



Town Hall Discussion Takeaways: Conferences, Headquarters, and the Future of DKG

An illustration of the Blanton room in the former DKG HQ building.

Many members are curious about what happened to the proceeds from the sale of the headquarters building on 12th Street and how those proceeds benefit members. DKG's governing documents (*Constitution* and *International Standing Rules*) control much of what happens to Permanent Fund money and how it can be used.

Under the organization's rules, the proceeds from the sale of a Permanent Fund asset—in this case, the building—belong to and remain with the Permanent Fund itself. That fund is generally used to purchase long-lived assets and to provide for the Society's infrastructure, both physical and technological.

Prior to the close of the sale, the

International President, the Executive Director, and the Finance Director of DKG consulted with attorneys, CPAs, local real estate experts, bankers, and the Society's investment advisor for guidance on the best way forward. It was recommended, and the board concurred, that DKG should not look to buy or build an office space immediately but, instead, defer the decision to buy or enter into a long-term lease until a later date.

Two main reasons drove that choice: In 2020, the Austin real estate market was at a peak, which was ideal for selling property but not so great for buying property. More importantly, the board decided that, after being in the same location for more than 50 years, the Society

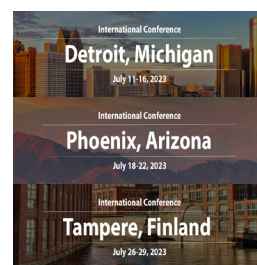
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*DKGIEF: The
Emergency Fund*



*Educators Book
Award Winners*



*Final Conference
Updates 2023*



*Admin Board
Actions 2023*

Members' Voices Matter

By Dr. Debbie LeBlanc

2022-2024 International President



Throughout the month of May, four town hall meetings were held to provide the opportunity for members to share their concerns about the costs to attend an international conference and/or convention.

On average, more than 50 women participated in each meeting with members of the Administrative Board to share their concerns as well as ideas for shaping the planning of future international events.

The rising cost of international conferences and conventions is certainly an area of concern. Members voiced opinions about the high cost of meals, and administrators explained the additions to the basic cost: a service charge of about 24% and a sales tax, often 10% or higher depending on the area. Some participants expressed concerns that speakers' fees contribute to the high cost of ticketed meals; however, the opposite is true! Speakers' fees are supported by registration fees, not the price of the meal. Often meal portions are larger than most might eat, and some suggested smaller meals, perhaps even the lunch menu for dinner or a buffet meal that may offer lower costs. It was also suggested that our events be held with the option to purchase food ala carte or with a "no food" option.

Quite a bit of discussion occurred regarding the number of conferences that are held in the odd-numbered years. As you know, DKG originally had five regional conferences, and now there are three international conferences – two in the United States and one in Europe. Most participants in the town hall discussions indicated that one conference should be held in the odd years, with the caveat that Europe would also have a conference. Several suggestions

were shared regarding hybrid events with a fee, such as a pre- or post-convention event with an option for professional growth. Many participants also favored fewer workshops and more business.

Your input and suggestions are always welcome and certainly do not stop with the town hall meetings.

Administrators also included State Organization Leadership Training in this discussion. In the past, leadership training was a part of the international conferences. In 2021, for the first time, leadership training was held as a separate event, primarily to give leaders the opportunity to focus on the training and to spend time with their executive team. The idea of holding the training with a conference received mixed reviews, but women who did attend the 2021 training in Atlanta spoke very positively about it, listing the reasons I previously stated. As you know, the training was held this year, separately from conferences, in Irving, Texas, at the end of June. Right now, there is one conference contracted for 2025, and it will be in New Orleans.

As we look at all the factors that affect the planning of future conferences and conventions, I want to remind you that the Administrative Board listens to our members. However, from a fiscal standpoint, actions of our members in registering or not shape the final decisions regarding the number of conferences, the sites for conferences, and the format and content. We

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also need to listen to our members' actions. The numbers attending a conference are dropping, and the choice to attend or not attend shapes the quality of content, speakers, etc. that we can provide. Frankly, our best hope is for the conference to break even.

I hope you will read the articles written by Peggy Jonas, DKG Finance Director, and Nita Scott, DKG Executive Director. In the first article, which begins on the cover of this issue, Peggy Jonas discusses concerns regarding the sale of the building and benefits to the membership. Nita Scott addresses the process for choosing our meeting and events sites in her Director's column. Your input and suggestions are always welcome and certainly do not stop with the town hall meetings. I encourage you to continue to share your ideas with us at any time! Members matter – you matter. Our work continues to show members that we are relevant, vital, and certainly sustainable.

Debra B. LeBlanc

Watch the Video!

Click on the thumbnail to watch International President Debbie LeBlanc, DKG Executive Director Nita Scott, and DKG Finance Director Peggy Jonas break down the Town Hall discussions and prepare to lead DKG forward with vitality, relevance, and sustainability in a changing world.



