

Michigan Women's Commission Public Meeting Minutes

August 10, 2020

1:00pm-3:00pm

Meeting took place on Zoom

Call Meeting to Order at 1:06PM

Commissioners Present: Alisha Meneely, Catherine Hendrian, Charity Dean, Deidre Lambert-Bounds, Faye Nelson, Kelli Saunders, Meg Wheeler Derrer, Misti Rice, Muna Jondy, Dr. Sabala Mandava, Vivian Pickard, Whitney Gravelle, Dr. Geneva Williams

Commissioners Absent: Daniele Atkinson, JoAnn Chavez

Staff Present: Cheryl Bergman, Executive Director; Shannon Garrett, Chief Strategy Officer

Commissioner Muna

- Introduction and how to participate in the meeting
- Thanking outgoing commissioners: Chris Etienne, Krista Haroutunian, Barb Land, Renee Haley and Cathy Knauf
- Welcome new commissioners, if you would like to view bios you can do so on our website

Approval of the agenda

- Agenda approved

Exec Directors Report

- Welcome to New Commissioners
- Overview of new committees, Unlocking Opportunities, Financial Freedom, Authentic Visible Leadership and Implicit Bias. These priorities came to us through the 6 Gender Equity conversations we held across the state. The Governor was involved in these discussion with over a 1,000 women. The priorities were all focused around financial issues. The committees have all begun their work and we will hear their reports during this meeting.
- Everyone should save the date for August 26th, we are partnering with Michigan Women Forward. Our speakers will be Governor Gretchen Whitmer, Secretary Jocelyn Benson and Dr. Rashida Harrison for a virtual event. Michigan Women Forward is producing videos for the event that include voices of several Michigan women leaders. It will be from 3-4PM and we will send you promotional materials once we have them created and ask that you push them out.
- SOM emails, all commissioners have these now. We have learned though that everyone will also need to be emailed with both personal and SOM emails. In order to use SOM emails you must do so in a browser and Microsoft Teams will not be used as we had planned on doing because of the nature of the contractor emails.

Chief Strategy Officers Report: Shannon Garrett

- Intern Introductions, most are looking to stay on with us into the fall. We may be opening up more internships for the fall, but those will be announced on the website and social media if we are.
- Website - All bios are up on the website, if you need any edits please contact Shannon. The new initiatives are also up on the website
- Social Media - We just got the approvals to launch a LinkedIn and Instagram page. We have a team of interns working across all four of our platforms, Facebook and twitter also. We have discussed some social media campaigns, this month of August is around women's suffrage, (we have a Facebook frame for this month if any of the commissioners would like to use it), Gabby Sheets will soon send out an email with information regarding Commissioner Interviews for our Michigan Women Wednesdays. (If you need inspiration, you can check out the intern spotlight videos on Facebook)
- Rest of the Year - working on the adjusted work plan for Q3 and Q4, we will be doing an op ed for black women's equal payday on August 13, that was created by Catherine Hendrian. In October we are planning to do an op ed around childcare and native women's equal pay day and latina women's equal payday. We are using more work through social media and the press and are requesting you help us disseminate this information, hoping the media will see our work and reach out to us.

VAL Subcommittee Report - Commissioner Geneva Williams, Chair

- Thanking committee members for their work thus far
- Created because of the problem of the lack of women serving in leadership positions across the state of Michigan, we will explore policies that increase the number of women in these visible leadership roles across Michigan
- May explore helping more women serve on corporate, non profit boards, encourage women to run for office and look at women who are being appointed at the state level
- Two main priorities - 1. Increasing the number of VAL of women in the Csuite and corporate boards 2. Getting more women into elected positions, research and communicate around legislative and open seats, and partner with VoteRunLead and the MSU Gen Cen, and they are going to be doing a database of women who serve in local elected positions
- We have split into subcommittees. (some subcommittees overlap with other committees)
- Overall, we are focusing on administrative and policies changed that are tangible and plan to partner with others to meet these objectives. We are open to input and partnering if anyone would like to join.
- We are delighted that the governor is onboard and supportive of our two objectives.
- We will have more information on survey progress next meeting and will have more progress for our next report.

