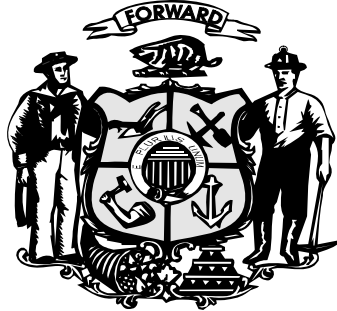


Wisconsin Women's Council



State of Wisconsin 2003-2005 Biennial Report

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Introduction

The Wisconsin Women's Council, an independent state agency created in 1983, consists of fifteen appointed members: the Governor's designee; six public members appointed by the Governor; two public members appointed by the President of the Senate; two public members appointed by the Speaker of the Assembly; two members of the Senate and two members of the Assembly. Members serve two-year terms, and are not compensated for their service. The Governor's Commission on the Status of Women, which existed from 1964 to 1979, precedes the Wisconsin Women's Council.

Mission Statement:

*The mission of the Wisconsin Women's Council is to enhance the ability of all Wisconsin women to participate fully in all aspects of life.**

** as defined by S. 16.01 of the Wisconsin statutes*

The Wisconsin Women's Council fulfills its mission through three key goals and objectives:

1. Promoting public and private sector initiatives at all levels that empower women through education and opportunity;
2. Providing a clearinghouse for information relating to women's issues and working cooperatively with related groups and organizations; and
3. Promoting unique opportunities for partnerships and involvement to address issues impacting women.

Priority Issues

Through Council meetings, testimony and reports provided by government, nonprofit and other organizations and individuals that advocate for the welfare of women and girls, the Council identifies priority work areas for action. In FY 2005, the Council began a process of discussion and review to identify strategic initiatives and priorities for the next biennium.

Time and staff limitations may mean that not all areas identified can be equally pursued within each two-year period. Further, new and emerging issues may require that the Council undertake some additional activities; these activities will be determined by Council members and initiated on an ad hoc basis.

2003-2005 Biennium

The Women's Council was reconvened during the biennium after a period of inactivity without staff or an active board. New Board members and a new Board Chair were appointed and first met in May 2004.

From May to September 2004, the Council worked with a part-time administrative coordinator who re-established an office for the Council, developed a web site and staff the new Council. The Council met in May, June, August and October 2004, considering administrative issues around options for staffing and organizing the Council and hearing testimony from government and community leaders regarding the status of women in Wisconsin. Following a competitive hiring process, the Council hired an Executive Director who took office in October 2004.

From October 2004 through June 2005, the Council initiated several policy research projects, hosted events, re-established partnerships with government and community organizations, and revitalized the Council's web site as a resource and clearinghouse about and for Wisconsin women and published an online "Women's Resource Directory." Details about the activities follow below.

In June 2004, the Council began a process of strategic planning building on the strengths of its bi-partisan membership and developing consensus around priority issues and programs for the 2005-2007 biennium.

Wisconsin Women's Council Members

The Council members, who vary by background, age, occupation and interests, represent women from throughout Wisconsin. Kristine Martinsek of Milwaukee serves as Council Chair and Jane Clark of Madison as Vice-Chair.

During the reporting period, the following individuals were appointed members of the Wisconsin Women's Council.

Name	Location	Appointment Expiration
Public Members Appointed by the Governor:		
Kristine Martinsek, Chair	Milwaukee, WI	07/01/06
Jane Clark, Vice Chair	Madison, WI	07/01/07
Joan Prince (Governor's Designee)	Milwaukee, WI	07/01/07
Renee Boldt	Appleton, WI	07/01/07
Nicole Bowman-Farrell	Shawano, WI	07/01/06 (<i>replaced Buffalo-Reyes</i>)
Jean Buffalo-Reyes	Bayfield, WI	07/01/04
Ann Peggs	Green Bay, WI	07/01/06
Arlene Siss	Platteville, WI	07/01/07

Public Members Appointed by the Assembly Speaker:

Amy Polasky	Racine, WI	07/01/06
Deb Jordahl	Madison, WI	07/01/05

Legislators Appointed by the Assembly Speaker:

Rep. Samantha Kerkman	66 th Assembly District	01/06/07
Rep. Judy Krawczyk	88 th Assembly District	resigned Aug. 2005

Two (2) Public Members Appointed by the Senate President:

Mary Jo Baas	Madison, WI	07/01/07
Kathy Blumenfeld	Madison, WI	07/01/04
Heather Smith	Deerfield, WI	07/01/06 (<i>replaced Blumenfeld</i>)

Legislators Appointed by the Senate Majority Leader:

Senator Carol Roessler	18 th Senate District	resigned Feb. 2005
Senator Mary Lazich	28 th Senate District	resigned Jan. 2005

BOARD MEETINGS

February 7, 2005

Testimony from Sharon Cantor, Milwaukee Women Inc. on Women on Public Boards and Elaine Maly, Women's Fund of Greater Milwaukee on their priorities in the greater Milwaukee area and generally on women's funds.

June 6, 2005

Presentations from Wisconsin Women's Funds.

