



Women's Council
• Wisconsin •

State of Wisconsin

Biennial Reports

2019-2021

Wisconsin Women's Council Board | 2019-2021

Board Members (serving as of June 30, 2021)

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 a two-year term beginning July 1st.



**Chair
Vacant**



Ze Zang
**Interim Chair &
Governor's Designee**
Madison, WI



Dr. Jolene Bowman
**Stockbridge-Munsee Band
of Mohican Indians**
Bowler, WI



Rachel Fernandez
**Menominee Indian Tribe
of Wisconsin**
Neopit, WI



**Denise Gaumer
Hutchison**
Franklin, WI



Dr. Rosalyn McFarland
Brown Deer, WI



Nerissa Nelson
Stevens Point, WI

SENATE APPOINTMENTS (4)



Senator
designate legislative seat
Vacant



Senator Janis Ringhand
15th Senate District
Evansville



Alicia Dorsett
Waupaca, WI



Amanda Roddy
Brookfield, WI

ASSEMBLY APPOINTMENTS (4)



**Representative
Rachel Cabral-Guevara**
55th Assembly District
Appleton



**Representative
Jodi Emerson**
91st Assembly District
Eau Claire



**Public Member
Vacant**



Carrie Richard
Mazomanie, WI

Former Board Members: Patty Cadorin (past Chair). Lisa Armaganian, Cindy Block, Alderwoman Chantia Lewis, Kim Nickel, Senator Luther Olsen, and Shelby Schudlach. Served during the biennium between July 1, 2019 and June 30, 2021



Wisconsin has nearly 130,000 single mother households,* over 1 in 5 households with minor children [8]



WHEN RACE IS INCLUDED, EMPLOYMENT DISPARITIES ARE WORSE FOR SINGLE MOTHERS OF COLOR

SINGLE MOTHERS IN THE LABOR FORCE, FROM SEPTEMBER 2019 TO SEPTEMBER 2020 BY RACE/ETHNICITY [4]

White: 78.8% down to 73%



5.8% DECREASE

Black: 72.5% down to 62%



10.5% DECREASE

Hispanic: 76.5% down to 65.8%



10.7% DECREASE



*BLACK AND HISPANIC WORKERS SAW A DROP IN EMPLOYMENT ALMOST DOUBLE THAT OF WHITE WORKERS

“Job loss is due to the collapse of sectors where low-income women are concentrated, and single mothers are concentrated in low-wage jobs.”

Ariane Hegewisch, Institute for Women's Policy Research

92% of childcare workers are women
40% of childcare workers are women of color
1 IN 5 CHILDCARE WORKERS HAVE BECOME UNEMPLOYED SINCE FEBRUARY 2020 [5]

SINGLE MOTHERS HIT HARD BY JOB LOSS EARLY IN THE PANDEMIC

Percent of single mothers in selected low-wage jobs that became unemployed, April 2020 [3]

WAITRESSING



FOOD PRODUCTION



HOUSEKEEPING



PERSONAL CARE AIDES



CUSTOMER SERVICE



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WWC WEBINAR SERIES

Budget, Policy and Innovation

Helping Wisconsin Women Thrive



EARLY CHILDHOOD CARE & EDUCATION

Wednesday, May 26, 2021 ▪ 12:00 PM CST



Ruth Schmidt
Director

WeCa Wisconsin
Early Childhood
Association
wisconsinearlychildhood.org



Sarah Diedrick-Kasdorf
Assistant Director of
Government Affairs

WCA Wisconsin
Counties Association
wicounties.org



Nina Hutton
Director

The Clubhouse
Amery School District
[amerysd.k12.wi.us/district/
dist_clubhouse.cfm](http://amerysd.k12.wi.us/district/dist_clubhouse.cfm)

FAMILY CAREGIVING & CAREGIVER WORKFORCE

Tuesday, June 1, 2021 ▪ 12:00 PM CST



Lisa Pugh
Executive Director

The Arc Wisconsin
arcwi.org



Helen Marks Dicks
State Issues Advocacy
Director

AARP Wisconsin
aarp.org/wisconsin



Janet Zander
Advocacy & Public Policy
Coordinator

gwaar Greater Wisconsin
Agency on Aging Resources
gwaar.org





ECONOMIC IMPACT OF COVID-19 ON SINGLE MOTHERS

OVERVIEW

The COVID-19 pandemic has heavily impacted occupations where women's employment is highly concentrated such as the hospitality, leisure, and retail industries. Already on the economic margins, many single mothers face increased economic risk and uncertainty. This factsheet looks at the risk factors and available data on the socio-economic impact of the pandemic on single mothers.

