



ICSEW

GOVERNOR'S INTERAGENCY COMMITTEE
OF STATE EMPLOYED WOMEN

"To better the lives of state employed women"

GENERAL MEMBERSHIP MEETING

Department of Transportation
Edna Lucille Goodrich Building
7345 Linderson Way, Room 1028
March 10, 2009
8:00 am – 4:30 pm

- 8:00 – 8:30am Registration & Networking
- 8:30 – 8:40am Amilee Wilson, Chair: Call to Order, Welcome, and Announcements
- Amilee addressed group about the difficult financial issues facing state agencies and the measures that some units are exploring to weather these times (i.e., dissolving, merging some agencies, etc.) Because of unrest and stress this may create in our lives, she encouraged each of us to continue to support one another through these times.
 - Agenda change from 10:00-10:30am – Peter Bogdanoff is with Governor Gregoire in Seattle today and unable to make a presentation to the group. Instead we will have a short interactive exercise.
 - Our cell phone protocol passed the Ethics Board review. Each representative must contact their respective agency head and get authorized permission in writing for ICSEW charity drives (cell phones, clothing, toiletries, etc.). Authorization doesn't have to be a formal letter; it could be an e-mail. This is because as state agencies and employees, we must be cognizant of the use of state time and resources when used in support of activities that are not specifically related to the business within our agency, such as charitable work.
 - Health Fair Announcement – the theme this year is: Passport to Wellness. It will take place on May 13th. There has been a great response from vendors wanting to participate – there are 45 spaces for about 67 responding vendors (the committee will be making decisions about which vendors can participate). The fair will also offer additional services, such as resume writing, to help during these stressful times. This Committee needs volunteers!
 - Clothing Drive announcements – Megan Macvie, Professional Development Chair:
 - March 25 is the last day for agencies to collect items.

- March 26 is the Drop Day (the day we sort and transport clothes to donation centers).
- Jewel Cervantes has sign up sheet for volunteers. Can you help for one to two hours that day?
- Everyone is encouraged to take donations directly to The Wardrobe throughout the drive. They accept donations from 10:00 a.m. to 5:30 p.m. and until 6pm on March 26. If you drop off donations there, remember to get a receipt and mark ICSEW on it, and e-mail or send a copy to Megan (MS 47500) so that we can track ICSEW donations. Directions to The Wardrobe are on the ICSEW website.
- Tax receipts are available on the Web site as well – donations are tax deductible.
- Megan has a stack of wardrobe boxes use – please return them after the drive so they may be reused.
- Participating agencies include:
 - Office of Insurance Commissioner
 - Department of Revenue
 - Department of Community, Trade, and Economic Development
 - Department of Financial Information
 - State Investment Board
 - Department of Labor and Industries
 - Department of Personnel
 - Department of Licensing
 - Department of Retirement Systems
 - Department of Ecology
 - The Evergreen State College
 - Office of Financial Management
 - Department of Fish and Wildlife
 - Recreation and Conservation Office
 - Department of Agriculture
 - Washington State Lottery
 - State Auditor's Office
 - Washington State Gambling Commission
 - Governor's Office
 - Washington State Treasurer
 - Attorney General's Office (Tacoma)
 - Higher Education Coordination Board
 - General Administration
 - Department of Social and Health Services (DSB)
- Cost Savings for General Membership Meetings – the Membership committee is providing beverages only today, due to finances.
- Several board positions will be opening up this June – think about volunteering to serve in one. Feel free to contact any member of the board to learn more information about the position(s) you are interested in.

- Sandra White (on the Education Committee) is leaving state service this week to work in the private sector.
- Welcome to our new members:
 - Barb Cleveland – Office of Administrative Hearings
 - Staci Phillips – alternate from Washington State Patrol
- The Executive Board voted in December to post all Executive Board minutes on the Web. All are posted at this point for this board year (from August 2008 to the present). Amilee encouraged all members to read the minutes and learn more about board activities and decisions.
- Public Service Recognition Week – Sharon Edwards needs volunteers to help with this event.
- Several committees need volunteers. If you are not on a sub-committee, please volunteer. Committees especially needing help include:
 - Health & Wellness
 - Education
 - Take Our Daughters and Sons to Work® (TODSTW®) Day
 - History

8:40 – 9:00am

Karen DeWitt, Vice Chair: Ice Breaker

- If you could go anywhere in the world today, where would you go and why? Shared responses around the room.

9:00 – 9:45am

Sub-Committee Meetings

9:45 – 10:00am

Break

10:00 – 10:30am

Amilee Wilson, Messages in Water

- Presentation about Japanese scientist Masaru Emoto's studies on water. He is the author of several bestselling books, including *Messages from Water*, *The Hidden Messages in Water* and *The True Power of Water*
- Emoto performed an experiment verbalizing both positive and negative messages to bottled water over a period of time. He took samples from the bottles and froze them to evaluate what the ice crystals looked like. He discovered that there were significant differences in the formation of ice crystals, and attributed differences to whether the water received positive or negative messages.
- Small group activity:
 1. Think of a circumstance when positive words, images or music really affected you. How did it feel? How did those words, images or music change you or make your day?
 2. Think of a circumstance when negative words, images or music really disturbed you. How did it feel? How did those words, images or music change your attitude or outlook?

