

## Michigan Women's Commission Public Meeting

January 26, 2021

1:00 PM-3:00 PM

### Virtual Public Meeting

- I. Call to Order: 1:07 PM
- II. Roll Call
  - a. Commissioners: Present: Rice, Williams, Wheeler Derrer, Jondy, Saunders, Pickard, Chavez, Mandava, Lambert-Bounds, Meneely, Gravelle
  - b. Absent: Atkinson, Dean, Hendrian, Nelson
- III. Approval of Agenda
  - a. Motioned by Wheeler Derrer
  - b. Seconded by Lambert-Bounds
  - c. The motion passed
- IV. Child Care Use Survey Report
  - a. Presented by Shannon Garrett, Chief Strategy Officer, Michigan Women's Commission
  - b. Child Care Use Survey Power Point Attached
  - c. Summary: 642 responses; average age of children were ~6 years old with a range of children 2-11yrs old; most of childcare is inside the home; many changes in workplace, childcare and schooling that are causing stress for mothers; many are having family members help with childcare; the ability to work remotely and a flexible work schedule was viewed as helpful; in open-ended questions some indicated they had to leave the workforce (although not specifically asked); during the pandemic the majority wanted to take care of kids themselves during the pandemic and post-pandemic they wanted to have center-based childcare; in order to feel comfortable with childcare they wanted rapid testing, implementation of safety protocols, reduced cost of child care, widespread vaccine implementation, more communication and flexibility with holding spots
- V. Michigan Women in the Workforce Report
  - a. Women in the Workforce Power Point Attached
  - b. Presented by Ruth Archer, Strategy Officer, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Management and Budget
  - c. Since Feb 2020 125,000 women have left the workforce, men have a slightly higher unemployment rate than women, but the women

who have left are completely detached from the labor market as opposed to unemployed who are looking for work

- d. Women in MI make 22% less than their male counterparts, for both full time and part time the wage gap is 34% less, only account for one in four people who earn over \$100,000 in 2019
- e. Female- dominated industries have been hit the hardest, down 115,400 for education and food services
- f. The Bureau of Labor Market Information and Strategic Initiatives plans to release the full report in March 2021

VI. Guest speaker: Dr. Betsy Stevenson, Professor, Economics and Public Policy at the Gerald R. Ford School of Public Policy, UofM

- a. <https://fordschool.umich.edu/faculty/betsey-stevenson>
- b. <https://www.newyorker.com/news/q-and-a/why-the-pandemic-is-forcing-women-out-of-the-workforce>
- c. Shoutout to the first women secretary of Treasury appointed
- d. When she began her doctorate, she was interested in how family impacts women's economic choices and the intersectionality around it
- e. U.S. Economy
  - i. Highest flow into unemployment than the worst parts of the 2008 recession, but the labor market has been very flexible during the pandemic
  - ii. The US economy is a service-based economy, and this is the first service-based recession (usually led by the goods-producing sector)
    - 1. There has been a shift to more job growth in the service sector
    - 2. These jobs mostly went to women
    - 3. As a result, the pandemic has pushed women out of the job market
    - 4. Childcare was viewed as a personal issue and now is evident that it's an economic issue
  - iii. Pandemic on Business
    - 1. Usually accelerate the shutdown of businesses not doing well
    - 2. This is not the case now, businesses that were doing well are being hit as well
    - 3. Businesses will have to restructure how they do business post pandemic
    - 4. Businesses that have smaller portion of costs towards

workforce and more towards capital are doing well in the pandemic (ex. Amazon)

iv. Post pandemic

1. Wealthier people have not been hit very hard by the pandemic so post-pandemic they are expected to spend more money at high end businesses, but lower income have developed new habits and are hit harder so lower priced businesses will be hit after
2. Women in the workforce will continue to leave and feel burnout

v. President Biden's Post-Pandemic Plan

1. \$130 Billion to help schools reopen safely and ways how to alter schools to be safe
2. \$25 Billion in emergency stabilization fund - Increase access to affordable childcare and help hardest hit childcare facilities and providing grants and tax credits to cover cost

f. Q&A

i. Pickard- What do you see in trends for women in the beauty industry?

