

Raising the Status
of Women and Girls
through Social and
Economic Opportunity



State of Wisconsin

Wisconsin Women's Council

2005-2007 Biennial Report

Wisconsin Women's Council Board



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*For additional information about
the Women's Council Board,
see page 12.*



STATE OF WISCONSIN

Wisconsin Women's Council

101 EAST WILSON STREET, 8TH FLOOR, MADISON, WISCONSIN 53702 • VOICE (608) 266-2219 • FAX (608) 267-0626

KRIS MARTINSEK
CHAIRPERSON

CHRISTINE LIDBURY
EXECUTIVE DIRECTOR

September 28, 2007

The Honorable Jim Doyle, Governor
Mr. Patrick Fuller, Chief Assembly Clerk
Mr. Robert J. Marchant, Chief Senate Clerk
State Capitol
Madison, WI 53702

Dear Sirs,

In 2004, the Wisconsin Women's Council Board was charged with restarting and revitalizing the Council. We are proud of our achievements in this regard and pleased to present to you the Council's 2005-2007 Biennial Report. The following pages detail activities and programs that were carried out between July 1, 2005 and June 30, 2007.

Many Wisconsin women are seeing real improvements in their social and economic status. Nonetheless, many women in our state still face significant barriers to full social and economic participation. The Women's Council continues its 24-year history of working to identify obstacles, address inequities and develop partnerships to help make Wisconsin a state of opportunity and prosperity for all Wisconsin women and girls.

The work of the Women's Council over this period has been built on two main themes:

Partnerships. The Women's Council has developed creative and successful partnerships, which have allowed us to implement meaningful, targeted initiatives that promote social and economic opportunity for women. Through our collaborations, the Women's Council has provided leadership in educating, informing and developing new ideas to bring a fresh point of view to bear on the issues facing Wisconsin women and their families.

Quality. The Women's Council has built a reputation for providing high quality, objective, nonpartisan and timely research, analyses and program development. In doing so, we endeavor to provide a central and lasting resource for the people of Wisconsin and their elected officials.

On behalf of the Wisconsin Women's Council, we thank Governor Jim Doyle and members of the Wisconsin Legislature for the commitment you have shown to improving the status of women by funding the Women's Council and supporting our efforts. We look forward to working with you over the 2007-2009 biennium.

Respectfully submitted,

Christine Lidbury

Christine Lidbury
Executive Director

Wisconsin Women's Council

MISSION

The mission of the Wisconsin Women's Council is to identify the barriers that prevent women in Wisconsin from participating fully and equally in all aspects of life, and to work closely with public, private and not-for-profit groups to develop long-term solutions to address these inequities.

VISION

The Wisconsin Women's Council seeks to serve the people of Wisconsin and their elected officials as a respected public agency working with strategic partners to implement meaningful, targeted solutions that promote women's social and economic equity.

CORE VALUES

- ❖ Achievement
- ❖ Commitment
- ❖ Credibility
- ❖ Integrity
- ❖ Stewardship
- ❖ Teamwork

Wisconsin Women's Council 2005-2007 Biennial Report

Table of Contents

Governor's Trailblazer Awards for Women in Business	1
Learn, Earn & Prosper: WI Teen Girls Forward.....	3
Pathways to Professions	5
Career 411 for Girls.....	6
Paving the Way: Supporting Careers for Women in Transportation.....	7
Women's Council Web Site & Clearinghouse	8
Reports and Publications	9
External Conferences & Events	11
Board Members and Staff	12
Agency Operations.....	12
Committees, Task Forces & Sponsorships	13

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Governor's Trailblazer Awards for Women in Business

Torch Awards

Kreier's Hair Quarters (Cudahy)
The Omaha Bar (Rice Lake)
Stanek Tool (New Berlin)

Quarter Century Awards

Joan Collins Publicity (Madison)
Concepts in Art, Ltd. (Janesville)
Cooks Specialty Co. (West Allis)
Country Treasures (Chippewa Falls)
Devenish Associates (Monona)
Elite Fitness & Racquet Clubs (Racine)
Full Compass Systems, Ltd. (Middleton)
Malacological Consultants (La Crosse)
NSP Graphics (Campbellsport)
Pardeeville Gymnastics & Karate Club
(Pardeeville)
SEEK Careers/Staffing (Grafton)
Waldmann Shoes (Jefferson)
Wild Child (Madison)

Special Recognition Awards

Ballweg Chevrolet-Pontiac-Buick (Sauk City)
Lammer's Food Fest (Menomonie)
Lincoln Wood Products (Merrill)

In 2006, nominations were accepted for the 2007 Governor's Trailblazer Awards for Women in Business, to recognize female pioneers in the business community. Businesses were nominated by business and professional associations, elected officials, friends and colleagues, and by self-nomination.

