

Interagency Committee of State Employed Women (ICSEW)

General Meeting Minutes

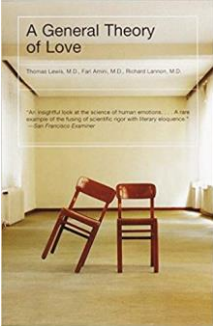
Legislative Building

416 Sid Snyder Ave SW, Olympia, WA 98504

Date July 16, 2019 | Time 8:00 pm – 3:00 pm

General Membership Session Open to ICSEW Members and Guests		
8:00 – 8:45	Welcome and Announcements. Taja Blackhorn: Inaugural Native American Address	Jane Chapman (Vice Chair)
8:45 – 9:00	A Clear Vision: ICSEW 2020 Amal described the two pillars of ICSEW membership as internal and external facing work that balances the needs of members of ICSEW directly and all of our fellow employees who benefit from our work. Internal facing pillar <ol style="list-style-type: none">1. As Representatives, Alternates and Guests we have an opportunity to develop each other, and ourselves by providing the ability to develop and utilize skills through subcommittee work, receive and provide mentorship, and receive training during meetings offered for LMS credit.2. ICSEW leadership encourages ideas for improvements and opportunities to explore as a committee. Introductions of Amal, Jane and Debbie.3. There are opportunities to do something that you have not done before, develop some new skills or provide your expertise in areas to the committee or subcommittee or both. External facing pillar <ol style="list-style-type: none">1. Strengthen our position and number of policy recommendations to the Governor's Office. A great example is Infants at Work Program and how do we strengthen that policy.2. Subcommittee's involvement is key and not just one subcommittee will be responsible for policy recommendations. Public Outreach, Health and Wellness and Conference subcommittee's all have external facing events and activities.3. The ICSEW is in the process of creating task forces to address ideas and issues that are outside of the scope of regular subcommittee activities. Some examples: Working with Melissa Cheesman who is working on a change in policy for more healthful snacks. Challenge made by Amal that we can do 3 to 4 a year! Professional Development Conference held each year in August on the 4 th Tuesday of the month. Great training opportunity for members of ICSEW and to all employees of The State of Washington. Amal is always available by phone, in person and email and today is a chance to talk.	Amal Joury (Chair)

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	<p>Q&A:</p> <ul style="list-style-type: none"> Marie Vela from the Women’s Commission – Is the Partnerships Subcommittee with focus on relationships with BRG’s and Agencies internal or external facing work? Amal – This work is external because internal focus is about our ICSEW members and their personal development. 	
<p>9:00 – 10:10</p>	<p>Human Work: Leading & Teaming in an Era of Empathy</p> <p>Jane Chapman - talked about LinkedIn as a resource and that following Renee Smith is how they made their initial connection. There is a gathering each month (usually the last Friday from 10 a.m. to 12 noon) in Olympia to explore, discuss, learn and share what it means to make work more human. The gatherings usually meet at the Helen Sommers Building, 106 11th Avenue SW, Olympia, WA 98405. See the website A Human Workplace, for more information:</p> <p>Jane Introduced Renee Smith with Results Washington.</p> <p>Renee started with a question to begin interaction within the audience.</p> <p><i>What does ICSEW mean to you?</i></p> <p>Stop to pause and look into one another’s eyes, this makes us more human. Eye contact helps up attach to one another with a limbic connection. “A General Theory of Love”</p>  <p>Love: is a connection with one another through this limbic system. We need it. It heals us. The world needs it. It makes us healthy and happier. It works better in leadership than fear.</p>	<p>Renee Smith</p>



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Tell me a story about a time when you felt afraid at work? About a time when you felt loved at work? Share in teams.

Fear Stories:

- Uncomfortable during a performance challenge
- I didn't know how to be successful after a change
- I was betrayed
- I was humiliated
- I was isolated during a personal crisis.

No good came out of these stories.

Love Stories

- My leader cares about me
- My team was like a healthy family
- I was supported during a personal crisis.

Love is an excellent team and leadership strategy.

This has been confirmed by Science:

- Fear – fight or flight, negatively affects our health.
- Love – chemicals produced by love also affects our health in a good way.

