

Michigan Women's Commission Meeting Minutes, January 24, 2017

Radisson Hotel and Conference Center, 111 North Grand Avenue, Lansing, Michigan 48933

Attendance

Chair Chris Etienne, Vice Chair Kathleen Vogelsang, Commissioner Joanne Dawley, Commissioner Meg Derrer, Commissioner Bobbie Gaunt, Commissioner Renee Haley, Commissioner Krista Haroutunian, Commissioner Cathy Knauf, Commissioner Darlene Lee, Commissioner Janice Nearon, Commissioner Jan Peabody, Commissioner Mary Templeton, Commissioner Beverly Wall, Executive Director Mary L. Engelman, and Director of Program Elizabeth Thompson were in attendance.

Commissioner Deidre Lambert-Bounds and Commissioner Sara Schroeder were excused.

Ex-Officios and Liaisons attending included Emily Rissman of the Michigan Veterans Affairs Agency, Geralynn Lasher of the Michigan Department of Health and Human Services, Tammy Flynn of the Michigan Department of Talent and Economic Development, Amanda Bright McClanahan of the Michigan Economic Development Corporation, Ruthanne Okun of the Michigan Department of Licensing and Regulation, Wendy Fitzner of the Michigan Department of Environmental Quality, Lieutenant Julie Busch of the Michigan State Police, Donna Wilson of the Michigan Civil Service Commission, Denise Stork-Phillips of the Michigan Department of Health and Human Services, Maria Tyszkiewicz of the Michigan Department of Agriculture and Rural Development, Cindy Albrecht of the Michigan Aging and Adult Services Agency, and Marchan Darby of the Michigan Department of Management and Budget.

Guests included Mary Cramer, Jared Rodriguez, Ed Sarpolus, Rachele Downs, Magy Sherrouda and Sarah Robb.

Minutes

1. The meeting was called to order at 2 p.m.
2. The roll call was taken and a quorum was present. Commissioner Deidre Lambert-Bounds and Commissioner Sara Schroeder were excused.
3. Chair Etienne introduced our new Executive Director Mary L. Engelman.
4. It was moved and seconded to adopt the agenda as proposed. Passed.
5. Chair Etienne introduced our speaker Mary Kramer to discuss the Michigan Women's Commission partnership with Crain's Detroit Business on the Michigan Women's Directory. Mary Kramer thanked the Michigan Women's Commission for its support of the Michigan Women's Directory, which assists Michigan's public and privately held companies, private equity firms, major foundations and large non-profit organizations in finding and selecting talented women to serve as directors on their boards. Candidates for the Directory complete a talent-bank profile on their skills, career experience, and pay a fee to cover administrative costs. Companies and not-for-profits that use the Directory for their board search pay a sliding scale of fees, based on revenue size. The Michigan Women's Commission members can

assist the effort of increasing the number of women on corporate boards by asking for a conversation with companies you know to tell them about the Directory. Ask for a conversation with people who already serve on corporate boards. Encourage talented women to consider being candidates. She pointed out that companies are looking for board members with specific hands-on knowledge. A title is less important than a skill set and specific experience, for example, in compliance, IT and cybersecurity. For more information contact womensdirectory@crain.com or crainsdetroit.com/womensdirectory.

6. Report by the Special Committee regarding Women on Corporate Boards. Commissioner Vogelsang stated that the Committee wishes to continue working on this issue. They plan to continue outreach to entities such as chambers of commerce to publicize the Michigan Women's Directory. She also stressed the importance of sharing the results of research now being conducted by Grand Valley State University on how and why women have gotten positions on corporate boards. Commissioner Vogelsang also reported that the Young Women, Strong Leaders Conference will be on March 25, 2017.
7. Report by the Special Committee addressing Women Veterans' Issues. Commissioner Gaunt discussed the new Women Veterans Advisory Board in the Michigan Veterans Affairs Agency. Sarah Robb is the chair, and Commissioner Renee Haley serves as an ex-officio member. Commissioner Gaunt also reported on Grand Valley State University's study on Women Veterans, which targets younger women veterans who are students. Anecdotal evidence suggests that women have a higher drop-out rate. The study is attempting to see if this is correct, and, if so, to identify possible barriers to degree completion. The study is being piloted at Grand Valley, and then will be conducted statewide. Commissioner Haley stated the need to continue momentum on women veterans' issues.
8. Report by the Special Committee bringing awareness to Human Trafficking. Commissioner Knauf reported that the Committee will continue to work to bring further awareness and additional training. She described the SW Michigan Task Force activities, including an e-learning sequence developed by SW Michigan College called "Break the Chains", training by Lakeland Health Care for health care professionals, and training for law enforcement. Commissioner Derrer described the West Michigan Task Force partnership with the Grand Rapids YWCA to provide services. Commissioner Nearon described the Freedom Coalition of Oakland/Macomb's efforts to develop strategies to decrease demand. Commissioner Knauf stated that the Committee will broaden its view to look at addressing other forms of victimization.
9. It was moved and seconded to approve the minutes from the October 13 2016 meeting. Passed.
10. It was moved and seconded to approve the 2016 Annual Report. Passed.

