



ICSEW

GOVERNOR'S INTERAGENCY COMMITTEE OF STATE EMPLOYED WOMEN

"To better the lives of state employed women"

GENERAL MEMBERSHIP MEETING
Department of Health Point Plaza East Building
Rooms 152 and 153
310 Israel Rd. SE, Tumwater WA 98501
May 12, 2009
8:00 am – 3:45 pm

- 8:00 – 8:30am Registration and Networking
- 8:30 – 8:55am Amilee Wilson (Chair), Call to Order and Announcements
- Thank you to Kris Reichl (Health & Wellness Chair) for obtaining today's meeting location at the last minute.
 - Review of agenda – Peter Bogdanoff from the Governor's Office is unable to attend due to a family emergency. We'll do the Policy Review at that time (10:00 am) instead.
 - Welcome to new members:
 - Abby Kelso, The Evergreen State College
 - Ana Gil, Utilities and Transportation Commission
 - Jolena Misseldine, Department of Information Services alternate
 - Barb Cleveland, Office of Administrative Hearings
 - Joelle Parish, General Administration alternate
 - Stacy Phillips, Washington State Patrol alternate
 - LISTSERV Update – there are still some issues with ICSEW members not getting messages. DIS is doing troubleshooting and not finding problems. If you're having problems, please check your filtration system or junk mail folder, and be sure ICSEW messages not getting blocked. Highlight the e-mail address and list it as non-junk mail. We will also continue to investigate issues. The LISTSERV is our main source of distributing information, announcements, meeting notices, etc. To sign up, contact Amilee or Sharon Edwards (Membership Chair).
 - Recruitment went out last week for upcoming Executive Board vacancies. If you are interested in serving on the board, please apply by May 15. Send an e-mail to Amilee describing your applicable skills and abilities, and why you think you would be a good fit for the role in question. She will be making decisions by June 30 and is looking to increase the diversity on the board. Upcoming vacancies are in these board positions:
 - Vice-Chair

- Executive Treasurer
- Executive Secretary
- Conference Chair
- Education Chair
- Legislative Chair
- Membership Chair
- Professional Development Committee Chair
- Public Service Recognition Week update (Sharon): Great event last, great turn-out and teamwork despite the rain. The ISCEW booth showed photos and asked attendees, “Do you know who your ICSEW rep is?” Their sign asking this question is laminated and may be used again. Great publicity opportunity. A big thanks to everyone who helped.
- Relay for Life (Teresa Glidden, History Chair): This is a 24-hour team relay walk to raise money for the American Cancer Society. It is on June 26, starting at 6:00 pm, at the track at Black Hills High School in Tumwater. She is selling T-shirts for \$10 if anyone is interested. Amilee, Kris, and Teresa are the ICSEW Team captains and there is space for more to join the team. Teresa will organize meetings for team members to brainstorm on fundraisers and coordinate. This is also another opportunity to bring publicity to ICSEW. Participants do not need to be there the full 24 hours, but the team captains will be.
- Health and Wellness Fair (Kris): This is tomorrow at the L&I Building in Tumwater from 10:00am-2:00pm. Please send out the LISTSERV message to your agency if you can and have not already done so. Some agencies are allowing staff extra time to go. During today’s sub-committee meeting time, Kris would like the volunteers for this event to meet with her for the first 15 minutes to go over instructions. Thanks to Roberta Carpenter (TODSTW® Day Chair) for the large copy of the agenda. This event is open to the public and all state employees. Most vendors are confirmed.

