



STATE OF WISCONSIN

# Wisconsin Women's Council

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**KRISTINE F. MARTINSEK**  
CHAIRPERSON

**CHRISTINE LIDBURY**  
EXECUTIVE DIRECTOR

**Wisconsin Women's Council**  
**Thursday, October 5, 2004, 1:00 PM –4:00 PM**  
**121 East Wilson, Madison, WI**  
**Investment Board Room**

## MINUTES

**Members Present:** Kristine Martinsek, Chair; Kathy Blumenfeld; Renee Boldt; Jane Clark; Representative Samantha Kerkman; Senator Mary Lazich; Ann Peggs; Dr. Joan Prince; Senator Carol Roessler.

**Others Present:** Lieutenant Governor Barbara Lawton; Karen Asbjornson (Office of Senator Roessler); Katie Boyce (Office of the Governor); Dagny Coe (Office of Representative Judy Krawczyk); Nicole Hudzinski (Office of the Governor); Christine Lidbury (WWC Executive Director); Angela Russell (Office of the Lieutenant Governor); Dr. Lora Wiggins (Elder Care of Wisconsin).

1. **Call to Order.** The start of the meeting was delayed pending the arrival of additional members to make a quorum. Without a quorum and with seven members present, Kris Martinsek, Chair, called the meeting to order at 1:18 P.M. The Chair asked Board Members and others present to introduce themselves.
2. **Approval of the Minutes** – Action was postponed pending a quorum.
3. **Old Business**
  - a. **Introduction of the Executive Director.**

The Chair introduced Christine Lidbury, the Council's newly appointed Executive Director. She noted that Ms. Lidbury comes to the Council with excellent experience in public policy and administration. Her references described her as a consensus builder among boards and committee where members come to the table with diverse perspectives and as someone who takes pride in her ability to provide accurate, balanced, and non-partisan analyses. Ms. Lidbury has a Master of Public Administration degree from the University of Illinois. Among her professional experiences: she served as a budget and policy analyst for the Executive Office of the President in Washington in the Office of Management and Budget; Associate Director of the New York City Independent Budget Office, which is modeled after the Congressional Budget Office; and spent five years in Paris, France as a program administrator for the Organization for Economic Cooperation and Development (OECD). She has also worked in staff and volunteer capacities with a variety of women's organizations.

**b. Biennial Report.**

Ms. Lidbury reported that she had completed and submitted the Council's report for the previous biennium (2001-2003) to the Governor's Office and the Clerk of both Houses of the Legislature. This meets our legal requirements. The report will be available on the Council's web site and to members and others upon request.

**c. Update on Status of Women in Wisconsin Report.**

Ms. Lidbury reported that the Women's Fund had completed raising the \$40,000 in funding needed for the report and had set a release date of November 16<sup>th</sup>. The Women's Council is one of the donors. Women's Council staff will coordinate with the Women's Fund, the Governor's Office and the Lieutenant Governor's Office on the release of the report. Ms. Martinsek noted that the largest donation to complete the funding came from the Potawatomi, who made this commitment because of the report's focus on women of color.

**d. Report on Meeting with Girl Scouts of America.**

Ms. Martinsek reported that she had been invited to speak at a leadership meeting of Wisconsin Girl Scouts Council on September 10, 2004. Both she and Christine Lidbury attended the meeting. Ms. Lidbury reported on the meeting.

The first thing the Girl Scout leaders made clear is that the Girl Scouts are not just about selling cookies. Their motto is: "Where Girls Grow Strong" and they talk about the goals of Girl Scouting in terms of helping today's girls become tomorrow's leaders. They are interested in partnering with the Council, such as perhaps developing best practices or organizing a state-wide training program to disseminate innovative local programming in the areas of healthy image programs for pre-teens and math/science programs for girls.

