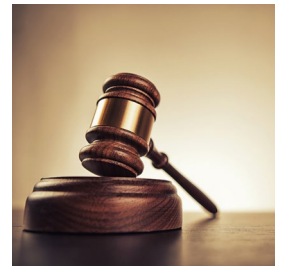


Leading Women Educators Impacting Education Worldwide



Administrative Board Actions: Nov. 2020

Finland Conference Postponed; Portland, San Antonio Plans Proceed

With the postponement of the international conference in Tampere, Finland, until 2023, regional directors and steering committees are focused on planning the conferences in Portland, Oregon (July 7–10, 2021) and in San Antonio, Texas (July 21–24, 2021). Although featuring similar themes highlighting DKG opportunities, contributions, and impact, each conference will have a special flavor and flow of its own even as members will enjoy choice of date and location.

Watch the Events page of the DKG website for key information and updates, including each venue’s Schedule at a Glance. Hotel block reservations are expected to open at www.dkg.org on January 11; double occupancy rooms will be \$194 in Portland and \$179 in San Antonio. Conference registration

at \$160 will open online on February 22; forms will also be available in the March/April *DKG NEWS*. Workshop proposal forms can be accessed online under each event and are due by January 8. Vendor and exhibitor applications are due by April 15.

Portland, Oregon

Organizers of the 2021 Portland International Conference are planning tours (July 6-7) and preconference sessions (July 7). Tours will include the Mt. St. Helens volcano, Multnomah Falls, Mt. Hood and fruit/wine country, hop on/off circuit of the Rose City, and a trip to the early settlement of Lewis and Clark near Astoria and the Pacific Ocean. Provided by a separate company, tours will be detailed further in the March/April *DKG NEWS*. See *CONF.* p. 3



World Fellowship Recipients



ISF Virtual Presentations



International Update: Canada

The Value of Membership... Sharing Our Stories

By **Becky Sadowski**

2020-2022 International President



“Associations will need to focus on things that members believe are important and report on progress in a timely manner.” *The Will to Govern Well* (Tecker, Meyer, Wintz, & Crouch, 2010)

Have you ever paused to think about why you value your DKG membership? While this question has proven to be an important starting point for state organizations participating in the revitalization process available to them at the international level, chapters are also learning that this topic creates a discussion that reveals so much about the “health” of that group. What we are discovering is that each of us identifies somewhat different reasons for becoming a DKG member. Those differences reflect the fact that all Society members are not the same. We have different needs and interests.

While there are similarities among the concerns identified by state organizations and chapters, each group’s situation is unique. Delta Kappa Gamma is not a “one size fits all” organization. We are leaders with various strengths and passions, and we value the opportunity to share these as active participants who strive to make an impact in our communities and in the world.

How do we ensure and sustain a meaningful membership experience for all members of our diverse and multigenerational organization? Most DKG members would agree that rebuilding and re-energizing begins in our chapters. Building relationships among chapter members is a key to chapter success. What better way to accomplish this than to take time to share our stories about the value of our membership!

Sharing may be done in a variety of ways, such as highlighting responses in the chapter newsletter or setting aside time for this opportunity in chapter meetings. Occasionally, longtime members may even discover that their reason for joining DKG is not the same as the reason they retain their membership. An early-career educator may be seeking opportunities for quality professional development programs or networking with other educators. Years later, that now-retired educator may be interested in mentoring other educators or becoming more involved in chapter projects in her community. As new members join the chapter, they also bring their own ideas and perspectives that will be important to consider. Introducing those newer members to other chapter members who share common interests may help to build member connections.

Building relationships among chapter members is a key to chapter success. What better way to accomplish this than to take time to share our stories about the value of our membership!

So...one possible answer to the question posed earlier in this message lies within our members. They may be waiting to be asked! Reflecting on members’ stories can provide chapter leaders with insight regarding what things members value and believe to be important. Using this information to plan programs and projects can be a strong factor in increasing member engagement. At the same time, let’s continue to explore other ways to ensure that our organization remains dedicated to our Purposes while offering a relevant experience for our members.

