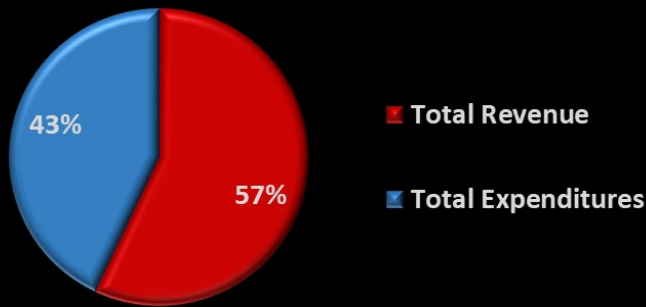




ICSEW Annual Report

Mission: *The Interagency Committee of State Employed Women (ICSEW) seeks to better the lives of state employees through advocacy, outreach, opportunity, and by advising the Governor and agencies on policies that affect state-employed women.*

Revenue Vs Expenditures



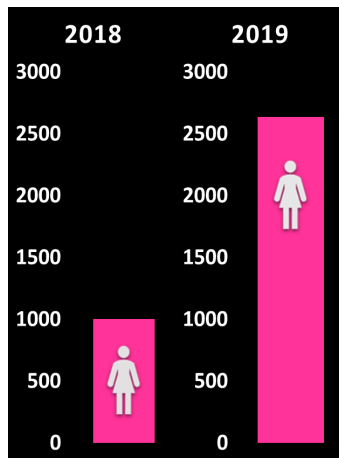
Communications

During FY 2019, the Communications Subcommittee focused on using social media to promote ICSEW.

Daily reach more than doubled. More than twice as many people are seeing ICSEW content in their newsfeeds.

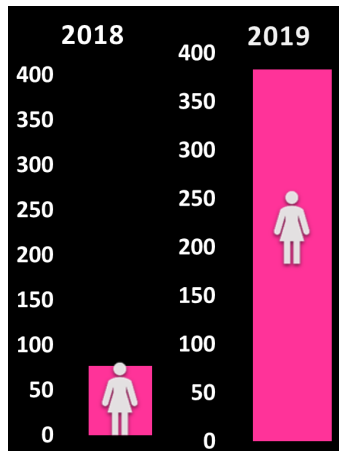
(Reach is how many people see content in our newsfeed, though not necessarily follow our page)

- **1,003** in FY 2018 versus **2,635** in FY 2019



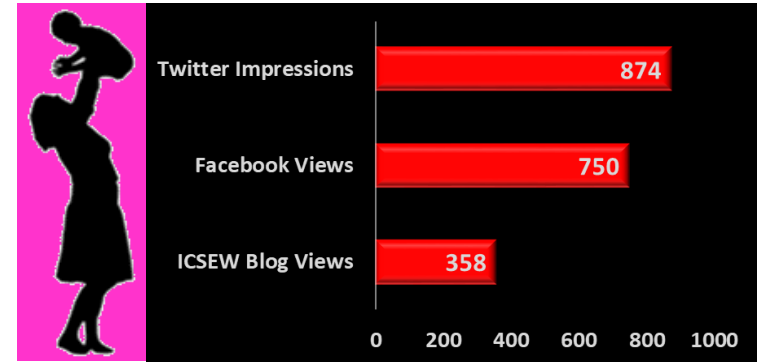
Daily engaged users rose from **77** to **383**.

This is **five times** more people over the past fiscal year who are actively engaging and acting as brand ambassadors for ICSEW.



Legislative & Policy

The L&P Subcommittee held education presentations on civic engagement and the legislation process. They tracked 95 bills during the regular session and shared 11 bills through social media.

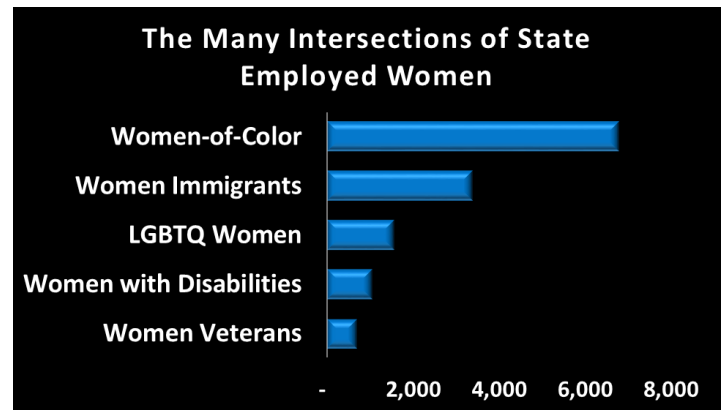


Pay Equity was the highest ranking response by members surveyed for prospective issues and concerns. Bill 1506 was signed into law on March 21, 2018. It updates the existing state equal pay act to address *income disparities, employer discrimination, retaliation practices, and reflects the equal status of workers.*

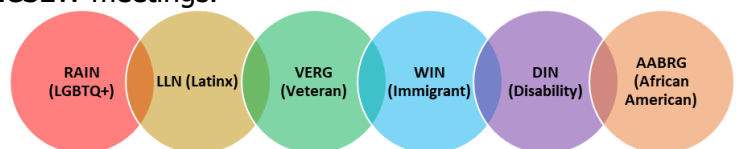
Partnerships

The Partnerships Subcommittee believes diversity is our strength and it's vital we build a coalition to address various forms of systemic oppression that affects intersections of state employed women.

