



**Michigan Women's Commission Public Meeting Minutes**  
**Jackson, MI**  
**Tuesday, April 16, 2024**  
**1:00 pm – 3:00 pm**

**DRAFT**

**DRAFT**

**DRAFT**

**I. Call to Order and Roll Call**

- Commissioners Present: Chair Geneva Williams, Vice Chair Sue Townsel, Lisa Cawley, Tamara Faber, Karin Hopman, Muna Jondy, Sabala Mandava Rao, Faye Nelson, Misti Rice, Kelli Saunders
- Commissioners Absent: Danielle Atkinson, Charity Dean, Katie Horvath, Tracy Joshua, Vivian Pickard
- Guests Present: Melissa Gleespen of Consumers Energy, Christina DuVall of Consumers Energy, Trisha Schlegel of Michigan Center for Data and Analytics
- Staff Present: Chief Executive Officer Cheryl Bergman, Chief Strategy Officer Shannon Garrett, Stakeholder Relations Lead Anna Rose Benson

**II. Chair's Remarks: Chair Williams**

- Chair Williams thanked Commissioner Faber and Consumers Energy for hosting the April public meeting and the roundtable to promote pathways to high-wage jobs for women.
- Williams acknowledged the Financial Freedom committee members, Commissioners Joshua (committee chair), Cawley, Jondy, and Nelson for their planning and coordination of the roundtable.
- Williams acknowledged herself, Vice Chair Townsel, and Commissioner Faber for their volunteer involvement with the Girl Scouts of Southeast Michigan (GSSEMI).
- Williams welcomed Stakeholder Relations Lead Benson to the MWC team on behalf of the Commissioners.

- Williams thanked CEO Bergman and CSO Garrett for their work on the release event for the Women in the Michigan Workforce report.

### **III. Approval of Agenda**

- Commissioner Saunders moved; Commissioner Nelson seconded. Agenda was approved by consent.

### **IV. Approval of Minutes of September 19, 2023, Meeting**

- Commissioner Mandava Rao moved; Commissioner Jondy seconded. Minutes were approved by consent.

### **V. Report on Unlocking Opportunities Committee: Commissioner Hopman**

- Commissioner Hopman stated the goals of the committee are to identify and remove barriers that prevent women from working as they choose. The committee has previously prioritized increasing access to high-quality child care and increasing support and resources for all types of caregivers.
- Hopman thanked the previous committee chair, Commissioner Saunders for her leadership on the Commission's child care survey and focus groups during the pandemic and on the MI Tri-Share Child Care Program (MI Tri-Share) pilot.
- Hopman reported that MI Tri-Share is currently transitioning to the Michigan Department of Lifelong Education, Advancement, and Potential (MiLEAP) as a permanent program. The Unlocking Opportunities Committee extends its gratitude to CSO Garrett for championing this transition.
- CSO Garrett shared that MI Tri-Share is currently serving 195 employers statewide, 514 families, and 734 children, and has cumulatively served 202 employers, 646 families, and 959 children since the program began in FY21.
- Garrett reported that MI Tri-Share has engaged Public Sector Consultants to conduct a comprehensive evaluation of the program, with a full report due in June. One preliminary finding they have shared is that child care providers report using the program themselves as an employee retention and recruitment tool – meaning that MI Tri-Share has the added benefit of helping to shore up the child care sector itself, as well as the benefits to other types of employers.
- Hopman announced that the committee will meet soon to consider their next focuses, likely taking up Gov. Gretchen Whitmer's proposed \$5,000 caregiver tax credit and the topic of menopause in the workplace. The committee will review how the caregiver tax credit will relieve and remove the barriers for women balancing caregiving and their careers. A PhD student at Rutgers University is conducting surveys and focus groups to create a menopause-friendly and informed workplace. The committee will review this research, recommend protocols, and help to educate employers statewide.

- VI. 2024 Women in the Michigan Workforce Report Presentation, Trisha Schlegel, Economic Analyst, Michigan Center for Data and Analytics,**
- Chair Williams welcomed Trisha Schlegel to present the main takeaways from the new 2024 Women in the Michigan Workforce Report.
  - Schlegel presented the report's topline, including 1) Michigan women earn less than men, regardless of full- or part-time work, 2) the number of women in the Michigan labor force has recovered more slowly than men, and 3) on average, women in Michigan are more educated than men. (Presentation attached.)
- VII. Report on Visible Authentic Leadership Committee: Stakeholder Relations Lead Benson for Commissioner Pickard**
- Benson stated the goal of the Visible Authentic Leadership Committee (VAL) is to increase the number of women in visible leadership positions.
  - Benson announced a new partnership with the Girl Scouts of Southeast Michigan (GSSEMI), which actively meets some of the VAL committee's goals. Benson explained the multi-prong approach of the GSSEMI partnership engages Girl Scouts of all ages in a virtual speaker series (called Friday Night Live!), in-person badge earning events (called Democracy and Me), and a mentorship program where Girl Scouts are paired with an MWC Commissioner mentor.
  - Benson shared feedback collected from the Girl Scouts on the virtual speaker series and from the first Democracy and Me event, which featured Secretary of State Jocelyn Benson. (Presentation attached.)
  - Benson introduced Dana Dew, Director of the Life Skills Department for GSSEMI, to share more about the partnership and programming.
  - Dew reported that the mentorship program has hosted five events to date, with nine remaining. Dew shared that 155 Girl Scouts, ranging in age from five to eighteen years old, have participated in five programs; more than 76 parents, guardians, and volunteers have attended programs; and all twelve GSSEMI communities have participated, covering the eight counties of Genesee, Lapeer, Sanilac, St. Clair, Oakland, Macomb, Wayne, and Monroe.
- VIII. Report on Financial Freedom Committee: CEO Bergman for Commissioner Joshua**
- CEO Bergman stated the goal of the Financial Freedom Committee is to close gaps and increase access to income for women.
  - Bergman reported that the Michigan Registered Apprenticeship Dashboard Apprenticeship Data Base, created by the Michigan Center for Data and Analytics, shows that of the 20,000 Michiganders enrolled in apprenticeship programs, approximately 10% are women. To address these disparities, MWC launched a roundtable series throughout the state to promote pathways

- to high-wages jobs for women, including apprenticeship programs and educational assistance to get women into these high-wage jobs.
- Bergman thanked Commissioner Cawley for her leadership in hosting the first roundtable, which highlighted Accenture's IT apprenticeship program, and thanked Commissioner Faber for hosting the second roundtable earlier in that day, which highlighted Consumer Energy's skilled trades apprenticeship program.
  - Bergman announced that future roundtables include a partnership with Commissioners Saunders and Dean to discuss entrepreneurship and small business opportunities for women, an event to be hosted by Commissioner Joshua at Kellanova (formerly part of Kellogg Company), and panel at the Michigan Educators Apprenticeship Training Association spring conference in Traverse City. Each roundtable will emphasize the Women in the Michigan Workforce Report and how to create more pathways to high-wage jobs for Michigan women.

**IX. Report on Committee on Implicit Bias Awareness: CSO Garrett for Chair Williams**

- Garrett stated the purpose of the Committee on Implicit Bias Awareness is to provide ongoing learning opportunities for commissioners to identify, acknowledge and minimize implicit bias in themselves and within the Commission's work.
- The primary public learning opportunity that grew out of the committee is the Commission's version of the 21-Day Racial Equity Challenge, adapted with permission from the Michigan League for Public Policy. Approximately 415 women from around the state have participated in the challenge since the Commission started hosting them in the summer of 2020. Due to capacity issues, the Commission has not yet been able to host a challenge in Fiscal Year 2024.

**X. Chief Strategy Officer's Report: CSO Garrett**

- Garrett reported that Stakeholder Relations Lead Benson is now a full-time employee with the Commission and the Commission will not be hosting a new full-time AmeriCorps VISTA in the foreseeable future because of federal funding issues.
- Garrett reported that the Commission published the Fiscal Year 2024's first quarter newsletter on October 12, 2023, and the second quarter newsletter on March 15, 2024. Both can be found on the Commission's website.
- Garrett summarized the Commission's media highlights, including a March op-ed published in the Detroit News authored by CEO Bergman and Susan Corbin, Director of the Michigan Department of Labor and Economic Opportunity (LEO) discussing the women in the workforce report, a Crain's Detroit Business article on the Commission's launch of the higher-wage

roundtables, a USA Today and EdSurge jointly published article spotlighting MI Tri-Share, and a Rapid Growth Media feature on MI Tri-Share.

- Garrett recapped the Commission's major events since the last public meeting. These include a webinar with Attorney General Dana Nessel on Michigan's new address confidentiality law to commemorate Domestic Violence Awareness Month (recording available on the Commission's YouTube channel), the previously discussed Roundtables to Promote Pathways to High-Wage Jobs for Women, the events in partnership with Girl Scouts of Southeast Michigan, CEO Bergman's presentation on menopause in the workplace to Michigan State University's WorkLife Office, CSO Garrett's participation in a national Early Childhood Funder's Alliance webinar to discuss MI Tri-Share, a virtual event debuting the Women in the Michigan Workforce Report with Gov. Whitmer.
- Garrett also shared that Commission staff and commissioners participated in a number of Women's History Month events in March, including Vice Chair Townsel speaking at Canton Township's Women Who Advocate for Equity, Diversity and Inclusion event, Commissioner Rice introducing Gov. Whitmer at a Rosie the Riveter Day event at the Capitol, Stakeholder Relations Lead Benson participating on a Women in Business panel at Michigan State University, and Commissioner Mandava Rao moderating a panel on women's reproductive health with Gov. Whitmer.
- Garrett announced that Commissioner Atkinson will be on a LEO Mental Health Webinar in May to discuss the stress of caregiving, and Chair Williams will be a keynote speaker at the American Association of University Women (AAUW) 2024 Biennial Convention in May.
- Garrett shared that the Commission will request official proclamations from Gov. Whitmer and potential op-ed opportunities for upcoming commemorative dates, including May 5 Missing and Murdered Indigenous Women National Awareness Day, May 20-28 Period Poverty Awareness Week, July 9 Black Women's Equal Pay Day, August 26 Women's Equality Day, and October 2 Latina Equal Pay Day.

#### **XI. Chief Executive Officer's Report: CEO Bergman**

- Bergman gave an update on the Commission's Bipartisan Legislative Women's Council (Women's Council), which is currently focused on maternal health. Bergman reported that the Regional Perinatal Quality Collaboratives (RPQCs) are interested in connecting with legislators to familiarize them with the work being done in their districts around maternal health. The Women's Council chairs will provide their legislative colleagues with information on how to connect with the RPQCs in their districts. Bergman reported on the Commission's efforts to bring awareness to menopause and its effects in the workplace. Bergman shared that the work began when the Commission co-hosted two mental health webinars last May, focusing on menopause and

domestic violence, in collaboration LEO's Mental Health in the Workplace series, noting that while these topics are not directly mental health related, they do effect the workplace and women's mental health. Bergman said that Lorena Disha, a PhD student at Rutgers University, approached the Commission shortly after the menopause webinar to share that she was doing her dissertation on menopause in the workplace. As a result, the Commission has partnered with Disha to create and distribute a survey to learn more about how menopause shows up in the workplace. is the survey results will be used to make recommendations for employers to create a menopause-friendly work environment. Bergman invited Disha to elaborate on the partnership. Disha shared statistics around the cost of menopause to the economy and her preliminary findings from the survey.

**XII. Old Business**

- None

**XIII. New Business**

- None

**XIV. Next Meeting**

- The Commission's next public meeting will be held on October 22, 2024, in Battle Creek.

**XV. Guest Speakers: Melissa Gleespen & Christina DuVall**

- Chair Williams welcomed Melissa Gleespen, Chief Compliance Officer for Consumers Energy, and Christina DuVall, Executive Director of Ethics and Compliance for Consumers Energy, to discuss how Consumers Energy supports women in their apprenticeship programs. Gleespen and DuVall presented on Consumer Energy's "social cohesion" approach that encourages simple micro-connections, practicing fun rituals, teaching bridge-building skills, and leveraging compassionate and restorative actions. (Presentation attached.)