1. Predict a lot of recovery in that industry, in fields that technology can serve as a substitute for the service they will be hit, but that isn't the case for the beauty industry. In the top 20% of income, not many jobs were lost. This has disproportionately affected the lower end of the income spectrum. There will be inequalities in the spectrum of the beauty industry (high end will raise prices).

ii. Mundy- Is there a particular industry that won't recover and disproportionately effect women? Where are the long-term effects going to be?

1. I think women will recover. Education and health services will expand post-pandemic, which is a female dominated field. As the service sector rebounds, so will women. Many things will stay online post-pandemic, main street and mall jobs will be hit and may not come back. The jobs will then become warehouse jobs which are usually men. The 5-day office workweek isn't expected to come back. Many industries are finding that people are more productive at home then in the

office. There are implications of remote work and that will also redistribute employment. In MI specifically, we may be able to attract people who are relocating from larger cities.

iii. Williams- What is the state of entrepreneurship, specifically women.

1. The growth is being led by women and minorities, which have the hardest time getting access to credit. Credit has tightened and banks are loaning money less so this will dampen entrepreneurship. This will have to be addressed to help women and minorities specifically. The PPE loans were mostly loaned to larger businesses who had larger loans than POC and women businesses. Because it was left up to banks, it was not an effective program. There needs to be equality in borrowing and in the housing market to help disproportionately effected groups.

iv. Williams- How will the state of mental health of women be affected post-pandemic?

1. Many women are working more from home as well as working around home schooling for children. The stress has caused tensions within the family and work. There is no defined time to not work. Women can easily become burnt out because of working too hard for too long, even when things start to get better. We need to find ways to help with mental health after the pandemic.

v. Lambert-Bounds- Thanks to Shannon and Ruth for the information. How is the money going towards education going to help women with learning disabilities, low-income students and English as a second language students?

1. Calling for \$170 billion from congress, but the hardest hit fund is to help students who have been hit hardest by the pandemic (\$5 billion in funds)

VII. Executive Director's Report, Cheryl

- a. As of Nov 1<sup>st</sup>, the MWC has become a part of the Labor and Economic Opportunity Department
- b. Three of our interns have moved on, Courtney and Gabrielle are still with us
  - i. Amari has moved on with an internship in Chicago

- ii. Cat is working for Patriotic Millionaires
- iii. Emilee has graduated and is applying to graduate schools and jobs
- c. On international Women's Day we will be having an Event on March 24, 2021

#### VIII. Chief Strategy Officer Report, Shannon

- a. Social media is all up and be sure to follow and interact
  - i. Gabby is working on our editorial calendar and the LEO team is helping us with graphics
  - ii. #MIWomenWednesday campaign will be launched in April 2021– expect to be contacted by Gabby to interview you all for the campaign
- b. Interns
  - i. As we are transitioning into LEO we are putting a hold on hiring new interns this semester, but we will be hiring a new class this summer (remote)
- c. Important Dates:
  - i. Tomorrow at 7:00PM Gov State of the State
  - ii. February is Black History Month, we are working with MI Women Forward to put on an event, more information to come
  - iii. February 23<sup>rd</sup> is Asian women's equal pay day, OP-ED
  - iv. March 24<sup>th</sup>, all women's equal payday, we will be doing an event with the Gov
  - v. April 22<sup>nd</sup>, take our children to work day, looking for interesting or fun ways to commemorate that day and highlight how women have been doing that for the past year everyday
- d. Q&A
  - i. Chavez – Making sure that we continue to note the disparity for other groups of women throughout the year (Black and Latina dates are later in the year)
    - 1. Williams -As we approach Black History Month and other months we should have women of color help shape what we do

#### IX. Report of Committee on Unlocking Opportunities: Commissioner Saunders

- a. Survey
  - i. Thank you to everyone who helped share the survey and thank you to the interns who helped with the data once collected

