

Michigan Women's Commission Public Meeting

October 6, 2020
1:00 PM-3:00 PM
Virtual Public Meeting

- Call Meeting to Order: 1:04 pm
- Commissioners Present: Muna Jondy, Danielle Atkinson, Charity Dean, Meg Wheeler Derrer, Catherine Hendrian, Deidre Lambert-Bounds, Alicia Meneely, Dr. Sabala Mandava Rao, Faye Nelson, Vivian Pickard, Misti Rice, Kelli Saunders, Dr. Geneva Williams
 - Staff: Cheryl Bergman, Executive Director; Shannon Garret, Chief Strategy Officer; Emilee Madison, Intern
 - Absent: JoAnne Chavez, Whitney Gravelle
- Approval of Agenda
 - Amendment: Change order for financial freedom committee first
 - Motion: Commissioner Saunders
 - Second: Commissioner Lambert-Bounds
 - Approved
- Guest speakers
 - James White, Director, Michigan Department of Civil Rights
 - Introduced himself and his vision for the department. Excited to have an ex officio member of the MWC as a part of the MDCR
 - Commissioner Dean – Would like to offer Congratulations.
 - Commissioner Lambert-Bounds – Would like to offer congratulations and continue to work together in the future on implicit bias endeavors
 - James White– Thank you and I look forward to working with you all in the future as well.
 - Susan Corbin, Senior Chief Deputy, Dept. of Labor and Economic Opportunity (LEO)
 - Introduced herself and welcomes MWC to the MDLEO. Overview of departments vision and how the MWC fits within this. Highlighted women's economic issues and how LEO is excited to work on them with the MWC.
 - LEO's public health and economic crisis work:
 - Overview of LEO, organizations apart of LEO, emergency response with UIA benefits and workshare, MIOSHA grants, business support, workforce development, housing assistance, 20/21 vision to flatten the curve and help the economy, and how the MWC fits in and collaborative efforts
 - Questions
 - Future for Front liners

- Commissioner Lambert-Bounds – Happy to hear about program for front liners and addresses the educational access disparities in MI
 - Susan Corbin– once we get numbers we will be able to look into who is utilizing the resources and will share the information with Cheryl and Shannon and we could possibly have the leaders of this give a presentation to the MWC
- Commissioner Hendrian– What success measures do you have in mind for the front liners program?
 - Susan Corbin– enrollment numbers, completion rates (students have up to 4 years to complete), what certifications they pick, impact of salaries post completion
- Cheryl Bergman – We are starting to have conversations on barriers to education for women in these programs
- Commissioner Lambert-Bounds– what is the capacity?
 - Susan Corbin – were looking now at what the capacity can be for the future for front liners and the amount we got from the last budget, but we do not have a definitive answer right now because we are looking at how programs work together and as we get information we can share that with Cheryl
- Commissioner Saunders – for those who do not qualify what resources are being shared with them as to not deter them from reaching out for help
 - Susan Corbin– we connect them to our employment and training area, so they can take advantage of all of the resources and federal resources we have available
- Housing
 - Commissioner Pickard – can you talk on housing?
 - Susan Corbin – housed within LEO is the State Housing Authority. They are able to offer programs across Michigan with homeowners etc. We will make sure to share all of the programs LEO has so the MWC can see all we do
 - Susan Corbin – if you have any ideas or questions make sure to reach out to us so we are able to help in any way we can
- Executive Director’s Report
 - Thank MDCR for their past work with us and congratulates Mary on her new position with them.
 - Thank Susan Corbin of LEO for all of the ways we can collaborate and will make sure to share with you the work we are doing through our committees