**XVI. Ex Officio and Liaison Reports**

- None

**XVII. Public Comment**

- Ingham County Commissioner Simar Pawar shared about an Ingham County Women's Commission initiative that successfully led the county to place period products in all the county's public restrooms.
- Ingham County Women's Commission Chair, Stacey Mason, shared her support for the Commission's workplace initiatives.

- State Representative Kathy Schmaltz expressed support for the Commission's work and emphasized the importance of women supporting other women.
- CEO Bergman noted that the Ingham County Women's Commission is one of only two county-level women's commissions in the state, and that the Michigan Women's Commission is seeking support to help create more county women's commissions.

**XVIII. Meeting Adjourned**

- Meeting adjourned by consent.

# Women in the Michigan Workforce

March 18, 2024

Trisha Schlegel, Economic Analyst



MICHIGAN  
**Center for Data  
and Analytics**



# Who We Are



The Michigan Center for Data and Analytics provides the state with the expertise to analyze data, understand challenges, and evaluate solutions.

Through data, reporting, and analysis, the MCDA provides partners with the information and insights they need to make evidence-based decisions.

# Women in the Michigan Workforce

## Funding

Director Stephanie Beckhorn from the Office of Employment and Training and other partners in the Michigan Department of Labor and Economic Opportunity (LEO).

## Importance

Women make up just under 50 percent of the Michigan labor force. Addressing issues that impact women's education, earnings, and the ability to participate in the labor force is in the best interest of the Michigan economy.



## Women in the Michigan Workforce

March 2024



# Key Findings

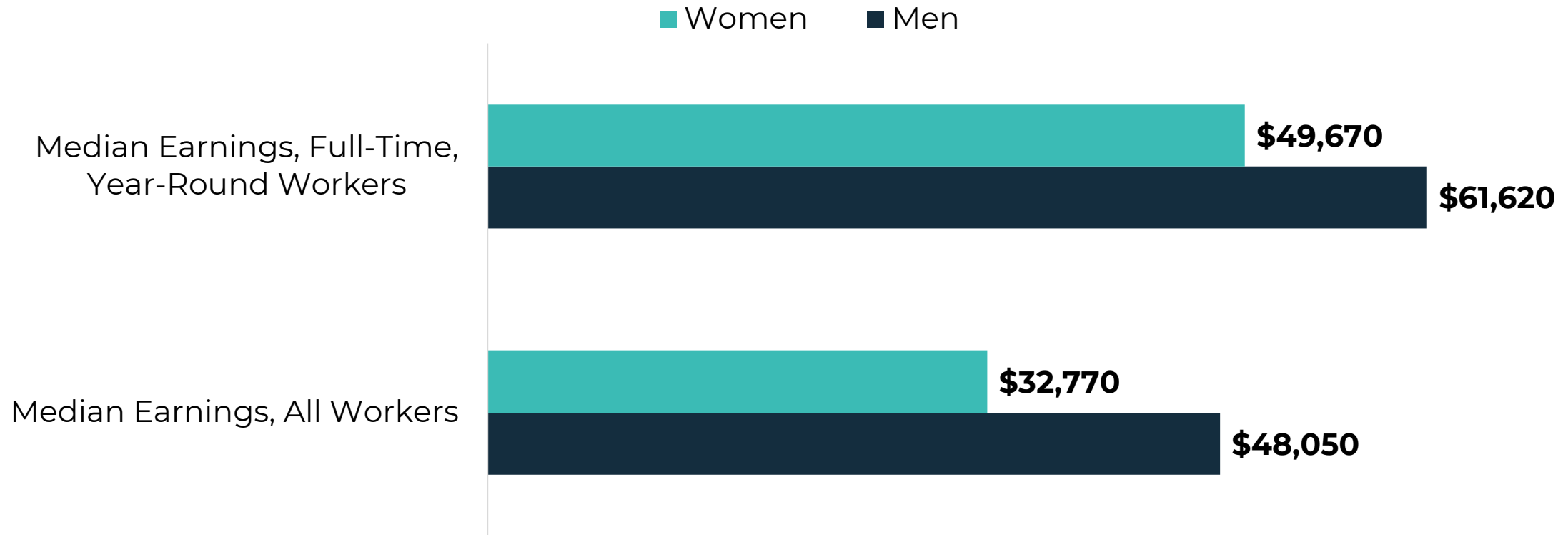
**Earnings** – Michigan women who worked full-time, year-round earned approximately **81 cents per dollar** that men earned.

**Labor Force** – Women had a labor force participation rate of **57 percent** compared to 67 percent for men in Michigan.

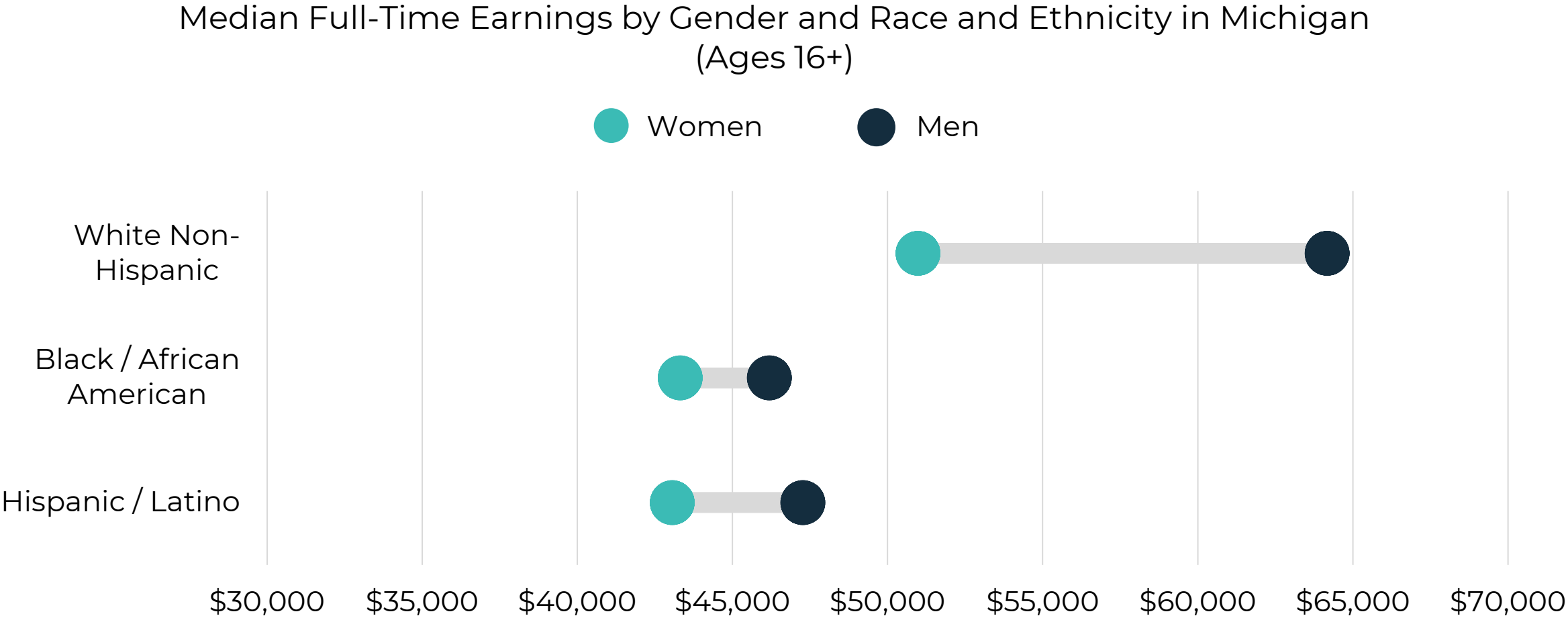
**Education** – Approximately **66 percent** of women in Michigan had some level of postsecondary education compared to 62 percent of men.

**Michigan women who worked full-time, year-round in 2022 earned approximately **81 cents per dollar** that men earned. Earning gaps persist regardless of full or part-time work status.**

Median Earnings in Michigan by Gender (Age 16+ with Earnings)



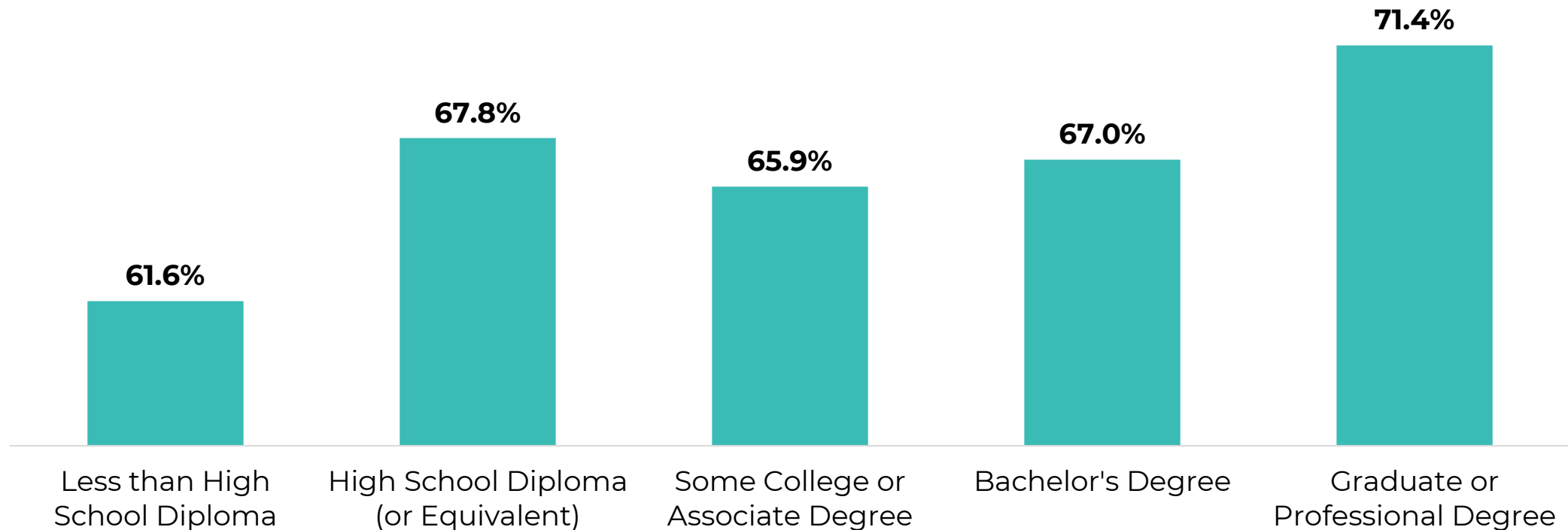
Earning gaps among men and women **existed in each race and ethnicity category** but are even more prominent when directly compared to white non-Hispanic men.



