

Interagency Committee of State Employed Women (ICSEW)

# Meeting Minutes

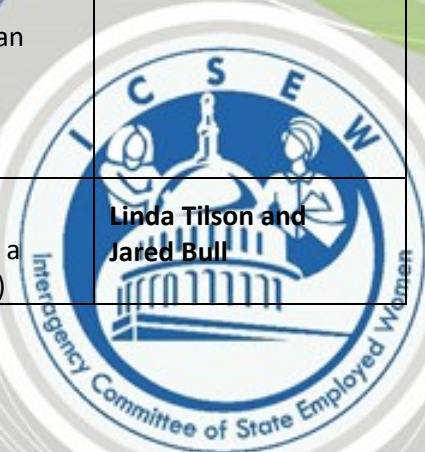
May 18, 2021

Zoom online meeting

**Mission:** To better the lives of state employees by advising the Governor and agencies on policies that affect state employed women.

**Vision:** Enriching lives through advocacy, outreach, and opportunity.

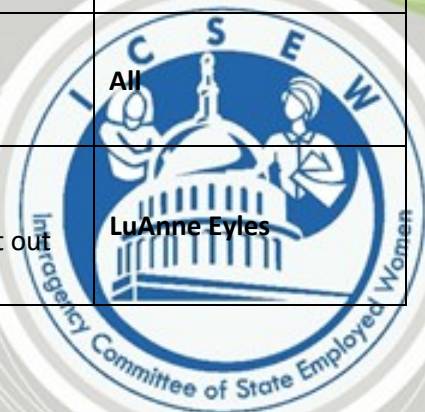
<b>General Membership Session</b> Open to ICSEW Members and Guests		
8:30 – 8:40	<b>System Audio and Video Check</b>	<b>Speakers and Tech Crew</b>
8:40 – 8:50	<b>Networking and Mingling – Open waiting room to all</b> <ul style="list-style-type: none"><li>• Opened the Zoom meeting to members and guests at 8:48am (a little late due to technical issues)</li><li>• Slide show on general information about ICSEW and subcommittees</li></ul>	<b>All</b>
8:50 – 9:00	<b>Welcome – Opening Remarks and Land Acknowledgement</b> <ul style="list-style-type: none"><li>• Josefina acknowledged the land of Olympia</li><li>• Text (855)917-5263 to find out about the native land you reside on</li><li>• Announcement from Ben for Thurston County Food Bank – need volunteers for their three facilities, COVID supports are rolling back even though need is not diminished.<ul style="list-style-type: none"><li>○ Warehouse in Tumwater by appt Tues, Wed, Thur. Contact volunteer coordinator Erin.</li><li>○ New Lacey food pantry on Martin Way next to Tanglewood Lumber. Tues and Thurs 8:30-2:30 (two shifts: 8:30-12, 11:45-2:30).</li><li>○ Downtown Olympia facility Mon, Wed, Friday, 7:45-12, 11:45-4.</li><li>○ Wear closed-toed shoes and comfortable clothing.</li><li>○ Minimum age is 14, must have legal guardian accompany them for one shift.</li><li>○ Masks and social distancing still in place.</li><li>○ See flyer for more information: (<a href="#">link</a>)</li></ul></li></ul>	<b>Josefina Magana</b>
9:00 – 10:30	<b>Transformational Leadership</b> <ul style="list-style-type: none"><li>• The power point is called: Building and Maintaining a Culture of Transformational Leaders: (<a href="#">presentation</a>)</li></ul>	<b>Linda Tilson and Jared Bull</b>



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	<ul style="list-style-type: none"> <li>• Described what transformational leadship is, how to be a transformational leader, and how organizations build this leadship and culture.</li> <li>• Transformational leadership is a way of leading others and empowering them with the tools they need</li> <li>• Free up emotional bandwidth</li> <li>• “Transformational leaders don’t start by denying the world around them. Instead they describe a future they’d like to create instead.” Seth Godin</li> <li>• Great leaders see the potential, capacity and capability in another before that person sees it in themselves.             <ul style="list-style-type: none"> <li>○ They can also see future potential in a situation or organization. And are able to articulate that vision to the masses.</li> </ul> </li> <li>• Training tip – don’t try to absorb all the information, look for the areas that you need to improve in</li> <li>• Engage and inspire employees through building a culture of trust that will lead to cohesive teams and innovation</li> <li>• Psychological safety - Create a safe space where people can be their brightest self. And a place where they can open up about the shadow elements of their self.</li> <li>• Great leaders show challenging and compassionate energy and know which to use to inspire during a given situation</li> <li>• Transformational leaders can be at any level (Individual, Team Member, Manager, Effective Leader, Executive)</li> <li>• Think Q-TIP – Quit Taking It Personally</li> <li>• When having a difficult conversation with a manager, create a safe space for them and for you. Use a we centered approach that implies mutual collaboration.</li> <li>• Lead efforts that lead to productivity not busyness</li> <li>• Have a strategy but be willing to toss it (test, try, and trust)</li> <li>• Hire equal number of go getters, creatives, integrators, etc</li> <li>• Organization’s culture and vision must align</li> <li>• <a href="mailto:jared@transformationalcoaching.co">jared@transformationalcoaching.co</a></li> <li>• <a href="mailto:youlearnfromlinda@gmail.com">youlearnfromlinda@gmail.com</a></li> </ul>	
<p><b>10:30 – 10:40</b></p>	<p><b>Break</b></p> <ul style="list-style-type: none"> <li>• 10:33am-10:43am</li> </ul>	<p>All</p>
<p><b>10:40 – 10:50</b></p>	<p><b>Budget Review</b></p> <ul style="list-style-type: none"> <li>• Budget is for this coming fiscal year and will be sent out next week for a vote (total estimated is \$84,917)</li> </ul>	<p>LuAnne Eyles</p>



