



Meeting Minutes Washington State Women's Commission

Gonzaga University
Foley Library - Greenan Board Room
621 E Cataldo, Spokane, WA 99258
July 29, 2019 – 10:00 to 6:30

Topic/Time/Speakers/ Document Reference	Minutes	Action Items/Follow Up
Welcome, housekeeping, and introductions. 10:15 – 10:20 Graciela Gomez Cowger May 1, 2019 Minutes	<p><u>Action:</u> Approve May 1, 2019 Minutes</p> <p>Goal today is to elicit engaged outcome discussion.</p>	<p>Vote: Approved Meeting Minutes</p>
Consultant Speaker on California Women on Corporate Boards Legislation 10:05 – 11:08 Amii Barnard-Bahn CA Resolution SCR 62 CA SB826 State Street Global Advisors CalPERS news article BlackRock	<p><u>California Legislation Discussion</u></p> <p>Senator Lisa Wellman provided some background on Washington Senate Bill 5142, increasing women on corporate boards legislation. Amii Barnard Bahn, coach and consultant who worked on California's law requiring corporations to have a minimum number of women discussed the background of California's law requiring a minimum number of women on corporate boards.</p> <ul style="list-style-type: none"> • California started with a non-binding resolution in 2013, with a 3-year data collection period. • After 3 years, there was a .5% increase in women's representation. • The legislation that followed mimicked the language of the resolution but included penalties for non-compliance. • The legislation was not intended to drive men out, but to bring qualified women on as men termed out. • By the year 2021, there will be a required minimum of 3 female directors. • Studies show that 3 is the magic number to enable a group to have collective voice. • The legislation effects about 400 corporations headquartered in California <p>Who were the organized groups against the California legislation as it was being considered?</p> <ul style="list-style-type: none"> • California Chamber of Commerce, individual chambers of commerce, few companies went on record. • Women who were already on boards didn't go on record to have concerns. • This is not a pipeline problem, it's a process and access issue. Board seats come available quite rarely, it's a closed door process, board members nominate people they already 	

<p>Consultant Speaker Continued... 10:05 – 11:08</p>	<p>know from the business community like their friends, and they can't apply. There is usually a private matrix list of potential candidates that companies keep to reference when a seat comes available. Companies want a mix of skills.</p> <ul style="list-style-type: none"> • California promoted this as a gender bill not an equality bill and that gender was the largest gap. By disrupting the process it opens the door for diverse candidates. • It was bipartisan bill supported by the California Women's Caucus. Amii suggested Washington start a women's caucus. • California's Secretary of state agreed to track compliance and is required to publish a report on compliance data. <p>Economic Opportunity committee to meet with Joanna Lohkamp from the Foster School of Business program.</p> <p>Discussion about institutional investors pushing for gender diversity on boards:</p> <ul style="list-style-type: none"> • Blackrock and StateStreet have been leaders on diversity on boards. 	
<p>Outcome Discussion Women on Boards 11:08 – 11:20</p>	<p>What recommendations to increase women on corp. boards?</p> <p>Senator Lisa Wellman and Michelle Gonzalez have been invited to meet with the Senate Law and Justice Committee on Friday September 20th in Port Orchard, chaired by Senator Pedersen, to speak about the Washington state proposed legislation to increase gender representation on corporate boards. Senator Wellman will follow up with the Women's commission after she finds out how to best contribute to the meeting.</p> <p>How do we start organizing allies?</p> <ul style="list-style-type: none"> • In 2018, Lisa had a non-binding resolution prepared, but they didn't have enough outreach done. <p>Discussion:</p> <p>Lisa recommended bringing in Maude from the Washington career connect Washington, who was the head of the Seattle Chamber of Commerce.</p> <p>What should our approach be for voting on next steps?</p> <p>We should vote on whether or not to support the active legislation SB 5142.</p> <p>Action: Graciela move Rituja seconded to support the SB 5142, an act relating to increasing equitable gender representation on corporate boards. With all in favor, the motion passed.</p>	<ul style="list-style-type: none"> • Vote: Support SB 5142 • Washington State legislature consider creating a Women's Caucus • Meet with Joanna Lohkamp • Lisa will reach out to Maude from Career Connect Washington

