



2021-2022 Annual Report

The year in review

ICSEW has showed remarkable resilience this past year, leaning into our work even through the chaos and upheaval of Covid. Members from over 30 agencies engaged with ICSEW this past year and we are so proud and grateful for their interest and passion. 2023 will mark the 60th anniversary of the Washington State Committee on the Status of Women, the original entity from which we trace our roots. Since the Committee on the Status of Women, we have celebrated many accomplishments over the years as we fought for equity in the workplace. We continue to strive to make Washington State a best place to work for all individuals and look forward to the future.

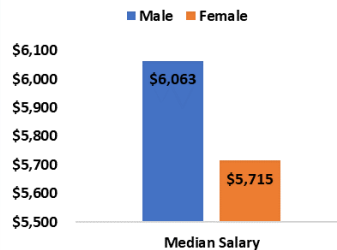
ICSEW is partnering with OFM to investigate gender disparities in pay

OFM workforce metrics show that representation of women in management positions in state government has increased from 50.1% in FY2017 to 53.9% in FY2022. See OFM's [HR Management Leader Briefing Report](#) for data source.

Unfortunately, salary data by gender is currently limited. According to publicly available data, the median state employee salary for women is 5.7% less than male state workers. But without more specific data, the reasons for the discrepancy remain uncertain.

As a result, ICSEW is partnering with OFM to analyze salary by gender and create a dashboard of the data. With specific data, ICSEW will advocate for women in state government and work to eliminate salary disparities.

Current OFM workforce metrics show that the median salary for women state employees is below the male median salary by 5.7%



State Employees Volunteer with ICSEW at Thurston County Food Bank Gardens

ICSEW was proud to volunteer at the Kiwanis Westside Garden in Olympia during summer 2022. The Kiwanis Club sponsors three gardens that benefit the Thurston County Food Bank. The gardens provide thousands of pounds of fresh produce each year.

Five ICSEW members and other state employees weeded a plot with 6,000 garlic plants at the event.

ICSEW members said after two years of virtual events, the small gathering of volunteers was a great way to make a difference and socialize safely.



Department of Natural Resources Employee, Julie Gilling, (left) and Stephanie Goedecke from the Employment Security Department (right) remove weeds from some garlic in a Thurston County Food Bank garden during an ICSEW volunteer event April 23 in Olympia

Role

ICSEW examines and defines issues pertaining to the rights and needs of women employed in state government and make recommendations to the Governor and state agencies on desirable changes in program and law- especially in the area of education, training, career development, and other conditions of employment.

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.

Priorities

- Strengthen our role as a policy advising body
- Increase awareness of ICSEW within agencies and communities
- Empower women to positively shape their lives
- Increase engagement of state employees
- Promote inclusion and cultural competency among state employees

ICSEW Executive Board Members

- Dierdre Bissonette, Executive Chair
- Vacant, Vice-Chair
- Sequenna Fashana, Executive Secretary
- Siri Olson, Treasurer
- Rachel Friederich, Communications Chair
- Rebecca LaMar, Communications Co-Chair
- Kassandra Drake Conference Co-Chair
- Summer Ramos, Conference Co-Chair
- Keri O'Connell, Legislation Co-Chair
- Leslie Wolff, Legislation Co-Chair
- Marianne Mcintosh, Membership Chair
- Vacant, Public Outreach Chair
- Vacant, Public Outreach Co-Chair
- Allison Spector, Special Projects

Interagency Committee for State Employed Women

The Interagency Committee of State Employed Women (ICSEW) aims to improve the lives of Washington state-employed women through advocacy, outreach and opportunity.

Working alongside the Governor's office and other state agencies, ICSEW advocates for desirable policy changes in laws and programs related to education, training, career development and employment. Through policy recommendations, we seek to address and close the gender disparities affecting Washington state-employed women. For more information about our role as an advisory committee to the Governor's office, please view Executive Order 16-04.

ICSEW also believes equipping state-employed women with affordable personal and professional development training is imperative for career advancement. At our annual Professional Development Conference, as well as our bimonthly membership meetings, ICSEW members enjoy innovative seminars and networking opportunities.

Since our founding in 1963, ICSEW has grown from solely members of state agencies to include representatives from higher education institutions and the judicial system. In that time, we have advocated for the implementation of the Equal Pay Opportunity Act, the Paid Family and Medical Leave Act and the Infant at Work Program.

We're fighting to enrich the lives of not just Washington state-employed women, but of all state employees.

Subcommittee Report Outs

Public Outreach Subcommittee

During the past year, the Public Outreach Committee continued to focus on wellness. The Committee ran its annual charity drive to continue to support organizations that help survivors of domestic violence. This drive was expanded statewide and a mail in option was added in the 2020-21 drive. This hybrid model was further expanded upon this year to include an option to donate with a virtual gift card which could be sent to a secure email. Cards received were then dispersed equitably to all the organizations statewide. This was a huge success with over \$860.00 in e gift cards being sent to the email between the launch in October 2021 and April 2022. Based on a continued need from the organizations and interest in donating the drive has been converted to a year-round drive with an annual update of recipients. This allows for support and participation all year and continues to allow for social distancing and easier access to individuals and businesses to participate.