11. Report by Mary L. Engelman, Executive Director. Executive Director Engelman explained three proposed future initiatives for adoption by the Commission. The three initiatives are: How to become a resource for women entrepreneurs and leaders; Promoting girls in STEM through education, internships, mentorships and apprenticeships; and Addressing sexual assault on college campuses. She noted that these initiatives were outlined in Gov. Rick Snyder's 2017 Michigan State of the State speech.
12. The Commission members discussed the three proposed future initiatives. Commission members asked the Executive Director to prepare a document outlining the three proposed initiatives in more detail, to serve as the basis for further discussion and decisions at the next meeting. Commission members also affirmed their wish to continue the present work of the three Special Committees: the Special Committee regarding Women on Corporate Boards; the Special Committee addressing Women Veterans' Issues; and the Special Committee bringing awareness to Human Trafficking.
13. Introduction of Ed Sarpolus, Founder and Executive Director, Target Insyght, Executive Director, Insyght Foundation and Jared Rodriguez, President and CEO, Calder Group, LLC, by Mary Engelman, Executive Director. Ed Sarpolus discussed a proposed study and outreach project, "The Forgotten Veterans of Michigan." The project would identify and engage women veterans, and determine their needs within the areas of health care, employment and more. Very little information is known about Michigan's women veterans. The hardest problem is to actually find and make contact with women veterans. The current self-reporting system has proven to be ineffective. The project would use census data, tax forms, town hall meetings and affiliations to identify women veterans. A variety of methods would be used to determine characteristics, needs, and methods of best providing services. Mr. Sarpolus and Mr. Rodriguez asked for the support of the Michigan Women's Commission in seeking resources for the study, as well as acting in an advisory capacity. The Commissioners agreed such a statewide study was very much needed.
14. It was moved and seconded that the Commission agrees to be part of the study's advisory board. Passed.
15. Commissioners' Reports. No special reports were given.
16. Ex Officio and Liaison Reports. Ruth Okun and Wendy Fitzner requested clarification of the departmental liaisons' role. Director Engelman will meet with them to discuss.
17. Public Comments. Public Comments are limited to 5 minutes per person. No public comments were given.
18. Commissioner Bobbie Gaunt presented her resignation from the Commission, effective immediately. Chair Etienne thanked Commissioner Gaunt for her service, on behalf of all the Commissioners.
19. The next scheduled meeting is held on Tuesday, April 25, 2017 in

Grand Rapids, with the location yet to be determined. Chair Etienne reminded the commissioners and audience that there is a reception today at 5 p.m., in the same location, to honor newly-elected and current women legislators.

20. The meeting was adjourned at 3:50 p.m.

Signature

Respectfully submitted by Chair Chris Etienne

Michigan Women's Commission Meeting Minutes, April 25, 2017

Holiday Inn Grand Rapids Downtown, 310 Pearl Street NW, Grand Rapids, Michigan, 49504

Attendance

Chair Chris Etienne, Vice Chair Kathleen Vogelsang, Commissioner Joanne Dawley, Commissioner Meg Derrer, Commissioner Renee Haley, Commissioner Krista Haroutunian, Commissioner Cathy Knauf, Commissioner Janice Nearon, Commissioner Sara Schroder, Commissioner Mary Templeton, Executive Director Mary L. Engelman, and Director of Program Elizabeth Thompson were in attendance.

Commissioner Deidre Lambert-Bounds, Commissioner Jan Peabody Doty and Commissioner Beverly Wall were excused.

Commissioner Darlene Lee was absent.

Ex-Officios and Liaisons attending included Kristina Leonardi of the Michigan Veterans Affairs Agency, Tari Muniz of the Michigan Aging and Adult Services Agency, Michelle Strobel of the Michigan Department of State and Alexis Horton of the Michigan Department of Natural Resources.

Guests included Margaret Wheeler.

Minutes

1. The meeting was called to order at 10 a.m.
2. The roll call was taken and a quorum was present. Commissioner Deidre Lambert-Bounds, Commissioner Jan Peabody Doty and Commissioner Beverly Wall were excused.
3. It was moved and seconded to adopt the agenda as proposed. Passed.
4. Executive Director Mary Engelman reported that she has appeared on State Representative Leslie Love's television show to discuss human trafficking. She has worked with Ed Sarpolus to develop a sponsorship packet for the Michigan Veterans Institute (which will conduct the Michigan Women Veterans Survey) and sought funding for the project. She is working to get on the agenda of the Michigan Chamber of Commerce's state conference to speak on the Women on Boards Initiative.
5. Executive Director Mary Engelman presented proposed new commission directions for 2017:
 - a. A more robust website – Making the MWC website a major information source and identifying partners and their contact information;
 - b. STEM - Increasing awareness of STEM (Science, Technology, Engineering and Mathematics) careers. There is a lack of women going into STEM careers. The MWC should work with the state's Talent and Economic Development Department (TED) agency, to help create a statewide STEM initiative focused on working with schools;
 - c. Sexual Assault on College Campuses – Working with the First Lady's initiative. This makes sense as an outgrowth of previous MWC work on human

trafficking; and

d. Entrepreneurs' Resources, Leadership in Business – MWC outreach to chambers of commerce to encourage their support of women.