DEADLINES

July 1

International Speakers Fund
Speaker application available

July 15

Chapter Treasurer Annual
Report to State Organization

August 1

Bulletin: Collegial Exchange
Submissions

August 15 - September 15

Arts & Humanities Fall Gallery
Submissions

September 1

State Organization Treasurer
Annual Report (Form 16)

HQ CLOSED

July 4

Independence Day (USA)

September 4

Labor Day (USA)



*Nita R. Scott, CAE
Executive Director*

From the Desk of the Director

If you have read the International President's column in this issue of the *DKG News*, you know that the recent Town Hall sessions held via ZOOM provided critical feedback from members about the design and scheduling of our future international events. If you were unable to attend any of the sessions, her column provides a summary of the concerns and recommendations presented by participating members. Of course, we welcome any additional input from members via email, chat, or phone as we move forward with plans for upcoming events.

Some of the concerns, recommendations, and questions that were discussed related to the overall selection process for international convention and conference sites. When selecting a site, we follow a procedure that includes a checklist, a site visit (if possible), negotiations between me as executive director and the meeting venue, and other considerations that might be specific to the event. The checklist includes items relating to the meeting space, the lodging accommodations, the nearest airport and other transportation options, local community and attractions, safety and accessibility of the venue and surrounding areas, and more. When an in-person visit to the area is not possible, a virtual visit is conducted.

In recent years, our venues have primarily been Marriott International properties – a family of hotels that includes many brands, such as Marriott, Courtyard, JW Marriott, Sheraton, Westin, and many more. Although I reach out to representatives (with whom I also have relationships) from other brands, including Hilton and IHG hotels, our Marriott International global representative has been able to utilize her relationships with the family brands to gain great lodging rates, solid base contracts upon which I can build strong negotiations, concessions that strengthen our “bottom line,” flexibility in contract terms (something becoming more and more important), and even assistance in negotiating *out* of contracts when needed! Unfortunately, I have not found other hotel chains to be as “negotiation friendly” at the large-scale level our events have needed in the past.

Of course, as the attendance has begun to

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—— DKG INTERNATIONAL EDUCATORS FOUNDATION COLUMN ——

An Opportunity to Make a Difference

Now Accepting Applications for the Position of DKGIEF Director

The future growth of DKGIEF depends on the **skills** and **experiences** of elected DKGIEF directors and their **level of passion** for the vision of the Foundation to “educate the world.”



DKGIEF Directors manage the following funds for the purposes of fundraising, investment, donor management, and distribution of awards:

Scholarship World Fellowship International Speakers Emergency Cornet
Eunah Temple Holden Educational Projects Golden Gift Educators Book Award



If you are passionate about the DKGIEF’s mission and have the skill set to contribute to the work of the Foundation, we urge you to apply to become a DKGIEF director. General information and application can be found on the DKGIEF webpage on dkg.org or by scanning the QR code above.

DKGIEF Stories: The Emergency Fund

Tornado! Flood! Wildfire! Hurricane! Earthquake! These natural disasters bring images of destruction, fear, and stress. The Emergency Fund, one of nine funds managed by the DKG International Educators Foundation (DKGIEF), has been responding to disasters such as these since 1948, when a flood destroyed Vanport, Oregon. DKG members responded to a plea for help following that flood that led to the creation of the Emergency Fund. DKG continues to support members around the globe who experience significant damages caused by natural disasters with U.S. \$500 from the Emergency Fund.



Emergency Fund Recommendation Process

Members requesting funds from the Emergency Fund should follow these steps:

- Member completes [Form 84](#) (go to DKG.org > MyDKG > Forms > General > Form 84) and submits to chapter president.
- Chapter president submits the request to state organization president.
- State organization president submits [Form 84](#) to the DKG Executive Director, being sure that the member’s mailing address is current.
- Executive Director reviews the request, approves it if appropriate, and sends a check for \$500 directly to the member. The Executive Director may ask for additional information to determine whether the loss was due to natural causes.

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From *DIR* p. 4

decrease over the years and as our events begin to take on a different shape because of your feedback, our venue needs may change as well. Although the process and the checklist will remain the same, the possibilities may be expanded to include exploration of smaller hotels, conference centers, event centers, colleges, and universities. Of course, we must also realize the impact those options will have on our events and members' experiences:

- In the past, being under one roof with little walking has been a priority – so, understandably, walking outside from lodging rooms to separate venues for meeting and dining could be considered a liability.
- Cost has been a common concern among decision makers and participants alike. Because lodging rates and food and beverage minimums dictate meeting space costs and availability, thinking outside of the box may create some solutions without affecting the overall membership experience. It is perhaps the most complicated aspect of the process.
- Size is always a major factor in choosing a venue. Historically, we have selected sites and negotiated contracts as dictated by past attendance – much larger numbers than in recent years. Is the decline due to the cost as many indicate? If so, why is our attendance often higher at attractive locations even when the experience is more expensive than the less expensive locations that attract fewer members? Or is there another factor, such as timing? Frequency? Fear of travel in an uncertain environment? Or is it just time for a change?


So, you see – it is a complicated process. As always, we must first and foremost consider our members' needs to be safe, to hear and see, and, overall, to be comfortable in the environment we provide for our events. Cost to members and cost to the Society must be considerations as well. Due to the large number of factors that collectively impact the final decision, the board must always act in the most fiscally responsible manner possible when all is said and done. So, please be confident, we are listening. We will consider all the options presented. However, the ultimate charge to which any board must adhere is to be a responsible fiduciary to the organization. Such fiduciary responsibility for planning events is certainly a complicated problem and, as one member stated, "There is not one answer." Still, we will begin an in-depth exploration, and we welcome your thoughts.