Source: 2022 One-Year Estimates, American Community Survey, U.S. Census Bureau

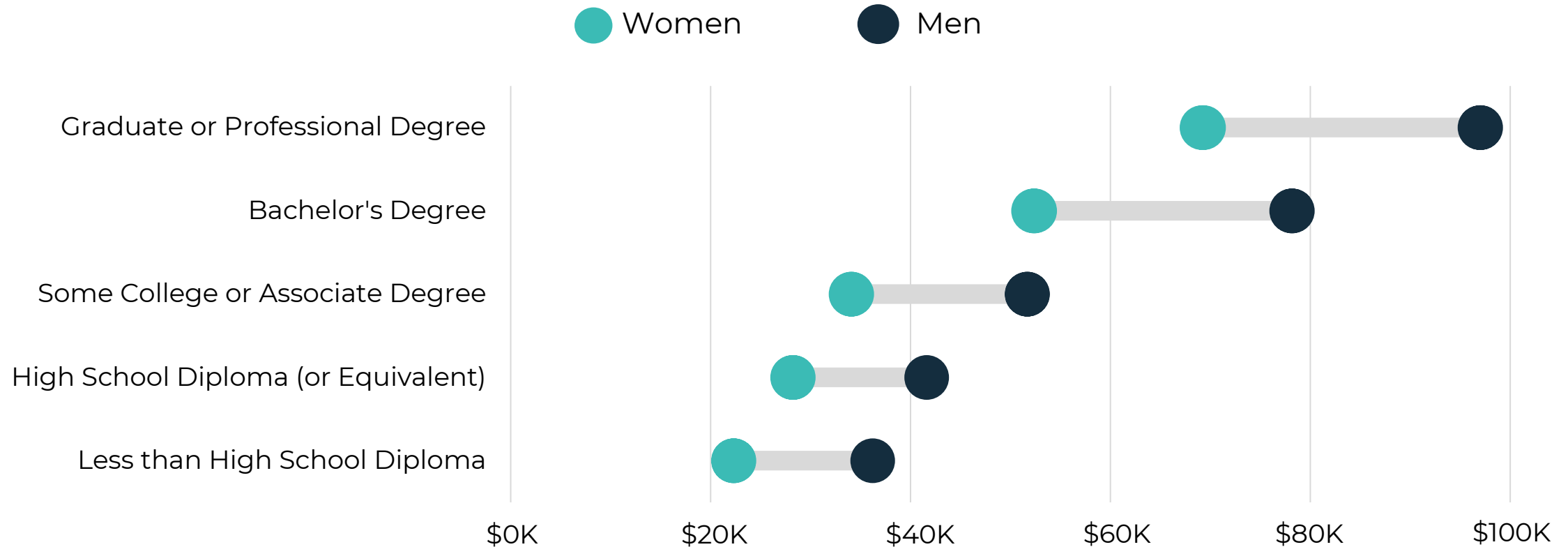
**With increased educational attainment, the earnings gap between women and men is reduced, on average. However, it does not eliminate the disparity.**

Earnings for Women as a Percentage of Men's by Educational Attainment in Michigan (Ages 25+)



**With increased educational attainment, the relative earnings gap between women and men is reduced. However, **the total wage difference does grow** as wages rise with education.**

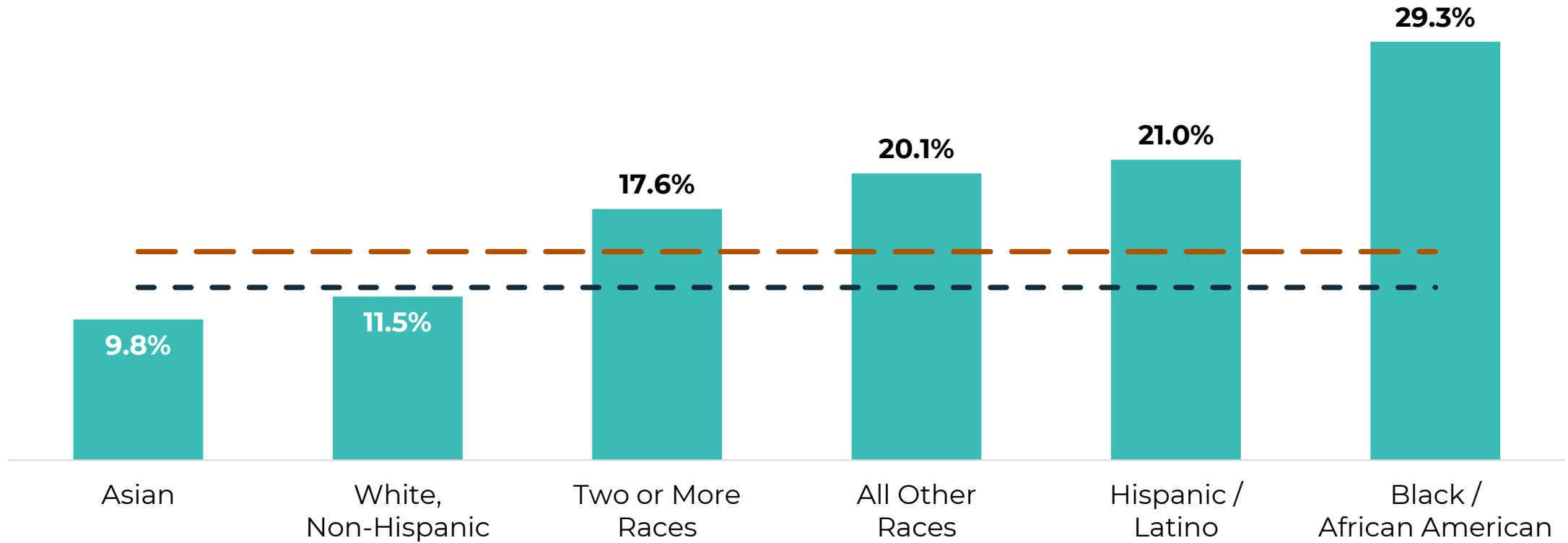
Average Earnings by Educational Attainment and Gender in Michigan  
(Ages 25+)



# Women experience higher poverty rates than men in Michigan. This gap is widened for women who are people of color.

Poverty Rates for Women by Race and Ethnicity in Michigan, 2022

— Women Average (14.6%)    - - Men Average (12.1%)

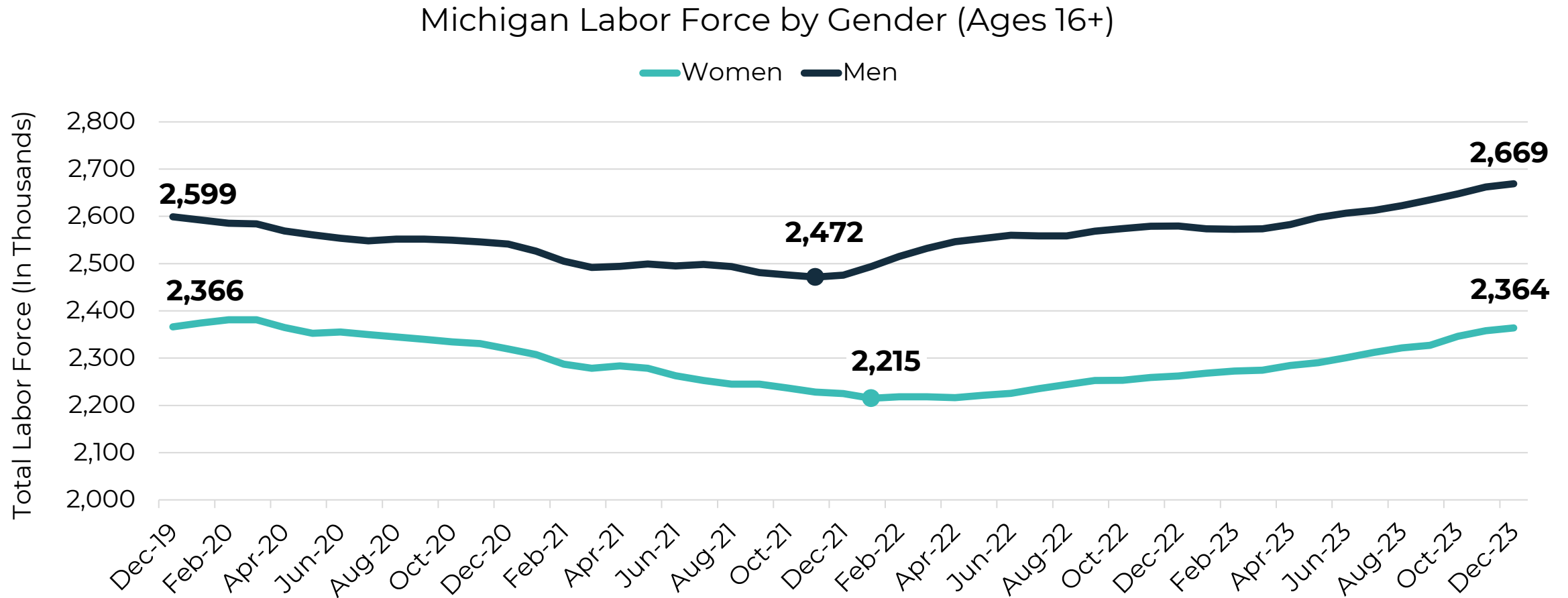


Source: 2022 One-Year Estimates, American Community Survey, U.S. Census Bureau

Note: All Other Races includes American Indian or Alaska Native; Native Hawaiian and Other Pacific Islander; and Some Other Race Alone.

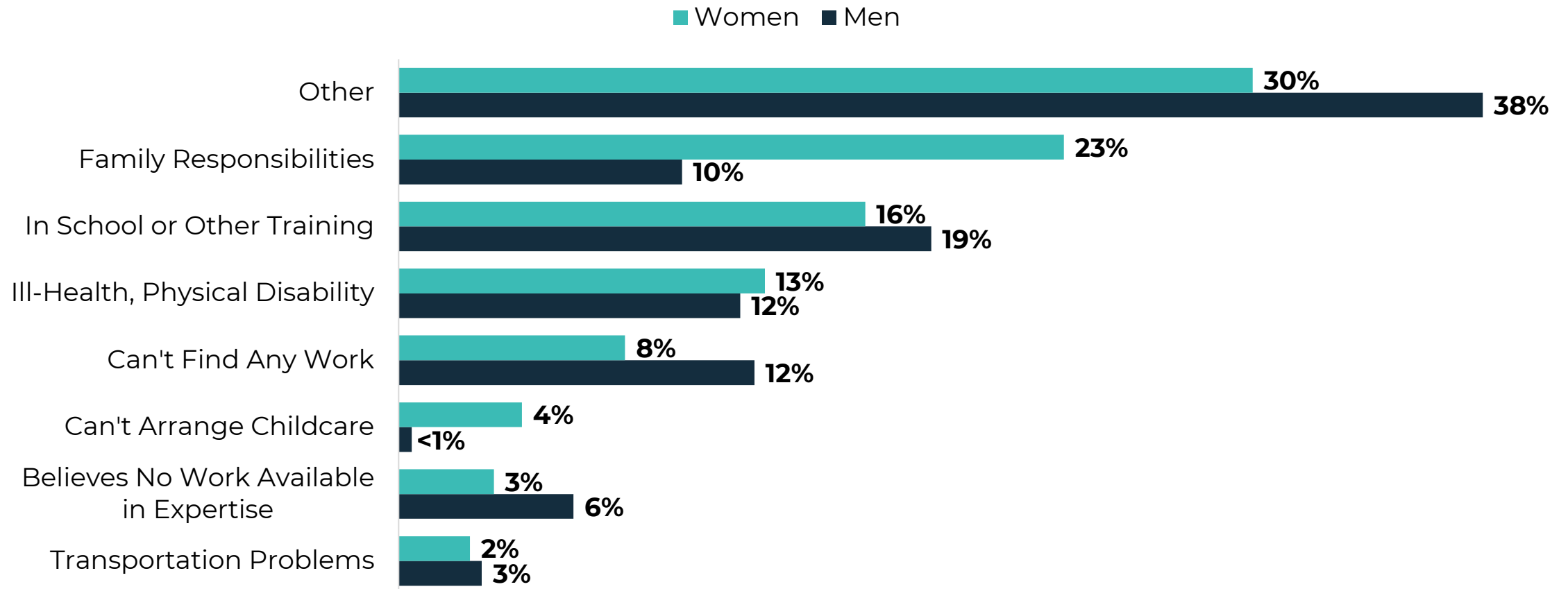


**Women have a lower labor force participation rate compared to men. Their total labor force numbers also declined more during the COVID-19 pandemic and have been slower to recover.**



