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Y E A R S

Women's Council • Wisconsin •



Biennial Report

2009-2011

Wisconsin Women's Council Board

Current Board Members (serving as of December 31, 2010)

GOVERNOR'S APPOINTMENTS (7)

The Wisconsin Women's Council is governed by a 15-member board. Members are appointed by the Governor and leaders in the State Senate and Assembly. Most members serve two-year terms beginning July 1st.



Kristine Martinsek, Chair
Milwaukee, Public Relations and Marketing Executive and Principal, Martinsek and Associates



Jane Clark, Vice Chair
Madison, Chief Operating Officer, QTI Human Resources, Inc.



Dr. Joan Prince, Governor's Designee
Milwaukee, UW-Milwaukee, Vice Chancellor for Partnerships and Innovation



JoAnna Richard
Madison, Deputy Division Administrator, Division of Vocational Rehabilitation, WI Dept. of Workforce Development



Arlene Siss
Platteville, Librarian, Belmont Community School and member, Platteville School Board



Nicole Bowman-Farrell (Mohican/Lunaape)
Shawano, President, Bowman Performance Consulting



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

SENATE APPOINTMENTS (4)



Senator Dave Hansen
Green Bay
30th Senate District



Vacant
seat designated for current Senate member



Sarah Briganti
Fitchburg, Legislative/Policy Assistant to Senator Fred Risser



Mary Ann Gerrard
Madison, Legal Counsel and Lobbyist, Wisconsin Automobile and Truck Dealers Association

ASSEMBLY APPOINTMENTS (4)



Representative Sandy Pasch
Whitefish Bay
22nd Assembly District



Representative Kelda Roys
Madison
81st Assembly District



Mary Jo Baas
Brookfield, President, Liberty House Consulting, LLC



Heidi Green
Madison, fundraising and public affairs consultant

Former Board Members: Senator Judy Robson • Ann Peggs
Served during the biennium between July 1, 2009 and June 30, 2011



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EDUCATION AND OUTREACH

Women, Jobs, and Economic Self-Sufficiency



October 29, 2009
MGE Innovation Center
University Research Park
Madison, Wisconsin

This Women, Jobs, and Wisconsin's Green Economy Public Policy Roundtable attracted more than 60 experts, representing industry, government, educational partners, workforce development organizations, and other leading stakeholders. In Wisconsin, as nationally, the social and political momentum of green jobs has garnered interest, legislation, and dollars to encourage the development of green work and industries. Many green jobs, however, are in occupational fields that are non-traditional for women (that is, women comprise 25 percent or less of total employment). The purpose of the Roundtable was to bring together leading Wisconsin experts to assess where women—as workers, business owners, and leaders—fit in to this momentum, and to determine how we will engage them where they don't. An important outcome of the program was to gather valuable information for state policymakers and other stakeholders, as well as for U.S. Secretary of Labor Hilda Solis, who has made including women in American Recovery and Reinvestment Act-created jobs a national concern.



FEATURED SPEAKERS & PRESENTERS

Nancy Chen, Regional Administrator
Women's Bureau, U.S. Department of Labor

Representative Kristen Dexter
Wisconsin State Assembly

Secretary Roberta Gassman
Wisconsin Dept. of Workforce Development

Sarah White, Senior Associate
Center on Wisconsin Strategy (COWS)
University of Wisconsin-Madison

PANEL: Women and Non-Traditional Occupations in the Green Economy

Michael Bernhard, Master Electrician
Full Spectrum Solar
Seventh Generation Energy System

Carrie Hersh, Operations Manager
Wisconsin Regional Training Partnership

Nancy Nakkoul, Senior Program Coordinator
Tools for Tomorrow: Women in Trades and
Technology Program - Madison Area Tech College

Abby Vogen Horn, Senior Project Manager
Energy Center of Wisconsin

PANEL: Emerging Policy and Business Trends In Wisconsin's Green Economy

Amy Heart, MREA Milwaukee Director
Midwest Renewable Energy Association

Kathy Kuntz, Director of Energy Programs
Focus on Energy, Wisconsin Energy Conservation
Corporation