- 66% of low-wage jobs lost during the pandemic were occupied by women nationally [1]
- Women account for 55% of all jobs lost across the U.S. since the beginning of the pandemic [2]
- Wisconsin has nearly 150,000 single mother households,* over 1 in 5 households with minor children [8]

▶ FAST FACTS (U.S.)

1 IN 5 CHILDREN LIVE IN SINGLE MOTHER HOUSEHOLDS [3]



30% OF SINGLE MOTHER LED HOUSEHOLDS ARE LIVING IN POVERTY*[3]



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SINGLE MOTHERS HIT HARD BY JOB LOSS EARLY IN THE PANDEMIC

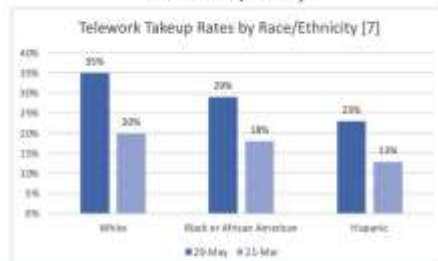
Percent of single mothers in selected low-wage jobs that became unemployed, April 2020 [5]



Economic Impact of COVID-19 on Single Mothers

WORKING FROM HOME IS NOT ALWAYS POSSIBLE

Low-wage jobs often do not allow workers that ability to telework or work from home. This disproportionately affects women and women of color as they are the largest demographics of low-wage workers. The Bureau of Labor Statistics estimates that 49% of white workers have the ability to work from home along with 40% for Black and 25% for Hispanic workers [6]. When looking at the take up rates of the ability to work from home during the pandemic, we see the same disparities between race/ethnicity.



RESOURCES AND SUPPORT

▶ Hope Network for Single Mothers

The Hope Network is a resource for single mothers in the Milwaukee area. This organization helps educate and provide financial support to single mothers in need.

<https://www.hopenetworkinc.org/>

▶ Wisconsin Department of Families and Children

The Wisconsin Department of Families and Children offers a range of support for single mothers and families in need across the state. Assistance programs exist for housing, employment, childcare, and many other areas of need for single mothers.

<https://dcf.wisconsin.gov/w2/parents/supportive-services>

▶ Wisconsin Works (W-2)

Wisconsin Works is an assistance program for low-income and/or unemployed parents in Wisconsin. This program not only offers financial support, but also provides educational support for sustainable financial security.

<https://www.benefits.gov/benefit/1684>

See the full report for sources and notes on the data. The pandemic disrupted data collection processes for many data sources, including the US Census Bureau. Even so, typical lag times between data collection and reporting fails to address the current need for real-time data on the effects of pandemic-related shut downs and job loss, that are both unprecedented in recent times, and changing rapidly. This is particularly true for women in areas such as paid and unpaid work, childcare, caregiving, mental health, and the challenges of potential return to work, as well as different subgroups of women (race, ethnicity, mothers, low-wage workers, etc.). This report has compiled the most currently available data on these topics from public databases and leading researchers.



As we celebrate women's vote, from enactment of the 19th Amendment to the Voting Rights Act to the 2020 Centennial and all the progress women have made in the last 100 years, we recognize there is work still to be done. The passage of the 19th amendment was just the

beginning of the struggle for true voting rights for all.

Women Who Inspire was designed to use the Wisconsin 19th Amendment Centennial Celebration Committee's website to highlight the diversity of women and girls across the state who are working today to carry forward the ongoing work of social change to increase parity for women and girls.

With the message *WHO INSPIRES YOU?*, members of the Centennial Committee were invited to nominate one woman from their community (district, area of the state, professional field, etc.), working today for social change to increase parity for women and girls. Nominees were featured on the website to more diversity - race, ethnicity, age, geography, etc., to the conversation about suffrage and social change.

As 2020 progressed and the COVID-19 shut down kept us in our homes and put a stop to events and gatherings, planning for an in-person celebration also stopped. The Committee decided instead on a statewide celebratory bell-ringing, to take place at noon on August 26, 2020.

The Women Who Inspire made a video with First Lady Kathy Evers to advertise the event. In the clever video, each woman was given a script, a handbell, and directions to create their own video. At the end of their remarks they appeared to pass the handbell off camera to the next speaker. The individual segments were stitched together to create a fun short PSA inviting the public to join in the statewide bell-ringing on August 26th. Groups and individuals subsequently submitted videos of their home-based or local bell ringings, which were then posted on the website.

Watch the video at:

<http://bit.ly/WomenWhoInspireVideo>

Did you know: On Aug. 26, 1920, when then-US Secretary of State Colby announced the successful passage of the 19th Amendment to the U.S. Constitution, Carrie Chapman Catt asked that whistles and bells be sounded at noon. On Aug. 26, and the days that followed, cities across the United States celebrated by ringing bells and whistles at noon.