Subcommittees would include human trafficking, women veterans, and women on boards. A millennial advisory committee and a department liaison committee would be established.

In discussion, suggestions included working through the trades to spread awareness about opportunities for women; providing information on women-owned business certification; working with the SBA, especially the 3 Women's Business Centers; and marketing about existing opportunities and resources. ED Engelman spoke about a new social media campaign, and commissioners' involvement.

Commissioner Haley stated that women veterans should be a main topic, rather than a subcommittee, and should include discussion of issue of Military Sexual Trauma (MST). The focus should not be just on college age women. The proposed partnership with the Michigan Veterans Institute for an expanded statewide survey of women veterans is a priority.

Commissioner Knauf stated that human trafficking should be a main topic, because of the state mandate for training in various licensed professions. Various professional and community trainings were discussed, and Commissioner Knauf proposed that the Commission be a resource for human trafficking training.

Chair Etienne suggested that human trafficking and campus sexual assault awareness could be combined as one initiative.

Commissioner Haroutunian proposed a structure of three main topics with specific initiatives grouped under the three topics. Chair Etienne proposed three main topics of women in business, women veterans, and human trafficking/sexual assault.

In discussion, suggestions included the Commission meeting more frequently as a whole, rather than in subcommittees; broadening the definition of sexual assault to harassment and military sexual trauma; and framing topics to include millennial women.

6. Commissioner Derrer moved:

"to accept broadening of issues that the Michigan Women's Commission is addressing:

Women in Business, to include women in leadership and women in STEM;

Women Veterans; and

Human Trafficking and Sexual Assault."

Commissioner Knauf seconded the motion. Passed.

7. Executive Director Engelman discussed the formation of a millennial advisory committee. She hopes to put out a call for membership. The committee would act in an advisory capacity, especially in the area of social media strategy. Chair Etienne suggested asking members to identify issues facing them and their

peers.

8. Executive Director Engelman discussed the formation of a departmental liaison committee. In discussion, it was suggested developing more inclusive quarterly meetings and inviting liaisons to committee meetings.

9. It was moved and seconded that the Executive Director pursue having a millennial advisory committee and a departmental liaison committee. Passed.

10. Chair Etienne expressed the desire of commission members to return to the previous schedule of committee meetings being held before the full commission meeting.

11. It was moved and seconded to approve the minutes from the January 24 2017 meeting. Passed.

12. Report by the Special Committee bringing awareness to Human Trafficking: Commissioner Knauf reported that the Michigan Public Health Institute will offer continuing education units for a module-based training on human trafficking, which meets state training requirements for health professions. Among numerous other activities, the SW Michigan Human Trafficking Task Force worked with area Hospitality and Tourism Council to use the app TraffickCam to photograph hotel rooms, to assist law enforcement in investigation of human trafficking and raise awareness of hotel properties concerning human trafficking.

13. Report by the Special Committee regarding Women on Corporate Boards: tabled until the next meeting.

14. Report by the Special Committee addressing Women Veterans' Issues: Commissioner Schroeder is arranging a tour of the Aleda Lutz VA medical Facility in Saginaw in advance of the August 22, 2017 meeting.

15. Commissioners' Reports: Commissioner Haley reported on Veterans Freedom Park annual 5k run. www.veteransfreedompark.com.

16. Ex Officio and Liaison Reports: Michelle Strobel proposed having working lunches include all departmental liaisons.

17. Public Comments. Public Comments are limited to 5 minutes per person. No public comments were given

18. The next scheduled meeting is held on Tuesday, August 22, 2017 in Saginaw, with the location yet to be determined.

19. The meeting was adjourned at 11:30 a.m.

Signature

Respectfully submitted by Chair Chris Etienne

Michigan Women's Commission Meeting Minutes for August 22, 2017

The Bavarian Inn Lodge and Conference Center, One Covered Bridge Lane,
Frankenmuth, Michigan, 48734 at 2 p.m. - Brahms Room

Attendance

Chair Chris Etienne, Vice Chair Kathleen Vogelsang, Commissioner Meg Derrer, Commissioner Renee Haley, Commissioner Cathy Knauf, Commissioner Janice Nearon, Commission Jan Peabody Doty, Commissioner Mary Templeton, Executive Director Mary L. Engelman, and Department Specialist Jackie Debusschere were in attendance.