Topic/Time/Speakers/ Document Reference	Minutes	Action Items/Follow Up
Missing and Murdered Indigenous Women & Girls: 11:20 – 11:45 GOIA Director Craig Bill Rep. Debra Lekanoff WSP Report Field Hearing Request Letter	Briefing on issue. How can the Commission help? The Women’s Commission supported 2SHB 1713 last session to help build relationships between Washington State Patrol and tribes to address issues related to missing and murdered indigenous women and girls. The bill also addresses data collection protocols. Michelle also gathered information while in DC about federal legislation to address missing and murdered indigenous women and girls, Savanna’s Act. Michelle sent a letter in support of Savanna’s Act and in support of holding a field hearing on MMIGW in Yakima. Rep. Lekanoff and Craig Bill discussed some of the data. Craig also gave an overview of the role of tribal police and local law enforcement when conducting investigations of missing persons. When persons go missing on tribal land, it is the jurisdiction of tribal police. Some investigations of serious crimes can go to the FBI or local law enforcement, depending on the agreement between tribe and these agencies.	
Outcome Discussion MMIWG: 11:45 – 12:00 Michelle Gonzalez	<ul style="list-style-type: none"> Wait and see if there will be future legislation to support. Women’s commission can be involved with the high level conversations happening to strengthen relationships with the department of Justice. Rep. Lekanoff will keep us informed and perhaps we may do a future panel with Native women on MMIWG. 	<ul style="list-style-type: none"> Watch for future legislation and continue to be educated. Amplify the voices of indigenous women.
Philanthropic mission of Caterer: 12:00 – 12:05 Jaime Borgan, Caterer	Transitions, New Leaf Bakery <ul style="list-style-type: none"> Transitions operates six programs, each working to end poverty and homelessness for homeless and/or low-income single women and women with children in Spokane. 	
Networking Lunch: 12:05 – 12:40		
National Association of Commissions for Women (NACW) Update & Discussion: 12:40 – 12:50 Regina Malveaux Marie Vela	Takeaways: <ul style="list-style-type: none"> Focus on data driven advocacy through a survey that they have rolled out at the national level. Should we become members of NACW, we would get the Washington State disaggregated data back at the end of January and we would have to strongly push the survey out ourselves in order to get a good sample. Membership for Washington would be \$500 As a new commission, we are on the right path and we have accomplished a great deal in our first year. We are the only commission to mention MMIWG as a priority. Some commissions were project base, but the larger commissions did policy and legislation work. 	<ul style="list-style-type: none"> Hold future discussion of participation of the national survey. Become a member of NACW and pay the annual membership dues.

<p>Director's Report: 12:50 – 1:25 Michelle Gonzalez</p>	<p><u>Budget</u></p> <ul style="list-style-type: none"> • Discussed possibly including money for the centennial celebration. • Potentially ask for money for commission a study addressing barriers to women. • The budget proposal should include detailed outcomes for what the money would be used towards. The legislator advisers should champion the proposed supplemental budget. <p>Action: Regina moved and Graciela seconded to support the budget including an additional FTE for legislative advocacy and policy work, and funding for hosting a listening tour. All in favor, motion passed</p> <p><u>DC Travel Update</u></p> <ul style="list-style-type: none"> • Michelle traveled to DC in June. She met with Grace and Regina who were already in DC for their own organization. Monitored federal legislation by meeting with congressional delegation. Learned about the Savanna's Act and how to support with a field hearing on the Yakima Reservation. Met with the National Women's Law Center and the National Congress of American Indians. <p><u>Foster School of Business Program</u></p> <ul style="list-style-type: none"> • Regina and Michelle Gonzalez attended 2 day program on the topic of Board Development for women serving on corporate boards. Most were panelists of women serving on corporate boards and their path to getting on a board. Also discussed the specific pathway toward board service and strategy to how the women in that room can find their path to serving on a board. Most women came from the private sector with a finance background and a sponsor. <p><u>October election of officers</u></p> <ul style="list-style-type: none"> • Planted the seed of stepping into the role of chair and vice chair. <p><u>2020 Meeting Dates</u></p> <ul style="list-style-type: none"> • Increase number of plenary meetings to add another meeting during legislative session. 	<ul style="list-style-type: none"> • Vote: Approved budget with additional FTE and add a small amount to support a listening tour • Move to 6 meetings a year
---	---	---

Topic/Time/Speakers/ Document Reference	Minutes	Action Items/Follow Up
Legislator Advisor Updates: 1:25 - 1:40	<u>Representative Mary Dye</u> <ul style="list-style-type: none"> HB 1959 as a tax revision bill: Correlation between substance abuse and trafficking on the reservation, focused efforts on the state patrol. County sheriffs are the type of law enforcement who need more funding to deal with these complex issues. Supplemental budget can include an emergency clause with the request for additional funding. <u>Senator Lisa Wellman</u> <ul style="list-style-type: none"> Welcome to Washington Baby Act. Address issues birth to 5. Didn't get sex ed bill passed. Looking into computer science required in all high schools for digital literacy- Tracking to make sure women and minorities get to take those classes. <u>Representative Beth Doglio</u> <ul style="list-style-type: none"> Spoke at a League of Women Voters' statewide event. Spoke at the ICSEW event. Work around bills isn't done after they've passed. Address confidentiality bill had a loophole around victims of domestic violence being able to set up a blind trust when buying a home. Passed a bill around being allowed to breast pump. <u>Senator Ann Rivers</u> <ul style="list-style-type: none"> Not present. 	
Economic Opportunity Committee Report: 1:40 – 1:45 Rituja Indapure	<ul style="list-style-type: none"> Working on women on corporate boards information gathering. Securing panelists for Oct. 15 meeting. 	
Safety Committee Report: 1:45 – 1:50 Michelle Gonzalez	<u>Updates</u> <ul style="list-style-type: none"> Reviewing sexual harassment model policies. Trying to hone in on a few that we could post on our website, including the Human right's Commission model policy created earlier this year. Michelle has been working within state government on standard training and policies. Reaching out to Johanna Lohkamp could be helpful with reaching target audience for women on boards discussion. 	<ul style="list-style-type: none"> Reach out to Johanna Lohkamp for potential speakers
Economic Security Committee Report: 1:50 – 1:55 Dawn Rains	<u>Updates</u> <ul style="list-style-type: none"> Gathering information around issues involved with child care access and affordability. They created a panel discussion that we will hear later today. 	