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

Assistant Editor and Graphic Designer | *Taylor Osborn*

From CONF, p. 1

Preconference workshops are designed to meet your needs! Interested in managing meetings or learning more about Roberts Rules (parliamentary procedure) to make your DKG meetings easier? Chapters and state organizations will want to have key leaders trained at the first workshop sponsored by grants from the Eunah Temple Holden Leadership Fund and Cornetet Award Fund. Participation requires the purchase of *RONR in Brief* and a ticketed lunch. The second workshop is designed for chapters to send a team of two to reflect on the vitality of the chapter, to brainstorm/share ideas, and to emerge with a plan for next year to strengthen or grow a chapter. Neither workshop has a registration fee, but each requires the purchase of a ticketed lunch.

San Antonio, Texas

Join colleagues at the beautiful San Antonio Marriott River Center Hotel, offering stunning views of downtown San Antonio and the picturesque River Walk. Thursday, July 22, will feature an event sponsored by the DKG International Educators Foundation that will include breakfast

and a presentation by a living historian. Later that afternoon, a gathering for “First Timers” and a “Happy Hour” will allow you to reconnect with friends.

Multiple opportunities await. Speakers will include Diane Phillips, President of DKG Quebec State Organization; Wendy Gates Corbett, author and international speaker; and Becky Sadowski, DKG International President, who will provide inspirational thoughts and motivation to all members. Enjoy two general sessions; forums and panel discussions; a Membership Luncheon; workshops on projects, initiatives, or specific topics; campfire sessions providing an open conversation led by a speaker; and Fast Breaks, located in quiet alcoves of the hotel, that will be like speed dating but a bit more in depth.

Be sure to bring your wallet and an extra suitcase to indulge in the Marketplace, where vendors and exhibitors will be open for your shopping experience. Although surely busy during the conference, you will have the opportunity to enjoy the sights and sounds of San Antonio on Friday evening. Saturday’s culminating event of the conference will be a special dinner.



*Nita R. Scott, CAE
Executive Director*

From the Desk of the Director

Considering the number of international and state organization events scheduled each year, it may not be a surprise to learn that DKG Society International is viewed by hotels and meeting venues as a major player when it comes to event planning. DKG's growing relationship with the Marriott Family of Hotels has recently provided the foundation for invaluable support when the 2020 International Convention and other smaller meetings, such as the International Leaders Orientation Meeting, were canceled and redesigned as virtual events. That relationship has also been critical to negotiations for future events for which room rates have been locked – such as for conventions contracted as far out as 2024 or 2026 that will maintain approximately the same rates as would have been charged in 2020.

However, planning ahead is not always easy. Even the best-laid plans sometimes fall apart due to unforeseen circumstances – such as a pandemic, for example! So, here is a sneak peek behind the scenes of a few upcoming international events:

- The contracts for the 2021 international conferences were negotiated prior to the pandemic. However, all have been renegotiated multiple times since March with the intent to remain fluid and to respond appropriately, with caution and care, to the ever-changing environment.
- With the penalty-free cancellation period extended to December 31, the conference in Europe could be canceled without any cost to the Society. Thus, at the request of the planning committee in Europe and with approval from both governing boards, it was postponed until 2023. No conference will be held in Europe in 2021.
- Although the two conferences scheduled in North America do not have the same freedom contractually,

both venues have promised to work with the Society to provide successful and safe events with careful consideration of the possibility that the events may have to be redesigned to be hybrid or virtual if face-to-face is not practicable. Thus, the regional directors and their planning committees are developing a variety of plans – and back up plans – in order to be prepared for any and all possibilities!

Unfortunately, to avoid cancellation fees and penalties that can be quite costly to the Society, we have to work within a customary time frame that respects the contract and/or is acceptable to both parties. Although rarely the most convenient action, the fiscally responsible course is to wait until both parties can agree to renegotiate – often at a time when government mandates or environmental influences become strong enough and timely enough to the event to force the conversation. This was the situation in May 2020 and may be again in 2021. So, we thank you for your patience and understanding. We will commit to sharing the most accurate and current information we have all along the way. If at any time you have questions, feel free to contact us.

Another event that is facing similar uncertainty is the leadership training for state organization leaders, which is usually held prior to international conferences. The Administrative Board approved a combined training for 2021-2023 state organization presidents, membership chairs, educational excellence chairs, treasurers, and new state organization executive secretaries. If the event is held face-to-face, these newly elected leaders will be provided a travel stipend and enjoy a combined training event offering general sessions to explore common areas of focus and breakout sessions to dive deeper into content specific to each position, state organization, or region. Of course, the planning is just beginning, and although we have been in contact with current state organization presidents for feedback, we do not have any specifics to share. It is certain that the training will be

See DESK, p. 5

Designing DKG

from your Members-at-Large

Mindful of Our Sisters Needing: Caring for Each Other and Yourself

As the new year begins with continued stressors from the pandemic, global tensions, and everyday life, practicing self-care is more important than ever. Taking time to look after yourself will help you have the strength and energy to cope in these unusual times.

