

**WYOMING COUNCIL FOR WOMEN'S ISSUES  
FALL QUARTERLY MEETING - GILLETTE COLLEGE TECH CENTER  
OCTOBER 14, 2017**

<b>TASK LIST</b>		
<b>TASK</b>	<b>WHO</b>	<b>TIMELINE</b>
Send info for any potential facilitators (Casper or Riverton preferred)	Everyone	October 23
Select facilitator for strategic planning meeting	Executive Committee	November 1
Determine when to hold strategic planning meeting	Executive Committee w/ input from all	November 17
Determine if you would like to attend Womentum	Everyone	October 23
Provide feedback on website update	Everyone	October 25
Send bios and headshots for the website to Jen Simon	Everyone	October 25
Send your picture and information for the Women of Wyoming project to Jenny W.	Everyone	October 31
Contribute to Women of Wyoming Project by sending women from your community	Everyone	Ongoing
<del>Update the Women of Wyoming release to take out the signature for revocation</del>	<del>Danae Brandjord</del>	<del>October 20</del>
Obtain quote from possible writer for Legal Rights Handbook; follow-up with Merit	Tara Muir	November 15
Send recap of Collective Impact wage meeting	Candy Dooper	
Update and send out WCWI member list	Danae Brandjord	October 30
Check if we can share Collective Impact webinar link	Tara Muir	October 30
Find out more info on state emails and guidelines we must follow if we obtain them	Chava Case	Next Meeting
Find out what is current being planned for women's suffrage events and possibility of doing reenactments	Danae Brandjord	November 15
Find out if any women's suffrage events are tied to the capitol building renovation		Next Meeting
Find out process/procedure for potential name change and rebranding of WCWI	Chava Case	Next Meeting

**Call to Order**

Chair Danae Brandjord called the meeting to order at 8:10am in the Gillette College Tech Center. In attendance: Danae Brandjord, Candy Dooper, Jennifer Wilmetti, Jan Torres, Susan Bates, Susan Peck, Laurel Vicklund, Tara Muir, Carma Corra, and Ashley Mikels. Calling in: Chava Case and Jen Simon. Absent: Deborah Demander Reno and Merit Thomas.

## **Introductions/Welcome**

Chair Brandjord welcomed new Member At Large, Tara Muir from Laramie. A round of introductions followed.

## **Announcements**

No one provided any announcements at this time.

## **Task List**

Chair Brandjord reported that most of the current tasks on the task list are complete, including:

- Send invitation to Women's Foundation for Equal Pay Day (Carma)
- Change auto renewal date for NACW due (Danae Brandjord, Chava Case)
- Update Employer of Choice Award (Jan Torres)
- Add Employer of Choice Award nomination form pdf to Facebook page with link to Jan (Jennifer Wilmetti, Warren Appel)
- Add Employer of Choice Award nomination form pdf to the website with link to Jan (Communications Committee)
- Finalize changes to the Governor's Woman of Distinction Award nomination form (Susan Peck)
- Add Governor's Woman of Distinction Award nomination form pdf to Facebook (Jennifer Wilmetti, Warren Appel)
- Update and improve accessibility to Governor's Woman of Distinction nomination form on website (Communications Committee)
- Attend Equal Pay Day Event (Carma Corra)

## **Approval of Minutes**

Susan Bates moved to approve the minutes from the spring quarterly meeting in May; Jennifer Wilmetti seconded. Motion carried.

## **Budget Report**

Treasurer Bates presented the budget report, noting that 26.51% of the total budget for the biennium has been spent as of July 31. Bates reminded everyone to submit travel expenses. Chava Case will follow up on a \$39.34 line item charge under "Professional services: Education events" to determine what this was for and if it is in the appropriate category. Vice Chair Candy Dooper noted that all charges from the NACW conference are not on the current budget report. Bates noted that money can be moved from different line items as needed. Wilmetti moved to approve the budget report; Susan Peck seconded. Motion carried.

## **Standing Committees**

*Legal Rights and Responsibilities (Chair: Merit Thomas; Tara Muir)*

Chair Brandjord confirmed Muir's interest in being appointed to this committee. Information regarding Legal Rights Handbook to follow in Unfinished Business.

*Home and Community (Chair: Susan Peck; Ashley Mikels, Chava Case)*

The committee received three potential candidates for the Governor's Woman of Distinction Award 2017 and has selected Sue Knesel of Gillette. She will be honored in an event following the meeting today. Members Susan Peck and Laurel Vicklund will speak at this event. All present members will assist as needed.

*Employment Practices (Chair: Jan Torres; Jennifer Wilmetti)*

Jan Torres reported that no nominations have been received for the Employer of Choice Award this year. WCWI will not distribute this award this year. The future of the award will be discussed in the next meeting.

*Educational Opportunities (Chair: Laurel Vicklund; Danae Brandjord, Susan Bates, Candy Dooper, Jen Simon)*

Chair Brandjord is stepping down as co-chair of this committee. Vicklund will resume as the chair on her own.