- Amazed at the amount of work the commission has done this year. Following our retreat, we have come out with new commission initiatives and our committees have done a great job at outlining goals and initiatives in each committee. Thank you to all of the Chairs of our committees including Commissioner Williams, Commissioner Mandava, Commissioner Lambert-Bounds, Commissioner Wheeler-Derrer, Commissioner Saunders, Commissioner Hendrian
- August 26th Suffrage Event went great. We had Secretary of State Benson, Professor Rashida Harrison, and Governor Whitmer at the event. And partnered with Michigan Women Forward. They provided great videos we showed in between speakers. We had just over 2,000 views on the event and streamed it on YouTube and Facebook.
 - Link: <https://www.michigan.gov/mwc/0,5828,7-334-81955---,00.html>
- Questions or Comments
 - Commissioner Lambert-Bounds – LEO and MWC collaborate, it would be helpful if a rep from the MWC presented to some organizations under LEO on how we can collaborate and what we do
 - Shannon Garrett – I think that is a great idea
- Chief Strategy Officer Report
 - Lots of strategy happening on the commission and childcare is a main priority right now. Michigan Women’s Commission has a Childcare Survey that we will put in the chat and would like you all to share. As well as the 21-day Racial Equity Challenge, which the Implicit Bias committee will talk about.
 - Because of these we are pulling more attention to the MWC and we are up on all accounts now including Instagram, LinkedIn, Facebook, Twitter and YouTube. We are meeting with LEO and working with them to develop our social media further. We will be launching our Instagram with a live event with Governor Whitmer
 - We launched our first internship program this summer. We had 6 interns this summer and have 5 now. We have decided not to hire any new interns until we have fully transitioned to LEO. This group of women is great and have done a lot of work with our committees. We will have information later on about applications for internships.
 - Commissioner Hendrian – Shout-out to the interns and their help with the 21-day challenge and everything else they have done
- Report of Committee on Financial Freedom—Commissioner Hendrian
 - Focusing on closing pay gaps and providing access to that information to women
 - While the gender gap in education has narrowed they are still living in poverty we added a reference to the ALICE report
 - Focus on persistent earnings for women, families in poverty and specific actions to close those gaps
 - #1 – create a model to achieve pay equity in MI work places
 - Educate ourselves on diff between pay parity and equity and have landed on equity
 - create a survey on pay equity in MI and policies that are currently

in place, researching legislative approaches other states are using and meeting with them, we are rethinking a legislative approach at this time

- working with Governor for pay equity
- #2 – increase cert and education for women in MI
 - LEO initiative and will work to share this
 - Marketing campaign to social media and virtual townhalls
 - Determining if the range of opportunities meets the range of the most marginalized women in mi
- #3 – create a customized program for mothers seeking more education
 - Goal will be further clarified once #1 and 2 are further along
- Report of Committee on Visible Authentic Leadership—Commissioner Williams
 - Chairwoman Williams
 - Purpose is to increase # of women serving in leadership positions in all levels across all fields. We will be exploring programs and activities to address this. We also want these numbers to be visible
 - Both subcommittees will implement goals in inclusive manner
 - Subcommittee – Women in Leadership
 - Commissioner Mandava
 - Goal #1 – pass legislative resolution for MI companies to increase women on boards and C-suites. Revise resolution from previous Congress woman and then create educational strategy to promote this to businesses
 - Goal #2 – create an appointment project to appoint more women across commissions at state and local levels. We are talking with states who have these initiatives and their best practices and then our goal is to use these to create our own guidelines to get more women appointed. We have found we need to create more visibility for these positions to market them to women and use our MWC social media to do this. Also create a database of current membership of these commissions and use it as a baseline of how to increase # of women
 - Subcommittee – Electing Women
 - Commissioner Williams
 - Goal #1 – Get more women to run for elected positions, partnering with MSU GenCen to do collect data on local data. Creating plan on how to get more women to run for upcoming vacant positions and an outreach effort. We are going to partner with groups like vote run lead to get training for women. We will also collect data on upcoming open seats and develop a public education plan based on the data collected. We will use this data on social media to show women the current situation in Michigan and get more women to run
 - Goal #2 – create a bipartisan women’s legislative caucus. We have started conversations with women on both sides

of the aisle to discuss this idea and recruit republican MWC commissioners to help with this. And hope to hold a reception in January 2021 for this caucus.

- Commissioner Williams – Thank you to interns and Commissioners helping with these programs
- Report of Committee on Unlocking Opportunities—Commissioner Saunders
 - Commissioner Saunders – giving report on behalf of all of the commissioners and the interns who have done this work
 - Overview – based on gender and equity conversations we saw that childcare access, paid parental leave policies and more options for caregiving assistance
 - Goal #1 – COVID childcare access, we pushed out a childcare survey across MI, we have over 600 responses currently and are looking for up to 1,000 now and it will be open until the end of October. We have been doing childcare townhalls until the end of beginning of November as well. We want to produce a report from these conversations and survey to be a voice of the people on what is needed so LEO and the state can help address this. We will use this info to create a new set of goals and a roadmap for legislative proposals and how we can best serve our constituents. Please push out this <https://forms.gle/5T7BkuTYbD7uN9Wp7>
 - Goal #2 – parental leave, research current policies and use coalition groups and review parental leave policy and see if it will be applicable
 - Goal #3 – caregiving assistance, will be pursued later on and kind of links with goal #2
 - Comments/Questions
 - Commissioner Jondy – I like how we are focusing on not just legislative agendas but creating change through other means as well
 - Commissioner Atkinson – thanks for committee leadership and is working well as a new commissioner it was nice
- Report of Committee on Implicit Bias—
- Commissioners Deidre Bounds and Commissioner Wheeler Derrer
 - Commissioner Wheeler Derrer– acknowledged Commissioners who have volunteered for a second committee as well as the main committees
 - Overview – this grew out of gender equity conversation and the need to address implicit bias. We will create lens to view and review commission work, educate commissioners and hold public educational programs
 - We have created 5 goals
 - #1 - Structure within commission to have unbiased lens – Lead by Commissioners Lambert
 - #2 - Implicit bias onboarding process for new com – Lead by Commissioner Meneely