2007 Awards

In December 2006, 19 award recipients were announced:

Torch Awards (3), recognizing businesses founded by women that have been run continuously by women; and family businesses started by men or women that are now run by a female relative of the founder, that have been in continuous operation for at least three generations.

Quarter Century Awards (13), recognizing women-owned businesses that have been in continuous operation for 25 years or more.

Special Recognition Awards (3), honoring companies that do not meet the award criteria above, but whose women owners lead long-standing businesses, often in non-traditional industries, and whose business story best represents the spirit of the award.

From January through April 2007, awards were presented by Cabinet Secretaries, Deputy Secretaries and the Women's Council Chair in local ceremonies around Wisconsin, including Chambers of Commerce meetings and business association conferences. The awards served as an opportunity to raise awareness about the growth of women-owned businesses in Wisconsin and their key role in the economic fabric of the state.



In March 2007, award recipients were honored at a reception with Governor Doyle at the State Capitol, followed by a luncheon hosted by M&I Bank.

*2007 Trailblazer Award recipients with Governor Doyle
March 27, 2007 at the State Capitol, Madison, WI.*

About the Awards

Trailblazer Awards recognize the rich legacy of women's business ownership in Wisconsin. Wisconsin's women-owned businesses have provided family-supporting, community-enriching jobs for generations. By starting and sustaining businesses, exploring markets, creating jobs and stimulating local economic growth, Wisconsin women business owners play a leading role in our economy. Trailblazer Awards celebrate women's long history of entrepreneurship and deep roots in Wisconsin's business community.

Award Eligibility

Candidates for the award must be Wisconsin residents and own a registered for-profit business. The business must be woman-owned, defined as 51% or more ownership or stock; in compliance with state and federal laws and guidelines; founded and located in Wisconsin; and, since its founding, conducted business in Wisconsin continuously for the number of years of the recognition sought.

Next Awards in 2009

Governor's Trailblazer Awards will be awarded again in 2009, with a call for nominations in Fall 2008.

"Wisconsin's home-grown businesses are really what drive our economy, and the role women play in these businesses is vital to the state's economic success. I am honored to help to recognize these women who have started their own businesses, and the great success they've had – strengthening a core part of our economy, and building strong communities in the process."

Governor Jim Doyle



Pictured left to right: State Representative Mary Hubler, Shirley Hayes, third-generation owner of The Omaha Bar (Rice Lake), and Secretary Lorrie Keating Heinemann, Wisconsin Department of Financial Institutions.

Partners

Sponsors

Office of the Governor
Wisconsin Women's Council
Wisconsin Department of Commerce
Wisconsin Manufacturers and Commerce
The Widget Source
M&I Bank
Wisconsin Women = Prosperity

Presenters at Local Award Ceremonies

Secretary Roberta Gassman
WI Department of Workforce Development
Secretary Lorrie Keating Heinemann
WI Department of Financial Institutions
Secretary Celia Jackson
WI Department of Regulation and Licensing
Deputy Secretary Sheree Dallas Branch
WI Department of Tourism
Deputy Secretary Mary Schlaefer
WI Department of Natural Resources
Kristine Martinsek, Chair
WI Women's Council

Steering Committee

Wisconsin Women's Council
Kristine Martinsek, Chair
Christine Lidbury
Wisconsin Department of Commerce
Ruby Brooks
City of Milwaukee
Sharon Cook
The Widget Source
Sue Ann Kaestner
PULSE Young Professionals Network
Christine Moubarak
Belonger Corporation
Jean Marie Thiel
Target Commercial Interiors
Vickie Wenzel



Learn, Earn and Prosper Conference Monona Terrace, Madison, WI October 16, 2006

In October 2006, the Learn, Earn & Prosper Conference (LEAP), hosted more than 350 teen girls from high schools across Wisconsin, along with parents, educators, leaders in business and state government, and other professional women "mentors" for a one-day program focused on college and career exploration. A "mentor luncheon" hosted a capacity crowd of nearly 600 students, professional women and educators in the Monona Terrace Ballroom.

Student Participants

- Nearly half of the conference participants came from largely rural areas, including communities such as Belmont, Crandon, Denmark, Kiel, Luck, Merrill, Ripon, Spooner, Two Rivers and Valders.
- About one-quarter of attendees came from Milwaukee schools, with the largest participation from Bradley Tech and Trade High School.
- High school juniors (11th grade) accounted for nearly half of all student attendees. Sophomores (10th grade) made up the second largest group at about 20%.
- Approximately half of all students and adults were given full or partial scholarships to offset the conference registration fee.

Program Highlights

Lieutenant Governor Barbara Lawton opened the conference encouraging the audience to increase their earning potential and go forward to prosper in fields such as engineering, technology, communications, health care and the skilled trades. **Deputy Secretary of Tourism Sheree Dallas Branch**, served as emcee and led students through the event.

