



MWC Quarterly Public Meeting Notes

BasBlue Detroit, MI

Tuesday, April 12, 2022, at 1:00 p.m.-3:00 p.m.

I: Call to Order and Roll Call @ 1:15 p.m.

- Commissioners Present: Misti Rice, Dr. Tracy Joshua, Kelli Saunders, Faye Nelson, Dr. Geneva Williams, Vivian Pickard, Tamara Faber-Doty, Charity Dean, Dr. Sabala Mandava
- Commissioners Absent: Whitney Gravelle, Danielle Atkinson, Karin Hopman, Muna Jondy, JoAnn Chavez, Katie Horvath, Karin Hopman
- Guests Present: Kim Trent, Steffany Muirhead
- Staff Present: Cheryl Bergman
- Interns Present: None

II: Approval of Agenda

- Everyone in Favor
 - Agenda Approved

III: Guest Speaker: Kim Trent, Deputy Director of Prosperity, Labor & Economic Opportunity (LEO)

- Kim Trent discussed the various departments and programs within LEO that she currently manages; The Women's Commission, Sixty by Thirty, MI Stem, The Office of Global Michigan, Black Leadership Advisory Council (BLAC), and the Michigan Poverty Task Force (PTF). Policy recommendations were made on behalf of BLAC as well as the PTF to the governor's office.
- The Earned Income Tax Credit (EITC) is in one of the recommendations in the PTF report.
 - Kim stated she is very passionate and excited about EITC returning and she also stated the governor is also in support of this recommendation and momentum is being received on both sides of both political parties.
 - Kim stated that it is possible that the EITC will be back up to 20% and possibly higher.
- Kim also described her role as the Diversity Equity and Inclusion (DEI) officer, and she expressed her gratitude for Meghan Bergman and Whitney Gravelle's participation in LEO's Lunch & Learn during the month of March as we celebrated women.

- Kim also informed the commission that April was Diversity month and described that LEO staff would receive daily emails titled “Word of the Day” on why certain words/phrases should not be used in the workplace.
- Kim acknowledged that April was also National Arab American Heritage (NAAH) Month and that we would commemorate NAAH during our April Lunch & Learn.
- Kim mentioned “Futures for Frontliners” for anyone who is 25 or older who wants to receive free tuition to receive an associate degree and how that information was shared with Cheryl Berman and her team.
- The Office of Global Michigan works with immigrant people and approximately 48 percent of them are low income.
 - Kim described Poppy Hernandez, as an energetic director of Global MI who is currently looking at innovative solutions on how immigrant parents can come to Michigan and live here comfortably.
- Questions:
 - How is DEI being threaded through operations, procedures, etc.?
 - Trying to embed the strategic plan into actual actions by evaluating services and how we can put together equitable resources such as tools and its impact. Looking at strategies to evaluate the effectiveness of our programs and we’ve started conversations with DEI experts.
 - Is there DEI support in various counties and cities outside of the state government?
 - No unfortunately, we do not. However, the governor has ensured that each state department has DEI officers. Governor Whitmer has been very intentional about threading diversity and inclusion throughout every department and the DEI officers from department collaborates monthly with each other.
 - What’s going on with the Appointments Division?
 - The Appointments division is in the Governor’s office. However, Poppy Hernandez, is the director of Equity and Inclusion as well as the Office of Global Michigan, and she is a cabinet member and she has recently been assigned to LEO. Kim stated with Poppy in place there will be more woman of color on corporate and state boards and the governor is very supportive of that effort. Filling positions can be delayed sometimes in state government to accommodate different areas (i.e., rural) so, that there is a broad and diverse representation because the governor is really trying to be very intentional about having more women and more diversity on boards.

Guest Speaker: Carmen Carter, Chairwoman of Wayne County’s Women Commission 6th District

- The Wayne County Women’s Commission is a newly formed commission. Nineteen women were appointed by the current fifteen commissioners. Former Wayne County Commissioner Sharon Edna Bell was present at the meeting. In May 2021 Maryann Lee a former city of Detroit employee met to bring women together and it dissolved.