TECH CORNER: MAKING THE MOST OF SOCIAL MEDIA


The DKG NEWS isn't the only place to find Society-exclusive updates and information. DKG's social media channels are updated regularly to include all events, educational endeavors, and achievements happening across the organization. From Facebook to YouTube to Instagram, each social media channel offers a unique way to stay connected with members from around the world.


On www.dkg.org, scroll down to the website footer to find an assortment of icons. Each icon leads to a different social media channel:


 **FACEBOOK** – Blog posts, important reminders, fun facts, and videos are all posted directly on DKG Society International's official Facebook page. "Like" the page to get regular updates. Facebook is also one of the easiest social media sites for commenting and reaching out to fellow members. You might even make a few new friends when you get connected with DKG.

 **DKG ARTS GALLERY** – The DKG Arts Gallery is one way International celebrates the talent and passion of DKG members from across the globe. Visual art, photography, and writing pieces are submitted by members from around the world. The Arts & Humanities Jury anonymously reviews and selects items for viewing in the DKG Arts Gallery. New pieces are revealed every spring and autumn.

 **DKG BLOG** – The DKG Blog offers in-depth updates, reminders, tips, and tricks. Articles of interest, many of them written by DKG members, are regularly posted here. Articles cover topics ranging from membership tips to hot button issues facing teachers today. Each international committee has its own section of the blog as well, making it incredibly easy to navigate. There's also a "comment" function on the blog, allowing for easy two-way communication.

 **YOUTUBE** – In recent months, International has been investing more into video productions and video updates. Important information pieces, such as the bi-monthly President's Page updates, are housed on the DKG YouTube channel. Pro-Tip: This is also where you can find regular updates on our ongoing member revitalization project with outside consulting group Avenue M. Conference and convention video updates are also posted here.

 **LINKEDIN** – Don't forget, DKG is a *professional* society. Targeted for female educators, DKG was designed to strengthen the professional and personal lives of members. With LinkedIn, you can find and connect with a network of other member professionals from across the globe. The DKG page also shares articles relevant to teachers. Reach out to fellow members, interact with International's professional resources, and start building a strong professional network now!

 **TWITTER** – For quicker updates similar to those posted on Facebook, head to DKG's Twitter page. Important DKG updates are posted in short, digestible tidbits on Twitter, making the hunt for information easier than ever. A simple "follow" is all it takes to start receiving DKG updates right to the timeline.

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The Stories: Members Say “Thank You”

Members who have been affected by a natural disaster are grateful for the financial assistance provided by the DKGIEF Emergency Fund. Their gratitude is evident in the thank you notes sent to DKG leaders in Austin.

Nebraska Member 2019: “To have over \$30,000 in uninsured losses has been devastating, but getting your check filled me with smiles and appreciation!”

Georgia Member 2019: “Thank you so much. One never realizes the extent of devastation until it happens to you. We will be eternally grateful for your help.”

Pennsylvania Member 2021: “Words are insufficient to express my gratitude for your kindness and support. Thank you for such a timely response for an emergency situation.”

Florida Member 2022: “Thank you so much for the \$500 check you sent me. It has been very useful since I have not settled with my insurance company even though it has been almost two months since Ian’s visit.”

Ohio Member 2022: “Fear was replaced by hope. Family assisted in the cleanup, and we are in a long line for repairs. But hope and support came again when DKG sisters provided financial assistance. Thank you for keeping hope alive!”

Experiencing the effects of a natural disaster is extremely stressful. According to research, those who cope best in these life-altering situations are those who have previously helped others. Doing something for others creates a sense of purpose and belonging, making us feel rewarded and empowered. The self-efficacy of making a positive impact on someone else gives us faith in our ability to succeed in other situations. By supporting the Emergency Fund, DKG members experience the truism: by helping others, we truly help ourselves.



Making an Impact

Natural disasters have impacted numerous DKG members in the past few years. From July 1, 2021, to April 15, 2023, DKGIEF awarded emergency funds totaling \$66,500 to 133 DKG members. Thirteen state organizations, including Tennessee, Pennsylvania, South Dakota, Kentucky, South Carolina, Florida, Missouri, Illinois, Ohio, Texas, Alabama, Alberta in Canada, and Puebla in Mexico, requested funding for DKG members.

Contributions to the Emergency Fund demonstrate the Society’s “genuine spiritual fellowship.” Emergency Fund donations can be made online or by mail.

- Online Donation
 - » Go to the [DKGIEF webpage](#) (go to DKG.org>DKGIEF).
 - » Select [Emergency Fund > Donate](#).
 - » Follow directions on the page to make a credit card donation.
- Mailed Donation
 - » Complete [Form 43](#) (go to DKG.org > MyDKG > Forms > Contribution > Form 43).
 - » Mail Form 43 and a check made to DKG Emergency Fund:

DKG International Educators Foundation
12710 Research Blvd., Ste 230
Austin, TX 78759

Donating whatever you can spare is a simple but generous way to assist others in need. The Emergency Fund is solely supported by members’ donations. Help DKG to make a difference by responding to a member when she needs it most!