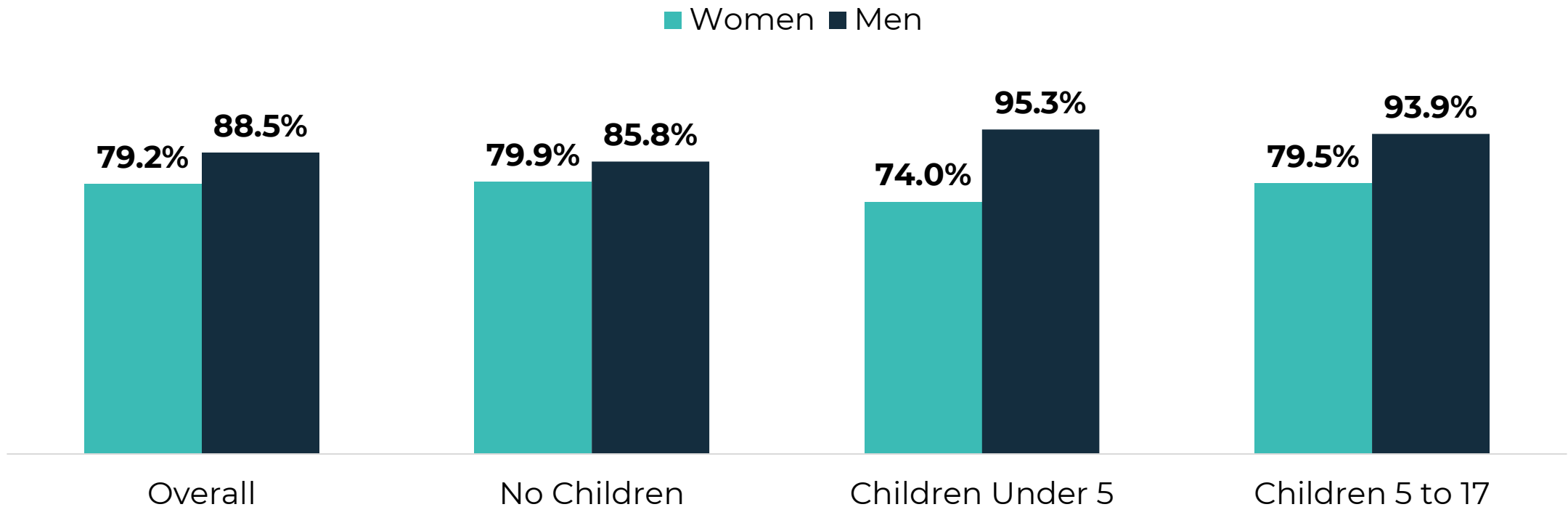
# Nationally, **women are far more likely than men to cite family responsibilities and childcare arrangements** as reasons for why they are not looking for work.

Reasons Why Individuals in the U.S. Are Not Looking for Work (2023)



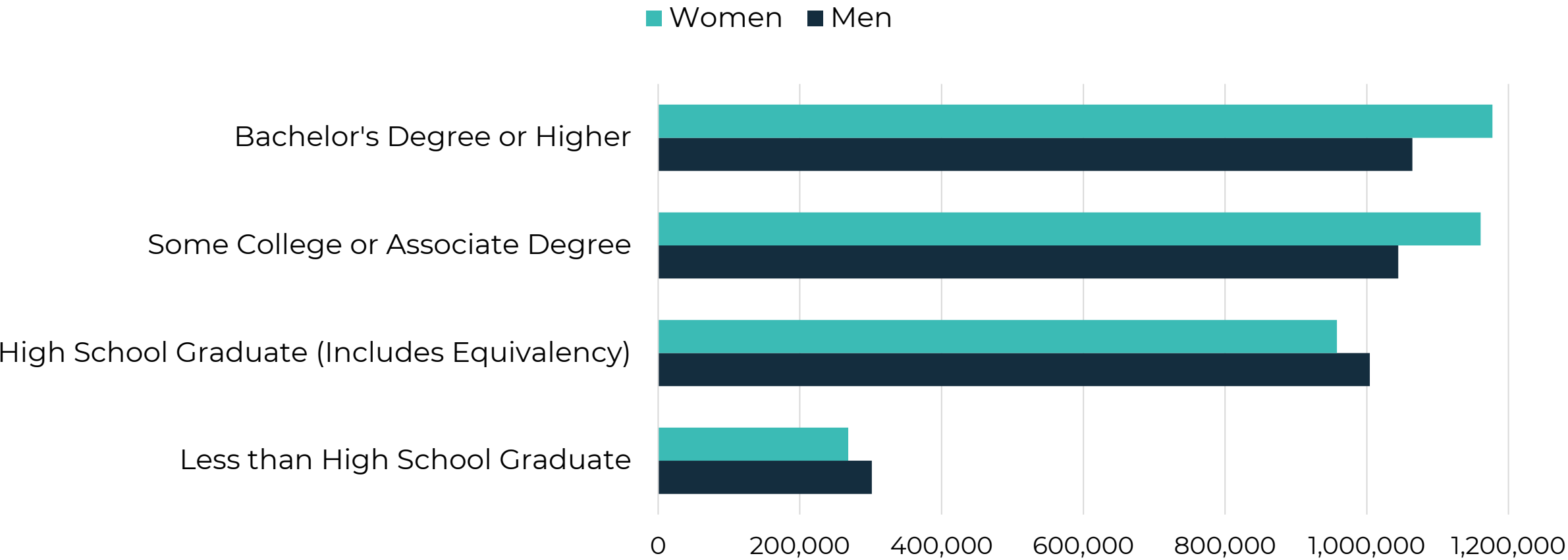
**Nationally, women with children under five had the lowest participation rate while men with children under five had the highest participation rate in 2023.**

Average U.S. Labor Force Participation Rates for Parents and Nonparents (Ages 25 to 54)



**Nearly 66 percent of women had some level of postsecondary education compared to about 62 percent of men.**

Educational Attainment by Gender in Michigan (Ages 25+)

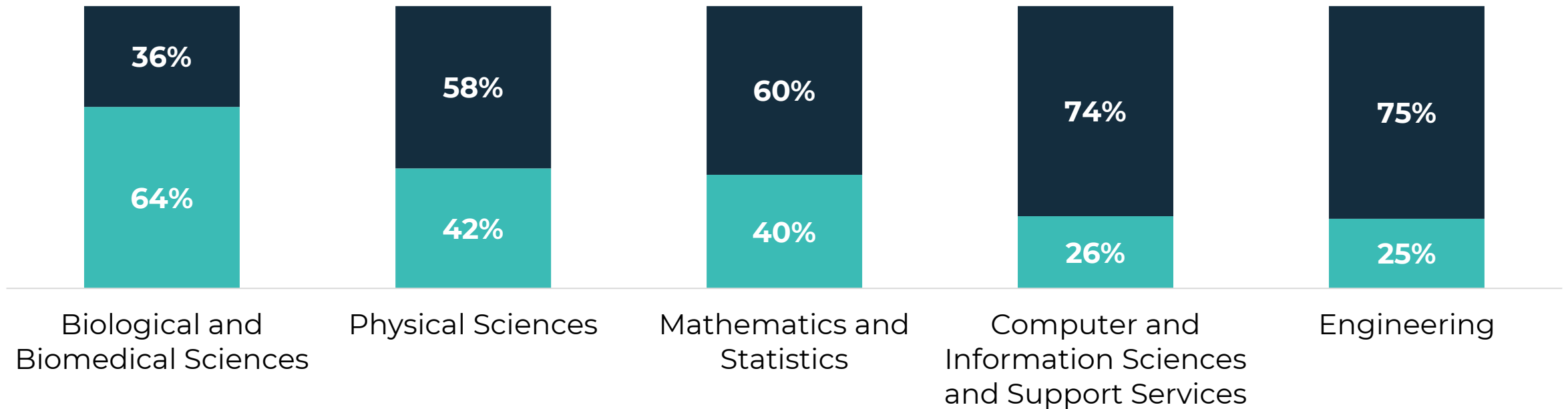


Source: 2022 One-Year Estimates, American Community Survey, U.S. Census Bureau

**Despite earning close to 60 percent of the total degrees and certificates awarded in 2022, women only accounted for about 39 percent of awards in STEM.**

STEM Program Completions by Gender in Michigan

■ Women ■ Men



# Key Findings

**Earnings** – **Women earn less than men** regardless of full or part-time work status and this is not a Michigan-specific issue. The disparity is only further realized when broken down by different demographics.

**Labor Force** – The total Michigan labor force was impacted during the COVID-19 pandemic, however, **numbers for women declined more** and have been slower to recover.

**Education** – **Women in Michigan are more educated**, on average, and are earning a significant portion of new degrees and certificates awarded within the state.

# Women in the Michigan Workforce Report



## Women in the Michigan Workforce

March 2024



**Michigan.gov/MCDA**

Michigan.gov/MCDA/Reports

**Subscribe to email updates**

Michigan.gov/LMISubscribe

**Follow on X @MiDataAnalytics**

**MiEconomy mobile app**

# Thank you!

**Trisha Schlegel**

Economic Analyst

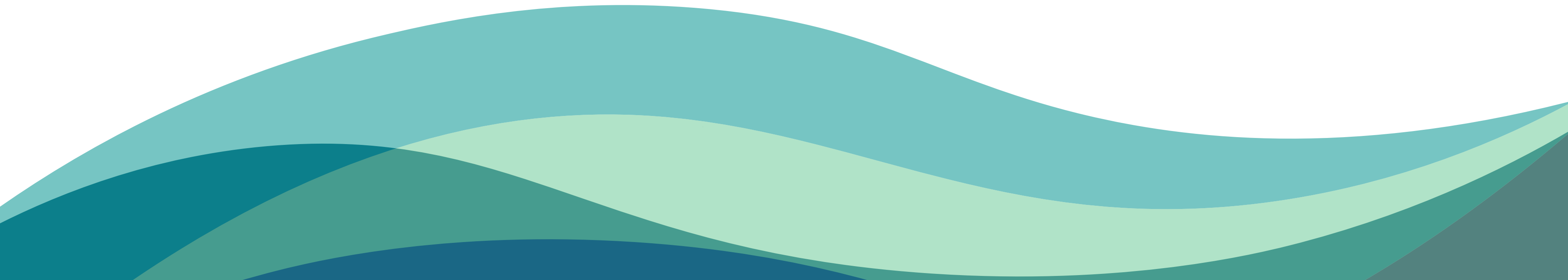
SchlegelT@michigan.gov







**& girl scouts**   
of southeastern  
michigan



# Beginnings

“I think as women, we have vital voices in how public policies are made, but also in terms of showing other women that we are up to taking on executive positions and leadership positions.” Gov. Gretchen Whitmer (via. Spartan Magazine.)

August 26, 2023: Women's Equality Day | Women Governors Roundtable

- Why women in leadership is vital
- Teaching girls at a young age
- Gov. Michelle Lujan-Grisham: Mentorship program between commissioners and Girl Scouts