- 8:55 – 9:20am Karen DeWitt (Vice-Chair), Ice Breaker
Tell two truths and one lie, and everyone has to identify the lie.
- 9:20 – 9:50am ICSEW Sub-Committee Meetings
- 9:50 – 10:00am Break
- 10:00 – 10:20am Amilee, ICSEW Policy Review
The board-approved versions of these policies were sent to the General Membership last week, with today’s meeting announcement.
- Distributed paper copies of Policies 5.02 (Health and Wellness) and 5.03 (Professional Development Committee [PDC])
 - PDC announcements (Meagan Macvie, PDC Chair):

- Thank you for everyone who participated in the clothing drive – we collected 10% more items than last year. Please provide your mailstop to her if you have not yet done so.
- Susie LaPalm is coordinating one final toiletries drive for The Other Bank. Please bring donations to the next meeting (the Transition Meeting on July 14). There will be a LISTSERV message, and you may choose to involve your agencies or not. You are also invited to support our charity drive recipients by contributing throughout the year.
- Meagan is collecting lessons learned from these activities. If you have any, please let her know.
- PDC policy (Meagan):
 - The committee used to be called the Promotional Opportunities committee. It changed in the past two years from providing help with finding jobs and developing resumes (these services are available for free online through Department of Personnel and Employment Security) to focus more on professional development at its core.
 - Activities this committee has facilitated for ICSEW include speakers, mentoring, clothing drive, and networking with women's groups.
 - Time was allowed for the General Membership to ask questions, and provide feedback and suggestions. There were some questions about the past committee title and focus, but no additional feedback or comments.
- Health and Wellness announcements and policy (Kris):
 - Thanks to members who have worked on the policy and the upcoming fair.
 - Changes to policy mostly reflect committee activities that we do but that haven't been captured in the past.
 - Changes were made to the procedure – we've collaborated with state agencies on the health fair in the past, but this was not reflected in the policy. We've also assisted other agencies and employers in coordinating their own health fairs, participated in national and state awareness events, and promoted the Governor's Health Bowl. One new activity is we're promoting preventive health care benefits and discounts.
 - Time was allowed for the General Membership to ask questions, and provide feedback and suggestions. There were no questions, feedback or comments.
- Amilee announced these policies are now considered approved by the General Membership, and will be posted on the ICSEW Web site.

10:20 – 11:30am Marina Parr (Workforce Education and Training Board)

Continue your Education and Put Your Career in Gear!

- Distributed *Where are you going?* booklet and other resources from her agency.
- The Workforce Board is a small agency (fewer than 30 workers) that serves in a variety of roles:
 - Oversee private career schools (ITT, DeVry)
 - Help with components of programs for veterans
 - Research demographics and statistics for most promising programs.
 - Lobby legislature on issues affecting work force (i.e., skilled jobs, wages, etc.)
 - Analyze return on investment (ROI) of state's biggest workforce training programs.
 - The Workforce Training Board is a partnership of labor, business, and government, dedicated to helping Washington state residents obtain and succeed in family wage jobs, while meeting employers' needs for skilled workers. Agency direction is steered by this 12-person board.
 - All their information is on their Web site, and they also partner with Employment Security.
- Some basics on the current economy (Economy 101):
 - The United States lost 539,000 jobs April.
 - Unemployment in our nation is the highest in 25 years.
 - Consumer spending is stabilizing, but government cuts are on the horizon.
- Unemployment hits some people harder than others. Current unemployment rates for:
 - People with college education – 4.3%
 - People with high school education only – 13.3%
 - Men – 8.8%
 - Women – 7%
- Education boosts income:
 - College graduates earn 80% more than those who stop their education after high school.
 - Community college students who complete job prep (vocational) programs earn \$7,700 more per year than those who don't.
 - 1.6 million Washington adults haven't gone beyond high school. The Workforce Board tries to figure out ways to help with this, since more education equals more pay.
- In our state:
 - One in four working families with children are poor.
 - This means over 610,000 people in our state.
 - The Workforce Board wants everyone to reach their full potential through education and training.
- The recession puts us at risk:

- But it's a good time to think about the future.
- More education leads to more money and job security.
- It's also important to find your passion.
- The *Where are you going?* guide goes to high schools and colleges, prisons, and anywhere people are looking for education and career counseling. It's free and includes:
 - An assessment to identify what you like to do
 - In-demand jobs, what they pay, what education is required, and where you can get education.
- The Washington Career Bridge: Web site:
 - Goes with the *Where are you going?* Guide.
 - It's an online version of the book, but more detailed.
 - It includes links to job fairs, financial aid information, and Work Source locations.
- Career Bridge Features:
 - Career planning tools
 - Search by job title, program name and more
 - Earnings and employment outlook
 - Program performance results in June 2009
 - Financial aid information
- Demonstration of Career Bridge site www.careerbridge.wa.gov
 - Has different portals for various groups (unemployed, veterans, training providers, people needing more education, people with disabilities, etc.)
 - Find your passion, in-demand jobs where you live, career counseling near you, military veteran programs, job fairs.
 - Funding section talks about grants and scholarships, loans, work study, tax credits, military veteran benefits, worker retraining and unemployment programs, programs for people with disabilities.
 - If you're employed and get laid off, you may qualify for many programs especially through Work Source. There is a new site: www.opportunity.gov, through the Obama Administration, aimed at unemployed workers. The state also has a site through Employment Security (Work Source offices have computers, copiers, resume paper, etc.).
 - Site also has resources to find education and training – search by job title, training program, major, training provider, location. Employment results (for that degree) will appear in June (like consumer reports – the number of people who completed that program and are employed in that field, including earnings). Data is based on Social Security numbers (not self-reporting), during the 3rd quarter after graduation. Unfortunately, it does not include people who are self-employed or who work for non-profits (which don't

have to report to Employment Security) or out of the country, but does include data from other states.

- Employment outlook for various fields.
- Work force board focuses on “middle-skill” jobs – there is a huge segment of jobs (dental hygienist, automotive tech, etc.) that are available often with a one-year program (post high-school). Many high schools seem to focus on sending students to four-year colleges, and there’s not always a lot of focus on other options (such as shorter programs leading to skilled occupations).
- They advocate for programs that get people where they’re going as fast as they can.
- Don’t ever write yourself off. You can probably find a way to get the money and the time (online learning is a great option for many working adults).
- Another good resource is the Women’s Center at college campuses.

11:31am – 12:30pm Adjourn to lunch

12:30 – 1:35 pm Kelly Boston, Health and Wellness Committee Activity
Self-Defense Training with Cindy Gallegos and Meagan Sullivan

- Cindy also teaches at SPSCC and will do a demonstration at 1:00 pm at tomorrow’s health fair.
- There are simple things we all can do – they aren’t martial arts things. This is using our natural women’s instincts and common sense. Don’t allow yourself to be chosen as someone’s easy target or victim.
- Part of self defense is knowing each person has the ability and power to create time and space to escape dangerous situations.
 - The longer it takes for someone to gain control over you, the more likely they are to give up. The reason is because they will start to worry about who’s around, who can hear, who might come to your rescue. Their intention is to get you as quickly, quietly, lack of attention as possible. Yelling and screaming might save you. The longer it takes, the more it ruins their plan.
 - Space: Putting distance between you and a potential attacker. It can be moving to the other side of street. It can be getting a car or furniture between you, or getting a person off you. This involves how close you’re going to let someone get to you, and how you project what your boundaries are.
 - When your intuition kicks in, you decide what is your space. If you see a creepy guy in the parking lot, look at him, let him know you see him. As long as he’s over there, that’s fine. If he moves, get behind a car. If he comes towards you, run into building and ask for

help. Do everything possible to keep the distance between you. The closer someone is to you, if he has ill intent, the more danger there is.