Creating Partnerships as a Marketing Tool

If the Delta Kappa Gamma Society is to grow, promotion and marketing are essential. Marketing helps to advance the organization by creating brand recognition, generating awareness of our Purposes and projects, and enhancing our influence when we speak out on behalf of educators, women, and children.

Although marketing the Society is like marketing a business, members will notice significant differences. However, we can use tried and true marketing tools to let all educators know about us, our Mission and Purposes, and the outstanding services the Society provides. Out-of-the-box thinking can result in unique marketing strategies that affirm our Society's values and successfully help the organization grow. One marketing strategy with high potential is to create partnerships with similarly-minded organizations.

For example, chapters may form partnerships with teacher training programs at local universities. Members can offer their services as guest speakers, mentors, and volunteer evaluators for things such as practice lessons and job interview simulations. Using their real-world expertise, members can help respond to questions about topics ranging from classroom management to working with parents. By building relationships with the universities, chapter members have a natural venue for recruiting both collegiate members and their faculty.

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Proposed Amendments at the 2024 Convention

The International Constitution Committee (ICC) welcomes members' input on potential amendments to the Society's governing documents: the *Constitution* and the *International Standing Rules*. Proposed amendments will be considered at the 2024 International Convention, but now is the time to begin considering formal proposals, which must be submitted to the ICC by **October 1, 2023**. Do you have ideas to help move the Society forward? If so, consider whether a proposed amendment will help DKG accomplish that goal.

In some cases, the governing documents include items that are more properly considered policies, procedures, or guidelines. Because the governing documents may only be amended every 2 years, detailed directives are not appropriate for inclusion and can hamper change that allows the organization to be agile and responsive to members' evolving needs. A member may suggest, then, that a given portion of the *Constitution* or a particular Standing Rule belongs in the more adaptable *Guidelines and Policies/Procedures (GAPP)* document.

At the 2022 International Convention, time prevented consideration of several proposed amendments, which "fell to the ground" – that is, were left behind at that convention. The ICC contacted all members who had proposals that fell to the ground. If the proposers wished, those fallen proposals will be included, along with new proposals, in the list to be considered at the 2024 convention.

To submit a proposal, go to **dkg.org > MyDKG > Apply/Submit**. Click on the "Proposed Amendment Submission" near the bottom of the list. The Google Doc will include a space for a proposed change to the *Constitution* and a space for a proposed standing rule. Remember to include a rationale statement. Be clear, concise, and give the financial impact. Each proposed amendment must be listed on a separate Google form. Once again, the deadline for submission is **October 1, 2023**.

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should take the time to evaluate all options for a future space, determine what will truly be needed by DKG – and then explore whether to lease long-term, buy, or build.

In the interim, the funds have been invested with RBC, with three primary goals:

1. To preserve the capital (money) we received,
2. To generate interest and dividends (earnings), and
3. To maintain enough liquidity for the organization to support the current Permanent Fund expenditures.

The first goal preserves the funds for the future and allows the organization to plan for a future space, if desired, as well as make appropriate changes to the governing documents if that is the will of the membership.

The second goal, the generation of interest and dividends, is of great importance because of the direct and



immediate benefit to the members. Under the rules for the Permanent Fund, interest and dividends earned by the fund may be shifted to the Available Fund, which is money that is readily accessible and can be spent on current needs. That is, although the proceeds from the sale of the building cannot be conveyed to the

Available Fund, the *earnings* on the proceeds can be. So far this fiscal year, more than \$325,000 in interest and dividends has been generated by the Permanent Fund and transferred to the Available Fund.

Last, the Permanent Fund is responsible for the lease payments for international headquarters. When the Society owned a building, the expense of maintaining the building, such as repairs and upkeep, property taxes, landscaping, security, fees, and permits, were all paid by the Available Fund. Now those expenses are part of the lease of the office and are paid by the Permanent Fund. This fiscal year, the Permanent Fund paid more than \$150,000 for the rent of the office, reducing the operating costs of the Available Fund.

In total, members have benefited by more than \$475,000 in fiscal year 2022-2023 alone thanks to the sale of the building because of the additional income received and the reduction of the Available Fund's expenses. Those benefits, along with careful management of DKG's other organizational expenses, allow DKG to continue operations without an increase in dues. The last increase in international dues was approved in 2008, almost 15 years ago. That really is amazing.

You are welcome to send questions, comments, and suggestions directly to Peggy Jonas, DKG International Finance Director. To find her contact information, please go to **dkg.org > About > HQ Staff**.

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INSTAGRAM – If you prefer more visually focused content, Instagram may be the platform for you. This picture-heavy platform provides updates similar to those found on Facebook and Twitter but with a more collegial, laid-back feel. DKG's Instagram also frequently highlights the initiatives happening around the Society internationally, making it easy for members to stay in touch.



PINTEREST – Pinterest, including DKG International's Pinterest, is a great place for teachers to generate ideas for their classrooms and for chapters to generate ideas for their meetings. Activities, icebreakers, and classroom décor are just some of the types of information available on the Society's Pinterest page.



NEW! DKG PODCAST – The brand new, recently launched DKG Podcast is another way to absorb new and important information. Topics covered in the Podcast include how to attract new members, professional development tips, and ways to strengthen your chapter. Episodes are short, easy to listen to, and a great way to find out new information happening around DKG without disrupting daily activities.