Unlocking Opportunities – Commissioner Kelli Saunders, Chair

- Priorities - childcare access, paid parental leave

- Shannon and Cheryl have been having conversations with state about what do we do short term with the pandemic and the long term
- Childcare Access
 - We are planning to do a listening tour through the survey to collect data
 - We also talked about doing a town hall to collect more information and various subgroups to gain as much data as we can on what is needed
 - We are coming up with ideas on how to execute these
 - Our interns are looking into childcare access across the state
 - We also would like to create coalition groups to partner with government, non-profits and business to invest and help women/families
- Parental Leave
 - Collecting data on how well parental leave is being implemented and caregiver leave
 - Finding ways to allow women to do both work and take care of their families or caregive
- Looking for August 22nd for the first teleconference townhall

Financial Freedom - Commissioner Catherine Hendrian, Chair

- Would like to thank team and excited to hear from other committees.
- 3 Goals
 - Working in partnership with other committees to survey business in Michigan and understand all tensions in the system
 - Pay transparency
 - Did not want to focus on a legislative approach, that to create a meaningful approach to partner with business, are there checks and balances, are employers dedicated to pay equity and mechanisms to ensure, are there differences in geography and size? Do they know how to fix it if it is present?
 - Our goal is to set the stage and make these higher paying jobs visible to women
 - Information flow
 - Sustainable, meaningful information that lasts a long time. Looking into ways to ensure the longevity with partnerships.
 - Goals with survey is to contact 100 business that vary in size and received at least 30.
 - Look at grant applications and survey development and make sure we are creating good survey that yields information we can actually use
 - Create a partnership with Kiva Detroit and their microloans
 - Create a pipeline to expand across the state
 - Looking to see if we can partner with them or have to work with another non-profit
 - Help with access to jobs and skills training
 - Governor would like us to focus on this

- Capitalize and build the momentum of programs that currently do this
- Support the program and other programs that support women education
- Working to promote these programs and looking into the NYC on how they are doing it
- Partnering with the poverty task force and meeting soon to create goals

Implicit Bias – Commissioner Deidre Lambert-Bounds, Co-Chair

- Committee came out of the Gender Equity conversations, Meg and Alisha took charge of creating this committee
- Meg Derrer and Deidre Bounds will Co-Chair this committee
- How does systemic racism and implicit bias effect our work and the states?
- We are an oversight committee for all of the commission's work, we are the lens for the work of other committees work to make it more inclusive/accessible
- In August we held 3 cohorts of the 21 day challenge. We took the Michigan League for Public Policy (MLPP) program and added in weekly meetings with these cohorts to reflect on the weeks materials. We had about 70 participants across all three and got good feedback from them. We are sending out an official evaluation soon to them for formal feedback.
- Starting a new cohort series in September, we have three chairs already and we are beginning to create materials for that. We are asking that you all share this information to get more people to participate.
- Meg and I met last week to discuss goals and will share with the committee at the next meeting.
- Our committee has members from each committee so we can have this be a cohesive and comprehensive approach in the commission.
- We would like to mention our three new members - Prakard, mandala, and (INSERT)
- We had our first commissioner training today from 11:45-12:45 with Alfredo Hernandez and we plan to do an in person session in October if we are able to get together in person.

Old Business – Cheryl Bergman

- n/a

Approval of Meeting Minutes from May 20, 2020

- Minutes approved by consensus

New Business – Cheryl Bergman

- Selection of the public meeting dates
 - Helpful to choose 2021 dates now
 - Suggested Dates
 - 1/19/21 - Lansing w/ the legislative reception afterwards
 - 4/20/21 - Muskegon
 - 8/17/21 - Brimley
 - 11/9/21 - Location TBD

- Whitney - look into scheduling conflicts for Lansing meeting
- Deidre - have conflict on April meeting
- Other than those two, those dates are good to go

Commissioner Reports

- n/a

Ex Officio and Liaison Reports

- Destinie Shipman from corrections would like to note they are here but have no announcements
- Alisande Shrewsbury from the Department of Education, here if we ever have any questions or would like to work with the dept

Public Comment

- n/a

Adjournment: 2:04

Final comments - Muna

- Thank you for everyone who attended and I know it is awkward, but thank you for joining!