



## Plenary Meeting Minutes | January 13, 2023

9:00pm - 2:30pm | Hybrid, Olympia, WA

### Attendees:

- Regina Malveaux - Executive Director
- Rituja Indapure - Chair
- Quinn Dalan - Secretary
- Vicki Lowe
- Anna Franklin
- Ann Simons
- Chris Kobdich
- Kasi Perreira
- Michelle Merriweather
- Deirdre Bissonnette - ICSEW

### Opening:

The regular meeting of the Washington State Women's Commission was called to order at 9:00 am on 1/13/2023 in Hybrid and Olympia, WA by Rituja Indapure.

### Approval of Agenda

The agenda was unanimously approved as distributed.

### Approval of Minutes

The minutes of the previous meeting were unanimously approved as distributed.

### Opening Issues/ Welcome

*Rituja Indapure | Commissioner Chair*

*Regina Malveaux | Executive Director*

- Public Comment - No comments
- Rituja Indapure proposed slate of Officers -
  - Quinn Dalan - Vice Chair for 2023
  - Vicki Lowe - Secretary for 2023
  - Motion to approve a new slate of officers is approved.

- Regina announces the draft of the Biennial Report due to be finalized early next week
  - Kate discusses the process of building the report with Gauri Sharma and Erica Schreiber
  - Regina opens the floor to Commissioners for comments on the report
- Regina presents her Executive Director's Report
  - Covers activity October 2022 - December 2022
    - Young Women's Listening Tour
      - Isabell is finishing up the report that came from those meetings that we will share with commissioners by the end of January

## New Business

- Discussion on restructuring Committees
  - Kate proposes, during Session, that the Commission engage with all experts on the subcommittees with quick check ins and then the other 9 months of the year we have more substitutive information gathering meetings to develop our plan for the next legislative session
- Ann proposed coalition building with the Women's Commission as the conduit
  - Women's Commission would serve as the directory for Women's issues across the state
  - Convene weekly meetings with the lobbyist working on women's issues more broadly.

## Legislative Advisor's Legislative Priorities

*Rep. Mary Dye | Legislative Advisor*

- Introduced her bill to create a Men's Commission - HB 1270
  - To explore the issues that are creating barriers to the well-being of boys and men
    - Cites areas where she sees intersectionality
  - Regina asks if Rep. Dye has spoken with Ed Prince and other minority commissions
    - Rep. Dye had not.
- Climate change bills - priorities are creating green space and parks to focus on outdoor recreation.
  - Aiming to create a claimer, cooler city environment

## Legal Voice Presentation

*Alizeh Bhojani | Policy Counsel*

*Yvette Maganya | Community Relations Liaison and Lobbyist*

- Will share the presentation with Leah to distribute to Commissioners
- History of Legal Voice
  - Started as NW Women's Law Center
  - One of the first Legal Voice cases was a title 9 case to went to SCOTUS
  - Issues that have a gendered impact: healthcare, employment, education, Family law
- Why Pursue Policy & Lobbying?
  - Gives the opportunity to change things from the ground up.
- 1st Anniversary of Roe since the Dobbs decision coming up Sunday, January 22nd
- Legislature makeup
  - House
    - Democrats - 35 Women / 23 Men

- Republicans 12 Women/ 28 Men
- Senate
  - Democrats 16 Women/ 13 Men
  - Republicans 5 Women / 15 Men
- Priority Bills
  - Repro Health & Gender Affirming Care
    - Washington Health, My Data Act - HB 1155
    - Shield Law - Rep Hansen/ Sen Trudeau - still to come
    - Abortion Cost-sharing - HB 1115/ SB 5242
    - Provider Licensing -
    - Keep out Care Act - SB 5241
  - Economic & Immigrant Justice
    - Evergreen basic income pilot Program - HB 1045
    - Health Equity of Immigrants - still to come?
    - Wealth tax - expected to drop the week of 1/16/2023
  - Budget
    - Dept. of Health requested a billion dollars - Biennial Budget (2023 - 2025)
      - \$ 28 M of that billion would go to cover out of state patients' abortion care, logistics, and travel, provider training and public awareness campaign

## Governor's Office - Legislative Updates

*Molly Voris / Sr. Public Health Policy Advisor*

- In June the Gov. decided on requesting a Constitutional amendment to solidify protections to abortion access in WA
  - SJR 8202 - Sen. Keiser is the sponsor
- The referendum in the 90s solidified language in Roe to state statute
  - The Constitutional amendment mirrors that language and the language of the California Constitutional amendment
- Governor's budget includes 13 million to cover in state and out of state related to abortion
- January 24th all abortion bills are being heard across committees
  - Keiser - SB 5260 - to protect employers who have employees in abortion bans states
  - Would love for WSWC testimony and to have a show of collective force in person
- Gov's budget fully funded foundational health - public health infrastructure - \$50 million a year

## WSWC Legislative Updates on Commission Supported Legislation

*Ann Simons / Legislative Committee Chair*

- Washington Women United - has since dissolved
  - League of Women voters
  - PP
  - Environmental groups
  - Faith Organizations
- Women on Corporate Boards
  - Passed in 2020
    - Secretary of State was to implement in January 2023

- Ann is working with the Secretary of State's office on how to overcome the hurdles they see.