### **Ad Hoc Committees**

*Communications Task Force (Chair: Jennifer Simon; Jennifer Wilmetti, Deborah Demander, Danae Brandjord, Merit Thomas)*

**Website Update:** Chair Brandjord showed members the current website as Jennifer Simon presented via phone. Simon discussed the process of updating the website, including the collection of information from WCWI members on what changes they would like to see. Simon pointed out that the old website does not have a lot of images and some parts have not been updated. The meeting minutes are now up-to-date and will be included on the new site. Simon is collecting headshots and biographical information from all members to update this content.

Chair Brandjord then showed members the new website as Simon continued presenting. The new site has a navigation bar at the top to provide easy access to content. It will constantly load the content of the WCWI Facebook page and could do the same with Twitter or Instagram should WCWI have a presence on these media platforms. Under "Areas of Impact" website visitors will have easy access to WOD and EOC nomination forms and be able to view previous winners. There are still changes to be made before the new website goes live, but the current progress gives a general idea for WCWI members to review and demonstrates the aesthetic WCWI is going for. A navigation bar at the bottom will link to other appropriate sites and information. Simon questioned how WCWI will deal with communications (i.e. all members having an email listed, one email listed, or a contact for the Business Council). Simon has asked that all members submit their headshots and biographies and provide feedback on the new site after the link is sent out today. Carma Corra and other members thanked Simon and the communications committee for their work on this project.

**Women of Wyoming:** Wilmetti continues to lead this project. She noted that Vicklund has been making significant contributions to the project so Gillette is well-represented and takes great pictures of women in action. She asked for feedback from Vicklund on how she gets women to participate. Vicklund tells women they need to be represented and checks back in after a week to pick up the forms. If the individual has not yet completed them, she will follow up again. She

suggested keeping the forms on separate pages so the questions page can be left with the individual and emailed or faxed, giving them more time to think about what they want to say.

Torres stated that the postings leave her wanting more information on these women; she questioned the ability to put in some biographical information. Vicklund noted that she does not want women to be defined by what they do for employment. Wilmetti noted that it is always interesting to just see what they have to say. When available and appropriate, some biographical information may be included.

Wilmetti reported that the WCWI Facebook page has over 700 followers and some of the Women of Wyoming posts are getting over 100 “likes.” She made a request for all members to continue to contribute to this project. Wilmetti is also scheduling posts in advance to make this more manageable. She will send out the forms again. The forms are being saved on a Google Drive, so after members have sent the info to her, they do not need to keep the originals.

A question arose regarding posting the form to Facebook for people to self-elect to participate; the consensus was no as members should be involved in the process, but they may ask for recommendations in their communities.

Torres pointed out some confusion on the photo release form, as there is a signature line for revocation. Danae will remove this as it is not needed and send the form back out. If someone wishes to revoke their release they may do so in writing and the council will remove former posts and photos as needed.

### **Unfinished Business**

**Womentum (The 2017 Women in Leadership Summit and future involvement):** Simon reported that Womentum gathered information after last year’s event to improve this year’s event. They will be holding a two day summit with a keynote speaker and multiple breakout workshops in Jackson at the Center of the Arts. Attendees will be able to tailor their time to their interests. Womentum reports that they have sold out this year and have a waiting list. Space is available for WCWI members who would like to attend. Chair Brandjord reported that Womentum met their fundraising goal and it is too late for WCWI to sponsor them this year, but members may support the event by attending and reporting on the success of the event for potential sponsorship in the future. Brandjord asked that members decide in the next week if they would like to attend.

**Gender Wage Gap Collective Impact:** Dooper reported she was on the call and will send out her notes to members of the council. Muir reported that there has been a series of meetings and she would like to see if it is possible to share the webinar link, which dispels some of the myths regarding the gender wage gap. There may be possibilities to partner with them in the future or send members to meetings. Corra reminded everyone that WCWI can educate but members cannot lobby as WCWI representatives. Muir will be the point of contact for Collective Impact.

**Legal Rights Handbook:** WCWI would like to redo the handbook to update it and improve on language and style to meet the target audience. Muir reported she has a contact through Americorps that has completed similar projects and may be able to take this on with the

guidance of the Legal Rights and Responsibilities Committee. She will make contact with them to see if it is of interest and obtain a quote.

**Member Contact Info:** There was a request for updated contact information for all WCWI members. Chair Brandjord will update and send this out.

**Email Addresses:** Chair Brandjord addressed concerns regarding the use of work or personal emails to conduct business for WCWI. The Business Council can set up emails for members. Case reported that previously WCWI has been hesitant due to cost of this, but this is no longer a concern as state IT covers the cost. Members would all have the same domain. Case reported that members would be obligated to follow all state protocols, which could mean that if you install the email on a personal device, you must consent to allowing the device to be wiped clean if deemed necessary. Case will obtain clarification on this and see if the protocol is different for boards. Muir suggested using Google Docs to collaborate and remain in contact. Mikels suggested creating Gmail accounts, but this would still be considered an outside email address.

