



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
MICHIGAN WOMEN'S COMMISSION
Lansing

CHERYL BERGMAN
CEO

January 13, 2023

The Honorable Gretchen Whitmer
Governor, State of Michigan
State Capitol
Lansing, MI 48909

Dear Governor Whitmer,

Pursuant to Public Act 1 of 1968, on behalf of the Michigan Women's Commission (MWC), I am pleased to submit to you MWC's Annual Report for the 2022 fiscal year (FY22) of October 1, 2021 – September 30, 2022.

Our initiatives were operationalized as follows:

MWC Public Meetings:

We held four quarterly public meetings of the Michigan Women's Commission:

- 1) November 9, 2021, in Flint. Maryum Rasool and Linnell Jones-McKenney, both with the Sylvester Broome Empowerment Village (SBEV), shared the inspiration, mission, and current work of the SBEV and its role in empowering youth and supporting families.
- 2) April 12, 2022, in Detroit. Kim Trent, Deputy Director for Prosperity, Michigan Department of Labor & Economic Opportunity (LEO), discussed LEO's Prosperity structure and policy priorities, as well as her role as LEO's Equity and Inclusion Officer. Carmen Carter, Chairwoman of the Wayne County Women's Commission, discussed the importance of centering women's mental health and wellness.
- 3) August 9, 2022, in Traverse City. MWC Commissioner Katie Horvath hosted a STEM panel with Camille Hoisington, Director of Ecosystem Development for Traverse Connect; Barb Termaat, Executive Director of Newton's Road Northwest; and Jody Trietch, Chief Financial Officer for Boomerang Catapult LLC. The panelists discussed the importance of encouraging women to enter STEM fields, and the how the technology sector can bolster economic development through tourism in rural areas like the greater Traverse City area.

Minutes from the FY22 MWC public meetings can be found online at michigan.gov/mwc.

Primary Programs:

MWC Committees

MWC Commissioners continued to meet and explore opportunities under committees established in the 2020 strategic planning process: Committee on Implicit Bias Awareness, Financial Freedom Committee, Unlocking Opportunities Committee, and Visible Authentic Leadership Committee. More information about the work of these committees can be found online at michigan.gov/mwc.

MI Tri-Share Child Care

The first of its kind in the country, MI Tri-Share Child Care (Tri-Share) is an innovative approach to increasing access to high quality, affordable child care for working families, while also helping to retain talent and removing one major barrier to employment. Through Tri-Share, the cost of child care is shared equally by an eligible employee, their employer, and the State of Michigan, with coordination being provided regionally by a facilitator hub.

On behalf of the State of Michigan, MWC launched Tri-Share as a pilot program in FY21 with three inaugural facilitator hubs, followed by partnerships with the W.K. Kellogg Foundation and The Balmer Group to add four regions to the pilot program. The Tri-Share pilot was further funded by the State of Michigan for FY22, continuing with the inaugural facilitator hubs and expanding the pilot program to more regions. Through foundation partnerships, MWC engaged an outside evaluation of the pilot to determine challenges, opportunities, and next steps for Tri-Share, and launched paid media marketing to increase employer and employee participation in targeted pilot regions. In anticipation of transitioning from a pilot to a more permanent ongoing program in FY23, MWC began planning a stakeholder engagement process for early FY23 to determine and define comprehensive Tri-Share policies and procedures.

Additional details about Tri-Share, including participating employers and monthly status reports, are available at michigan.gov/tri-share.

Fostering Access, Rights and Equity

In the Fall of 2021, the U.S. Department of Labor Women's Bureau awarded the Michigan Department of Labor and Economic Opportunity (LEO) a Fostering Access, Rights and Equity (FARE) Grant to run from September 30, 2021, to March 31, 2023. The purpose of the FARE Grant is to help women workers who earn low wages understand and access eligible benefits and workplace rights.