To give some perspective on the scope and reach of the Girl Scouts organization, nationally there are more than 300 local Girl Scouts councils, 236,000 troops/groups, and nearly 1 million adult volunteers. The Girl Scouts Research Institute is a center for research and public policy information on the healthy development of girls as they mature toward adulthood.

It was emphasized that to the extent that there is a set of women's issues that focus on remedying social, health and economic problems that arise in adulthood, the Girl Scouts are a key to building a strong foundation that help young women navigate some of the barriers they may face before they find themselves blocked from taking optimal paths in life or diverted onto the wrong paths. Their national organization works to develop significant programming for girls and local Councils also develop and tailor programs to meet the social and economic situation of girls in their areas.

Programs were highlighted by several of the Wisconsin area Girls Scouts Councils, including, for example:

- Black Hawk Council serves over 11,000 girls in nine south central Wisconsin counties at five program levels serving ages 5 – 17 (that is, kindergarten through 12th grade). They serve 16% of available girls in K-12 and 2,100 adult members (women and men) volunteer to serve as leaders, board members and advisors in child development, outdoor education, adult education and program support. The council presents programs arts, sciences, humanities and sports at all program levels. They also provide financial assistance to participate in scouting and camping programs and offer educational scholarships. In addition, they seek to reach under-served girls. There are troops for migrant girls and for homeless girls. The council started a troop for adolescents at risk with the law, in partnership with Community Adolescent Programs in Madison, called Girl Neighborhood Power, which is especially directed at girls ages 9-14.
- The New Berlin Council serves Waukesha and Washington Counties & parts of Dodge and Jefferson Counties. They report serving 1 in 4 girls in their council area, while the national average is 1 in 9. More than 12,000 girls and 3,200 adults are members of the council. In Waukesha, they have developed a program called Beauty Begins Within – targeted at girls ages 11-13 – in partnership with a local hospital and health providers. Focused on girls self image and media, the program works with girls and their mothers who both participate in the program. Participants keep journals and receive nutrition and body image education. The Council would like to develop best practices to model their program.
- The Milwaukee-area Council has developed “Cyber Challenge”, a week long math and science camp in partnership with Alverno College. One hundred girls attend for one week, stay in the dorms and participate in technology-oriented programs and education.
- The Kenosha-area Council has developed science mentoring programs. They found that many girls do not have women to look up to in the areas of math and science. They create a job fair atmosphere by bringing in scientists and other women in technology fields to serve as mentors and role models for girls.

The coalition of Wisconsin Girl Scouts Councils will come back to the Women's Council with a proposal for a partnership program.

Noted that Senators Lazich and Roessler arrived at this time, assembling a quorum.

**e. Recognizing Catherine Hixon for Service to the Wisconsin Women's Council.**

The Chair noted that members of the Women's Council Board wanted to make time at this meeting to recognize the work that Catherine Hixon has done for the Council. She noted that Ms. Hixon had been invited to the Board meeting to receive her

commendation, but was unable to attend. The Chair said that she personally appreciated all the time and dedicated effort Ms. Hixon devoted to the Council's work these past months and stressed the importance of this work in re-establishing the Council and moving it forward through setting up the office and coordinating its initial meetings. These sentiments were endorsed by the Board. The Chair presented Ms. Hixon's commendation as follows:

*Certificate of Recognition, presented to Catherine Hixon in recognition of service to the Wisconsin Women's Council. Catherine Hixon stepped in to serve as Acting Executive Director during a pivotal time in the Council's history, providing excellent administrative services and contributing to its efforts to enhance the lives of all women, especially the women of Wisconsin.*

Motion to approve by Jane Clark and Kathy Blumenfeld. Approved. Ms. Lidbury was asked to see that the certificate is delivered to Ms. Hixon.