Women's wellness & health care must be essential to focus on how to make partnerships, stimulate growth and bridge gaps in childcare, housing, education mental and physical health. The current commissioners have a variety of experience and professions across most areas to advance the women of Wayne County. Chairwoman Carter stated there's a lot of work that remains to be done and four committees were established to accomplish their mission vision and core values. In 2021 the four COVID Recovery committees (via Zoom) were established: 1. Economic & Housing 2. Education & Childcare 3. Mental Health 4. Physical Health.

- During Women's month the Mental Health Committee presented a mental health summit on "My Struggle is Your Struggle". There was a panel of female mental health professionals who highlighted why mental health wellness must be a focus in Wayne County and beyond. A mental health resource list is being created for women seeking counseling and other resources.
- All women are encouraged to support the commission in anyway possible.
- Chairwoman Carter closed her presentation by providing a story about an article she read online about men talking to one another and asking each other about what's the next best step on the ladder and how high should they climb and of course the men told one another how to reach the next step. The moral of the story is "we need to talk more to each other and know that we have not because we ask not"! She encouraged everyone to start asking and asking until the answer is yes. Commissioner Carter can be reached at (586) 585-6949.

Questions:

- Are there any short and long-term goals for the commission and how we can be supportive?
 - The commission would like the support. The commission is not even a year old yet, and the commissioners' terms are only two-years which is one reason why they activated the COVID committees. Chairwoman Carter provided an example of an exercise she participated in at a conference where the attendee's were asked a variety of questions such as nod your head if you've been divorced, nod your head if you've lost a loved one etc., during the exercise, she observed the other women in room shared many of the same experiences she did. Chairwoman Carter stated women have more commonalities of trauma than not and this is why it is critical to address mental health issues.
- How long are the terms and how are they advertising?
 - Two years which is not a long time. Some state terms on boards are three years or longer. The commission is still establishing themselves and looking at using different strategies in terms of social platforms

however, indicated that they're trying to get to know each other and work out the kinks of establishing the commission.

IV: Chief Executive Officer's Report: Cheryl Bergman

- Wayne County Women's Commission:
 - Cheryl is very excited about the Wayne County Women's Commission. Cheryl stated that there are now two local women's commissioners in the state of Michigan and they are located in Ingham and Wayne counties, and she would love to see more women's commissions established throughout the state. Cheryl stated that she is more than willing to help get other commissions started. Cheryl thanked both Kim Trent and Carmen Carter for their presentations.
 - MI-Tri Share Pilot Program: The idea for Tri Share is that an employer pays 1/3 of childcare, the employee pays 1/3 of childcare and the State of Michigan pays 1/3 of childcare. This pilot was launched in March of 2021 with three pilot regions. 1.1 billion of funding was provided with bi-partisan support in the Michigan legislature which is amazing. In the FY-February 2022 more funds were provided to expand the pilot so now Tri-Share is working in fifty-nine counties and the city of Detroit. 10 pilots are funded by the State of Michigan, and three are currently funded by foundations. Our very own Commissioner Faye Nelson who is with the W. K. Kellogg Foundation is funding pilots in the cities of Detroit and Battle Creek. Denise Smith is no longer with the Balmer group however, they are also funding two pilots "Hope Starts Here" and "Everybody Ready" in the city of Detroit and there's another opportunity in Southeast Michigan. The commission is looking for a pilot either in Oakland, Wayne but outside of Detroit or Macomb counties. She welcomes ideas and the Balmer pilot goes through March of 2023, so the commission is eager to get a pilot moving.
 - A question was asked if there was any conversation about the Mott Foundation assisting for the city of Flint and Cheryl responded there has not been any conversation, but she welcomes the conversation. Cheryl also stated there is one pilot that covers Genesee County.
 - The women's commission had conversations with women around the state in 2019. What she learned is that women had concerns about economic security stability, and childcare was at the top of the list regardless to where they visited, and this was before the pandemic hit. Since the pandemic luckily, the business community and policy makers are starting to look at childcare as an economic driver verses a family decision so, this is why the women's commission identifies childcare as one the biggest priorities. The commission received data from the Michigan Department of Technology Management and Budget indicating at the end of 2020 approximately 136,000 women had left the workforce entirely in the state of Michigan and by the end of 2021, the number increased to 200,000 for women who stopped looking for work. There is some National data but, not specifically for Michigan that shows the lack of affordable accessible childcare, along with providers and schools shutting down due to the pandemic, that women have decided to just stay home to teach their own kids and to stay safe.