Wisconsin Department of Workforce Development Secretary Roberta Gassman provided a luncheon keynote address to a capacity crowd, which included professional women from the fields of aviation, insurance, manufacturing, architecture, engineering, finance, law, health care, biomedical sciences and public safety. The women joined the high school students in discussions of career and education possibilities.

A **Career and Education Fair**, featuring 55 of Wisconsin's leading businesses, skilled trade and professional organizations, colleges and universities, introduced students to a wide variety of careers and provided information on education and training opportunities.

Parent & Educator Workshops were provided for adults (parents, teachers, counselors) accompanying students to the conference, including: *Financing College and Beyond*, with representatives from the UW System, WI Technical College System and EdVest; *Wisconsin's Changing Labor Market*, presented by a Department of Workforce Development Labor Economist; and *How to Say it to Girls* by nationally-known speaker and magazine publisher, Nancy Gruver.

Through **interactive workshops, career panels, hands-on exhibits** and one-on-one dialogue, students learned about career opportunities and how to be successful in those areas. Each student attended two workshop sessions. Workshops:

- Networking: Creating a Circle of Influence
- New Moon Magazine: Writing for Publication
- Youth Speaks Wisconsin: The Power of Youth Poetry
- Speak Up, Speak Out (Alverno College)
- Education Career Panel
- Engineering Career Panel
- Law Career Panel
- Medical / Life Sciences Career Panel
- Science Career Panel
- Skilled Trades Career Panel



Pat Daniels of Steamfitters Local 601 provides a hands-on demonstration to a student at the LEAP Conference Career Fair.

Success Stories

- ★ A parent reported that her daughter was questioning her ability to become a Medical Technician. Inspired by the Career Fair, she decided that maybe she can do it and is now "suddenly back on track" to pursue her goals.
- ★ A teen mother living in a group home was so moved by what she heard that she decided to take her child back home and be with her mother to try to build a more positive future for herself and her child. According to the girl's teacher, it was "a true success story."
- ★ A student identified as at-risk for not finishing high school, including periods of homelessness, wrote her principal to thank him for the opportunity to attend the event, which she called, "freakin' awesome." The principal felt it opened her eyes to new career/educational ideas and inspired her to think positively about her ability to succeed despite her difficult circumstances.
- ★ A chaperone of 33 girls from a rural school district wrote to us to say, "I'd like to thank you again for making this day possible for the girls. Our group had a fabulous experience."

Fiscal Agent

Wisconsin Women = Prosperity, a 501(c)(3) non-profit organization, served as fiscal agent for the event. Financial records were kept in accordance with generally accepted accounting principles.

Planning Committee

Wisconsin Women's Council
Christine Lidbury, Chair

Wisconsin Women = Prosperity
Marsha Block Linda Vanden Plas
Stephanie Peterson

Madison Area Technical College
Nancy Nakkoul

Wisconsin Dept. of Workforce Development
Jane Penner-Hoppe

Wisconsin Dept. of Public Instruction
Courtney Reed Jenkins

Wisconsin Women of Color Network
Jo-Ann Moore Dana Warren

Partners

Conference Hosts

Acuity

Wisconsin Department of
Workforce Development

Wisconsin Women's Council

Wisconsin Women = Prosperity

Sponsors

Alliant Energy

American Family Insurance

American Transmission Company

AAUW-WI

Barbara L. Munson

Robert W. Baird & Co.

Construction Labor Management Council
of Southeast Wisconsin, Inc.

Direct Supply, Inc.

Gateway Technical College

Gilbane

Harley-Davidson

Herbert H. Kohl Charities, Inc.

Madison Area Technical College

M&I Bank

Merchants & Manufacturers Bancorporation

Mid-State Technical College

M. A. Mortenson Company

Barbara L. Munson

Oakwood Village

Sakowski Consulting

Planned Parenthood of Wisconsin

University of Wisconsin System

University of Wisconsin-Stout

Wisconsin Department of Public Instruction

Wisconsin's Technical Colleges

Women's Bureau, U.S. Department of Labor

Zonta International



Pathways to Professions

In 2006, the Wisconsin Department of Workforce Development awarded the WI Women's Council a grant of \$20,000 to create the Pathways to Professions project in partnership with the Girl Scouts of Milwaukee Area, Inc. (GSMA). The project is designed to promote careers in science, technology, the skilled trades and other high-demand, higher-wage careers to pre-teen and teen girls by delivering consistent messages across a variety of programs and media about career options, mentors/role models, and career- and education-related resources. This initiative also builds on the success of the 2006 LEAP conference.

Partners

Wisconsin Department of Workforce Development

Women's Bureau of the U.S. Department of Labor

Girl Scouts of Milwaukee Area, Inc.

Working with Girl Scouts of Milwaukee provides a unique opportunity to leverage GSMA's local and national program and curriculum resources; its strong leadership and expert staff in the Milwaukee area with connections to programs, events and local institutions; and its large pool of young women and volunteers.

