



**MWC Public Meeting Notes
Brimley, MI
Tuesday, August 17, 2021
1-3 PM**

- I. Call to Order and Roll Call
 - Commissioners present: Chair Muna Jondy, Tamara Faber-Doty, Whitney Gravelle, Karin Hopman, Katie Horvath, Tracy Joshua, Misti Rice, Kelli Saunders
 - Guests present: Bay Mills Executive Council Members Rachel Burt and Gail Glezen
 - Staff present: Shannon Garrett and Cheryl Bergman
 - Intern present: Olivia Howard
 - Commissioners absent: Vice Chair Sabala Mandava Rao, Danielle Atkinson, JoAnn Chavez, Charity Dean, Faye Nelson, Vivian Pickard, Geneva Williams
- II. New Commissioner Introductions
- III. Approval of Agenda
 - Commissioner Saunders moved; Commissioner Horvath seconded. Agenda approved.
- IV. Guest Speakers: Commissioner Gravelle, Burt, Glezen
 - Commissioner Gravelle, Bay Mills Chairwoman, gave a presentation on the history and current status of the Bay Mills Indian Community (slide deck attached).
 - Commissioner Gravelle facilitated a general conversation between MWC Commissioners and Bay Mills Council Members Burt and Glezen, including discussion about the historic current all-female Executive Council for Bay Mills Indian Community.
 - Questions:
 - Did you understand the gravity of having four women on the council in our community?
 - Burt: To be part of this legacy, with four women, we can do it. The majority of our community recognizes it.
 - Glezen: The community as a whole was quite proud being the first all women council.

- Gravelle: Bay Mills is the first tribe to fight for our treaty rights, first to open a casino in the state of MI, first to go up to the Supreme Court and have tribal sovereignty acknowledged.
- How do you campaign for your elected offices?
 - General: Announcement, letter of intent, small politicking; depends on nature of the race; recently more of an effort to adopt traditional campaigning, such as yard signs, door-to-door, social media. Because of age, women, and running against two men, I did social media, brochures, yard signs, door-to-door.
- Is there a proper or preferred term for Native Americans?
 - General: American or Alaskan Indian is used in the U.S. Census. Societal use is Native American. Some people don't like Indigenous people; may imply you are not a part of a specific, cultural background. Many people locally prefer Anishinaabe. It is an individual preference. We are technically the Bay Mills Indian Community, but the "Indian Community" term is used to deem a lesser status of a tribe (smaller, but sovereign). Safest to go with Native American.
- How does the Enbridge Line 5 oil pipeline under the Straits of Mackinac factor into the rights, obligations and considerations under the treaties and agreements you discussed?
 - Gravelle: Our right to fish is about the water, the habitat and maintaining a place for fish. Our tribes are actively involved in decommissioning potential threats and protecting treaty resources. Commissioner can help support efforts by sharing on social media and educating folks. People forget that tribes exist and treaties that are relied upon for centuries that, if lost, would lose a part of our identity.

- Guests excused.

V. Chief Executive Officer's Report, CEO Bergman

- Welcome to incoming Commissioners and thank you to outgoing Commissioners.
- In late 2019 and early 2020, MWC traveled around the state to identify priorities. Affordable childcare, paid leave, pathway to good-paying jobs. We gathered as a Commission to re-shape our initiatives moving forward.
- DTMB published a Women in the Michigan Workforce Report [Women in the Michigan Workforce \(milmi.org\)](#). Backs up what we talked about with women. Since February 2020, approximately 136,000 have left the workforce entirely. As of July, it has increased to 203,000. 14% of women live under the poverty line, compared to 12.9 percent. 57% of women work full-time year around, much more likely to hold two or three jobs. Of people who earn 100,000, only one in four are women. For all women, the pay gap is 78 cents on the dollar, and the gap widens for Black and Hispanic/Latino women.
- MI Tri-Share Pilot Program. Innovative public-private partnership. Employers, employees, and the state each pay a third of childcare. In March of 2021, we

awarded three regions: Muskegon; Northwest MI United Way (rural, five counties); Saginaw ISD (Great Lakes Bay region). In mid-April to mid-June to work out kinks about eligibility and measurements. Started signing up employers United Way has signed up four, Muskegon has signed up three. Signing up large and small employers from various industries. There are private funders interested in funding pilots in Western and Southeast Michigan. Guiding priorities: Families have the choice of licensed child care, serving ALICE population (families are above 150 and below 250 percent of state poverty line) and it is a tool for businesses to retain and attract employees.

- Mentioned the reimbursement policy for meetings has changed.