Kathy Lipp, Chief Environmental Officer
Alliant Energy

JoAnna Richard, Deputy Secretary
Wisconsin Dept. of Workforce Development

PROGRAM MODERATOR

Christine Lidbury, Executive Director
Wisconsin Women's Council



Women's Council
· Wisconsin ·



State of Wisconsin
Department of Workforce Development

funded under contract with

Women's Bureau
U.S. Department of Labor

FINDINGS AND RECOMMENDATIONS

- 1. Collaboration and communication among stakeholders, including government officials, industry, education, and other workforce development partners, is critical** to meeting the potential of a green economy. This will facilitate the right mix of investment, trained workers, and job opportunities, and lead to high-quality jobs.
- 2. Create innovative partnerships to provide practical experience to newly trained workers.**
- 3. A variety of program delivery options and support systems are needed to meet the schedules of students, particularly adult learners and displaced workers.** Women and single parents often face financial and logistical barriers to training, retraining, and skill development opportunities.
- 4. Mentors and role models for young girls and women make a difference** in combating stereotypes and promoting STEM and other nontraditional occupations to girls, as does giving access to non-traditional opportunities through avenues outside the traditional classroom, such as girl-serving organizations and other community partners.
- 5. Build on the wealth of information already available about bringing women into nontraditional occupations (NTOs) to the industries and jobs of the green economy.** Participants highlighted successes in recruiting and retaining women in NTO training programs and breaking down stereotypes through targeted recruitment, mentoring, job shadowing, women instructors, and classes led by women for women.
- 6. Pursue public-private partnerships and industry-driven efforts to help identify green job skills and training needs** and ways to convert or upgrade existing workers' skills to those needed for the green economy.
- 7. Create a significant public relations campaign around women and opportunities in the green economy.**
- 8. Promote entrepreneurship for women around green industries.** Specifically, state government should align its Forward Innovation Fund to foster the development of high-growth and innovation-based women-owned businesses and create state requirements that target women-owned entities for funding through the Wisconsin Forward Innovation Fund.
- 9. Include specific language in government and organizational policies to require goals, preferences, measurements, and/or other concrete means to expand involvement of women and women business owners in the green economy.**
- 10. Secure funding for new training and technology particularly targeted toward women,** and create tax, grant, and other incentive systems to reward organizations that demonstrate success in providing women with education and training leading to green jobs.
- 11. Educate girls, parents, teachers, and counselors to encourage young women to pursue opportunities** in the green economy, particularly related to technical, skilled trade, and other STEM-related fields.

POLICY BRIEF

Women, Poverty, and Economic Insecurity in Wisconsin and the Milwaukee MSA

In 2010, The Women’s Council contracted with the Institute for Women’s Policy Research (Washington, DC) to produce a report on women and poverty in Wisconsin. The resulting briefing paper, released in 2011, analyzed the impact of the recession on Wisconsin’s families.

Summary of Findings

Nearly two-thirds of all households in poverty in Wisconsin are headed by single women, and across the board, women are more likely than men to be poor.

In 2009, in the Milwaukee MSA, about 72 percent of all families in poverty with dependent children were headed by single mothers. Moreover, almost half (45%) of the children living in single-parent-headed households are growing up in poverty in Milwaukee and about 2 out of 5 (39%) are in poverty statewide. In total, more than 100,000 families with children in Wisconsin were living in poverty in 2010, including about 64,000 single-mother families.

Economic hardship followed the dramatic rise in unemployment during the recent recession. Yet while rates of unemployment for men have fallen both statewide and in Milwaukee during 2010, there was no reduction in the rate of unemployment for women.

The rate of unemployment for female-headed households with children was more than twice

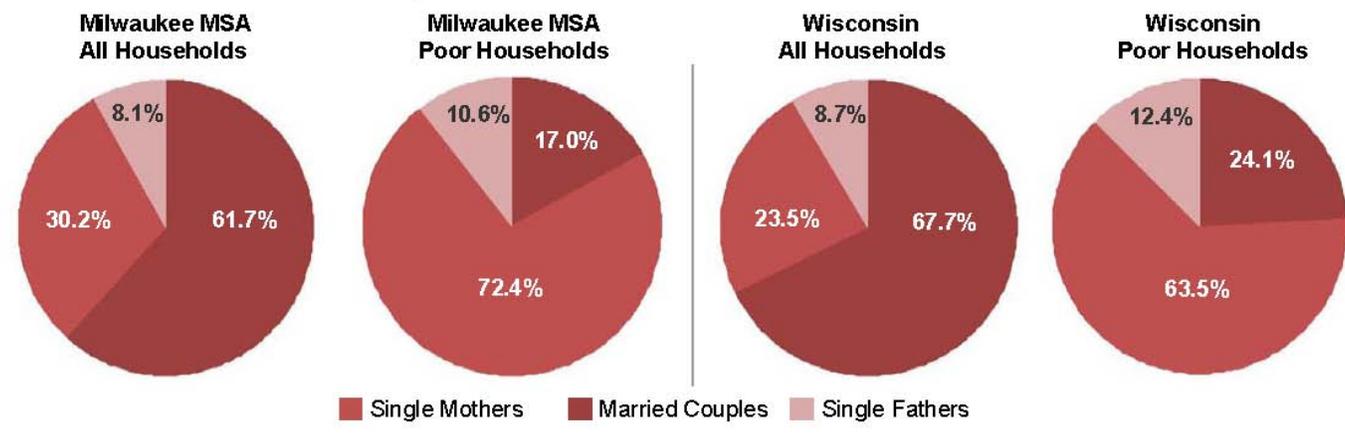
as high as the rate of unemployment for married men, a fact that has not changed since before the recession.

Yet women remain active participants in the workforce. Nationally, more than two-thirds of married women are employed. In 2009, 78% of Wisconsin women with children under six years old are in the state’s labor force. Nationally, nearly as many working women as working men support their families. Yet the quality of jobs and earnings for women are often insufficient to allow a woman to sustain a family single-handedly.

Government programs are fundamental to the well-being of families and children living in poverty, helping low-wage workers make ends meet. During the recession, more than 69,000 people enrolled in the Food-Share (food stamp) program in Milwaukee between 2007 and 2010. Statewide, enrollment nearly doubled from about 391,000 to 760,000, with the main increases in enrollment outside of Milwaukee County.

Similarly, case loads from women aged 18 years and older participating in the Wisconsin Works (W-2) program have nearly doubled. Still, official enrollment data suggest that many families with children living below the federal poverty level may not be receiving W-2 program benefits and support.