Housed within LEO, MWC is using this FARE Grant to connect at least 50,000 Michigan women to 1) eligible public benefits, such as child care assistance through the Child Development and Care subsidy or through MI Tri-Share; 2) pathways for higher-paying jobs, especially through

programs like Michigan Reconnect and Registered Apprenticeships; and 3) resources for exercising workplace rights, such as knowing where to turn if they face on-the-job discrimination, wage theft or workplace safety risks.

Our federal grant named three community partners in the greater Detroit region for a MI FARE Navigator program: Detroit Disability Power, Mothering Justice, and United Way for Southeastern Michigan. In the spring of 2022, MWC facilitated eight trainings for our MI FARE Navigator community partners on our program's priority benefits, rights and resources. Each organization developed its own plan and goals to talk directly with women and to share information in the communities they serve from May through December 2022, including event-tabling, door-knocking, hosting MI FARE office hours, and conducting text message and newsletter campaigns. In addition, United Way for Southeastern Michigan has integrated the MI FARE information into its 2-1-1 program.

MWC also launched a monthly, public-facing, MI FARE Webinar Series to reach women statewide with similar information. Each 30-minute webinar focuses on a specific State of Michigan resource and takes place live on Zoom, with closed captioning and ASL interpretation. Recordings are available on the MI FARE Webinar Series playlist on MWC's YouTube channel at youtube.com/@miwomenscommission. Each webinar also included a wrap-around social media campaign to share resources, links and additional information related to that month's topic. By the close of FY22, the MI FARE Program had reached over 30,000 women.

Both the MI FARE Navigator partner projects and the MI FARE Webinar Series will wrap efforts by December 2023. MWC is looking at opportunities to continue the MI FARE program through FY23 and beyond. Additional details about the MI FARE Program and links to resources are available at michigan.gov/fare.

MWC Bipartisan Legislative Women's Council

We launched the MWC Bipartisan Legislative Women's Council ("Women's Council") in early 2022 to facilitate greater communication and collaboration between MWC and women elected to the Michigan House of Representatives and the Michigan Senate. The Women's Council will help inform the work of the Michigan Women's Commission, allow us to update legislators on MWC's programs and resources to share with their constituents, and facilitate collaboration with the MI Legislature to advance economic security and opportunity for all of Michigan's women. State Representative Padma Kuppa (D) and State Representative Julie Calley (R) served as the inaugural Women's Council Co-Chairs, and the council met in March and June of 2022. The Council will resume in early 2023 with new co-chairs in the new legislative session.

Appointments to the Commission

In July 2022, Governor Gretchen Whitmer made two new appointments to MWC (Lisa Cawley, of Ann Arbor, and D. Sue Townsel, of Bloomfield), three re-appointments (Charity Dean, of Detroit, Muna Jondy, of Flint, and Dr. Geneva Williams, of Detroit), and appointed Commissioner Dr. Sabala R. Mandava, of Bloomfield Hills, as Chair of the Commission to replace outgoing Chair Muna Jondy. Biographies for all MWC Commissioners is available online at michigan.gov/mwc/commissioners.

21-Day Racial Equity Challenge:

MWC continued to host our 21-Day Racial Equity Challenge throughout FY22. Over 300 women have completed the challenge since MWC launched the program in 2020. By enrolling in a challenge cohort, participants receive a daily email from MWC for 21 consecutive days. Each email contains a tool or resource to guide participant learning around racial equity. Participants also receive an invitation to participate in three facilitated live online reflection conversations with fellow cohort members. Additional information about MWC's Learning Cohorts is available online at michigan.gov/mwc/21-day-racial-equity-challenge.

MWC Intern Program:

MWC partnered with our colleagues at the Michigan Community Service Commission to participate in the AmeriCorps VISTA program and host four VISTA Summer Associates in FY22. We were able to retain one summer VISTA as a year-long, full-time VISTA through the remainder of FY22. Using funding through FARE and Tri-Share, MWC was able to retain the remaining three summer VISTAs as student assistants, slated to work with us through January 2023.

