



Interagency Committee for State Employed Women

2022-2023 Annual Report

The year in review

ICSEW has showed remarkable resilience this past year, leaning into our work even through a busy legislative session. Members from over 30 agencies engaged with ICSEW this past year and we are so proud and grateful for their interest and passion. 2023 marks 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.

What does it mean to be a member of ICSEW?

By Jennifer Ward (Employment Security Department), ICSEW Membership subcommittee

ICSEW was created to provide space and resources to improve the lives of Washington state-employed women through advocacy, outreach, and opportunity. Through collaboration, state agencies drive policy changes in laws and programs related to education, career development, employment, and training.

As a member of ICSEW, you are empowered to support these impactful changes by participating in one of seven subcommittees - Communications, Conference, Legislative & Policy, Membership, Mentorship Advisory Committee, Professional Development, and Public Outreach. Here's what some of our members have said about their experience with ICSEW:

"After I became a member, I was encouraged to join a subcommittee. I volunteered for the ICSEW Mentorship Advisory subcommittee. Mentorship is important to me because I believe in the 'pay it forward' philosophy. In my personal and professional life, I have sought out and connected with people in areas that I want to learn or improve. My career as a state employee would not be possible without mentors, and I look forward to assisting other state employees in taking advantage of the benefits of mentoring." --Te Y. Department of Health

"My experience with ICSEW has been outstanding. I joined the Legislative and Policy Committee last June when I started working for DFW. I chose this committee because I'm an immigrant and wanted to learn more about policy and the legislature. Leslie and Keri have been fabulous. They have always been extremely professional, patient and kind. I am learning a lot by supporting the subcommittee and love the networking! I'm so grateful for all the hard work and time all of you devote to ICSEW and us! -Veronica H., Washington State Department of Fish and Wildlife

We want to make joining ICSEW even easier!

Our goal is to make the process to join ICSEW easier than ever! To streamline it, the Membership subcommittee is partnering with the ICSEW executive board to update our membership process. Once we update the process we'll coordinate with the Public Outreach and Communications subcommittees to help spread the word. ICSEW is open to everyone, regardless of gender or employment status, and we want to ensure every Washington state agency is represented! We'll share more information when available. Stay tuned.

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

- Deirdre Bissonette, Executive Chair
- Marianne McIntosh, Vice-Chair
- Sequenna Fashana, Co-Executive Secretary
- Alyssa Woods, Co-Executive Secretary
- Danica Mitchell, Co-Treasurer
- Kaitlin Nielsen, Co-Treasurer
- Rachel Friederich, Communications Co-Chair
- Rebecca LaMar, Communications Co-Chair
- Cassandra Drake Conference Co-Chair
- Summer Ramos, Conference Co-Chair
- Keri O'Connell, Legislation Co-Chair
- Leslie Wolff, Legislation Co-Chair
- Siri Olson, Membership Co-Chair
- Masozi Nyirenda, Mentorship Co-Chair
- Brooke Nutt, Public Outreach Chair
- Megan Celedonia, Governor's Office Liaison
- Janet McIntosh, Professional Development Co-Chair
- Connie Becker, Professional Development 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

Professional Development

The Professional Development Subcommittee's goal is to provide personal and professional development opportunities to Washington women and our allies. Our members told us they wanted to focus on and be supported in their learning journeys around allyship, change management, women's health, networking, and establishing boundaries at work to prevent burn out.

This year's topic included:

- Long-term disaster recovery and re-engagement to find vitality with Dr. Kira Mauseth
- Engaging in the legislative process with Leslie Wolff and Keri O'Connell
- Tool for leading and embracing changes with Chief ALJ Lorraine Lee and Connie Becker
- Strategies for leading during Challenging Times with Joan Robison
- Thriving, surviving and support during menopause with Brita Montes-Sanders, ANRP
- Activating our support networks to accomplish goals with Wendy Fraser, PhD
- How to be an active ally during a Business Resource Group panel with representatives from Washington Immigrant Network (WIN), Rainbow Alliance and Inclusion Network (RAIN), Veteran Employee Resource Group (VERG), and Latino Leadership Network (LLN)

This year we had three ICSEW presenters, meeting our objective of honoring the knowledge within our membership.

Membership

Over the past year, memberships achieved the following:

- Welcomed 22 new ICSEW members
- Sent six newsletters to the membership network groups, providing connection and resources to our members.
- Maintained engagement with our 90 members.

Membership continues to research new ways to engage with members and provide support to ICSEW.

Communications

Gained 30 new Facebook Followers. Total is 497 (6% increase)

Promoted the Governor's Proclamation recognizing March as Women's History Month

Sent 31 news bulletins to ICSEW members, exec sponsors, state employees and partners

Published 24 ICSEW member submitted articles and content to blog

Legislation and Policy

With the legislature having been in session, the subcommittee has been busy keeping ICSEW members informed of important legislative bill. During session, the Subcommittee tracked 11 bills and provided summaries to ICSEW members. The bills were:

- SSB 5339 Providing free school meals to all
- HB 1261 Concerning cost sharing for diagnostic and supplemental breast examinations
- HB 1000 Working Families Tax Credit Expanded
- HB 1335 Unauthorized publication of personal identifying information
- SB 5171 Addressing consumer gender discrimination
- SB 5136 Sales tax exemption for clothing, children items, and prepared food
- HB 1333 Relates to free speech. Criminalize some speech as "Domestic Violence Extremism"
- SB 5225 Increase access to the working connections child care program
- SB 5477 Declaring an emergency relating to missing and murdered indigenous women
- SJR 8202 Amending the constitution to address reproductive freedom
- SSB Concerning female genital mutilation

Legislation & Policy will continue to provide ICSEW membership updates on new legislation being considered in the state Legislature.