September 14, 2005

Executive Task Force on Planning

December 5, 2005

Executive Task Force on Planning

Agency Information

Agency Budget:

<u>Fiscal Year</u>	<u>Budgeted</u>	<u>Actual Expenditures</u>
2005	\$105,400	\$98,563
2004	\$105,400	\$30,640

The agency budget includes about \$74,000 for salary and fringe benefits and \$31,000 for operating and program expenses. In 2004, the agency did not have staff and as a result, the \$74,000 salary line item was unspent. In 2005, the Executive Director came on board 3 months into the fiscal year resulting in savings to the fringe benefit line item. It should be noted that the Council's actual budget authority is \$107,100 including a \$1,700 unallocated reserve that is not available to the agency and not included in the totals above.

Staff

Christine Lidbury, Executive Director

Dana Garbarski, LTE (TOPjobs Intern, Summer 2005)

Funds permitting, the Women's Council participates in the State of Wisconsin's TOPjob (Targeted Opportunities Program) college summer intern program. Operated by the Office of State Employment Relations, the program provides a pool of racial/ethnic minorities, females, and persons with disabilities. The program provides selected undergraduate, graduate and vocational college students with paid, practical, on-the-job experience, training, and exposure to the Wisconsin Civil Service System.

The Council also leverages its limited staffing through use of unpaid college interns.

Other Required Reporting:

Wisconsin Statutes §230.215(4) requires reporting on flexible-time work schedules, additional permanent part-time positions and other alternative work patterns. The Women's Council receives personnel services and support from the Department of Administration (DOA) and uses the DOA Employee Handbook which states that: "The department encourages the use of AWP (Alternative Work Patterns) ... The department recognizes that AWP schedules may provide opportunities for individuals to productively use their skills, talents and abilities. It recognizes that a traditional, full-time work schedule may not meet the needs of individuals who, due to age, health, or family circumstances, find such a schedule conflicts with responsibilities outside of work." The Women's Council also fully complies with all requirements of family and medical leave laws. Council staff may also make use of a flexible-time work schedule from time to time to accommodate travel and attendance to meetings, speaking engagements or other work-related activities held during the non-standard state office hours such as in the evening or on weekends.

Programmatic Activities

WEB SITE

Much work went into web site expansion, improvement and maintenance over 2005. The site is designed to serve as a clearinghouse for information for and about Wisconsin Women. Visitors to the web site in 2005 have nearly doubled over 2004 levels when the web site was launched in mid-2004. 2005 web usage statistics are attached.

Women's Resource Directory. More than 350 entries. Expanded and updated by an undergraduate student intern, summer 2005.

Policy features and fact sheets, including minimum wage, social security reform, women in public office women and business ownership, angel (business financing) networks.

Guest feature articles, contributed by Wisconsin women celebrating and recognizing the role of women in transforming Wisconsin's social and economic climate and improving the status of women across the state.

RESEARCH

Improving Outcomes for Female Offenders

a. Intra-agency Advisory Group on Female Offenders, including WI Department of Corrections, WI Department of Workforce Development; WI Department of Health and Family Services, and WI Department of Commerce (public housing). Convened by the Women's Council, met twice in 2005.

b. Demographic Profile of Female Offenders
Demographic research conducted by the Women's Council in partnership with the WI Department of Corrections. Produced at the request of the Intra-agency Advisory Group to document how female offenders differ from their male counterparts and differ from one another by racial and ethnic group in their personal profiles and pathways to incarceration.

c. Female Offender Reintegration
Compilation and review existing inventories of social welfare support programs used by female offenders upon release to better assess how public benefits support or hinder reintegration.

Benchmarking Women in Elected Office

Initiated at the request of Lt. Governor Barbara Lawton. Statistics on women's representation in elected office in across Wisconsin, including state, county and municipal elected offices and school boards. Data has been collected and analyzed and a report is currently in drafting. The Department of Administration recently agreed to provide assistance in mapping our results to provide a better understanding of the distribution of women elected officials across the state.

Status of Women in Wisconsin, 2004 Update - Research Partner

Released in October 2004, the Women's Council continued to work with the Women's Fund of Greater Milwaukee to distribute and publicize the report as a tool for creating positive change.

The Update is an in- depth follow up focusing on women of color to the 2002 Status of Women in Wisconsin Report -- an important benchmark developed by the Institute for Women's Policy Research in Washington D.C. comparing how women in Wisconsin fare compared with women in other states. The 88-page Update includes focus boxes on African American, Native American, Hmong and Hispanic women. The result is a comprehensive look at the progress and challenges facing the diverse population of women throughout the state. Goals are to:

- increase awareness of women of color in the context of the status of women in Wisconsin;
- redefine debate over policy issues that affect women; and
- promote policy changes to improve the status of all women in Wisconsin.

Status of Girls in Wisconsin
feasibility assessment process

In partnership with the Women's Fund of Greater Milwaukee and Alverno College, convened a working group to assess the feasibility, cost and existing models for a public policy report on the status of girls. The effort is now being launched and research is expected to begin in 2006.