2. **Approval of the Minutes of the August 12, 2004 (revisited).** Motion to approve the minutes as presented, by Jane Clark and Renee Boldt. Approved.
4. **New Business. Testimony on Barriers to Women's Full Participation.**
  - a. **Lieutenant Governor Barbara Lawton, Wisconsin Women = Prosperity**

Lieutenant Governor Lawton explained that the genesis of the Wisconsin Women = Prosperity (WW=P) initiative dated back to her first week in office. The Director of the Women's Fund brought her the Status of Women in Wisconsin Report urging that the document be used to inform public policy. The Institute for Women's Policy Research (IWPR) in Washington operates the Status of Women in the States Project. Wisconsin was not scheduled to have its initial state-specific status report until 2009; however, a group of determined Wisconsin women leapfrogged over other states, promoting the importance of such a document to assess and prioritize needs and inform public policy.

The Report provided a wealth of information, but provided Wisconsin no higher than a grade of "C+" in any of the five issue areas (political participation, employment and earnings, social and economic autonomy, reproductive rights, and health and well-being) and giving Wisconsin a grade of "F" in reproductive rights. The Lieutenant Governor also noted that the report gave no sense of the distinction between women in rural and urban communities, nor did it allow the results to be seen in terms of age, race, or ethnicity. In order to serve as an effective and precise diagnostic tool, more information was needed. In addition, while it provided a wealth of statistical data, it was clear that there was a major gap in the area of narrative data.

Seeking to build a clearer statistical and informational picture of the status of women in Wisconsin, a "Call to Action" was issued, bringing an overwhelming response. Participants were divided into four issue-based task forces similar to those in the original report: economic sufficiency; educational opportunity; health, safety and well-being; and

leadership and political participation. As a result, Wisconsin Women Equals Prosperity, was formed with the assistance of UW LaFollette Institute for Policy Research, the Wisconsin Women's Network, the Women's Fund, and other leaders statewide, and with the common goal of "raising the grade" for Wisconsin women.

WW=P undertook a series of 12 open forums around the State and also accepted electronic testimony, posting two questions in each issue area. Having participated in all 12 sessions, the Lieutenant Governor found that there were distinct regional differences in needs, experiences, and testimony. One example noted was testimony heard in the Platteville area regarding a woman who had served as the first and only woman on the County Board, where she reported being excluded from discussions and decision-making, even so far as finding meetings adjourned to the men's bathroom, and was expected to pour the coffee at Board meetings. Unable to break through these barriers she eventually left office.

Yet, a half hour away in Richland Center, they found a community where most of the elected and high level offices were held by women, including, for example, the Mayor, School Superintendent, University Dean, and Head of the Rotary, as well as a number of women on the City Council. It seemed from the testimony that some tipping point occurs where the systemic institutional barriers shift to allow women to be accepted in these important leadership roles.

One of the largest barriers identified consistently in testimony was access to quality affordable childcare. In one example, a woman who had worked for 17 years as a childcare professional had testified how child care workers—a field that is overwhelmingly female—have both low pay resulting in little savings and no retirement benefits. While she loved her career working with children, she felt she had to leave the field and now works as a phone operator for Lands End where she makes a higher salary and has benefits such as retirement.

Lt. Gov. Lawton reported that following these successful rounds of statewide hearings and extensive data collection, the WW=P project is progressing from assessment to planning and implementation.

One of the projects currently underway is a growing compendium of best practices. With a focus on women in engineering, math, science, and technology, they are collecting best practices in employment and human resources. The science and technology fields are an important source of high quality jobs, in a prospering field for future job development and, therefore, an important arena in the effort to increase the economic contribution of Wisconsin women. Women, however, are underrepresented in these fields. WW=P has developed a corporate advisory team and an action network to share best practices on recruiting and retaining women in these fields and a framework to help smaller and medium-sized companies understand and analyze themselves how such programs enhance the corporate bottom line. It was noted that these efforts are significant because many small and medium-sized companies may not have the resources or a large enough employee base to develop and analyze their own programs.

