



Washington State Women's Commission Meeting Minutes

Washington State History Museum
1911 Pacific Ave., Tacoma, WA 98402
May 1, 2019 | 10:00am to 4:05pm

Members Present:

Dawn Rains
Grace Huang
Jackie Boschok
Marie Vela
Michelle Gonzalez
Michelle Merriweather

Monica Holland.
Regina Malveaux
Rituja Indapure
Tara Fairfield
Sen. Lisa Wellman.

Members Absent:

Graciela Gomez Cowger
Rep. Mary Dye
Rep. Beth Doglio
Sen. Ann Rivers

Visitors:

Amal Joury
Cindy Petersen
Keith Swenson
Faith Trimble
Chaney Curry

Agenda Topic Speaker, Time	Discussion:	Action / Follow-up/ • Document Reference
Welcome, housekeeping, overview of expected outcomes for today, and introductions. Michelle Merriweather 10:00-10:10	<u>Regarding minutes from March 23 and Retreat meeting:</u> <ul style="list-style-type: none"> Rituja moved Regina seconded to approve the March 11, 2019 minutes. All voted in favor to approve the minutes. Rituja moved Jackie seconded to approve the March 23, 2019 minutes. All voted in favor to approve the minutes. 	<u>Action:</u> Approved March 11, 2019 Minutes <u>Action:</u> Approved March 23, 2019 Minutes
Boards & Commissions appointment process Keith Swenson 10:10 – 10:25	<u>Boards & Commissions appointment process:</u> <ul style="list-style-type: none"> Interested candidates are encourage to visit the Governor's website and complete an application. <ul style="list-style-type: none"> Application packets should include a letter of interest and references. <u>To flag a Perspective Candidate:</u> <ul style="list-style-type: none"> Provide a letter of recommendation. These are very helpful. Make sure the candidate lists the person recommending them as a reference. Candidate should complete the 'why I want to serve' portion of the application. <u>Information regarding Governor appointment and B&C:</u> <ul style="list-style-type: none"> Terms were split into 3 parts to stagger terms <ul style="list-style-type: none"> Makes it easier to appoint new seats especially with high turnover rates. Creates different on-boarding process to help with filling leadership roles. Newly appointed member: Grace, Monica, Tara Appointments will not be published (different process) this year 3 months prior to term end date an outreach letter will go out letting the public know of new vacancies. 30 days prior to end date B&C will start looking at applicants 	

	<ul style="list-style-type: none"> • B&C will connect with Commissioners regarding decisions. • Governor does not need to act on seats (they can remain untouched for 1 year). • Appointments are not guaranteed, no matter how long you may have served. <p><u>Questions that are asked when appointing or reappointing:</u></p> <ul style="list-style-type: none"> • Are you enjoying yourself, getting value, do you want to continue serving? • Is this commission meeting its goal? • Do others need to be appointed to meet this goal? <p><u>The process- If someone needs to step down preterm:</u></p> <ul style="list-style-type: none"> • Establish your step down date (this will be treated as the term end date) • Public outreach begins (recruitments efforts are important) <p><u>How the Women’s Commission can help B&C with appointments: DRIVE THE FRONT END!</u></p> <ul style="list-style-type: none"> • Focus on engaging • Find people that are passionate and want to serve. • Get information out to the public • Encourage diversity among applicants • Provide recommendations • Direct people to the website to apply at https://www.governor.wa.gov/ • Educate candidates on what it means to serve. <p><i>Questions regarding the appointment process, contact Alexandra Holden at Alexandra.Holden@gov.wa.gov</i></p>	
<p>Setting and Meeting Goals Cindy Petersen 10:25 – 11:55</p>	<p><u>Discuss strategic plan 1, 2, & 3 years out and assign goals to committees.</u> Goal is to help identify sustainable alignment for committee work.</p> <ul style="list-style-type: none"> • Review the effects of the Styles with the working groups (Safety, Security and opportunity). • Review the Delineator Data with the types of Questions that various Styles need addressed for successful work. <ul style="list-style-type: none"> ○ Concrete Sequential: Do you have everything you need? ○ Abstract Sequential: What are the impacts? ○ Concrete Random: What research supports the goal? ○ Abstract Random: How do we all feel about this? • Identify the Projects for the different Committees for the next 1, 2, 3 years that result in sustainable alignment. • Develop SMART Goals for the work with your Projects (using Michael Fullan’s method) with your Committee for 2019-2020, 2020-2021, 2021-2022. <ul style="list-style-type: none"> ○ Each Commissioner and the Director was given five large pink sticky notes to write down individual goals for each committee to address Issues/ projects within the Women’s Commission. ○ Everyone broke out into teams by committee (Safety, Security, and Opportunity), to review the results listed for their assigned committees. 	<ul style="list-style-type: none"> • Results of Committee Goals exercise at May Meeting