Minutes

1. The meeting was called to order at 2:00 p.m.
2. The roll call was taken and a quorum was present. Commissioner Joanne Dawley, Commissioner Deidre Lambert-Bounds, Commissioner Sara Schroeder and Commissioner Krista Haroutunian were excused.
3. It was moved and seconded to adopt the agenda as proposed. Passed.
4. Executive Director introduced Speaker Annie Urasky, Director of the Division on Deaf, Deafblind and Hard of Hearing from the Michigan Department of Civil Rights. Director Urasky updated the Women's Commission on the challenges the Deaf, Deafblind and Hard of Hearing in terms of communications and understanding within the general population. The Director also gave an update on the progress they are making within educating the health care industry, law enforcement and other critical entities.
5. We had a moment of silence for former commissioner Beverly Wall.
6. Executive Director Engelman reported her involvement in the State of Michigan's Career Ready Program, emphasizing paths where students can work, grow and be financially self-sufficient after high school whether by attending college, trade school or other. Executive Director Engelman further emphasized with the program partners the importance to carve out a program for young ladies to explore opportunities in the field of STEM. Executive Director Engelman announced her appointment to the First Lady's Campus Sexual Assault committee and has been instrumental in working and drafting the language and design for the brochure –with Jackie Debusschere leading the design and graphics of the brochure. Executive Director Engelman further reported on her attendance of the 2017 National Women's Commission Conference where Commissions are being challenged and shifting from government to non-profits. The convention also focused on pay equity and their efforts in this regard.
7. Executive Director Mary Engelman updated her efforts on Women Veterans. In conjunction with the Michigan Veterans Institute, the Commission has raised a bit of money and also a commitment from a sponsor to host two

dinners as well as a sponsor in Grand Rapids that will help the commission raise dollars and bring awareness with a goal of \$100k by end of 2018.

8. Executive Director Engelman announced the resignation of Commissioner Sara Schroeder. Executive Director Engelman has requested that the Governor's office focus on replacing Commissioner Schroeder with another Veteran to replace Commissioner Schroeder on the Veteran's Committee. There are currently four openings on the commission. The Governor's office has not announced the new commissioners.
9. Executive Director Mary Engelman introduced Jackie Debusschere, Department Specialist to the Michigan Women's Commission.
 - a. Report by the Special Committee regarding Women in Business (STEM, Resources, Boards, Leadership). Commissioner Vogelsang stated she is working on two items – continuing to work on Women on Boards and a new initiative to help advance women in STEM Careers. Director Engelman has arranged for the committee to meet with the Michigan Chamber of Commerce and chamber executives around the state to promote the commission's Women on Boards initiative. The goal is to challenge executive directors and their boards to increase women on their respective boards by 20% by the end of 2020 while educating them on the commission.
 - b. Commissioner Templeton had an idea to find out which companies have diversified boards that sell consumer products and share their information on social media which supports the power of women via product purchasing.
 - c. Commissioner Derrer conversed with Grand Rapids Chamber of Commerce. The Commissioner said the Family Business Alliance is a part of the chamber and she thought we could talk to other professional business groups (Michigan Manufacturing Association and such) to educate them on diversifying boards.
 - d. Commissioner Vogelsang stated that in regards to STEM, she is still trying to identify what our role could be and wants to start identifying which organizations are working on some STEM careers for women. The Commissioner would like to make a list of what are they working on, what are their gaps, and how can she get organizations working together.
10. Report by the Special Committee on Women Veterans. Commissioner Haley thanked everyone for attending the Saginaw VA Tour. The VA is progressing positively in the care of Vets. The Commissioner shared that they were able to get the State of Michigan to start a women veteran's advisory group by MVAA, which she is an ex-officio on this board. She is excited to get social media rolling with Jackie and start a social media campaign for Michigan Women Veterans on Facebook. This would be a professional group where women veterans can collaborate on service improvements and identify the

gaps. September 15 is the target date for the group's creation which will include a new Facebook group (Women Veterans Adventure Group), for there are several groups for men but nothing for women.