3. Think of one area in your life where you are particularly hard on yourself and often use negative self-talk (career, love life, weight, food, etc.). Express why you think this area is difficult for you?
4. Take a blank sheet of paper and make a snowflake pattern. Use this snowflake as a reminder to be positive with others, and more importantly to be gentle with yourself in the area you described above.

10:30 – 10:45am Ad Hoc Legislative Committee Vote: Should the Ad Hoc Legislative Committee become a standing committee?

- Time for questions and discussion was allowed, but there were no questions from the floor.
- Vote was conducted by paper ballot.
- Motion passed unanimously (33 in favor, none opposed).

10:45 – 11:45am Barb Flye, Office of Insurance Commissioner (OIC), Guaranteed Health Benefit Plan

- OIC Web page has good information on this topic. She shared a handout as well.
- Barb has 19 years of experience as an activist working for community health care. She praised President Obama for taking exciting steps to push health care reform at the national level with a supportive Congress in 2009. We all know reform is difficult to achieve but change is necessary.
- At the state level, current legislation (the Guaranteed Health Benefit Plan) proposed by the Insurance Commissioner addresses both routine health care and catastrophic health care coverage.
 - This plan would provide health care coverage for all Washington State residents (with six months of living in the state) up to age 65 and preserve freedom of choice.
 - You would have the right to catastrophic coverage – if something major happened you would be covered for anything beyond \$10,000 a year (you and your family would be responsible for the 1st \$10,000, if you had no other insurance – and most likely you'd be able to work out some type of payment arrangements with providers.)
 - Benefits of moving to a plan such as this would be a average of 37% savings for routine medical health coverage. Currently, 63% of health insurance premiums go towards paying for catastrophic coverage.
 - The \$10,000 was determined by recognizing that this is not comprehensive coverage, and considering what would be a meaningful benefit. Health care costs resulting in this expense would be considered catastrophic.
 - The bill proposes funding this coverage through a payroll tax, as that seems to be the fairest and broadest way. It would be shared between workers and employers.

Workers would pay a tax of 1% of their income, and employers a tax of 3-5% of the worker's wages (with the percentage determined based on the size of employer).

- Barb explained briefly the differences in a few scenarios where people did and did not have any current health care coverage and how the plans would look. In terms of day to day routine care for low- or no-income folks, not much would change for them regarding care – unless something catastrophic happens in their lives. Preventive care, such as routine screenings and vaccinations, would be covered also.
- This system has not been tried in any other state.
- The Commissioner's plan is not designed to solve all issues needing fixing under health care reform – it's just a first step.

11:45am – 12:00pm Roberta Carpenter, TODSTW®D Chair: TODSTW®D Survey Results

- Last fall she sent a survey to state employees statewide, and got responses from 894 people.
- Majority of respondents preferred having an event on the national date in April. (However, based on the Governor's request that we not interfere with WASL test dates, the Executive Board selected June 25 for this year's event.)
- Survey respondents also preferred a half-day event to a full day, and wanted events at their local offices instead of the Capital Campus.
- Roberta will contact agency heads to see if they want to designate a coordinator for their agency.
- On March 31st she will hold a meeting for group coordinators, to present examples of past agency events, provide resources, and brainstorm ideas to assist in planning their agency events.

12:00 – 1:00pm Adjourn to lunch

1:00 – 1:05pm Amilee: Announcements

- If you are interested in having your agency participate in the Clothing Drive from March 11-25, remember to get authorization from your agency director or designee in writing. Please send a copy of this authorization to our clothing drive coordinators, Meagan Macvie or Kim Hardeman.
- If you can, sign up on the volunteer list for the sorting day on March 26.

1:05 – 1:45pm Legislative Committee, ICSEW Legislative Update:

- This committee helps ICSEW reprioritize our efforts in affecting living and working conditions for all state employees. This is an important piece of the ICSEW mandate.

- Amilee Wilson, Anna Jones and Angie Naillon provided the Legislative Committee report on bills the committee is tracking.
- If members are interested in tracking bills, Anna Jones is willing to be a resource.
- Legislative members will give a full report upon conclusion of the legislative session.
- Updates will be published in the special Legislative Edition of the *InterAct*.