- Although the numbers don't sound huge the numbers are growing especially with all of the new pilots. The first 3 pilots of Tri-Share that have been working for a year, currently have 40 employers signed up; 32 families enrolled, and 34 children being served. Some of the challenges are eligibility for families and the commission is currently looking at United Way's term of Asset Limited Income Constrained Employed (ALICE) population. This means they make too much money to qualify for the childcare state subsidy, but they still struggle with getting childcare. Another challenge has been with identifying eligible employers and having them sign on. The first three pilots began in the rural areas: Northwest MI, Grand Traverse area, Muskegon, and Great Lakes Bay regions. The employers are having problems enrolling them because they can't find licensed providers in those areas and the license can be in-home or in a facility, but the provider must be licensed by the State of Michigan.
- The Michigan Department of Education recently announced a one hundred-million-dollar allocation to help create more childcare providers to help stabilize the providers they have now. Hopefully, the childcare desert can be solved within the next couple of years.
- Are they providing any education for those who want to become licensed?
 - Yes. The Licensing and Regulatory Affairs (LARA) Courtney Adams from LARA provided the following information. They are very committed to helping people become licensed. They have 8 different resource fairs coming up during the spring. They are waiving fees and providing incentives to license people. The resource fairs will begin in Petoskey, MI on 4-23-22 and she encouraged the audience to visit the LARA website as well as the Tri-Share website at www.Michigan.gov/tri-share for more information.
 - LARA is looking at re-opening other centers and assisting with new ones. One of the challenges that remain involve lack of employees.
- On March 21, 2022, the Commission launched the statewide Economic Recovery Tour along with Governor Whitmer, via Zoom. They discussed Tri-Share among other things that you'll hear soon from the other committee members. There's a quick survey on the front page of the commission's website @ www.Michigan.gov/MWC please share the site with others. The survey talks about where are women now; how can they help and taking the survey just helps the commission make any necessary revisions to make sure they are on track. Additional tours/updates will be forthcoming but, will mostly depend on the governor's schedule.

V: Chief Strategy Officer's Report: Shannon Garrett

- Shannon Garret was unable to attend the meeting and Cheryl Bergman presented on her behalf.
- They are working to administer a Fostering Access Rights and Equity (FARE) Grant which is an ongoing grant from the US Women's Bureau to help connect low wage-earning women access the benefits they are eligible to receive. Work is currently under way to do this on two tracks: (1) direct outreach with contractual partners (2) virtual

education campaigns through webinars and social media. We are currently partnered with Detroit Disability Power, Mothering Justice, and United Way for Southeastern Michigan.