<p>Suffrage Centennial Joint Taskforce Report: 1:55 -2:20 Michelle Merriweather Kela Hall</p> <p>Untold Stories A Seat at the Table</p>	<p><u>Updates</u></p> <ul style="list-style-type: none"> The women’s Commission commissioned two videos to be used as a marketing tool for the 100th anniversary of women’s suffrage. The first video viewed “<i>The Untold Stories of Black Women in the Suffrage Movement</i>”, was created by Kela Hall from KD Hall Communications. The second video viewed was “<i>A Seat At the Table; American Women’s Sacred Right to Vote</i>” created by Lara Lavi from Dreaming in Color Entertainment LLC. <p><u>Discussion/Ideas</u></p> <ul style="list-style-type: none"> Send an email to all the grantees with a link to the videos Show the film at the centennial event Be a part of the exhibit at the museums Kela hall willing to do press releases Michelle would like to connect Kela with the joint taskforce Continue the discussion via follow up email Women’s Commission to reach out to directors of women’s studies and diversity programs of colleges & universities. Create study material “forum in a box” September 17 is constitution day – GU using that as a voter education opportunity 	<ul style="list-style-type: none"> Graciela to work with Kela reach out to schools Senator Wellman to work with the League of Women Voters Taskforce to provide a list of recommendations at the next meeting
<p>Public Comment: 2:20 – 2:54 Graciela Gomez-Cowger</p>	<p><u>League of Women Voters</u></p> <ul style="list-style-type: none"> Lunell Haut and Ann Murphy from the league of Women’s Voters. Ida b Wells’ granddaughter spoke at their 99 anniversary event this year. They would like to connect to the Women’s Commission suffrage joint taskforce. Lunell stressed the importance of having more than one women on a corporate boards and in philanthropic organizations. 	
<p>2:54 – 3:02</p>	<p>Break</p>	
<p>Child Care Access and Affordability Panel Discussion: 3:02 – 4:05 Luc Jasmine – Moderator Speaker Bios</p>	<p><u>Panelists</u></p> <ul style="list-style-type: none"> Luc Jasmine, Parkview Learning Center Rep. Kristine Reeves, Legislative District 30 Sen. Andy Billig, Legislative District 3 Steve Tammaro, YMCA of the Inland Northwest President/CEO <p><u>Discussion</u></p> <p>Panel discussed some of the challenges with keeping child care affordable while also paying child care workers a living wage. What would it cost? Senator Billig suggested \$ 1 billion to expand childcare/ early learning. Steve Tammaro said we need to also focus on federal funding for child care. Representative Reeves has been working on expanding child care and passed legislation for Child Care Task Force. Families want a safe environment for their children, and this should be the focus.</p>	<ul style="list-style-type: none"> Wait to see what initiative and bills are put forward in 2020 and the state needs to invest more in early learning

Topic/Time/Speakers/ Document Reference	Minutes	Action Items/Follow Up
Being effective and engaging in legislative advocacy: 4:05 – 4:30 Lisa Brown, Ph.D.	<u>Discussion</u> <ul style="list-style-type: none"> • Department of Commerce Director Lisa Brown led a discussion with the commission on being effective and engaging in legislative advocacy. • <i>“The Dance of Legislation” book by Eric Redmond: Intersection of policy politics and people. Engage with integrity in the process.</i> • <i>In your experience with working with governor appointed bodies what is the most effective way to advance?</i> <ul style="list-style-type: none"> ○ <i>Always be okay to ask for more but be aware of what is achievable. Okay to operate on two tracks, goal and achievable next steps. Legislative champions are key. Ask hard questions of the decision makers, including the governor, and hold them accountable if they say yes. Saying no is also useful to find out what to do to change their mind.</i> ○ <i>Engage key stakeholders who have influence in the process. Such as media, philanthropy, be creative in advocacy.</i> ○ <i>Keep focusing on childcare. Quality early learning is the biggest return on investment. Interrupts intergenerational poverty. Worker productivity issue.</i> ○ <i>Commerce can be a resource for data and contacts.</i> ○ <i>Suggest reaching out to business. Reach out to opponents first.</i> 	
Review next steps and Adjourn 4:30 – 4:40 Graciela Gomez Cowger	See action items/follow up column.	
Break 4:40 – 5:00		
Outreach Event: 5:00 – 6:30 Michelle Gonzalez Spokane Outreach Event Flyer	Humanities Building 2 nd Floor, 1002 N Astor, Spokane, WA 99258 <i>Co-sponsored by: Gonzaga University and Winston & Cashatt, Lawyers</i>	