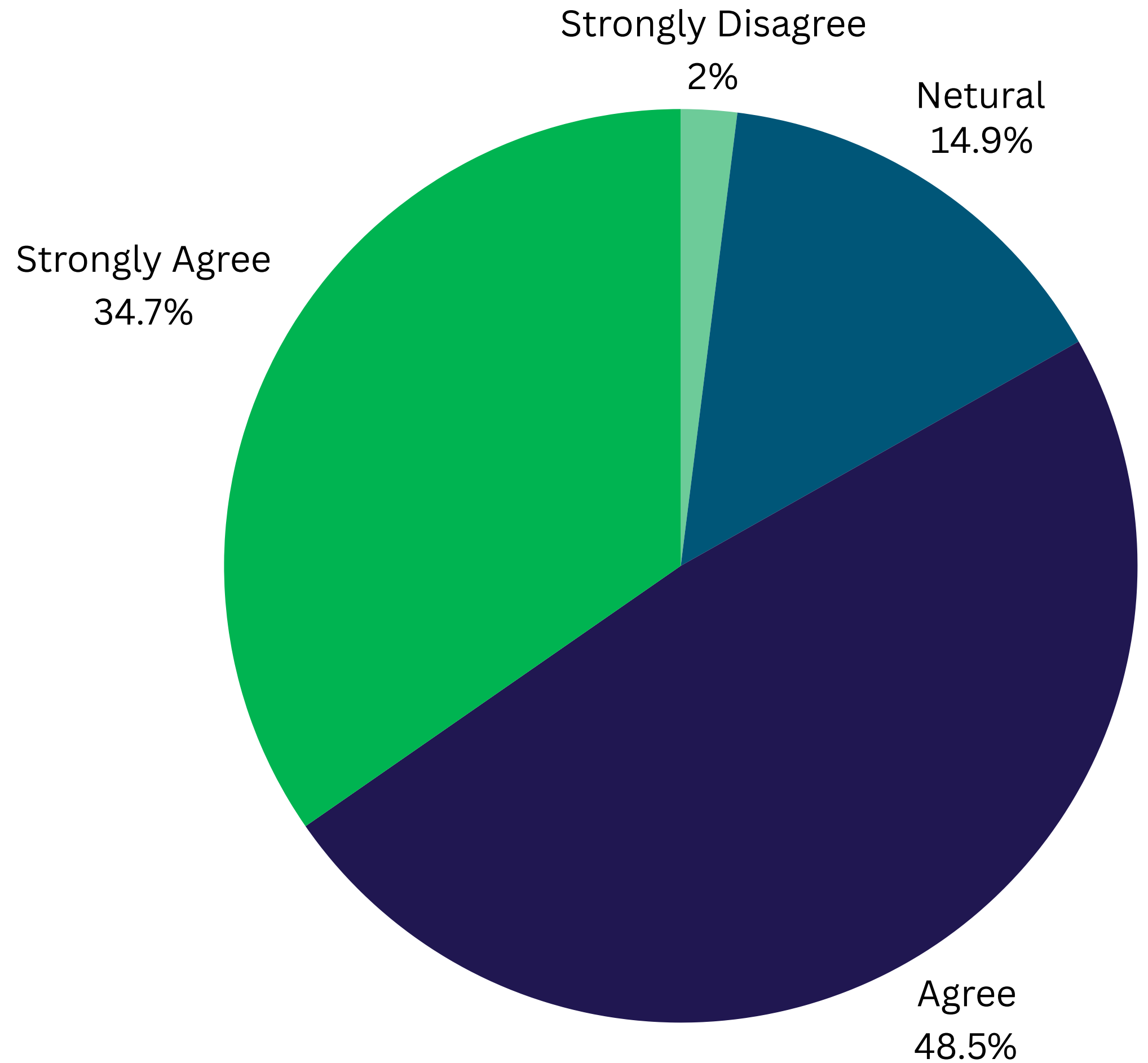


# Girl Scouts of Southeast Michigan & the Michigan Women's Commission Mentorship Program

- Virtual Speaker Series, Friday Night Live!
- In-person badge events, Democracy & Me
- Mentorship program, a 6-month mentorship program pairs a commissioner with a small group of Girl Scouts.

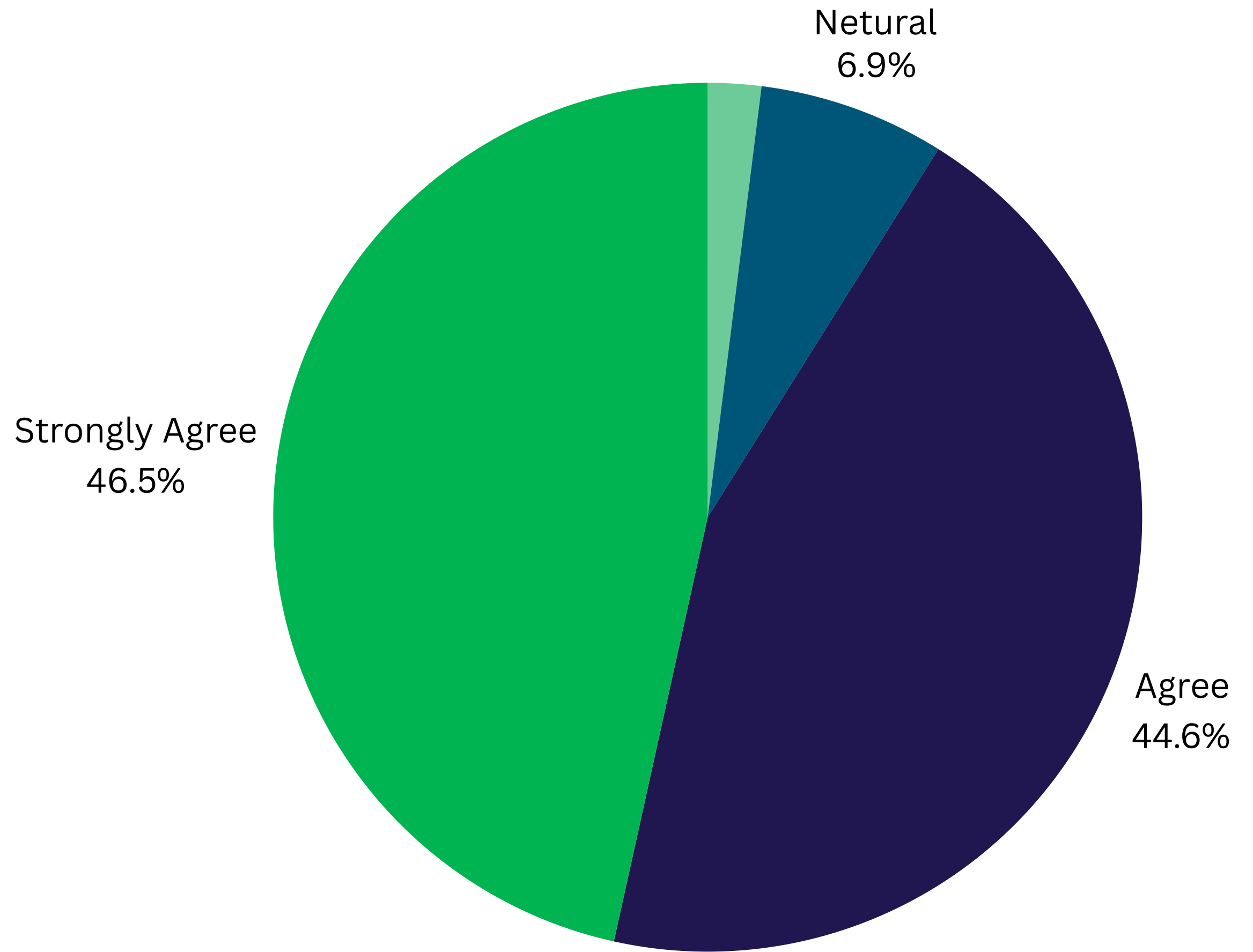
## Across all FNL events

“The speaker series programming today was interesting.”



## Across all FNL events

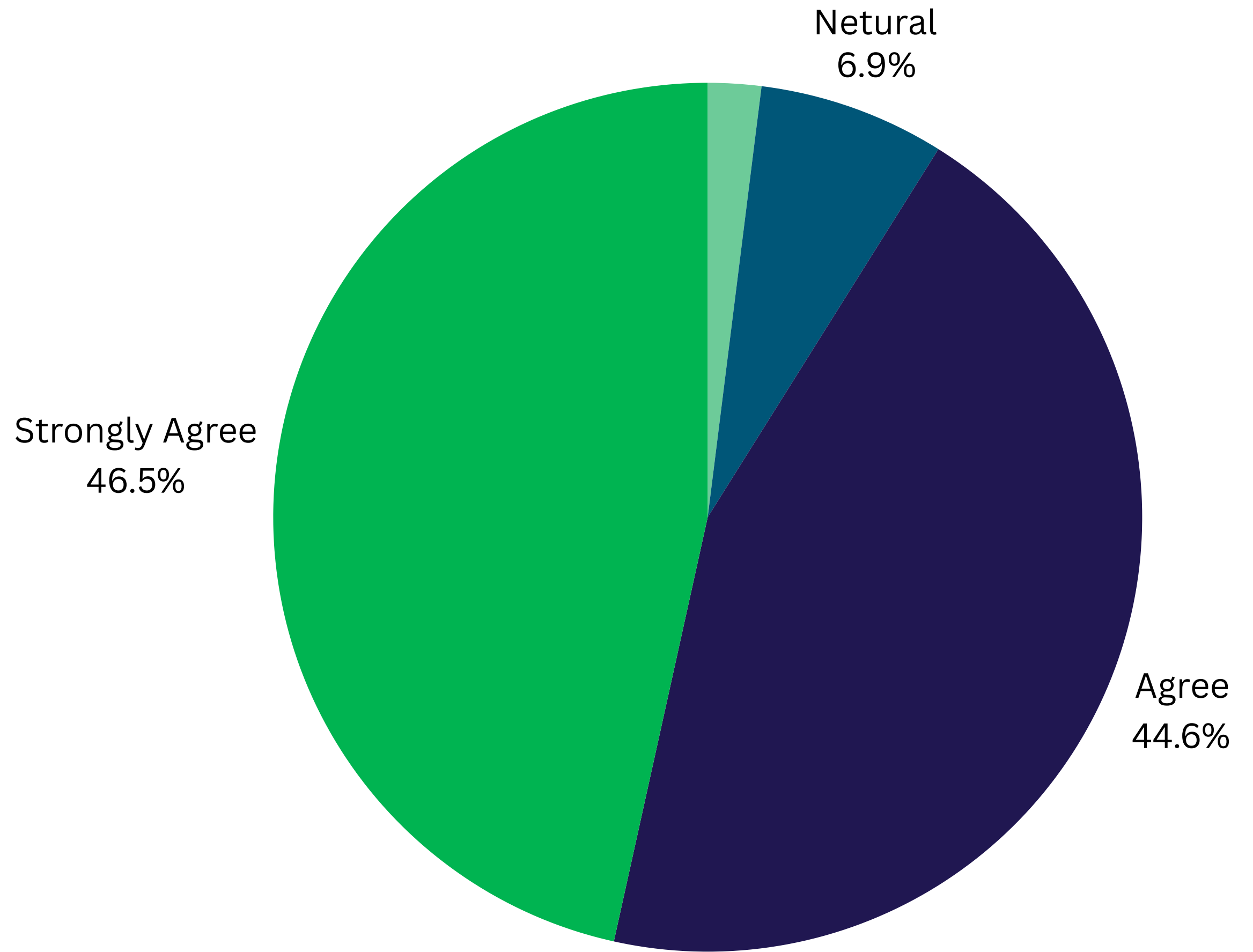
“I learned more about  
how women can be  
leaders”