Figure 2. Types of Families with Children under age 18: All Households and Households with Incomes Below the Poverty Line: Milwaukee MSA and Wisconsin, 2009



Source: IWPR analysis of 2009 American Community Survey Data

Policy Recommendations

The economic recession has impoverished many Wisconsin residents and left countless others living with economic insecurity and vulnerability. The data reviewed here reveal that poverty levels, already high in 2007, rose significantly in recent years. Cutbacks to jobs in education, social services, and health care, fields where women are a majority of workers, may make poverty even more severe in the future.

Women both outnumber men among the poor in absolute terms and face a higher relative risk of poverty. Particularly disconcerting are the high poverty rates among women who head families (single-mother households), adversely impacting not only these women but also their children, and thus future generations. Women are more likely to live in poverty because, across racial and ethnic groups, they earn less than men, and, particularly when they are the sole breadwinner in a family, face a much higher risk of unemployment than married men. Policies designed to fight poverty and restore economic prosperity to Wisconsin should address the needs of women.

Addressing poverty is a shared responsibility for Wisconsin's communities. When families in poverty struggle to make ends meet, we are all affected by negative outcomes and our communities lose the human capital needed to move forward. While it is essential that policymakers focus their attention on the economic needs of Wisconsin families, the broader community can also help by supporting public policies that enhance women's and worker's livelihoods.

Education and Training to Create and Advance Viable Career Pathways

- Create a modern, career-focused adult training and education system, including articulated career pathways linked to identifiable labor force needs, training, and certifications that employers recognize and value, and that help workers, particularly those enrolled in Wisconsin Works (W-2), Workforce Investment Act (WIA), and Dislocated Workers, to progress into quality jobs with family-sustaining wages. These efforts should include the development of career paths with clear educational credentials, and should include low-wage, predominantly female sectors, such as social services and health and home care fields.

- Continue and expand on career pathway job programs, such as Wisconsin's RISE, working with industry to ensure that high quality programs reach out to women as well as men. Analyze and report on data by gender and occupational category. Set and report on goals for transitional job programs to serve men and women equally.
- Recognize the particular needs of single parents returning to education by providing adequate childcare support at training and community college facilities.

Supporting Adults and Families on the Path Out of Poverty

- Ensure access to quality, affordable child care for families at all income levels, including making Wisconsin Shares (childcare assistance) available to all families who are eligible and assessing the affordability of the current co-pay structure for participating families.
- Investigate and report on the reasons for the regional imbalances and proportionately low TANF/W-2 enrollment highlighted in this report.
- Explore and promote the business benefits of family-friendly workplace policies by highlighting best practices among Wisconsin employers and employers nationwide: such policies include paid family leave, paid sick days, flextime, and predictability of work schedules.
- Provide employers, particularly those who receive public funds or contracts, with training and best-practice advice on recruiting and retaining women workers and enforce federal contract compliance requirements related to the employment of women and minorities.
- Recognize the importance of women's health and safety issues as key in promoting sustained employment and alleviating poverty, including access to affordable health insurance for adults; reproductive health services and education; mental health and substance abuse treatment; domestic violence and sexual assault response and assistance; access to public transportation and transportation assistance; and access to quality, affordable housing.

RESEARCH & ANALYSES

Wisconsin Women, Wages, and the Recession

By some counts, women are over half of the American workforce. In 2009, Wisconsin women made up 48.2 percent of the state's labor force. Nevertheless, equality in the workplace continues to elude today's women in both Wisconsin and the nation. The presence of women in the labor market alone does not even the unbalanced wage scales. Moreover, women continue to be concentrated in occupations that are low-wage and low-quality.

GENDER WAGE GAP REMAINS PERSISTENT AND SUBSTANTIAL

Despite the growing importance of women's contribution to the labor force and to household incomes, the gender wage gap stubbornly persists irrespective of age, race, or level of education. **In 2009, Wisconsin women earned 81 cents on the dollar compared to men.** This is a slight widening of the gap from 82 cents in 2008. On average, a full-time woman worker earns about \$30,200 per year, compared to more than \$37,400 per year for men—a difference of over \$7,000 in annual earnings.

REGARDLESS OF EDUCATION, WOMEN EARN LESS

For all Wisconsin workers, education—particularly a four-year degree—pays off in increased wages. While the gender wage gap diminishes with higher levels of education, men earn more than women at all education levels. Educational attainment also varies considerably by race and ethnicity. In 2009, 33 percent of white women in Wisconsin had at least a four-year degree, compared to 20 percent of African American women and only 15 percent of Hispanic women.

WOMEN'S WORK CONCENTRATED IN POOR-QUALITY JOBS

In light of the recession, research and articles on "the new breadwinners" feature the growing role of women's earnings in family budgets. However, families relying largely or solely on women's earnings tend to face greater economic hardship, and too many women struggle in poor-quality, low-wage jobs. The quality of jobs and earnings for women are often insufficient to sustain a family single-handedly. More women than men work in jobs that leave them and their families below the poverty level. Women also disproportionately work in occupations that lack the hallmarks of good-quality jobs, such as health benefits, sick leave, vacation benefits, and pensions.