Social media enable connection and communication throughout the Society. But these digital tools are only as useful as members make them. When members start conversations, the whole Society benefits. So, if you have something to share, or want to see what others are talking about, head to your favorite social media site to search for DKG Society International, or click the icons found on www.dkg.org to get started! If you have any questions, feel free to leave us a comment on any of these channels!

And the Survey Says...

When a Society member drops her membership from DKG, she will receive a Dropped Member Survey from International. The survey, which has been done since early 2012, has received responses from a total of 4,208 dropped members since launching. The results of this survey have provided insight into why members are choosing to leave DKG and revealed major issues the Society needs to address at all levels of the organization.

On the positive side, when asked how satisfied members were with their DKG membership experience, more than 69% responded that they were either satisfied or extremely satisfied. This speaks well of the organization, as do to the results of the second question, which asked whether members would consider reinstating their membership. More than 59% said they were either likely or extremely likely to return to DKG.

The survey also revealed that the primary reason members drop their membership is due to both family and professional responsibilities (52.75%). These responsibilities may prevent members from retaining their membership now – but not in the future. After all, reinstatement is easy; all a member needs to do is pay her dues. For this reason, it's important not to overlook or forget about members who have resigned.

Knowing these results, a few questions arise:

- What are active members doing to stay in contact with dropped members?
- Do dropped members still receive newsletters from their former chapters?
- Are dropped members regularly invited to chapter meetings, just to stay in touch?

Some members have dropped because their chapter was dissolved. Sadly, this can happen because of lack of members and/or lack of leadership. Dissolution of a chapter is hard for all involved, but

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Did you know that most community service clubs are constantly looking for speakers for their weekly meetings? DKG members could get involved with local organizations by developing some short (20–30 minute) programs on a variety of topics that would interest members of the Kiwanis, Rotary, Lions, Soroptimists, or similar clubs. Topics might include things such as trends in education, daily struggles of today's classroom teachers, the book approval process in school districts, technology in today's classroom, and so much more. These presentations may lead to benefits such as access to service club grants, more voter approval of levies, and support for educators. Presentations like this can also attract potential members from non-traditional fields of education.



Members may even branch out by partnering with youth organizations, such as the Girl Scouts or 4-H, affording DKG members the opportunity to teach leadership skills, public speaking, or civic engagement. Chapters could involve youth in DKG international projects, such as Supporting Early-Career Educators or Schools for Africa, through fundraising, letter writing, or care packages. Imagine the power of engaging young people in initiatives benefitting a women's shelter or a book campaign. Publicizing these events lets the community know of these projects and builds brand recognition.

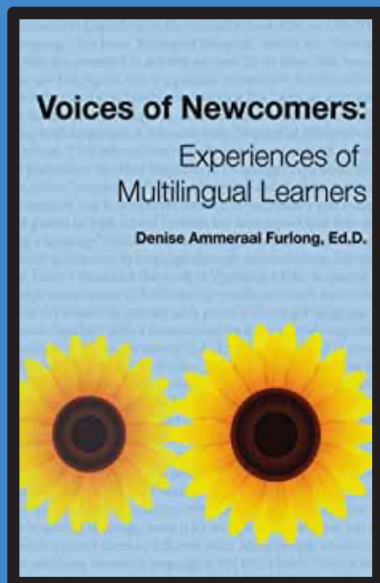
Associations for retired educators and union groups are another potential avenue for partnerships. DKG members sit on boards of these organizations and can, for example, offer to set up an information table at a DKG convention in exchange for a DKG table at the partner's convention. The American Association of University Women (AAUW) and the League of Women Voters (LWV) are wonderful partners. In Washington State, the DKG state organization partnered with the LWVWA to write a series of workshops on effective testimony, which were then presented all around the state, to other states, and to the National League. This experience gave DKG materials to train its members and the opportunity to become more effective in meeting with legislators. This, in turn, generated greater respect for the state organization's "asks" for legislation supporting educators' mental health and teachers' pensions.

Creating partnerships is just one way to market DKG, but it is a strategy that matches our Purposes and our "personality" as an organization. Chapters and state organizations are encouraged to consider partnerships as valid and efficacious tools for growing the Society. Joining more traditional tools of media and press releases, partnerships expand the potential for growth and relevance as perceived by other educators and community members.

For more ideas on marketing, see the Resources tab of the DKG International website: **dkg.org > Resources > Marketing Resources**. Under this tab, you can also find graphics that may be helpful when marketing the organization.

2023 Educators Book Award

Voices of Newcomers: Experiences of Multilingual Learners



By Denise Ammeraal Furlong, Ed.D.

The DKG Educators Book Award Committee is pleased to announce this year's winning book: *Voices of Newcomers: Experiences of Multilingual Learners*. This is an easy-to-read, practical guide for the early-career educator, the seasoned educator, and the administrator looking to meet the needs of multilingual/English learners, in particular newcomers and students with limited or interrupted formal education (SLIFEs).

This author hopes to spark conversation and inspire creativity in working with multilingual learners (MLs) as she shares valuable information on:

- How to manage the first days and weeks to assist newcomers in adjusting (academically, emotionally, and socially) to their new school and class.
- Asset-based perspectives on the progress of MLs.
- How to help teachers academically engage these students, in addition to ways to assess and motivate them.