A few facts about Girl Scouts of Milwaukee:

- Girl Membership: 14,071 (over 44% are girls of color) -- one in six eligible girls in the community is a Girl Scout.
- 50 staff and 3,085 adult volunteers.
- Winner of a *Nonprofit Management Excellence Award for Diversity*.
- Winner of a *United Way of Greater Milwaukee's Award of Excellence*, which was given to only eight Milwaukee non-profits, to recognize excellent work in reporting and using outcome data.
- The only four-time recipient of the *GSUSA Quality Award* -- a prestigious award given to select councils for outstanding new programs that serve as models for other councils.



CyberChallenge participants learn to make movies and other media using computers.

Key Activities

- ✓ Scholarships for at-risk teen girls to increase their participation in GSMA's week-long CyberChallenge program, held annually at Alverno College, and for other similar technology-focused programs.
- ✓ April 2007 Career Fair with GSMA and the Milwaukee School of Engineering
- ✓ Statewide Career Exploration Web Site for Girls (see "Career 411 for Girls")

Non-Traditional Career Choices

Between 1994 and 2003, jobs in science, technology, engineering and math (STEM) fields increased by 23 percent, but there was no statistically significant change in the comparatively low percentage of women employed in these fields. Educators and others cite factors such as teacher quality and relevant experiences in the kindergarten to 12th grades, mathematics and science courses completed in high school, and mentoring experiences, particularly for women and minorities, affecting students' decisions to pursue STEM degrees and occupations.

At U.S. college and graduate school levels, women make up fewer than one-third of students in the computer sciences, fewer than one in five students in engineering (20%) and only one in 10 in technology fields (11%). A study on technical education at the high school level in Wisconsin found similar results.



Career 411 for Girls <http://teensforward.wi.gov>

Career 411 for Girls is a web site developed as part of the *Pathways to Professions* initiative, in partnership with the Wisconsin Department of Workforce Development, the Girl Scouts of Milwaukee Area, Inc. and the Women's Bureau of the U.S. Department of Labor. The web site was launched in April 2007 in conjunction with the Girls Scouts of Milwaukee Area Career Fair at the Milwaukee School of Engineering.

Targeted to middle school and high school girls, the web site is all about fun information and resources to help girls turn their talents and interests into a great future. Emphasis is on non-traditional careers and other high-demand, higher-wage occupations in Wisconsin, as reported by the Wisconsin Department of Workforce Development.

-  Career Profiles
-  All About College
-  Career Exploration
-  Online Surveys
-  Girl Talk (blog)
-  Online eMentoring
-  Links & Resources for Girls
-  Fun & Games
-  Teacher Links & Resources

Content for the site is developed and maintained by the Women's Council, with assistance from the Girl Scouts of Milwaukee Area, Inc., and makes use of an external advisory panel of educators and other professionals working with girls in the target age group, and professionals in target career fields such as science, technology, engineering, health care and the skilled trades. A student user advisory group will be formed in Fall 2007 when the school year convenes. Since its launch in April 2007, the web site has averaged 1,300 user sessions per month.



Career Profiles



Software Engineer



Architectural Intern



Registered Nurse

New Career Profiles are added each month.



Paving the Way

Supporting Careers for Women in Transportation

Hyatt Regency Hotel, Milwaukee, WI
November 29, 2005

Partners

Conference Sponsors

Wisconsin Women's Council
Wisconsin Department of Transportation
CH2MHILL
EarthTech
HNTB
Martinsek & Associates
Milwaukee Lead/Asbestos Info. Center
Prism Technical
Wisconsin Women = Prosperity

Planning Committee

WI Women's Council
Christine Lidbury, Co-Chair
WI Department of Transportation
Peg Schmitt, Co-Chair
Coalition of Labor Union Women
Ann Crump
WI Regional Training Partnership
Carrie Hirsch
WI Women's Transportation Seminar
Caron Kloser & Jennifer Laske
Federal Highway Administration
Mary McDonough
YWCA Madison
Eileen Mershart
Bureau of Apprenticeship Standards
WI Dept. of Workforce Development
Mary Pierce
Wisconsin's Technical Colleges
Marge Wood

Millions of dollars are spent annually on highway construction projects and other transportation-related investments in Wisconsin. From skilled highway laborers to prime contractors, the conference focused on what it takes to ensure that women in local communities share in the opportunities and benefits of investments in highway construction. The conference was supported by a broad coalition of industry, labor, government and community-based organizations.

Featured speakers included Lieutenant Governor Barbara Lawton, Deputy Secretary Ruben Anthony, Jr. (WI Department of Transportation), Nancy Emons (AFL-CIO) and Lauren Sugerman (Chicago Women in the Trades).

