

# Michigan Women's Commission Meeting Minutes for January 23, 2018

Radisson Hotel, 111 N. Grand Avenue, Lansing, MI 48933 – Capitol I Room

## Attendance

Chair Chris Etienne, Vice Chair Kathleen Vogelsang, Commissioner Barbara Land, Commissioner Catherine Hendrian, Commissioner Cathleen Knauf, Commissioner Deidre Lambert-Bounds, Commissioner Jan Peabody Doty, Commissioner Janice Nearon, Commissioner Krista Haroutunian, Commissioner Mary Templeton, Commissioner Meg Wheeler Derrer, Commissioner Renee Haley, Commissioner Rose Brandow, Commissioner Joanne Dawley, 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.
3. Chair Etienne introduced the two newly appointed commissioners, Ms. Rose Brandow and Ms. Barbara Land. Commissioner Brandow and Commissioner Land shared their backgrounds and current work experience.
4. It was motioned to amend the agenda to add review of Annual Report. It was unanimously passed.
5. It was motioned to approve the agenda as amended. It was unanimously passed.
6. Executive Director Engelman advised the commissioners that in their packets is the 2017 Senior Advisory Council (SAC) Annual Report. She also wanted to discuss the updated Millennial Subcommittee Application draft which was reviewed by the Attorney General's office for appropriate language. The women's commission is looking at filling 6 positions starting in February. In addition, because this is an advisory committee to the women's commission, they would be required to come to at least one meeting a year (January) and remaining meetings would be Skype/conference calls.
7. Commissioner Haroutunian offered a suggestion to change form to say "to submit via email with signature", not electronic signature.
8. Executive Director Engelman stated she pulled the wrong document and tabled it so we can revisit later and get the correct document.
9. Motion to table the Millennial Application. It was passed.
10. Report by the special committee regarding Women in Business (STEM, Resources, Boards, Leadership)
  - a. Commissioner Templeton shared about the subcommittee meeting with Rosemary Bayer from Michigan Council of Women in Technology (MCWT) in December and how Rosemary helped us determine what stage of life to put STEM pressure on. It was decided to focus on early childhood (birth through 6 years).

- b. Anne Marie Harris came to speak with the subcommittee today. She is a consultant in early childhood and helped us identify 4-5 steps we can take to get the ball rolling. The subcommittee also identified they want to do something tactical in the first 9 months of the year, one item being the FIRST Robotics Competition. They are going to determine how to highlight young girls during the competition.
- c. Commissioner Templeton discussed the My STEM Advisory Commission and shared that some commissioners are joining Executive Director Engelman at the next advisory meeting.
- d. Commissioner Templeton proposed speaking with GERALYN Lasher of the Michigan Department of Health and Human Services (MDHHS) to discuss a partnership.
- e. Commissioner Templeton said she would like to inform the Governor's office that we want to focus on STEM related issues in early childhood to see if there are opportunities to engage discussion at a statewide level at an event already in motion.
- f. Commissioner DERRER stated she will reach out to the Early Learning Neighborhood Collaborative in Grand Rapids to determine if there is any opportunity to work with them.
- g. Commissioner Templeton stated that as it relates to women on boards, we attended and co-sponsored a 2020 Women on Boards seminar with Inforum Michigan. Executive Director Engelman spoke about the Michigan Women's Commission and they released their report on women on boards prior to the meeting. It was a great place for exposure.
- h. Executive Director Engelman would like to meet with Michigan Chamber of Commerce Foundation to see if they would be willing to create a resolution in support of women on corporate boards.
- i. Commissioner KNAUF said she has a master's in pre-primary education and would like to offer her assistance.
- j. Executive Director Engelman advised that corporate and non-profit boards are looking for experts in specific fields, additionally, ethics and strategy plays a critical part of board selections. She stated that qualified women need to strategically target boards where their skillset is needed or can be utilized.

#### 11. Report of Committee on Women Veterans

- a. Commissioner HALEY wanted to thank the women's commission for hosting the leadership last week with Inforum Michigan for women veterans. She said it was very exciting to see what they are doing to encourage women veterans to become leaders in their communities.
- b. Commissioner HALEY stated that the big focus of the meeting this morning was our plan for this year. The survey is still working on getting funds. Executive Director Engelman stated she is working on getting sponsors.
- c. Commissioner HALEY shared that she wants to schedule a spring, summer and fall events for the Michigan Women Veterans Forum group. It would be female veterans only and Pure Michigan themed.

She stated that the group members had some great ideas, and that she would like to reach out to our Department of Natural Resources (DNR) Liaison to see what availabilities are open to them in Michigan parks. She also stated one university has already offered to co-sponsor. Other ideas include a wine and paint in Western Michigan and maybe kayaking at Belle Isle.

- d. Commissioner Haley stated she would like a list of all the Purple Heart recipients for the female veterans in Michigan, so we can send them a letter to thank them for their service. She is currently working with the Michigan Veterans Affairs Agency (MVAA) to try and partner to get these letters out. She wants to get in front and recognize our female veterans.
  - e. Commissioner Haley stated that the Facebook group "Michigan Women Veterans Forum" is growing! She encouraged all to share the group with any female veterans.
  - f. Commissioner Haley asked to send her any ideas for group names for the activity/adventure group.
  - g. Commissioner Lambert-Bounds suggested sending the group to TACOM and said she would be happy to reach out to her contact there and see how we can link up and get the Facebook group out through their channels.
  - h. Department Specialist Jackie Debusschere advised she will send out a quick blurb and link to the Facebook group again to all the commissioners.
  - i. Commissioner Haley was nominated to the Selective Service Committee.
  - j. Commissioner Haley stated that she recently held the third annual Snowball. Two memorial statues were put in before Veterans Day and enough funds were raised this year to get another statue.
  - k. Destinie Shipman of the Michigan Department of Corrections (MDOC) asked if felon female veterans are allowed to join the Facebook page. Commissioner Haley is not opposed.
  - l. Commissioner Doty stated she had heard Commissioner Haley on the radio. Commissioner Haley stated that two of the people killed in the Texas church shooting were from Harrison and that there was a huge community connection. Commissioner Haley said she was the unofficial spokeswoman for the family and she organized a candlelight vigil for them. Commissioner Haley stated it was an honor to support the family.
12. Report of Committee on Human Trafficking/Sexual Assault
- a. Commissioner Knauf stated Michigan Abolitionist Project (MAP) is doing a conference with Polaris in the Detroit area as well as a church doing a presentation with law enforcement to discuss human trafficking.
  - b. Lakeland Hospital provided a sign in the bathroom stalls in English and Spanish with the hotline number and they have to rip a piece of the paper off and hand it to a hospital professional for help.
  - c. Department Specialist Jackie Debusschere will share the SW Human Trafficking Task Force post about this.
  - d. The Break the Chain human trafficking video is being shown as a fundraiser in Van Buren and funds raised will be used to purchase a billboard during the Senior PGA Event. The students are coming up

with the design.

- e. Commissioner Knauf stated that the SW MI Human Trafficking Task Force's 5K Corn Maze was held in October to raise money for the light up vests for police officers and they will be presenting these vests to the police departments on Friday. These are the normal safety vests that light up red and blue so that it makes them more visible. She stated in her area alone, 3 officers have been struck while on patrol.
- f. Commissioner Knauf said she is excited to announce that the task force is creating a scholarship for a southwest Michigan college in the amount of a \$1,000 scholarship that will go to a student that has been engaged in ending human trafficking. The first scholarship will be awarded this spring.
- g. Commissioner Knauf stated that the task force is sponsoring an event with Amber Alert called Recognizing and Response to Child Sex Trafficking and Child Exploitation at the Tribal Casinos in March or April.
- h. Commissioner Knauf said that the task force sent out a postcard at Christmas and on the back side they highlighted their accomplishments from the year. She also shared that they just came out with their latest newsletter.
- i. Commissioner Knauf stated that they will have a plan of action for when the women's commission meets in April. She would like to start a database for education programming for human trafficking and determine who is using some type of training/programming in the schools.
- j. Commissioner Knauf shared the newest public service announcement from "I am Jane Doe". She has sent this to two congressmen, but it has not been shown anywhere yet. She also played the video at the meeting.
- k. Commissioner Knauf will share the link with everyone and Department Specialist Jackie Debusschere will share as well.
- l. Department Specialist Jackie Debusschere also stated she will send out the CSA booklet to all the commissioners.
- m. Executive Director Engelman shared that she worked with First Lady Sue Snyder's Let's End Campus Sexual Assault group to work on the CSA booklet and we will post it on our website as well.
- n. Commissioner Lambert-Bounds said there is a Facebook page for "I am Jane Doe."
- o. Commissioner Knauf added that the act is CDA 230 that needs to change.

