



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.

Boeing's first woman engineer, Helen Holcombe



## Work through the years: *Washington State Commission on the Status of Women* found

**Agricultural Safety Concerns:** A high percentage of agricultural workers were women. While agriculture was one of the few categories with some cultural diversity, the common thread among those women was poverty. Of particular note for the commission was the danger of pesticides and the need for safety measures and regulation.

Native American women in Northeast Washington



## 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

mankind

man's achievement

man made

chairman

businessman

fireman, policeman, male nurse,  
lady forester

give each worker his

workers and their wives

Bill, a research analyst, and  
Louise, a pert blonde

gal Friday  
I'll have my girl do it

ladies

## Alternatives

people, human beings

human and persons' achievements

synthetic, manufactured,  
machine made

coordinator; presiding officer;  
head; chair

business executive or manager

fire fighter, police officer,  
nurse, forester

give workers their

workers and their families;  
spouses

Bill, a research analyst, and  
Louise, an accountant; homemaker,  
etc.

assistant  
I'll have my assistant do it

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.



Governor Dixy Lee Ray





# 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](mailto:ICSEW@ofm.wa.gov).

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