TrANS Legacy Awards

A luncheon celebrated the 10th anniversary of the Transportation Alliance for New Solutions (TrANS) and its proven record of providing women and minorities with the skills needed to access jobs in the road-building industry. State Senator Lena Taylor helped honor 17 women and men with Legacy Awards for their work in launching the TrANS program over a decade ago.



Legacy Award recipients with State Senator Lena Taylor (pictured far right).

2006 TrANS Legacy Award Recipients ✦ Jack Arseneau (WI Transportation Builders Association) ✦ Ned Bechtholt (Zenith Tech) ✦ Michele Carter (WI Dept. of Transportation)

✦ Nancy Emons (AFL-CIO) ✦ Joe Forest (Federal Highway Administration/retired) ✦ Suki Han (WI Dept. of Transportation) ✦ Mary Knight (MATC Madison) ✦ Terry McGowan (Int'l Union of Operating Engineers) ✦ Eileen Mershart (YWCA Madison) ✦ Karen Morgan (WI Dept. of Workforce Development) ✦ Dawn Pratt (Payne & Dolan) ✦ Mike Ryan (WI Laborers' District Council) ✦ Julia Taylor (Greater Milwaukee Foundation) ✦ Tom Walker (WI Transportation Builders Association) ✦ Mary Williams (formerly Federal Highway Administration) ✦ Marge Wood (WI Technical College System) ✦ Jim Zegers (WI Dept. of Transportation/retired)



- 2007 Programs
- Past Programs
- Trailblazer Awards
- Resource Directory
- Legislative Action Center
- Appointments Database
- Guest Article Series
- Social Security Reform
- Women in Public Office
- Wisconsin's Women's Funds
- Our Mission
- Board Members & Staff
- Council Meetings
- Press Releases

<http://womenscouncil.wi.gov>

The Women's Council's web site is a statewide resource for individuals, public and private sector organizations, and elected officials, providing:

- ❖ Information about Council programs, activities and partnerships
 - Women's Resource Directory
 - Links to Current Projects
 - Information about Council Meetings & Events
 - Publications and Reports
 - Special Features
 - Board Members & Staff
 - Legislative Authority
- ❖ A statewide clearinghouse for information, reports and other materials about or of interest to women and girls in Wisconsin

During the 2005-2007 biennium, the web site was host to features including:

❖ **2005 Guest Article Series**

- Secretary Lorrie Keating Heinemann, WI Department of Financial Institutions, *The Wisconsin Angel Network*
- Thelma Sias, Vice President for Local Affairs, WE Energies, and Mary Ellen Stanek, Managing Director, Robert W. Baird & Co., *Women in Corporate Leadership*. (Ms. Sias and Ms. Stanek were recipients of the 2005 Sacagawea Award from Professional Dimensions in Milwaukee).
- Elaine Maly, Director, Women's Fund of Greater Milwaukee, and Jane Garton, Director, Women's Fund of the Fox Valley Region, *Wisconsin's Women's Funds*.
- Ann Bausum, award-winning children's author, *From the Pages of a Wisconsin Author: Looking at the Past with an Eye on the Future*. Ms. Bausum is the author of the award-winning children's book, *With Courage and Cloth: Winning the Fight for a Woman's Right to Vote* (National Geographic Society: 2004).

❖ **Non-Partisan Educational Features:**

- The Minimum Wage Debate
- Wisconsin's Women's Funds
- Women & Social Security
- Women on Corporate Boards
- Issue Alerts from the National Association of Commissions on Women

<p>Legislative Action Center</p> <p>Who Are My Legislators</p> <p>Bill Notification</p> <p><small>Allows anyone the opportunity to follow legislation in Wisconsin by receiving emails for specific legislative activities. Choose by subject, proposal, committee, or author.</small></p> <p>Wisconsin Legislative Spotlight</p> <p><small>Overview of recent and upcoming activities in the Wisconsin Legislature. Maintained by the Legislative Reference Bureau and revised weekly.</small></p> <p><small>Disclaimer: The WI Women's Council does not endorse legislation. Legislative action information and resources are provided for educational purposes and are intended to represent a wide variety of perspectives and positions. Organizations and issues presented are selective and not intended to be comprehensive. Wisconsin-based organizations that would like to have a web-based legislative agenda linked to this page should send a request to womenscouncil@wisconsin.gov.</small></p>	<p>Featured Issues & Links</p> <p>How to Contact Your Legislators</p> <p>2007 Introduced Proposals</p> <p><small>Proposals introduced in the current WI legislative session, including links to text, history, amendments, description and current status.</small></p> <p>Legislative Activity Homepage of the Wisconsin State Legislature</p> <p><small>Wide variety of information and resources to learn about and track legislation, and links to elected officials and other offices.</small></p>
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Women's Council Reports & Publications



Who Me? What We Know About Why Women Don't Run for Political Office (April 2007)

Provides a summary of research on gender and the decision to run (or not to run) for elective office. The paper is designed to serve as a resource for moving beyond stereotypes that hold women back and toward the promise of greater political diversity and representation in state and local governments.

