership retention and growth. To assist them in their planning, operations, and member engagement, leaders at the international level have developed a variety of opportunities and resources. Here are just a few of note:

- *Inside International*, held on the first Tuesday of every month, is a Zoom opportunity to join a conversation with Headquarters staff, 2022–2024 International Administrative Board and international committee members, and members from around the world who join the Zoom! Times alternate each month – 12:30 p.m. CT and 5:30 p.m. CT – to accommodate time zone differences. See you November 1 at 12:30 p.m. CT and December 6 at 5:30 p.m. CT. Find the Zoom link on the home page of the DKG website.
- State organization presidents are receiving an informative email from me each month with updates and news. If you

serve in this role and have not received an email in September and October, please let me know. Feel free to forward the emails to chapter presidents and members as appropriate.

- We hope chapter presidents are enjoying the new video format for the Presidents’ Page! I am so very proud of all who are involved in producing these awesome videos, from our staff stars to the international president! If you are a chapter president, you should be receiving the video via an email link, so please feel free to forward the link to your members ... and let me know if you are not receiving the email.
- You may already know summer conferences are now international events that are held in three different sites. So, the choice is yours! Plan to attend the one you find the most appealing – or attend them all! Check out the DKG website for more details on the conferences, which will be held in July 2023 in Detroit (Michigan), Phoenix (Arizona), and Tampere (Finland).

To sum it up: Join us in November or December (or both!) for *Inside International* as a great time of networking and sharing; be attentive to and forward resources shared from Headquarters; and plan now to attend an international conference in 2023!

## DKG INTERNATIONAL EDUCATORS FOUNDATION COLUMN

### DKGIEF Stories

As DKGIEF chair, I hope you take pride in the work of your Foundation and spread the word to all who might benefit from or contribute to the nine funds under the Foundation umbrella. On behalf of the board of directors, I sincerely want to thank our donors for their generosity and continued support. Your generosity is WHY we can educate the world through our programs. Here are just two examples of the impact of your contributions.

Sandi Causey (Epsilon Kappa Chapter, Texas State Organization)

In her DKGIEF story, **Chris Shewczyk** (Chi Chapter, Wisconsin State Organization) says, "Golden Gift was truly a 'gift' for me. The *Ignite: Leaders Empowering Leaders* program helped me develop personal and professional skills that enable me to achieve my goals. Through *Ignite*, I am a stronger, more confident, and knowledgeable leader and am reaching my goal of becoming a woman ready to lead others, be a good example, and make a difference in my own unique way.

"At *Ignite*, I was exposed to different perspectives. I listened carefully and shared my ideas and opinions in small gatherings. I deepened my knowledge and developed a better understanding of issues that surround us. I learned to negotiate, knowing the importance of working together. I grew relationships with women from around the world with whom I remain in contact.

"I am committed to stepping into greater leadership roles. The *Ignite* Leadership Management Seminar strengthened and built upon the knowledge and skills I had gained attending past conventions and conferences and holding chapter and state organization officer positions. . . . I am excited and confident and more capable of bringing meaningful ideas and energy to my chapter and state organization because of the strong leadership skills and strategies I have gained."

**Tonya Allison** (Gamma Psi Chapter, North Carolina State Organization) credits the Cornet Professional Development award for making possible her attendance at the National Association for Music Education (NAfME) conference for the first time in her 31 years of teaching. "I am excited to expand my network within the music education field as well as to attend the Emerging Leaders Forum, where I will learn about leadership characteristics and effective practices, pathways to leadership, working with many types of personalities, influencing and leading through change, gaining organizational and communication skills, and creating a vision for myself and my music community. The NAfME National Conference is the premier national event fostering and facilitating collaboration among music education practitioners, researchers, and program leaders across the spectrum of PreK-12 and higher education.

"The sessions I attend will help me expand my teaching techniques, offer new ideas and knowledge to better educate the students at our school, and provide information on incorporating the music standards into my lessons. These sessions address the diverse population of students and ways to differentiate instruction successfully. I look forward to using this knowledge in my classroom."