MEETINGS, CONFERENCES AND EVENTS

Expert Group Meeting on Girls Programming (January 2005 / Jane Clark, Chair)

Participants: YWCA, Pearls for Teen Girls, Girl Scouts, United Way, Girls in Charge Coalition, Girls Neighborhood Power

- a. Recommendation for statewide Report on the Status of Girls in Wisconsin
- b. Recommendation for pilot project on career mentoring for pre-teen girls
- c. Ongoing Advisory Group of leading organizations serving girls in Wisconsin

Women's Funds of Wisconsin Statewide Meeting and Reception, Madison (June 2005)

Participants included board members and staff of community women's funds from Milwaukee, Green Bay, Fox Valley Region, Janesville, Madison, Oshkosh, Kenosha and LaCrosse.

- a. Women's Funds of Wisconsin meeting. With the Women's Fund of Greater Milwaukee, hosted the first ever meeting of community women's funds from across Wisconsin. As a result of the meeting, women's funds around the state committed to supporting the effort to produce a Status Report on Girls in Wisconsin and set in place a process to continue regular dialogue between the women's funds about common issues such as fundraising, management and policy priorities.
- b. Hosted a reception the State Residence for the Women's Funds with elected and appointed officials and civic leaders. More than 100 attendees.

Women Soar, Oshkosh (June 2005)
Event Co-Sponsor

In conjunction with Experimental Aircraft Association's (EAA) AirVenture Oshkosh, the world's largest aviation celebration, EAA inaugurated Women Soar to celebrate the achievements of women in the field of aviation, technology, engineering, science, and to inspire young women and girls to consider and pursue the vast opportunities in these areas. With a focus on one-on-one mentoring, the two-day event brought together outstanding women who achieved success and recognition in their respective fields with girls in grades 8-12 that registered for the program. 83 girls registered for the 2005 programs and EAA hopes to double the number of participants in 2006. The Women's Council sponsored scholarships for 10 low-income girls from around Wisconsin to attend the program and participates on the event planning committee.

Women in Poverty Conference, Green Bay (October 2005)
Event Co-Sponsor and Workshop Leader

Organized by the Wisconsin Community Action Program Association, this annual conference draws over 250 people from throughout Wisconsin to focus on issues that affect low-income women and their families. The conference brings together human service professionals, government officials, low-income advocates, educators, community leaders, and low-income women to talk about achieving successful solutions to poverty.

- a. Workshop: On the Inside: Building a Profile of Women Inmates in Wisconsin State Prisons. Nicole Bowman-Farrell & Dana Garbarski
- b. The Women's Council provided conference scholarships for low-income women.

"Paving the Way" Conference, Milwaukee (November 2005)
Event Organizer in partnership with WI Dept. of Transportation

- a. Co-Hosted Conference Planning Committee with representatives from the Coalition of Labor Union Women, YWCA Madison, Wisconsin Technical Colleges, Women's Transportation Seminar of Wisconsin, Wisconsin Regional Training Partnership, Wisconsin Department of Workforce Development, and Federal Highway Administration.
- b. Paving the Way Conference, a half-day conference with more than 100 participants from industry, labor, government and training programs, including keynotes, networking and workshops on building and expanding career opportunities for women in the transportation industry both as skilled laborers and as business owners.
- c. TrANS 10th Anniversary Celebration Luncheon and sponsored TrANS Legacy Awards. The Women's Council was instrumental in founding the Transportation Alliance for New Solutions (TrANS) program, a successful and nationally recognized public-private partnership that apprentices women and minorities into skilled jobs in road construction.

Strongest Links Conference, Madison (January 2006)

Sponsored by the WI Department of Workforce Development and the WI Head Start Association, this conference is focused on linking child care and economic development strategies. The Women's Council is a co-sponsor, planning committee member and will host one of the conference workshops.

OTHER PARTNERSHIPS AND PROGRAMS

Governor's Financial Literacy Council
Council Member – Ann Peggs

Convened in March 2005, the Literacy Council consists of 20 members including the heads of six state agencies and top-level representatives from Wisconsin businesses, financial institutions and non-profit organizations. The Women's Council was offered a seat on the Financial Literacy Council to represent the diverse concerns of women around issues of financial literacy. The Literacy Council's mission is to advise the Governor on how government, private sector organizations and community groups can improve the levels of financial literacy and knowledge among un-banked individuals and low- and moderate-income families so they can more effectively access credit and participate in our evolving financial system. The Council met twice in 2005 and is now working in committees to develop and implement programs.

Women's Leadership Collaborations

- a. Milwaukee Women, Inc. Steering Committee Member. Worked closely on analyzing the data and report drafting for "A Time for Change" – benchmarking the status of women executives and board members in Wisconsin top public and private companies. (October 2005)
- b. Governor's Appointment Database for State Boards and Commissions. Developed in partnership with the Governor's Office to increase awareness and access to the more than 200 appointments made each year to state government boards and commissions. Available on the Women's Council web site.

Other Staff Presentations

Wisconsin Women in County Government Annual Meeting
Wisconsin Women's Network Annual Meeting
Wisconsin Women = Prosperity Advisory Group
Diversity Today, Cable TV (Milwaukee)
Girl Scouts of Wisconsin Executive Director's Retreat