DKG members, state organizations, and International have taken opportunities in the past months to “pivot” and respond to an ever-changing world. They have found some creative and innovative ways to meet members’ intellectual, emotional, physical, and spiritual needs. Here are some of the impressive results:

- Chi Chapter in Washington State Organization developed *Sister Connected*. In this activity, each chapter member was assigned to another member she didn't know well via a one-page form outlining hobbies, interests, travel, and so forth.
- Last summer, a New Brunswick State Organization member participated in a virtual challenge to walk the 480 miles/774km of “The French Way” by setting a goal each day as if she were walking the El Camino Trail.
- Two state organizations hosted free virtual events featuring comedians:
 - Quebec State Organization featured Joey Elias presenting “Hey, educators! Let's have a laugh.”
 - Tennessee State Organization offered Brad Tassel, who focused on stress relief.
- Illinois State Organization offered monthly challenges with daily Facebook tips for success in activities that included walking, hydration, and writing.
- The International Communications and Marketing Committee’s November/December *Get Connected!* highlighted “The Value of Virtual” while we are facing a new reality.
- Through its Facebook page, DKG International shared [Actions for Happiness](#), a monthly calendar of positivity translated into 15 languages, including Dutch, French, German, Italian, and Spanish.

How are you, your chapter, and your state organization “pivoting” to take care of yourself and each other during 2021? Please let us know!

From *DESK*. p. 4

provided. What is not certain is how, where, or when. However, here is another sneak peek: Because the last weekend in July 2021 is open due to the recent postponement of the conference in Tampere, that weekend is being given serious consideration. We again thank you for your patience and understanding, and we commit to staying in touch with information as soon as we have it!

The year has certainly been challenging. And who could ever imagine that a year of “staying home” could be this eventful! Keep an eye on the DKG website and the *DKG NEWS*. Watch your email for details: We will share what we know. And if you have any ideas about what would work and what will not, please do let us know. We are all looking forward to the first time we can gather again and share those hugs. Until then, let's keep in touch!

DEADLINES

January 3

DKGIEF project applications

January 8

International conference workshop proposals

January 15-February 15

Submissions to DKG Fine Arts Gallery — Spring

February 1

Scholarship applications

February 1

Educators Book Award submissions

March 1

International Achievement Award recommendations

March 1

Bulletin: Journal submissions

April 15

Conference vendor applications

HQ CLOSED

January 18, 2021

February 15, 2021

Actions of the Administrative Board

November 5–7, 2020 (Meeting via Zoom)

The following major actions were taken by the 2020-2022 International Administrative Board during its November 2020 meeting:

1. Adopted the three items on the Consent Agenda:
 - a. A motion to ratify mail ballots on continuing the pilot for the dues collection process.
Context of this action: Amendments proposed for consideration at the 2020 International Convention were not addressed due to the cancellation of the convention.
 - b. A motion to approve the Vendors List #1 for the 2021 international conferences.
Context of this action: Vendors at international events must be approved by the administrative board prior to the event.
 - c. A motion to accept the *Employees Handbook – Directors* as edited to reflect current practice and terminology.
Context of this action: While the Employee Handbook for Headquarters Staff is managed by the executive director, the Employee Handbook for Directors is managed and approved by the administrative board as the hiring entity for professional staff.
2. Considered and revised a Memo of Understanding between the DKG Society International and the DKG International Educators Foundation to delineate the responsibilities of both bodies in accomplishing the work of the Society and the Foundation.
Context of this action: With considerable overlap in the work of both the Society and the Foundation and with a reliance on shared resources, including Society employees, an agreement between both entities regarding responsibilities, procedures, and appropriate use of resources is necessary.
3. Authorized the Communications & Technology Oversight Group (CTOG) and appropriate staff to move forward with the reorganization of GAPP (Guidelines, Actions, Policies – Procedures section of the DKG website).
Context of this action: This section of the DKG website needs to be redesigned to provide easier navigation and a more user-friendly categorization of the items housed in GAPP.
4. Adopted the DKG Financial Report for 2019-2020.
Context of this action: Upon completion of the financial audit for each fiscal year, the administrative board reviews and adopts the report provided by the certified public accountants performing the audit.
5. Recommended the Executive Board approve an expense of not more than \$5,000 for Society Headquarters roof repairs.
Context of this action: After Finance Committee verification of availability of funds, the administrative board recommends approval by the executive board of any expense to be paid from the DKG Permanent Fund. This expense will be incurred due to roof repairs needed as a result of damage from ongoing abrasion by overhanging tree limbs. The trees have been trimmed, an expense included in the line item in the Available Fund Budget.
6. Recommended the Executive Board approve the postponement of the International Conference in Europe to 2023 and the site of the conference to be Finland.
Context of this action: Due to the expectation that government restrictions due to COVID-19 will continue into 2021 and the consensus of Europe state organization presidents that a face-to-face event would be preferable, the Administrative Board is recommending that the 2021 International Conference be postponed to 2023. The executive board is responsible for approving the site of international conferences and conventions.