11. Report by the Special Committee addressing Human Trafficking and Sexual Assault. Ms. Deb Cain from the Michigan Department of Sexual Assault and Prevention shared information on their funding source. Ms. Cain also offered assistance for identifying federal funding and grants. The Commissioners invited her to present again to the commission in order to for her to expand on her knowledge.
 - a. Commissioner Knauf shared information about the Michigan Abolitionist Program / End the Demand with Men. The Commissioner said they are reaching out to more sections of the state with four new subchapters and are expanding rapidly.
 - b. Commissioner Knauf had a chance to see this at a conference at Cooley Law School – with their presence on google, if individuals contact Google with the word “sexual demand” or go to websites to look for sex to purchase, Google can intercept these calls and tell them about how the women are being trafficked, etc. She said it was great to learn about this program.
 - e. Commissioner Knauf thanked Jackie and Mary for working on the campus sexual assault booklet.
 - f. Commissioner Knauf shared that there is now a Medical Human Trafficking Training video – it's online for free and comes with 1.5 CME's. The health community needs to have mandatory human trafficking training available online on YouTube. She sent the link to Mary and Jackie and she will forward on to the commission.
 - g. Commissioner Knauf discussed TraffickCam – the first in the entire nation. This project went to 32 different hotels and hospitality properties and took pictures of the insides of the rooms in Berrien County and the photos were downloaded to FBI websites. This deters traffickers as they do not want photos of these rooms to be public. Five properties would not participate and they were named. The project got a lot of news coverage. There was lots of interest from around the nation and we hope that other counties participate. Van Buren and Cass counties will be up next.
 - h. Commissioner Knauf stated that the Third Annual Corn Maze fundraiser is coming up. The Commissioner provided a flyer to Jackie to share.
 - i. Commissioner Knauf would like to speak to school superintendents next – stated that education is where we need to be, getting the children, teachers, educators, board members to spread awareness and warning signs. The Commissioner is also looking to talk to transportation heads for partnering with victims services. Victims need transportation to get back home, and Commissioner Knauf is looking at partnering with Greyhound, Amtrak, a rental car place, or Ford, so they can provide them transportation for victims to get them home.
12. Old Business was discussed. Chair Chris Etienne said at the last meeting we discussed two new committees – a department liaison committee and millennial committee. Executive Director Engelman stated the importance of these initiatives and committed to send out an email to all of the liaisons to

see if they would like to meet off site or bring issues to us via email. Executive Director Engelman also stated that she reached out to another millennial group to figure out their operations and will be partnering with the Governor's office for a vetting system. At our next meeting she will have the structure and bylaws to present. The Commission currently has a volunteer and she has done some of the research for us on the millennial group.

13. It was moved and seconded to approve the minutes from the April 25, 2017 meeting. Passed.
14. It was moved and seconded to approve 2018 meeting dates (January 23, April 24, August 21, and October 24). Passed.
 - j. Commissioners Reports: Commissioner Haley requests to be emailed the photo we took from the VA from Jackie – Jackie will send to the commissioners.
 - k. Commissioner Doty informed the commission that she was involved in submitting female women to be in the Michigan Women's Hall of Fame – she submitted Judy Emmons and Senator Schuitmaker, they were not accepted. She suggested maybe we submit some on behalf of the MWC in the future.
15. Ex Officio and Liaison Reports - Michigan Veterans Affairs Agency – October 11 at 2pm and 12 (10:30-1:30pm) but veterans can come early and train on interview skills, resume rework – on the 11th bringing transition counselors into Michigan (15 of them) to showcase what MI has to offer so they can see how Michigan is an awesome place to relocate to. The 12th is a hiring event in partnership with Hiring Our Heroes / Oakland University in Auburn Hills.
 - a. The commission offered to promote on our social media.
16. Public Comments. Kimberly Wells, assistant professor – Delta College between Bay City/Midland/Saginaw – didn't know this commission existed and was pleased to find the commission does exist. Ms. Wells notified us of a women's committee, sexual assault awareness events – work in electronic media department where she is only female in the department.
17. The next scheduled meeting is held on Tuesday, October 24, 2017 in Detroit, with the location yet to be determined.
18. The meeting was adjourned at 2:55 p.m.

Signature

Respectfully submitted by Chair Chris Etienne

Michigan Women's Commission Meeting Minutes for October 24, 2017

Atheneum Suite Hotel, 1000 Brush Street Detroit, MI 48226 – Hermes Room

Attendance

Chair Chris Etienne, Commissioner Renee Haley, Commissioner Janice Nearon, Commission Jan Peabody Doty, Commissioner Mary Templeton, Commissioner Joanne Dawley, Commissioner Deidre Lambert-Bounds, Commissioner Krista Haroutunian, Commissioner Catherine Hendrian, Executive Director Mary L. Engelman, and Department Specialist Jackie Debusschere were in attendance.

Minutes

1. The meeting was called to order at 2:00pm.
2. The roll call was taken and a quorum was present. Vice Chair Kathleen Vogelsang, Commissioner Meg Wheeler Derrer and Commissioner Cathy Knauf were excused.
3. It was moved and seconded to adopt the agenda as proposed. Passed.
4. Chair Chris Etienne introduced our new commissioner Catherine Hendrian.
5. Executive Director Engelman introduced speaker Agustin V. Arbulu, Executive Director of the Michigan Department of Civil Rights (MDCR). Director Arbulu shared with everyone his story about his family immigrating to Dearborn. He shared how we all face challenges regarding discrimination and how we must fight against these sentiments. MDCR continues to speak out and wants Michigan to be a welcoming state. Director Arbulu discussed recent news developments of men sexually harassing women. This is very important because this is a protected activity and it is not tolerated under Eliot Larsen Civil Rights Act. He stated that women are afraid to come forward. In 2016, MDCR only received 1,600 complaints, 322 of those were sexual harassment complaints. Only 1 in 14 incidents of sexual harassment are ever reported. We need to bring attention to this behavior, change the culture and climate where men feel it is acceptable to abuse women in the workplace or anywhere. We can't stand by idly while others are abused. An attack on one of us is an attack on all of us. If you see something, say something. Director Arbulu stated that MDCR recognizes that we need to build and embed equity in the state and that he wants the fulfillment of the American Dream for everyone. Today, many feel like we are losing our foothold on the progress we have made. MDCR is making equity our goal. We have to address the gaps. Please consider the role of bias/unconscious bias. It is important to connect this to the systemic challenges of institutional racism. Create a path to make meaningful change. MDCR is proud to have MWC as a part of MDCR.
6. Executive Director Engelman extended a warm welcome to our new commissioner Catherine Hendrian and congratulated the reappointments of

