



**MWC Public Meeting Minutes
Flint, MI
Tuesday, November 9, 2021
1:00 – 3:00 pm**

I. Call to Order and Roll Call

- Commissioners Present: Chair Muna Jondy, JoAnn Chavez, Charity Dean, Tamara Faber-Doty, Karin Hopman, Katie Horvath, Vivian Pickard, Misti Rice, Kelli Saunders, Geneva Williams
- Commissioners Absent: Danielle Atkinson, Whitney Gravelle, Tracy Joshua, Faye Nelson, Sabala Mandava
- Guests Present: Maryum Rasool and Linnell Jones-McKenney of Sylvester Broome Empowerment Village
- Liaisons Present: Alexis Lupo, Erika Hoover
- Staff Present: Chief Executive Officer Cheryl Bergman, Chief Strategy Officer Shannon Garrett
- Interns Present: Gabrielle Sheets, Rachael Bailey

II. Approval of Agenda

- Commissioner Saunders moved; Commissioner Rice seconded. Agenda approved.

III. Guest Speakers: Maryum Rasool and Linnell Jones-McKenney of [Sylvester Broome Empowerment Village](#) (SBEV)

- Rasool shared a 2019 video about the SBEV and gave a presentation on the importance of the SBEV for empowering Flint youth.
- Jones-McKenney discussed her background and inspiration for developing a youth center in Flint.
- SBEV started serving 500 families in 2017, then 7,000 families in 2018, and now 9,000 families served today. Mission is to cultivate leadership capacity in youth to transform Flint into a just and equitable city. SBEV offers free year-round programming. SBEV programs concentrated in Academics, Athletics and the Arts are taught by local professionals.
- Questions:
 - How is SBEV funded?
 - Rasool: Grant funding and individual donors, renting space, building tenants.

- Do families pay for services?
 - Jones-McKenney: No; programs free to all local youth.
- How many kids do you see per day?
 - Rasool: We've capped at 150 kids per day during the ongoing COVID-19 pandemic; were at about 300 kids per day before the pandemic.
- What about during the summer months?
 - Jones-McKenney: We run a six-week summer camp program.
- Guests excused.

IV. Chief Executive Officer's Report, CEO Bergman

- Bergman congratulated present Commissioners Dean and Chavez, and absent Commissioner Nelson, for being named to the 100 Most Influential Women in the State by Crain's Detroit Business.
- The MI Tri-Share Child Care Pilot Program is being expanded. \$2.5M included in the FY22 state budget to expand the pilot, allowing a Request for Proposals to add four more regional facilitator hubs. The W.K. Kellogg Foundation awarded the Commission a grant to add two additional hubs, and another private funder is interested in funding another two hubs, bringing the potential total to 11 regional facilitator hubs in the pilot in 2022. Goal is to announce new hubs in December and early January. Looking to complete an independent evaluation of the program by Fall of 2022.
 - Questions:
 - Do the dollars follow the employer, employee, or child care facility?
 - Bergman: Each facilitator hub is given \$300,000 total to cover the state's one-third contribution toward child care costs for that region. (Each hub is allowed to take a small portion of that total to cover administrative costs.) The hub collects the one-third contributions from the employer and employee, and combines with state's third of the cost to give one payment to that employee's child care provider. Neither the employee nor the provider needs to be located within that regional hub's geographical boundaries, but the employer does.
 - How would organizations come together to put something together or to submit a proposal for Genesee County?
 - Bergman: Identify an organization willing to take the lead as the named facilitator hub and work with organizations to collect letters of intent from regional employers to submit with the proposal.
 - Have we budgeted the amount for employers accurately with the labor shortage in relation to child care providers?
 - Bergman: The amount per region comes from the legislative budget, but we have run into the child care shortage as an issue in the Great Lakes Bay Region. The independent

evaluation will reflect availability issues as part of a larger problem needing attention.