- Training begins this month for the MI FARE navigators.
 - Navigators are people who are hired to do the direct outreach to meet women where they are i.e., beauty salons, schools etc.
 - The webinar and social media series will begin this summer and Shannon will share more details with the commissioners closer to the launch and she ask for your help in pushing the information to market to your networks.
- Shannon also worked on the E-Newsletter which was launched in January of this year with a special edition for Women's History during the month of March, and the second quarter edition will be issued in April. The intention is to publish the newsletter a couple of weeks ahead of the quarterly public meetings, and each update includes information on the women's economic recovery tour, FARE grant, Tri-Share, and links to the #MIWomenWednesday videos which features women leaders in Michigan. The governor did one and Joselyn Benson did one too so, please check out those videos.
 - Please let Shannon or Cheryl know if you did not receive your newsletter.
- There are two student assistants. Gabby Sheets remains in her full-time AmeriCorps VISTA position until the fall and acts as the social media and events coordinator.
 - The interns from last summer will return and they will remain in paid positions until January 21, 2023. Because of these hires there will not be any upcoming postings for these positions.
- The commissioners were sent a link to all of the media hits since January of this year up to the end of March.
 - It's an extensive list and there was a lot of media around the Tri-Share expansion. Dr. Geneva will talk about the media attention we just received around the partnership with Michigan State University and the Gender Center. Cheryl stated in terms of social media the MyWomenWednesday and Self-Care Saturday continues.
- If the summit on mental health that Carmen Carter mentioned earlier was recorded Cheryl would like it posted on the Self-Care Saturday social media platform.
- Shannon will share social media audience and tracking data at the next quarterly meeting in August.

VI: Report on Unlocking Opportunities Committee: Commissioner Kelli Saunders

- The committee's background is to remove barriers to work for women. This could include working with state departments or even businesses and the community to assist women.
- The committee's work has been very heavy, and the primary focus has been childcare. They continue to work with the governor's team, lobbyist, and stakeholders where they participate in bi-weekly calls and receive updates on what's next for childcare.
 - They are actively engaged with working with the legislature and the 1.4 billion dollars that was confirmed by the legislature the committee had a huge hand in getting that bill across the finish line and they are very proud of that work. There is a house package of bills that went through that works on regulatory reform for

childcare which is currently sitting with the senate, and they are hoping to assist in moving those bills across the finish line as well. T

- he committee is very grateful and thankful to Cheryl for all that she's doing as well as others who stepped up and helped to get the money allocated. They will not be satisfied with the work until every community is serviced. Making those connections is what needs to happen next.
- Having Tri-Share in 59 counties within a year is incredible. Commissioner Saunders would like for you to continue to spread the word about Tri-Share within your network especially within the business community.
- The committee is working to get more employers enrolled and they are excited about the women's economic recovery tour and what's happening in childcare.
- There are more conversations being had about Caregiver Leave bill which is also one of the pillars of this committee as well. The governor issued an executive order when she took office to allow more opportunities for employees to take Caregivers Leave and would like to see that happen in the business community as well. The committee plans to keep their ears to the ground and begin that work as well.
 - Are we actually doing any evaluations on actual measurements and the impact it's having?
 - According to Cheryl they are currently working with an outside evaluator. They are collecting data on the families that are using Tri-Share, and how many kids and what's their income.
 - They are also doing in person focus groups and interviews with employers and employees as well as facility hubs.
 - The evaluators will have the data ready in September 2022 so, the results should be available at the October meeting and if the report is available before then Cheryl will share it.
 - Cheryl is hopeful to see the real impact that they're having on families.
 - Is this the baseline or will families and employers be tracked over time?
 - Yes! They are taking a hard look at the first three pilots that started last year and using that information. Per the legislature the pilot's had to be a in a suburban area, and rural areas, and they will focus mainly on those areas and project how the others will go.
 - Cheryl stated the data is very intentional. However, she's not sure if race is being tracked however, income, age of the children, as well as if children are in licensed homes or licensed facilities. They are trying to gather as much information that they can because having specific data will attract more funds as well as sustainability.
 - How is the cost of living impacting the families who need childcare especially with the food cost increasing etc.?
 - Cheryl thought it was good question but, was uncertain how to answer. Perhaps it could be a part of the evaluation.

- Cheryl was unaware if childcare cost increased however, everything else has increased so she assumed that childcare would have increased also. So far, it's working but she will know more later this year.