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	<ul style="list-style-type: none"> <li>○ Representatives must vote, if unable to please elect an alternate</li> <li>● Virtual meetings through Dec 2021, possible hybrid in-person/virtual meeting in January 2022</li> <li>● Budget vote is for the cost of possible in person meetings (meals, meeting rooms and support, speakers, peer awards, etc), subscriptions (Zoom and Survey Monkey), ICSEW website (new website is very interactive and easy to navigate), promotional and public outreach, and misc costs.</li> <li>● Executive board will be discussing possible small conference to generate income and offset some of these costs</li> </ul>	
<p><b>10:50 – 10:58</b></p>	<p><b>Public Outreach – Charity Drive</b></p> <ul style="list-style-type: none"> <li>● Supported charties statewide</li> <li>● Supported victims of domestic violence</li> <li>● Donations consisted of gift cards and cash</li> </ul>	<p><b>Jasmine Pippin-Timco</b></p>
<p><b>10:58 – 11:08</b></p>	<p><b>New ICSEW Website</b></p> <ul style="list-style-type: none"> <li>● Has a menu feature that is easy to use</li> <li>● New calendar function that allows you to add the upcoming meetings to your calendar</li> <li>● The logo in the top center of the page is the home button</li> <li>● The Document Library contains meeting materials and other ICSEW documents</li> <li>● Easy to subscribe to the ICSEW blog and GovDelivery newsletter</li> <li>● Interactive FAQ page</li> <li>● New forms that allow you to reach out to ICSEW to find out more about becoming a member, as well as getting in touch with us about different topics</li> </ul>	<p><b>Rachel Friederich</b></p>
<p><b>11:08 – 11:15</b></p>	<p><b>Member Spotlights</b></p> <ul style="list-style-type: none"> <li>● Purpose is to help us get to know our members</li> <li>● Robyn Hofstad – Admin Assistant at DSHS, has been with ICSEW for almost 2 years, is on the Membership subcommittee, favorite foods are spicy foods, enjoys traveling and scrapbooking, if she could have any job she would be a volunteer at an animal shelter.</li> </ul>	 <p><b>Marianne McIntosh</b></p>



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	<ul style="list-style-type: none"> <li>• Jennie Cheng – Senior Excise Tax Examiner at DOR, been with ICSEW for 3 years, is on the Partnership subcommittee, favorite foods are sushi and noodles, enjoys watching Korean or Taiwan TV shows, hobbies include cooking and baking.</li> <li>• If interested in being spotlighted, email Marianne or anyone on the membership subcommittee</li> </ul>	
<p><b>11:15 – 11:50</b></p>	<p><b>Sub-Committee - Meet and Greet - Break Out Session</b></p> <ul style="list-style-type: none"> <li>• Chance to network and get to know about ICSEW and the work the subcommittees do.</li> <li>• Subcommittees are: Communications, Conference, Legislative and Policy, Membership, Mentorship, Professional Development, Public Outreach, and Partnerships</li> <li>• Each state agency may have 1 representative per 2,000 employees and as many alternates as they choose</li> <li>• The subcommittees try to “meet” once a month outside of the 6 general membership meetings each year.             <ul style="list-style-type: none"> <li>○ “Meet” can be an email or virtual meeting</li> </ul> </li> </ul>	<p><b>Each Committee</b></p>
<p><b>11:50 – 12:00</b></p>	<p><b>Closing Remarks</b></p> <ul style="list-style-type: none"> <li>• Please take this quick survey about today’s meeting and let us know how we did:  <a href="https://www.surveymonkey.com/r/9R5J6Q6">https://www.surveymonkey.com/r/9R5J6Q6</a></li> <li>• Leg and policy update by Leslie Wolff             <ul style="list-style-type: none"> <li>○ 588 bills introduced to the House and 177 passed</li> <li>○ 487 bills introduced to the Senate and 157 passed</li> <li>○ The Leg and Policy subcommittee tracked 15 bills</li> <li>○ Four top bills tracked were 1315-Mosbrucker (Task Force to identify role of work place curbing domestic violence), 1073-Berry (expanding the paid family and medical leave program), 1273-Berg (menstrual products in schools), and 1297-Thai (concerning working families tax exemption).</li> </ul> </li> </ul>	<p><b>Josefina Magana and Leslie Wolff</b></p>

