



## Interagency Committee for State Employed Women

# 2023-2024 Annual Report

### The year in review by ICSEW Chair Deirdre Bissonnette

Hello Interagency Committee of State Employed Women,

2023-24 was a great year! We kicked things off in July 2023 with our first in person gathering since pre-Covid. The July meeting was a huge success, bringing connection and value to our members and guests. In October we hosted our annual conference, with 2 virtual days and a 3rd day devoted to an in-person networking event in Olympia.

We successfully implemented a new membership process, making membership in ICSEW as easy as attending meetings. We've also worked to streamline our meeting invitations and reminders and overall have seen increased attendance this year. We've continued to highlight Diversity, Equity, Inclusion, and Belonging and are pleased to have hosted a variety of speakers to help us on our journey. You can expect many more wonderful speakers at this year's annual conference, from October 8th-10th.

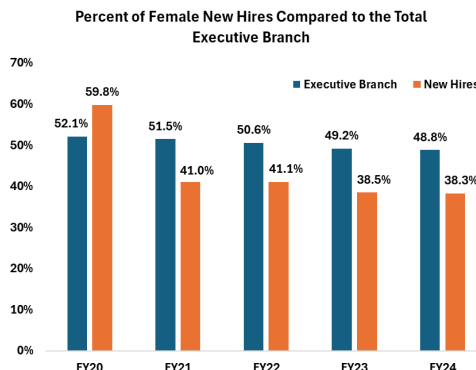
I'm proud to have served as your executive chair these last two years and am excited to hand the reins over to Janet McIntosh.

### A word from the incoming ICSEW chair Janet McIntosh

I am excited to stepping into the role of the Executive Chair for ICSEW. I have spent the last two years in two roles on the board, my first year as the Executive Co-Secretary and second as Professional Development Sub-Committee Co-Chair. I look forward to continuing the momentum that the committee has made as we shifted, post-COVID, into a primarily virtual format with the help of our amazing board and committee members. As I've learned in my time on the board of the committee, our success is team effort. I began my service in state service with the Department of Natural Resources 6 years ago, joining the small dive team that monitors the geoduck harvest. Looking to do more in state government, I sought out opportunities for growth, including joining ICSEW as a member in 2021, graduating from an internal leadership fellowship in 2022 and leading our internal Women's Employee Resource Group in 2023-2024. After four years on the dive team, I was ready to challenge myself and took a temporary assignment over the 2023-2024 sessions as the Legislative Coordinator helping me land my current position as a Safety Officer. As I discovered, all my experience guided me to a place where I was ready for to continue the great work as your chair. Deirdre has been a great leader and mentor; I will strive to follow in her footsteps.

### State HR Data shows Decreasing Representation of Women in State Government

From fiscal year 2020 to 2024, female representation in the executive branch has fallen from 52.1% to 48.8%. The decrease appears to be stemming from the percent of new hires where only the percent of female representation has fallen from a high of 59.8% in FY20 to its current low of 38.3% in FY24. In the coming year, ICSEW should make it a priority to work with State HR to identify possible root causes of the downtrend of representation and promote initiatives to encourage women to apply for jobs in state government. The data from State HR demonstrates that although great progress has been made, a lot of work remains to advance the interests of women in state government.



#### 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 Bissonnette, Executive Chair
- Marianne McIntosh, Vice-Chair
- Sequenna Fashana, Co-Executive Secretary
- Alyssa Woods, Co-Executive Secretary
- Danica Mitchell, Co-Treasurer
- Kaitlin Nielsen, Co-Treasurer
- TJ Canfield, Communications Co-Chair
- Simone Smith, Communications Co-Chair
- Stephanie Goedecke, Legislation Co-Chair
- Chalee Batungbacal, Legislation Co-Chair
- Marianne McIntosh, Membership Chair
- Courtney Speer, Mentorship Co-Chair
- Masozzi Nyirenda, Mentorship Co-Chair
- Allison Everett, Public Outreach Chair
- Melissa Littleton, Governor's Office Liaison
- Janet McIntosh, Professional Development Co-Chair, Conference Co-Chair
- Connie Becker, Professional Development Co-Chair, Conference 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 began the summer with our first in-person meeting since COVID. We offered a hybrid session, both online and in the Columbia Room of the state Capitol building. We had our liaisons Leah White from the Washington State Women's Commission, Sabrina Njorge from the Office of Equity, and Indira Melgarejo from OFM, all say a few words. We presented our annual report, our outstanding member awards, offered Capitol tours, provided free headshots and of course catered lunch! It was such a success; we intend to resume this tradition and are holding July 2024 meeting in the same format.