Social Media:

Find examples of our social media content on [Facebook](#). Most content is also shared to MWC's [Twitter](#), [Instagram](#) and [LinkedIn](#) accounts. MWC continued our more strategic and intentional use of the Commission's [YouTube](#) channel. Our #MIWomenWednesday video campaign series ran across our social media platforms through the end of FY22, and all of the videos remain available on MWC's YouTube channel in the [#MIWomenWednesday playlist](#). Our social media strategy also included the wrap-around information campaign paired with our MI FARE Webinar Series.

MWC Events and Speaking Engagements:

Highlights from MWC's FY22 events and speaking engagements include:

10-14-2021: MWC Chief Strategy Officer Shannon Garrett moderated an in-person [Running for Office panel](#) at Aquinas College. Panelists included Grand Rapids Mayor Rosalynn Bliss, Senator Winnie Brinks, Representative Rachel Hood, Grand Rapids City Commissioner Milinda Ysasi, and Grand Rapids Community College Trustee Brandy Lovelady Mitchell.

10-21-2021: MWC CSO Garrett participated in a panel on Demystifying Legislative Advocacy at the Partners in Prevention 2021 Conference, a virtual conference on efforts to end domestic and sexual violence, hosted by [Resilience: Advocates for Ending Violence](#).

11-08-2021: MWC CEO Cheryl Bergman and MWC Program Analyst Courtney Louis discussed the MI Tri-Share Child Care Pilot Program, as well as employer suggestions that came out of MWC's work on how to support women in the workforce, at a virtual [Strategies for Supporting Women in the Workplace webinar](#) hosted by the Michigan Coalition Against Homelessness.

03-21-2022: To celebrate Women's History Month, Governor Gretchen Whitmer joined MWC to discuss [Women's Economic Recovery](#), highlighting Michigan's investments in opportunities for women to thrive in our workforce, our communities, and our families. MWC Chair Muna Jondy spoke with Governor Whitmer about the current status of women in Michigan's economy and how the administration is putting money back in our pockets. This event also launched an online survey asking Michigan women to share their thoughts on what else is needed for their own economic security and prosperity.

06-01-2022: MWC CEO Bergman was a panelist on the [Advancing Equitable Workplace Strategies for Michigan's Success](#) panel at the 2022 Mackinac Policy Conference, hosted by the Detroit Regional Chamber, alongside panelists Shana Lewis of Trinity Health and La June Montgomery Tabron of W.K. Kellogg Foundation. Moderator Candice Fortman of Outlier Media led a discussion about actions needed to improve the quality of work for everyone, but especially for women, workers of color and caregivers.

08-26-2022: On Women's Equality Day, MWC partnered with the State of Michigan Equity and Inclusion Officers for a [Vote, Then Run](#) virtual public event. Women's Equality Day commemorates the 19th Amendment to the US Constitution granting women the right to vote. Our event encouraged women to go beyond voting and consider running for elected offices themselves. Secretary of State Jocelyn Benson contributed a special message, Keesha Garrett from Michigan State Lottery shared a presentation about Michigan's wide variety of elected offices, and Rochelle Prestage from Michigan Department of State moderated a panel discussion with Detroit City Council Member Gabriela Santiago-Romero, Grand Rapids Community College Trustee Brandy Lovelady Mitchell, and former Village of Sparta President Kristi Dougan talking about their own journeys into public service.

09-07-2022: The United Way for Southeastern Michigan featured MWC's MI FARE program in its What's the Word Wednesday virtual townhall series. MWC CSO Garrett presented on [Fostering, Access, Rights, & Equity \(FARE\) for Michigan Women Workers](#).

09-11-2022: MWC CEO Bergman joined Tamera Gaines, Talent Development Liaison for the MI Department of Labor & Economic Opportunity, to present on [The Future of Childcare Collaborations](#) at the Michigan Works! Annual Conference, Michigan's largest workforce development conference.