- Women are trained to be docile, and told don't be rude, don't make a fool of yourself. Many of us are afraid to confront someone who's making us uncomfortable. That's a crock! It's okay to determine your space if someone's making you uncomfortable. Someone without ill intent will stop. Someone with ill intent will pretend to stop (put hands in air, say ok) but keep moving closer. If they're still coming, you still have space to run, get in a car, building, etc. You know he's ignored your boundary.
- Women have to stop being afraid to say don't cross this line. You determine what the line is.
- 95% of your self-defense is in your awareness, how you carry yourself. Do you walk like a victim? (Shoulders up, head down, don't look at me / don't see me?) When you project weakness, easiness, fear in stance and posture, you send the message you won't fight back. Awareness of your surroundings helps. Look around. Don't be afraid to look at who's walking behind you. This removes the element of surprise. To continue walking in fear is asking for trouble.
- When you come out of store, how many of us don't start looking for our keys until we're at the car? Aggressors look for someone who's distracted. Have your keys ready when you leave the store. Have them in your hand to be ready and use as a weapon if(if what?)
 - . Look around. Don't park next to the "scary van."
- Don't park in secluded areas where there's no one around, where no one can hear you if something happens. If it's at night, park next to a light. Think like someone looking for the easiest victim – someone they can control the easiest, quickest, and fastest.
- Their plan is to get you to comply as quickly as possible. If someone pulls a gun on you, and says "get into my scary van," they're trying to control you, not kill you. The reality is they don't want to shoot you where people can hear and possibly witness it. They want to get you to second location, which is more dangerous to you. Never let yourself get taken to second location. Fight, bite, scream, kick, yell. Take your chances there, not at the scary location, even if he has a knife, gun, etc.
- We often are most vulnerable getting in and out of the car. Some doors may auto unlock when you turn off engine. Lock them again. If you use the time after you park to find your purse or list, fix your make-up,

etc., you may be showing you are distracted.

Someone looking for a victim of opportunity will see this and all they have to do is get in your car. Don't make it that easy for them.

- When you're ready to get out of the car, look around before stepping out. This isn't paranoia, it just makes good sense. The same goes when you're getting into your car.
- When loading groceries in a car, it's very common to have your back turned the entire time. It's easy to be shoved into your own trunk. When loading groceries into your car's trunk, put the grocery cart between you and the street or parking lot. Face your cart and not your car. The more you can not turn your back on the world, the safer you are. If someone wanted to attack, they'd have to move the cart first, which would give you space and time. Plus you can see them coming.
- I-pods/headsets. If you can't hear your own footsteps, you can't hear someone else. Make sure you can hear your own feet and others' too. Again, this is not being paranoid – it's being smart, and not allowing yourself to be a victim of opportunity.
- Voice: This is a powerful tool, even for women without naturally loud voices. If you are screaming the word "NO," it does a lot. Physiologically, it expels air, so if you get punched in stomach you are less likely to get the wind knocked out of you. Emotionally, it also keeps your power within you. Screaming "help" sends your power out to the universe, as you convey the message you're hoping someone will come along to save you. "Ow" or "please stop" gives your power to the attacker – letting them know it's up to them to decide whether or not to hurt you. "NO" tells attacker they're not going to do it to you. Sometimes voice alone is enough to jar an attacker, even if you're not in the scary van. It tells the aggressor they're not in control – you are, and you're not crying or wondering what they're going to do next. It's sometimes a good idea to practice saying "NO" in a loud voice. Do it in your car, and feel the power of your own voice. That alone will make you stand a little taller.
- Demonstration of physical movements that help with self defense: You may want to practice these moves to feel your own strength and how your body moves. The more you understand how your own body moves, the safer you are. This training isn't about duking it out with some man – it's about creating the space and time for you to get away. You decide the power is yours. You control the situation. You may not like it, you may not have asked for it, but you control the situation. You're the one getting away.

