

Original members of the WA State Commission on the Status of Women, established 1963

History since the Washington State Commission

- 1970: Washington State Interagency Committee on the Status of Women established.
- 1989: Interagency Committee of State Employed Women established.
- 2006: Governor Gregoire expands representation to all state agencies and institutes
- 2016: Governor Inslee reaffirms the importance and role of ICSEW



Work through the years:

Washington State Commission on the Status of Women found

'Until Workers' – Women and their employers saw themselves only being in the workplace until.. Until they got married, until they started a family, etc. This mindset devalued women's role in the workplace.

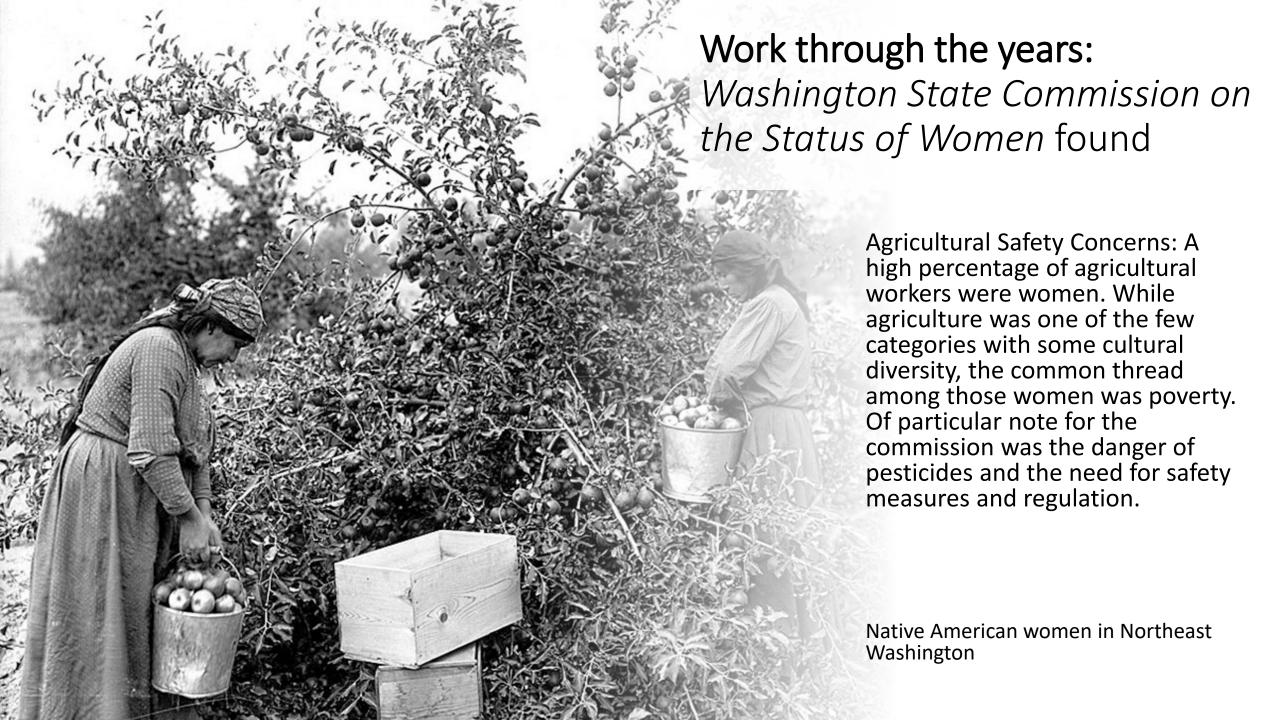
WSU Homecoming Candidates 1963

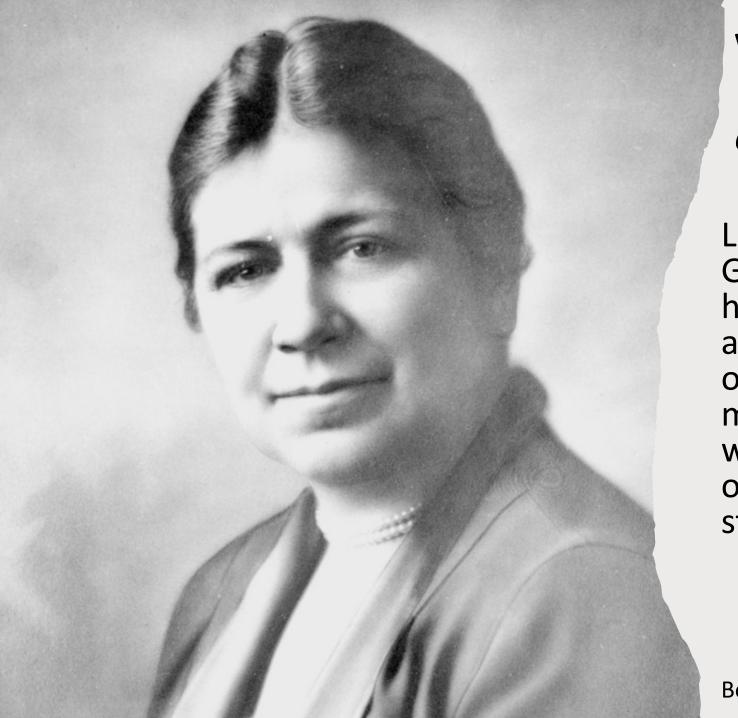
Work through the years:

Washington State Commission on the Status of Women found

Opportunity Loss: While aptitude tests administered in high schools showed 4.2 percent of girls tested showed an aptitude for engineering, over 99% of engineers nationwide were men.







Work through the years:

Washington State Commission on the Status of Women found

Lack of representation in Government: In elected office, men held 99% of state legislative offices and 88% of school boards. In 1960, only 2 of Washington's 267 city mayors were women, and only 66 women held city council positions, out of approximately 1000 positions statewide.

Bertha Knight Landes, Seattle's first woman mayor

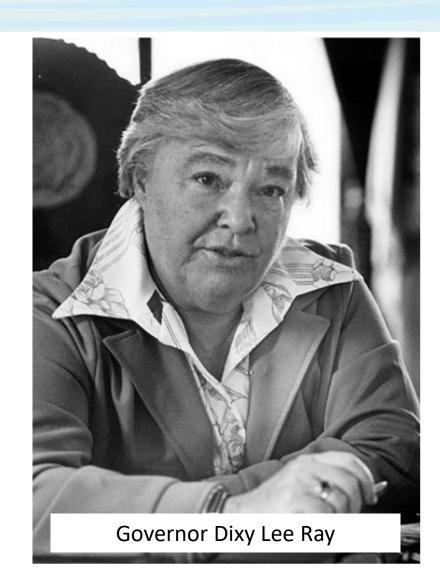
Work through the years – Interagency Committee on the Status of Women worked to change the language in state employment publications:

Examples of Common Phrases	Alternatives
mankind	people, human beings