	<ul style="list-style-type: none"> ○ After reviewing results the next exercise was to review the results of the other committees and provided feedback about new issues/project they felt were missing to help establish the goal of the Women’s Commission. ○ Results will be compiled on a separate document. 	
11:55 – 12:10	Break	
Working Lunch 12:10 – 1:00	<p><u>Debrief on goals:</u></p> <ul style="list-style-type: none"> ● Senator Wellman shared that she can be used as a resource and can help facilitate a research-focused group for childcare related topics, threat analysis, and can advocate for the Women’s Commission in the Legislature. ● Senator Wellman also gave advice about the following: <ul style="list-style-type: none"> ○ If the Women’s Commission endorses a bill that receives a hearing in the Legislature, take credit! ○ Send letters to Chief Sponsors and Majority Leaders about any endorsed bills ○ Take pictures with the Governor on bills the Women’s Commission endorsed and post to social media sites. ● The group discussed ways to amplify the Women’s Commission and how to use limited resources to accomplish achievable goals like: <ul style="list-style-type: none"> ○ Informing constituents of meetings and outreach events ○ Getting more people involved through social media, reaching out to colleges (women’s studies courses). ○ Planning future meetings at college campuses to help engage students. ● The idea of creating a ‘parking lot’ for issues/projects that are not listed or specific to any committee and may need more time to establish which group it will fall under for follow-up. ● Michelle discussed when and where the next meetings will be held: <ul style="list-style-type: none"> ○ July 29 at Gonzaga in Spokane ○ Oct 8 in Seattle ● The group brainstormed ideas about how to get TVW involved: <ul style="list-style-type: none"> ○ Michelle mentioned she was asked to interview with Austin Jenkins on ‘Inside Olympia’. ○ Potentially hosting a panel about back-up childcare. <p><u>Ideas related to economic opportunity:</u></p> <ul style="list-style-type: none"> ● To support legislation already established to help women know their rights. ● To help women understand what finances mean (ask Eleni Papadakis for assistance w/ workforce) ● Decide what accountability the Commission wants to legislate? 	Follow up with Eleni Papadakis with WTECB regarding understanding finances
Child Care Collaborative Taskforce Faith Trimble 1:00 – 1:15	<p><u>Child Care Collaborative Taskforce:</u></p> <ul style="list-style-type: none"> ● Faith Trimble shared personal stories about what drives her passion for the mission and vision of the Child Care Collaborative Taskforce. <ul style="list-style-type: none"> ○ She shared that her company had ‘two office babies’. Her employee was able to bring her children to work and made things run a lot smoother for the employee. 	<ul style="list-style-type: none"> ● Childcare Collaborative Presentation

- Faith is a mother of two and (before she owned her own company) her child care providers were able to help facilitate with her children's health needs and also helped to diagnose an issue with one of her children which lead her to get her child check out by doctors.

Information about the taskforce:

- Member were appointed in 2018
 - Appointments are comprised of 30 childcare providers, early learning, advocates, businesses, labor, and Legislators.
 - The taskforce is focusing on issue related to affordability, accessibility, employer provided childcare, and how to transform the broken market.
- Current issues and problem with childcare and costs:
 - Current costs of childcare exceeds public university tuition
 - Childcare workers earn unlivable wages
 - Childcare providers are leaving the industry, creating deserts.
 - US businesses lose approx. \$4.4 billion annually due to employee absenteeism because of childcare breakdowns
 - There has been a 25% decrease in childcare providers.
 - Teachers who have been employed for four or more years are only making minimum wage.
 - Some childcare center cannot afford to offer healthcare for employees.
 - Most in-home cares are unable to afford the early achiever program.
 - State does not pay subsidy to under market childcare.
 - There is a 35% turnover in the childcare market.

