



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
MICHIGAN WOMEN'S COMMISSION
Lansing

CHERYL BERGMAN
CEO

May 2, 2022

The Honorable Gretchen Whitmer
Governor, State of Michigan
State Capitol
Lansing, MI 48909

Dear Governor Whitmer,

Pursuant to Public Act 1 of 1968, on behalf of the Michigan Women's Commission (MWC), I am pleased to submit to you the Commission's 2021 Annual Report for the calendar year of January 1 – December 31, 2021.

Our initiatives were operationalized as follows:

MWC Public Meetings:

We held four quarterly public meetings of the Michigan Women's Commission:

- 1) January 26, 2021, virtual meeting pursuant to local emergency declaration. Shannon Garrett, MWC's Chief Strategy Officer, presented a report from MWC's Child Care Use During the Pandemic survey. Ruth Archer, Strategy Officer with the Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Management and Budget, presented a preview of the Michigan Women in the Workforce Report, to be released in March 2021. Dr. Betsey Stevenson, Professor of Economics and Public Policy at the Gerald R. Ford School of Public Policy, University of Michigan was guest speaker and shared her insight on the impact of the pandemic on women's employment and projections for the future of women in the workforce.
- 2) April 21, 2021, virtual meeting pursuant to local emergency declaration. Cheryl Bergman, MWC's Chief Executive Officer, presented an update on MWC's launch of the MI Tri-Share Child Care Pilot Project (Tri-Share). Marcus Keech, Legislative Director with the Office of State Representative Greg VanWoerkom, and Alexa Kramer, Director of Government Affairs with the Grand Rapids Area Chamber of Commerce, presented the background and legislative context for Tri-Share. Bergman introduced the three inaugural Tri-Share facilitator hubs and representatives from each shared more about their programs. Michelle Richard, Senior Advisor with the Office of Governor Gretchen Whitmer, shared relevant summaries from the Governor's FY22 Budget Recommendations and Michigan's greater strategy around child care.
- 3) August 18, 2021, in Bay Mills Indian Community, Brimley. Whitney Gravelle, MWC Commissioner and Bay Mills President, presented on the history and current status of the Bay Mills Indian Community and facilitated a conversation between MWC Commissioners and Bay Mills Council Members Rachel Burt and Gail Glezen, including a discussion about the historic all-women Executive Council for the Bay Mills Indian Community (all-women council at the time of this meeting).



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- 4) November 9, 2021, in Flint. Maryum Rasool and Linnell Jones-McKenney, both with the Sylvester Broome Empowerment Village (SBEV), shared the inspiration, mission, and current work of the SBEV and its role in empowering youth and supporting families.

Minutes from the 2021 MWC public meetings can be found online at michigan.gov/mwc.

Other Activities:

MWC Committees

MWC Commissioners continued to meet and explore opportunities under committees established in the 2020 strategic planning process: Committee on Implicit Bias Awareness, Financial Freedom Committee, Unlocking Opportunities Committee, and Visible Authentic Leadership Committee. More information about the work of these committees can be found online at michigan.gov/mwc.

MI Tri-Share Child Care Pilot Program

MWC launched the MI Tri-Share Child Care Pilot Program (Tri-Share) on behalf of the State of Michigan. The first of its kind in the country, Tri-Share is an innovative approach to increasing access to high quality, affordable child care for working families, while also helping to retain talent and removing one major barrier to employment. Through Tri-Share, the cost of child care is shared equally by an eligible employee, their employer, and the State of Michigan, with coordination being provided regionally by a facilitator hub. In 2021, MWC developed and launched the pilot program, conducted a request for proposals and selected the inaugural three awardees in March, onboarded the inaugural regional facilitator hubs and refined the program's guidelines and supports throughout the summer. With the passage of Michigan's FY2022 budget in the fall of 2021, Tri-Share was awarded additional funding to continue and expand the pilot program. MWC conducted a second request for proposals in December, with the selection of facilitator hubs for the expansion in early 2022. Throughout 2021, MWC also developed a partnership with the W.K. Kellogg Foundation to supplement the state budget and bring an additional two regions into the pilot program. The Balmer Group also provided funding for two additional pilot regions in 2021. Additional details about Tri-Share, including participating employers and monthly status reports, are available at michigan.gov/tri-share.

Fostering Access, Rights and Equity (FARE) Program

In the Fall of 2021, the U.S. Department of Labor Women's Bureau awarded the Michigan Department of Labor and Economic Opportunity (LEO) a Fostering Access, Rights and Equity (FARE) Grant. The purpose of the FARE Grant is to help women workers who earn low wages understand and access their employment rights and eligible benefits. Housed within LEO, MWC is using this FARE Grant to connect Michigan women to eligible benefits under the American Rescue Plan, with an emphasis on accessing support for child care costs; free tuition opportunities to pursue certificates and degrees that lead to higher-paying jobs, like Michigan Reconnect; and resources for exercising workplace rights, such as protections against employment discrimination or enforcement of paid medical leave laws. MWC spent the remainder of 2021 developing plans, programming, and partnerships to launch the program in 2022. Additional details about the MI FARE Program are available at michigan.gov/fare.