man's achievement	human and persons' achievements
man made	synthetic, manufactured, machine made
chairman	coordinator; presiding officer; head; chair
businessman	business executive or manager
fireman, policeman, male nurse, lady forester	fire fighter, police officer, nurse, forester
give each worker his	give workers their
workers and their wives	workers and their families; spouses
Bill, a research analyst, and Louise, a pert blonde	Bill, a research analyst, and Louise, an accountant; homemaker, etc.
gal Friday I'll have my girl do it	assistant I'll have my assistant do it
ladies	women

Work through the years – Interagency Committee on the Status of Women recommended work to address the lack of upward mobility:

Upward Mobility Study

In 1974 a questionnaire to help determine training needs and interests of women in state government was distributed to every eighth woman in permanent, probationary, or trial service status. Of 1,100 questionnaires distributed, 831 women responded. Fifty-one percent of the respondents indicated the primary reason for full-time employment was to support herself and/or others. About 57 percent were generally satisfied with the work they were doing. However, when they were asked what they would like to be doing in five years, 57.6 percent indicated they would like work with more responsibility.





Recent Policy Work

EO 16-07: Modern Work Environment

HB 1506: Passed in 2018, amended equal pay act

Statewide Mentorship Pilot



What's Next?

What issues should ICSEW focus on? We want to hear what's important to you. Stay tuned for a survey coming your way, and you are always free to reach out to ICSEW@ofm.wa.gov.

Additionally, everyone is welcome at the board meetings, they are held each 3rd Tuesday of the month.