Chair Chris Etienne, Commissioner Meg Wheeler Derrer and Commissioner Krista Haroutunian. She stated we have three more vacancies and that the Governor is in the final stages of determining who will fill these roles.

7. Executive Director Engelman provided an update on her speaking engagements around the state. In September, she moderated a panel discussion with past female governors at the Women in Leadership Event at GVSU. She also moderated a town hall for veterans with Congressman Walberg and Congressman Dingell. She shared that the women's commission also had an opportunity to be a part of the First Lady's Campus Sexual Assault conference. Department Specialist Jackie Debusschere designed the booklet and Executive Director Engelman helped craft some of the language from the booklet. This booklet is going to be on all Michigan college websites and the booklet will be printed for the colleges as well. In October, she also had the opportunity to speak to 150 people at CMU and did a presentation on Human Trafficking. The students were very engaged and wanted to see legislation pass. Lastly, she also gave an interview on how the wage gap is closing to Channel 6 in Lansing. Executive Director Engelman stated that it is better but we have a long way to go. In 2014, men in Michigan made 51,000 annually and women were making 47,000 annually. In 2017, women grew to 49,000 annually. She stated that legislation has been introduced to create a commission on this wage gap and that the women's commission would have a seat on this commission. The challenge this commission faces is how to implement the new laws within a company.
8. Executive Director Engelman provided an update on her efforts for Women in Business. She shared that Commissioner Templeton and herself had a great meeting with Rosemary Bayer from the Michigan Council of Women in Technology and they talked about where we can fill the gaps in helping move STEM forward with girls in the sciences. Executive Director Engelman shared that she is speaking tomorrow in Grand Rapids with executive directors of chambers across the state to discuss women on boards. She has received a list of contact information from every chamber of commerce in Michigan to promote women on corporate boards. The Michigan Chamber of Commerce has requested for us to present to the foundation to discuss our initiatives surrounding women on boards. We talked about asking them to do a resolution to go out to all chambers. On November 15, we will be partnering with Inforum and sponsoring the 2020 Women on Boards event in Southfield. Department Specialist Jackie Debusschere will be creating a one pager on the initiatives and our statistics to each committee. Please comment and share to make it a robust document. We will be done by end of next week (November 3).
9. Executive Director Engelman provided an update on her efforts for women veterans. She shared that the Michigan Women's Commission will also be hosting Inforum's Next4Vets program on January 17th at Cadillac Place in Detroit. This event is to train women veterans on leadership. OpTech is sponsoring the event. She also shared that Department Specialist Jackie Debusschere created a logo for the new women veterans Facebook group, the Michigan Women Veterans Forum. This group was started on September 15 and has 37 new members, 5 in the last week alone. This is all about women veterans connecting across the state. Executive Director Engelman shared that Ed Sarpolis and Jarred Rodriguez are looking to do a study about Women Veterans. She stated that Suzy Avery, the former director, was working with them to fine-tune women veterans in our state and their needs. She said

they are in the process of trying to raise money through this non-profit to do this study. The study will identify women veterans and what their needs are. They know for a fact that women veterans are dropping out of college more than male veterans. The goal of the study is to do a grassroots effort, determine needs and present to the legislature, governor and veteran's affairs department. She is expecting a study from GVSU but shared that they have had a bit of a funding issue, and that she and Commissioner Haley are working to sort it out and maybe combine it with the other study. Executive Director Engelman also shared that from her speaking engagement at CMU, they asked the women's commission to talk to superintendents and educate middle schools, high schools and school districts on how to make children aware of human trafficking. Human trafficking is the second largest money maker in the world (\$150 billion). Michigan is 7th in the nation.