WW=P has also identified generational continuity of women in leadership as an important issue, including mentoring and role models for girls and young women. They are working on "A Day in the Capitol" for teen girls, which allows the girls to self select and have opportunities to interact with women in leadership positions. The Lieutenant Governor invited the Women's Council to be a part of organizing the program.

Another cross-current in the testimony was the need to look at new ways to congregate, connect and share information on issues that affect women.

Lt. Gov. Lawton relayed examples of ongoing persistent discrimination toward women by financial institutions, as heard in testimony. In one case, a women-owned business was looking to open in a downtown area. They had enthusiastic local support, including assistance from municipal government to secure government business loans. They went to their local bank where they had done business for more than two decades, seeking the bank to be agent for the loan transaction. The banker threw up obstacle after obstacle and even articulated that he did not want to support their efforts to secure the loan. After long delays they went to a woman-owned bank in a neighboring community and within weeks had their loan.

The Lieutenant Governor noted that there is a growing body of information about the "feminization of Main Street" where communities around the state that have sought to create Main Street communities and revitalize central business districts find that the great majority of business that develop are owned and/or operated by women.

In Veroqua's successful Main Street initiative, for example, 70% of the businesses are women owned and 100% are women managed. However, after filling every store, they received notice from WiDOT that a bypass is going to be built around their area. While there are differing views about the impact this may have on Main Street, it makes business owners very nervous, disproportionately affects women business owners, and undermines local economic development. WW=P is now piloting, with Veroqua, a coordination of effort involving the local government, local Chamber of Commerce, and the Wisconsin Departments of Commerce (which operates the Main Street program), Revenue, Transportation, and Tourism, in order to coordinate planning and information with the goal of supporting economic success for local businesses.

Regional solutions networks and action webs can also serve as breeding grounds for leadership. WW=P found that the issues of leadership and leadership development crosscut their other three issue areas and they are moving to eliminate this is a separate task force and integrate it into each of the other areas.

WW=P has created a Public Policy Committee, looking to identify legislative issues to be addressed and categorizing them into "quick fixes" and other changes that need to happen but require a longer planning horizon. Lt. Gov. Lawton reported that they are currently working with legislative advisors.

WW=P has found a shared agenda with the American Association of University Women (AAUW) in the area of women's economic sufficiency. This task force has received funding through the Joyce Foundation to work with the Department of Workforce Development to assess the effectiveness of the Wisconsin Works (W-2) program.

WW=P has also developed a public/private partnership with the Chamberlain Research Group, which is managing the extensive database that has developed through this project.

Lt. Gov. Lawton also reported that the WW=P effort is gaining national attention. She will be the keynote speaker at the Institute for Women's Policy Research (IWPR) convention next June.

Regarding the Women's Council, the Lieutenant Governor endorsed the Council's effort to develop its web site into a premier resource for women in Wisconsin.

Discussion ensued between the Council and the Lt. Gov. Lawton on using the web site or special resource lists to advertise the availability of appointed positions in state and local government. It was noted that such service on Boards provides women with the opportunity to resume build and develops awareness among appointing authorities for this pool of untapped talent. The Lieutenant Governor noted that the National Women's Political Caucus (NWPC) used to provide such information, but disbanded its Wisconsin office. As a result, there is no longer a consolidated effort or resource.

The Lieutenant Governor noted past work done by the Council on the issue of women's financial education. She indicated that there are a number of programs around the state that offer good models of best practice. For example, a YWCA program called "Matthew 24" provides women coming out of correctional facilities with help gaining access to credit. They found that women come out of jail with no or bad credit history and their ability to successfully re-enter society is hopeless without a variety of help, including financial help. The YWCA program works with local banks to take a couple women at a time to give them access to credit with the support of the YWCA program behind them to mitigate some of the risk.