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Appointments to the Commission

Governor Whitmer made four new appointments to MWC (Tamara Faber, of Dexter; Karin Hopman, of Rockford; Katie F. Horvath, of Traverse City; and Tracy Joshua, of Battle Creek), one re-appointment (Kelli L. Saunders, of Byron Center), and appointed Commissioner Sabala R. Mandava, of Bloomfield Hills, as Vice Chair of the Commission. Biographies for all MWC Commissioners is available online at michigan.gov/mwc/commissioners.

21-Day Racial Equity Challenge Learning Cohorts:

Launched in 2020, MWC continued to host our 21-Day Racial Equity Challenge Learning Cohorts throughout 2021. Nearly 100 women participated in MWC Cohorts in 2021. By enrolling in a MWC Cohort, participants receive a daily email from the Commission for 21 consecutive days. Each email contains a tool or resource to guide participant learning around racial equity. Participants also receive an invitation to participate in three facilitated live online reflection conversations with fellow cohort members. Additional information about MWC's Learning Cohorts is available online at michigan.gov/mwc/21-day-racial-equity-challenge.

MWC Intern Program:

Building on our successful 2020 internship program, MWC partnered with our colleagues at the Michigan Community Service Commission to participate in the AmeriCorps VISTA program. MWC hosted four VISTA Summer Associates, as well as one year-long, full-time VISTA for FY22.

Social Media:

Find examples of our social media content on [Facebook](#). Most content is also shared to MWC's [Twitter](#), [Instagram](#) and [LinkedIn](#) accounts. MWC also began a more strategic and intentional use of the Commission's [YouTube](#) channel.

MWC launched #MIWomenWednesday, a video campaign series to celebrate Michigan's trail-blazers, ceiling-busters and ladder-builders. Find all of the videos on MWC's YouTube channel in the [#MIWomenWednesday playlist](#).

MWC also launched #SelfCareSaturday, a social campaign to promote and prioritize wellness for women in Michigan.

Finally, MWC repurposed recorded events from 2020 and 2021 in a #SummerSundayReplay series.

MWC Events and Speaking Engagements:

2-23-2021: [Black HERstory Month: Representation Matters](#), a conversation with the MWC and Michigan Women Forward, featuring MWC Commissioner Faye Nelson, Dr. Joneigh Khaldun, Carla Walker Miller, Alexis Dishman, and Dr. Rashida Harrison.

3-10-2021: [International Women's Day: #ChooseToChallenge](#), a conversation with Governor Gretchen Whitmer, Secretary of State Jocelyn Benson, Attorney General Dana Nessel, Chief Justice Bridget Mary



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McCormack, MWC Chair Muna Jondy, and MWC Commissioner Charity Dean to celebrate International Women's Day and Michigan's historic female leadership.

3-19-2021: [Return to Child Care: What to Expect](#), a live Q&A with pediatricians and child care providers, moderated by MWC Commissioner Alisha Meneely, for parents to get the answers they need to feel confident returning children to child care. Hosted by the Michigan Women's Commission, Early Childhood Investment Corp, and Zero to Thrive Michigan Medicine. This webinar was a direct response to concerns raised by respondents in MWC's "[Survey of Child Care Use During the Pandemic](#)" conducted in Fall 2020.

3-24-2021: [The Future Is Female: From a SHE-cession to a SHE-Surge](#), at this live virtual event moderated by MWC Commissioner Deidre Lambert Bounds, the Michigan Bureau of Labor Market Information and Strategic Initiatives unveiled "Women in the Michigan Workforce," a report on the pay gap for Michigan women and the impact of the COVID-19 pandemic on Michigan women's employment. Following the report, Governor Gretchen Whitmer and Julie Chávez Rodriguez, Director of the White House Office of Intergovernmental Affairs, discussed initiatives to address pay equity and women's economic recovery at the state and federal levels.

3-24-2021: MWC CEO Cheryl Bergman spoke on the "Misunderstood Panel" at Baker College.

3-25-2021: MWC CEO Bergman and MWC CSO Shannon Garrett discussed the Commission's initiatives on a virtual LEO Town Hall.

3-25-2021: MWC Commissioner Deidre Lambert Bounds spoke at a Zonta Club of Pontiac-North Oakland virtual event.

3-26-2021: MWC Commissioner Dr. Sabala Mandava, MWC CEO Cheryl Bergman and MI Director of Appointments Ghida Dagher discussed board and commission appointments at a Women Officials Network quarterly networking event.

4-16-2021: MWC CEO Bergman participated in a virtual Workforce Advocacy Month Panel Discussion: [Impact of the Pandemic on Child Care](#), hosted by the Michigan Works! Association.

4-21-2021: MWC CEO Bergman participated in a virtual panel discussion hosted by the Capital Area Michigan Works! and FOX 47 News: [Child Care and the Workforce](#).