- How you stand: if your feet are side-by-side, you have no balance, and it's easy to get pushed. If you put one foot forward and one back and bend your knees slightly, you've got balance, and you can't be pushed over. This gives you power, and is a better position to run from or fight someone off. It also looks more powerful and gives your attacker pause, which creates a chance for you to run.
- When you enter a new place, scan the room and the people. See how many exits there are and where they are.
- Blocking move – if someone starts to punch you or draws a weapon on you, protect your face, to keep yourself from being knocked out. Take your arm with elbow up and make a triangle, and put face in the triangle. This protects you, allows you to still turn and see, and you have your other hand free. If you have to run toward someone or something, put your arm up this way. See aggressor as an object, and obstacle you have to get past.
- If someone pulls on your arm, don't get into a tug-of-war. Instead, turn your wrist toward the opening of their hand, and you will be able to break out through the opening between their fingers and thumb. You can also grab your trapped hand with your free hand, to pull it through that opening.
- If someone grabs you with both hands, use the "Feel and Peel" method. Put your hand on theirs and bend one of their fingers back until they let go or their finger breaks. The hand is vulnerable to this movement, and nail beds are also very sensitive.
- If someone grabs your clothing, again, grab one of their fingers and bend it backward. Or pull their fingers apart from each other in a wishbone move. Or bend their knuckles back if you can't reach a finger. Someone with a broken finger can't re-grab you or make a fist. The thumb is often available, as it's on the outside and is often more pliable than other fingers. You can also knock on the back of someone's hand with your knuckle – this is often jarring enough to make someone open their hand.
- If someone grabs your hair: Women's longer hair or ponytails may make us more vulnerable to this move. But if someone does this, put your hand on top of theirs, and squish their hand against your head. Then spin towards the aggressor and under their arm. You will get free and you may break their arm or hand, if you are moving fast.
- If you're sitting and someone grabs your hair, another option is to take your hands like you're creating a ponytail, and slide them onto your own head. This

removes the pain. Then find their hand and feel and peel. This also works if someone grabs your hair from the front.

- If someone grabs you in a bear hug or picks you up: One option is to lock your legs inside and behind theirs, meanwhile feeling for and peeling away their fingers. They can't walk and have to let you go. Body grabs: If they bear-hug around your shoulders and your hands are free, squat down and put your hands out to push them away, and step backwards to duck out. If you are bear-hugged from the front, put one foot between their legs and hook your foot around one of their legs – this pushes the aggressor down.
- Kicking – she doesn't advocate doing this higher than the knee, because your leg can be grabbed and you can end up on the ground. She recommends the knee-shin-toe pattern if kicking – do a side-kick to the front of the knee with the sole of your foot. Then slide or scrape your sole down the shin, then land with a stomp on the toe. Kicking at the knee level also keeps you on balance, low to the ground.
- If you are on the ground or get knocked to ground, lean back on your tail bone with your arms supporting you, and use your feet to kick until you have the space to get up. You can also spin on your tailbone.
- If someone pulls a weapon on you, you are not powerless, even if it's a gun. The bullet only comes out in one direction. Instead of becoming afraid, understand if you can get off line of fire, you're not going to get shot. If you have space, slap the back of their hand and this will slap the gun away. Even if they hang onto the gun, their arm will be pointing elsewhere and you can run away. When you change the plan and run away, they're likely not going to shoot you – they want you to go in the scary van. Decide instead we're going to fight here. If someone decides they want to walk up and shoot you, that's what they'll do – but that's not what's happening here. They're using the gun to try to control you. Do a bob-and-weave kind of run. The likelihood of them actually shooting you and killing you is low – take your chance.
- If gun is on your body (like pointed on your head), turn into their hand and grab their hand. If someone puts a gun on you from behind, turn and trap their wrist. This isn't a strength move, it's just using physics and your own power. An aggressor doesn't have more strength holding an object than you do. We give them that power. We give them our fear and believe they have more power than we do.