This graph shows estimated amounts of intersections of women working in state government. Estimates are based on the work diversity amounts listed by OFM multiplied by the percentage of the most recent state demographic data.



The ICSEW also collaborates with five Business Resource Groups, BRGs. Several of these groups have spoken at ICSEW meetings.



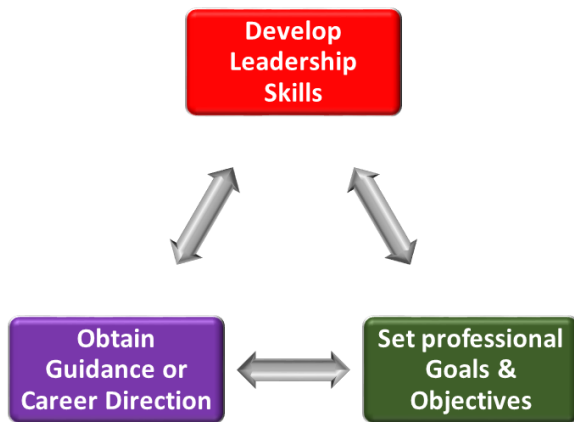
Mentorship

The Mentorship Subcommittee built a business case for a formal state-wide mentoring program. It met with the Department of Enterprise Services, Office of Financial Management, and Women's Commission to learn about prior mentoring programs and discuss an ICSEW proposal for a mentorship program. It also conducted a mentorship survey among ICSEW members.

According to a committee survey:

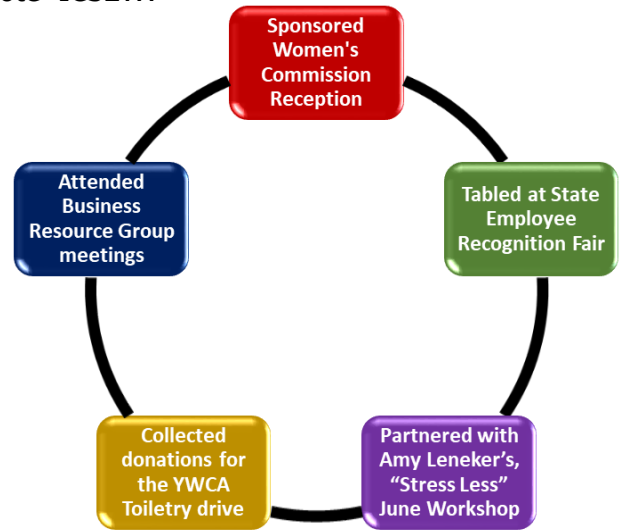
78% of respondents expressed an interest in being mentored

Top Desires Respondents Gave for Mentorship:



Public Outreach

The subcommittee participated in several events to promote ICSEW:



Membership

- Utilized EventBrite to manage ICSEW meetings its professional development Conference and to accurately project catering costs.
- Designed and built a Membership Access database to track membership
- Welcomed **31** new members!



Professional Development

- Modified meeting agendas to accommodate more in-depth training sessions.
- Made meeting training sessions eligible for learning credits through the state's Learning Management System.
- Hosted the first-ever ICSEW career fair

Health & Wellness

Health & Wellness Fair:

- 47** vendors
- 350** attendees
- 54** raffle winners.



Found health experts to lead a 30 minute interactive wellness workshop at all ICSEW meetings and annual conference.

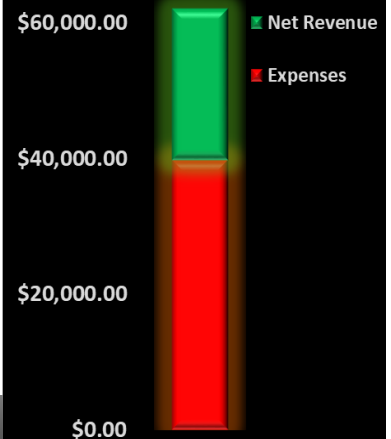
That's more than **three hours** of health education!

Conference

The 2018 Professional Development Conference was held at the Tacoma Convention center.

- 398** attendees
- 11** workshops
- Total revenue of **\$62K**; Expenses roughly just under **\$40K**; Net revenue of **\$22K**

Conference Revenue



Treasury Report:

Beginning Cash Balance	•\$67,340.62
Total Revenue	•\$62,064.52
Total Expenditures	•\$46,698.95
Net Income	•\$15,365.57
Estimated Ending Balance	•\$82,706.19