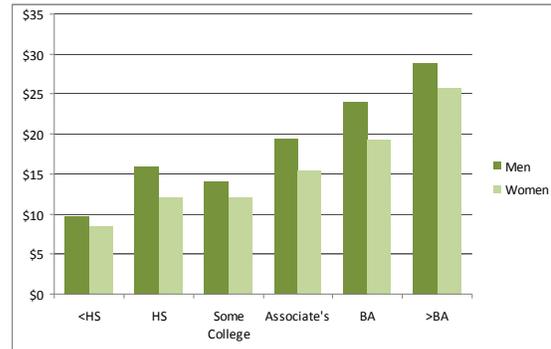
WI Gender Wage Gap for All Workers and for Younger Workers, 2009

Median hourly wages, 2009 dollars



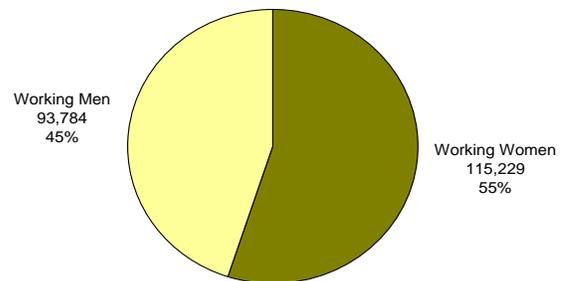
WI Gender Wage Gap by Education, 2009

Median hourly wages, 2009 dollars



Source: Center on Wisconsin Strategy analysis of the Current Population Survey (CPS).

Working Poor
Individuals in the Labor Force, Income in the Past 12 Months Below the Poverty Level Wisconsin, 2008



Source: U.S. Census Bureau, American Community Survey, 2008

RESEARCH & ANALYSES

Women's Business Ownership in Wisconsin

Women-Owned Businesses in Wisconsin	
Number of women-owned businesses	112,402
Total number of businesses	434,053
Women-owned businesses as a percent of all businesses	25.9%
Annual payroll of women-owned businesses with paid employees	\$3.9 billion
Average number of employees of women-owned businesses with paid employees	10.2
Sales and receipts of woman owned businesses (\$1,000)	\$20.9 billion
Rank among U.S. states for percent of businesses owned by women	36
Rank in Region (IL-IN-MI-MN-OH-WI) for percent of businesses owned by women	6

Wisconsin lags the nation and the Great Lakes region for the share of businesses that are woman-owned, ranking 36th in the nation (down from 29th in 2002) and last in the region.

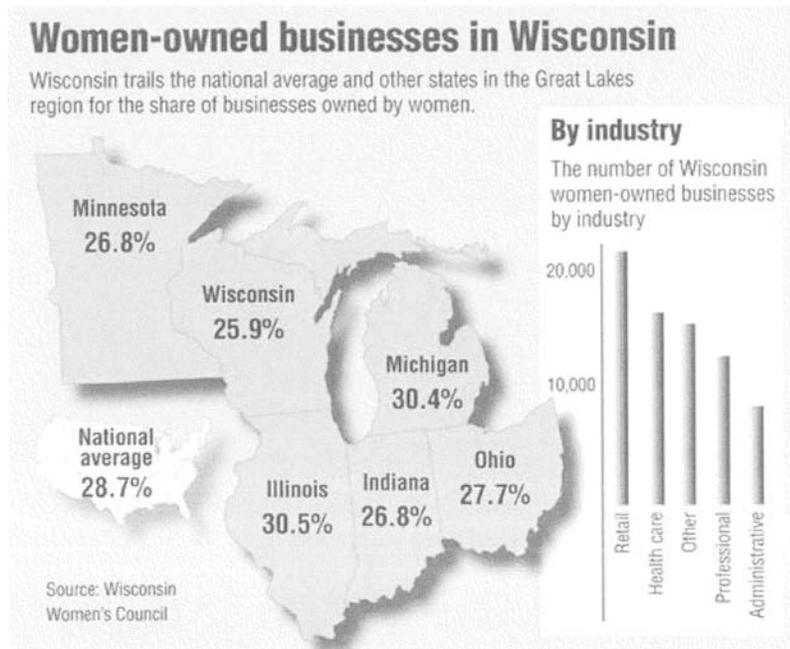
In 2007, 25.9 percent of Wisconsin businesses were owned by women, compared to 28.7 percent nationwide and 28.6 percent regionally.

Growth, though slower, remained strong statewide over the ten-year period from 1997 to 2007. The number of woman-owned businesses grew by 8 percent from 2002 to 2007, compared to 17 percent from 1997 to 2002.

While the number of woman-owned businesses has increased since 2002, the share of woman-owned businesses as a percentage of all Wisconsin businesses has decreased slightly. Statewide, there were 104,170 woman-owned businesses (26.5 percent of all businesses) in 2002 compared to 112,402 businesses (25.9 percent) in 2007—a decrease of 0.6 percent.

In 2007, woman-owned businesses in Wisconsin generated over \$20.9 billion in sales and receipts, up slightly from \$20.2 billion (inflation-adjusted) in 2002.

The average woman-owned business in Wisconsin (with paid employees) employed 10 people. However, most woman-owned businesses (87 percent) had no paid employees (sole proprietor businesses), which is on par with the national average among woman business owners.