- If a gun is to your forehead, put your hands up. This helps you to slap the gun away, and to turn and trap their hand. Get off the line of fire. Or grab their arm and pull it toward you under your armpit. You have options if you don't feed into the fear that if someone has the gun they have the control. Knowing you're not in line of fire gives you time to find space to get away.
- If someone comes up with a gun and asks for your purse or keys, don't just hand them over (then they have your purse or keys and they still have a gun on you). Don't try to throw them over their head. Instead, throw your purse or keys behind them, low to the ground, on the same side as the hand they're holding the gun. They have to turn their gun-hand away from you to get the purse or keys, which gives you time to get away.
- If the weapon is a knife it's a little scarier because it can come at you from any direction, but you can use the same techniques you'd use with a gun, and flat-palm it away.
- She doesn't advocate going for an aggressor's groin as your first move, as it often escalates the situation, and it's a relatively small target to hit. If you don't succeed in taking someone down this way, you will have pissed them off. Use it if fighting for your life, but not as the first move. She also believes a slap, grab, or twist to this area may be more painful and successful than a kick.
- Cindy will do another demonstration at tomorrow's Health and Wellness fair.

1:35 – 2:15 pm

Alfie Alvarado-Ramos, Deputy Director of Veterans Affairs Agency in the Spotlight

- Working with the Washington State Dept of Veterans Affairs is about engaging and serving veterans.
- She hopes we can become ambassadors to her program, and serve our communities by letting them know about their resources.
- She asked for current and past service members to stand, then any parents, children, siblings, or close family members of service members. This included almost everyone in the room.
- There are 670,000 veterans in Washington State. There are 60,000 active duty troops, 28,000 reserve and National Guard, and more than two million family members. Close to half of the state's population is either a veteran, active duty service member, or direct family member.

- For this reason, issues affecting veterans can affect a lot of people. It's very important to know what the VA has to offer. We may be the heroine for someone who needs help.
- Their vision and mission are based on trust – to give benefits to all veterans and their families.
- Sometimes people have a question about who is a veteran – do they have to have served in war? Is it anyone who has ever served? The VA's definition of a veteran is any person who served in the United States military who was discharged in conditions other than dishonorable conditions. (A person who received a dishonorable discharge is **not** a veteran.) Sometimes women who served in World War II as clerks don't consider themselves veterans because they weren't foot soldiers – but as long as they weren't dishonorably discharged, they are veterans. Same for women who were let go from the military before 1976 for becoming pregnant. Sometimes the VA can help upgrade the conditions of a discharge. There is no time limit for accessing VA benefits, but they are **not** retroactive (they start at the time of application).
- Washington State is first in the nation with services to veterans, especially wounded ones. Most services (help with employment, case management, connection to federal VA programs, jobs, financial help, etc.) are centralized at Fort Lewis. Many services are in collaboration with the Department of Defense and with Washington State's Employment Security office, as well as other groups. Veterans' wounds may be visible or invisible, so there is both physical and emotional help. The challenge often is veterans not asking for or wanting to accept help. The same marketing messages that brings people into the service (i.e., Army of One, Be All You Can Be, The Few The Proud, etc.) can stand in the way of folks getting what they need. Sometimes the family is the gateway.
- Their PTSD program serves about 1500 spouses and family members – about half of program recipients.
- Their "Military Kids" program serves and celebrates kids whose parents are deployed.
- Their Veterans Conservation Corps started about three years ago, to give volunteer opportunities to veterans. Not only does this program provide therapeutic benefits (mitigating the destructive effects of war by allowing veterans to help restore nature), it has also evolved into an environmental certification program now offered through community colleges at Renton, Green River, and Centralia.
- The Veterans Innovation Program Defenders Fund helps veterans returning from deployment get housing and other items to help with employment.
- When veterans become homeless, there may be many factors, including mental health, self-medication, anger

management, and legal issues. There are 7000 homeless veterans in this state.