### **New Business**

**NACW Conference:** Chair Brandjord and Mikels attended this event in July. Brandjord reported that they attended different sessions to get the most out of this. She noted that WCWI could have a delegate in the commission meetings that occur at the conference each year, so this is something to keep in mind for the future. Brandjord reported on highlights of the event:

- Jenni Prisk (Prisk Communications, [www.prisk.com](http://www.prisk.com)) conducted a public speaking session that was informative and useful. She does workshops, and the council may be able to contract with her for one or multiple events in Wyoming.
- One session discussed the use of “listening tours” or meetings in communities that are formatted like a personalized survey. Corra reported that the Business Council may have done something similar to this and could provide input and guidance.
- Other councils have similar struggles to WCWI regarding members being spread out and keeping momentum between meetings. There is a possibility of using WebX to communicate or some type of distance learning to help with the disconnect between in-person meetings.
- Brandjord shared statistics from the Women in Leadership Panel, noting that less than 10% of CEOs are female and a Hewlett Packard study found that men will apply for a position if they meet 60% of the qualifications, whereas women do not apply unless they have 100% of the qualifications. One challenge mentioned in the panel was lack of support for each other.
- The book *Lean In* was recommended, as well as others throughout the conference.
- A session on social media was relevant to some WCWI projects. Brandjord noted that people want to feel connected to a movement and current initiatives to update the website and use other social media platforms are on point with recommendations made in that session.

- Brandjord reported on keynote speakers Amanda Nguyen, who created the Survivor's Bill of Rights for sexual assault survivors, and another who spoke about wageproject.org and how other areas are addressing the gender wage gap.

Mikels reported on highlights from the event:

- One session noted that 49% of eligible voters went to the polls. This may be an area to address or educate in some way, such as information that would compare political candidates or note specific policies/initiatives that affect women's rights around election time.
- One session discussed the first woman architect who really enjoyed biking. The possibility of doing a walk/run/biking event was mentioned.
- The use of comedy or satire may be a way to engage others, such as comical photos depicting how women were viewed 100 years ago. A reenactment with Elizabeth Cady Stanton was featured and the group may be able to do something similar to this.
- One session lead to the questions: "One hundred years from now, what will they look back on from today? What will they celebrate?"
- The website [www.inhersight.com](http://www.inhersight.com) advertises progressive work environments for women and their current job openings; WCWI may be able to use this idea in some way for the Employer of Choice award.
- Ideas for Facebook included using "Like this status if..." on Facebook to gain support or asking questions to encourage participation, such as "What were you told you could not do because you are a girl/woman?"
- One session discussed healthy relationships and the idea of boundary setting was notable as a possible area for education in Wyoming communities.
- Elizabeth Cady Stanton used the pseudonym "Sunflower" in some publications; this could be a fun symbol to use in some way.

Next year the conference will be held in Los Angeles, California. Dates have not yet been set. Brandjord and Mikels would both recommend that WCWI send other members to future NACW conferences.

### **Women's Suffrage Celebration**

Events for this should be planned from December 10, 2019, through September 6, 2020. Bates suggested sponsoring a reenactment group. Muir mentioned the capitol building renovation, which may be holding some events. Dooper suggested a film series at local libraries. Brandjord will make contact to see what others are doing for the event and get back to the council.

### **WCWI Strategic Planning**

Corra suggested the council find an outside facilitator to complete strategic planning for the council. Funding is available for this. The facilitator will need to ensure that all information is correct and not insert a personal opinion. The council discussed possible dates for this. Case suggested that Shawn Reese from the Business Council be present as he is involved with ENDOW and there may be similar goals and efforts. Vicklund suggested having two meetings to allow for collaboration with an ENDOW representative at one meeting and then follow-up for the council at the next. Torres suggested a Friday and Saturday, and Brandjord stated it may be

helpful to have council members stay on Saturday night. Torres suggested holding the event in Riverton as this is central. Casper is also an option. In order to utilize current funding, the council will need to hold the strategic planning meeting soon, so January will be the target month. Council members need to identify potential facilitators for the executive committee to decide on. WCWI may set aside two weekends in the event that the first is cancelled due to weather.

### **WCWI Name Change**

Chair Brandjord discussed the possibility of rebranding the council to remove “Issues” from the title, as this has a negative connotation and often leads to questions regarding what the “issues” are. Case can find out if this is feasible and what it would take. Corra stated that she had checked into this previously and it may need to go through the legislature.

### **Educational Opportunities Ideas**

Bates suggested following up on public speaking workshops as Brandjord had mentioned. Bates also had some new ideas to present. She discussed suicide prevention workshops and a possible contact for this (Cassandra Crumpton of Rock Springs) who is currently involved in this type of work. She has colleagues around the state that could educate in their areas. Wilmetti mentioned that teachers in her county are required to get two hours of training in this. Similar projects in the state were also mentioned. Brandjord asked who the target audience might be and Bates suggested maybe teenagers. Bates stated that Crumpton has also shown an interest in the Bridges out of Poverty training, and the council could contract with her to complete the training and deliver workshops throughout the state. This ties in to previous WCWI initiatives with the self-sufficiency reports. This will be discussed further at the strategic planning meeting.

Candy Dooper made a motion to adjourn the meeting at 11:10am. Susan Peck seconded. Motion carried.