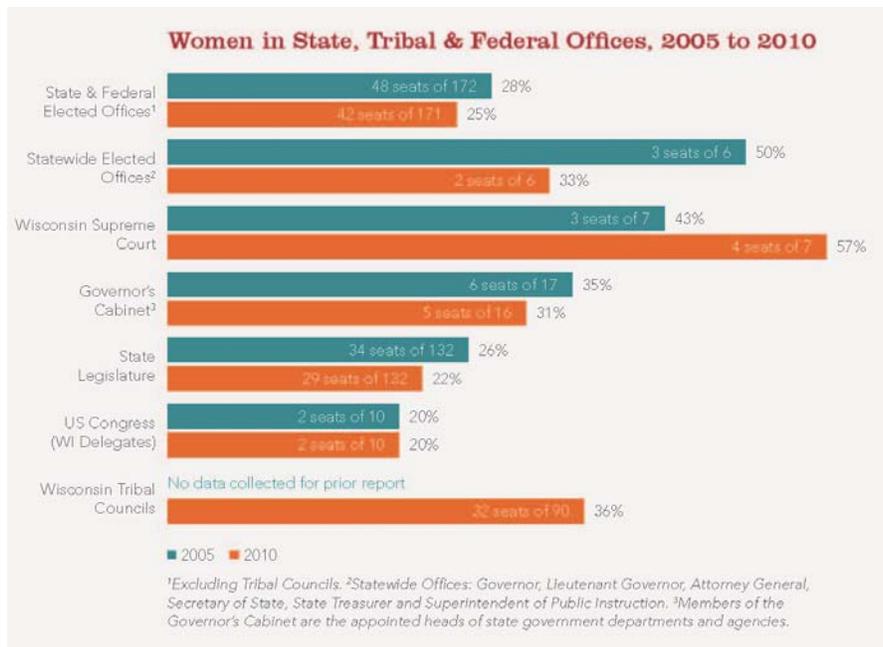


Notes: Great Lakes region (IL-IN-MI-MN-OH-WI). Source: Data compiled from the U.S. Census Bureau, 2007 Survey of Business Owners, released July 2010. Map excerpted from Stacy Vogel Davis, "State continues to lag in women-owned businesses," Milwaukee Business Journal, 12/24/10.

RESEARCH & ANALYSES

Moving Wisconsin Forward

Analysis of Wisconsin Women in Elected Office



Women hold **one in five** elected offices across state and local government in Wisconsin.

The number of women in state and local elected office in Wisconsin **increased by only 1.5 percent** over the five-year period 2005 to 2010, from 20.3 percent to 21.8 percent.

Whether in the corporate board room or City Hall, advancing women's leadership and creating a community where women and men can lead together is critical to Wisconsin's social and economic future.

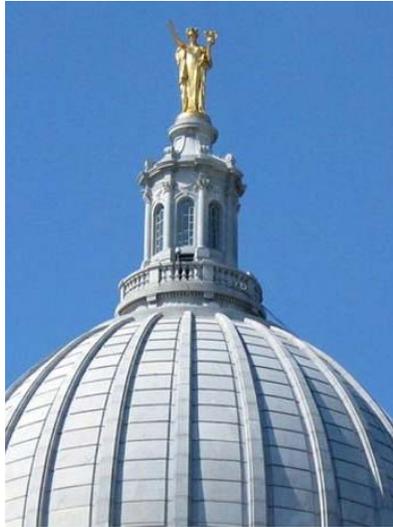
Share of Women in Elected Office in Wisconsin, 2005 to 2010



"As women we bring our life experiences to the job. We can effect change because we prioritize issues as we know them, as we understand them; and, because of that, having a seat at the table matters." —Congresswoman Tammy Baldwin

Key Findings

- Women make up 25 percent of elected offices in state government, down from 28 percent in 2005, and 21 percent of local government offices, up from 19 percent in 2005.
- Women's representation on elected local government (policy) bodies ranges from a low of 9 percent on town boards to 38 percent on school boards.
- Women make up 70 to 90 percent of elected (administrative) offices such as clerk, treasurer, clerk of the courts, and register of deeds.
- Women hold only about 10 percent of leadership positions in local government, such as mayor, council president, and county board chair—unchanged from 2005.
- City, town, and village governments all showed modest gains over the period in electing women to public office, including to seats on city councils and village and town boards, and as mayors.
- Many communities still have no women in local government, including 29 (of 190) cities, 937 (of 1,258) towns, 96 (of 404) villages, 23 (of 427) school districts and three (of 72) counties.



POLICY ADVOCACY

The Women's Council encourages informed and active participation in Wisconsin's legislative and other policy-making processes. One of the Women's Council's functions is to inform the State Legislature and the Governor of its position on pending legislation, regulations, and other policy proposals affecting Wisconsin women and girls. The Council's policy agenda is based on priority issues adopted by the Council Board. Currently, the Council targets the following areas:

Economic Security including financial security, financial literacy, and women's business ownership

Health & Well-Being including safety from violence and teen pregnancy reduction

High-Quality, Affordable Childcare

LEGISLATION

The Women's Council worked to help pass the following legislative proposals that were enacted into law.

Right to Breast-Feed Act

Permits a mother to breast-feed her child in any public or private location where she is otherwise authorized to be and prohibits any person from interfering with this right.

Healthy Youth Act

Establishes standards related to providing "medically accurate information" and other provisions where a school board offers an instructional program in human growth and development.

Payday Lending Act

Restricts cash advance (pay day) loans to either 35% of monthly income or \$1,500, whichever is less; limits loans to a single rollover period; and regulates where such lenders may be located.

Wisconsin Mental Health and Substance Abuse Parity Act

Requires all group health plans to provide mental health and substance abuse disorder coverage at the same level as medical and surgical coverage.

Quality Rating and Improvement System for Childcare in Wisconsin ("Young Star")

The 2009-11 State Budget required the WI Dept. of Children and Families (DCF) to return to the Joint Committee on Finance with a proposal for a Quality Rating and Improvement System. The Council supported DCF's proposal.

The Women's Council also supported the following proposals, which were not enacted.

WI Gender Violence Act

Proposed to create a civil cause of action for a person who suffers physical, emotional, or economic harm as a result of a gender-based act.