Professional Development

The Professional Development subcommittee planned and executed six general meetings during FY22. Meetings included diverse speakers that covered a wide range of timely and relevant topics to attendees including leadership and selfcare. Agenda highlights included:

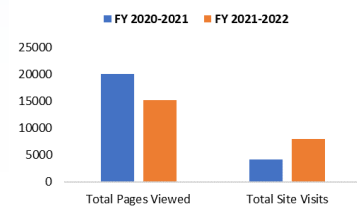
- Financial Stress Management with Karen Zukaitis, Financial Educator/Coach with WSECU
- Mind Your Mindset, The Fearless Leader with Joan Robinson
- Navigating Race and Identity with Dr. Anu Taranath
- Authentic Feminine Leadership with Dana Theus
- Hope Based Leadership with Jon Tunheim

In addition, the Subcommittee coordinated ICSEW's sponsorship of three free professional development courses with Amy Leneker. The first of the three events was held in May and covered burnout prevention and recovery. The next two will cover embracing conflicts at work and work/life harmony.

Communications

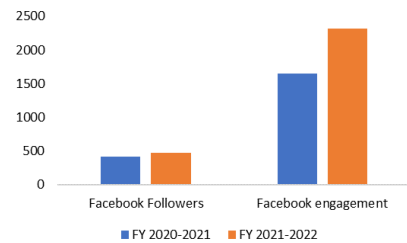
Website: Over the past year, the number of pages viewed on our website declined by 24%, while the number of website visits increased by 51%. The page views decrease makes sense, as the website redesign and relaunch that occurred at the end of the previous fiscal year reduced the number of pages we had. Our website has become more user-friendly and visitors have an easier time finding what they are looking for. More people visit our site because it is a better, efficient website!

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Social Media: We are sharing more content from the website FB and more interactive things like event registration, videos, on multiple platforms. Engagement (likes, clicks, shares, comments, reactions) is when someone does something with your posts besides scrolls past it.

The number of Facebook followers & engagement increased by 11% and 29% respectively from the previous fiscal year



95% of followers are women. Largest number of women followers were 35-44 year olds (37%), followed by 45-54 year olds (29%), 22-34 year-olds (10.8%).

New Developments: We have created bi-monthly event previews and summaries sent via Gov Delivery (whereas before we just did Gov Delivery for previews and did quarterly newsletters and posted on the website.) Has more success reaching executive sponsors. They are more tailored in content. Calendar of upcoming events, call to action to register for events, follow blog and forward to exec sponsors and agency communications to share on agency intranets.



Anyone may attend ICSEW meetings, regardless of sex, gender identity or employment status. Meeting notices are posted to our [Facebook](#) page and [GovDelivery](#). To learn more about membership, please fill out the form below. Once your form is received, our Membership Subcommittee will contact you with instructions to guide you through the appointment process.

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Subcommittee Report Outs Cont.

Legislative & Policy

During the 2022 Washington State Legislative Session, the Interagency Committee for State Employed Women (ICSEW) Legislative and Policy Subcommittee provided bill alerts on 11 bills. Of these bills, six passed. Two of the bills we provided information on passed in 2021 and four passed in the 60 day 2022 session. Successful bills that subcommittee members wrote alerts on were: a bill aligning school holidays with official state holidays to include Juneteenth, a broadband digital equity bill, youth educational program funding, a bill expanding childcare access, a bill protecting employee confidentiality in the Employee Assistance Program and a modification to the 2017 Paid Family Medical Leave Act.

Subcommittee members will continue to write blog posts in the interim to provide more information to members about these topics. The subcommittee is also working with the Washington State Employment Security Department to provide a PFML education session for our members. Bill alerts can be found on our website: <https://icsew.wa.gov/category/bill-alerts/>.

The Legislative and Policy Subcommittee will also focus on engaging in and promoting volunteer opportunities within policy arenas important to our membership. This year subcommittee members have again worked with the Thurston County Food Bank on gardening volunteer opportunities. Subcommittee members will seek further volunteer opportunities in other areas of the state.

Membership

Over the past year, memberships has achieved the following:

- Welcomed 13 new ICSEW members
- Sent six newsletters to the membership network groups, providing connection and resources to our members.
- Maintained engagement with our 90 members.

For the upcoming year, membership will continue to support ICSEW and its members.

ICSEW Financial Report

Revenue

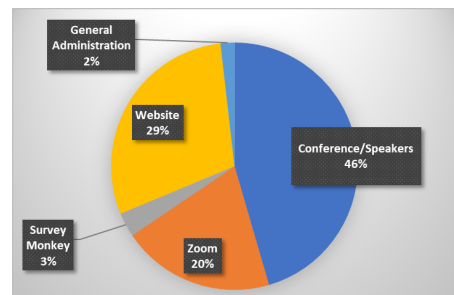
ICSEW provided the annual conference, general membership meetings, and training opportunities solely in a virtual environment. The annual conference generated \$17,800 in revenue, which is comprised between conference registrations and sponsorships.

Expenses

Breakdown of ICSEW's expenses are displayed in the table below:

Expenditures	
Conference/Speakers	\$ 6,001
Zoom	\$ 2,647
Survey Monkey	\$ 420
Website	\$ 3,885
General Administration	\$ 240
	\$ 13,193

Total expenditures for the fiscal year are \$13,200, of which 66% comes from the annual conference, general membership meetings, speakers, and Zoom subscription; 34% of expenses come from general administration, website, and Survey Monkey subscription.



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