In another program, the Milwaukee County Treasurer's office found that older women had a high rate of defaulting on property taxes. On further investigation they found that these women were often living in poverty and in desperate need of financial advice to help them determine whether it was in their financial interest to remain in their home and even help give them permission to leave their homes. In some cases, elderly women were caring for and sharing their meager incomes with adult children who had returned to the home. Or women faced pressure from adult children not to sell the "family home." Moreover, women were often isolated and living in poverty without connections to resources and services that were needed and otherwise readily accessible. The County developed a collaborative effort between County agencies, United Way and other support agencies to seek out these elderly people in need of services and provide financial

education and social service assessments to connect them to support services and, where necessary, appropriate housing options.

Discussion ensued with the Board on the issue of state certification of women businesses by the State under the definition of a disadvantaged business. It was noted that the Administration is looking across Wisconsin Departments to create a single certification process, where currently there are many department-specific processes, and to make the definitions of "disadvantaged business" consistent across certification programs.

The Lieutenant Governor was asked how WW=P prioritizes and sorts through the many issues they have identified. Lt. Gov. Lawton indicated that the organizations involved have made a commitment to coming together around the shared agenda of "raising the grade" for women in Wisconsin. Working off the original Status of Women report, each issue/program idea is put through a cost/benefit analysis that looks at who benefits and at what cost with the bottom line question: how does this raise the grade?

The Lieutenant Governor was asked about health and welfare issue that were raised through the testimony. Lt. Gov. Lawton noted that in the original Status of Women report, Wisconsin has received an "F" in Reproductive Rights. She provided that women's access to reproductive health care as the core of our bodies, as well as access to mental health care, are key issues that set a foundation for women's broader social and economic well-being and contributions to society.

Another significant health and wellness issue highlighted in testimony is the high incidence of domestic violence toward women – which costs Wisconsin \$100M annually. This is also connected closely to alcohol and drug abuse and depression. She also reported that statistics also show that 1 in 3 women under age 20 will experience some degree of sexual assault. The Lieutenant Governor provided that, as a state, Wisconsin must focus on how to stop the violence, noting "we cannot afford it by any measure."

Lt. Gov. Lawton highlighted a new moment of vulnerability, heard in testimony, for the group of women over age 50 – particularly if they start in traditional roles without income from outside the home. These women face extraordinary vulnerability if their life circumstances change, such as through divorce, death of a spouse, or job loss.

Discussion took place on the importance of continuing to raise visibility around best practices in public and private-sector policies. The Lieutenant Governor also reiterated the importance of putting work on these issues through the cost/benefit filter to see how it will benefit us to raise the grade for women in Wisconsin. She noted that habits and persistent discrimination will begin to change because it will be seen to be profitable for businesses and for the economy. The hope is that in reaching a "tipping point" some of the rest will follow.

Lt. Gov. Lawton concluded by noting that WW=P has evolved into so many moving parts that it is starting to feel like a movement. They have developed a deep pool of expertise and she urged the Women's Council to freely tap into this important resource.

She provided that it is the combination of experience and resolve that make a difference in the effort to raise the grade.

**b. Dr. Lora Wiggins, M.D., Elder Care of Wisconsin**

Dr. Lora Wiggins is a Geriatrician and Medical Director of Elder Care of Wisconsin. Her work there focuses mainly on the Partnership Program, an innovative demonstration program that helps frail elderly people remain in the community. It is one of four Partnership programs in Wisconsin. Partnership is “fully capitated” from both Medicare and Medicaid, and provides all the services, both for health care and long term care that are covered by those two programs. This allows them the flexibility to structure cost-effective services that meet the unique needs of each client. Elder Care also seeks to partner with family, friends and others to strengthen relationships and involvement with each client in order to enhance their quality of life. Dr. Wiggins handed out a folder with information about Elder Care of Wisconsin and the Partnership Program.

The United States has seen a dramatic shift in the health care situation and needs of older Americans. In the last part of the 20<sup>th</sup> Century, more and more people began surviving into the older years, swelling the ranks of people in their 80s and beyond. As a result, most people can expect to spend a larger part of their life in their retirement years. We also know that women are likely to live longer than men. As a result, there are significant implications for the health, economic and social well-being of elderly women.