## ISCEW Legislative Updates

*Deirdre Bissonnette / Executive Chair of ICSEW*

- 60th Anniversary this year! Established 1963.
- Provide free and low-cost professional opportunities each year
- Meeting every other month- Next meeting is January 17th, 2023, from 9:00 - Noon
- January 31st - Informational educational opportunity on the Legislative Process
- Policy Interests:
  - Women's Health
    - Repro. Health
    - Mental Health
    - Maternal and child health
  - Cost of caregiving
  - MMIWP
  - Human trafficking
    - National Hotline: 1-866-347-2423
  - Paternal leave

## WSCADV Legislative Updates

*Emily Stone / Public Policy Director*

- Priorities
  - Funding request - \$132 million
  - Crime victim services
    - All DV emergency shelter programs took a 30% funding cut last month
      - Loss of Federal funding
    - Large negative impact on an already stressed system
  - Most Survivor needs are around housing, and food assistance
    - Funding needs to be flexible to programs can better serve clients seeking help

## Economic Competitiveness Report

*Lt. Governor Denny Heck*

- Lt Gov is the Chair of Economic Committee and International Cooperation
  - The Committee does not pass bills
    - Leadership from both Chambers and Caucuses
- Findings
  - Three top items
    - Housing Shortage
    - Shortage of workforce
    - Economic environment
  - Plus 2
    - Broadband Equity
    - Childcare access
  - Top Issue!
    - Shortage of Housing available in the state
      - Number of housing units per household

- Ranking was 50th, now 49th
  - Shortage is housing units of available people stay renting
    - Rents go up causing more people to become houseless
  - Causes less retirement security
  - More racial inequity
    - #1 barrier was housing shortage!
    - Governor Inslee proposed a \$40 Billion investment in developing affordably housing hat will go to the People for a vote this year
    - Condo Liability reform
    - Permitting reform
    - Middle Housing Legislation
- Cannot solve simply by funding appropriations
- Average days on market 4-6 months to sell your home or buy one for equilibrium
  - In the last few years, the market: average days on market 12 days in Thurston County
  - Demand for housing significantly out paces supply in WA State.
- Other Report in 2021
  - Titled: The Racial Wealth Gap is the Housing Gap
- Employers report location or expansion decisions are affected by the fact that no one can find or buy a home in the area
- Ann asked if the Women's Commission could support one thing to make the greatest impact, what would that be? Gov. Heck responded that this problem (housing/homelessness) is so big that we have to support all of these policy changes
- Gov. Heck mentioned that the Governor's proposal has been met with a tepid response by the legislature, and the Gov's office could use our support to boost it
- Ann emphasized the importance of public/private partnerships

## Washington Against Sexual Exploitation, *and* Planned Parenthood

*Lonnie Johns-Brown / Lobbyist for WASE and Planned Parenthood*

- Planned Parenthood
  - Several pieces of legislation
    - Lonnie is head lobbyist on the cost sharing bill HB1115/ SB 5242
    - All reproductive healthcare bill will be heard January 24th
    - Constitutional Amendment bill, also will be heard on January 24th
    - Big bill they've been trying to get passed for several years, SB 5241 "Keep My Care Act", seeks to put better protections for reproductive care, gender-affirming care, end of life care when vertical mergers happen
    - Bills that would try to protect the licensing of healthcare practitioners who may be trying to seek abortions
    - Big budget ask - we've seen an influx of folks from other states when we already have staff shortages, asking for some grant \$ for PP and Cedar River to offer things like hiring bonuses, increased security needs
- WASE Forward
  - SB 5114 being heard on Tues 17th at 10:30am, companion HB also being heard next week; deals with sexual exploitation, seeking increased request for assistance (missed a minute or so here if we want to review in the recording)

- Vicki asked if there were some talking points re: HB 1089, Lonnie mentioned that she's sent WSWC staff a one pager, we will share with Vicki; key things in this bill - focus on victims/survivors knowing what *they* need,
- Legislature has done a good job of helping children (under 18) re: trafficking, can do more with adults
- Lonnie wants the Women's Commission to be more well known by legislators