### 13. Old Business

- a. No old business.

### 14. Approval of minutes of October 24, 2017 meeting

- a. Motion to approve the minutes. It was passed.
  - Motion to Approve Annual Report.
  - Amend annual report to Cathy's traffick cam.
  - Motion to pass amended annual report. It passed.

### 15. New Business

- i. None

### 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 the MSP video about human trafficking.
- b. Marnie Wills, who is in the policy office of Licensing and Regulatory Affairs (LARA) is taking over for Ruth Ann Loken. She just finished a very large package for licensure for in home licensees, stated that they had to do a lot of outreach and would be happy to help in any way to be a resource for STEM.
- c. Michelle Strobel, Department of State, shared about Real ID, a new federal requirement that will go into effect in October 2020. Michigan started this in October. She stated that many of us have had name changes not reflected on our birth certificates. If you don't have an enhanced or real ID, you will need a passport or a birth certificate and if your name has changed, you will need to bring in marriage or divorce certificates. Without a real ID compliant license, you will not be able to get on a domestic flight after October 2020. She stated you will be provided a protective holder for the card so your information cannot be stolen. Enhanced ID's are not part of the Real ID program.
- d. Sherri Price with the Talent Investment Agency (TIA) stated that at our last meeting we discussed a survey to identify veterans in Michigan and asked for an update.
- e. Executive Director Engelman shared that with the survey, we partnered with GVSU but it has become cost prohibitive. They decided not to do the survey at this time, however our partnership with Target-Insyght is still moving forward on doing a statewide survey. She said we are working on creating an event about this and working closely to get a dinner together to raise philanthropic dollars from the business community but that it's a slow process. In addition, GVSU will be working directly with other colleges to try and work with us so no one is left behind. We are hoping to have this event to raise money in the next 3 months.
- f. Sherri Price with TIA asked if we are expanding beyond the four-year universities to look at the community colleges for the study.
- g. Executive Director Engelman said we want to do everything but we need to narrow it down.
- h. Executive Director Engelman said GVSU advised that the survey results would be proprietary and would not be shared with us.
- i. A ten-minute break was taken to make copies of the millennial application for an in-person vote. Meeting resumed at 3:15pm.
  - i. We are tabling the application to the next meeting and we will send out the corrected one as soon as possible to get out for review before the next meeting.
- j. Department Specialist Jackie Debusschere will follow up with everyone on who needs to sign up with Sigma VSS for reimbursements.
- k. A group photo will be taken immediately after adjournment.
- l. Commissioner Knauf is offering to possibly do a tour prior to our next meeting. Department Specialist Jackie Debusschere will send details to Commissioner Knauf regarding the April meeting.
- m. Ed Sarpolus from Target-Insyght arrived to give us an update on the survey. He stated over the last year, they have determined a lack of awareness of the women veteran's issue. He said they don't find a lot

of focus on women veterans themselves and that everybody wants what the survey results. He stated that the state has very little money for this project but that they have had some people to possibly partner with us show interest. The intent for the data is to become public. He said that as today, we have a commitment from MGM Grand to help us fund an event for possible donors. Also, last week they learned that the White House has responded to our request and we are working with them on dates and circumstances. At this time, they haven't given us any parameters. The Governor is also on board and we are working with Amanda Van Wesson (an attorney in west Michigan) to help us with the White House. They have also talked to Ron Wiser, chair of Republican Party, who stated he will also work with us. He said they need someone from the cabinet post to come to Michigan and then they will get support.

- n. Chair Etienne asked to elaborate on interest in banks or corporate entities.
- o. Ed Sarpolus said MGM Grand broke the mold and now we need to bring in the larger attraction.
- p. Chair Etienne asked for a projected timeline.
- q. Ed Sarpolus stated that the initial goal is to get someone no later than the end of March. It takes about 6 weeks to plan an event. The response back from the White House means they're on board. We need to do follow up on connections in the White House.
- r. Commissioner Derrer asked what role the White House has.
- s. Ed Sarpolus said that they would provide the speaker at the fundraising event and that this is not the only event to fundraise. By mid-summer, we need to have all the fundraising done and suggested putting together a fundraising advisory team.
- t. Commissioner Lambert-Bounds inquired if Macomb County would have a list of women veterans as a basis to start?
- u. Ed Sarpolus said that Wayne County has a list but no one has done a complete follow through.

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

- a. None

19. Meeting Ended at 3:36pm.

*Signature*

Respectfully submitted by Chair Chris Etienne

# Michigan Women's Commission Meeting Minutes for August 21, 2018

Bay Harbor Village Hotel and Conference Center  
4160 Main Street, Bay Harbor, MI 49770

## Attendance

Chair Chris Etienne, Commissioner Barbara Land, Commissioner Cathleen Knauf, Commissioner Deidre Lambert-Bounds, Commissioner Jan Peabody Doty, Commissioner Meg Wheeler Derrer, Commissioner Renee Haley, Commissioner Joanne Dawley, Executive Director Mary L. Engelman, and Department Specialist Jackie Debusschere were in attendance.

Vice Chair Kathleen Vogelsang, Commissioner Krista Haroutunian and Commissioner Rose Brandow were excused.

## Minutes

1. The meeting was called to order at 2:00pm.
2. Opening Song by Spirit Lake Drum
3. The roll call was taken and a quorum was present.
4. Chair Etienne welcomed everyone and thanked Spirit Lake Drum for opening the meeting with their drum song.
5. It was motioned to approve the agenda. It was unanimously passed.
6. Chair Etienne introduced speaker Congressman Jack Bergman from District 1 in Michigan.
7. Congressman Bergman thanked everyone for inviting him here to speak, as well as thanked Spirit Lake Drum for their music.
8. Congressman Bergman stated that Congress is trying to increase women's participation in the labor force. The challenge some women face is the desire to raise a family and the lack of access to paid leave. This has contributed to a decrease in women in the labor force. He said there are two bills about to be introduced – one in the House of Representatives and one in the Senate, that will establish a national paid parental leave program within the social security administration and will be a partial wage replacement. It is a family focused policy available to both mothers and fathers. This will be a responsible bill, meaning no mandates and no tax increase. It also won't affect the future solvency of the social security trust fund or retiree benefits. He said the bills are targeted and will support those who need it most, such as those who utilize government programs due to need to take unpaid time off work. He stated this policy gives working mothers and fathers flexibility through their contributions and enables families to make their own short and long-term financial planning decisions. (He asked for our thoughts on this and what can he take back as he is a sponsor on the bill).
9. Commissioner Hendrian asked how long the leave would be. Congressman Bergman said 12 weeks of paid leave for a delay in social security benefits by 6 weeks.

10. Kristina Leonardi from Michigan Veterans Affairs Agency (MVAA) asked if it includes protections for current employees, so they can't lose their job. Congressman Bergman said reemployment rights will be included.
11. Commissioner Doty asked if its their same job they are guaranteed to return to or a different job at the same employer. Congressman Bergman said the model that works is called Uniformed Services Employment and Reemployment Rights Act, or USERRA, and it will be modeled after this. He stated there is no downside or threat of losing your job just because you took parental leave. Congressman Bergman stated this bill pertains to newborns or newly adopted children.
12. Commissioner Dawley stated as a small business owner, what happens to the replacement workers you have hired when the employee returns. Congressman Bergman said there are small business requirements that need to be sorted out. He stated that his assistant James is taking notes here today for him to take back to discussions.
13. Commissioner Lambert-Bounds asked what encouraged him to create the bill. Congressman Bergman said he sees families who don't have deep pockets who can't afford to be home with their kids and we are the only major country that doesn't have a policy. He said this bill is about helping people who don't have deep economic pockets, to give them a leg up without sacrificing too much.
14. Executive Director Engelman introduced speaker Regina Gasco Bentley, Tribal Chairwoman of Little Traverse Bay Bands of Odawa Indians.
15. Chairwoman Bentley welcomed us to Bay Harbor. She said in Odawa culture, women are the monarchies and men are the heritage chiefs, but mother clans were the ones who helped make decisions. She said as a woman in her culture, they are the ones who hold it together by keeping families organized and protecting resources the Creator has given them. She shared a story about visiting her father whenever she had a tough decision to make, and he said just follow your heart with your decisions, which is the rule she tries to live by. She said women play a great role in our society and wished the commission a productive meeting.
16. Executive Director Engelman introduced speaker Eric Hemenway, Archives and Records Director, Little Traverse Bay Bands of Odawa Indians.
17. Eric introduced himself and shared that he is from the Crane clan. He shared stories with us about how the Odawa believe they were created here in the Great Lakes and not from the land bridge from Asia. He said he has been a historian his whole life and has found that women have played a huge role in history. He said he has been around strong native women his whole life and that women bring a lot to our community. He said currently, the Odawa has a woman chief, chair and vice chair and half of tribal council are women. He said they are finally getting back to balanced leadership. He said they have seen lots of dissemination to our tribe over the years and that native people make up 1% of the US population. He said there's an epidemic of missing women in Native communities, and women are only second to the Creator in creating life. He said the War of 1812 signaled a new era for tribal communities, and the Odawa signed three treaties to stay home and have access to resources. He said they were slated for removal in 1838 and they refused to leave, and that women were instrumental in this. He said warrior spirit is not reserved for just men. He said no matter how old someone is or where they are from, in Ashinabbe culture, it's always about family.