See **BOARD**, p. 7

From **BOARD**, p. 6

7. Approved the Salary Guide for Society Headquarters staff.

Context of this action: Although the executive director is responsible for the hiring and management of Society Headquarters (support) staff, the administrative board approves the guidelines that provide the framework for placement salaries and raises for staff. Salaries of professional staff are determined by the administrative board per recommendation from the performance appraisal team (subcommittee of the board).

8. Approved a motion to direct, in accordance with International Standing Rule 4.41, all royalties and commissions received by the Society to the general fund of the DKG International Educators Foundation for the period from November 6, 2020, to July 17, 2022, inclusive.

Context of this action: As a result of the merger of the DKG Educational Foundation and the DKG Supporting Corporation, these monies, in order to benefit the Funds under the DKG Supporting Corporation that they have historically benefited, must be directed to the DKG International Educators Foundation as the new managing entity.

9. Recommended to the Executive Board to approve the dissolution of San Luis Potosi State Organization.

Context of this action: San Luis Potosi State Organization has formally requested dissolution.

10. Approved registration fees for the two 2021 International Conferences in North America as presented:

Registration Fee (prior to 30 days from Conference)	\$160.00
Registration Fee 30 days or less from Conference (per Constitution)	\$240.00
One day Registration Fee (choose one day) __Friday __ Saturday	\$ 80.00
Non-Member Registration Fee	\$180.00
Non-Member Fee 30 days or less from Conference	\$270.00
Family/Medical Companion Fee	\$ 25.00

(All fees apply to Face-to-Face or Virtual Settings)

Context of this action: Registration fees for international conferences and conventions are approved by the administrative board. Ticketed event prices are specific to each event and are based on venue costs and expenses.

11. Considered and approved action regarding submission to the 2022 International Convention (to withdraw, revise and resubmit, or move forward in their original form) the proposed amendments submitted for consideration at the 2020 International Convention on behalf of the 2018-2020 Administrative Board.

Context of this action: The 2020-2022 International Constitution Committee, as a result of the cancellation of the 2020 International Convention that prevented the consideration of proposed amendments submitted to that convention, must seek resubmission or withdrawal by the proposer(s) of each previously submitted proposal. The proposer may choose to resubmit the proposal in its original form, revise and resubmit the proposal, or withdraw it completely.

12. Approved a motion that, in accordance with ISR 4.41, the Administrative Board authorizes the Headquarters staff to deposit directly all donations/bequests received by the Society into the general fund of the DKGIEF or to the specific fund therein as requested by the donor, for the period from November 7, 2020, to July 17, 2022, inclusive.

Context of this action: As a result of the merger of the DKG Educational Foundation and the DKG Supporting Corporation, all monies received with intent to benefit the Funds under the DKG Supporting Corporation must be directed to the DKG International Educators Foundation as the new managing entity.

DKG INTERNATIONAL EDUCATORS FOUNDATION COLUMN

Foundation Funding at Work: Educators Book Award


The Educators Book Award is one of nine funds housed under the Delta Kappa Gamma Society International Educators Foundation (DKGIEF), whose mission is supporting effective educational projects, the educational and charitable activities of DKG, and professional growth of educators worldwide. This particular award recognizes educational research and writings of women authors whose work may influence the direction of thought and action necessary to meet the needs of today's global and complex society. It was approved by the 1946 national convention with a motion by Dr. Blanton. The initial \$1,000 biennial award has evolved into an annual \$2,500 award that promotes the use of Society resources and recognizes women leaders in different fields of education.