Dr. Wiggins provided some facts and figures to give perspective to the importance of this issue for women and generally for our economy:

- Women are more likely to be widowed/survive their spouses. Among elderly persons aged 75 to 85, 58% women and 20% men had outlived their spouse.
- Another factor that comes with living longer is chronic disease. Nationally, 83% of all health care spending is on chronic illness and 68% of Medicare spending is on people with five or more chronic conditions (e.g., heart disease, diabetes, arthritis, etc.).
- 80% of care giving is for chronically ill elderly persons. In the US there is a huge unpaid workforce whose largely invisible efforts allow our health care system to function.
- Care givers experience twice the risk of adverse health and mental health conditions and are twice as likely to be on psychotropic drugs such as those used to treat depression.

The American health care system is not designed to meet the needs of elderly people. The system is based on a model of episodic care – you go to the doctor when you have a particular problem (sore throat, injury, etc.) and the burden is on the individual to identify their care need and make contact – “you call us”. This model works largely for those

who are young and healthy. Such a “reactive” approach to health care is a disaster, however, for chronic illness which requires monitoring and proactive attention by health professionals. There are also issues of accessibility and continuity of care in the current system. And psycho-social situations are not taken into account for care decisions and planning. As a result, people may not get the care and follow-up they need, and when planning decisions are made they may be less than optimal or fail altogether because the individual’s psycho-social situation does not support the plan.

For older people, care decisions can effect their whole life situation. A high maintenance care plan or one that is not in tune with an individuals’ capabilities (e.g., requiring an elderly person who is borderline diabetic to maintain an insulin regime) can result in an individual being moved to a nursing home simply to manage their medications or medical regime – when in fact there may be alternative care plans that would allow them to manage their condition and remain in their home.

Financial incentives in the current medical system also fragment health care delivery and care planning. The different funding “boxes” for clinics, hospitals, nursing homes, etc., pull apart coordination of care principles.

Dr. Wiggins proposed some solutions that need to be undertaken to serve the growing elderly population, including the growing and vulnerable population of elderly women.

1. Ensure care management and continuity of care over time and across settings. This means having both continuity with providers (care managers, physicians) over time, and also continuity across systems (nursing home or hospital). This strengthens two key components of good care: strong trusting relationships with care providers and the flow of information to the right people at the right time.
2. Support care givers. This hidden workforce is no where on the agenda of the current health care system. Yet these individuals allow our current system to function. Moreover, their impact on the actual cost of health care in America is largely hidden, but real nonetheless.
3. Balance medical and social perspectives. Elderly persons need to be empowered and supported in their decision making.

Dr. Wiggins noted that with medical professionals and other care givers, safety often becomes more important than quality of life when dealing with elderly people. This generated discussion about the need to ensure elderly persons have some say about their choices and maintaining quality of life even where the safety risks may increase. It was noted that nursing homes are one of the most heavily regulated industries in the U.S. and much of their care planning centers on maximizing safety over all other objectives.

In summary, Dr. Wiggins noted that fixes need to focus on: integration of funding for services, flexibility, and deregulation.

Dr. Wiggins pointed out that Wisconsin does well on these issues with two innovative programs that are addressing these issues. The Partnership Program, which has fully integrated long term care and health care, has been around for 10 years, and has received national interest as one of the very few dually waived programs in the country. The Family Care program, more recently has provided funding integration on the long term care side, with some inclusion of health care services.. Wisconsin also offers the Community Options Program (COP) and Community Integration Program (CIP) that provide funding waivers and allow for more individualized planning to keep people living in the community. She noted that we forget sometimes that Wisconsin has been a leader in progressive programming compared to many other States.

Discussion was also raised about rural/urban distinctions with respect to elderly women and issues of access to resources and the potential for both poverty and social isolation.