18. Executive Director Engelman introduced speaker Shiloh Slomsky, SEEDS Project Director, Little Traverse Bay Bands of Odawa Indians
19. Shiloh shared that her American Indian name is "seed in the sky", which is fitting for her and her job and how she knew she was where she was meant to be. She said that SEED stands for Sustainable Employment and Economic Strategies – it's an Administration for Native Americans (ANA) Grant for a total of \$1.5 million dollars over five years. She said it has been an honor to work for the Little Traverse Bay Bands of Odawa Indians and that women are involved in all aspects of the government. She said a lot of programs benefit the community, and that the project provides CNC (computerized numeric coding) to the public of northern Michigan. She said the goal is to train 487 people with 80% completion rate, and then career place 90% of those and retain 90% of those after career placement. She said they were first in the nation to bring a project like this to the table. The project has different modules – dual enrollment, traditional college, customized corporate training, unemployed and displaced workers. She said in the first year, they had five high schools that wanted us to come to their schools. She said ideally, they want juniors to start so they have time to complete before high school graduation. She also said they came up with the C3 Camp, which reimburses students 100% of their tuition if they complete 14 credit hours. She said they had a 100% completion rate when they administered this program. She said they are over their 80% completion rate – with a 93% completion rate, only 14/300 who haven't completed the project. She said that all tribal students and female students have been placed and retained (found a career and have been in the career for more than three months). She said STEM is very important, and that female students in manufacturing and skilled trades earn just as much as males. She said the greatest highlight of her position is seeing young minds enter the lab and expand their minds, and it has given her the opportunity to be a role model.
20. Executive Director's Report
  - a. Executive Director Engelman said she is going to be meeting with the Michigan Chamber of Commerce soon as the CEO reached out to do a partnership.
  - b. Executive Director Engelman said that she met with the Kalamazoo Community Foundation last week. They discussed wanting to partner with us and give us grant dollars to do something. She said we should be thinking about how to utilize this.
  - c. Chair Etienne asked which one of our initiatives they support. Executive Director Engelman said that they support women's issues.
  - d. Executive Director Engelman said we have three openings on our commission and with the new change in Governor, they want to fill the positions by the end of the year. She said the people that we have had apply need to reapply because their applications expire after six months. She said the appointments office knows we are a priority right now, and they want to hear recommendations but are considering location and diversity. The two subcommittees that we need support on are human trafficking and women veterans.
  - e. Commissioner Knauf asked if reappointments are in jeopardy. Executive Director Engelman said no they are not.
  - f. Executive Director Engelman asked for any recommendations to be sent directly to her.
21. Report of Committee on Women in Business (STEM, Resources, Boards,

Leadership)

- a. Commissioner Templeton said they are focused on two high level initiatives – one related to STEM and one for Women On Boards/C-Suites. She said they created a goal to increase STEM in early childhood and that they are currently in the research stage. She said that they intend to reach that goal by working with organizations that are already involved in outreach for that group and partner with organizations already involved with STEM.
- b. Commissioner Templeton stated that the women’s commission participated in the FIRST Robotics event earlier in the year. She said our next step is to dig deeper into figuring out if there are any resources we can use. She said we have an assumption that there aren’t age group specific resources and that we could potentially conduct a survey. She said she will be reaching out to Jackie and Mary possible to do a survey and determine some metrics/measure results over the next couple of years.
- c. Commissioner Templeton said that with continued focus on support, they want to compile a list of events that focus on the STEM field (such as FIRST Robotics) and see if we can get involved.
- d. Commissioner Templeton shared an update on Women on Boards/C-Suites. She said we have been working on this initiative for a while but their goal is now to increase the number of women considered for corporate boards as well as executive level positions. She said the group has done some research on how many organizations have women on their corporate boards. She said that 24/51 companies headquartered in Michigan have 20% women serving on corporate boards. She said we should send actionable letters acknowledging them in some way and we are thinking of sending a letter along with a list of resources. In addition, she said they are intending to reach out to Inforum to participate in the 2020 Women on Boards.
- e. Commissioner Templeton also talked about developing a statewide resolution, although we may need to wait until after the election.
- f. Commissioner Templeton said they are looking to see what we can do to elevate the conversation at the Mackinac Policy Conference in May 2019.
- g. Commissioner Knauf stated that Saint Joseph’s High School just received a private grant to build a STEM building at the high school for a boys/girls team.
- h. Commissioner Doty stated that in her school district, they have an elementary school that is designated a STEM elementary school and it is recognized by Michigan Department of Education.
- i. Executive Director Engelman said she would reach out to her contact to see if she can get a list of schools that are focused on

STEM.

- j. Chair Etienne asked if Vice Chair Vogelsang has received any updates from Deloitte. Commissioner Lambert-Bounds said no, she had not received an update.
- k. Chair Etienne said it might be nice to have Mary Kramer come back and address us/update us. Commissioner Lambert-Bounds said Mary Kramer is no longer with Crain's and she might have taken the database.
- l. Commissioner Lambert-Bounds stated there's a fact sheet/one pager in the folder with information.

## 22. Report of Committee on Women Veterans

- a. Commissioner Haley said there's been a lot happening! She shared that on June 15, 2018, the House of Representatives passed a resolution for Women Veterans Recognition Day. She said she came in and spoke on behalf of that bill – and that this will be a yearly event. She said they are in the process of planning an event on this date next year.
- b. Commissioner Haley said that in June, the Michigan Women Veterans Forum had its first female adventure group outing with Moxie Wild. The group kayaked down the Pere Marquette River in Baldwin. She said that there were 23 attendees and people came from all over the state. She said the next event is a foraging day hike on Saturday, September 22. She said she would love to give back to Moxie Wild somehow, possibly by planning a commission event with her. She said it would be great to do an overnight adventure.
- c. Commissioner Lambert-Bounds suggested recognizing her somehow. Executive Director Engelman said we could recognize her at our meeting in October/January.
- d. Executive Director Engelman said we could do a team building event prior to the meeting instead of having speakers come.
- e. Commissioner Haley said it would be good for all of us to step back a bit and try something new and support Moxie Wild.
- f. Chair Etienne said Moxie Wild also does a fly-fishing outing. Commissioner Haley said she has one planned and will plan something surrounding.
- g. Commissioner Wheeler-Derrer suggested we send her a thank you.
- h. Executive Director Engelman said we can recognize her in January at the women legislator's reception.
- i. Commissioner Haley said she has been nominated and elected to National Association of Women Veterans and that she would be traveling to Washington D.C. to support them. She said she is going to a symposium at a national women veterans coalition meeting in Atlanta as well.
- j. Commissioner Haley said she is also registered with the Inforum Next4Vets leadership training. She said it is a great program and helps develop a veteran's leadership skills.
- k. Executive Director Engelman stated we hosted one of the trainings.
- l. Commissioner Haley also shared that Erica Hoover, women veterans manager with Michigan Veterans Affairs Agency, is here today.
- m. Executive Director Engelman, Commissioner Haley and Erica Hoover discussed creating a 5K event in conjunction with Women Veterans Recognition Day in 2019.

- n. Erica Hoover stated they are working on an initiative called She Is A Veteran, which is a women veteran empowerment campaign. She said they will take the womens' photographs and get their stories, as well as do some video snippets for a website, and go on a seven region townhall tour to generate awareness about Women Veterans Recognition Day. She said the roll out date is in conjunction with women veterans recognition day and the 5k we are planning.
- o. Commissioner Haley added that she is now the vice chair of the women veterans advisory board.
- p. Commissioner Haley said to mark June 15, 2019 on our calendars so we can support this event! She said they also need non-veteran support. Commissioner Haley said the 5k will be in downtown Lansing with the goal being to start and end at the Capitol.
- q. Erica Hoover added that they would like to have sponsors/resources for women veterans there.