VI. Chief Strategy Officer's Report, CSO Garrett

- MWC has applied for a Fostering Access, Rights, Equity (FARE) Grant from the U.S. Department of Labor Women's Bureau. Competitive grant; only available to states; Governor Whitmer nominated MWC to apply. Grant application submitted for \$350,000 to work with community-based organizations in Southeast Michigan (specifically, the greater Detroit Metro region) to stand up MI FARE Navigators who will conduct outreach to low-income working women, disseminate information, and help them access their rights and benefits. MWC will connect women in the target population to eligible benefits under the American Rescue Plan, prioritizing an uptake in available child care subsidies and expanding conversations into eligibility for additional benefits, as well as education about workplace rights and available programs to access higher-wage careers. MWC will compliment this geographic target with a 15-month statewide educational webinar series and wrap-around social media campaigns. Our partner community-based organizations would be Mothering Justice, Detroit Disability Power and United Way for Southeastern Michigan, as well as colleagues around state government for training and content expertise. If awarded, the FARE Grant would dictate MWC's strategic plan for FY22 and into FY23, with the level of activity dependent on funding.
- Events: MWC is planning to partner with Michigan After School Partnership for a September 8, 7:00pm, virtual public conversation about moms and needs for out-of-school programming. We hope to include Commissioners with school-aged kids, a pediatrician to talk about kids' needs, and a women's health expert to talk about how moms need a break and help with child care and OST options. Details to be shared on social media.
- Media updates:
 - Commissioners Dean and Rice had an op-ed published in the [Lansing State Journal](#) on June 4 encouraging the legislature to invest in child care providers.
 - CEO Bergman co-authored an op-ed with Representative Greg VanWoerkom in [Bridge magazine](#) on July 19 about the MI Tri-Share Child Care Pilot.
 - CEO Bergman has made several speaking and media appearances about the Tri-Share program.

- Internships: We currently have four paid interns through the AmeriCorps Summer VISTA program, thanks to generous support from the Michigan Community Service Commission. All four women have expressed interest in continuing to intern with us after the VISTA program closes. We will gratefully host their for-credit internships for the fall semester, but will not open a full internship program unless or until funding is available to provide an equitable paid opportunity.
- Commemorative Dates:
 - May 5 was Missing and Murdered Indigenous Women Awareness Day; MWC secured a [proclamation](#) from the Governor, shared resources on social media.
 - May 5 was also Mom's Equal Pay Day.
 - August 3 was Black Women's Equal Pay Day; MWC secured a [proclamation](#) from the Governor and a week of social media; unable to get an op-ed published.
 - September 8 is Native Women's Equal Pay Day; MWC is working on a proclamation, an op-ed and social media plans.
 - October 21 is Latina Equal Pay Day; MWC is working on a proclamation, an op-ed and social media plans.
 - August 26 is Women's Equality Day, the annual celebration of the 19th Amendment; Governor Whitmer will issue a proclamation; if finalized in time, MWC may release our videotaped conversation with Governor Whitmer and two other female governors recorded earlier this summer.
 - November 26 is Sojourner Truth Day; MWC is working on a proclamation, an op-ed and social media plans.
- Website and Social Media:
 - Website edits underway on the MWC Commissioner bios page; will share when ready for review.
 - We will add a separate and more prominent website page for the MI Tri-Share Child Care Pilot program.
 - MWC continues presence on Instagram, Twitter, LinkedIn and Facebook; posting near daily on Facebook and Twitter and as appropriate on Instagram and LinkedIn.
 - Continuing to work on launching our #MIWomenWednesday social media campaign, a year-long weekly series of videos with women leading in state government; a MWC intern will be reaching out to Commissioners to record videos.
 - Will soon wrap our #SummerSundayReplay social media campaign, re-sharing videos of virtual events over the last year.
 - Kicked off our #SelfCareSaturday social media campaign, to share opportunities, reminders and tips for Michigan women to include themselves in their priorities.

VII. Report on Unlocking Opportunities Committee, Commissioner Saunders

- Unlocking Opportunities Committee focuses on removing barriers to work for women, especially in three issue areas: access to quality child care, paid

parental leave expansion and implementation, and more general caregiver leave and implementation (not only in state government, but in the private sector).

- The American Rescue Plan sent \$1.4 billion to Michigan; child care funds are a part of that program. We remain connected with the Governor's team and stakeholders in Lansing to offer support from MWC as proposals move through legislature. We anticipate the next federal infrastructure plan will include more investment in child care, but legislature need to pass budget and spending proposals so child care providers can access those funds to take in kids and pay the workers in those facilities.
- We held a bi-partisan virtual session with women members of the MI House and Senate about the current state of child care, how MWC can be helpful and ideas we have gathered from women throughout the state.
- We are in talks with the Governor's office about revisiting our [Child Care Use During the Pandemic Survey](#) and possibly hosting another survey in the fall to see where parents are and to help guide direction around child care.
- CSO Garrett earlier addressed our possible fall public event with Michigan After School Partnership.