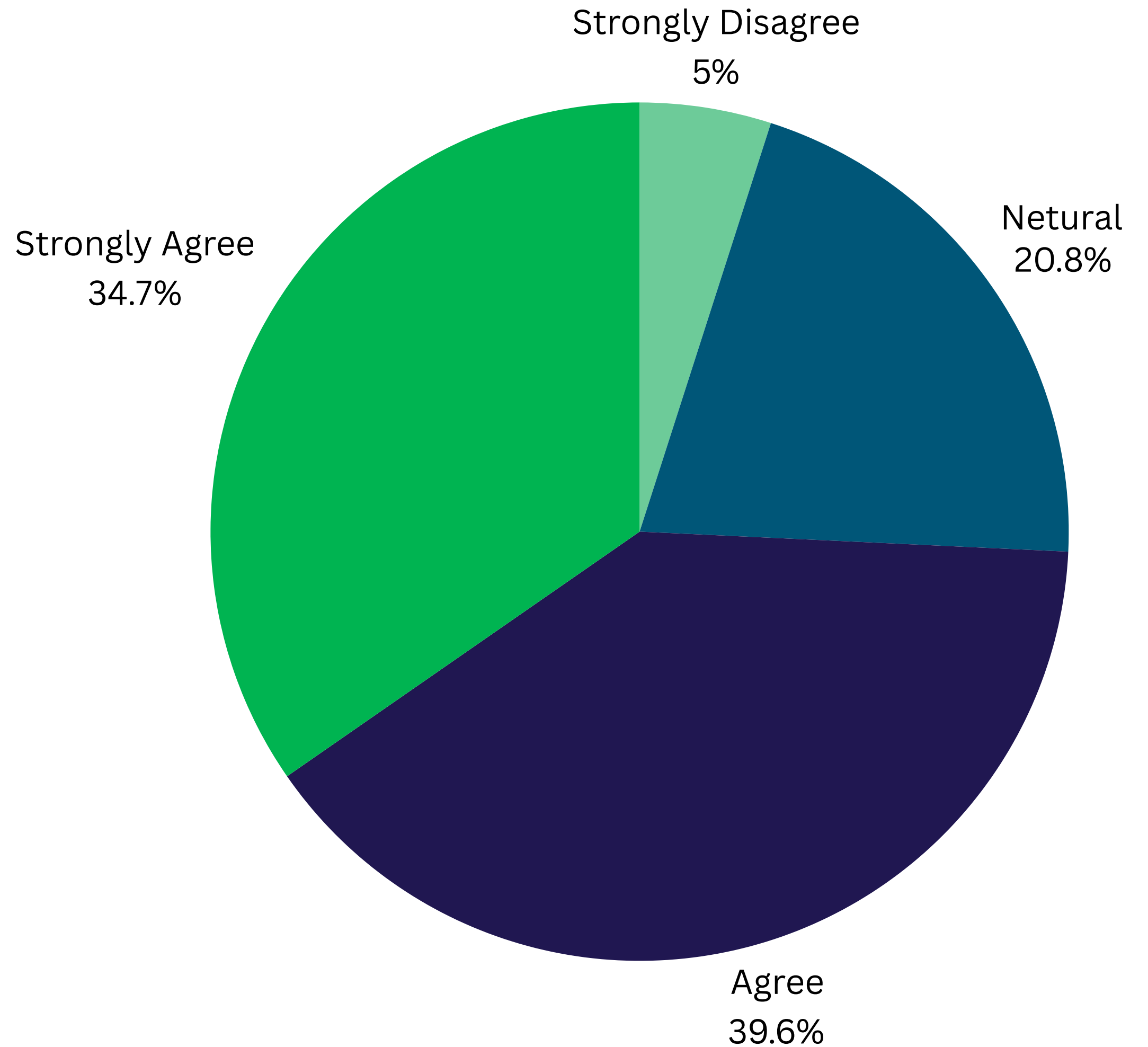
## Across all FNL events

“The things I learned today made me more confident in my leadership abilities”



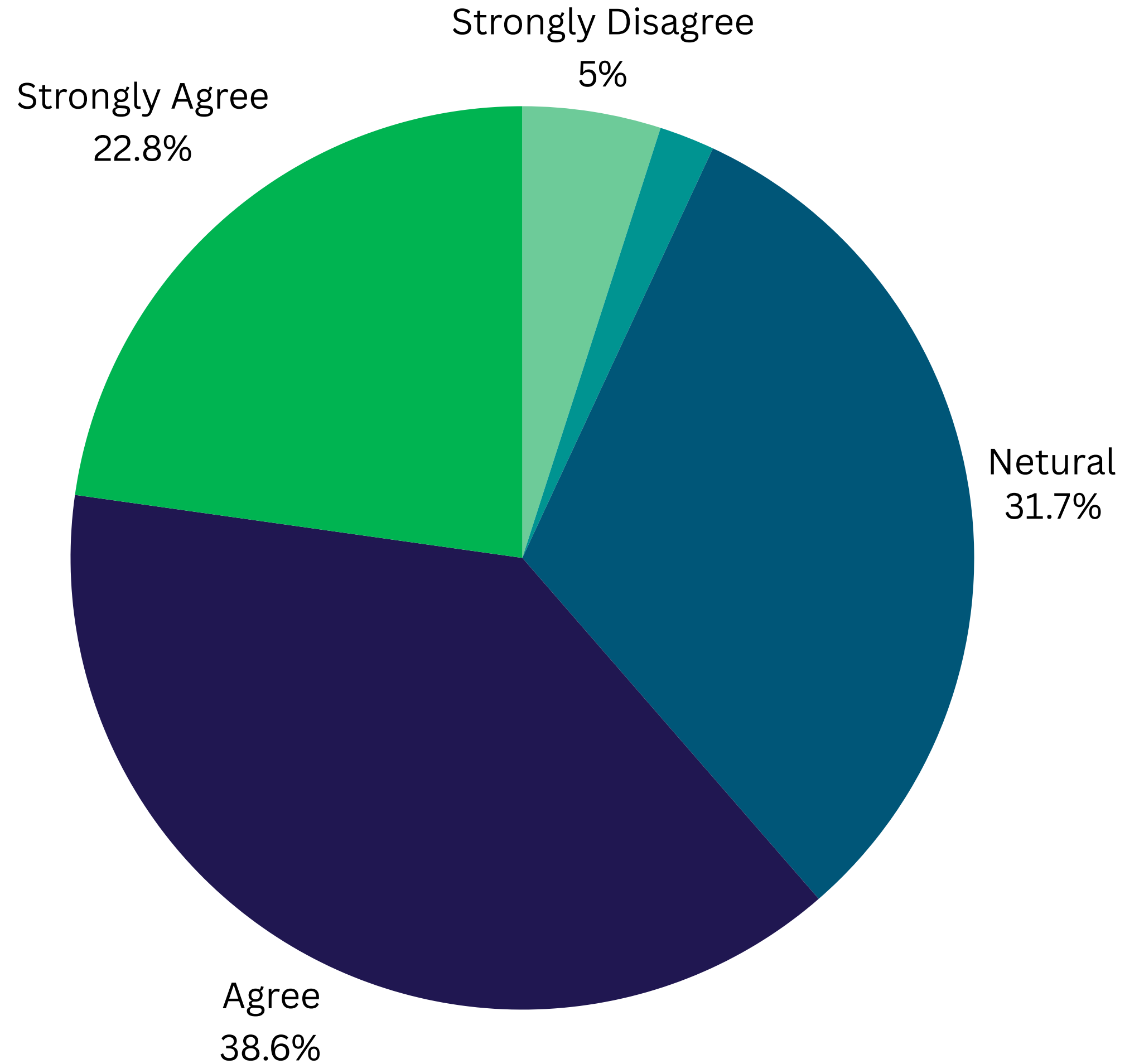
## Across all FNL events

“The things I learned today made me more confident in my leadership abilities”



## Across all FNL events

“I’m more interested in politics how than before today’s meeting.”





**What is one thing you learned from today's speaker series program?**

“I learned about Michigan politicians and how important it is for women and girls to be involved in politics”

“That women deserve to be higher in the ranks than before!”

“...girls are strong leaders and should run for office or help others who run.”





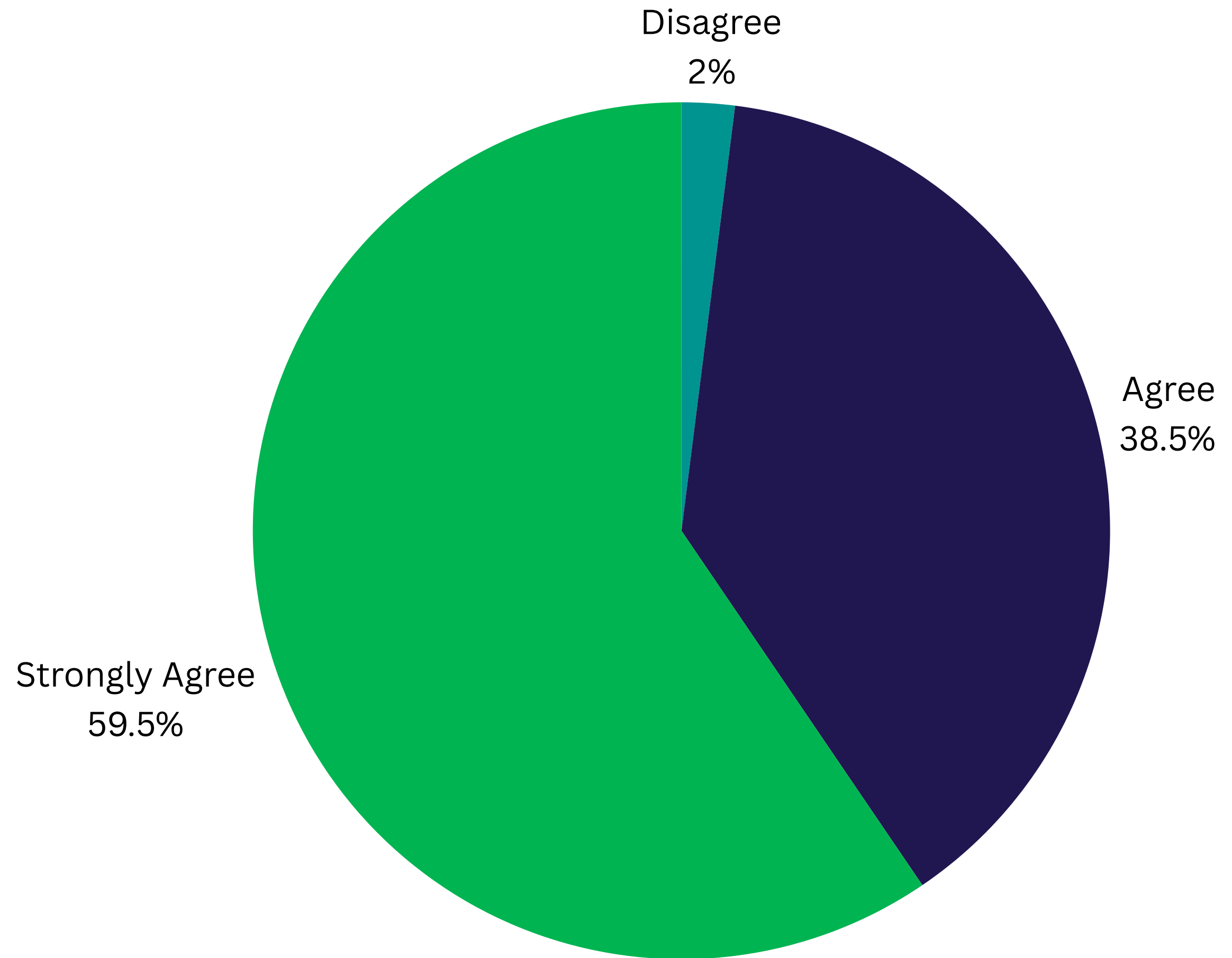
## Democracy & Me

Michigan's Secretary of State, Jocelyn Benson, was the keynote speaker for Democracy & Me Day on January 27, 2024.

Secretary Benson shared with Girl Scouts of all levels the various functions and branches of government while also highlighting the impact women have in the system, historically and in the future.