4-28-2021: MWC CEO Bergman participated in a Jewish Women's Foundation of Metro Detroit listening session that asked: What are the needs of women in our community, and how have they been evolving during the pandemic?

9-13-2021: MWC CEO Bergman and MWC Chair Muna Jondy participated in panels related to women in the workforce at the Michigan Works! Annual Conference.



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9-28-2021: MWC and Michigan Afterschool Partnership hosted a virtual panel, "[Roots & Wings](#): An honest conversation about the needs of women and children between 3-5pm each day." Speakers included MWC Commissioner Danielle Atkinson from Mothering Justice, Lili Gloe from Michigan State University, and Erin Skene-Pratt from Michigan Afterschool Partnership, with moderation from MWC Vice Chair Dr. Sabala Mandava Rao.

10-14-2021: MWC CSO Garrett moderated a Running for Office panel at Aquinas College. Panelists included Grand Rapids Mayor Rosalynn Bliss, Senator Winnie Brinks, Representative Rachel Hood, Grand Rapids City Commissioner Milinda Ysasi, and Grand Rapids Community College Trustee Brandy Lovelady Mitchell.

10-21-2021: MWC CSO Garrett participated in a virtual panel at the Partners in Prevention 2021 Conference, hosted by Resilience: Advocates for Ending Violence.

11-08-2021: MWC CEO Bergman and MWC Program Analyst Courtney Louis discussed the MI Tri-Share Child Care Pilot Program, as well as employer suggestions that came out of MWC's work on how to support women in the workforce, at a virtual Women in the Michigan Workforce webinar is hosted by the Michigan Coalition Against Homelessness.

A Sample of MWC Media Coverage:

[Mike Shirkey gets blasted by Michigan Women's Commission \(freep.com\)](#)

[Opinion | Child care costs hobble Michigan families. Here's one suggestion | Bridge Michigan](#)

[Pilot program to address growing biz challenge: child care \(mibiz.com\)](#)

[More Voters Want to See Women in Politics Address Sexism Head on. Experts Say that's a Sign of Progress.](#)

[Michigan's Female Leaders to Celebrate International Women's Day Virtually - Pride Source](#)

[Kamala Harris image and message resonates with Michigan women \(lansingstatejournal.com\)](#) (Authored by MWC Commissioner Geneva Williams)

[Letter: Race Shouldn't Determine Women's Pay](#) (Co-authored by MWC Vice Chair Dr. Sabala Mandava and Ayesha Ghazi Edwin of the Michigan Asian Pacific American Affairs Commission)

[Michigan Women's Commission releases pandemic child care survey results \(candgnews.com\)](#)

[Child care to become more affordable through innovative, bipartisan cost-sharing program \(wilx.com\)](#)

[Michigan launches child care pilot splitting cost between family, business and government - mlive.com](#)



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[Wayne County creates resident-based commission to advocate for local women | News | thenewsherald.com](#)

[WATCH: 'Presence is power': Governor Whitmer joins Equal Pay Day conversation](#)

[Michigan women continue fight for equal pay](#)

[Northern Michigan Joins Pilot Program to Help with Childcare Costs - 9 & 10 News \(9and10news.com\)](#)

[Great Lakes Bay Region Awarded \\$300K child care grant](#)

[Gov. Gretchen Whitmer and other Michigan women leaders face culture of misogyny \(19thnews.org\)](#)

[A new program is helping Great Lakes Bay Region families cover child-care expenses \(secondwavemedia.com\)](#)

[Time for the Michigan Legislature to invest in child care providers \(lansingstatejournal.com\)](#) (Co-authored by MWC Commissioners Charity Dean and Misti Rice)

[Opinion: Parents, employers and Michigan split cost of child care? You bet! | Bridge Michigan](#) (Co-authored by MWC CEO Bergman and Rep. Greg VanWoerkom)

[A lack of affordable child care is keeping some Michigan parents out of the workforce, a pilot program aims to fix that - mlive.com](#)

[Gratiot-Isabella RESD first in region to split employee child care costs through new state program \(secondwavemedia.com\)](#)

[Pilot program cuts down child care bills for some Michigan families \(abc12.com\)](#)

[Gov. Whitmer Secures Grants to Empower Women | Dearborn.org](#)

[As child care crisis escalates, new state program with pilot in Battle Creek may offer a solution](#)

[Aquinas College to Host a Women Running for Office Panel](#)

[Latinas can't wait the 200 years it will take to close the wage gap](#) (Co-authored by MWC Commissioner JoAnn Chavez and Monica Reyes of the Hispanic/Latino Commission of Michigan)

[\\$2.5M Tri-Share Child Care Investment Brings Expansion Opportunities](#)

[Program to help workers afford child care coming to the lakeshore | wzzm13.com](#)



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CHERYL BERGMAN
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Sincerely,

A handwritten signature in cursive script that reads "Cheryl Bergman".

Cheryl Bergman
CEO, Michigan Women's Commission

www.michigan.gov/mwc