- General group discussion about labor shortages and child care availability issues, immediate employer needs, the FY22 budget included funding to create more child care and increase pay for child care providers and staff, and ways to accelerate an increase in availability.
- The Commission plans to launch a Women's Economic Recovery Tour in March and will include virtual and in-person events. The goal is to return to regions where the Commission held Gender Equity Conversations in 2019-20, as well as some additional regions, to discuss progress made on issues raised in the original conversations and to address new economic concerns for women and what women need to financially recover from the pandemic.

V. Chief Strategy Officer's Report: CSO Garrett

- The Commission was awarded the Fostering Access, Rights and Equity (FARE) Grant from the U.S. Department of Labor Women's Bureau. This \$350,000 grant is intended to help low-wage-earning and marginalized working women access benefits they may be eligible for under the American Rescue Plan and to understand and access their workplace rights. The Commission applied for the grant in partnership with Detroit Disability Power, Mothering Justice, and the United Way for Southeastern Michigan to train MI FARE Navigators for direct outreach in southeast Michigan. The Commission will reach the rest of the state through a 15-month webinar series and social media education campaign. Michigan's FARE goal is to reach 50,000 women with this information through both the MI FARE Navigators and the virtual campaign.
- Garrett is continuing to represent the Commission in workgroups on workplace strategies, the Poverty Task Force, child care, reproductive rights, and other issues.
- The Commission is continuing to find ways to address staffing needs. Courtney Louis has been contracted as program analyst for the Tri-Share program. Thanks to support from the Michigan Community Service Commission, former intern Gabby Sheets has been awarded a full-time, year-long AmeriCorps VISTA position with our Commission. Research underway to see if the Commission can use FARE Grant, Tri-Share, or other Commission budget funds to hire current three volunteer interns as paid student assistants.
- A draft annual report to the Governor was shared with Commissioners, which includes all events, published op-eds, and media hits for the past year. This document will be updated and delivered to the Governor early next year.
- For digital updates, the Commission now has two new vanity URLs: Michigan.gov/tri-share, where all information about the Tri-Share program will live, and Michigan.gov/FARE, where recorded webinars and resources resulting from the FARE Grant will live. The #MIWomenWednesday video series has launched across the Commission's social media platforms, featuring Commission-produced videos about women in leadership around the state. One of the current interns has taken up

graphic design for the Commission's social media needs. VISTA Sheets has begun formally tracking the Commission's social media audiences and Garrett will be sharing data at future meetings.

VI. Report on Unlocking Opportunities Committee: Commissioner Saunders

- Saunders discussed how the main pillar of the committee has been child care and thanked CEO Bergman and CSO Garrett for their work on this pillar.
- Saunders shared a copy of the Commission's recommendations for the Governor that resulted from last fall's [Survey of Child Care Use During the Pandemic](#) to demonstrate that nearly every recommendation has been completed or is currently in progress, and commended the committee and the Commission for their roles in helping the state accomplish a lot of game-changing policy changes in a short amount of time.
- Saunders discussed the child care stabilization grants coming from the FY22 state budget and how they are being deployed by the administration to shore up and build up licensed child care around the state. License-exempt providers are not eligible for the stabilization grants yet, due to restrictions on the federal dollars being used for the grants, but the administration is working on ways to expand stabilization to these providers. The FY22 budget also increased the number of families eligible for the state's child care subsidy, and the MI Bridges portal has been updated for subsidy enrollment applications. The administration plans a push for increased enrollment starting next week. This will also be a primary goal of the Commission's FARE Grant work.

VII. Report on Visible Authentic Leadership Committee: Commissioner Williams

- Williams reported that the committee is moving forward with the boards and commission appointments project. They had a good conversation with Iowa's appointments project and talent bank, which is like a match.com for women and open board and commission seats, and Iowa wants to share this information with Michigan. The Commission is partnering with the Women's Official Network about the potential of hosting this database. Williams asked if Commissioners have other ideas about where to house this appointments database, to share them with CEO Bergman.
- Williams reported that the project with the MSU Center for Gender in Global Context (GenCen) to research the numbers of women elected to county commissions in Michigan is complete. The Commission and GenCen will likely partner to announce the findings in early 2022. GenCen plans to look into school boards next.
- Williams reported that the professional organization Inforum will host a conference in Detroit next year. The Commission is hoping to have a spot in the conference to talk about women in corporate leadership positions.
- Williams shared CEO Bergman's news that the Governor has requested policy recommendations she could implement that would help increase the number of women on corporate boards and c-suites in Michigan without legislative actions needed.