WI Gender Hate Crimes Act

Proposed to add *gender* to the protected classes in the existing hate crimes statute.

Domestic Violence Homicide Prevention Enforcement Act

Federal law prohibits a person convicted of misdemeanor domestic violence from possessing a firearm. Proposed to create a parallel state law.

Domestic Violence Homicide Prevention Procedure Act

Proposed to create a procedure to implement existing state law prohibiting possession of a firearm when subject to certain injunctions.

Refund Anticipation Loans

Proposal to require creditors to make specified disclosures and provisions before a "refund anticipation loan" (RAL) is made to a customer.

REGULATIONS & RULE-MAKING

Forward Innovation Fund

WI Dept. of Commerce

Advocated for including women business owners as an eligible category in establishing the state's Forward Innovation Fund, consolidating several existing economic grant and loan development programs.

Wisconsin Girls Collaborative Project

Science, Technology, Engineering & Math (STEM)

College & Career Exploration for Girls

Past Mini-Grant Recipients (selected)

Build Your Own Computer Workshop

Big Brothers Big Sisters Of Dane County & DANEnet

Critter Care—A Science-Based Educational Program About Animals

Oshkosh Area Human Society & UW Oshkosh

CSI: Chinook

Waukesha Technical College & Waukesha Medical Examiner's Office

Digital Backpack Storytelling

Girls Scouts of Southeast WI & Waukesha County Technical College

Engineering For Young Women

National Center For Engineering And Technology Education (UW Stout) & Chippewa Falls Museum of Industry and Technology

Expanding Young Girls' Interests in Technology

Dane County School Consortium & Dane County Transition School

Pathways To Satisfaction: College Mentors and You

Big Brothers Big Sisters of Dane County & Edgewood College

Pre-College Science & Technology Camp

Girl Scouts Of Kenosha County & Gateway Technical College

Rockets For Schools All-Girls Team

Sheboygan County 4-H & Milwaukee School of Engineering

Rockets For Schools All-Girls Team

Oneida Nation High School & Space Education Initiatives, Inc.

Southdale Goes BioTreking

Girls Scouts Of Blackhawk Council & UW Madison Biotechnology Biotrek Program

STEM "Little Sister" Recruiting Initiative

Big Brothers Big Sisters Of Dane County, Madison Metropolitan School Dist. & UW Madison PEOPLE

Wet & Wild Camp

Girl Scouts Of The Woodland Council & American Association Of University Women

Women Soar—The Sky is Not The Limit

Girl Scouts Of Birch Trails Council & Experimental Aircraft Association (EAA) Oshkosh

YWCA Girls Club Digital Storytelling Camp

YWCA Wausau, Northcentral Technical College & UW Marathon County

Studies show that the transition into the workforce is more successful, and the economic future of Wisconsin brighter, when students enter careers that rely on high-level skills and competencies. The Wisconsin Girls Collaborative Project (WGCP), a public-private collaboration, is designed to bring together organizations in Wisconsin that are committed to informing, encouraging, and inspiring girls to pursue careers in science, technology, engineering, math (STEM), and the skilled trades. WGCP facilitates STEM-focused collaborations across our state to build on existing resources and increase gender equity in STEM fields.

WGCP has awarded 23 mini-grants and is currently reviewing proposals for the 2011 grant cycle. Mini-grants (max. \$1,000) are awarded with funds from more than a dozen sponsoring companies, educational institutions, governmental agencies, and non-profit organizations.

WGCP is an affiliate of the National and Midwest Girls Collaborative Projects, with funding, in part, from the National Science Foundation.

