

Meeting Minutes
Michigan Women's Commission Virtual Public Meeting
April 21, 2021
1:00 PM-3:00 PM

- I. Call to Order and Roll Call
 - a. Commissioners Present: Muna Jondy Catherine Hendrian, Deidre Lambert-Bounds, Alisha Meneely, Vivian Pickard, Misti Rice, Kelli Saunders, Meg Wheeler Derrer, Dr. Geneva Williams, Dr. Sabala Mandava, Faye Nelson, Danielle Atkinson
 - b. Staff: Cheryl Bergman, Shannon Garrett
 - c. Other Members on the Call: Dr. Ericka Taylor, Jeanette Hoyer, Rich Van Tol, Alexa Kramer, Marcus Keech, Michelle Richards
- II. Approval of Agenda
 - a. Commissioner Meneely moved, Commissioner Saunders second. Agenda approved.
- III. MI Tri Share Child Care Pilot Program Update
 - a. Cheryl Bergman, CEO, Michigan Women's Commission
 - i. Announced awardees in mid-March
 - b. Tri Share Pilot Background
 - i. Marcus Keech, Legislative Director, Office of State Representative Greg VanWoerkom
 1. Marcus provided some background about how Tri Share came to be. He stated that businesses had identified that employment opportunities were suffering due to the cost of child care. Businesses wanted to be involved in a solution, but they did not know how, which inspired the idea behind Tri Share. Rep. VanWoerkom also recently requested a budget increase for Tri Share, so he is hopeful there be more funds to the program soon.
 - ii. Alexa Kramer, Director of Government Affairs, Grand Rapids Area Chamber of Commerce
 1. Alexa provided more context on the creation of Tri Share. In summer 2019, a coalition was started to represent business voices in the child care conversation that included legislatures, organizations, researchers and key state leaders. Tri Share pilot program quickly rose to the top of the list of priorities for this coalition.
 - c. Introduction of Tri Share Facilitator Hubs
 - i. Dr. Ericka Taylor, Executive Director of Early Childhood, Saginaw Intermediate School District
 1. Her partner on this project is Rich van Tol who serves as the Director of the Great Start Collaborative in the Bay-Arenac ISD. They serve about 27,000 students from a variety of backgrounds Arenac, Bay, Clare Gladwin, Isabella, Midland and Saginaw. They also partner with the early business advisory for early childhood, which benefits employers. Currently have four employers who have given full support and at least six others who have expressed interest.
 - ii. Jeanette Hoyer, President and CEO, Goodwill Industries of West Michigan
 1. Their vision for Tri Share is that everyone has a pathway to finding and sustaining work. One of the greatest challenges facing families in Muskegon county is the lack of affordable child care. Child care is one of

the top 5 barriers to employment in this county, and in low-income households, 70% of families cite lack of affordable child care as the reason they are not working. Child care providers have decreased by 30% in west MI over the past 10 years, creating child care deserts. Child care deserts cover nearly half of Muskegon county. Therefore, Tri Share is an important initiative for this region to address employment.