Association of Washington Businesses:

- 67% of businesses have issues with absentee/presenteeism
- 33% of businesses have no issues reported with absenteeism/presenteeism

2019 Legislative Session:

- SHB 1344: Child Care Collaborative Task Force
 - Extends work of task force
 - Funding for further study
 - Develops a child care cost model
 - Working parent subsidy rates and workforce compensation
 - Strategy for accessible/affordable care for all families by 2025
- Capital Budget
 - \$10 million: New child care site on Capitol Campus
 - \$27.5 million: Competitive grants and earmarks
- Parents are currently paying between 20-25% of their income
 - No more than 7% of the household income should be going to childcare

How can the Women's Commission help in an area that is not maximized:

- The commission can help by understanding the complexity of childcare
- Grasp the full understanding of the issues/problems related to childcare

<p>SMART Goals Chaney Curry 1:15 – 1:45</p>	<p><u>Facilitated discussion on how to write SMART Goals:</u></p> <ol style="list-style-type: none"> 1) Specific: <ul style="list-style-type: none"> • Clear and actionable statement about the goal you want to accomplish • What are the measurable, observable outcomes of the goal? 2) Measurable <ul style="list-style-type: none"> • These are the actual metrics and measures used to track the observable outcomes • What is our starting point/baseline? How will that change if we're successful? 3) Actionable: <ul style="list-style-type: none"> • This section gives a high level description of how the goal can be accomplished with the right level of effort • Describe the knowledge, skills, and tools needed; if unavailable, describe how to get them (e.g. training) 4) Relevant <ul style="list-style-type: none"> • Description of how this goal relates to the larger goals of the organization • Use future state information from strategic documents including vision, mission, values, and goals 5) Time bound <ul style="list-style-type: none"> • Describe the high level timeline of the goal • Are there any constraints? Any hard deadlines? <p>Step 1: Create a Problem Statement (example: How to get more women on corporate boards) Step 2: Align the Problem Statement to your Vision (example: Prosperous, Empowerment) Step 3: Write your SMART goal from your Vision (example: to have corporate boards report how many women are currently serving on boards, and have that number increase by 75%).</p>	<p><u>Tips and Tricks</u></p> <ul style="list-style-type: none"> • Do not include any 'solution' language • Use existing tools to shape your problem including Root Cause Analysis, the 5 W's, etc. • Think outside the box. Have you considered all potential impacts? 	<ul style="list-style-type: none"> • How to Write SMART Goals Presentation
<p>1:45 – 2:15</p>	<p><u>Bylaws discussion & revision</u></p> <ul style="list-style-type: none"> • Mission statement – improves the life of every woman • Typo on top page 4 at elections "the last" • Page 4, after 1st sentence of Voting add "No voting shall be conducted by secret ballot." • Page 5 - Standing Committee – volunteers to serve on or assist with the work of the committees. • Page 6 Article 7 "A meeting notice shall be posted wswc.wa.gov website." Insert under meeting frequency after first sentence. • Governor – find and search to capitalize Gov <p>Tara motion, Dawn seconded to adopt with edits– all in favor, no abstentions, no opposed.</p>		<ul style="list-style-type: none"> • DRAFT Bylaws <i>Action:</i> Bylaws Adopted
<p>2:25 – 2:35</p>	<p><u>Legislator Advisor Updates:</u></p> <ul style="list-style-type: none"> • Senators Lisa Wellman will be dedicated to changing our regressive, upside down tax structure next session. 		
<p>2:10 – 2:15</p>	<p>Group Photo</p>		