Stayed tuned for more stories that illustrate the impact of [DKGIEF!](#)



## DKGIEF Envelope Campaign

The third annual envelope campaign to raise funds for the DKG International Educators Foundation (DKGIEF) is being launched with the December issue of the *Collegial Exchange*. Inside the magazine, you will find an envelope. On the envelope, choose the area to which you would like to direct your donation. The Foundation Directors have appreciated your generous donations in the past and hope you will continue to give in order to surpass last year's total of \$14,598.14. Thank you so much for helping to educate the world.

## Don't forget to "Amazon Smile" for DKGIEF!

With the holiday shopping season upon us, don't forget to use AmazonSmile for all your shopping needs. The DKG International Educators Foundation receives .5% of your total purchase amount – just because you do something you already would do ... without paying anything extra! Just make sure you have chosen the DKG International Educators Foundation as recipient. Invite your family and friends to benefit the Foundation by doing the same thing.

*Thanks for shopping on AmazonSmile.*

*From April 1 to June 30, 2022, we raised \$292.76 for the DKG International Educators Foundation.*



## Arts and Humanities Jury Announces

Fall 2022 Art Gallery  
Available Nov. 15

Spring 2023 Art Gallery  
Upcoming



*Orange You Glad Its Fall - Photography - Joanne Finney - District of Columbia from the Fall 2022 Art Gallery*



*Dancing Colors - Watercolor - Kristin Johnson - North Carolina from the Spring 2022 Art Gallery*

**Next Submission Period:  
January 15, 2023 – February 15, 2023**

From *CONF* p. 1

Parliamentarian Dr. Helen Popovich and a day of focus on personal and professional wellness activities.













If beautiful desert vistas and indigenous cultural experiences are what you seek, then Phoenix is the place to be – at the Sheraton Grand at Wild Horse Pass, Phoenix, Arizona, July 18–22, 2023. The preconference event will offer a cultural immersion experience designed to introduce participants to the indigenous people of the territory.

Do the international allure and European flair of Finland speak to you? Then start making plans for the Tampere experience at Tampere Hall and the Marriott Courtyard, Tampere, Finland, July 26–29, 2023. The post-conference experience will be a Go Ahead Tour into Finland and Estonia 2023.

Ready to spend the month of July 2023 on the road, sharing your days with DKG members? Then join your colleagues at all three events! Each experience is guaranteed to please.

Conference steering committees are working to build a strong, collaborative team of working volunteers. If you are interested in volunteering for one of the conferences, complete the Volunteering for International Conferences - July 2023 Google Form. Join the team as we work to make the 2023 conference events memorable.

## **Be Involved! Present a Workshop! Be a Vendor! Be a Volunteer!**

 <b>DETROIT</b>	 <b>Workshop Proposal Form</b>	 <b>Vendor Form</b>	 <b>Volunteer Form</b>
 <b>PHOENIX</b>	 <b>Workshop Proposal Form</b>	 <b>Vendor Form</b>	 <b>Volunteer Form</b>
 <b>TAMPERE</b>	 <b>Workshop Proposal Form</b>	 <b>Vendor Form</b>	 <b>Volunteer Form</b>

# Website Redesign: Coming Soon!

**N**ewly designed DKG websites – one for members and one for marketing the Society to nonmembers – are nearing readiness! A video and a PowerPoint explaining the rationale for the new design are available for members at [DKG Website Redesign](#) and can be used for chapter and state organization meetings or programs.

Two key principles drove decisions about the organization of the new sites: each must be user focused and user friendly. **User-focused** design requires careful consideration of **who is coming to the site and why** she is coming to the site. **User-friendly** design relates to the **how** of moving within the website: how do members think about finding information and how does the site provide a logical progression of topics with the fewest possible “clicks” to get to the desired information.