The author provides reflection questions and discussions for each chapter to guide book clubs or conversations in professional learning communities (PLCs). Overall, the book is full of ready-to-use resources to support educators as they meet the needs of MLs.

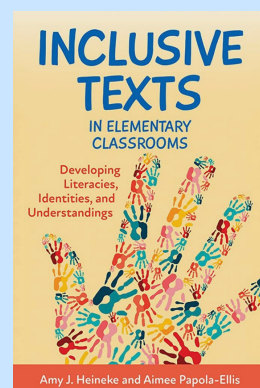
This book gives the educational community time to pause and reflect on classroom activities, teaching styles, approaches to students' feelings, attitudes toward the ML, and insight into possible family situations or trauma that MLs have experienced. Amplifying the voices of these students, their families, and their teachers, this book includes real-life stories to help educators understand these diverse perspectives.

Honorable Mention

Inclusive Texts in Elementary Classrooms: Developing Literacies, Identities, and Understandings

by Amy J. Heineke and Aimee Papola-Ellis

At a time when schools are becoming more and more diverse, it is important that educators prioritize texts that mirror children's life experiences and give children a window to understanding the experiences of others. The authors take educators through a four-part framework for selecting, using, and engaging students with texts that promote children's identity and reading and content literacy. Based on extensive research, this book gives strategies, examples, and reflective questions. *Inclusive Texts* provides educators with the tools to meet the diverse and relevant needs of today's students.



www.dkg.org

INTERNATIONAL CONFERENCES HUB

Detroit: Taking Care of Our Mental Wellness With the US Forum

The 2023 International Conference in Detroit will give members the opportunity to rejuvenate and revitalize, educate themselves, and see friends, old and new. As an added bonus, the U.S. Forum session will provide many resources for building and maintaining mental wellness. On Friday, July 14, 2023, from 2:45 p.m.– 4:45 p.m., join the U.S. Forum for a delightful afternoon that will put attendees' mental wellness first and give them the chance to take home many ideas to share with both state organizations and local chapters.

The U.S. Forum will kick off with a mental wellness panel featuring Dr. Elizabeth Turner, Carol Linscott, Cynthia Moore, and Debbie Pajula. These panelists will offer practical ideas to make a positive impact on the



Scan the QR Code above to go to the Detroit Conference Events Page

self, colleagues, and fellow DKG members. Following that panel, attendees may choose from a variety of wellness activities and resources to take home.

The session also will provide attendees with the latest updates from the U.S. Forum: a legislative update, what is going to happen at the National Legislative Seminar, and how to become more involved in the Forum. Each

attendee will take away more than 50 ideas to share with colleagues as they work to plan meaningful programs and activities. See you in Detroit!

DIAL INTO DETROIT...

Join DKG members in Detroit July 11-15, 2023

- Attend sessions with speakers, workshops, & panel discussions.
- Visit one of the last surviving Victorian-era commercial streetscapes in Greektown.
- Make lasting connections with DKG colleagues.
- Enhance your well-being in both mind & body.
- Shop, learn, & have fun at the Society Expo.
- Enjoy a tribute to Motown's greatest music.

Now is the time to register! Go to www.dkg.org > Events.



Scan the QR Code above to go to the Detroit Conference Blog



DON'T FORGET TO DOWNLOAD THE DKG EVENTS APP!

Available on the Apple App Store or Google Play Store NOW.

Phoenix: The Sheraton Grand Wild Horse Pass Resort is Calling You!

The 2023 International Conference in Phoenix, Arizona, on July 18-22, 2023, will be here before you know it. The next few weeks are going to fly by. If you are like most, you have so much to do and so little time to do it. The Phoenix Steering Committee encourages you to take a moment, confirm your decision, create a plan, and make the 2023 Phoenix International Conference a gift to yourself.

The steering committee is excited to share the amazing location, incredible guest speakers, inspiring workshops, and fabulous Society Expo with you. Although some deadlines have already passed, you can still walk through the checklist below for last-minute reminders and updates as you prepare for your DKG adventure to the Gila River Indian Community (GRIC) at the Sheraton Grand Wild Horse Pass Resort.

- Visit the [International Conference: Phoenix](#) event page on dkg.org to find:
 - » Both online and by mail registration information.
 - » A link to the SignUp Genius form for conference volunteers.
 - » Sign-up information for the GRIC Immersion Experience.
 - » Informative YouTube videos for quick viewing of timely details.
 - » Document showcasing all available workshops/breakouts.
 - » Schedule at a Glance.
 - » Biographies of keynote speakers.
 - » Access to the Phoenix Blogs for important details.
 - » And so much more!

Already Registered and Have Your Room Booked?

- Check out [DKG Event News \(Phoenix Blogs\)](#) for details concerning:
 - » Arranging transportation to and from the airport.
 - » Contributing to the convention project.
 - » Recognizing the Phoenix Conference symbol.
 - » And lots more!
- Download the DKG App and start exploring how it can be used to make the most of your conference experience today!

The 2023 International Conference in Phoenix is one you will not want to miss. Bring a friend, bring your family, and, most importantly, bring yourself for fun, fellowship, and professional and personal growth opportunities.

See you in Phoenix!