History of Organizations and references:

Industrial Age: The Machine

[Rita Gunther McGrath](#), Columbia Business School.

Anthony L Suchman – [Organization as Machines](#).

The Information Age: Expertise

[Peter Drucker](#), coined the term “knowledge worker”

The Human-Centered Age: Empathy

Rita McGrath, Human experience for customers and employees where they can bring out whole selves to work. The idea that leaders care for their employees who in turn care for their customers.

Stop saying “Soft Skills” replace with “Essential Human Skills.”

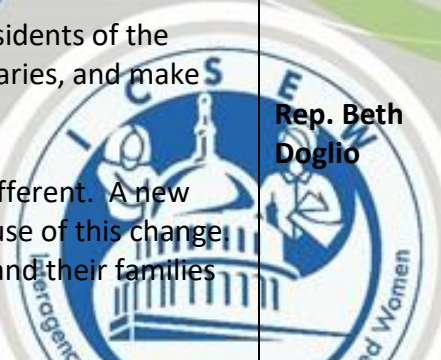
Share your personal Essential Human Skills.

What Barriers stand in the way of moving to a human workplace? As a discussion.



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	<p>Personal and organizational challenges: Cultivate Resilience:</p> <ul style="list-style-type: none"> • Practice Gratitude. • Express yourself. • MOVE: take care of physical body. • Practice Mindfulness • Develop Social support • Experience AWE! (A new science about a broader connection to something larger than ourselves) reduce feelings of entitlement. <p>Greater Good Science Center</p> <p><i>Discuss resilience practices with a partner.</i></p> <p>What can we do for one another</p> <ul style="list-style-type: none"> • Be there for each other, Amplification is an example from the Obama administration. Raise the awareness. <i>Who needs your support?</i> • Question assumptions. <i>What outdated practices are you questioning?</i> • Take off your masks. <i>Is there something you can do to be more empathetic? Your uniqueness is your brilliance!</i> • Align your words and actions. • Bring your whole self and welcome others to bring themselves with identities, intuition, spirit, physical body, intellect, relationships, and emotions. <i>Share which of these do you need to work on with partner.</i> <p><i>This shift in organizational thinking is a new movement. Transform our workplace with love and empathy.</i></p> <p>https://www.makeworkmorehuman.com/</p>	
<p>10:10 – 10:35</p>	<p>Representative Beth Doglio</p> <p>Amal introduced Beth Doglio</p> <ul style="list-style-type: none"> ➤ Beth thanked all in attendance for our service to the residents of the State of Washington. She is our advocate for rights, salaries, and make the state the best employer in the state of Washington. ➤ When women are at the table, the conversations are different. A new Capitol Campus Child Care Center is now licensed because of this change. The Center is a program designed for State Employees and their families and children subsidized by DSHS. 	<p>Rep. Beth Doglio</p> 

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- Mission of [Women's Commission](#): The Washington State Women's Commission improves the life of every woman by ensuring equitable opportunities and removing systemic barriers through engagement, advocacy, and public policy, while being inclusive of our diverse populations
 - Economic opportunity
 - Economic security
 - Sexual harassment and gender based violence.
- 11 of 15 bills passed that were supported by the commission
- Centennial Celebration: find more information on [Facebook page](#) or the website wswc.wa.gov.

"Follow your dreams, take advantage of opportunities and congratulate, celebrate and take care of your sisters. " – Beth Doglio

10:35 – 10:55 Break

Transition Ceremony



2019 Transition
Program.pdf

Amal Joury – Introduced Marianne, chair of Membership Subcommittee.

New Members

Marianne McIntosh – Introduced all new members since last July with a certificate and swag.

10:45 – 12:00

Departing Members

Jane Chapman – Introduced those who are departing service.