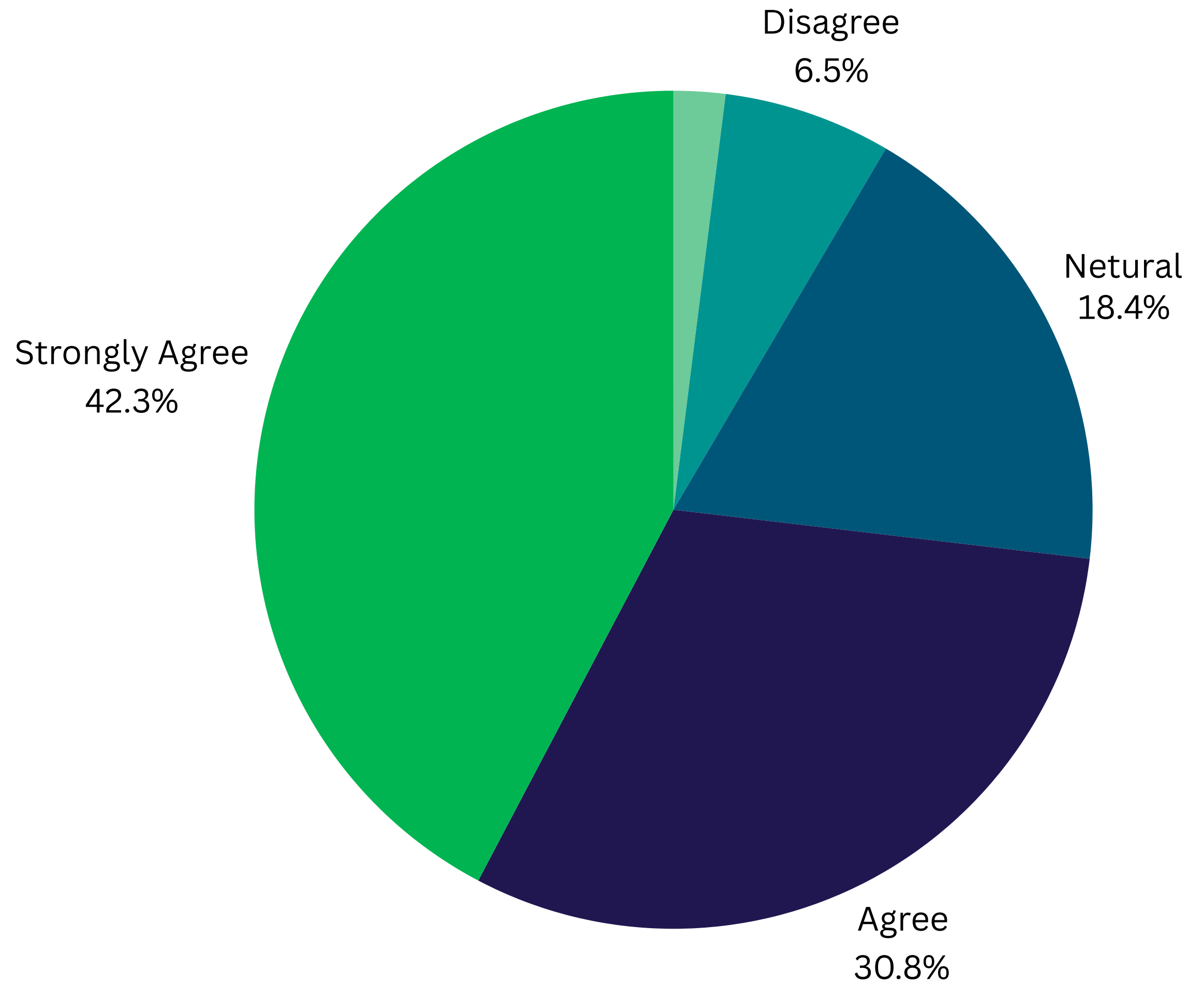
# Democracy & Me

“The program today  
was fun.”



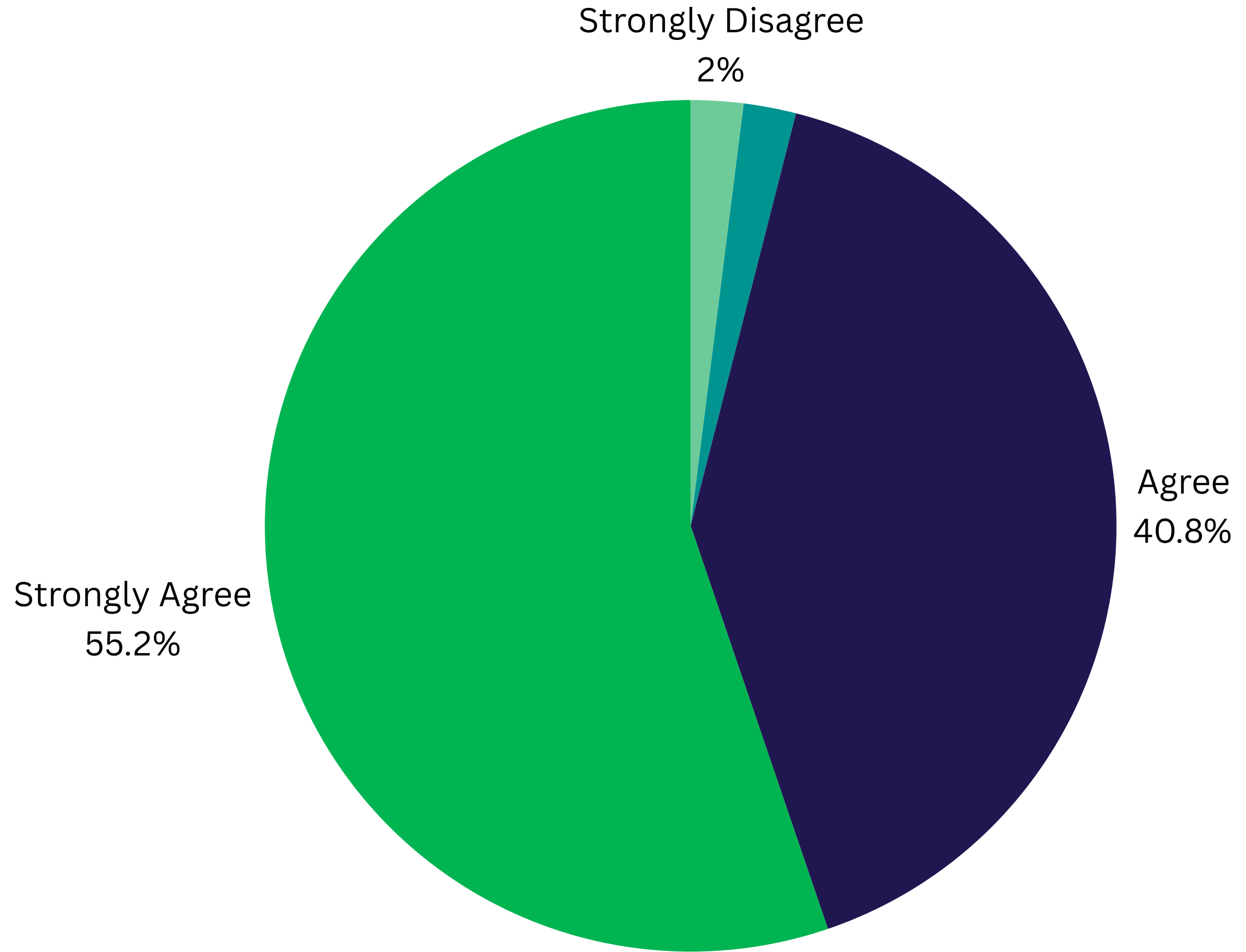
# Democracy & Me

“I am more interested in politics after today.”



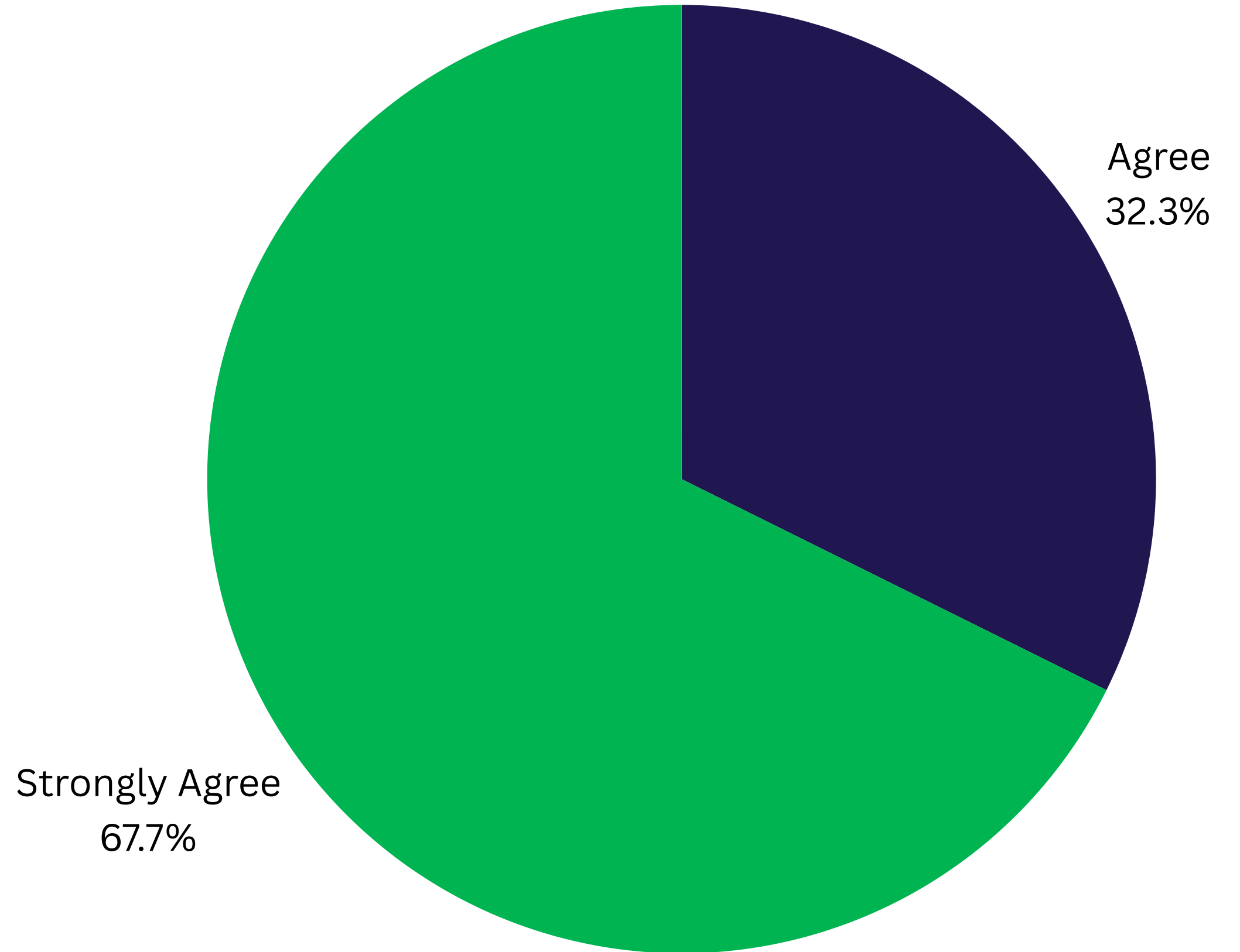
# Democracy & Me

“I know about more  
women in government  
after today.”



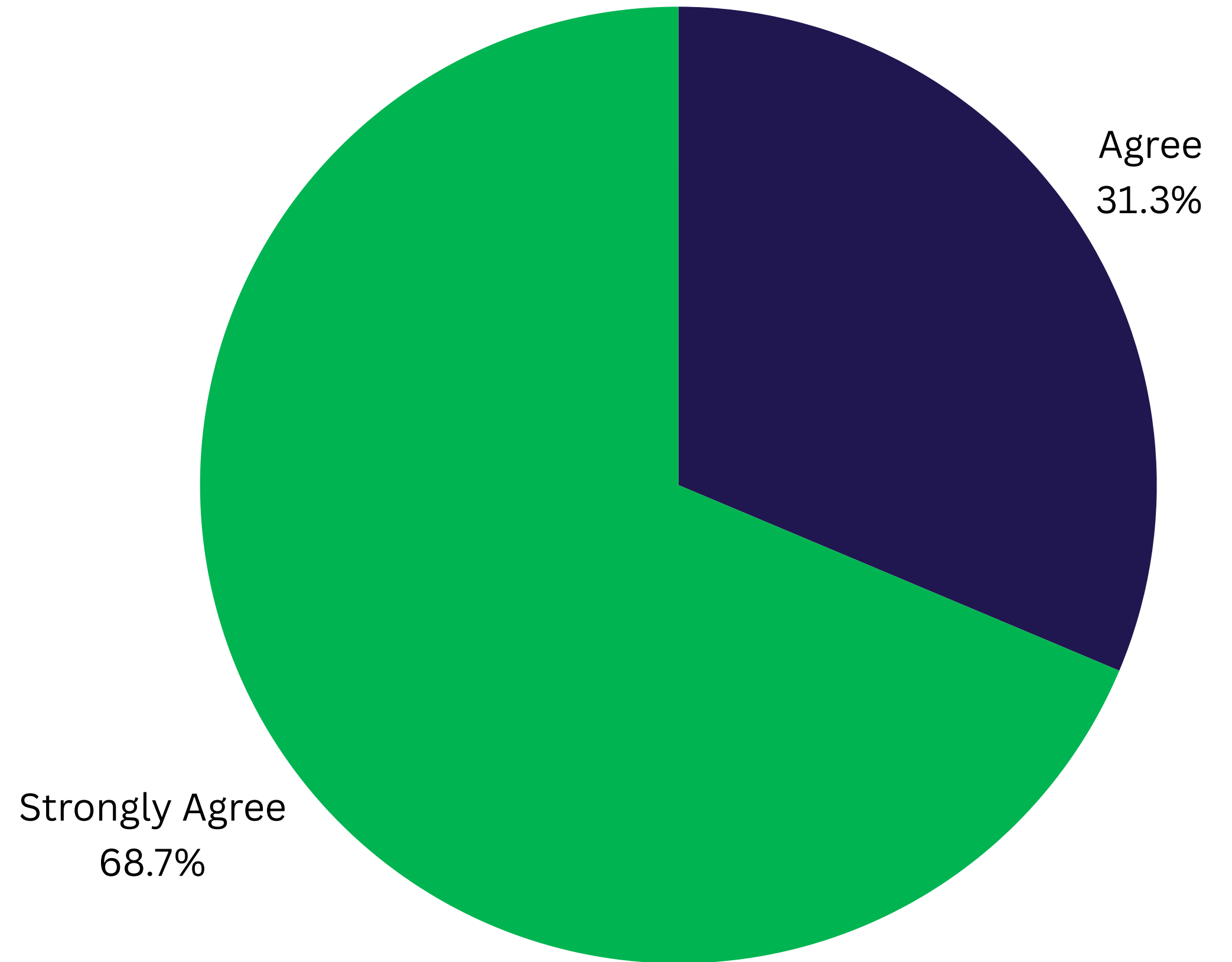
# Democracy & Me

“It’s important for me to learn more about the government.”



