



Michigan Women's Commission Public Meeting Minutes
Battle Creek, MI
Tuesday, October 18, 2022
1:00 PM-3:00 PM

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I. Call to Order and Roll Call

- Commissioners Present: Chair Dr. Sabala Mandava, Danielle Atkinson, Lisa Cawley, [Tamara Faber](#), Karin Hopman, Muna Jondy, Dr. Tracy Joshua, Faye Nelson, Vivian Pickard, Kelli Saunders, Sue Townsel, Dr. Geneva Williams
- Commissioners Absent: Charity Dean, ~~Tamara Faber~~, Katie Horvath, Misti Rice
- Guests Present: Howard Walters of W.K. Kellogg Foundation, Becca Erskine of Kellogg Company, Kathleen Moore of Battle Creek Shared Services
- Staff Present: Chief Executive Officer Cheryl Bergman, Chief Strategy Officer Shannon Garrett

II. Approval of Agenda

- Agenda approved by consent.

III. Guest Speakers: Chair Jondy welcomed two separate speakers to present at the meeting:

- Howard Walters of W.K. Kellogg Foundation presented on the foundation's findings about the impact of the COVID-19 on working women and families in Michigan, as well as policies and programs the foundation is pursuing to support women in the workforce.
- Becca Erskine of Kellogg Company presented on the company's efforts to increase equity, diversity and inclusion, including strategies employed to increase representation in management positions and to ensure pay equity.

IV. Chief Executive Officer's Report: CEO Bergman

- Bergman shared updates on Commissioners in the news, including Commissioner Dean receiving a Shining Light Award for exemplary regional leadership, Commissioner Rice named to Crain's Notable LGBTQ in Business list, Commissioner Pickard named to Ebony Magazine's Power 100 List as a Business Disrupter, and Chair Mandava named to Hour Magazine's Top Docs list.
- Bergman also noted the Commission had a commentary article placed in Crain's Detroit Business authored by Chair Mandava and Susan Corbin, director of the Michigan Department of Labor and Economic Opportunity, titled "[Family-friendly policies can help ease labor shortages](#)," on September 26.
- Bergman reported that the Michigan Women's Commission Bipartisan Legislative Council (Women's Council) will pursue new quadrant co-chairs following the election. The Commission is

working with the Governor's office to plan a reception for all women legislators early in 2023, and the first Women's Council meeting will be held soon after that reception.

- Bergman shared that a recommendation will be discussed under New Business to align the Commission's public meeting schedule with the State of Michigan's fiscal year calendar, and to reduce the frequency of public meetings to twice per year in order to use the Commission's limited budget for other public events, such as March events for Women's History Month and August events for Women's Equality Day. The Commission's statute only requires one meeting per year.
- Bergman reported that the ongoing MI Tri-Share Child Care program continues marketing to employers and employees through paid media in targeted regions statewide. A statewide virtual press conference with updates on the program is scheduled for tomorrow, October 19, and will be carried live on the [Michigan Department of Labor and Economic Opportunity's YouTube channel](#). The program currently has 96 employers participating, covering child care for 130 children. All Commissioners are invited to participate in a Tri-Share Stakeholder Engagement Meeting on October 26 from 2:00-3:30 pm and can register for the meeting link by emailing Bergman. Additional information about the Tri-Share program, including promotional materials, can be found online at www.michigan.gov/Tri-Share.
- Bergman introduced guest speaker Kathleen Moore, Executive Director of Battle Creek Shared Services (BCSS), the Tri-Share Facilitator Hub for Calhoun County.
 - Moore discussed the progress BCSS has made since being selected as a Tri-Share Facilitator Hub, including the development of policies and procedures to recruit local employers to participate and to help get their employees into the program.

V. Chief Strategy Officer's Report: CSO Garrett

- Garrett shared updates on the Commission's MI FARE project, funded by a Fostering Access, Rights and Equity (FARE) grant from the U.S. Department of Labor Women's Bureau. The Commission is on track to meet the goal of reaching 50,000 Michigan women in low-wage-paying jobs with information about workplace rights, public benefits and other opportunities by March 2023. The Commission has held four statewide public webinars – on Michigan's child care subsidy, Michigan Reconnect, adult education programs, and wage and hour laws – all of which are available on the [Commission's YouTube channel](#). Two webinars remain in the MI FARE Webinar Series, covering Registered Apprenticeships in November and Tri-Share Child Care in December. The Commission's MI FARE Navigator community partners – Detroit Disability Power, Mothering Justice and United Way for Southeastern Michigan – will complete their direct outreach by the end of the year. Plans are underway to determine the future of the MI FARE project beyond the current federal grant. Additional information about MI FARE, including links to resources on a variety of topics, can be found online at www.michigan.gov/fare.
- Garrett reported that the State of Michigan is on track to reach its goals of enrolling 40,000 children in Child Development and Care, the state's child care subsidy program. There are currently around 31,000 children enrolled, with the state planning to move into Phase 2 of its outreach campaign after the election.
- Garrett reported that Governor Whitmer has set a goal of bringing 1,000 more child care providers into the field by the end of 2024, and that Emily Laidlaw of the Michigan Department of Licensing and Regulatory Affairs will share more information during the Ex Officio and Liaison Reports.
- Garrett shared that she will host the next cohort of the Commission's 21-Day Racial Equity Challenge from November 1-21, with cohort virtual discussions during lunch hours of November

4, 14 and 21. Garrett asked for Commissioner volunteers to host 2023 cohorts in February, May, September and November. The exact dates are flexible for any 21-day stretch within those months, and mainly require three consecutive weeks that the Commissioner could host an online meeting at the same weekly day and time.