10. Report by the special committee regarding Women in Business (STEM, Resources, Boards, Leadership)
 - a. Commissioner Templeton is reporting on behalf of Commissioner Vogelsang who is not here today to discuss women on boards and STEM. She shared that she would like to highlight a little bit more about the opportunity to broadcast the November 15 event. It is hosted by Inforum and is a national conversation about diversity on boards and women being underrepresented on corporate boards. Inforum has been leading the initiative in Michigan. She encourages all commissioners and audience members to attend and would like to get the event on the MWC website and social media. Please promote throughout your networks as well. The lineup is powerful – there are seven women senior executives speaking. It is at the Great Lakes Culinary Center in Southfield and is a breakfast meeting held from 7:30-9:30am.
 - b. Executive Director Engelman provided us a list of the chambers to reach out to and we will look to see how we can communicate with them and that our requests and information are consistent.
 - c. As it relates to STEM, we have had some good discussions – our goal is keep girls motivated to go into the technology, math, science and engineering fields. In the next 6 months, we want to identify a gap where the women's commission can fill some needs. We want to continue discussions with Michigan Council of Women in Technology (MCWT) on how to assist. We would also like to work with Mercy Education Project to dig in and identify this gap.
 - d. We would also like to identify something tactical to accomplish in the next 6-9 months and bring awareness to the FIRST Robotics Competition. The National Competition is occurring in Detroit in April 2018. There might be an opportunity to spread awareness to girls to get involved in robotics. Commissioner Hendrian's CEO might be able to assist with this.
 - e. Commissioner Doty added to make sure we utilize the GVSU study of women on boards. Executive Director Engelman wants to cross check with Inforum's study on women on boards. They

will be releasing the study on November 7th. The women's commission gets a speaking opportunity at the November 15th event and we want to make sure our messages align in supporting Inforum.

- f. We want to make sure we are sharing these Inforum events on social media.

11. Report of Committee on Women Veterans

- a. Commissioner Haley discussed the Michigan Women Veterans Forum on Facebook. She shared information surrounding veterans' suicide rates. Female veterans have a higher suicide rate than men and we need to know why. The forum was created because the services offered are tremendously different across the state. This is our opportunity to determine what services they're lacking and why they don't identify as veterans.
- b. Commissioner Haley shared that her first goal was to create this group, and her second goal is to come up with an adventure event for the female veterans and reach out to some possible hosts soon. She asks everyone to please share this Facebook group. This group is strictly female and non-political.
- c. Commissioner Haley stated that the census says there's 45,000 female veterans in the state, but D.C. says it's 76,000. That is a huge gap of women who don't identify. The survey will hit every county in Michigan. She said that Director Engelman has some events in January to drum up support. We are looking at raising \$100,000.
- d. Commissioner Haley stated that California did a female veterans study recently that was very successful and we hope Michigan will be next.
- e. Commissioner Haley had the pleasure of being a keynote speaker at Saginaw VA Mental Health Summit and the different things that are happening with veterans' mental health and she was honored to be a part of it.
- f. Executive Director Engelman asked commissioners to let us know when there are speaking opportunities so we can push it out on our social media and website.
- g. Commissioner Haley shared that she is a member of Michigan Veterans Affairs Agency (MVAA) – established this year and stated that we are making a difference!
- h. Audience member Sherry Price provided contact information to Commissioner Haley of people who could help her with the survey - Al Nash, 989-732-3886 ext. 2309, administrative manager – nasha2@michigan.gov and Sargent Stephanie Shannon.
- i. The survey will be on the Facebook page and website.
- j. Commissioner Bounds wanted to know how the forum is being promoted. Commissioner Haley is encouraging everyone to share the page on their own pages and networks.

12. Report of Committee on Human Trafficking and Sexual Assault

- a. Commissioner Nearon shared Commissioner Knauf's activities in the last two months. She said that the SW MI Human Trafficking Task Force is putting stop signs in the rest stop areas on I-94 with numbers on how to call for help if being trafficked.
- b. Commissioner Nearon said that Commissioner Knauf is still looking for help from transportation companies on how to get trafficked victims back home. If you have any contacts, please let her know.

- c. Commissioner Nearon is involved in MAP and ending the demand for pornography. They are working with Google and trying to intercept men by putting up a fake solicitation and they try to talk the men out of their habits and provide education. She said that there's few solicitations on the weekend because a lot of these men are with their families then and don't want to be caught.
- d. Executive Director Engelman added that Commissioner Knauf and the TraffickCam Project is powerful. This project takes photos of hotel rooms and uploads them to the FBI Database.
- e. Executive Director Engelman asked to put the STOP sign on our website in the human trafficking area.
- f. Commissioner Bounds was wondering if we could recommend some type of wording or idea of legislation that would require people who are convicted of sex trafficking to have some kind of financial responsibility to the state to then fund programs for human trafficking awareness and victim support. Executive Director Engelman said she can definitely assist.
- g. Audience member said Senator Evans would be very interested in helping (similar to Victims in Crime Act).
- h. Commissioner Nearon added that more groups are starting around the state to look at the people who are victimizing these young girls.