### 23. Report of Committee on Human Trafficking and Sexual Assault

- a. Commissioner Knauf asked if we ever sent a thank you to Yangfeng for the tour. Executive Director Engelman stated a thank you was not sent and advised Department Specialist Debusschere to send a thank you on MWC letterhead for our tour.
- b. Commissioner Knauf said that Commissioner Doty mentioned she knew of a human trafficking mentoring group where someone mentors a survivor and that she wants to learn more about it. Commissioner Doty also learned about an organization called Help Against Trafficking in the SE part of the state – it's a 24-month residential treatment program.
- c. Commissioner Knauf said that the Southwest Michigan Human Trafficking Task Force has received a small grant to do a resource booklet. She said if you know of any resources, please send them along to her. She said it will be made available online, and that they won't be making recommendations but just providing the information.
- d. Commissioner Knauf stated that they did the KidStrong event with the goal of getting kids off their electronic devices. She said it was not a fundraiser but rather an event to generate awareness. She said that 100 people attended. She also said they will be doing it next year and we will be partnering with Cross Fit to provide more challenging things to do for the older kids.
- e. Commissioner Knauf said that two students that made it their senior project to raise funds for the human trafficking billboards went to the state conference "Family Career and Community Leaders of America" and they won the gold at the state conference, which qualified them to go to nationals where they also won gold.
- f. Commissioner Knauf said that Warner Vineyards has partnered with them to release a red wine in September called "SOS" support our survivors. Commissioner Knauf passed around the label that will go on the wine bottle. She said that \$5 per bottle goes to SW MI Human Trafficking Task Force.
- g. Commissioner Knauf asked if there's any way to get a government official at our launch at the wine festival. Executive Director Engelman said she would try to get someone there.
- h. Commissioner Haley said to get in touch with the congressman and state representative in the area to help press the issue.

- i. Commissioner Knauf also shared information about the video "The Hunting Ground" on Netflix. It is about high school and college bound students about the risk of sexual assault on college campuses. She said it showed real students, male and female, talking about the sexual assaults they have experience in colleges such as Michigan State University (MSU) and Stanford. She said it has lots of statistical information, including that in 2012, not one single college reported any sexual assault across the United States. She said it just shows how much they have tried to cover this up or deny it has even happened.
- j. Commissioner Knauf said Department Specialist Debusschere will be sending out "personal safety tips for college students" to everyone via email.
- k. Commissioner Knauf stated that MSU has now changed their policy to report sexual assault no matter if the student says yes or no to reporting. There are a lot of concerns about this as now some students won't want to disclose at all.
- l. Commissioner Knauf said they are going to contact universities and colleges to determine what their policies are because parents and students deserve to know. She also said that the new policy says they should mention it in their syllabus if they are mandated reporters. Executive Director Engelman asked for a copy of that new policy.
- m. Chair Etienne asked who you will be calling. Commissioner Doty said they will be calling the Title IX Coordinators.
- n. Executive Director Engelman said that she's on the First Lady's campus sexual assault committee and said that the Title IX Coordinators are prohibited from asking certain questions. She said as we gather this info, she will take it back to the campus sexual assault committee. She added that there has been a lot going on with the judiciary committee of the state and that they decided to create new legislation to address the issue which would put an advocate in Civil Rights department.
- o. Commissioner Doty asked if the First Lady will continue with the campus sexual assault initiative in the private sector. Executive Director Engelman said she probably will not but the new governor will probably pick it up because it's a women's issue.
- p. Commissioner Knauf also said she wants someone to nominate the Michigan Women's Commission for a Michigan Human Trafficking Task Force award.
- q. Commissioner Lambert-Bounds asked if someone on the human trafficking committee could nominate us. Executive Director Engelman said she would reach out to former commissioner Janice Nearon.
- r. Commissioner Doty asked if we were going to discuss the Michigan Human Trafficking Task Force Conference at Saginaw Valley State University and if we could coincide our meeting with this conference in October?
- s. Chair Etienne said there's no specific reason to meet in Plymouth and that if everyone is ok with the date change, we can coincide with the conference. The date change would be Wednesday, October 3, with arrival on Tuesday, October 2. Commissioner Lambert-Bounds said she could not attend. Chair Etienne said she could attend. Chair Etienne said maybe we could go to Kalamazoo and have the Foundation come and speak to us for our October meeting.

- t. After discussion, the commission decided to move the October meeting location to Kalamazoo.
- u. Executive Director Engelman will reach out to the Kalamazoo Foundation to come and speak to us at our next meeting.

#### 24. Old Business

##### a. Millennial Advisory Committee

- Executive Director Engelman said we now have questions for the interviews. She said she received help from Commissioner Land but was looking to see if another commissioner would be interested in assisting with the interview process.
- Chair Etienne asked when and where the interviews would be. Executive Director Engelman said in person interviews.
- Commissioner Wheeler-Derrer said our next meeting is in six weeks and wouldn't work time wise to have the advisory committee convene for this meeting.
- Executive Director Engelman said we will have the millennials start in January.
- Chair Etienne suggested Skype interviews. Department Specialist Debusschere said we could do Skype for the commissioners who can't attend but would like to participate.

#### 25. Approval of minutes of April 10, 2018 meeting

- a. It was motioned to approve the minutes – it was unanimously passed.

#### 26. New Business

##### a. Approve Mid-Year Report

- It was motioned to approve the mid-year report – it was unanimously passed.

##### b. Discuss 2019 Meeting Dates

- Commissioner Wheeler-Derrer suggested an earlier August meeting date would be better for those with school aged kids – the commissioners decided to move the August 2019 meeting to Tuesday, August 6, 2019 at a location to be determined.
- Commissioner Wheeler-Derrer also suggested starting meetings earlier from 1-3pm instead of 2-4pm.
- The commission agreed to move the meetings from 11-12:30, 1-3pm going forward.
- Chair Etienne suggested having our April meeting moved to May to coincide with Tulip Time in Holland.
  - Commissioner Knauf asked to confirm with the scrub the streets committee.
  - Department Specialist Debusschere said she will confirm the date in Holland.
- Chair Etienne suggested Mackinac Island in early October of next year.
- The commission decided to have the meeting on Tuesday, October 1, 2019 on Mackinac Island, location to be determined.

#### 27. Commissioner Reports

- a. None

#### 28. Ex Officio and Liaison Reports

- a. Kristina Leonardi (MVAA) said that they are hosting a National Veterans

Workforce Conference for veteran employment from September 24-26  
– it is a meet and greet type event. Free to attend.

29. Public Comments. Public Comments are limited to 5 minutes per person
  - a. None
30. Meeting ended at 4:24 pm.

*Signature*

Respectfully submitted by Chair Chris Etienne

# Michigan Women's Commission Meeting Minutes for April 10, 2018

City Flats Hotel – CityVu Events, 5th Floor  
61 E 7th St, Holland, MI 49423

## Attendance

Chair Chris Etienne, Vice Chair Kathleen Vogelsang, Commissioner Barbara Land, Commissioner Cathleen Knauf, Commissioner Deidre Lambert-Bounds, Commissioner Jan Peabody Doty, Commissioner Meg Wheeler Derrer, Commissioner Renee Haley, Commissioner Rose Brandow, Commissioner Joanne Dawley, Executive Director Mary L. Engelman, and Department Specialist Jackie Debusschere were in attendance.

Commissioner Catherine Hendrian, Commissioner Janice Nearon, Commissioner Krista Haroutunian and Commissioner Mary Templeton were excused.

## Minutes

1. The meeting was called to order at 2:00pm.
2. The roll call was taken and a quorum was present.
3. Chair Etienne welcomed everyone and thanked Commissioner Knauf for arranging the tour at Yanfeng Automotive Interiors this morning as well as sharing details about their Care and Share program.
4. It was motioned to approve the agenda. It was unanimously passed.
5. Chair Etienne introduced speakers Jodi Owczarski, Director of Sales and Member Engagement of the Michigan West Coast Chamber of Commerce and Sally Laukitis, Executive Director of the Holland Area Convention & Visitors Bureau.
6. Sally Laukitis talked to us about Tulip Time in Holland and how it is a major tourist draw to the area. She is on the board of the Michigan Travel Bureau board and suggested that next year we could come and scrub the streets together with them. She asked that if we are interested to let her know several months in advance, and that Tulip Time is always the first Saturday in May.
7. Commissioner Lambert-Bounds asked to clarify scrubbing the streets. Sally said that they dress up in period costumes and wooden shoes and scrub the streets prior to the luncheon. The town crier, a Dutch immigrant, comes and rings a bell and then the Governor's party comes through. It is done on a Wednesday and is a nice tradition in Holland. This year marks the 89<sup>th</sup> year. Sally also told us about Windmill Island and how the windmill came from the Dutch government 250 years ago. The windmill is only 1 of 2 that has ever left the Netherlands.
8. Sally said the city plants 33,000 tulips in the downtown area and there are over 5 million around greater Holland. She also shared statistics about Holland's population, that it is home to 1650 hotel rooms and that her office has \$2 million to market Holland as an overnight destination. She also told us about the Snowmelt system in Holland which is one of a kind.