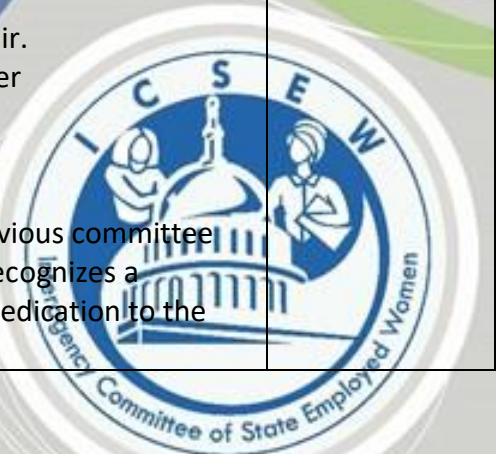
- Dana Bowen – Health and Wellness Subcommittee Chair.
- Andrea Duane – Executive Board Member and Treasurer

Awards

Amal – Introduced the award recipients for this year

- Lorrie Jo Brown Award: Developed in the honor of previous committee member Lorrie Jo Brown who has passed, this award recognizes a member who demonstrates enthusiasm, passion and dedication to the mission and vision of the committee. **Dana Bowen**

Amal Joury &
Jane Chapman



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- Visionary Award – This award recognizes someone who helps us see our future and helps us get there. **Shanelle Pierce.**
- ICSEW Leadership Award - This award recognizes a member as an outstanding leader. **Andrea Duane.**
- Everlasting Award - This award recognizes a committee member who has never-ending dedication to ICSEW. **Rachel Friederich**
- Extra Mile Award - This award recognizes a committee member who has gone above and beyond to serve the mission of ICSEW. **Rebecca Llewellyn.**

The Value of Subcommittees

Amal and Jane discussed subcommittees. As a member of ICSEW, you are responsible to participate in at least one subcommittee. There is benefit to you as a member and the committee. Choose a subcommittee that can either help you to develop or share strengths you already have or gain valuable experience in areas that you would like to improve upon.

[Bylaws Policies and Procedures](#) and [FAQ's](#) from our website.

Subcommittees are:

Partnerships
Public Outreach
Legislative and Policy
Conference
Professional Development
Communications
Health and Wellness
Membership
Mentorship

Business Resource Group (BRG)

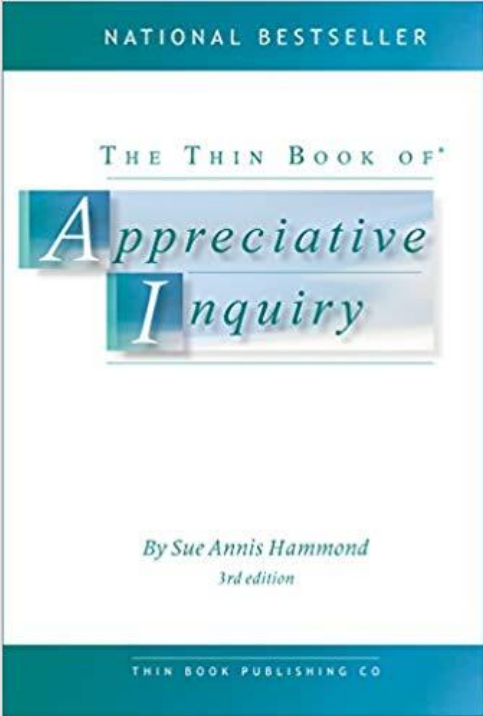
VERG - Veterans - Veteran's Employee Resource Group (VERG)
RAIN - LGBTQ - Rainbow Alliance and Inclusion Network (RAIN)
LLN - Latinos - Latino Leadership Network (LLN)
DIN BRG - People with disabilities - Disability Inclusion Network Business Resource Group (DIN BRG)
WIN - Immigrants - Washington Immigrant Network (WIN)

Task Force

We will be developing a Website Redesign Task Force.