VIII. Report on Visible Authentic Leadership Committee, CEO Bergman on behalf of Commissioner Williams

- Focused on increasing the number of women in leadership across the board, specifically electing more women and more women in the corporate world.
- Partnered with MSU GenCen. No data on how many women are serving in locally elected offices. Dr. Erick Juenke worked this last semester, starting with county commissions. 27% of county commissioners are women, compared to 38% of state legislators. 14 out of 83 counties have zero women. No counties have all women. Next thing to focus on are school boards. The Center for American Women in Politics released data on municipalities. Rank number 10 in the US for the number of women serving in municipalities (39% are women). Hope is that we can gather this data and raise awareness, make sure women know there are resources available to learn how to campaign and govern. Women feel like we need to be trained before they start.
- More women on corporate boards etc. We have been working on this since 2019. A resolution to encourage more women on corporate boards. It is time-bound and it's not going anywhere in this legislature. Eight states have passed a similar resolution (California is the only state that's mandated and it's working). Working with the Governor's Black Leadership Advisory Council to get a panel discussion about this resolution in a Mackinac moment at the Detroit Chamber's Conference.
- Commissioner Joshua: Corporations are looking at gatherings, conferences. So you may not have the same audience that you would typically have.
- Appointment's project. Want women on boards and commissions in decision-making roles. We want to take it step further. Create a database that is a Match.com for boards and commissions that match your qualification (similar to Iowa's). Iowa almost reached 50 percent of gender parity (mandated on state

boards and commissions). How do you pay for it? Partnership with Women's Official Network Commission (will pay for marketing).

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

- Focused on pay equity and a path to higher paid jobs. Commissioner Nelson has agreed to chair the committee.
- Want to survey Michigan businesses. Do they know what their pay gap is, do they have paid leave policies, flexible schedule policies, etc. McKinsey has done a Women in the Workplace Report. Michigan is participating this year as an employer. Six Michigan companies that are participating. If we have enough MI businesses participating, they will break off that data for free for us to use. Next October meeting will host McKinsey representatives to inquire about how many companies we need.
- Every year, typically the Democrats and the Progressive Women's Caucus introduce a bill package. If every employer in the state of MI were not allowed to ask prior salaries, that would help solve the pay gap. What things could the Governor do administratively without the legislature?
 - Commissioner Gravelle: Has there been outreach to the other party about their objections. Has there been a meeting with those who are willing to find common ground to potentially just pass one provision of the bill, except 12 provisions.
 - Bergman: Not that I am aware of, it is partisan.
 - Commissioner Joshua: A lot of women don't know what they should be being paid or how to research market value.
 - Commission Gravelle: Women always feel like they are underqualified, and they accept that salary. When I was leaving law school, they prepared us for barriers within job descriptions that prevent women from applying. On TikTok, there are women role-playing and explaining how to negotiate.
 - Governor made a pilot program for wrap-around services and is in talks with New York about their pilot program.

X. Report on Committee on Implicit Bias Awareness, CSO Garrett on behalf of Vice Chair Mandava

- This committee works to address and minimize implicit biases present in ourselves, in our work and in policymaking; an internal oversight committee made up of Commissioners who serve on other committees to help us as a commission to have a shared language and lens, to learn and, when appropriate, open and share those learning opportunities with the public. CIBA meets quarterly.
- New Member Orientation packets were updated and tried to be more useful for onboarding new Commissioners; contact CSO Garrett or Vice Chair Mandava if feedback.
- CIBA will set up one-on-one peer partnerships pairing new Commissioners with existing Commissioners to help in welcoming, onboarding and answering questions.

- MWC continues to partner with the Michigan League for Public Policy to use their materials for our MWC Learning Cohort: [21-Day Racial Equity Challenge](#). MWC has adapted the League's materials to use as daily emails for 21 consecutive days and made it more women-centered with cohort-based virtual reflection conversations. MWC is working to automate the email process and our new registration form is open for a September cohort. Vice Chair Sabala will facilitate this cohort and Commissioners are encouraged to register.

XI. Old Business

- No old business.

XII. Approval of Minutes of April 21, 2021, Meeting

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

XIII. New Business

- 2022 Public Meeting Schedule:
 - Tuesday, January 25 is confirmed; Bergman will ask the absent Commissioners about April, August, and October 2022 dates.
- We understand that under the current Open Meetings Act, we are not allowed to host our meetings virtually or have call-in options; will monitor the legislative action that may change this rule.

XIV. Next Meeting

- Next meeting is in Flint on November 9, 2021.

XV. Ex Officio and Liaison Reports

- No Ex Officio or Liaison reports.

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

- No public comment.

XVII. Meeting Adjourned