9. Sally also advised us that the Holland Museum currently has a Women's Suffrage Movement exhibit and that we should go visit if we can. The museum is at the corner of 10<sup>th</sup> and River and the exhibit runs through September.
  - a. Executive Director Engelman asked how much lead time is needed for us to participate in Tulip Time.
  - b. Sally stated she needs at least 5 months' notice. She added that everyone dresses up at 10am, walks over to the luncheon at 11:15am, the luncheon starts at 12:00pm and the scrubbing starts at 2:00pm. She said they scrub 8<sup>th</sup> street for a mile and a half.
10. Jodi Owczarski introduced herself from the Michigan West Coast Chamber of Commerce. She shared that six years ago, there were two chambers of commerce and they have since joined together. The chamber has over 1,300 members and services about 80,000 local employees and is very robust. She said that they have several women-specific programs. They have started Affinity groups to meet members' needs including many that meet the needs of women. One group is called the "Professional Lakeshore Latinas" and it started with a couple ladies that got together to share common challenges. The chamber began supporting them and now it's a group of 75 women that meet on a regular basis.
11. Jodi also shared that they have other women's groups, one being the "Old Lady Gang" (seasoned professionals) with young professionals. The chamber also has a "Women Inspiring Women" group now for young and seasoned professionals. There is also the "West Coast Women Mentoring" group which brings the women together to find their commonalities within a mentor relationship.
  - a. Chair Etienne asked how often these groups meet. Jodi said that most of the groups meet on a quarterly basis for a structured meeting, but they also schedule other social events such as happy hour at least quarterly.
  - b. Executive Director Engelman asked if the chamber has promoted getting women on boards. Jodi stated that twice a year they offer certifications to get background information on serving on a board. They also put on an event with local non-profits that need board members. This past year, they had 25 non-profits and 150 individuals looking to get on boards. She said there's a professor out of Grand Valley State University that provides the certification.
  - c. Chair Etienne asked for the professor's name.
    - i. Jodi said she would provide it to us at a later time as she didn't remember the name off hand.
  - d. Jodi also stated they have a leadership program. She stated they have 40 signed up for this year's program and they are turning people away because they are at capacity. She said they are thinking of capping next year's program to 30 people.
  - e. Executive Director Engelman asked if local companies are worried about filling jobs. Jodi stated it's their number one concern. She said there's a solid manufacturing base in Holland and that so many people were pushed to college and haven't gone into skilled trades, leaving several open positions. She said another issue in Holland is affordable housing, and given that there's no public transportation, you need to live here to work here which is a challenge.

- f. Executive Director Engelman stated that what is considered affordable housing sometimes is just not affordable.
- g. Jodi added that she is more encouraged that we are making some traction in affordable housing. There are some very strong leaders that have recognized this challenge, and they have come together to address this.

## 12. Executive Director's Report

- a. Executive Director Engelman shared that the House/Senate Legislature are putting together a sexual assault ombudsman. She said legislation was introduced last week and is moving quickly. This position would be housed in the Michigan Department of Civil Rights (MDCR). She stated they want to create advocacy to communicate with colleges and hear from victims.
- b. She also shared that the Michigan Department of Education is creating a task force to manage sexual assault. The Attorney General's office wanted something separate and determined MDCR was the appropriate office to manage it. Executive Director Engelman said that they are finding historically that men and women think it's too much trouble to report it but now they are beginning to speak up.
- c. Executive Director Engelman said that the commission is getting more traction and receiving more calls to speak on human trafficking and sexual assault.
- d. Executive Director Engelman said she participated in the panel at a Michigan Association on Public Policy event and discussed sexual assault.
- e. Executive Director Engelman shared that First Lady Sue Snyder has scheduled the 4<sup>th</sup> Annual Let's End Campus Sexual Assault Summit for Monday, September 24<sup>th</sup> at Western Michigan University. Registration information will come out later. She said she would like to have a table at this event.
- f. Executive Director Engelman said she is not sure if she will keep the role of Executive Director with the current term of the governor ending. She hopes she can keep the dual role but is not sure it will remain that way.
- g. Executive Director Engelman shared that there are 5 commissioners that have terms expiring in July. She sent emails to those whose terms are expiring to gauge interest in staying on the commission. She met with the new appointment contact and she is hopeful they are going to be filled by the end of the year. If you have any referrals, please let Executive Director Engelman know. We are specifically seeking women for the veteran's subcommittee.
- h. Executive Director Engelman stated that we are participating in the FIRST Robotics Championship in Detroit and that Commissioner Hendrian has arranged for us to be mentioned in CEO Patti Poppe's speech. We will also have a booth provided by Consumers Energy at the event.
- i. Executive Director Engelman shared information regarding the racism issue in Jackson, Michigan and that MDCR has been tasked with investigating.

13. Report by the special committee regarding Women in Business (STEM, Resources, Boards, Leadership)
- a. Commissioner Lambert-Bounds shared that since our group was so large, they decided to divide and conquer. They created a STEM sub-subcommittee and the other half will focus on Women on Boards/Women on C-Suites.
  - b. For the women on boards sub-subcommittee, Commissioner Lambert-Bounds said they are going to have a conference call to discuss work that was previously done and how they are going to position themselves in the future.
  - c. For the Science, Technology, Engineering and Mathematics sub-subcommittee (STEM), they had conversations around how we can target efforts to support their work. They had a conference call with GERALYN Lasher from the Michigan Department of Health and Human Services (MDHHS) and as a result, they were able to do a brief write up on their future steps. Commissioner Lambert-Bounds said they are headed in the right direction.
  - d. Commissioner Lambert-Bounds discussed how in the last meeting, ideas were shared regarding our involvement in the FIRST Robotics Championship. She said we are trying to get girls engaged through a social media campaign and answer a question on video, which would be shared to the commission's social media networks.
  - e. Department Specialist Jackie Debusschere shared the hash tags that will be used at the event (#FIRSTChamps and #MIGirlsinSTEM) and the samples of the robot and cookie were passed around.
  - f. Commissioner Lambert-Bounds said that everyone's packets have examples of the robot and the cookie that will be handed out at the event.
  - g. Chair Etienne inquired about our booth.
    - i. Commissioner Lambert-Bounds stated that Consumers Energy is letting us set up at their booth and we will be there Wednesday through Friday the week of the event.
    - ii. Commissioner Land stated the hours for the booth are manageable and we will be there all day.
  - h. Commissioner Lambert-Bounds asked if there are any commissioners that want to staff the booth and asked commissioners to come help.
  - i. Commissioner Doty asked what times are open.
    - i. Department Specialist Jackie Debusschere said she would email out the times for volunteering.
    - ii. Commissioner Lambert-Bounds asked if you are planning on attending to let Jackie know and exchange phone numbers.
  - j. Executive Director Engelman also stated to provide Department Specialist Jackie Debusschere with your size for a track jacket

before you leave.