EDUCATOR'S WORKSHOP

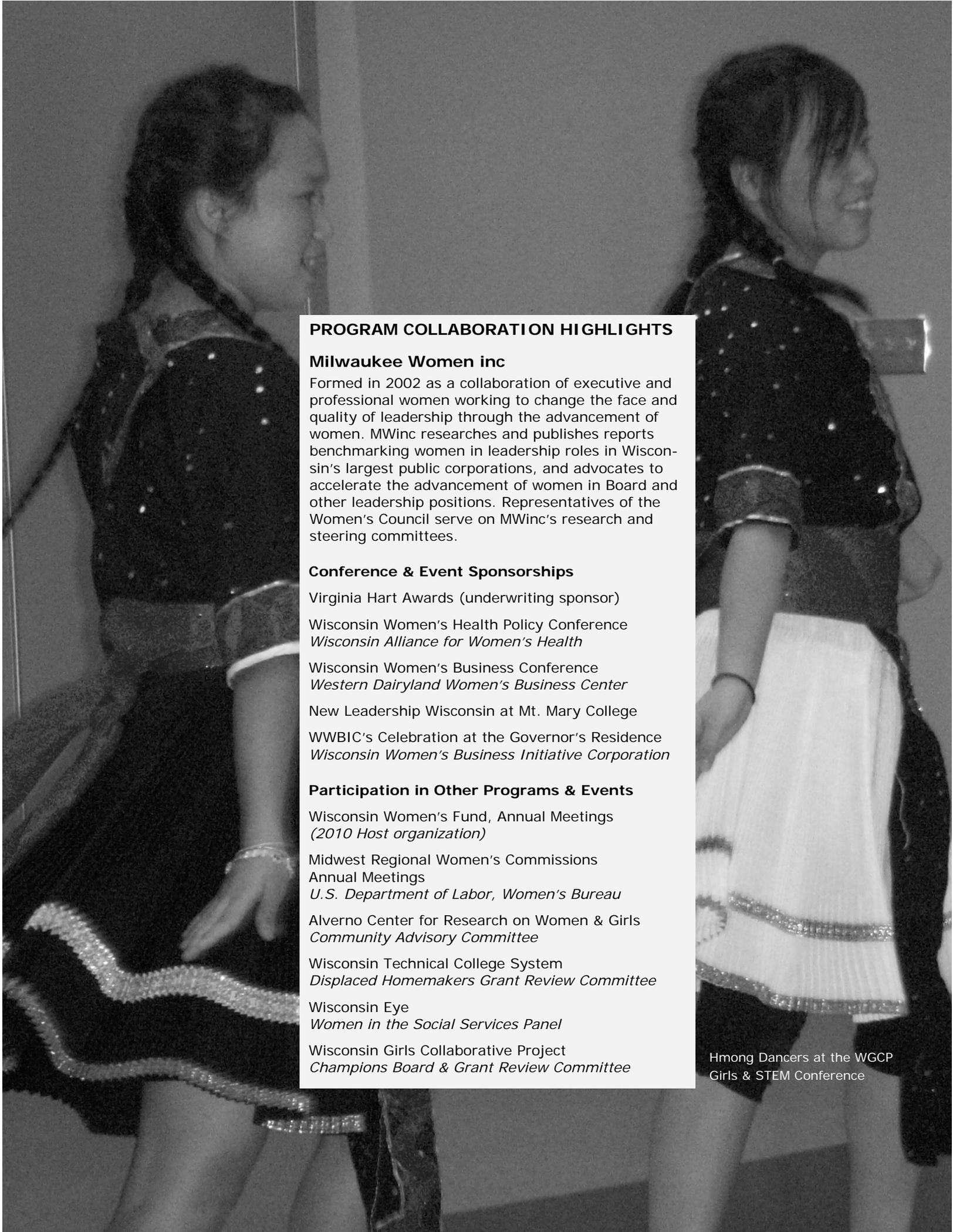
Promoting STEM to Girls • Madison, WI

Featured Speaker: Bill Nye the Science Guy

Targeted at education and program staff committed to informing girls about and motivating them to pursue STEM-related classes and careers. Educators learned about best practices and emerging career fields, while developing new collaborations and exploring new educational resources. Also featured were presentations by recipients of 2010 mini-grants, including discussion with students and program leaders on promoting STEM to girls.

Hosted in partnership with the National Aeronautics and Space Administration (NASA) and the UW Madison Space Science and Engineering Center.



A black and white photograph of two women in traditional Hmong attire, including dark, patterned blouses and long, pleated skirts with decorative borders. They are captured in a side profile, smiling and appearing to be in the middle of a dance performance. The background is a plain, light-colored wall.

PROGRAM COLLABORATION HIGHLIGHTS

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. MWinc researches and publishes reports benchmarking women in leadership roles in Wisconsin's largest public corporations, and advocates to accelerate the advancement of women in Board and other leadership positions. Representatives of the Women's Council serve on MWinc's research and steering committees.

Conference & Event Sponsorships

Virginia Hart Awards (underwriting sponsor)

Wisconsin Women's Health Policy Conference
Wisconsin Alliance for Women's Health

Wisconsin Women's Business Conference
Western Dairyland Women's Business Center

New Leadership Wisconsin at Mt. Mary College

WWBIC's Celebration at the Governor's Residence
Wisconsin Women's Business Initiative Corporation

Participation in Other Programs & Events

Wisconsin Women's Fund, Annual Meetings
(2010 Host organization)

Midwest Regional Women's Commissions
Annual Meetings
U.S. Department of Labor, Women's Bureau

Alverno Center for Research on Women & Girls
Community Advisory Committee

Wisconsin Technical College System
Displaced Homemakers Grant Review Committee

Wisconsin Eye
Women in the Social Services Panel

Wisconsin Girls Collaborative Project
Champions Board & Grant Review Committee

Hmong Dancers at the WGCP
Girls & STEM Conference

Alverno College's Celebrating Women & Girls Luncheon, April 9, 2010, Milwaukee, WI

In April 2010, the Women's Council was among those honored by the Alverno College Research Center for Women & Girls. To celebrate the Center's grand opening, a recognition luncheon was held to honor women and organizations that have made a positive impact on the lives of women and girls in our community and beyond. Those honored also included Congresswoman Gwen Moore, Jan Martin, and



the Girls in Charge Coalition. Each received an original engraving.

Pictured: (top) Kris Martinsek, Christine Lidbury, and Joan Prince. (bottom). Award Honorees: Danae Davis (Girls in Charge Coalition), Jan Martin, Christine Lidbury, and Congresswoman Gwen Moore.