As we started planning for our 2023 annual conference in the fall, our focus shifted to explore the intersections of history, diversity, and progress, to promote allyship. We began this journey with skills learned from speakers earlier in the year and continued cultivating this transition as we moved into the Fall. We had Diana Montero and Christa Engel from CultureAlly educate the group about Hispanic Heritage month in September along with Chief Lee and Diane Jennings showing us their new Office of Administrative Hearings, Spanish Hearings program. We ended the year with the intersection of history by having the Commissioner of Public Lands, Hilary Franz talking about women leaders in government and Dr. Raedene Copeland teaching us how immigrants in the workplace are unsung heroes.

As we moved into 2024, Casey Tonnely and Lauren Kite presented about Intersectional Solidarity, imparting that our differences can help bring us together, by learning to support and speak up for one another. These co-presenters came to us from the Athena Group, along with Elizabeth Ralston who presented in May on the topic of Ableism. She carried on the conversation that began in March with state employees Renae Smith and Amber Brooks who introduced us to Neurodiversity. Finally, we were proud to include in our speaker roster, two male allies who spoke on collaborative topics in January and May on feminism for everyone and belonging in the workplace. Our goal is, and continues to be, to offer and receive allyship. We look forward to building upon all we are learning into the next fiscal year.

## Mentorship Advisory

Over the past year, Washington State Department of Enterprise Services (DES) and ICSEW worked in partnership on the review and possible establishment of a statewide mentorship program. The formation of the statewide mentorship advisory committee marked a significant stride in addressing critical workforce challenges. However, due to evolving circumstances and organizational priorities, the advisory committee was sunsetted in February 2024. While the advisory committee's role has concluded, the insights and groundwork laid during its tenure continue to inform our collective efforts.

Throughout the past year, the committee diligently reviewed materials and resources, engaging stakeholders to gauge the interest and need of a statewide mentorship program. The committee was comprised of around 15 members from various state agencies. This committee participated in monthly virtual meetings beginning back in September 2022.

They designed and issued a comprehensive statewide survey, aimed at gathering feedback from Washington state agency workers in determining an interest and need of a statewide mentorship program. This collaborative approach ensured inclusivity and relevance in addressing workforce challenges.

As we navigate this transition, the collaborative spirit between ICSEW and DES remain strong. While the advisory committee has sunsetted, our commitment to fostering a resilient, diverse, and empowered state workforce persists.

## Communications

The Subcommittee uses communications platforms to promote ICSEW events and initiatives, share news from the Governor's office about policies and initiatives that impact state employed women.

ICSEW has a total of 526 Facebook followers with 95.3% being women and 4.7% men. Postings ranged from meeting announcements, the Annual Conference, updates from the governor, recognizing Women's History Month in March, to individual leadership recognition.

In March of 2024, ICSEW's presence was initiated on Instagram with 10 followers in 12 weeks. Engagement on LinkedIn increased by 18.87% and Impressions increased by 17.3% within the past 365 days. The X account, previously known at Twitter, was rejuvenated with 75 current followers. The Communications Subcommittee plans to continue to use this social media platform to champion the work ICSEW is doing for its followers and members



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.

## 2023 ICSEW Annual Professional Development Conference Reflection

On October 3rd and 4th, ICSEW hosted the 2023 annual professional development conference under the theme "ENGAGE: Their Past, Your Present, Our Future." The conference aimed to explore the intersections of history, diversity, and progress and to promote allyship. ICSEW hosted speakers from various backgrounds addressing topics such as belonging in the workplace, the ongoing legacy of weight stigma, supporting women in the workplace, and restoring wholeness.

The 2023 virtual conference attracted a record number of participants with approximately 1000 registrants and an average attendance of 500-600 attendees each day. Due to the support of our incredible sponsors ICSEW offered the conference to attendees at no charge. A huge thank you to our sponsors!

Our results and feedback were positive and offer greater opportunities as we strive to improve for 2024 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! We tabled at multiple events since June 2023 and we were able to do them across the state into Eastern WA for the first time. Our group grew to a good size and is comprised of women from 11 different agencies, and they all bring their own strengths and talents to the team.

Various members of our committee tabled at numerous outreach events. Starting in August our first event was attending the Office of the Insurance Commissioners Street Fair, quickly followed by the Liquor and Cannabis Board ("LCB") and the Washington State Department of Veterans Affairs ("WDVA")'s joint Wellness Fair in September. In addition to outreach at events, we also held an in-person networking event for ICSEW members in October where Public Outreach was able to connect members with subcommittees, answer any questions about ICSEW and welcoming members in.

