



2020 Supplemental Budget Decision Package

Agency: 075 - Office of the Governor
Decision Package Code-Title: 02 - Women's Commission Staffing Costs
Budget Session: 2020 Supp
Budget Level: Policy Level
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Agency Recommendation Summary

The current Women's Commission staffing level is not sufficient to implement and sustain its broad charge to eliminate systemic barriers for women through public engagement, advocacy, and public policy.

Fiscal Summary

Dollars in Thousands

Operating Expenditures	FY 2020	FY 2021	FY 2022	FY 2023
Fund 001 - 1	\$42	\$151	\$151	\$151
Total Expenditures	\$42	\$151	\$151	\$151
Biennial Totals		\$193		\$302
Staffing	FY 2020	FY 2021	FY 2022	FY 2023
FTEs	0.3	1.0	1.0	1.0
Average Annual		0.7		1.0
Object of Expenditure	FY 2020	FY 2021	FY 2022	FY 2023
Obj. A	\$23	\$93	\$93	\$93
Obj. B	\$8	\$32	\$32	\$32
Obj. E	\$6	\$24	\$24	\$24
Obj. G	\$1	\$2	\$2	\$2
Obj. J	\$4	\$0	\$0	\$0

Package Description

Currently, two FTEs are responsible for carrying out the work of the Women's Commission. Women comprise over 50% of the state's population (3,721,037 women), and represent 52.9% of state employees in the Executive Branch (34,484 women).

In the first year, with one director and one executive assistant, the Commission has effectively developed collaborative and strategic relationships with legislators, state and local agencies, non-profit organizations, private businesses, colleges and universities, and has built a strong network.

The Director is engaged in enterprise-wide policy development, such as updating sexual harassment policy and improving diversity, equity and inclusion through the Equity Office Task Force. In addition, the Director meets regularly with commissioners and plans all meetings. In the first year, the Director and commissioners identified priorities and supported legislation based on the priorities. We tracked 15 bills in our first legislative session, and the Governor signed 11. The Director also met with federal legislators and national organizations to inform them of the Commission's work and share information.

In order to continue to engage and develop partnerships with other government agencies, organizations, businesses and policy makers, the Women's Commission needs the administrative support of an additional FTE.

By statute, the Commission must:

- Consult with state agencies on policies, procedures, practices, laws, and administrative rules;
- Provide resource and referral information to agencies and the public;
- Actively recruit and maintain a list of names of qualified women to fill vacancies on various boards and commissions;
- Provide a clearinghouse for information regarding both state and federal legislation as it relates to the work of the Women's Commission;
- Gather and disseminate data;
- Hold public hearings and make recommendations;
- Advocate for the removal of legal and social barriers for women;
- Identify and define specific needs of women of color and provide recommendations for addressing those needs in the biennial report to the legislature and governor;
- Review and make recommendations to the legislature on strategies to increase the number of women serving on for-profit boards with a gross income of 5 million dollars or more;
- Review best practices for sexual harassment policies and training and provide recommendations to state agencies as they update their policies; and
- Provide administrative support to the Interagency Committee of State Employed Women (ICSEW), a volunteer organization that aims to better the lives of state employees by advising the governor and agencies on policies that affect state employed women.

The Commission must also, in collaboration with the Women's History Consortium and the Washington State Historical Society, plan the centennial commemoration of women's suffrage in 2020. Planning efforts are underway and the WSWC must:

- Consult a wide variety of organizations;
- Develop educational opportunities for the public, including online resources;
- Plan, coordinate, and publicize events and informational materials;
- Coordinate with regional and national organizations and agencies; and
- Administer a grant program.

The Women's Commission's current staffing level (2 FTE's, Director and Executive Assistant) does not allow the agency to effectively carry out its mandate and mission. In order to carry out its duties, the Women's Commission is requesting (1) FTE: Senior Policy Analyst. Without additional support, the Washington State Women's Commission will not be able to conduct extensive outreach, communication, and effective policy development.

Assumptions and Calculations

Expansion or alteration of a current program or service:

The Women's Commission is requesting 1.0 FTE Senior Policy Analyst. Without additional support, the Washington State Women's Commission will not be able to conduct extensive outreach, communication, and effective policy development.

Detailed assumptions and calculations:

The Women's Commission's current staffing level (2 FTE's, Director and Executive Assistant), does not allow the agency to effectively carry out its mandate and mission. In order to carry out its duties.

Workforce Assumptions:

1.0 FTE Senior Policy Analyst, Annual Salary of \$90,000 plus benefits of \$31,596, Goods and Services of \$26,400 and one-time equipment costs of \$5,000.

Strategic and Performance Outcomes

Strategic framework:

The additional funding will enable the Women's Commission to effectively fulfill its legislative mandate to remove systemic barriers for women, improve the delivery of government services, develop public policy and support policy implementation. In addition, the Women's Commission is charged with identifying specific needs of women of color and provide recommendations for addressing those needs in the biennial report to the legislature and governor. The Women's Commission work plan relates to the Governor's Results Washington and statewide priorities in the following areas:

- Priority 1: Economic Opportunity
 - Review and make recommendations to the legislature on increasing the number of women on corporate boards
 - Creating opportunities for women's leadership development
- Priority 2: Economic Security
 - Working to increase childcare options for families
 - Working to address barriers to accessible and affordable housing
 - Working to address the gender pay gap
- Priority 3: Safety
 - Working to prevent gender-based violence
 - Working to prevent sexual harassment

Priority 4: Centennial celebration of women's suffrage

Performance outcomes:

If funded, the work of the Women's Commission would be reorganized and a senior policy analyst would be responsible for supporting policy development, research, legislative advocacy, communications and other administrative functions as needed. The Director would be able to effectively focus her time on developing partnerships, setting goals and objectives with the commissioners, and strategic planning.

Other Collateral Connections

Intergovernmental:

N/A

Stakeholder response:

N/A

Legal or administrative mandates:

N/A

Changes from current law:

N/A

State workforce impacts:

N/A

State facilities impacts:

None.

Puget Sound recovery:

N/A

IT Addendum

Does this Decision Package include funding for any IT-related costs, including hardware, software, (including cloud-based services), contracts or IT staff?

No