- ii. We created a list of recommendations from the results of the survey (~12). Important recommendations to highlight:
    1. Tri-Share Pilot Program – pushed by Rep. VanWoerkom, created a facilitator hub to get access to affordable healthcare
      - a. Pilots will be started in a rural, urban and suburban areas
      - b. Will be housed in LEO
    2. Wrap Around Services for Frontliners
    3. Moving childcare providers up in the priority of vaccination
    4. Paid Parental Leave
    5. Creating a webinar series for parents to access on going back into childcare centers
    6. Increasing the strength and visibility of resource navigators
  - b. Expanding Ambassador Program
    - i. MIOSHA comes in and helps businesses identify what safety protocols need to be implemented
    - ii. Working to push this for childcare facilities
- X. Report of Committee on Visible Authentic Leadership: Commissioner Williams
  - a. Subcommittee Women in Leadership: Mandava
    - i. Encourage more women in C-suites and corporate boards
    - ii. Initiatives
      1. Legislation: Working to get Bipartisan and business support for our resolution
      2. Appointments Project: Increase the number of women on local and state boards, working with other states to work on the visibility/marketing of these positions to attract more women to apply. Using baseline data to build on for women representation
  - b. Subcommittee Electing Women: Williams
    - i. Partnering with MSU GenCen to collect data on Women Elected Officials
      1. Will use this data for an outreach effort and partner with others to help build skills for women who want to run
      2. Preliminary research in May, looking forward to share this once we have it

- ii. Meg- trying to get a bipartisan advisory council to advise on policy, Rep. Lasinski and Rep. Bolden. We are meeting with them soon, if they are on board we hope they will reach out on each side of the aisle to join.
    - c. Thank you to all of our commissioners and their hard work and to the staff and interns
  - XI. Report of Committee on Financial Freedom: Commissioner Meneely
    - a. Thanks to Ruth for highlighting the DTMB report and once it comes out in March we will be promoting it in some capacity
    - b. Initiates
      - i. Pay Equity Survey to businesses across the state: do they address it? And how?
        - 1. Then meeting with DTMB to distribute and collect the survey
      - ii. Wrap around services for Future for Frontliners: on-campus childcare, tutoring and help transitioning in education
        - 1. Working to collect information with DTMB to do a community college survey to collect information on what wrap around services they provide
  - XII. Report of Committee on Implicit Bias Awareness: Commissioner Wheeler Derrer
    - a. Work has been made for all of the 5 goals of the committee
      - i. 21 Day Racial Equity Challenge
        - 1. Open for our commissioners and MI residents to participate in
        - 2. In 2020 we ran three rounds with 3 cohorts in each reaching over 200 in 2020 with a waitlist as well
        - 3. Plan to do a round each quarter, with three cohorts each
        - 4. Have received very good feedback on the program
        - 5. Our goal is to have every commissioner to go through the challenge, so if you have not already signed up, please do
          - a. Registration links are on our social media and the next round starts in February
          - b. <https://bit.ly/395AwfN>
          - c. Still looking for a host for the Friday morning cohort, if interested please contact Cheryl or Shannon
- XIII. Old Business

- a. None
- XIV. Approval of minutes of October 6, 2020 meeting
  - a. Motion by Multiple
  - b. Seconded by Saunders
  - c. Adopted by Consensus
- XV. New Business
  - a. Next Meeting: Wednesday, April 21, 2021
    - i. Mark your calendars
- XVI. Ex Officio and Liaison Reports
  - a. LARA – LARA is involved with the licensing of daycares and looking forward to continuing the work on this initiative. In addition, in early 2020 the Governor asked LARA draft guidelines for implicit bias trainings for healthcare licenses, the public hearing on the rule set is on March 9<sup>th</sup>. Looking forward to public input on this draft.
  - b. Department of Corrections – Appreciative of the Guest Speaker and wants to be able to share the PowerPoint with their leadership
  - c. Department of Attorney General – If the commission needs and legal advice feel free to reach out. In the past we have done training on open meetings and FOIA for other commissions. If anyone ever has any ideas on collaboration between our offices, they would be happy to facilitate that.
- XVII. Public Comment (Public comments are limited to five minutes per person.)
  - a. Women Officials Network Foundation, Deb Macon – Pleasure to be a part of the 21-day racial equity challenge. It was tough as an African American woman, but it was a transformative experience and the facilitators did an amazing job. Asking colleagues on her board to extend this with their membership. Thank you to members of the MWC who attended our event and for participating in our upcoming event. We will share an invitation with you all for our upcoming events.
- XVIII. Meeting Adjourned: 2:57PM