Our biggest event we table at each year is the Public Service Recognition Week in May. This year we were able to table in both Olympia and Spokane, where we had marvelous success in passing out merch, flyers, and candy. It is a great opportunity to not only share about ICSEW in general but spread the word about our yearly Professional Development Conference in October. The weather was beautiful, and every moment was filled with conversation on fostering connections with potential members.

We have a busy year coming ahead of us. We are already working on replenishing all our merchandise and building a career development resource packet to hand out at events. We have high aspirations for the year to come, and with the continuous support and help from volunteers we are confident in reaching our goal.

### Conference

The 2024 conference theme is Making HERstory: Breaking Boundaries and Building Bridges. This year's theme emphasizes breaking through barriers and forging connections to create a more inclusive and collaborative business environment by encouraging women to expand their horizons and provide support for one another. This year's dates are October 8-9, 2024. The conference will be held virtually with in-person networking options as well. Exact dates and locations are yet to be determined for the in-person networking.

SAVE THE DATE



Making Herstory

Breaking Boundaries, Building Bridges

ICSEW Presents:  
2024 Professional Development Conference

When:  
Oct. 8-9, 2024

Where:  
Virtual via Zoom and In Person TBD



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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.

### Legislation and Policy Annual Report for 2023-2024

The Legislative & Policy Subcommittee equips ICSEW's membership with tools and resources to enter discussions and engage in our state's legislative process. We work to raise awareness of issues, policies, bills, and laws that impact the lives of state-employed women.

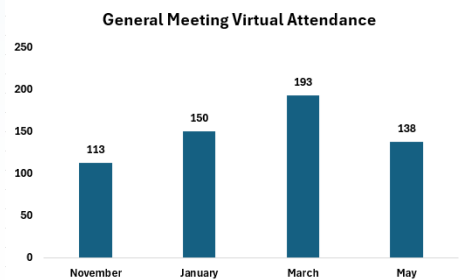
Last year, our subcommittee members learned and reviewed information about Washington State's legislative processes and tools from guest speaker Laura Love, from training materials through the [Legislative Information Center](#), and with hands-on tracking of bills.

During the 2024 short session, the Legislative & Policy Subcommittee tracked 14 bills and provided summaries to ICSEW members through GovDelivery and our ICSEW's website.

- [HB 1455 Eliminating child marriage](#) (Companion of [SB 5695](#))
- [HB 1878 Preserving seniority for state employees who are reemployed](#)
- [HB 1879 The John McCoy \(Iulijaš\) since time immemorial curriculum](#)
- [HB 1915 Requiring financial education in public schools](#)
- [HB 1929 Supporting young adults following inpatient behavioral health treatment](#)
- [HB 1934 Establishing an artificial intelligence task force](#)
- [HB 1959 Changes to Paid Family & Medical Leave requirements for Small Employers](#)
- [HB 2138 Promoting Outdoor Learning in State Parks](#)
- [HB 2145 Concerning medically necessary treatment of mental health or substance use disorders](#)
- [HB 2214 Public assistance beneficiaries are eligible for the Washington college grant](#)
- [HB 2309 Washington 13 free guarantee act](#)
- [HB 2374 Washington Promise Program \(Similar to HB 2309\)](#)
- [SB 5937 Supporting crime victims in the legal system](#)
- [SB 5977 Legalization of psilocybin for trauma treatment for veterans and first responders](#)

### Membership

Over the past four meetings, ICSEW has averaged about 148 virtual attendees. Starting in September, ICSEW began using a survey to collect attendance. Compared with virtual attendance, survey completion rate has averaged about 49%. Of those completing the survey, just over 50% indicated being employed by six agencies (L&I, DNR, DOL, DOR, DOH, and DSHS) while the remaining percent dispersed among 36 other agencies.



## Preliminary ICSEW Financial Report

ICSEW provided the annual conference, general membership meetings, and networking, and training opportunities in virtual and in hybrid in-person environments. Annual conference, offered virtually with an optional hybrid in-person networking event, is financially supported by generous sponsorships, allowing for free registration. ICSEW received \$44,000 in sponsorship payments in fiscal year 2024.

Total expenditures for the fiscal year are \$36,789, of which 91% comes from the annual conference, general membership meetings, speakers, public outreach, and 9% of expenses come from general administration, website, and service and peer recognition.

Fiscal Year 2024 Expenses:	
Conference	\$14,421
Meetings	\$11,719
Public Outreach	\$7,383
Service & Peer Recognition	\$156
Website	\$2,739
General Administration	\$379
Grand Total	\$36,796



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