Scan the QR Code above to go to the Phoenix Conference Events Page

Scan the QR Code below to go to the Phoenix Conference Blog



PHOENIX IS CALLING...

Join DKG members in Phoenix July 18-22, 2023

- Experience the native culture at the Gila River Community.
- Win prizes during the Bingo Trivia Night.
- Enjoy dynamic keynote speakers.
- Learn new skills at a variety of workshops.
- Browse and shop at the Society Expo.
- Explore the various resort amenities.

Now is the time to register! Go to www.dkg.org > Events



Tampere: The Final International Update

TAP INTO TAMPERE...

Join DKG members in Tampere July 26-29, 2023

- Experience the heart of the third largest city in Finland.
- Level up your knowledge through a variety of workshops.
- Network with colleagues from different countries.
- Be inspired by top voices in education.
- Visit the Moomin Museum.
- Browse the Society Expo.

Now is the time to register! Go to www.dkg.org > Events.



Scan the QR Code above to go to the Tampere Conference website



Scan the QR Code above to go to the Tampere Conference Blog

Conference steering committee members are working hard to make your stay in Tampere this summer comfortable, relaxed, and full of culture and fun. The program is ready, and you can find the latest news and updates on the DKG app. The Tampere website also includes final conference updates, links to websites with key tourist information, and more facts and information about Tampere itself.

To make this international conference a great experience for the NewBEEs, please bring an old (extra) conference bag with you to donate to a first-time attendee. Please include a written card with your name, email address, and a word of welcome. This small favor will help attendees form wonderful, meaningful new connections with our newest participants, as well as support DKG's sustainability efforts.

Recently, members from the United States and Canada reported having issues with registration for the 2023 International Conference in Tampere. Unfortunately, there were technical issues with the link on the international website. For this reason, the best way to register is by heading directly to the 2023 Tampere International Conference website: <https://dkgtampere2021.weebly.com/>.

See you in Tampere!



PLEASE NOTE:

Hotel Registration is now **CLOSED** for all conferences. In addition, pricing has now increased for all registration fees. Learn more by visiting dkg.org > Events > International Conferences.

From *SUR* p.11

it does not necessarily have to mean the loss of members. Make sure your chapter and state organization have a plan in place for helping members of dissolved chapters transfer to new chapters. If that is geographically impossible, members can join their state organization membership; however, this should only be done as a last resort.

Other reasons members resigned were not so unavoidable:

- The chapter meeting times or locations were unaccommodating.
- The chapter meetings did not satisfy personal and professional needs.
- There was a lack of communication and contact from chapter members.

Negative comments from dropped members included:

- “Nothing was explained; business carried on as if I knew what was going on.”
- “I was not valued as a member.”
- “[Chapters were] very cliquey and not welcoming.”
- “[Members were] not checking on me when I was unable to attend for several months.”
- “[There was] not much interaction between new and established members.”
- “Meetings [were] not relevant or engaging.”
- “We are not getting any new members, and no one wants to be a leader.”

Although the responses to the first few survey questions may be seen as positive, these comments certainly are not. Your chapter can welcome, engage, and retain members by:

- Assigning each new member a mentor.
- Having a greeter who welcomes every member.
- Engaging in ice breaker activities to ensure members get to know each other.
- Encouraging members’ input before planning programs.
- Providing programs that appeal to both retired and working educators.
- Changing meeting dates and times, or adding virtual meeting options, to accommodate all members.
- Allowing members to bring their young children, or providing someone who can watch the children.
 - » High school students in your area may be looking for community service hours; they may help.
- Checking on members who are absent for more than one meeting.
- Assigning new members to committees.
- Giving new members tasks at the meetings, instead of having just a few members do everything.

Surveys help the organization learn more about what members think. This is the first step to gaining and retaining members. To find ideas on how to retain new (or existing) members, please visit **dkg.org > Resources > DKG Officer Resources > Membership**.



Administrative Board Actions

May 18-20, 2023 – Marriott Courtyard (Pflugerville Conference Center), Austin, TX

**Full Board
actions with
context are
posted online.
[Click Here](#)**

The following major actions were taken by the 2022-2024 International Administrative Board during its May 2023 meeting:

1. Approved the Consent Agenda items by consensus, without objection.

Consent Agenda Items:

Action Item #1: Move to adopt Vendor List #2 for the 2023 International Conferences

Action Item #2: Move to adopt GAPP – World Fellowship Selection Process

Action Item #3: Move to adopt GAPP – International World Fellowship University Participation Process

Action Item #4: Move to adopt GAPP – Non-Dues Revenue Discount Opportunities: Procedures

Action Item #5: Move to ratify Administrative Board actions taken via electronic vote since the last Administrative Board meeting, November 2022:

i. *Recommend that the Executive Board approve the Society Travel Reimbursement Policy (January 23, 2023)*

ii. *Recommend that the Executive Board approve Philadelphia as the International Convention site in 2028. (February 10, 2023)*

Announcements on the Consent Agenda:

Executive Board actions taken since the last Administrative Board meeting, November 2022:

1. *Approved an expenditure of up to \$175,000 from the Permanent Fund for required maintenance and migration of the Society database and dues portal. (November 28, 2022)*
2. *Approved the updated Educators Book Award: Guidelines as approved by the International Administrative Board, November 2022. (January 11, 2023)*
3. *Approved the Member Volunteer Travel Reimbursement Policy as presented. (January 11, 2023)*
4. *Approved the Available Fund Budget as revised. (January 24, 2023)*
5. *Approved Philadelphia as the site of the 2028 International Convention.*
6. Authorized the Executive Director and International President to arrange for historical items, including the portrait of Annie Webb Blanton, to be given to Texas Women's University (Denton) and make a digital copy of the portrait to hang at the Headquarters Office.
7. Approved the Technology Infrastructure Management Schedule as presented.
8. Authorized for any current or future funds designated to Schools for Africa be allocated by UNICEF to the Education in Africa initiative.
9. Recommended to transition the international project Schools for Africa to Education in Africa initiative (UNICEF).
10. Adopted the Audit as presented.
11. Recommended that the Executive Board approve the nomination of Justice Beverley McLachlin for International Honorary Membership.
12. Recommended that the Executive Board approve the 2024 Educators Book Award Guidelines as amended.
13. Approved the recommendations of the Performance Appraisal Team.

10. Approved the list of Possible Sponsors for the 2024 International Convention.
11. Authorized that within the United States, the Society will hold one international conference in 2025.
12. Authorized the executive director to explore possible meeting space and accommodations in New Orleans for state organization leadership training in 2025.
13. Authorized the allocation of \$5000 to the Europe Forum to hold a Europe Forum Conference in 2025.

To read the full of Admin Board Actions with Context, visit dkg.org > Publications/Documents > Board Actions > Admin Board Actions > May 2023.

Building the Next DKG Slate of Nominees Begins With YOU

Your invitation to DKG membership highlighted your leadership. Are you ready to take it a step further and apply for an elected position at the international level, or can you encourage another member to do so? The future of our organization is in the hands of our members.

Applications will be accepted by the International Nominating Committee (INC) beginning this summer. Applications close **September 15, 2023**. That means the time to plan and recruit is now! You may self-nominate or recruit and nominate another DKG member.

All qualifications and recommendations for applicants for each position are listed in the *International Standing Rules* (ISR) 8.72.f. These are the **only** qualifications considered when the INC evaluates the applicants.

Please ignore commonly assumed rumors. Applicants need not have:

- Earned a doctorate.
- Attended Leadership Management Seminar (Ignite).
- Participated in a prescribed number of international conferences/conventions.
- Held a certain number of specific state positions.
- Been a member for a minimum number of years.

The duties and responsibilities of the elected INC members themselves are outlined in the *Constitution* Article VIII Section B.8.b. INC members MAY NOT:

- Recruit applicants.
- Assist applicants in any way with the application process.
- Discuss any applications with anyone other than another INC member.
- Support or advocate for any nominee in any way.

Plan now! Evaluate how your interests and skills intersect with the qualifications. ***Guidelines and applications are posted on the DKG website: dkg.org > MyDKG > Apply/Submit > Nomination Recommendation for Officers.***

Members from the INC will be at the Expo at each international conference this July. The INC Expo table will be open to all members, so bring your questions or concerns about the application process.

Remember, DKG is a member-driven organization whose strength lies within our members. Will *your* name appear on the next ballot?

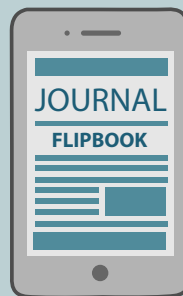
DKG AROUND THE WEB



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

UPDATE:

Summer has arrived, and the sun is shining. It is finally time to meet family and friends and enjoy outside activities.

On December 13, 2022, European state organizations had the second edition of our new tradition, Lucia Day, a festival of lights. In the past months, the European Forum has also continued sharing expertise on key educational topics. You can find videos on these topics on the European website: <http://www.dkgeurope.org/educational-topics.html>.

Making meaningful connections is one of our themes. We were very happy to have had a ZOOM meeting with the state organization presidents of Canada. It was very informative, and we made an appointment to meet in Tampere this July. We are looking forward to seeing them there.

The organization of the 2023 International Conference in Tampere is almost finished. We are very happy that a lot of members from outside Europe will find their way to the most popular city in Finland. Please review the article inside this issue of the *NEWS* (p.16) for more information, including how we plan to welcome NewBEEs and support DKG's sustainability efforts. You can also learn more and register for your trip on the conference website: <https://dkgtampere2021.weebly.com/>.

The war in Ukraine still holds Europe in its power. We have many refugees throughout Europe who need education, a place to live, and a place to be safe. Every country in Europe is doing what is in its ability to provide help. DKG members in different countries are even helping with coaching and education.

The war is not the only thing that concerns European members. The Norwegian members recently signed a proclamation to support Afghan women who don't have access to education after primary school. We will read this proclamation during the International Conference in Tampere.

One of our Dutch members originally comes from Iran. She fights for the equal rights of men and women with the organization Women, Life, Freedom (<https://womenlifefreedom.today>). Women are being arrested for not wearing their headscarves properly, girls are being poisoned, and education is not guaranteed. All around the world, women are threatened just because they are women.

As we continue to fight for women everywhere, let's work to have a wonderful summer, maybe at one of the international conferences. See you in Tampere.

Marie-Antoinette Hubers de Wolf
Europe Regional Director