- Claims and Contracts – this is the primary service of Washington’s VA office – connecting veterans to federal services. A lot of veterans come back from serving overseas with low back problems due to weight of equipment. They help match veterans up with compensation from active duty-acquired injuries and disabilities. Their office helps fill out paperwork, explore veterans’ situations. There is no statute of limitations on VA compensation. Even some forms of diabetes and prostate cancer may be related to service (for example, for Viet Nam veterans). Let the VA office review the record and help decide. Spouse may receive benefits as well if veterans have died due to these conditions.
- The Incarcerated Veterans Re-Entry Services program: Helps downsize or put on hold sentences for veterans, and provides work and claim assistance.
- Veteran Owned Business Project: There are about 20,000 veteran-owned businesses in this state. These are like “yellow pages” for hiring veterans, plus financial help for veterans to start and expand businesses.
- They have a partnership with Washington State’s Department of Social and Health Services (DSHS) to help veterans and spouses going into nursing homes. This program saves DSHS about \$7 million a year on Medicaid costs.
- They have special license plates available to veterans -- \$28 from each goes to their homeless services programs and to the planned veteran ceremony.
- They also provide veterans reduced costs on hunting and fishing licenses, park passes, and public transportation.
- There is a Tahoma Cemetery in Kent, where all veterans (and their spouses) are eligible for burial.
- Many banks and credit unions support the Veterans’ Family Fund through sales of certificates of deposit (CDs). She encouraged everyone to ask their banking entities if they participate.
- Often times they find veterans don’t want to ask for help. It is okay to call the VA’s toll-free number (1-800-562-2308) and provide the veteran’s name and phone number – they will call the veteran 100% of the time when they get a referral like this.
- She invited ICSEW members to call her directly if someone we know or care about thinks they didn’t get the right answer from the VA, or talked with someone who wasn’t helpful or was having a bad day. Her number is 360-725-2155.

2:15 – 2:30pm

Break

2:30 – 3:05pm

Roberta, TODSTW® Day Activity

- If you haven't heard, this year's event is on June 25, at individual agencies. There is no event at the Capital Campus.
- Please get in touch with Roberta if you have questions.
- Today's activity – in small groups, share your ideas of what activities and planning you think may work well at your agencies. Also share any “do's and don'ts” or lessons learned from past events.
- Ideas shared:
 - Should parent or sponsoring adult always accompany child?
 - Have security badges / photo name badges
 - Do different activities
 - Don't let kids swim in Capital Lake!
 - Treasure / scavenger hunt
 - Activity books
 - Giveaways with agency name
 - Passports
 - Make/design a t-shirt
 - Drawing contest
 - Make your own healthy snack
 - Private tour of facility / building tour
 - One-minute interview for TV (DIS)
 - Sharing resources (such as agencies that are near one another)
 - Disability awareness/education
 - Photos (head in picture board)
 - Stations – different divisions having activities kids could rotate among
 - Go to national web site for different ideas
 - Put older kids with younger kids, allow to supervise
 - Have every parent donate a few dollars for pizza feed
 - Pictures with director or parent/adult
 - Agency-specific word find puzzle
 - Occupational collage – kids cut pix out of magazines for kinds of occupations
 - Resume building workshop geared toward dream job
 - Exposing kids to technology (web cams, create short video, etc.)
 - Have parent bring in Wii or Guitar Hero or something to use for a break and to relax
 - Historical agency information (age-appropriate), role of agency in state
 - Tree planting
 - Washington learning
 - Have an event time limit (example: 8am to 12 pm)
 - Have an age limit (example: 8-18 years old)
 - Education about agency
 - Hands-on activity
 - Parent/child time