- Internal learning opportunities - Commissioner Hendrian and DiAne Townsel
 - Create external learning opportunities for public – Commissioner Hendrian
 - Please apply for our next cohort for our 21-day challenge and watch FB page for registration
 - <https://forms.gle/nonoZEZ1kvABqKFC8>
 - Document this process for future commissions and commissioners internally and across the State of Michigan
 - In January we will have many more updates to give you
- Old Business
 - Approval of minutes of August 10, 2020 meeting
 - Commissioner Williams motions
 - Commissioner Lambert-Bounds seconds
 - Approved by consensus
- New Business
 - Cheryl Bergman- Selection of public meeting dates for 2021
 - Tuesday, January 26, 2021 in Lansing (Legislative reception to follow meeting)
 - Cheryl Bergman - Checking into when Governor is doing her State of the State Address
 - Comments: recommended to not do legislative reception on a Thursday
 - Wednesday, April 21 in Muskegon
 - August 17, 2021 in Brimley--Firm
 - November 9, 2021 Flint—Firm
- Commissioner Reports
 - Commissioner Pickard– Invitation for Nov 18th event with InForum will be sent to Cheryl to circulate among commissioners
- Ex Officio and Liaison Reports
 - Jaclyn Merchant – Liaison with (formally DEQ) now Great Lakes Environment and Energy, the Governor has had all State employees do implicit bias training and our dept is doing this by the end of November and we are working in this new normal
 - Susan Corbin – LEO will be doing an implicit bias training by the end of NOV
 - Commissioner Lambert-Bounds – what program are you using?
 - Susan Corbin – each department has to commit to a schedule and it is online three 30-minute modules offered to dept of civil service. Those who have taken it liked the platform and in LEO we are working to implement more outside resources that will help our employees and look at policies

- Alisande Shrewsbury - Our dept is undergoing the same implicit bias training to be completed by employees by the end of the year, we are also working on some more training with an outside contractor that will start next year and working with programs with students and educators. Excited to hear work on childcare and the dept of education works with other depts and when you have the results of those surveys if you could share and we can facilitate conversations that will help
- Joe Froehlich – MI dept of attorney general, with move from MDCR to LEO, I have been assigned to provide the commission with legal representation and I plan to attend all of your meetings, virtually and hopefully in person soon, if you have any requests if you could funnel those to me through the executive director of LEO. Excited and happy to be representing the commission and feel free to contact me
- Public Comment (Public comments are limited to five minutes per person).
 - Deb Macon – Vice President of leadership for Network of Women’s Leadership Foundation (not sure that’s what she said) I was appointed the rep to work with the MWC and I will be attending your meetings. Predominantly in Oakland county but now we have expanded, we are multi-partisan and our work is centered around what do women need as leaders, our goals align with the VAL committee and subcommittees including electing women leaders. I look forward to connecting and we are inviting you to in December, celebrating women who put their name on the ballot, win or lose, and Skills training. I have signed up for the 21-day challenge and we have shared it with other groups too, it was brought to us through a past commissioner. Shout out to Shannon Garret’s presentation at the United Way Townhall, it was great, and I look forward to future collaboration with the MWC
 - Mary Pollock – Representative from American association of university women. Our leadership was pleased to see your new goals and objectives and how they align perfectly with ours. We give our scholarships and fellowships and are working to address pay equity initiatives as well. We publish the simple truth each year with data, sponsor Coca Colas assistance for free online training for salary negotiation for college and working women, lead the MI pay equity coalition and sponsor and annual equal pay day event. MWC has been a member of the coalition over the years and glad the work you have done. I used to be a member of the MWC and have followed your efforts for a long time and am proud of the commission we have now. Thank you for your service.
 - Commissioner Jondy– our commission is working to amplify work of other orgs and look for collaborations so thank you both for coming. Thank you to everyone who attended.
- Meeting adjourned: 2:52pm