## Recognition of Service Award

*Rituja Indapure / WSWC Commission Chair*

- Presentation of Service Award to Dawn Rains

## DFI/WSWC Partnership Opportunities

*Erin Lopez Nielsen / DEI Director for WA State Dept. Financial Institutions*

- DFI licenses, regulate, educates, and protects
- Financial education and outreach
  - Resources
  - Presentations and tabling
  - Partnering
- Protect
  - Share consumer alerts
  - Investigates complaints
- NEW! DEI to close the racial wealth gap
- They are working on narrowing the racial wealth gap and breaking language barriers.
- Women on Boards
  - DFI all Executives are women
  - Bank and credit union board leadership opportunities
  - Industry and regulators value board and leadership diversity
  - Direction the federal government and private companies are already going.
- Works with the NAACP
  - Had two students join and gain scholarship through the partnership
- Regina would love to connect so we can refer women to Erin to help the women network through the established pipeline. WSWC would like to host a networking opportunity at the Helen Sommers Building.
- Financial assistance
  - Financial empowerment network offers a financial counselor network list
  - WA Homeownership resource Center offers housing counseling.
- Housing
  - Meetings bring together community industry and government
    - US treasury and FDIC to look at model practices
  - Identity leading DEI models, tools, and guidance for the financial industry
    - Discrimination in appraisal process but low reporting structure to funds are not being allocated because it is not seen
  - Growing inclusive consumer compliant data
  - Sharing down payment assistance information (WSHFC)
- Regina asks Erin to let the Commission know what we can do to help expand messaging through our SM

- Finances can be a leading reason to stay in an unsafe situation
  - DFI has financial education resources and grants to support financial education programs
    - DV Survivors
    - BIPOC female identifying residence
    - Outcome tracking that participants feel confident in the financial goals, participating in financial coaching, meeting savings goal, and other financial empowerment outcomes
- Health intersects with Wealth Equity
  - Moving from state health to private coverage with an employer
  - Health intersects with foreclosures, debt, and other credit areas.
- Rituja - thanks Erin for connecting the dots for us
  - Is there anything specific to protecting Seniors to protect their retirement?
    - Erin- Yes, DFI has education on protecting wealth and retirement

## 2022 Women in the Workforce Report

*McKinsey & Company*

*Sarah Calkins Holloway*

- 3rd year Sarah is sharing with us McKinsey's annual "women in the workplace" report
- 8th year of the report, partnership between McKinsey & Lean In
- Seeing steady progress - advancement of women in the workplace; however, WOC are losing ground at every level
- Women are *deeply* underrepresented in technical roles
- Survey data shows that women leaders are leaving their companies at the highest rate in years
- The "broken run" is still broken - women of color are still less likely to overcome this barrier
- 3 primary factors are driving women leaders' decision to leave:
  - "Stronger headwinds" (i.e., things like microaggressions)
  - Women leaders are overworked at work and at home and under-recognized
  - Women leaders are seeking a different culture of work (i.e., flexible work)
- Women with disabilities and women of color face more bias (examples: microaggressions, demeaning & "othering" comments, psychological safety)
- ...and receive less support at work (examples: manager support, sponsorship & allyship)
- Flexibility is here to stay - the survey quantifiably indicates that everyone wants more flexibility, particularly women
- Employees who choose their work arrangements are less likely to leave
- Actions companies can take
  - De-aggregate the data
  - Close the gap between paper and practice
  - Create a culture of accountability for DEI
  - Re-define how work can be done
  - Equip managers to meet the new bar
  - Support the whole employee
- Actions individuals can take
  - Mentor and sponsor women
  - Interrupt bias in the moments that matter
  - Celebrate women's accomplishments

- Rebalance the small moments
- Give women direct feedback
- Make sure women's ideas are heard
- Rituja - A theme of housing has been coming up during today's presentation - did you see anything related to workplace housing in your data?
  - Sarah - we didn't ask about housing - that said, we do ask about burnout & the workload that women carry outside of the workplace

## Generative Thinking for April meeting Agenda

Rituja proposed this time to generate ideas for what we want to do with our April Plenary Meeting.

- Ann - would like to see some metric attached to work we are doing.
  - What are we wanting to do by when?
  - Regina- January meeting is usually presentation/ informational heavy so we can map out the next meetings
- Kasi - Legislative debrief time in April, what did we accomplish during Session
  - How many times was WSWC represented in the Legislative Space (i.e. how many times did we testify, sign in, how did the legislation we support do?
- Regina asks if Commissioners have sources for the which we can find more data
  - Vicki met with OFM to discuss the "other" demographic option as it is erasing racial demographics
  - OFM is working on how to work this problem.
  - Regina - What was their response to why?
  - The answer the people putting together the demographic surveying because it didn't occur to them.
    - This has a negative effect on how budgets are allocated.
  - Ann - What are some of the windfalls in the data and the data collection
- Regina- If you are willing to provide written or verbal testimony on HB 1089 on the 18th and abortion bills on the 24th please let her know.

## Adjournment:

Meeting was adjourned at 1:58 PM by Rituja Indapure. The next general meeting will be at 9:00 am on April 14th, 2023, in Hybrid & Olympia, WA.

Minutes submitted by: Leah White