Gail Goolsby, member of Beta Rho Chapter in Kansas and recipient of the 2020 Educators Book Award for her book, *Unveiled Truth: Lessons I Learned Leading the International School of Kabul*, noted, "I was delighted when a chapter member encouraged me to enter the Educators Book contest. I believed other teachers and administrators would relate to my school experiences. Winning this prestigious award took my world into a new dimension. Members have purchased hundreds of books, and I have enjoyed the opportunity to speak via Zoom to more than a dozen chapters and groups around the country. I am so grateful for this award and that our members support projects like the book award that can help authors find validation and support."

Book submissions for the 2021 award must be postmarked no later than February 1, 2021. The Educators Award Committee will meet in April 2021 to select this year's award-winning book. Authors do not have to be members of DKG, but Goolsby notes, "I encourage other DKG writers to pursue their publishing dreams and participate in the International Educators Book contest. For all DKG members, let's continue to support the Foundation with our financial gifts to continue the wonderful projects they fund so generously."

To donate to the Educators Book Award Fund or any of the nine funds under DKGIEF, go to the Society website and [click on DKGIEF](#). Donation envelopes were also included with the most recent issue of the *Collegial Exchange*.

Going Multicultural: Benefits of an International Society

An international society offers endless possibilities for multicultural experiences. International conventions and conferences in particular allow members to develop multicultural relationships across the Society. These personal encounters are ways members can expose themselves to other cultures. But, with the pandemic looming as a deterrent, what if an international event is not a possibility? Consider these DKG options to create multicultural connections for you and your chapter:

- The DKG International Speakers Fund (ISF) enables those selected to attend meetings in another country. This program is beneficial to both the receiving state organization and the speaker herself: It is like a scholarship
- for both parties. Members receive firsthand knowledge about education, life, and culture in another country.
- The Lucile Cornetet Fund for Professional Development provides members scholarships for non-DKG conference or seminar attendance – including events in another country. Similarly, some state organizations and their foundations – California, for example – have scholarship programs that enable cross-cultural connections and/or give recognition of work in another region.
- Courses within the Leadership Management Seminar sponsored biennially by the Golden Gift Fund are designed to increase members'

See *MULTI*, p. 10

World Fellowship Recipients 2020-2021

The COVID-19 pandemic has been a challenge for DKG 2020-2021 World Fellowship recipients. Some had to drop from their programs. Others are starting virtually from their home countries. Some hope to start next semester. Here is an update of the current status of these World Fellowship recipients. Visit www.dkg.org for status updates.

<i>Fellowship Recipient</i>	<i>Country</i>	<i>Field of Study</i>	<i>University</i>
Miriam Ayvazyan	Armenia	Law	University of Colorado Boulder
Merjen Yomudova	Turkmenistan	Applied Linguistics	Old Dominion University
Anna Kokareva	Russia	Philosophy	University of North Texas
Anjali Chawla	India	Neuroscience	McGill University in Canada
Alma Karina Muñoz Baltazar	Mexico	Learning Sciences	Arizona State University
Monika Mihaljlovska	R.N. Macedonia	Special Education	Syracuse University
Thuong Bui	Vietnam	Linguistics	University of Rochester
Maria Julieta Del Valle	Argentina		Georgetown University Law
Linda Sinka	Latvia	Instructional Design and Technology	Old Dominion University
Dinu Sankalpa Attalage	Sri Lanka	Civil Engineering	University of Calgary
Jarnelle Felicity Robinson	South Africa	Communication	University of Portland (Oregon)
Dr. Yhun Lai Aung	Burma	Nutritional Studies	Texas Tech University

<i>Fellowship Extension</i>	<i>Country</i>	<i>Field of Study</i>	<i>University</i>
Tamoha Binte Siddiqui	Bangladesh	TESOL	Michigan State University
Zhanar Tostubayeva	Kazakhstan	Special Education	Lehigh University
Saniya Ashraf	Pakistan	Computer Science	Florida State University
Jihyun Kwon	South Korea	Criminology & Socio Legal Studies	University of Toronto
Ximena Carolina Pizarro Bore	Chile	Public Policy	Georgia State University
Boluwatife Awonaile	Nigeria	Environmental Sciences	University of Toronto
Sol Magali Lopez Cortez	Argentina	Linguistics	SUNY Buffalo
Mila Jazmin Cantar	Argentina	Public Administration	Cornell University
Rohina Sediqli	Afghanistan	Curriculum & Instruction	Boston University
Neelam Punajni	Pakistan	Nursing	University of Alberta
Dipela Jacqueline Mondl	South Africa	TESOL and World Languages	University of Georgia
Fitria Andayani	Indonesia	Journalism	University of Missouri

Re-energizing the Passion for DKG One Step at a Time!