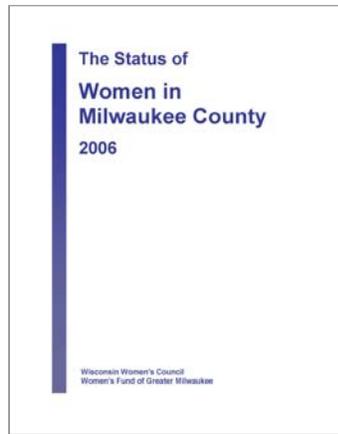
The paper covers issues such as political ambition, the political glass ceiling, the power of incumbency, public perceptions of female candidates, filling the political pipeline and why gender matters.



Wisconsin Women and Economic Opportunity (March 2007)

Published in partnership with the Center on Wisconsin Strategy at the University of Wisconsin-Madison.

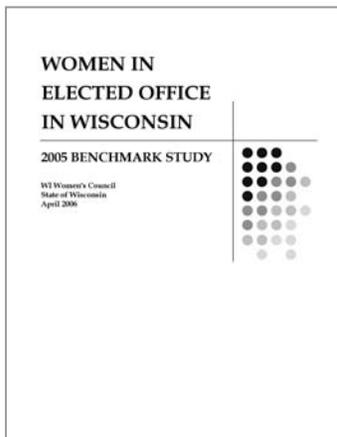
The report updates the economic picture of women in Wisconsin, finding that they are strongly committed to work and more educated than ever. Still, the challenges are equally clear: women continue to face a significant wage disadvantage compared to men; single mothers are mired in responsibility and poverty; women carry family and work expectations in ways that continue to overwhelm; and women of color continue to struggle with disproportionately low wages and poverty.



The Status of Women in Milwaukee County (July 2006)

Published in partnership with the Women's Fund of Greater Milwaukee. The report was commissioned by the Wisconsin Women's Network and researched with the help of a team of Alverno College students through a senior seminar course.

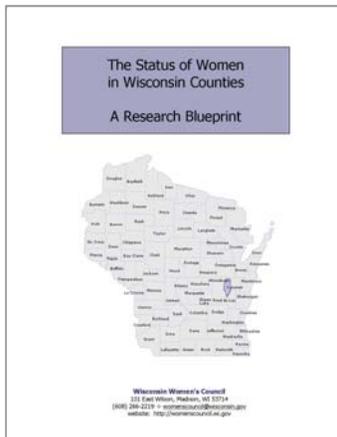
This report paints a clearer picture of the social and economic status of women in Milwaukee County, including by race and ethnicity. It is a resource for the public, elected officials and other community advocates. It offers new information for identifying issues and developing policy solutions for women locally, and establishes new baselines for monitoring women's progress in Milwaukee County.



**Women in Elected Office in Wisconsin:
2005 Benchmark Study**
(April 2006)

The report is Wisconsin's first inventory of the more than 16,600 state, federal and local government offices in Wisconsin – from school board to Congress -- to track the share of women serving as state and local elected officials.

The study found that while women held some of the state's most visible offices in 2005 (Lieutenant Governor, Chief Justice of the Wisconsin Supreme Court, Attorney General, Congresswoman), women make up only 20% of elected governing bodies in local governments statewide and hold only about 10% of leadership positions.



**The Status of Women in Wisconsin Counties:
A Research Blueprint**
(February 2006)

Following the eye-opening 2004 Status of Women in Wisconsin Report (by the Institute for Women's Policy Research), this Blueprint provides step-by-step directions to collect the information needed to develop a report on the status of women at the county-level. Using public datasets, community researchers can create county-specific profiles of area women compared by racial and ethnic groups, to women statewide and nationally, and to men. The format of this Blueprint is designed to provide easy comparisons to the statewide status report. The Wisconsin Blueprint is built on a similar publication developed by IWPR for Michigan counties.

Wisconsin Women's Resource Directory-Online Help starting a business, social services, child and elder care, leadership development, statistics and public policy ... it's all here! For nearly two decades, the Women's Council has produced a statewide Women's Resource Directory as a guide to programs, services and web sites related to issues of particular interest to women. The directory serves as a resource to individuals and organizations. The current directory includes sections for programs and resources related to:

- 2-1-1 Resource and Referral Lines and Crisis Lines
- Older Adults / Senior Citizens
- Business Ownership & Start-up
- Child Care
- Girls & Teens
- Government Programs
- Women's Health
- Leadership
- Personal Finance
- Public Policy Research
- Women's Organizations

Women's Council reports and publications are available online, free of charge, on the Council's web site at: <http://womenscouncil.wi.gov>.

