



# ICSEW 2019-2020 Annual Report

**Who are we:** Appointed state-employees from various agencies

**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

**Values:**

- Leadership
- Integrity
- Fostering growth
- Empowerment
- Well-being
- Advocacy

**Summary of the year:**

1. Contracted and coordinated for the launch of a new website – Coming Spring 2021!
2. Hosted an enriching and educational in-person professional development conference that yielded over \$60,000.
3. Transitioned from all-day meetings to half-day, keeping the great content.
4. Increased ICSEW's awareness and visibility in social media and blogs.
5. Expanded partnerships with Business Resource Groups and the Washington State Women's Commission.
6. Maintained support and outreach to community organizations, assisting with fundraising and charity drives.
7. Created an interagency Mentorship Pilot Program, aimed at building and supporting strong leadership within Washington State government.
8. Strengthened membership relationships by reaching out to members via email, blogs, and other virtual platforms on a more consistent basis.
9. Welcomed 28 new members.
10. Tracked significant legislative bills concerning education, employment, health and safety, wellness, social justice, and legal issues.
11. Continued to update and adapt processes and structures in order to carry out ICSEW's mission.

## **ICSEW's Response to COVID-19**

In support and cooperation with the Governor's response to the COVID-19 pandemic, ICSEW pivoted to online meetings and trainings starting in May 2020, via Zoom and Facebook Live.

Meeting materials and recordings are posted on the ICSEW website. The Executive Board and subcommittees virtually continued their important work of connecting and uplifting state employed women and the communities that they work and live in.

### **ICSEW Subcommittees – Key Accomplishments**

#### ***Professional Development***

The professional development committee provides affordable personal and professional development opportunities to Washington women. We organize professional development workshops and training as well as networking opportunities for our membership meetings and events. From July 1, 2019 through June 30, 2020 we brought the following speakers to our membership:

Renée Smith, Representative Beth Doglio, Linda Tilson (2), Karen Griego, Amy Leneker (3), Janelle Gruthrie, Lonnie Spikes, Joanna Eide, Susan Mason, Kim Triplett-Kolerich, Jimmie Wimberly, Betty Lochner, Manny Martinez, Secretary Kim Wyman, Dr. Karen Johnson, and Dr. Arne Gundersen, DDS.

Additionally, the subcommittee hosted the first Career Fair for our membership offering resume writing, communication, leadership, and professional photography for their LinkedIn profiles.

#### ***Annual Conference***

The Professional Development Conference was held at South Puget Sound Community College Campus in Olympia on August 27, 2019. Over 500 women participated in trainings on leadership, empowerment, integrity, wellness, advocacy, and growth.

Jennifer Powers was the keynote speaker to help people shift their lives. She energized the crowd and all attendees received copies of her book, *Oh, Shift*. The day continued with participants able to choose from over 15 different trainings in three additional sessions to help grow their careers and lives.

#### ***Mentorship***

The Mentorship Pilot Program framework was based on research from other established mentorship programs and an ICSEW membership survey. The committee created and assembled a significant amount of supporting resources and garnered interest from 38 participants for the 6-month pilot program. In preparation for the launch of the pilot in September 2020, the subcommittee matched 19 mentor-mentee pairs and developed an orientation meeting and informational packet.