- k. Commissioner Lambert-Bounds stated that the videos we want from the championship should be short and sweet.
    - i. Commissioner Derrer added that they should repeat the question in their answer.
  - l. Commissioner Knauf asked if she can still volunteer even if she's not directly involved in STEM and Commissioner Lambert-Bounds said absolutely.
  - m. Commissioner Lambert-Bounds stated there's a press release that will be coming out about it and asked the commissioners to promote it from the commission's social channels onto your own.
  - n. Consumers Energy CEO Patti Poppe is going to mention the women's commission in her speech and our booth will be one of the stops on the event tour.
  - o. Commissioner Knauf stated our booth will be unique since it's all women.
  - p. Department Specialist Jackie Debusschere shared she is working with the Governor's office to get mentions on Governor Snyder's social media handles.
  - q. Commissioner Lambert-Bounds mentioned this is going to be our first big splash.
  - r. Commissioner Lambert-Bounds stated she will be out of town for the event but if you live in the area and can open your home to anyone that would like to stay, that would be awesome.
  - s. Executive Director Engelman stated we should carpool to the event.
  - t. Commissioner Knauf asked if this was our first time at the event. Executive Director Engelman stated yes and that it will be in Detroit for the next three years. She said we are hopeful that we can participate in future years.
  - u. Commissioner Lambert-Bounds wanted to thank Geralyn Lasher, MDHHS and Marnie Wells from Licensing and Regulatory Affairs (LARA) for being extremely helpful to the women in business subcommittee on behalf of Commissioner Templeton.
14. Report of Committee on Women Veterans
- a. Commissioner Haley stated that things are moving along nicely. She said we are hosting a couple events across the state with Moxie Wild to generate comradery with our female veterans. She thanked Commissioner Derrer for the connection to Moxie Wild, the group hosting our outdoor adventures. This group is providing everything for these two events at zero cost to the veterans.
  - b. The first event is summer kayaking on June 30<sup>th</sup> and there are still openings if you know of anyone who would like to participate.
  - c. The next event is a foraging day hike on September 22<sup>nd</sup>. She said they are doing more out in the community and wants to get the commission more involved.
  - d. Commissioner Haley said the Facebook group "Michigan Women's Veterans Forum" is doing great. This private forum is for female

- veterans only and is up to 83 women from all different age groups.
- e. Commissioner Haley stated that it's hard to understand being a female in the military unless you are one and that this group helps build comradery.
  - f. Commissioner Haley stated that female suicide in the military is high (15%) and maybe this is something we can investigate in the future.
  - g. Commissioner Haley said that the survey has stalled. The fundraising goal seems unreachable. She said we are going to try and get this survey going one way or the other. We need to start getting it out to female veterans and maybe take a year to do it. Whether we do the survey or not, it's important to get out there and be involved in events.
  - h. Commissioner Haley stated that if there's any organizations out there that want to host events for female veterans, please let her know. We want to keep the momentum going.
  - i. Executive Director Engelman asked if the Department of Natural Resources (DNR) is involved in the Moxie Wild meet ups.
    - i. Commissioner Haley stated no, but they are working on some other events with DNR and will continue to touch base.
  - j. Commissioner Haley said there's a wine/paint night idea that an advocate from the Michigan Veterans Affairs Agency (MVAA) mentioned that could be in the works.
  - k. Commissioner Haley stated the 7<sup>th</sup> Annual Veterans Freedom Park Run/Walk is on Saturday, April 28<sup>th</sup> at 10:00am.
  - l. Commissioner Haley also shared that she will be doing a presentation to the Senate on Thursday to have a portion of Business Route 127 in Clare County renamed "SPC Robert Friese Memorial Highway". Executive Director Engelman stated she would like to support Commissioner Haley at her presentation.
  - m. Executive Director Engelman stated she would like to create a run/walk from the Michigan Women's Commission and we could decide who to donate the money to.
  - n. Executive Director Engelman asked if the commission can support the meet ups from Moxie Wild – Commissioner Haley stated they are specifically for women veterans, however each of our subcommittees should be having an event to support our own initiatives each year.
  - o. Commissioner Haley stated that we need to make sure people know we are donating to a specific cause each year – people will travel for causes that mean something to them.
  - p. Commissioner Knauf asked if we could put our logo on the flyers. Department Specialist Jackie Debusschere stated that the MVAA tagged us on social media and we are mentioned as putting on this event along with Moxie Wild; Department Specialist Jackie Debusschere will add the logo on a smaller scale to the flyers.
  - q. Commissioner Derrer asked us to share Moxie Wild on our social media pages as this is an amazing opportunity she is providing to us.
  - r. Commissioner Dawley said we should do some events with her as well.
  - s. Commissioner Knauf stated we should do a trip with Moxie Wild.
  - t. Chair Etienne stated that the next meeting is in Bay Harbor on Tuesday, August 21 – if you want extended dates, please email Chair Etienne with the dates so she can make sure to get you rates.
  - u. Commissioner Haley thinks that in every community we visit for our commission meetings that we should do an event or be involved in something with that community.

- v. Executive Director Engelman stated we should invite the media going forward as well as local chambers for future meetings.
- w. Department Specialist Jackie Debusschere stated she will send press releases for future meetings right to local media outlets, and Chair Chris Etienne stated she would be happy to send along to media outlets for our next meeting in August.

#### 15. Report of Committee on Human Trafficking/Sexual Assault

- a. Commissioner Knauf stated that Commissioner Doty joined the subcommittee. She has asked Commissioner Doty to get into the community and let them know she will be joining this initiative by visiting a task force near her. She also suggested visiting the Michigan Human Trafficking Task Force.
- b. Commissioner Knauf stated that in the meeting packets is the 2017 Annual Report from the SW Human Trafficking Task Force. The task force came out with a list of apps that kids might have and that parents don't know could be a problem. She said she can email copies to anyone that would like a list.
- c. Commissioner Knauf stated that their fundraising Planting Hope is coming up. Also, their latest newsletter is coming out and they had 2 students that raised funds to create billboards on I-94 and I-96 which will be displayed before the Senior PGA Tour about human trafficking.
- d. Commissioner Knauf also shared that a brewery near her has picked the task force as a charity. They are unique in that they pay their waitstaff a living wage and do not accept tips – any tips go to a charity. The task force has decided to have a cornhole tournament at the brewery. All proceeds will be used towards Kids Strong, a 5k race where everyone runs 1/8 mile and then they do a kid event like hula hoop or balloon toss – it is not timed, and you are supposed to help a partner move through it.
- e. Commissioner Knauf also said that the newsletter has a new map provided by Polaris to show human trafficking areas.
- f. Department Specialist Jackie Debusschere will send Commissioner Knauf updated commission logo for back of newsletter.
- g. Commissioner Knauf said no one has gathered victim statistics yet, but the task force is going to start gathering statistics with a grant they received.
- h. Commissioner Knauf said that an act will be signed soon from President Trump to eliminate the website Backpage. This is a great success.
- i. Commissioner Knauf has stated she has done a ton of presentations about human trafficking. She said the word has gotten out now about human trafficking and people are starting to know what to look for.
- j. Executive Director Engelman stated that First Lady and Governor Snyder declared April as Sexual Assault Awareness Month. She said there's a pledge you can sign as well and she encouraged the commissioners to sign it.

#### 16. Old Business

- a. Approval of Millennial Advisory Committee application
  - i. Chair Etienne found grammatical errors.
  - ii. Commissioner Knauf stated to remove AAA Region on page 2
  - iii. Chair Etienne suggested eliminating the year so we don't have to update it.

- iv. Motion to approve application once the changes have been made – it unanimously passed.
- v. Chair Etienne asked how this will be promoted – Department Specialist Jackie Debusschere stated it will be promoted on social media and on our website.
- vi. Executive Director Engelman asked for commissioners to volunteer to be a part of the interview process and create interview questions.
  - 1. Commissioner Brandow and Commissioner Barbara Land volunteered. Commissioner Dawley stated she could also assist.

17. Approval of minutes of January 23, 2018 meeting

- a. Chair Etienne thanked Department Specialist Jackie Debusschere for her detailed meeting minutes and said they are very helpful.
- b. Commissioner Knauf stated to correct on 12B – Lakeland Hospital, not Lakewood.
- c. Commissioner Dawley stated to add her to attendance portion for last meeting.
- d. It was motioned to approve the minutes pending the above changed – it was unanimously passed.

18. New Business

- a. Commissioner Doty stated that maybe we as a commission need to address women's suffrage in Michigan (100-year anniversary). She asked if we can we support somehow on the commission's website and social media.
  - i. Department Specialist Jackie Debusschere said she will create some social media posts/website content.

19. Commissioner Reports

- a. None

20. Ex Officio and Liaison Reports

- a. None

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

- a. None

22. Meeting Ended at 3:35 pm.

*Signature*

Respectfully submitted by Chair Chris Etienne

# Michigan Women's Commission Meeting Minutes for October 23, 2018

Holiday Inn Battle Creek – Harvest Room A  
12812 Harper Village Drive Battle Creek, MI 49014

## Attendance

Chair Chris Etienne, Vice Chair Kathleen Vogelsang, Commissioner Barbara Land, Commissioner Cathleen Knauf, Commissioner Jan Peabody Doty, Commissioner Meg Wheeler Derrer, Commissioner Catherine Hendrian, Commissioner Mary Templeton, Executive Director Mary L. Engelman, and Department Specialist Jackie Debusschere were in attendance.