- iii. Jen Harris, Founder and Principal Consultant, Schoolward Consulting (representing NW Michigan United Way)
 1. Jen is also representing partners for their region which include Great Start Collaborative Bay and Five to One. They serve Leelanau, Grand Traverse, Kalkaska, and Antrim counties. They are centered around community, and a family-centered infrastructure. These three sectors (United Way, Great Start Collaborative, and Five to One) are working together to facilitate this Hub.
- iv. Questions:
 1. How are the services and dollars disseminated within the pilot?
 - a. Funds will flow from employer who will take a portion out of the employees check, and those monies will go to the Hub who will issue payment to the child care provider.
 2. What are the dollars needed to sustain something like this over the long haul, particularly post-pandemic?
 - a. This remains unclear because this program is the first of its kind and we do not have a similar program from another state as a model. Therefore, there will be an independent evaluation to guide what is needed moving forward. Importantly, they wanted to be sure that Tri Share was piloted in rural, suburban and urban regions knowing that the cost of sustainability might differ by region.
 3. When do we anticipate results coming out for possible expansion or the possibility of other Hubs coming in to represent southeast Michigan?
 - a. Tri Share will be evaluated monthly using data sent in from Hubs. We will have both internal and external evaluations, and a larger report for the Program in 2022. In regard to a Hub in southeast MI, here are other private funders interested in contributing to child care, and therefore a possibility to launch a pilot in late June in the southeast region.
 4. Cheryl was asked whether she is able to indicate whether Detroit and Flint were considered for Tri Share at all?
 - a. There were 15 applicants from across the state. There was a joint application committee made up of subject matter experts of department of ed, LARA, LEO. They scored the proposals and many were very close. With potential outside funding, and the budget recommendation
 5. Was there any follow-up with those who did not receive funding for how they could improve their applications moving forward?
 - a. Yes, some reached out to Cheryl, and she was able to discuss some points about the application, and all members who applied were contacted.

6. For the private funders who want to be a Hub, would those be operating the same?
 - a. Yes, they will be looped in with all the current facilitator Hubs, and will have the same expectations.
 7. At what stage will the report be compiled and sharable to Commissioners?
 - a. Monthly reports can be sent to the commissioners.
- IV. Michigan Child Care Strategy and FY22 Budget Recommendations – Michelle Richards
- a. Michelle stated that the goal is to make sure that families have access to quality, affordable care regardless of child age, income, race, etc. In the Governor’s budget proposal in February, she committed to a \$370 million investment in child care (\$292 federal). She stated three major priorities – make care more affordable for families (e.g., increase eligibility threshold, pause copays), keep child care providers open (e.g., economic stimulus change subsidy rates), innovate (e.g., Tri Share, Child Care Innovation Fund). In addition, the American Rescue Plan includes \$1.1 billion exclusively for child care with three main investments – availability, affordability, and quality. What we can do is email lawmakers, reach out to lawmaker on social media, and amplify this in the media.
 - i. Questions for Michelle
 1. What does the term “child care” include - does child care also include tutoring, after school programs, etc.?
 - a. Michelle stated that we have the opportunity to fund those. The Governor had allocated some funds into summer programs for this summer and next, mostly related to academic remediation. There have been some modest strides, but it will be a part of an ongoing conversation.
- V. Chief Executive Officer’s Report
- a. Tri Share has been a primary focus in the last few months since the last public meeting. The unemployment rate for women is 4x higher than it was pre-pandemic and 136,000 women have left the workforce. The hope is that this is one innovative public-private partnership that will help remove a barrier to employment for families. A program manager with subject matter expertise would be leading the pilot program.
 - b. In addition, there are five commissioners whose terms are up in mid-July, and they are beginning to do the appointments process, but hope that all commissioners can stay involved to the extent that they can.
 - c. Cheryl also acted as an advisor to the establishment of the Wayne County Women’s Commission. It was mentioned that there could be someone from Ingham and Wayne County Women’s Commission to join public MWC meeting, and that the MWC could collaborate with both commissions on a statewide goal.
- VI. Chief Strategy Officer Report
- a. Social media has been very active and MWC website has been updated (made some links easier to find, child care survey report has been uploaded). Shannon welcomes edits and changes to commissioner pages. YouTube channel is up and running. MWC is also active on Facebook, Instagram, LinkedIn, YouTube and are tracking their growth on these platforms.
 - b. There were a few press releases in February and March, including an op-ed published by Commissioner Williams in the Lansing State Journal on women of color in leadership, a letter authored by Commissioner Mandava in the Detroit News focusing on Asian and

Pacific Islander Equal Pay Day, and an op-ed in the Lansing state Journal authored by Charity Dean and Misti Rice regarding funding for child care.