Board Members were interested in additional facts and figures about older women. These data were not presented at the meeting, but sought afterwards by Ms. Lidbury and inserted here for information based on the interests and issues raised in the discussion.

Source: National Council on the Aging web site ([www.ncoa.org](http://www.ncoa.org)):

- The average life expectancy in 1900 was 47 years; today's life expectancy is more than 76 years.
- Out of 125 US Medical schools, only 13 require course work in geriatrics.
- Women are three times more likely than men to enter a nursing home without assets and already eligible for Medicaid.
- For the older Americans who lose independence each year, the increase in medical and long-term costs is \$26 billion greater than if they had maintained independence.
- Seventy-three percent of caregivers are female and the average age of a caregiver is 46. The average age of a care recipient is 77. Twenty-one percent of caregivers live in the same household as their care recipient, while slightly more than half of care recipients live alone in either a house, apartment or retirement community. Thirty-seven percent of care recipients live with a family member or friend.
- Approximately 7 million caregivers – mostly women – provide or manage care long-distance (living at least an hour away) and together give approximately 15 million days of work annually.
- In 2000, there were 143 older women for every 100 older men (or 20.6 million women to 14.4 million men). The ratio of women to men increases to 245 to 100 for persons age 85 and older.
- Women reaching age 65 could expect to live 19.2 more years (to age 84) on average, and men could expect to live an additional 16.3 years (to age 81).
- 90% of all centenarians, people who are 100 years old, in America are women.
- In 2000, older men were much more likely to be married than older women – 74 percent of men, 43 percent of women. Almost half of all older women in 2000 were widows (45 percent). There were over four times as many widows (8.5 million) as widowers (2 million).

Source: Bureau of the Census, 2000 Census Data on Wisconsin:

- 2.7 Million women in Wisconsin (50.6% of the population)
- 411,043 women age 65 and over (58.5% of the age 65+ population)

After the meeting, Dr. Wiggins provided the following web sites, which may be of interest:

- [http://research.aarp.org/il/us\\_caregiving.pdf](http://research.aarp.org/il/us_caregiving.pdf) - Kaiser Foundation funded study on care giving
- <http://www.partnershipforsolutions.com/> Information on Chronic illness, and it's impact on healthcare costs. The chart book listed at the bottom of the web page is an excellent review.

## 5. Discuss Strategy/Goal Setting

Ms. Lidbury distributed a list of “barriers” that was compiled from materials distributed by speakers at previous meetings and from other materials generated by the Board at prior meetings. She noted that this list is not meant to be comprehensive, but merely a tool to inspire thinking and priority setting as the Council moves into project development.

Ms. Lidbury proposed that the Council meet again in December or January to hold a strategic planning session and identify projects and the results they expect to achieve in 2005. She proposed that between now and then, she would talk with individual Board members about their interests and priorities, coordinate with the Governor's Office and the Lieutenant Governor's Office, and review the Status of Women in Wisconsin reports (2002 and upcoming 2004 report) to identify project ideas and potential partners. In discussion, Ms. Lidbury was urged to focus on two or three larger projects that can show accomplishments for the Council in the year ahead, rather than a lot of individual projects based on the interests of individual members. Members of the Board concurred.

Dr. Prince volunteered to host the next meeting at the UW Campus in Milwaukee. This was endorsed by the Board. Ms. Lidbury was asked to poll members for possible dates in either the first two weeks of December or the second two weeks in January.

Board members suggested that in the near-term Ms. Lidbury should look at projects around the topic of leadership and, in particular, promoting the issue of appointing women to public and private boards and commissions. For example, working with organizations such as WW=P, Milwaukee Women Inc., and the Wisconsin Women's Network, the Council could promote open positions on State Boards and Councils. It was suggested that the Governor's Office provide a letter inviting applications and outlining issues such as how to apply, what is involved, terms and appointments, etc. Ms. Lidbury was asked to compile a list of women's business and trade groups around the state to create a distribution list. In promoting state boards and councils, it was noted, the goal would be to increase the pool of applicants who could then move through appropriate channels for evaluation and possible appointments.