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.

2022 ICSEW Annual Professional Development Conference Reflection

Our 2022 ICSEW Annual Professional Development Conference, was a great success with 269 Washington State employees and others attending.

We had a fun, interesting, and thought-provoking two-day conference with engaging speakers from within and outside the state. The theme *Lead from Where You Are* covered topics such as leading up, self-advocacy, the power of individual contributors, conversational intelligence, "looking the part" and pressures women face in the workplace. This was our second year offering a virtual format for our annual conference.

Our results and feedback were positive and offer greater opportunities as we strive to improve for 2023 and beyond. Continued support of the conference helps to enrich lives through advocacy, outreach, and opportunity.

Subcommittee Report Outs Continued

Public Outreach

The Public Outreach Subcommittee within the Interagency Committee for State Employed Women (ICSEW) has had quite the busy year! After pausing participation in events due to COVID, we were excited to be able to get back out there and start to mingle again. Our group grew to a good size after being almost non-existent for a few years which was very encouraging. Our group is comprised of women from 6 different agencies, and they all bring their own gifts and talents to the team.

Our first in person event in 2023, was in March where we attended the Veteran's Employee Resource Group (VERG) Hiring Event at the Joint Lewis McChord Base (JBLM). Two members of the team tabled at the event and were available to answer any questions potential new state employees had in reference to ICSEW or working for the state of Washington. While this wasn't the best fit for ICSEW, it was a great opportunity to build a working partnership with VERG.

The next event was in May for the Public Service Recognition Week which was held at the Capital Campus Plaza in Olympia. This was a very successful event where the 4 volunteers were able to pass out "swag" and spread the word about our yearly Professional Development Conference in October. It was wonderful weather, and the volunteers were even able to get a picture with Governor Inslee himself!

Our most recent event was in June when a few volunteers attended the Government Innovation Washington Event in Tacoma. This was our first time attending this event and it was a smaller gathering than what we have experienced from other events. We were able to share more about who ICSEW is and what we have to offer. It was a great learning experience and very informative!

We have a busy year ahead of us, but we know that we are capable of so much! The constant willingness to help from our volunteers has been a tremendous blessing and we look forward to the rest of 2023!

Conference



Building on last year's successful conference "Lead from where you are", the Interagency Committee of State Employed Women and the Washington State Women's Commission are pleased to announce their 2023 Personal and Professional Development Conference - "Engage: Their Past, Your Present, Our Future". This virtual conference will take place October 3 & 4, 2023.

This year, ICSEW has been on a journey to examine our privilege and explore how we can be better allies. As we've examined what creates inequality in the workplace and the world, we have worked to decrease the barriers to entry for our conference. To that end, ICSEW is working to bring on speakers with unique lived experiences to present at the Conference.

We are excited to share more details as we select speakers and get closer to the conference date. To stay up to date with the latest information on the upcoming conference by either subscribing to the ICSEW GovDelivery newsletter or visiting the ICSEW website here: <https://icsew.wa.gov/annual-events/pro-dev-conference/>



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Interagency Committee for State Employed Women

MISSION

To improve the lives of state employees by advising the Governor and agencies on policies that affect state-employed women.

VALUES

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

VISION

Enriching lives through advocacy, outreach and opportunity.

**Subcommittee Report
Outs Cont.**

Mentorship Subcommittee

ICSEW has teamed up with the Washington State Department of Enterprise Services (DES) to form a statewide mentorship planning subcommittee. This was able to happen due to the groundwork laid by DES Director Tara C. Smith. Building on that work, the subcommittee hopes to develop a pathway for a statewide mentorship program operated by DES.

The state is facing numerous challenges including high turnover, high retirement rates, low diversity levels, poor job satisfaction among new employees and a lack of individualized professional development opportunities for all state employees. Mentorship programs provide mentees with opportunities to learn and grow while providing mentors with an opportunity to enhance their leadership skills.

The subcommittee serves in an advisory capacity. It reviews materials and resources in support of designing a successful and sustainable statewide mentorship program.

At the Sept. 20, 2022, ICSEW General Meeting more than 40 people expressed interest in learning more about the mentorship subcommittee or participating in it.

The advisory group drafted a survey for statewide distribution. The goal of the survey is to gather information from Washington state agencies to understand what is currently available, what is working, and how they can be included in a statewide mentorship program.

ICSEW Financial Report

ICSEW Appreciates the Office of Equity’s support

As part of its commitment to supporting diversity, equity, & inclusion –the Office of Equity has committed to providing \$25,000 to ICSEW and the state Business Resource Groups. The funding from the Office of Equity will allow ICSEW to offer planned discount rates for the annual conference. ICSEW appreciates the Office of Equity’s commitment to supporting women in the state workforce.

Annual Expenses and Revenue

ICSEW provided the annual conference, general membership meetings, and training opportunities solely in a virtual environment. Annual conference generated \$25,875 in revenue, which is comprised between registrations and sponsorships.

Total expenditures for the fiscal year are \$23,072, of which 79% comes from the annual conference, general membership meetings, speakers, public outreach; 21% of expenses come from general administration, website, and service and peer recognition.

Fiscal Year 2023 Expenses	
Conference	8,898
Meetings	5,808
Public Outreach	3,489
Service & Peer Recognition	748
Website	3,856
General Administration	272
Grand Total	23,072

Thanks again to our 2022 Sponsors!



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