The current dkg.org website was developed in 2014 and tweaked a bit in 2017. Responding to concerns frequently expressed to the International Communications and Marketing Committee (C&M) about difficulties navigating the site, the Society’s Communications Technology Oversight Group (CTOG) decided it was time to consider a major **redesign**. CTOG includes technology professionals at Headquarters as well as several members who are critically concerned with communication, including the international president, executive director, administrators, chair of C&M, and the Society editor. The group thus brings together those “in the know” about the technology side of website design **and** those primarily concerned with content.

After months of scrutinizing the current website content, layout, and format, the Website Redesign subcommittee of CTOG painstakingly developed site maps for each site – member and nonmember. The site maps are just the **skeletons** of the websites – the behind-the-scenes organization of the parts and pieces. The artistic design of the site is a separate issue. The site maps show the **layering** of information with seven green key tabs, as recommended by many website experts; gold items indicate second-level clicks, followed by pink and light blue for the third and fourth click levels.

## Some Special Challenges

The Website Redesign Team discovered organizational dilemmas that led to creative solutions:

1. How to align DKGIEF info with the website redesign as it is a major source of funding for DKG activities and programs? **Solution:** Establish a separate DKGIEF Tab on the member page, with DKGIEF listed under the About Tab on the nonmember page. Both home pages will also include a separate “Donate” button.
2. How to align DKG Art Gallery info with the website redesign as it is technically a publication of works by the members? **Solution:** Use an Art Gallery Icon and list the Gallery under the Publications/Documents Tab.
3. How to align leadership resources with the website redesign as these resources address DKG leadership and leadership as a whole? **Solution:** Create a Leadership Tab (currently named Leadership Lab).

## Moving Forward

As this issue goes to print, CTOG and the Website Redesign subcommittee are finalizing the sites for a rollout by the end of the year. The website redesign information was presented at convention and made available on the current website to share the vision and logic behind the redesign and allow members to dive into available resources and offer their feedback via the form provided. Download the site maps (member and nonmember), a PowerPoint presentation including notes, and/or a video recording that walks the viewer through the PowerPoint presentation for your own information or for sharing at chapter or state organization functions from [https://www.dkg.org/website\\_redesign](https://www.dkg.org/website_redesign). Watch for additional information on dkg.org, in the DKGSI blogs, and in future *DKG NEWS* and *Collegial Exchange* articles.

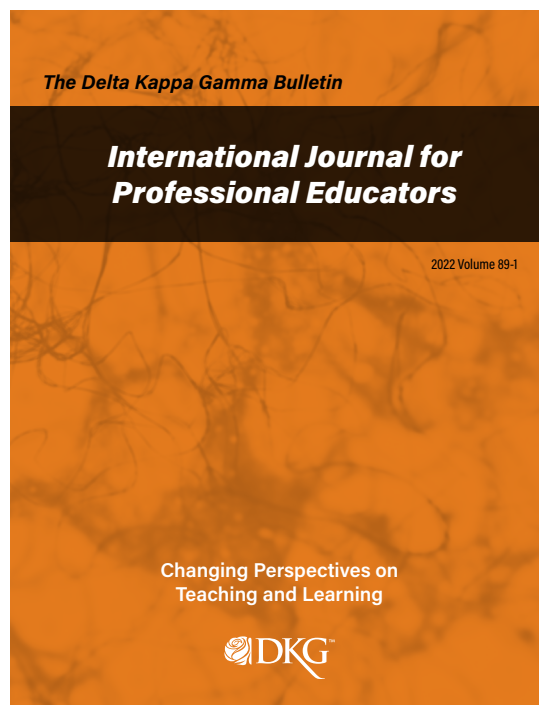


# Editorial Board Updates Its Guidelines

**B**eginning in 2023, the *DKG Bulletin: International Journal for Professional Educators* will no longer specify a theme for each issue. This change takes place in recognition of the breadth of educational roles of our members and the breadth of educational issues of importance to educators worldwide. In line with the Society's Mission, the overriding focus for journal submissions will be on articles related to professional and personal growth and excellence in education. One goal of this shift is to remove perceived obstacles – i.e., limitation of topics – so that members more readily embrace the opportunity to access the benefits of publication.