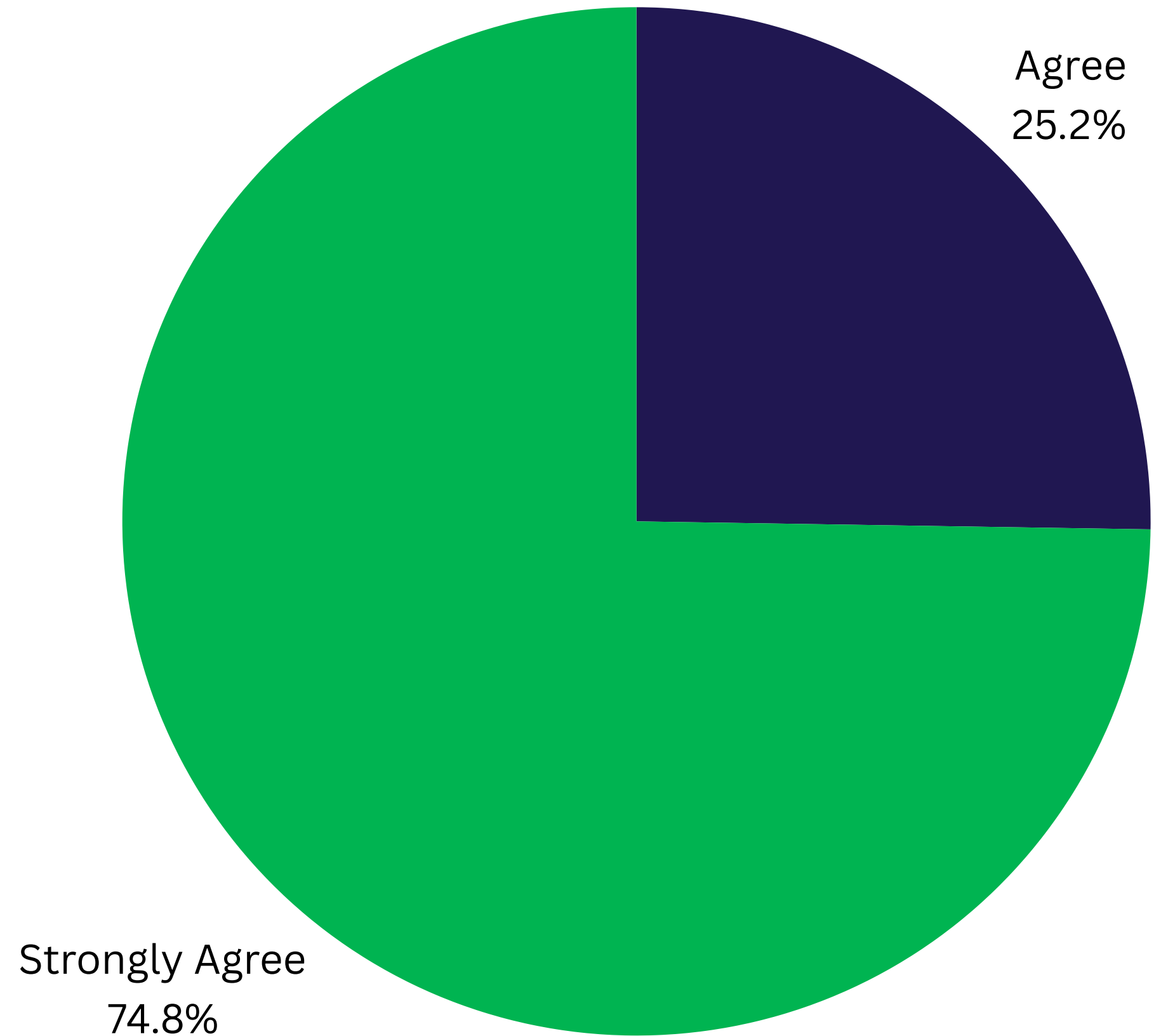
# Democracy & Me

“I know ways to engage  
in politics as a citizen.”



# Democracy & Me

“If today’s event was offered again I would tell a friend they should attend.”





**What was your favorite part of today's program?**

“Making my voters registration card”

“Voting and being with my friend”

“My favorite part of today was that I got to meet  
Jocelyn Benson the Secretary of State.”

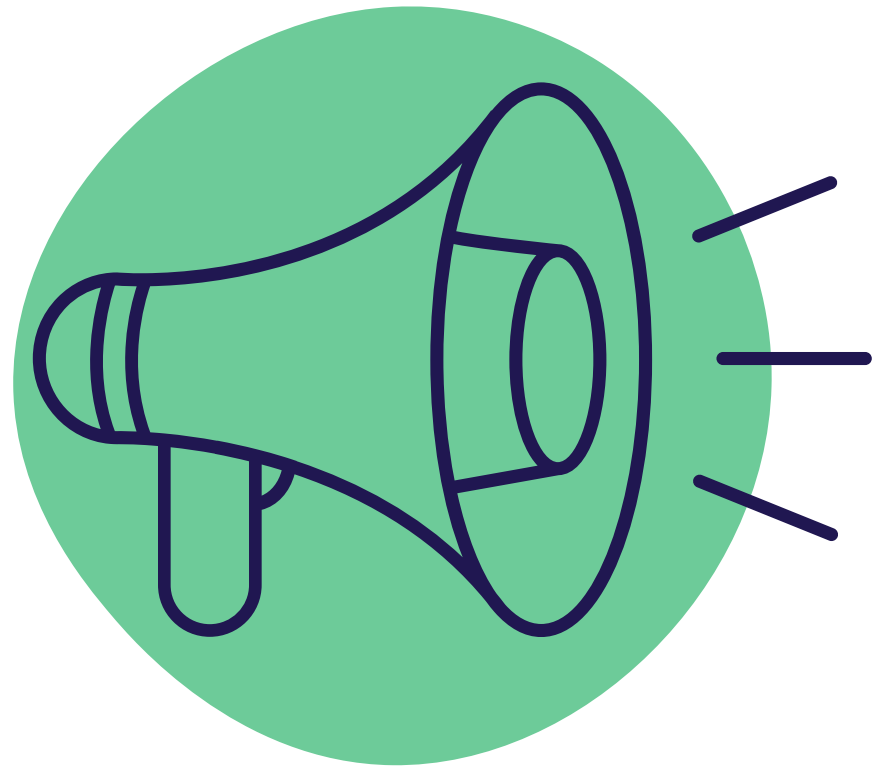
## What's next?



April 26: Friday Night Live!  
Speaker: Kali Fox, Regional Manager for the  
Office of Senator Debbie Stabenow



May 25: Inside Government: Active Citizens  
Showcasing women veterans



# *We Want You!*

Anna Rose will send you a form to indicate your participation.

Let's represent at events and engage when we can!



**Dana Dew**, Director of Life Skills  
Programs for the Girl Scouts of Southeast  
Michigan

**Kelly Cobbledick**, Life Skills Specialist for the  
Girl Scouts of Southeast Michigan

**Monica Woodson**, CEO of the Girl Scouts of  
Southeast Michigan

**Commissioner Dr. Sabala Mandava**, Mentor

**Commissioner Misti Rice**, Mentor

**Wayne County Women's Commission**

**Oakland County Board of Commissioners**





# SOCIAL COHESION

How to build strong connections in a disconnected world

**SOCIAL COHESION IS  
THE EXTENT TO WHICH  
MEMBERS OF A GROUP:**

- Trust each other
- Are willing to collaborate for the greater good
- Feel a sense of belonging



# WORLDWIDE SOCIAL COHESION IS LOW

---

Armed conflict

---

Hate crimes

---

Gender-based violence

---

Mass shootings

---

Stochastic terrorism

---

Income inequality

---

Scapegoating of marginalized groups

---

Misinformation and disinformation

---

Laws restricting human rights

---

Political divisiveness

Harassment

Bullying

Discrimination

Threats of  
violence

Interpersonal  
conflicts

Mental  
wellbeing  
concerns

Stress

Overwhelm

THIS IMPACTS  
WORKPLACES  
AND  
EXPERIENCES  
WOMEN MAY  
HAVE IN  
APPRENTICE  
PROGRAMS



THE QUESTION IS:

WHAT CAN WE DO

ABOUT IT?

How can we improve social cohesion?

WE RECOMMEND A  
5-PART  
FRAMEWORK FOR  
BRIDGING





1.  
Encourage simple  
micro-connections

2.  
Practice  
fun rituals

3.  
Teach  
bridge-building  
skills

4.  
Leverage CARA

5.  
Tend the infrastructure





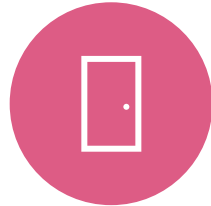
# 1. ENCOURAGE SIMPLE MICRO-CONNECTIONS



ACTS OF  
KINDNESS



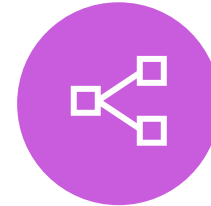
SMALL TALK



OPENING  
DOORS



OFFERING  
TO HELP



EXPRESSING  
EMPATHY



LISTENING

## 2. PRACTICE FUN RITUALS

See “Rituals Roadmap” by Erica Keswin for inspiration. “Scientists say that one of the reasons we humans love rituals is to ‘maintain group cohesion.’ In this world of disparate disconnection, rituals come to the rescue.”



Community-  
driven events



On-site co-  
worker support



Holiday  
celebrations



Significant  
milestones



Monthly  
highlights

# 3. TEACH BRIDGE- BUILDING SKILLS

Bridge-building is the art of transforming potentially negative interactions into opportunities for connection



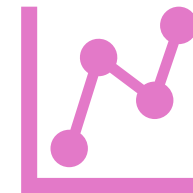
## 4. LEVERAGE

### CARA

Compassionate Action Restorative Action (CARA) is our system for handling coworker concerns



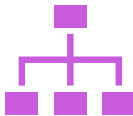
When things go wrong, CARA is there to repair harms, restore relationships and address needs



CARA data allows us to prioritize work groups that may need more support

## 5. TEND THE INFRASTRUCTURE

Examine the system, organizational structure, norms and/or physical environment for obstacles to connection.



### Questions to ask:

How is work assigned?  
Who makes decisions?  
Does the design of the workplace provide space for micro-connections?  
Do team norms encourage connection or disconnection?  
Does everyone have a voice and feel safe to speak up?



### Equip leaders to:

Recognize/handle issues  
Foster environments that support connections  
Build strong relationships  
Create psychological safety  
Utilize resources



### Be deliberate about culture:

Facilities improvements: food, space, common areas  
Sensory/recharge rooms  
Ensure human dignity e.g., clean, safe restrooms even in the field