VII: Report on Visible Authentic Leadership Committee: Commissioner Dr. Geneva Williams

- Commissioner Williams expressed that she feels the energy, authenticity, leadership, and respect that has been shown during the meeting. There's an energy and kinship when the commission is together. The information about Tri-Share was wonderful. This committee brings "real stuff" as they are visible and want to be seen and heard. As women we influence each other through our leadership, and we have a responsibility to each other.
- 2 goals for the committee are as follows:
 - 1. To ensure that women are in leadership positions.
 - 2. To encourage more women to run for elected political office in Michigan.
- The Women's Commission and Michigan State University, GenGen Center collaborated.
 - Over the last year they counted committee seats throughout MI and recognized women are very underrepresented. There are similar studies that show how women are underrepresented in elected municipal offices other research found that only 27 percent of women hold county commission seats in Michigan's 83 counties.
 - 90 percent of Michigan's county commissioners are men.
 - Roughly 1 & 6 of Michigan county commissions had no women members in 2021.
 - That study was released and during the committee meeting, the efforts were primarily on what they going to do once the results came out. There have been several media stories about this data, and the list was sent to the commissioners.
- Part of the committee's effort will be outreach over the next year to get more women to run for office.
- The Appointments Project is still alive.
 - Commissioner Williams share the committee presented a PPT presentation using the state of Iowa as a model where they have a technology-based system where they can identify and match a person's interest accordingly. However, the concern is if this technology is used here in Michigan, where it would be housed, and she shared it needs to be in a place that is not impacted by a change in government administration. Ingham County Women's Commission is looking to pass a resolution regarding this matter. Perhaps this is something the Wayne County's Women Commission can also take a look at.
- A meeting was held with the Bi-Partisan Female Legislatures Council within Michigan with Co-Chairs, Democratic Representative Padma Kuppa, and Republican Representative Julie Callie.
 - Cheryl, along with Commissioners Kellie Saunders and Tracy Joshua were present at the meeting. Commissioner Saunders was instrumental in helping to put the meeting together. Cheryl was thrilled to have put this type of meeting together because there are things that they can work on as women together that are important. For example, last summer they brought this group together to

discuss how they were going to spend childcare dollars and that helped put the legislation through.

- The next meeting is on June 8, 2022, at the Capitol in Lansing. Cheryl asked for feedback from the commissioners who attended the meeting.
- Commissioner Joshua thought the information was great and stated anything that impacts women impacts everyone. One initiative is younger women marrying older men and being taking advantage of another issue was around Portable Potties for women who work in construction. Commissioner Saunders also thought the meeting was insightful and learned that both parties agreed on more than they disagreed on. This also gave the Women's Commission exposure because some people were unaware that the commission was working on these issues. Both representatives (Callie and Kuppa) are very good friends, although they sit on separate sides of the aisle, they try to find reasons to work together, and this is how the council got started.
- Filing deadlines are as follows: April 19th -State Board of Governors, May 3rd is the Precinct Delegate, and the School Board Commission deadlines are in July 2022.

VIII: Report on Financial Freedom Committee: Commissioner Faye Nelson

- Commissioner Nelson joined Commissioner Williams by saying that the commission is such a great conversation with women. She was on a previous panel, and she reflected on the power that women have and how unfortunate the trauma in our lives often disconnects us. She encouraged us to look at the Sister Girl Magic. As a member of the Kellogg Foundation, she is very intrigued about the conversation related to Tri-Share. She provided examples of her four daughters and how she encourages them to be economically independent. She shared an example about how her second daughter pays approximately \$250.00 per child per week and how expensive it is even as a married couple for childcare. Childcare is a huge responsibility and Kellogg is honored and proud to be a partner of Tri-Share. Commissioner Nelson stated the Kellogg Foundation is sponsoring the Policy meeting at the Detroit Regional Chamber and her president will be talking about Tri-Share. It's a big deal when employers are agreeing to pay a third of childcare along with the other partners. Commissioner Nelson plans to continue to share this information with others.
- When thinking about the importance of economic security the last Pay Equity meeting was held in December 2021 and on November 17, 2022, per the governor's request, the Kellogg Foundation's president met with critical members of the administration and departments to talk about various pay equity that can be implemented without legislative action.
- Cheryl stated there's been a 12-bill package and it never moves, and the commission is urging a resolution in to encourage employees to have more women on their corporate boards and in leadership. The governor said what can be done without the legislature. A discussion was held with LARA as well as other departments to find out what can be done. What came out of the conversation is that the MI Veteran's Affairs office runs a program that recognizes employers who are friendly to Veterans. So perhaps the Women's Commission or another department in the state government could give recognition to women and families. Perhaps questions could be asked. For example, do you track your pay, do you do anything about it, and it could be voluntary. However,