Chapters often grapple with concerns such as financial instability, decreased membership, difficulty filling leadership roles, or providing relevant programs meeting the needs and interests of members. By working together with appropriate program tools and positive attitudes, chapters can re-energize the passion for DKG, making the task of improving and revitalizing easier and more effective.

Einstein said, "If you want different results than what you're getting, you have to try different approaches!" Although challenging and sometimes uncomfortable, trying different approaches to problems is absolutely necessary in order to create a different chapter tomorrow. Because all members are responsible for incorporating authentic ways to improve chapter leadership and to build an inclusive chapter environment, successful solutions for change depend on members' (a) coming together and (b) developing a meaningful and effective plan of action.

First, having opportunities to appreciate and discuss what the chapter does well is important. In an effort to work effectively and collaboratively, consider scheduling time for genuine conversations about the positives: "What do we value in DKG? What do we do well? What makes us proud? How do we make a difference?"

Then, take time to dig into the crux of concerns. Brainstorm and prioritize the chapter's greatest challenges. Be honest and appreciate each person's views and suggestions. Identify the immediate areas that require improvement: "What should we do? Why should we do it? How can we make it happen? What do we want to look like in 2 or 5 years?" Don't be fearful of blue-sky thinking and taking risks. Together, set SMART (Specific, Measurable, Achievable, Result-based, Time bound) goals, embrace the proposed plan, and reflect: "Were energies expended wisely to accomplish the goal?"

Planning is a critical, ongoing process. Once a goal is met, tackle the next one using the same process. Finally, celebrate any program successes as the chapter moves forward!

The 2020–2022 International Membership Committee looks forward to sharing additional re-energizing ideas at interactive workshops during international conferences this summer. For more information regarding revitalization assistance, state organizations should contact International President Becky Sadowski (beckys@dkg.org). Chapters are encouraged to contact International Membership Director Trish Woodley (trishw@dkg.org).

From MULTI, p. 8

leadership skills across the Society. Participants from varied state organizations create lifelong friendships as they train side by side to enhance their leadership skills.

What if a DKG option is not a possibility? Consider these grassroots options to create multicultural connections for you and your chapter:

- Open a line of communication with a member or chapter from another region.
 - Establish personal contact via email, letters, or Facetime.
 - Exchange materials, newsletters, pictures, and program ideas.
 - Engage in online programs/meetings.
 - Develop pen pals and send newspapers, books, project materials, and more.
- Arrange a virtual online party or gathering. Create a link and invite members from beyond your chapter or state. Have your beverage and snack of choice ready to share within your fellowship.
 - An Iowa member recently joined a Finnish chapter for an online meeting.
 - Illinois State Organization opened its many online offerings to all interested members and enjoyed participation from members in a variety of states.
- Explore the websites of other state organizations, chapters, and members from across the Society.
- Establish chapter mediators between schools or classes.
 - An American educator and a Latin American educator, for example, might provide online multicultural lessons to each other's classes, sharing children's games, local geography, songs, rhymes, and so forth.

See MULTI, p. 11

ISF Speaker Application Reflects Change: Adding Virtual Presentations

At its first meeting in September, members of the 2020-2022 International Speakers Fund (ISF) Committee discussed challenges speakers would face presenting during the pandemic. Because a speaker is assigned to a country different than the one in which she lives and because many countries have closed their borders to international travel, the committee agreed presentations could be virtual and edited the application form to reflect this change.

If you have been thinking you would like to be an international speaker but have been unable to travel due to other obligations, now would be the ideal time to apply. Be aware of the short July 1 to September 15 window for submitting the application form that will be posted on the DKG website (www.dkg.org) under Apply/Submit.

Prior to filling out the form, discuss plans to apply with the presidents of your chapter and state organization. The application requires the name of a professional reference who has heard you speak, at DKG or elsewhere. Contacting your reference for approval to use his or her name is important. This year, the ISF Committee contacted the professional references by email to learn more about each speaker who was being considered.