- c. MEC has applied for two AmeriCorps summer Vistas
 - d. The rest of the year will be about getting the message out about child care funding, and DTMB report for public education campaigns
 - e. There is also an aim to do initiatives for Black, Native, and Latina Equal Pay Days
 - f. Questions
 - i. Perhaps commissioner moms could do an op-ed or other related initiative to discuss why to take your children to work day might be different this year.
 - 1. This will be considered in the future.
- VII. Report of Unlocking Opportunities Committee: Commissioner Saunders
- a. Chairwomen Jundy signed a letter to ask the female house legislatures to release funds. Kelli stated that if commissioners have personal relationships with the legislatures, please reach out to them to advocate for those funds to be released
 - b. This committee has also been continuing to work and strengthen resource navigators. Families do not know what they are eligible for to access services, so they will be working on resolving that.
 - c. They are also working to partner with other state and federal level collaborators to advocate for paid leave and caregiver leave
- VIII. Report of Visible Authentic Leadership Committee: Commissioner Williams and commissioner Mandava
- a. Representative Kuppa introduced bill and resolution to increase and report on women in leadership (HB 4597 and 4598), and this committee is now working on a strategy to gain support for the bill and the resolution.
 - b. Iowa is being used as a model for their database housing available appointments so everyone can know when there are available openings. Michigan Community Service Commission is currently creating a database for non-profit board appointments, and Cheryl and Commissioner Mandava are working with them to expand their database.
 - c. This committee is also working with MSU to create a database of locally elected women in MI and anticipate preliminary data in May. The goal is to use this data to create a report for how many women are in local and elected positions. They also hope to participate in outreach to increase number of women in elected and appointed positions to local boards and commissions.
 - d. There have been efforts to create a bipartisan advisory council that would be able to serve as a connection to the legislature.
 - e. There is interest in partnering with a Black Leadership Advisory Commission to particularly focus on growth in leadership positions occupied by women of color.
- IX. Report of Financial Freedom Committee: Commissioner Hendrian
- a. This committee is using the women and MI workforce report and to leverage their initiatives which are - create and implement a business community survey, pay equity bill package, and wrap around services for front liners
 - i. DTMB report: This committee is working on a public education strategy around the DTMB report and asking for MWC help in terms of writing op-eds and town halls
 - ii. Business Community Survey: They have looked at outside funders to fund the survey and have done some brainstorming on whether colleges and universities might potentially partner with them on the survey. Some topics that will be

addressed in survey are pay gaps for women, flexible schedules, stipends, and other family friendly policies as we move to post-pandemic world

- iii. Pay equity bill package: This is an ongoing effort.
 - iv. Pilot program for wrap around services for front liners: \$5 million has been dedicated to the pilot. Have partnered with community colleges to create and distribute a survey that would assess child care services
- X. Report of Committee on Implicit Bias Awareness: Commissioner Bounds and Commissioner Derrer
- a. For Black History month, they did a Black Herstory Month event occurred with partnership of MI Women Forward that was hosted Faye Nelson. The event was centered around the importance of intersectionality
 - b. For Women's History Month, some events included a proclamation from the Governor, Commissioner Williams and Commissioner Mandava's written pieces, and an event called the Future is Female.
 - c. The 21-day equity challenge has been put on hold for now, but there has been continued conversation with other groups about how they might facilitate a challenge themselves
 - d. Commissioner Mandava and Meneely will be co-chairing the committee as Commissioners Derrer and Lambert-Bounds are coming to the end of their term. There are openings on the committee, so there is the opportunity for others to serve as well.
- XI. Old Business
- a. None
- XII. Approval of the Minutes of January 26, 2021
- a. Commissioner Lambert-Bounds motioned, Commissioner Mandava second. Minutes approved.
- XIII. New Business
- a. Next Meeting: Tuesday, August 17, 2021
- XIV. Ex Officio and Liaison Reports
- a. Courtney Pendleton from LARA
 - i. Newly created child care licensing bureau
 - ii. Governor Whitmer issued an executive order requiring implicit bias training for health care providers. A draft of training has been issued to legislature
- XV. Public Comment (Public comments are limited to five minutes per person.)
- XVI. Meeting Adjourned