it could be very costly in updating the system. The best idea was a gold seal awards for employers who are friendly to women and families.

- The Kellogg Foundation will be looking at talent and how to educate the community and employers to get the message out.
- Commissioner Nelson talked about the Mackenzie Survey which gathered data about women in the workplace. It looked at various aspects related to women, and it also invited employers to participate in this survey. She commended Cheryl and other leaders to begin to look and focus on how to recruit more employers.

IX: Report on Committee on Implicit Bias Awareness: Dr. Sabala Mandava

- Commissioner Mandava thanked everyone for their participation.
- She discussed how do health care employers know about childcare? She explained that health care providers are always telling people what to do and most times they do not listen to themselves. However, they know what happens when there's no childcare especially since the pandemic, very few health care providers do what they need to do to take care of themselves.
- As it relates to Implicit Bias, they are still planning to offer the 21-day Equity Bias training quarterly. They have partnered with the Junior League of Grand Rapids, and Alisha McNeely facilitated that cohort along with Shannon Garrett and a second cohort was launched in April with 32 participants. The millennial committee advisor met with Shannon Garrett, and they are continually meeting to expand the 21-day Racial Equity challenges across various companies. She is also looking at trying to have one training cohort in the health system. If a commissioner is interested in co-hosting a cohort, please contact Shannon as the next one is scheduled for September 2022. Commissioner Mandava stated she learned a lot from doing the 21-day challenge.
- There's a Peer Partner program for new commissioners which was to welcome and onboard new members. Please provide feedback on the packet to Shannon or just the program in general. This is internal work and by the August meeting she and Shannon will provide a quarterly update including the new commissioners onboarding packet, continuing to address their own biases as commissioners, and offer learning opportunities to women throughout the state. If anyone is interested in helping to shape any of the proposals, please contact Shannon or Commissioner Mandava.

X: Old Business

- Confirmed Dates and Times for Future Public Meetings
 - Tuesday, August 9, 2022 in Traverse City
 - Tuesday, October 18, 2022 in Battle Creek

XI: Approval of Minutes from November 9, 2021 Meeting

- Commissioner Faye Nelson made the motion to approve the meeting minutes. Everyone in attendance seconded.
 - Minutes approved.

XII: New Business

- No new business

XIII: Next Meeting

- Tuesday, August 9, 2022 in Traverse City

XIV: Ex Officio and Liaison Reports

- LARA-Child Care applications and Start-up cost for Tri-Share there has funding available.

XV: Public Comment

- Edna Bell stated that children's education is being negatively impacted by childcare. It's important to everything we do.
- Beverly Smith has a newspaper; Detroit Smart Pages and she's happy to put any Women's Commission information in her newspaper
- Latonya Gater is a licensed Psychologist, and she is the Community and Culture Relations Commissioner of Dearborn Heights, and in her current role she has a direct impact on women and children. She recently hosted a luncheon to support women and children and she is looking to continue to improve the lives of women and children.
- Amanda Klein from United Way expressed her concerns about the need for more women commissioners. Cheryl expressed how they can collaborate to increase establishing more women's commissions.
- Ms. Bacon expressed how informative the meeting was and thanked the commission for allowing her to speak.

XVI: Meeting Adjourned: 3:08p.m.