1:45 – 2:10pm

Kayla Windle, Human Response Network (HRN) and Cell Phone Drive

- Mission: They are dedicated to breaking the cycle of violence and responding with compassion to victims.
- They are located in Lewis County. They started in 1968 as a grass-roots organization to serve victims of sexual assault, domestic violence and other crimes (including murder of children, etc.).
- For sexual assault clients, they provide:
 - Medical care (emergency room).
 - Legal advocacy (such as protection orders, navigation through the system).
 - General advocacy – general support of victims however they need it; plus support groups.
- For domestic violence clients, they provide:
 - Safety information
 - Ongoing support groups
 - Advocacy-based counseling (support and friendship with boundaries)
 - Legal advocacy (protection orders)
 - Community resources (info referrals)
 - Life skills classes
 - Help with victim witness notification assistance and Crime Victims Compensation Assistance
 - Emergency shelter (they have a secure donated house with six bedrooms, and also can provide funds for helping with hotels if necessary)
- For victims of other crimes: they work with other resources in multiple counties in areas of identity theft, vehicular assault and vehicular homicide, hate crimes, homicide, vulnerable adult abuse, and others. Services include crisis intervention, information referrals, systems advocacy, community education and outreach, and legal advocacy.
- All their services are free and confidential – most of the survivors and victims arrive with just the clothes they are wearing. HRN provides things like food, clothing, bedding, 911 phones, shelter, transportation resources (including Angel Flight and gas vouchers), rent assistance, etc.
- How can we support victims of domestic violence? (April is Sexual Assault Awareness month.)

- Speak out against violence, volunteer time at the HRN, make a donation (money or supplies).
- Donate old cell phones. Phones are reprogrammed to dial 911 only. Many clients receive multiple cell phones to keep in various locations for safety.
- Currently the greatest need is for help at the shelter and to be active in activities surrounding Sexual Assault Awareness Month – attend presentations with an advocate, volunteer (there is no age limit on volunteers but it does involve a background check). There is a huge need for male volunteers
- Amilee will make the presentation available on ICSEW's Web site.
- If members want info on upcoming activities, e-mail Kayla and she will respond since their Web site is not updated. Kayla's e-mail address is: kaylaw@hrnlc.org.

2:10 – 2:25pm

Break

2:25 – 3:20pm

Rowlanda Cawthon, Department of Corrections: Servant Leadership

- What is Servant Leadership? It is a mindset that implies that a leader's role is to serve or be a steward of resources (human, financial and otherwise) to ensure that his or her followers' needs are met in order to accomplish both individual and organizational goals. A servant leader puts his or her needs second to the needs of the person.
- Servant leaders must have a desire to make a difference to others and pursue opportunities to positively influence others' lives – it's never for their own gain. They must be willing to sacrifice self-interest for others. Are you willing to sacrifice self interest for others? Are we (ICSEW) willing to sacrifice self interest for others?
- You don't have to be the "manager" to be a leader – we can lead in our own area of control (within our work sphere, our home, our relationships with friends, family, kids, etc.).
- Servant leaders have an altruistic approach – sacrificing self for the sake of someone else.
- The basic definition of leadership is the capacity and will to rally men and women towards a common goal, and the character which inspires confidence. Leadership is a choice, a process that inspires and influences people towards a common goal. The ultimate key is attitude (setting the right atmosphere enables the right response).
- The goal of leadership is to maximize the potential of others.
- Servant leadership is fulfilling needs of individuals – are you and we fulfilling the needs of those we lead? Do we lead with a gracefulness of attitude?
- Rowlanda discussed the 10 characteristics of servant leadership: listening, empathy, healing, awareness,

persuasion, conceptualization, foresight, stewardship, commitment to growth of people, and building community.

- How is Servant Leadership applied? Most organizations are built from top down (with a Chief Executive Officer or President, etc.). Servant leadership implies that we and our organizations must invert the traditional hierarchical pyramid so that the top and middle are supporting the largest group that is traditionally at the bottom (employees). When the pyramid gets inverted like this, then Management's job is to be responsive to the needs of the employees – not the other way around.
- Servant Leadership seeks to improve people on personal and professional levels – it cultivates vision, positive thinking and conceptualization (to see the bigger picture). It can and should be applied in all areas of life.
- How do you know if it works? Measure results by asking two questions: 1) Do those served grow as individuals? 2) Do they become healthier, wiser, freer, more autonomous, effective and more likely themselves to become leaders?
- At its core, Servant Leadership is a long-term transformational approach to life and work, the essence in the way of leading.

3:20 – 3:40pm

Amilee: ICSEW Foundation

- Amilee shared the vision, mission, goals, and priorities of ICSEW.
- She encouraged each member to become active in the group and get connected through committee work and the Web site.

3:40 – 4:10pm

June Hershey, DSHS: Health & Wellness Activity: Extreme Self-Care

- Discussed the importance of self care especially in women's lives. We need to be refreshed and have reserve in order to be able to give. It is not "selfish," it is "self"-ish!
- Self Care tip: *Under promise and over deliver*. One of the biggest things we do as women that trips us up is promising too much! This is one strategy that we can start working on today!
- Interactive exercise: Members worked on a list of daily self care habits that we can promise to work on, to help simplify our lives and empower us, and to ground us in our own self care.

4:10 – 4:15pm

Amilee: Final Wrap-Up and Request for Member Feedback

- Good speakers – relevant topics, good pace.
- Not rushed for time.
- Good opportunities for sub-committees to meet (early in the day).
- Most everyone stayed.

- Encourage members to assume larger leadership roles within the board.
- Members appreciated the lunch option.
- Ways to improve: speak up, and avoid sidebar conversations.

4:15pm

Meeting adjourned