It was noted that there are some private sector courses available to train people on “what is a Board”, “reading financial reports”, etc. It was suggested that there may be value in offering such programs to women's business and trade organizations around the state working with an educational or non-profit partner.

The Chair raised the issue of ongoing development of the Council's web site and suggested that the site be updated to provide information and resources urging women to get out and vote, including a list of races in Wisconsin, where to get information about candidates, and where to vote – such as League of Women Voters, Board of Elections, etc. Board members endorsed the idea, but wanted to be sure that the plan would be to list all races, not just races involving women. It was also suggested that a separate section be developed on the web site highlighting women in elected positions around the State and women's leadership history (e.g., women who have retired from elected office). The Board concurred on this suggestion,

but clarified that this was not linked to information about upcoming elections, but rather a separate section of the web site.

Board members questioned whether there are legislative tactics that the Council could promote, making the best use of its Members and their links to the legislature. It was noted that the Lieutenant Governor had raised the issue of quality affordable child care as a primary barrier for women – is there something in this area that the Council could recommend?

The Chair raised the issue of seeking grants and underwriting from foundations and corporations to fund Council projects and activities and asked Board members whether they had any objections in principle to fund raising. No concerns were raised and Members concurred that grant seeking by Ms. Lidbury on behalf of the Council was acceptable.

**6. Citizen Participation, Communications and Announcements – None.**

Motion to adjourn the meeting by Jane Clark and Ann Peggs. Approved. The meeting adjourned at 3:40 P.M.

Respectfully Submitted,

Christine Lidbury

NOT OFFICIAL UNTIL APPROVED BY THE COUNCIL

**WISCONSIN WOMEN'S COUNCIL**  
Preliminary Summary of Barriers Identified  
through Discussions and Presentations

**Economics**

- Wages
- Access to loans / business
- Access to loans / home ownership
- Certifications
- Non-traditional jobs that pay better
- Financial planning education / retirement
- Tax credits
- Regulatory reform
- Entrepreneurship / small business start-up

**Leadership**

- Public (e.g., Elected officials, senior mgmt)
- Private (e.g., Women on Corporate Boards)
- Future leadership

**Education**

- Education as foundation for the future
- Mentoring / pilot programs
- Access to education
  - Scholarships
  - Internships
  - Apprenticeships
  - Support services at colleges
  - School choice
- KIDSFIRST partners
- Brain drain
- Sequencing / pathways to life
  - Education
  - Finance
  - Leadership
  - Families
  - Health

**Health & Safety**

- Breast cancer
- Heart disease
- Access to insurance / working poor
- Well-woman exams
- Mental health issues / access to care
- Drug / alcohol abuse prevention
- Healthy choices / lifestyle
- Access to dental care
- Domestic abuse
- Self-image, esp. for young women

**Families**

- Housing
- Child care / affordability
- Parenting skills / home visits
- Care giving (children, older parents)
- Safety net ( where to go for help)
- Pregnancy, childbirth, newborn
- Resources (e.g., web site)

*From presentations regarding specific populations of women ....*

**Native American Women**

- Funding / access to sustainable financial resources
- Data collection / demographic information
- Community assessment
- Provider overload
- Health Issues
  - Lifestyle
  - Diabetes / heart disease
  - Mental health issue
  - AODA
- Social issues
  - Single parenting
  - Child care
  - Cultural access / support networks

**Female Offenders**

- Economic marginality
- Job Readiness and skill development
- Education
- Domestic violence / abuse / feeling safe
- Substance abuse
- Mental health issues
- Parenting and child welfare issues
- Case management approach to services
- Lack of access to social assistance (TANF, subsidized housing)
- Family reunification / family preservation
- Access to parenting resources (affordable daycare, community support)
- Access to affordable health care