External Conferences & Events

Partnerships

Event Sponsorships

Economic Summit: Building the Case for Investments in Early Education, 2007

Make Mine a \$Million, 2007

New Leadership Wisconsin, Mount Mary College, 2007

Strongest Links Economic Development and Early Childhood Conference, 2006

Women & Poverty Conferences, CAP Services, (Green Bay, WI), 2006 & 2005

Women Soar, EAA, 2005 & 2006

Committees & Task Forces

Economic Summit on Building the Case for Investments in Early Education, Planning Committee (2007)

Governor's Task Force on Financial Literacy

Lieutenant Governor's Task Force on Women & Depression

Milwaukee Women inc

Status of Girls in Wisconsin Report Research & Steering Committees

Status of Women in Rock County Report Project (Technical Assistance)

Strongest Links Economic Development and Early Childhood Conference, Planning Committee (2006)

Teen Pregnancy Prevention Oversight Committee of the United Way of Greater Milwaukee

WISC-TV Children's Advisory Board

Wisconsin Women's Network's Elder Economic Security Initiative

Wisconsin Women's Network's Women & Prisons Committee (co-founder)

Women Soar Planning Committee

Highlights

Economic Summit: Building the Case for Investments in Early Education

Hosted by the WI Department of Workforce Development, the Committee for Economic Development (CED), Buffett Early Childhood Fund and United Way of Wisconsin. The one-day summit focused on a community-led approach to developing local investments in quality early childhood education as an economic development strategy. The Women's Council was a sponsor and planning committee member.

Milwaukee Women inc

Formed in 2002 as a collaboration of executive and professional women working to change the face and quality of leadership through the advancement of women. MWi researches and publishes biennial reports benchmarking women in leadership roles (executives and board members) in Wisconsin's largest corporations, and advocates accelerate the advancement of women in key leadership positions. The Women's Council is a research partner of MWi, and representatives of the Women's Council serve on its steering committee.

New Leadership Wisconsin, Public Forum on Elected Officials, Mount Mary College

Inspired by the findings of the Women's Council benchmark study of women in local elected offices in Wisconsin, Mount Mary College has hosted two open forums on women and elected office. The forums provided information on the status of women holding elected offices in Wisconsin and featured panels of women office holders. The Women's Council served on the planning committee and was a featured presenter in both 2006 and 2007.

Status of Girls in Wisconsin Report Project

An expert group on programming for girls, hosted by the Women's Council in early 2005, identified the need for a report on girls comparable to the 2004 Status of Women in Wisconsin Report. The statewide initiative is being led by the Women's Fund of Greater Milwaukee and Alverno College. The Women's Council is a research sponsor and has served on the feasibility, research and steering committees. The report will be released in late 2007.

Women Soar

An annual two-day program for high school girls, sponsored by EAA (Oshkosh). Women Soar focuses on opportunities in aviation, engineering, math, science and technology to create awareness of and excitement for the myriad possibilities that exist in these high-skill career areas traditionally underrepresented by women. Team building, physical challenges and mentor dialogue help motivate, inspire and challenge young women to reach their fullest potential. Now in its third year, the Women's Council is a founding sponsor and steering committee member.

WI Women's Council Board

Staff

Christine Lidbury
Executive Director

The Women's Council has one permanent position. This is periodically supplemented by interns, some of which may be hired as LTE staff for special projects.

Over the 2005-2007 biennium, the Women's Council benefited from more than 1,250 hours of staff time through the use of undergraduate and graduate student interns. Interns are often able to gain academic credit for their work along with valuable job experience.

The Women's Council supports the State's Targeted Opportunity Program (TOPjobs) for recruiting interns. The program is open to college students who are racial/ethnic minorities, females and persons with disabilities, and provides students with on-the-job experience, training and exposure to state government.

AA/EEO

The Women's Council follows the Wisconsin Department of Administration's policies and procedures related to Affirmative Action and Equal Employment Opportunities.

The Wisconsin Women's Council is governed by a 15-member board. Members are appointed for 2-year terms beginning July 1st, except for the Governor's designee who serves a 4-year term, and assembly members who serve for their period of term in office.

Current Board Members

Serving as of June 30, 2007, the end date of the 2005-2007 biennium.

Governor's Appointments

Kristine Martinsek, Chair, Milwaukee, is a public relations and marketing executive and principal of Martinsek and Associates.

Jane Clark, Vice-Chair, Madison, is an attorney at a private company in Madison and an active volunteer on issues related to women, children and education.

Dr. Joan Prince, Governor's Designee, Milwaukee, is Vice Chancellor for Partnerships and Innovation at the University of Wisconsin-Milwaukee.

Renee Boldt, Appleton, is an active volunteer, board member and supporter of programs in the areas of social services, arts and culture, and higher education.

Nicole Bowman-Farrell, Shawano, owns Bowman Performance Consulting, a research & evaluation firm specializing in working with Native American populations.

Ann Peggs, Green Bay, is a firefighter with the Green Bay Fire Department.