13. Old Business

- a. Millennial Advisory Committee – Executive Director Engelman passed out draft applications. She said they are the future of the women's commission and it would be nice to get people from all over the state.
- b. Executive Director Engelman stated that the women's commission would have a say in who is in the group but the Governor's Office could vet them. She also said that we need to put the guidelines together. Commissioner Haroutunian offered to help draft the guidelines.
- c. Executive Director Engelman also spoke to the Department of Labor – looking across the state for benchmarking with other women's groups.
- d. Chair Etienne inquired about how these members would be paid for their travel. Executive Director Engelman stated it would come from the women's commission budget.
- e. Commissioner Bounds inquired about age range. Director Engelman stated ages 18-35 but will run it by the Michigan Department of Civil Rights (MDCR) Legal Team first to make sure language is appropriate.
- f. Commissioner Bounds inquired if she could provide recommendations on changes to the survey. Executive Director Engelman said it will be turned around fast, hope to get out in the next two weeks and we would love recommendations. We will be sharing this on social media.
- g. Executive Director Engelman stated we will do a press release and social media once it's finalized.
- h. Chair Etienne suggested to add references to it.
- i. Commissioner Bounds suggested to add what the benefit is to being on this advisory group. Executive Director Engelman said that it is an appointment by the Michigan Women's Commission and an opportunity for those that are interested to provide their voice, build their resumes, network and provide recommendations that can make impactful change.
- j. Commissioner Dawley suggested to remove the face-to-face verbiage

from the application.

- k. Executive Director Engelman said to email any suggested changes to Department Specialist Jackie Debusschere. She will resend once the updates have been made.
 - g. Executive Director Engelman would like to have the advisory group meet with us in January.
 - h. Chair Etienne suggested to put a deadline on the application and also add 2 year term.
 - i. Executive Director Engelman stated that the department liaison group meeting will not move forward. The liaisons are good about communicating with us if there is an issue.
 - j. Chair Etienne suggested to offer the liaisons to come during our committee meeting time. Executive Director Engelman agreed.
14. Approval of minutes of August 22, 2017 meeting
- a. Commissioner Doty – correct Senator Schuitmaker’s name (line 14k).
 - b. Commissioner Nearon – End the Demand, not In the Demand (line 11a).
 - c. Motion to approve the amendment of the minutes after above corrections are made –approved.
15. New Business
- a. Discuss meeting venues for 2018
 - i. Chair Etienne said that in January we have always held a reception for female legislators and that we should do that again as the turn out last year was great. Executive Director Engelman agreed.
 - ii. Discussed and agreed to the January meeting will be at the Radisson in Lansing. It will be a committee meeting and a regular commission meeting followed by the reception in the evening.
 - iii. Discussed and agreed to have the April commission meeting in Holland.
 - iv. Discussed and agreed to have the August meeting in Bay Harbor.
 - v. Discussed and agreed to have the October meeting in Plymouth.

16. Commissioner Reports

- a. None

17. Ex Officio and Liaison Reports

- a. GERALYNN LASHER, Senior Deputy Director of Communications, Michigan Department of Health and Human Services (MDHHS) shared their efforts on opioid prevention and treatment. She stated that there are several different efforts going on in this area including a statewide awareness and educational campaign and a standing order with pharmacies with naloxone to reverse effects of an overdose. She said MDHHS has been specifically focused on providing treatment and support for tribal members, pregnant women, returning citizens, prisoners, and also expanding the use of peer recovery coaches and people who can talk from personal experiences on how they have overcome issues. They are also working on increasing access and education on the health provider side about prescribing highly addictive pain medicine in the first place. She discussed the Healthy MI Plan in regards to substance abuse disorder treatment. Over 660,000 Michiganders are enrolled in Healthy MI, 48% are women. She said

that eliminating the Affordable Care Act (ACA) would dismantle the Healthy MI Plan. The majority of enrollees are women and are people up to 133% of the poverty level. The Healthy MI Plan provides substance abuse treatment as well as dental coverage. Improvements can be made to ACA but don't dismantle. She also shared what has been done in Flint. Over \$10 million has been spent purchasing water resources. Over 7 million pounds of food has been provided and distributed regardless of location or income to the people of Flint, which can help mitigate effects of lead. MDHHS has increased supplies of double up food bucks (which can be maximized at farmers markets). In addition to childcare health access program, the Greater Flint Coalition has expanded wrap around services for children that need education programs and medical care to combat effects of lead. They have also increased the nurse family partnership, education, abating homes and replacing service lines. MDHHS has also funded mobile deliveries from food banks.

- b. Alexis Horton, Department Liaison from the DNR, shared that she attended the Michigan Women's Hall of Fame Induction Ceremony. She said all the women are Michigan based and suggested we tap into these inductees to help us with our initiatives.

18. Public Comments. Public Comments are limited to 5 minutes per person.

- a. Sherrie Price from the Talent Investment Agency (TIA) on behalf of Director Wanda Stokes brought handouts from TIA regarding resources that may help promote some of our initiatives. She also said that Michigan Talent Connect is also a great resource to search for careers. She said that TIA is also looking at Mat2, which promotes robotics/STEM careers. Handouts will be left on the entry table.

19. Meeting Ended at 3:38pm.

Signature

Respectfully submitted by Chair Chris Etienne