- Garrett reported that the Commission is working on a joint op-ed with Resilience: Advocates for Ending Domestic and Sexual Violence for October's Domestic Violence Awareness Month about how domestic violence effects the workplace and economy.
- Garrett reported that this quarter's Enewsletter was published earlier this month and asked Commissioners to let her know if they are not receiving that stakeholder update.
- Garrett shared that the Commission will be saying goodbye to AmeriCorps VISTA Gabby Sheets in November, to Tri-Share program analyst Courtney Louis in December, and to Student Assistants Rachael Bailey, Olivia Howard and Modupe Olatunji on January 31. The Commission intends to pursue another year-long full-time VISTA Member early in 2023, as well as several 10-week full-time Summer VISTAs.

VI. Report on Unlocking Opportunities Committee: Commissioner Saunders

- Saunders reminded Commissioners that the Unlocking Opportunities Committee focuses on removing barriers to work for women and has previously concentrated most of its attention on child care, especially in response to the challenges exacerbated by the COVID-19 pandemic. The committee is now pivoting attention toward other forms of caregiving, in addition to child care, that present barriers or challenges for women who wish to work, as well as ways to support professional and paid caregivers as a woman-dominated field.
- Saunders shared that the Committee has not met since the Commission's August public meeting, while CSO Garrett works to coordinate schedules between committee members and potential speakers for a meeting in early 2023.

VII. Report on Visible Authentic Leadership Committee: Commissioner Williams

- Williams reminded Commissioners that the Visible Authentic Leadership Committee focuses on increasing the number of women serving in publicly visible leadership roles across sectors, including on public boards and commissions and in elected office.
- Williams shared that the committee met on September 26 to receive updates on the appointments project and the Commission's Bipartisan Legislative Council, as well as to discuss the women's leadership opportunities that may arise from the November elections.
- Williams asked CEO Bergman to show a 10-minute video demonstration of the board and commission appointments project database. This is the database that will provide opportunities to connect public boards and commissions with individuals interested in serving. The video is a portion of the presentation the committee received at its September 26 meeting by Inspiring Services, the database creator. The database will be housed at the Michigan Community Services Commission, which sits on the Michigan Department of Labor and Economic Opportunity's Prosperity team alongside the Women's Commission. The committee is exploring when and how to pilot the database and when and how to market the database to women. The Women Officials Network (WON) is partnering with the Commission to help market the database among women.
- Commissioner Cawley offered her company as a beta tester for the database.
- Williams shared that the committee continues to support the Commission's Bipartisan Legislative Council, as mentioned by CEO Bergman in her report.

- Williams also reported that the committee will be watching the November election results for the number of women elected, since some are predicting that the Michigan Legislature will have the most women ever following this election.

VIII. Report on Financial Freedom Committee: Commissioner Nelson

- Nelson reminded Commissioners that the Financial Freedom Committee concentrates on actions to close wage gaps and increase access to income for more Michigan women.
- Nelson shared that the committee met on October 5 to welcome Commissioner Cawley to the committee, receive an update from CSO Garrett on the MI FARE project, and discuss ongoing committee projects.
- Nelson reported that the committee continues to discuss a statewide “gold star” program to recognize Michigan employers with women- and family-friendly policies, and to explore ways to gather more data on current employer policies. Nelson also thanked Commissioners for efforts in 2021 and 2022 to recruit Michigan employers to participate in the nationwide McKinsey Women in the Workplace study.

IX. Report on Committee on Implicit Bias Awareness: Chair Mandava

- Mandava reminded Commissioners that the Committee on Implicit Bias Awareness is an internal committee to ensure that the Commission works through a lens of equity and with an understanding of the biases we hold. The committee is comprised of the Commission Chair and each committee chair.
- Mandava shared that the committee has not had a need to meet, reporting that CSO Garrett is hosting the November 21-Day Racial Equity Challenge and exploring opportunities to include implicit bias training for Commissioners aligned with a future Commission public meeting.
- Mandava asked Commissioners to consider volunteering to host one of the 2023 21-Day Challenges presented by CSO Garrett in her report.

X. Old Business

- No old business.

XI. Approval of Minutes of August 9, 2022 Meeting

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

XII. New Business

- 2023 MWC Public Meeting Dates
 - CEO Bergman recommended changing the Commission’s public meeting schedule to the State of Michigan’s fiscal year calendar in order to better align Commission funds for meetings, and to reduce meeting frequency to two meetings per fiscal year in order to offer more robust opportunities for Commissioners around each meeting.
 - Bergman suggested the remaining MWC public meeting dates for Fiscal Year 2023 (FY23, running October 1, 2022 until September 30, 2023) as:
 - Tuesday, April 18, 2023, in Grand Rapids
 - Tuesday, September 19, 2023, in either Detroit, Ann Arbor or Lansing, to be determined at April 18 meeting
 - Meeting schedule approved by consent.

XIII. Next Meeting

- Next public meeting is Tuesday, April 18, in Grand Rapids.

XIV. Ex Officio and Liaison Reports

- Emily Laidlaw, Director of the Child Care Licensing Bureau at the Michigan Department of Licensing and Regulatory Affairs (LARA), shared that efforts are underway to implement Caring for MI Future, Governor Whitmer's \$100 million strategy to open 1,000 new child care programs by the end of 2024. LARA is helping achieve this ambitious goal with the recent launch of Our Strong Start, a program focused on recruiting new child care entrepreneurs and helping current child care entrepreneurs expand. The program uses trained navigators to support child care professionals with troubleshooting barriers in the licensing process, addressing concerns about starting or expanding their businesses, and connecting them with grant opportunities. Details can be found at www.michigan.gov/michildcare.

XV. Public Comment

- No public comment.

XVI. Meeting Adjourned