



ADVOCATE. ELEVATE. ACCELERATE.

To our TEMPO members and Emerging Women Leaders,

It has been another incredibly tough week for our country still grappling with the impacts of the COVID-19 pandemic. Yet in our own backyard, we were confronted with the harsh reality of another pandemic plaguing our country. Many of us are still trying to process the horrific events we witnessed in Kenosha. For me, the shooting of Jacob Blake is unexplainable. I continue to struggle to make sense of it all and my mind is filled with so many questions. When will things get better? What does the future hold for our country/our community? What is considered normal anymore? My stress levels, fears and anxiety are unusually high. I know I am not alone as I have heard from so many of our TEMPO and EWL members in recent days. My friends – Black, Brown and White alike – are discouraged, drained and just tired. Women professionals who have lost their jobs due to COVID are looking for resources to reinvent themselves. Working mothers who are uncertain how the new school year will unfold are desperate to find balance. And amidst all that we are dealing with personally, I know I am not alone when I share that each of us are feeling a weight and a duty to do more to address systemic racism and the issues impacting our community.

I am proud of the work of our TEMPO Milwaukee Board, Committee Leadership, our Emerging Women Leaders and our TEMPO team of Marit and Kelsie. We are small, but we are mighty. We are tackling our challenges and turning them into opportunities to continue to provide the best experience and engagement for our members albeit in a virtual environment and during an unprecedented and challenging time. Our **programming, professional development and diversity and inclusion** committees have been intentional with their approach to shed light on and provide expertise on important issues facing our community.

I am encouraged by several recent developments which reflect TEMPO's call-to-action.

- **Equity & Belonging Resource Page:** Find out more about TEMPO's comprehensive strategy and four-pronged approach to foster an environment where all members feel they belong and embed a diversity and inclusion lens into everything we do. Thank you to all TEMPO & EWL members who have provided resources and materials to populate this site. [READ MORE HERE.](#)
- **TEMPO Talks session:** On June 26, we featured expert **Kate Schlesinger** who presented on Unconscious Bias. The session was a meaningful and powerful discussion with key takeaways and best practices for our members to use in our professional and personal lives. If you were unable to attend this session, we encourage you to watch/listen to the recording. [WATCH WEBINAR.](#)
- **TEMPO Talks session:** Please join us on September 11 | Noon-1:30pm | for this powerful conversation between TEMPO members **Gretchen Jameson** and **Erickajoy Daniels** as we address "**Are We Awake Yet? Critical Consciousness and the Need for White Racial Resilience.**" [REGISTER TODAY.](#) We also encourage you to listen to the recordings of all our previous TEMPO Talks session – great content and expertise from our TEMPO/EWL members. [FIND RECORDINGS HERE.](#)
- **TEMPO Real Talks session:** Please join us September 24 | 4-5:30pm | as we discuss Chapter 4 of *White Fragility* by Robin DiAngelo. Thank you to those TEMPO and EWL members who have joined us for these critical and courageous conversations. If you haven't yet attended one of these sessions, we encourage you to [REGISTER TODAY.](#)
- **Working Moms of TEMPO & EWL:** As we announced in our Monday Message, we have created a private Facebook forum and resource for working moms who find themselves juggling a more cumbersome "back to school" arrangement than what was expected. Working moms, we encourage you to join in this important discussion. [JOIN TODAY.](#)

- **TEMPO Coffee Connections:** We miss seeing our members and we know our members miss seeing each other. While we cannot wait to get back to meeting in person, we have an interim solution. Sign up each month to be randomly paired with another TEMPO member for a Coffee Connection! [SIGN UP TODAY.](#)
- **TEMPO Leadership Event:** We will celebrate our 15th Anniversary of this signature event in late Fall. We have exciting news about our featured speaker and the content she will deliver on equity & belonging. We will keep our TEMPO and EWL family posted as we finalize details!
- **TEMPO Career Support:** Finally, we are developing a TEMPO/EWL job board as well as resources for members looking for a new position and/or transitioning to a new role. Stay tuned!

Next Tuesday I begin my first stint as an adjunct professor at Marquette. For me, this has brought on an additional challenge as I work to navigate this new environment in the midst of a pandemic and so much social injustice. I have been impressed by the response of Marquette – and so many other organizations including the MMAC, the Milwaukee Bucks and Milwaukee Brewers – about what is happening in our country. Marquette President Lovell summarized it best: “I’d like to tell you it is going to get easier over the next few months. Unfortunately, this is not the case. Despite all of the uncertainty that we face, I am more confident than ever that we will rise to meet our challenges and accomplish great things this year.” I share President Lovell’s optimism and hope!

We WILL meet our challenges at TEMPO. We WILL continue to provide the best member experience ever. We WILL continue to be the voice of change in our community. We WILL get through this TOGETHER. Thank you to our TEMPO and EWL members for your continued commitment to our organization.

Stay safe and healthy.



Jennifer Dirks
President & CEO
TEMPO Milwaukee