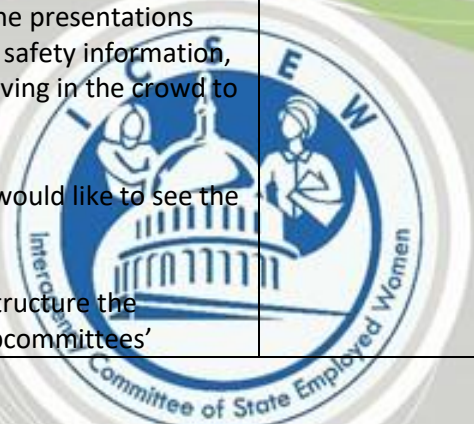
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	<p><u>ICSEW BUSINESS</u> – The Administrative Budget will be sent for review for two weeks and then sent for a vote.</p> <p><u>Group Photo on Steps of the Legislative Building</u></p>	
	<p>12:00 – 1:00 Catered Lunch Presentation: Networking from a Place of giving with Linda Tilson</p> <p><i>What is something you have always wanted to do or do more of? What does this look like to you?</i></p> <ul style="list-style-type: none"> • Helps to learn more about people. • Slow down to stop and listen • Listen for trigger words that allow you to draw more out of people • Train your brain to listen actively. <p>Appreciative Inquiry, by Sue Annis Hammond</p> <div style="text-align: center;">  </div> <p><i>“If your actions inspire others to dream more, learn more do more and become more you are a leader” - John Quincy Adams</i></p>	
<p>1:00 – 1:30</p>	<p>Campus Tour</p>	<p>All</p>



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	Experience AWE in Architecture!	
1:30 – 1:50	<p>New Member Orientation</p> <p>Understanding roles and responsibilities, Representative and Alternates have the same responsibilities and alternates can be on the Executive Board; the only distinction is representatives are voting members. Communication is key with your subcommittee chair, and guests can also participate and are encouraged to join in the conversation with a subcommittee of choice.</p>	Amal Joury
1:50 – 2:30	<p>Subcommittee Work</p> <p>Break into groups and investigate a subcommittee that interests you.</p>	ALL
2:40– 3:00	<p>Annual Report – We have a new look! Will be presenting to the Governor’s office in a modern way.</p> <p> Annual Report 2018-2019.pdf</p> <p>Bosses etc. are not allowing you to come to meetings – Jane and Amal will advocate directly to the executive sponsor. Please let them know that this is happening.</p> <p>Report Out:</p> <p>Rachel Friederich, Communications: Had some time to explain to potential new members what the communications subcommittee does and what we need help with. Currently the group are creating doing a special series of blog posts featuring conference presenters and session descriptions for the weeks leading up to conference. These posts and are shared on our blog and our Facebook feed, blogs will be posted on Tuesdays and Thursdays. Meetings on Tuesday and Thursdays, and working on content for the conference. Promoting events and meetings. Discussed ideas to get others to contribute content and get more involved.</p> <p>Debbie Baker, Professional Development Co-chair Conference: Tremendous to see the commitment and interest in these subcommittees. Discussed volunteer recruitment for conference and Marie is coordinating all volunteers for monitoring the presentations that involve, handing out materials, introducing a speaker, providing safety information, etc. Discussion around a welcoming committee who would be observing in the crowd to help people who need assistance.</p> <p>Dana Bowen, Health and Wellness: Discussed many great ideas and would like to see the first aid class for mental health as an activity in a meeting.</p> <p>Cheryl Flynn, Legislation and Policy: Discussed potential ways to restructure the subcommittee to get the best use of resources. Can utilize other subcommittees’</p>	Subcommittee Chairs



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	<p>members if they are working on something specific and can join ad-hoc for the duration of following the policy.</p> <p>Marianne McIntosh, Membership: Currently working on how to get more streamlined onboarding of new members and delegating tasks, working together across agencies using technology. Support for conference with registration, etc.</p> <p>Josefina Magana, Mentorship: Survey in was completed in June and a pilot will be launched focused on members with ICSEW. Planning how that will happen are the next steps. <u>Survey was completed in June and a pilot will be launched focused on members within ICSEW. Planning how that will happen are the next steps.</u></p> <p>Allison Spector, Partnerships Chair: Diversity is our strength and we need to build a coalition and relationships with BRG's and other groups. She is looking for members who are socially assertive and enjoy building relationships. A meeting planned at 10AM on Thursday at The Drift.</p>	
3:00	Closing Remarks - please feel free to stay for the meeting.	Jane Chapman
	3:00 Executive Board Session (Open to all members & guests) See separate Meeting Minutes	