2:35 – 2:45 Michelle Gonzalez	<u>Director’s Report:</u> <ul style="list-style-type: none"> Michelle focused on legislative advocacy this quarter. The Women’s Commission supported 15 bills, 11 of which have made it to the Governor’s desk. 	
2:45 – 2:50 Rituja Indapure	<u>Economic Opportunity Committee:</u> <ul style="list-style-type: none"> Met and talked about corporate board bill and how to support since it didn’t pass. Committee action items: <ul style="list-style-type: none"> Host a panel and invite women who are already serving on corporate boards like Phyllis Campbell, Starbucks board member Letter of recommendation on how to support getting on corporate boards 	<ul style="list-style-type: none"> Committee Notes (4-9-19)
2:50 – 2:55 Dawn Rains	<u>Economic Security Committee:</u> <ul style="list-style-type: none"> Haven’t met since the last meeting 	
2:55 – 3:00 Grace Huang	<u>Safety Committee:</u> <ul style="list-style-type: none"> Review draft sexual harassment policies that have been reviewed from different agencies, primarily sexual and domestic violence – sexual assault on campus, prevention and consent issues, firearms How much to invest in time on implementation 	
3:00 – 3:05	Break	
3:05-3:50 Michelle Merriweather Jennifer Kilmer	<u>Suffrage Centennial Joint Taskforce Updates:</u> <u>2020 Suffrage Celebration: budget & fundraising discussion:</u> <ul style="list-style-type: none"> Send out grant contracts for \$150k so that everyone has the money. Finalizing the new contract language for the reimbursable aspect of the contract <ul style="list-style-type: none"> This is the bulk of the funds 2020 \$63k remaining and \$30k will support the part time staff A traveling panel exhibition \$33k left for public programming needs to be spent by June 30, 2020. A supplemental budget request will be submitted <ul style="list-style-type: none"> decided not to submit it for this budget request it would have gotten and will likely be only budget request for the next year Will work with the committee to come up with the budget and to extend Elisa’s pay to do the 2020 event and wrap up things after Genealogical, Girls School, and the League of Women Voters (LWV) have applied for the funding in terms of types of organizations and across the state <u>Discussion:</u> <ul style="list-style-type: none"> Michelle – it seemed west side heavy. Can the commissioners help on the east side? <ul style="list-style-type: none"> Jennifer – yes, Elisa is planning 1 or 2 trips to eastern WA to get the word out. Michelle – should the Gov’s office help promote the grants? Be more intentional by outreach <ul style="list-style-type: none"> Jennifer – can talk with OSPI about a distribution list to target a student population Are you partnering with Humanities WA? <ul style="list-style-type: none"> Yes, they have brought on a number of speakers with the speakers bureau 	

	<ul style="list-style-type: none"> • Have you talked with anyone from Gonzaga? <ul style="list-style-type: none"> ○ Monica and Regina met with Angela Russ, planning a centennial event with programming • What do you see happening on the official celebration day in August? <ul style="list-style-type: none"> ○ Entirely probably TBD. There is a subcommittee and Jackie is on the committee ○ Panel, symposium, parade with various delegations – different timeframes • Wellman - Anything happening across and throughout the state simultaneously? My kids and I participated in Hands Across America. A video to share of how far we've come. We're late! <ul style="list-style-type: none"> ○ We're ahead of other states ○ Joint task force that has met a few times and awarded reimbursable grants. Next one is May 14 at WSHS at 10:30. ○ nothing in respect to speakers/panels by the Centennial Event Subcommittee • Talked with state fairs across the state? Have we talked with them to make it special? <ul style="list-style-type: none"> ○ Put out pins or buttons to commemorate the event – chotskies manufacturers. 	
3:50 – 4:00 RaShelle Davis	<p><u>Governor's Policy Office Update:</u></p> <ul style="list-style-type: none"> • RaShelle talked about her role in the Governor's office and with the Commission. • Discussed a few highlights from leg session <ul style="list-style-type: none"> ○ Keep WA working, ○ LGBTQ commission, ○ equity office. • Discussed a few ideas for next year: <ul style="list-style-type: none"> ○ Hair discrimination ○ Collecting gender data 	
4:00 – 4:05	Public Comment Occurred.	
4:05	Adjourn	
4:05 – 5:30	<p>Outreach Event</p> <ul style="list-style-type: none"> • Co-sponsors: Washington State Historical Society and Gordon Thomas Honeywell LLP • Speaker: Tacoma Mayor Victoria Woodards 	<ul style="list-style-type: none"> • Outreach Event Flyer