The 2022–2024 Editorial Board is also piloting a new initiative. To further the impact of the journal and attract key women educators, members will now be allowed to sponsor or invite colleagues to submit to the journal. Such sponsorship/invitation will complement the existing policy of allowing nonmembers to co-author with members. Watch for additional information on how to participate in this pilot initiative.

The DKG Editorial Board hopes these measures will expand not only the number of submissions to the journal but also the depth and breadth of articles for all readers.



## REMINDER

Amendments adopted at the 2022 International Convention affect governing documents at all other levels. At this point, a State Organization Bylaws Checklist is available on the DKG website under *Resources > State Organization Tools*. A copy of updated state organization bylaws should be emailed to Alice Reule, International Constitution Committee Chairman. Go to *About Us > Committees > Constitution* for email link.

## IRS 990 Due Nov. 15

**R**eminder: U.S. entities with bank accounts MUST file Form 990 each year by November 15. Entities with less than \$50,000 in cash receipts during the fiscal year of July 1 to June 30 may file Form 990N. File electronically for free through the direct IRS connection on the Society website or at [www.irs.gov](http://www.irs.gov). Any entity that does not complete successful filing for 3 consecutive years will lose its tax-exempt status and fall from under the umbrella of DKG.

Confirmations of filing for chapters and for coordinating council accounts with separate EINs must be sent to the state organization president. All U.S. state organizations must send copies or confirmation of state filings to Peggy Jonas at [peggyj@dkg.org](mailto:peggyj@dkg.org).



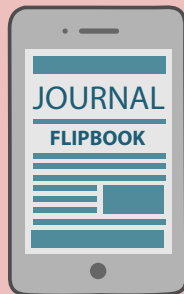
# DKG AROUND THE WEB



## DKG PUBLICATIONS

Read the *Bulletin: Collegial Exchange* in print, right from your mailbox—or online in Flipbook format.

Read the *Bulletin: Journal* online in Flipbook format.



DKG™ Collegial Exchange  
Flipbook

## UPDATE: EUROPE

In August 2022, I started as the new Europe Regional Director 2022–2024. I am very honored to have been elected to this position. Working with state organizations of eight European countries is exciting. Estonia, Finland, Germany, Great Britain, Iceland, the Netherlands, Norway, and Sweden all have different school systems, and we all speak different languages. One of the most important goals for this biennium is, therefore, to encourage the members of Europe to connect, learn from each other, share good ideas, and meet in person or via Zoom.

In order to realize this connection, the European Forum adopted the idea of sharing educational topics. Each country was instructed to hold a seminar or discussion on an educational topic through a Zoom meeting. Each state organization was free to choose a subject. All European members were invited; approximately 75 members attended the meetings live, and many watched the recordings in the weeks that followed. The recordings on the varied topics, which are in English, are still on the European website and are available for everyone. This opportunity brought members closer together. During this biennium, we will continue the presentation of educational topics. The first will be presented in January 2023.

This year we will again hold a joint Christmas celebration on Lucia Day (December 13). During this gathering, all countries will share their traditions around Christmas with songs, recipes, costumes, and much more.

*Moving Forward with Vitality, Relevance, and Sustainability in our Changing World* is the theme of the 2023 international conferences. Yes, our world is changing. The war in Ukraine turned the world upside down. In Europe, we have many refugees, especially women and children. First, they needed a safe home and, after that, education and work. In many countries in Europe, special classrooms have been set up for this group. Ukrainian teachers were asked to continue teaching in person or online so that all children still could follow lessons, both in Ukraine and in other European countries. Some DKG chapters in Europe are helping and collecting money for special projects during this crisis.

Members of the Steering Committee for the 2023 International Conference in Tampere, Finland, had their first meeting in that city. They visited the Tampere Hall and the conference hotel. Arrangements are being made, and hard work is underway to make the international conference in 2023 a great success. The conference will give participants the opportunity to meet, learn, and promote diversity in our Society. Moreover, attendees will also have lots of fun!

*Marie-Antoinette Hubers de Wolf* (Netherlands State Organization), Europe Regional Director 2022–2024