- Williams reported that discussions are moving forward with our legislative partners to potentially create a formal Bipartisan Women’s Legislative Caucus. The Commission has proposed that it would provide administrative support for the Caucus, to schedule meetings, draft agendas, share notes, and move the work forward. Goal will be to align Caucus meetings with Commission quarterly meetings and assist legislators in finding measures to work together on across parties and chambers.

VIII. Report on Financial Freedom Committee: CEO Bergman presenting for Commissioner Nelson

- Bergman reported that the committee met with McKinsey & Company to discuss McKinsey’s annual Women in the Workplace report. McKinsey shared that if a statistically significant number of eligible Michigan employers participate in the next survey, then McKinsey can pull Michigan-specific data from next year’s report to share with the Commission. The committee is meeting in the first week of December to determine how to move forward with this project and how the Commission might help recruit employers to participate in McKinsey’s survey.
- Bergman reported that the Governor is looking for policy recommendations in relation to pay equity. One avenue being considered is a “gold seal” for employers using best practices to address pay disparities and gendered pay gaps.

IX. Report on Committee on Implicit Bias Awareness: CSO Garrett presenting for Commission Mandava

- Garrett shared that the committee is moving into its next phase as the founding Commissioners have termed off and the committee has achieved its primary goals. The committee currently has representation from all three Commission policy committees, but no current Commissioners could attend the last meeting and a co-chair is still needed to serve alongside Commissioner Mandava.
- Garrett reported that the Commission intends to continue offering the 21-Day Racial Equity Challenge in 2022, with learning cohorts in February, May, September, and October. Any Commissioners who have not yet taken the challenge are encouraged to participate, and cohort hosts are needed from Commissioners who participated in a previous challenge.
- Garrett reported that the committee launched the Commission’s new “peer partner” program to help onboard and welcome new Commissioners, and that the Orientation Packet for new Commissioners is being updated and finalized.
- General group discussion about next steps for this committee’s work now that primary goals achieved, how to embed this committee’s values and work into policy committees, and how to operationalize the Commission’s ongoing racial bias awareness workshops.

X. Old Business

- Bergman confirmed dates and cities for 2022 public meetings and requested help from Commissioners in those cities to secure meeting locations:
 - Tuesday, January 25, 2022, in Lansing

- Tuesday, April 12, 2022, in Detroit
- Tuesday, August 9, 2022, in Traverse City
- Tuesday, October 18, 2022, in Battle Creek

XI. Approval of Minutes of August 17, 2021 Meeting

- Commissioner Dean moved; Commissioner Saunders seconded. Minutes were approved.

XII. New Business

- No new business.

XIII. Next Meeting

- Next public meeting is in Lansing on January 25, 2022. CEO Bergman will secure location.

XIV. Ex Officio and Liaison Reports

- Erika Hoover from Michigan Veterans Affairs Agency (MVAA):
 - Hoover shared that the Michigan Women's Commission helped MVAA raise \$7,000 through the Women Veterans 5K for the Eisenhower Center to help women veterans. Hoover also reminded the Commission that Veterans Day is on Thursday, and MVAA has videos available for sharing on social media. The MVAA's "She's a Veteran" campaign has had 5M views so far. Hoover shared that MVAA is working on a women's veterans conference for next year and Hoover is looking to connect with the Commission specifically around child care on the agenda.
- Alexis Lupo from Michigan Licensing and Regulatory Affairs (LARA):
 - Lupo shared that new rules for healthcare field now require implicit bias training, and that LARA's child care licensing bureau partners with the Commission's Tri-Share program.

XV. Public Comment (Public comments are limited to five minutes per person.)

- No public comment.

XVI. Meeting Adjourned