Commissioner Renee Haley, Commissioner Krista Haroutunian, Commissioner Deidre Lambert-Bounds, Commissioner Joanne Dawley were excused.  
Commissioner Rose Brandow was absent.

## Minutes

1. The meeting was called to order at 1:01pm.
2. The roll call was taken and a quorum was present.
3. It was motioned to approve the agenda. It was unanimously passed.
4. Chair Etienne welcomed everyone to the meeting.
5. Executive Director's Report
  - a. Executive Director Engelman said the Governor's office has appointed 3 people to fill the vacancies on the commission. She said the information is not public knowledge, but as soon as she receives the names, she will send the information on to the commission.
  - b. Executive Director Engelman shared that she is working on planning a 5k next June in Lansing with the Department of Military & Veterans Affairs (DMVA) to support women veterans.
  - c. Commissioner Wheeler-Derrer asked if there was a date yet for the 5k. Executive Director Engelman said she would share more information during the women veterans committee report.
  - d. Executive Director Engelman spoke at the Council of Michigan Foundations event in Grand Rapids. She said that the audience, which primarily had women in it and only two males, made her realize we need a more diverse audience to listen to women's issues. Executive Director Engelman also said we need to look at who is at the table and invite those that aren't to listen.
  - e. Chair Etienne said there are a lot of men that support women leaders and initiatives and we need to identify them.
  - f. Executive Director Engelman spoke at the Connecting Cultures to Business Luncheon in Livonia on a panel where they discussed diversity, inclusion and unconscious bias in the workplace. She said it was a fantastic event with a very receptive audience.
  - g. Executive Director Engelman also shared that we conducted our first

- interviews for the millennial advisory committee. She said that Commissioner Wheeler-Derrer came to Lansing to assist with the interviews and they both were very impressed with the candidates.
- h. Commissioner Knauf asked how many people will be on the committee. Executive Director Engelman stated that there would be six on the committee.
  - i. Department Specialist Debusschere added that there are eight total interviewees out of fourteen candidates.
  - j. Chair Etienne asked what the questions were during the interviews.
  - k. Commissioner Wheeler Derrer said they asked them what they were passionate about and asked them a few things about what they were currently doing based on their resumes.
  - l. Vice Chair Vogelsang asked what we are hoping to have them do with the commission. Executive Director Engelman stated they could be a source of help for the commission including research, newsletters, and advocacy, but also knowing that they want to meet as a committee to brainstorm. She said she sees them being engaged in a variety of different things.
  - m. Chair Etienne asked what the attendance requirements for the millennial advisory committee. Executive Director Engelman said they must attend two meetings in person per year and participate in two calls outside of the meetings.
  - n. Commissioner Doty asked if a commissioner would be a liaison or mentor to the millennial advisory committee.
  - o. Chair Etienne asked if Executive Director Engelman and Department Specialist Debusschere would be a part of the millennial advisory committee meetings. Executive Director Engelman said yes.
  - p. Executive Director Engelman asked for a commitment from some commissioners to help finish the interview process. Commissioner Hendrian and Chair Etienne offered support for the Detroit interviews. Department Specialist Debusschere said she would work with their calendars to schedule a date in November.
  - q. Commissioner Wheeler Derrer said we will need an idea of how the committee will work but advised that these ladies are very talented and are accomplished and want to be engaged in the work. She added that the oversight with this committee will happen organically.
  - r. Executive Director Engelman said that this group might want to consider talking to some of our accomplished organizations to see how we can help women be anything they want to be. She added, however, that this group will also be working and supporting the existing women's commissions groups.
6. Report of Committee on Women in Business (STEM, Resources, Boards, Leadership)
    - a. Commissioner Templeton reviewed the two initiatives of this committee – women on boards and STEM. She said for women on boards, the team has created a letter for those organizations that have achieved 20% of women on their board. She said a letter would come from the women's commission along with a digital badge that could be posted on their websites. She said that some of the letter's copy has already been established. Commissioner Wheeler Derrer passed out the sample.

Commissioner Templeton said this letter is intended to go out in early January. She said they also created a letter to send to companies that haven't achieved that status, advising that we would send it to them to provide them resources on how to achieve that number, such as Inforum's women on boards readiness program.

- b. Commissioner Templeton said they would like to create a statewide resolution, which would launch after the election at the January women legislator reception. She said at the reception, we could get women legislators on board with the resolution.
- c. Executive Director Engelman asked how to identify the companies for these letters. Commissioner Templeton said that Commissioner Wheeler-Derrer has already identified a list. She said these companies are headquartered in Michigan and are public companies that have paid corporate board positions.
- d. Vice Chair Vogelsang stated we are not looking for a mandate and shared that there are six other states who have done resolutions.
- e. Chair Etienne asked if there are any female legislators that will remain in office in January that we could reach out to. Commissioner Wheeler Derrer said she would like to reach out prior to the reception and said she would need Executive Director Engelman's help to get this information.
- f. Executive Director Engelman stated it needs to be a bipartisan resolution and that she would offer her assistance.
- g. Executive Director Engelman shared that when we do our invitation to the women legislator reception, we can discuss the resolution and maybe get them to commit by signing at the event.
- h. Commissioner Doty stated that she read somewhere that there will be eight more women in the House/Senate this year (Republican or Democrat).
- i. Chair Etienne asked if Mary Whiteford is up for reelection right now. Commissioner Doty stated yes, she is, and added that everyone is up for election this year.
- j. GERALYN Lasher from Michigan Department of Health and Human Services (MDHHS) added that all state seats in Michigan are up for election. She also added that if you are sending letters to companies, figure out the timeline first as that would be a nice earned media piece. She also said to make it very public so that people know we are watching this issue.
- k. Chair Etienne asked if it would make sense to copy the letters to the local legislators in the area.
- l. Executive Director Engelman stated we would do a media plan and copy the letters to the Michigan Department of Civil Rights (MDCR). She added she would like to see resolutions from the other states as examples.

- m. Commissioner Doty asked if we want the resolution signed by current governor. Commissioner Templeton said no, we need to wait for the new governor.
  - n. Commissioner Wheeler Derrer added that it is a lengthy process to get this going.
  - o. Commissioner Templeton said that this discussion shows we are on the right path.
  - p. Commissioner Templeton said that we need to have a presence at the Mackinac Policy Conference. She said she is not sure if this will occur as our participation isn't confirmed yet.
  - q. Commissioner Templeton said we completed research in STEM with a goal to increase girls in STEM learning in early childhood. She said we found good sources, as well as completed a survey to see who is working in this space, what programs are offered, so we have a baseline on how much attention is being paid into this. As it relates to the survey, we had some response.
  - r. Commissioner Templeton stated Department Specialist Debusschere will send out the survey link to the commissioners and asked everyone to share on social media and with their networks.
  - s. Commissioner Wheeler Derrer asked Department Specialist Debusschere to resend out to initial recipients but remove those who have responded.
  - t. Commissioner Templeton added they are considering making an infographic on how to get more girls in STEM and possibly promote it at the FIRST Robotics Championship in Detroit in April.
  - u. Chair Etienne asked for dates of championship. Department Specialist Debusschere stated third week of April and will confirm dates shortly.
  - v. Commissioner Templeton added that Commissioner Hendrian will confirm with Consumer's Energy to see if we are still able to utilize their both again for the FIRST Robotics Championship.
7. Report of Committee on Women Veterans
- a. Chair Etienne introduced Kristina Leonardi from the DMVA. She also shared that Renee Haley has accepted a federal veterans' position in human resources.
  - b. Chair Etienne shared that the women that participated at the Moxie Wild hiking excursion in September really enjoyed themselves and that she hopes to do more events like it in the future.
  - c. Chair Etienne discussed the Michigan Women Veterans Forum on Facebook. She said the group has 141 women in it and it continues to grow.
  - d. Chair Etienne asked Kristina Leonardi to discuss the 5k in Lansing.
  - e. Leonardi they were looking at June 15<sup>th</sup> for the 5k to coincide with Women Veterans Recognition Day. She said there is another event on that date, so now they are considering moving the 5k to June 22<sup>nd</sup> and looking at the possibility of a women veteran recognition month. In conjunction with the 5k, the DMVA is launching "She is a Veteran"

which will reinforce that women are veterans also. It is based on a program out of Oregon called "I Am Not Invisible". She said they want to increase awareness about women veterans. She said there will be an application process and a photo display/town hall around the state. She said they want to learn about challenges women veterans are facing and shape their path moving forward for female veterans. She said the goal is to have the funds go towards a memorial to put up for female veterans.