09-14-2022: MWC Commissioner Charity Dean spoke at [Women in the Workforce](#), part of One Detroit's Future of Work Virtual Town Hall series. Guest host Trudy Gallant-Stokes, of Gallant-Stokes Productions, spoke with Commissioner Dean and Inforum's Terry Barclay about the status of women in Michigan's labor force, the impact of child care and online learning on women in the workforce, and how Michigan's latest child care legislation helps working women and their families.

MWC in the News:

MWC's general media coverage for FY22 includes:

[Gov. Whitmer secures grants to empower women](#)

[Latinas can't wait the 200 years it will take to close the wage gap](#)

(Opinion piece co-authored by MWC Commissioner JoAnn Chavez and Monica Reyes of the Hispanic/Latino Commission of Michigan)

[Michigan Women's Commission Supports Lisa Cook's Nomination to the Federal Reserve's Board of Governors](#)

(MWC media statement)

[Gov. Whitmer proclaims March 2022 as Women's History Month](#)

[Data Shows Michigan Women Still Earn Less On Average Than Men](#)

[Michigan women called on to run for office after years of underrepresentation](#)

[Dr. Stephanie Nawyn works with Michigan Women's Commission to encourage women to run for office](#)

[Whitmer pushes for more investment in women, families with state surplus funds](#)

[Governor Whitmer Celebrates Women's History Month by Kicking Off Statewide Women's Economic Recovery Tour](#)

[Commentary: Sharing the cost of child care also shares the benefits](#)
(Crain's Detroit Business executive editor commentary)

[LEO statements on Roe v. Wade ruling and the impact on Michigan women, families and economy](#)

[Affordable Childcare; Financial Freedom: Building solutions that help families](#)
(Opinion piece authored by MWC Commissioner Katie Horvath)

[I used to be pro-life, now I'm an abortion advocate. Here's why](#)
(Opinion piece authored by MWC Commissioner Misti Rice)

[Two from Oakland County named to Michigan Women's Commission](#)

[Commentary: Family-friendly policies can help ease labor shortages](#)
(Opinion piece authored by Susan Corbin, director of the Michigan Department of Labor and Economic Opportunity, and MWC Chair Dr. Sabala Mandava)

Specific MI Tri-Share Child Care regional and statewide coverage for FY22 includes:

[As child care crisis escalates, new state program with pilot in Battle Creek may offer a solution](#)

[\\$2.5M MI Tri-Share Child Care Investment Brings Expansion Opportunities](#)

[Program to help workers afford child care coming to the lakeshore](#)

[Michigan Pilot Program Attempts to Close Child-Care Gaps](#)

[MARESA, NMU address child care shortage](#)

[MI Tri-Share Child Care program impacts Branch and Hillsdale counties](#)

[Child care program exciting](#)
(Alpena News editorial)

[Whitmer expands MI Tri-Share Child Care Program, now includes Monroe](#)

[Tri-Share Child Care program to have Shiawassee pilot](#)

[Michigan Tri-Share Child Care Pilot Program to Benefit Working Families](#)

[Two West Michigan nonprofits named 'hubs' for state child care pilot program](#)

[MI Tri-Share child care subsidy program expands to Lenawee County](#)

[St. Clair County RESA awarded \\$300K for MI Tri-Share Child Care program](#)

[New child care program hub announced in Upper Peninsula](#)

[Working moms are critical to a thriving economy](#)

[Michigan is Desperately Trying to Make Private Child Care More Affordable](#)

[150K+ Michigan kids eligible for free, low-cost childcare](#)

[Michigan's Poverty Task Force visits Marquette, discusses access to child care](#)

[What We Learned About Michigan's Child Care Crisis From Parents and Providers](#)

[Why supporting the child care industry bolsters the economy](#)

(Crain's Detroit Business content sponsored by Small Business Association of Michigan)

Sincerely,

A handwritten signature in black ink, appearing to read "Cheryl Bergman". The signature is fluid and cursive, with a long horizontal stroke at the end.

Cheryl Bergman
CEO, Michigan Women's Commission