- Ask for pre-registration
 - Structure is good
 - Agency head treats kids to lunch?
 - Food is good!
 - Display artwork of kids somewhere in the agency (i.e. frame and hang in a conference room)
 - How engage the older kids?
 - Having passports with stickers at each destination
 - Key cards with photos ahead of time
 - Use the shredders
 - Contact businesses to see if they have freebies
 - Take kids to the Capital Building even though there's no event there
 - Get kids to go on the floor of the House / Senate / Capital building
 - Age groups – some dividing by age
 - Requiring parents to stay with kids
 - Create a workbook for kids
 - Take a survey to see what age groups are attending prior to event
 - Form a committee with members from each section of the agency
 - Decide if doing half or whole day
 - Look for coupon specials if doing lunch
 - Face painting
 - Do teambuilding exercises
 - Have management give talk to kids
 - Ice cream social
 - Paper dolls match with worker.
 - Fill out a job application
 - Show agency web site
- By June 1, Roberta needs each participating agency to e-mail her at RobertaC@wscg.wa.gov with the full agency name (no initials please), Mail Stop and approximately how many kids are attending (for stickers) and name of agency with mail stop. If there are extra stickers, we can use them again next year, but we don't want to have a lot of extra costs. Roberta will send this message out to the TODSTW® Day coordinators as well, but her coordinators list is very small. She will also post something on the LISTSERV.
 - If you want to participate with other agencies near you – Roberta can help you figure out which agencies those are and who the contacts are.

3:05 – 3:40pm

Stephanie Seibel and Donnette Hilton, Society of Women Engineers – Bouncing Raisins and More

- If you're interested in having these experiments at your TODSTW® Day event, contact Roberta.
- Society of Women Engineers is an international nonprofit organization for women in the engineering field. They offer a strong network, direction, guidance, training, and hiring

resources. Their yearly national conference brings 7000 women together. They also have events for college and high school students. You do not have to be an engineer to join – you may join if an engineer sponsors you. (For example, if you want to take classes or learn how to work with engineers).

- The South Puget Sound chapter is the primary chapter for the local area – it covers the Olympic Peninsula, Olympia area, and north to Puyallup. They hold monthly meetings at various locations.
- The national Web site is www.societyofwomenengineers.org, and the local site is www.swe-sps.org, in case you want them to come to an event or provide information about who they are.
- They are part of a five-state region (covering Washington, Oregon, Idaho, Montana, and Alaska). They are a “grass-roots” group and rely on members and volunteers to do events.
- You don’t have to be female to join (about 4% of their members are men) but their activities are really geared more towards women. They also partner with groups that give resources to schools and go to career days.
- They want to know what we’re interested in – this helps them with their events.
- They demonstrated two experiments
 - Bouncing raisins. Purpose is to show air bubbles and movements. Baking soda in water, raisins, will bounce about an hour. Seeing chemical reaction between baking soda and vinegar, putting CO₂ in the water, bubbling, air bubbles sticking to the raisins, raisins rising and releasing air.
 - Making home-made Play dough / silly putty.
- They have other experiments available as well. If you’re interested in bringing these back to your agency for TODSTW® Day, contact Roberta.

3:40 – 3:45pm Amilee, Wrap-Up: Requested feedback on today:

Positives:

- Agency in the spotlight presentation – sometimes it’s hard to know what other agencies are about, and this gives us some ownership in what we do and in bringing information from other agencies back to ours.
- Opportunity to brainstorm for small group discussion.
- Lunch – members want to see continue. Financially we broke even on the cost.
- Self-defense portion; it had very practical reminders
- Ice breaker – good to help everyone feel more comfortable and at ease.

Do differently next time:

- Get a chance to practice what we saw during Health and Wellness activity.
- Do more break-outs / small groups. Nice to talk to others besides just those sitting right next to me.
- Missed having a Governor's update. Does it need to be a standing agenda item? Maybe there's a way to get the Governor's update at least quarterly? Or maybe a way to change agenda to accommodate Peter's schedule better?

Announcements:

- Thank you for being here.
- The next meeting is July 14, 2009; Amilee is also inviting all agency heads.
- Let Amilee know if you have ideas for activities and speakers.

3:45pm

Meeting Adjourned