Arlene Siss, Platteville, is the librarian for the Belmont Community School, a member of the Platteville Board of Education and a community activist.

Senate Appointments*

Senator Pat Kreitlow, Chippewa Falls, 23rd Senate District.

Mary Ann Gerrard, Madison, is legal counsel and lobbyist for the Wisconsin Automobile and Truck Dealers Association (WATDA).

Heather Smith, Deerfield, is Chief of Staff for State Senator Luther Olsen.

Assembly Appointments

Representative Joan Ballweg, Markesan, 41st Assembly District

Representative Pat Strachota, West Bend, 58th Assembly District

Mary Jo Baas, Brookfield, is currently at home with her three children. Ms. Baas has served on the Women's Council Board since 1992 and is the past Board Chair.

Heidi Green, Madison, is the Director of Development at Gilda's Club Madison.

Former Board Members

Served during the biennium between July 1, 2005 and June 30, 2007

Representative Samantha Kerkman
Representative Judy Krawczyk
Deb Jordahl
Amy Polasky

*There is one vacant seat for a Senate Member.

Agency Operations

The Women's Council contracts with the Department of Administration for support services including office space, information technology, procurement, budgeting and accounting services.

Women's Council Budget by Year and Source of Funds			
State Budget (GPR)		Grants & Gifts	
Year	Amount	Amount	Source
2006	\$141,700	\$20,000	WI Department of Workforce Development
2007	\$142,742	2,000	Women's Bureau, U.S. Department of Labor
		5,000	Wisconsin Women = Prosperity
		<u>500</u>	Army Contracting Agency, Fort McCoy, WI
		\$27,500	Total (all in fiscal 2007)

Women's Council Meetings & Committee Structure

Women's Council Board*

March 27, 2007
October 10, 2006
July 1, 2006
January 27, 2006

*The Women's Council did not have a quorum of members at any Board meeting during the 2005-2007 biennium.

Executive Task Force for Strategic Planning

December 9, 2005
September 14, 2005

Women's Council Committees

Trailblazer Award Working Group

Kris Martinsek, Chair

Programming for Girls Working Group

Jane Clark, Chair

Women's Council Executive Task Force for Strategic Planning

Kris Martinsek, Chair
Mary Jo Baas, Past Chair
Jane Clark, Vice-Chair
Joan Prince, Governor's Designee

External Committee Participation by Board Members on behalf of the Women's Council

Governor's Task Force on Financial Literacy

Ann Peggs

Milwaukee Women inc

Kris Martinsek & Dr. Joan Prince

Status of Girls in Wisconsin Report Advisory Committee

Nicole Bowman Farrell

Teen Pregnancy Prevention Advisory Committee, United Way of Greater Milwaukee

Dr. Joan Prince

In addition, Women's Council staff and Board Members attend/participate in a wide variety of events/programs by, for and about Wisconsin women, including meetings, award programs, luncheons, seminars and conferences.

Public Speaking Engagements

Throughout the year, Women's Council staff and Board Members are asked by many organizations, schools and other interested parties to provide presentations and workshops on issues related to women in Wisconsin. In the 2005-2007 biennium, these included:

2007

AAUW Statewide Conference
AAUW Waupaca
Alverno College – Women & Leadership Seminar
Fort McCoy Women's History Month Program
Mt. Mary College Public Forum on Women & Elected Office
U.W. Women's Studies Consortium Annual Conference
Wisconsin Women in Management
Women & Poverty Conference

2006

Alverno College – Senior Social Science Research Seminar
Girls Scouts of Wisconsin Executive
Directors Annual Meeting
Mt. Mary College Public Forum on Women & Elected Office
Virginia Hart Annual Award Program
Wisconsin Women in Government
Wisconsin Women of Color Network
Wisconsin Women's Network, 21st Annual Catherine Conroy
Legislative Breakfast

2005

Girls Scouts of Wisconsin Executive
Directors Annual Meeting
Wisconsin Counties Association, Women
in County Government Annual Meeting
Virginia Hart Annual Award Program

Organizational Memberships

Institute for Women's Policy Research
National Association of Commissions for Women
Wisconsin Women's Network

Information / Referral The Women's Council responds to calls year-round from individuals seeking information or help on issues such as well-being, government benefits, child care, business ownership, employment and employment law. Upon request, the Women's Council also provides information and technical assistance on women's issues to organizations, elected officials and state government departments and agencies.



To learn more about the Wisconsin Women's Council
and how you can get involved, visit our web site at:
<http://womenscouncil.wi.gov>.



Wisconsin Women's Council
State of Wisconsin
101 East Wilson, 8th floor
Madison, Wisconsin 53702

phone (608) 266-2219
fax (608) 267-0626
web: womenscouncil.wi.gov

Kris Martinsek, Chair
Christine Lidbury, Executive Director