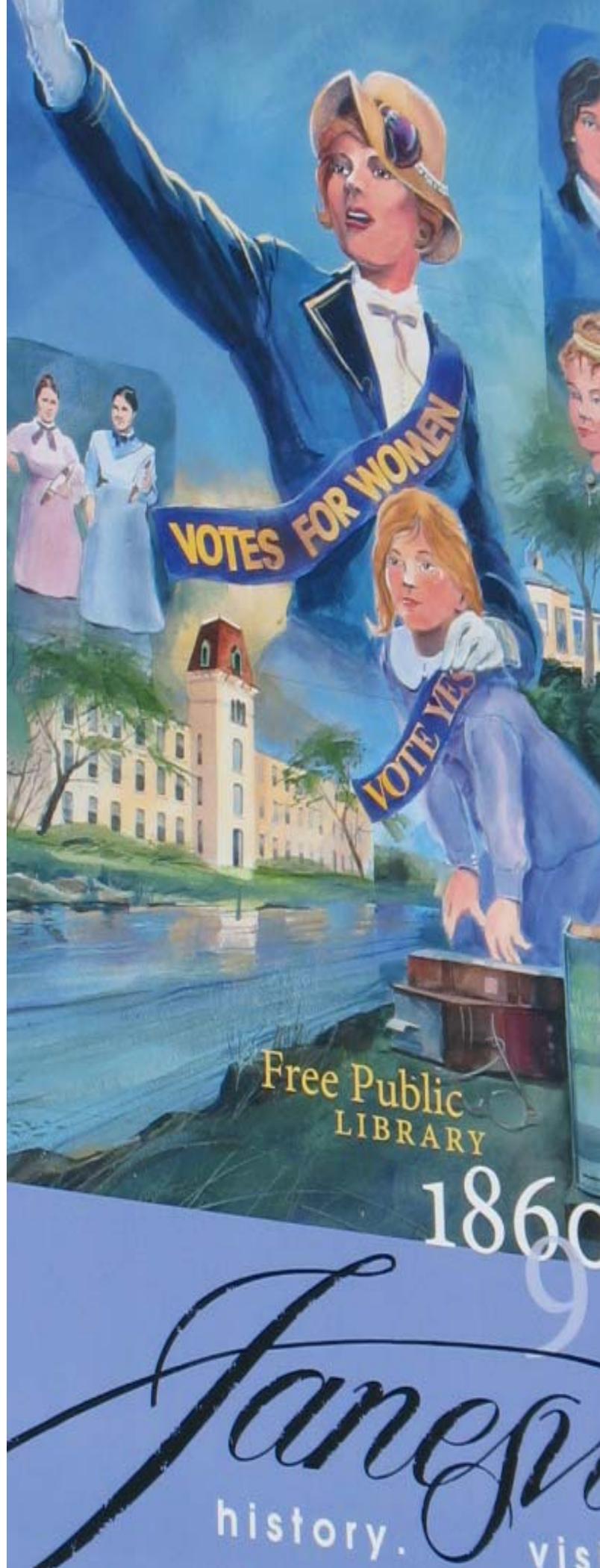


Janesville Women's History Mural Dedication, August 26, 2010, Rock County Courthouse

Christine Lidbury was a featured speaker at the Janesville Women's History Mural dedication, held on Women's Equality Day in August 2010. The mural covers the years 1860 to 1890, when women began having a significant impact on the social and economic life of the Janesville community. After the Civil War, Janesville women were at the forefront of the national women's rights movement that culminated with passage of the 19th Amendment. The mural is part of series of historical murals in Janesville and the first dedicated to the accomplishments and contributions of women. The project also honors the memory of Judi Kneece, a community leader and leading women's issue advocate.

Did you know

Susan B. Anthony visited Janesville in 1887 and 1889 to promote suffrage and women's rights.



WOMEN'S COUNCIL BUDGET

Staff

Christine Lidbury, Executive Director

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

On average, the Council benefits from about 500 hours of staff time per year through the use of 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.

Women's Council Meetings and Committee Activities

Women's Council Board Meetings

July 26, 2011 • December 15, 2010
June 28, 2010 • January 13, 2010
September 23, 2009

Women's Council Committees

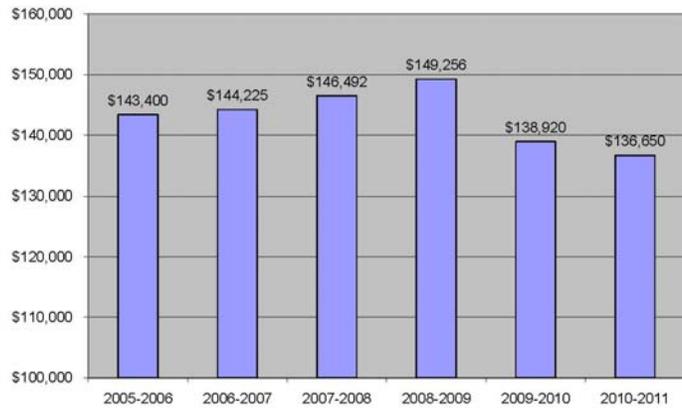
- Legislative Advisory Committee
- Programs for Girls Working Group
- Trailblazer Award Working Group
- Women & Poverty Working Group

Information & Referrals

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/or technical assistance on women's issues to organizations, elected officials, and state government departments and agencies.

State Budget (GPR)

Women's Council Annual Budget (GPR), 2005-2011



The Women's Council budget has decreased by about 10 percent since 2009. This includes a 3 percent reduction (approx.) in salary and benefits costs as a result of the state furlough program and a 25 percent reduction in program funds. Program funds may be periodically supplemented with grant or other contributed funds, when available, for special projects.

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

The Wisconsin Women's Council was created by 1983 Wisconsin Act 27 (Wisconsin Statutes § 15.107(11) and 16.01), replacing an earlier non-statutory Governor's Commission on the Status of Women. *Below:* Governor Tony Earl, with leading women's policy advocates, signs the legislation creating the new Council.





Women's Council
· Wisconsin ·

• Building bridges to improve the status of women in Wisconsin •

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