The application form also asks for details of your primary topic and a secondary topic you may wish to present. When you are planning your topic, prepare for both face-to-face and virtual presentations. Recognize that your presentation could be used in a variety of formats:

keynote, seminar, workshop, symposium, leadership training, or group discussion. Even presenting virtually is an amazing way to meet other DKG members and learn about their chapters and state organization.

Once you have been accepted as an ISF speaker, your name remains on the list for 2 years with an option to re-apply for another 2 years. As with any activity, prepare to complete paperwork in a timely manner: the Contract of Agreement, Travel Expense Form, and ISF Speaker's Evaluation Form. The ISF Committee also asks that you share your experience as a speaker with others – for example, by submitting an article to the *Collegial Exchange*.

This year the committee has added 5 new speakers to bring the total of available speakers to 29 and assigned the following 3 speakers for 2021:

- Ardis Root of Quebec State Organization to California State Organization for a virtual presentation in January;
- Diane Phillips of Quebec State Organization to Nuevo Leon State Organization for face-to-face or virtual in May; and
- Dr. Sharlene McGowan of Saskatchewan State Organization to Michigan State Organization for face-to-face or virtual in September.

Now is the time to take a leap of faith and share your knowledge and talent with others. Make 2021 your year to apply to be a DKG International Speaker!

From MULTI, p. 10

- ° A Finnish educator and a German educator could build a bond between their given classes through an exchange of letters, ideas, projects, songs, and so forth.

Remember that multicultural is not limited only to international connections. Start in your own country, state, or region. All countries have varied areas and groups of people that are unique in background, cultures, language, and lifestyle. Many chapters have already done different projects for supporting students, immigrants, and other cultures. Joining their efforts is valuable for growth as human beings and as DKG members. Internationalization can start at home.

How can you find another chapter with which to develop a multicultural or cross-cultural connection? Contact members in a DKG committee or community, start a conversation in a DKG blog, contact support specialists at Headquarters, write an article for the *Collegial Exchange* stating your interests, and contact your state leaders to assist. Do not let practicalities hinder you from going multicultural. Rather, take the initiative and start with a small contact. Small is beautiful and can be beneficial in the end.

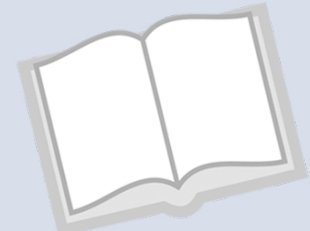
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DKG™ Collegial Exchange

INTERNATIONAL UPDATE: CANADA

This column is submitted on a rotating basis by the Europe Regional Director, the area representatives for Canada and Latin America, and the Japan State Organization President.

Across Canada's Time Zones by Zoom

Canada's DKG members have quickly pivoted to a new way of meeting during this pandemic. Restrictions set by provincial governments have varied across the country. Members have accepted that our lives have changed, and we need to rethink how we meet in our chapters.

I purchased a Zoom Pro license and met with the provincial presidents in early October. Being able to see each other and share what is happening in our chapters and respective regions across the country made the miles between us disappear. During the summer and early fall, some chapters were able to meet by socially distancing in backyards of members before purchasing Zoom licenses and moving to a virtual platform.

Prior to the arrival of COVID-19 and its effects on our lives, I would have been planning to fly across the country to visit everyone in person. Now, instead of packing my suitcase, I find myself sitting in front of my computer and checking the time to make sure I have made the correct hourly adjustments for the local time-zone connection.

The pandemic changed how I would meet with the members, but I also had to change my vision for what I had originally planned to bring to them. Four words describe what I believed would be needed during this biennium:

- **Unity** – Unite DKG Canada members by sharing what we have in common, accepting our differences, and creating a new path.
- **Diversity** – Consider ways to be more inclusive to our immigrant and indigenous populations.
- **Communication** – Connect in a variety of ways from virtual to notes in the mail.
- **Membership** – Acknowledge the strengths of our present members while opening the doors to new members.

Canada Forum

This is the second biennium for our Canadian Project, *ArtsCan Circle*, which connects artists and musicians with indigenous youth in northern communities through creative art workshops. Members help fund the purchase of musical instruments, recording equipment, and other materials, as well as assist with travel expenses for the artists. During the pandemic, the artists are connecting virtually.

The 2021 Canada Forum will be a virtual event because many members have already decided not to leave their respective provinces as recommended by the federal government. We will miss the in-person social interaction, but I am sure Canadian members will find exciting and enjoyable ways to connect using Zoom.

Marjorie Sinclair, Area Representative Canada