- f. Commissioner Wheeler Derrer asked who the funds will be going towards that are generated from the 5k.
  - g. Executive Director Engelman said the recipient would be a 501c3 that partners with us that benefits women veterans.
  - h. Chair Etienne asked Kristina Leonardi if there's a registration fee. Leonardi said it hasn't been planned yet.
  - i. Leonardi said that registration fees usually go to fund the race. She said sponsorships go towards other things.
  - j. Commissioner Knauf added she has planned a few 5k's and would like to offer Kristina her assistance. Commissioner Haley has also helped run 5k's.
8. Report of Committee on Human Trafficking and Sexual Assault
- a. Commissioner Knauf said they had two projects – one is to contact colleges and universities in the state of Michigan to see if they had a sexual assault policy. Commissioner Knauf stated that out of the six colleges she has contacted, five have policies about sexual assault. She said some are folded into conduct policies, but they do include specific wording that references sexual assault. She said it also includes reporting procedures. She said it was better than she expected. She also shared one community college didn't have anything about sexual assault, rather it had a student code of conduct.
  - b. Chair Etienne asked what college that was. Commissioner Knauf said Lake Michigan Community College.
  - c. Executive Director Engelman asked if all of them had Title IX coordinators. Commissioner Knauf said yes.
  - d. Commissioner Knauf said there is a large list and hopefully by January she will have more information to share.
  - e. Commissioner Knauf stated that Commissioner Doty and Executive Director Engelman are going to visit Sanctum House.
  - f. Commissioner Knauf stated the Southwest Michigan Human Trafficking Task Force launched their wine, SOS, from Warner Vineyards, located in Marshall/Paw Paw. She said they are trying to get a distributorship.
  - g. Executive Director Engelman asked if we can purchase through Commissioner Knauf. Commissioner Knauf said yes. She said that the wine has already helped one person get out of a bad situation. She also said the wine is the first in the nation with a portion of the proceeds going to help survivors.
  - h. Commissioner Knauf said their newsletter came out and she has copies to pass out. She said they have a movie coming out called Stuck in Traffic, which was produced by a local girl from Lakeshore High School. She will be showing the film, which won an award.
  - i. Chair Etienne asked where to see the film. Commissioner Knauf said Watermill Brewery.

- j. Commissioner Knauf said they are launching a survey to see how many victims or survivors are coming through their county.
  - k. Commissioner Knauf and the Southwest Michigan Human Trafficking Task Force got invited to apply for a grant from Yangfeng Automotive.
  - l. Executive Director Engelman added that we worked hard with civil rights to create another booklet with the Let's End Campus Sexual Assault workgroup. She added that she has been working with some of the house leaders on House Bill 9755, which is a bill that would create a higher education sexual assault and resource officer that would be housed in MDCR that would be reporting back to the legislature on different issues from the colleges. She said we are hoping the new governor will not get rid of the task force.
  - m. Commissioner Doty asked if the First Lady will continue with the campus sexual assault initiative after her term.
  - n. Geralyn Lasher (MDHHS) said the work will continue through MDHHS in the division of victim services, including the website and resources.
  - o. Kristina Leonardi (DMVA) added that the Michigan State Police has a campus sexual assault grant, with one of the requirements asking if the college has a sexual assault policy in place. She said she could contact Commissioner Knauf with the contact information she has after the meeting.
  - p. Executive Director Engelman stated one of the applicants for the millennial advisory committee had some great ideas on this topic.
9. Old Business
- a. None
10. Approval of minutes of August 21, 2018 meeting
- a. It was motioned to approve the minutes – it was unanimously passed.
11. New Business
- a. Discussion of January meeting and reception
    - Chair Etienne asked Geralyn Lasher if there's a date for the State of the State.
    - Geralyn Lasher said they do the State of the State the third or fourth week of January.
    - Chair Etienne added that our meeting will be on Tuesday, January 22 followed by a female legislator reception that evening at 4:30pm.
    - Vice Chair Vogelsang added that we should move it earlier in case the legislators had dinner plans.
    - Executive Director Engelman added that we will do headshots for the commission at this meeting.
    - Chair Etienne added that our next meeting after that is Tuesday, May 7 during tulip time in Holland. Our hotel is City Flats Hotel and our meeting will be at City Hall. On Monday night from 6-8pm, there is an event called "yoga in the tulips" – she suggested we could all participate. She added our August meeting is in Detroit, and our fall meeting will be in Mackinac Island on Tuesday, October 1. She added that there are no big groups to contend with on the island at this time, so it is a good time to go.
    - Commissioner Templeton asked if there is a conflict, will we just skip the legislative reception.

- Executive Director Engelman said that we could adjust our work schedule and have a reception that is not in the evening.
- Commissioner Doty asked if we could push hit back a week?
- Chair Etienne asked if we wanted to be in Lansing during the State of the State.
- Commissioner Templeton said it would be nice to educate legislators on what we want to do.
- Executive Director Engelman said we could move our meeting to Wednesday, January 23.
- Chair Etienne asked if we could change the meeting to the 23<sup>rd</sup>. Commissioners stated they are available.
- Department Specialist Debusschere said she would inquire to move the meeting date to Wednesday, January 23.
- Commissioner Knauf asked if we had a location for the Detroit meeting. Department Specialist Debusschere said not yet.
- Commissioner Hendrian suggested The Foundation Hotel as a venue for our Detroit meeting.
- Commissioner Knauf stated we could support a woman owned hotel in Detroit.

12. Commissioner Reports

- a. None

13. Ex Officio and Liaison Reports

- a. GERALYN Lasher (MDHHS) stated at the End Campus Sexual Assault Summit, they launched a 24-hour sexual assault hotline available statewide. They also launched a new sexual assault and abuse website. She said she will send out the link. She also said there are social media tools and badges to share the hotline. The website is [www.michigan.gov/voices4](http://www.michigan.gov/voices4)
- b. Executive Director Engelman asked if it is ADA Compliant. GERALYN Lasher stated it is. She said the website is not for reporting but for providing additional information on resources. She said it has been sent out to all the colleges. She added it was not launched in time to be available for college orientations but will be provided to orientations next year.
- c. Chair Etienne inquired if it will be provided to high schools. Lasher added it has not been but will she will investigate this.
- d. Ron Robinson, Attorney General's office, introduced Matthew Palushaj, intern with the Attorney General's office and senior at Wayne State University who plans on attending law school.
- e. Tari Muniz (Aging and Adult Services Agency), introduced herself and stated she missed several meetings, but her schedule has opened up and is excited to be back. She said she is very interested in how to make this work with older women.
- f. Executive Director Engelman asked Muniz if they are doing any work in terms of benefits, retirement. Muniz said no, they have programs to help understand social security and Medicare benefits, but she can make a referral.
- g. Wendy Larvick, Michigan Department of Education (MDE), replacing Patty Cantu. She said she is happy to be here and that she knows a lot about STEM work, her career in technology education does a lot to work with young girls in STEM and she would be happy to touch base

- about that. She said she also participates in FIRST Robotics.
- h. Executive Director Engelman asked for data from Larvick about women in STEM. Larvick said she could provide that information to us.
  - i. Kristina Leonardi (DMVA) stated there's a program for both the female and male prison population where they go into the prison system to connect with veterans and sign them up for their benefits. She said part of the process is an exam at the Veterans Affairs Facility. She said historically it has been a challenge for those that are incarcerated to obtain their benefits, so their benefits are stopped or dropped. She said they partnered with the Michigan Department of Corrections (MDOC) and the Saginaw Veterans and Ann Arbor Veterans health facilities (women specific), and they send their service officers there to help those that are incarcerated enroll. She said once they are awarded benefits, they get a reduced amount while in prison and when they are released their full benefits are reactivated after thirty days. In addition, she said they are breaking ground on a new veterans' home in southeast Michigan next week in Chesterfield Township. She said they hosted the Inaugural Women Veterans Workforce Development Conference where they discussed their veteran friendly employer program. She said there were over 150 attendees from sixteen different states and eight military installations. She said about 250,000 service members and family members transition out of the military each year.
  - j. Marchan Darby (DTMB Real Estate), introduced herself and she said she's working with Kristina Leonardi to build out the new veterans' space. She said it sounds like the liaisons are more involved now, and that in the past it felt like the liaisons were a forgotten part of the group. She said if there's anything she can do from her end to let her know.
  - k. Alexis Horton from the Department of Natural Resources (DNR) introduced herself to the commission.
14. Public Comments. Public Comments are limited to 5 minutes per person
- a. None
15. Meeting ended at 2:19pm.

*Signature*

Respectfully submitted by Chair Chris Etienne