Wisconsin 19th Amendment Centennial Celebration Committee

<https://WomenVoteWI.wi.gov>

The Women's Council created a website for the Suffrage Centennial Committee in the lead up to the 100th Anniversary in August 2020.

NEWS AND CALENDAR The site provided a home for news about the 100th Anniversary event plans in Madison and localities across Wisconsin.

K-12 TEACHER RESOURCES A Resource page provided a central spot for teachers to find suffrage-related educational materials and resources.

**VIRTUAL
WOMEN'S SUFFRAGE
CENTENNIAL
CELEBRATION**

AUG. 26, 2020

NOON CST
1:00 p.m. EST
11:00 a.m. MST
10:00 a.m. PST

Ring Bells at Noon CST to celebrate the milestone of 100 years of women's right to vote.

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It is important to acknowledge that the women's suffrage movement did not guarantee voting rights for everyone. The passage of the 19th amendment was just the beginning of the struggle for voting rights for all. We Stand on Their Shoulders...

Wear White

Purple, gold, and white were the colors worn by American suffragettes during parades and marches. White colorful sashes and pins were also worn, white dresses stood out in a crowd and were a distinctive statement of the movement.

Tag us
on Facebook or Instagram
@WisconsinHistoricalSociety
for a chance to be featured.

Use hashtags
#WomensVote100
#WIVotesforWomen
#BIGHistoryIsHappening



FOR MORE INFORMATION VISIT
wisconsinhistory.org/votesforwomen



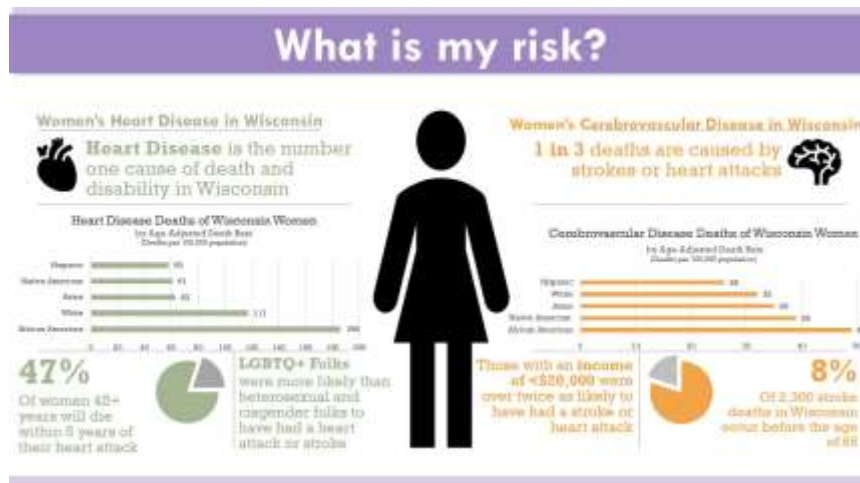


Wisconsin Hearts – Barriers, Challenges and Opportunities for Women’s Health project developed by the Wisconsin Department of Health Service, Chronic Disease Prevention Program, and the Wisconsin Community Health Fund, Inc., which invited the Women’s Council to develop a distribution arm to collect data from women, as part of their upcoming Healthy Hearts Survey. The purpose was to enhance data and understanding of health disparities in female populations at risk for hypertension and cardiovascular disease with a focus on improving heart health.

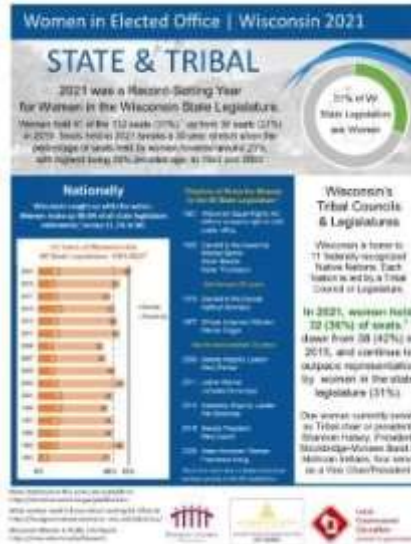
The distribution schedule for the survey was February and March 2020. The subsequent rise of the pandemic and shut downs that ensued disrupted the survey schedule. In the months that followed, the Council continued to seek out community partners to assist with survey distribution, but the crisis that was unfolding made it difficult to get the assistance needed and anticipated for a successful survey response outcome. In addition, planning anticipated paper copy on-site survey work as target groups from underserved and lower-income communities that may not have access or be receptive to an online request. WWC had the survey translated into Hmong and Spanish, for distribution as appropriate to community partners.

DHS supplemented survey responses with Focus Groups to increase the quality of the data and use it as a centerpiece of the DHS Healthy Hearts Virtual Symposium. Survey responses were used for discussion with experts in the field of chronic disease prevention and other practitioners.

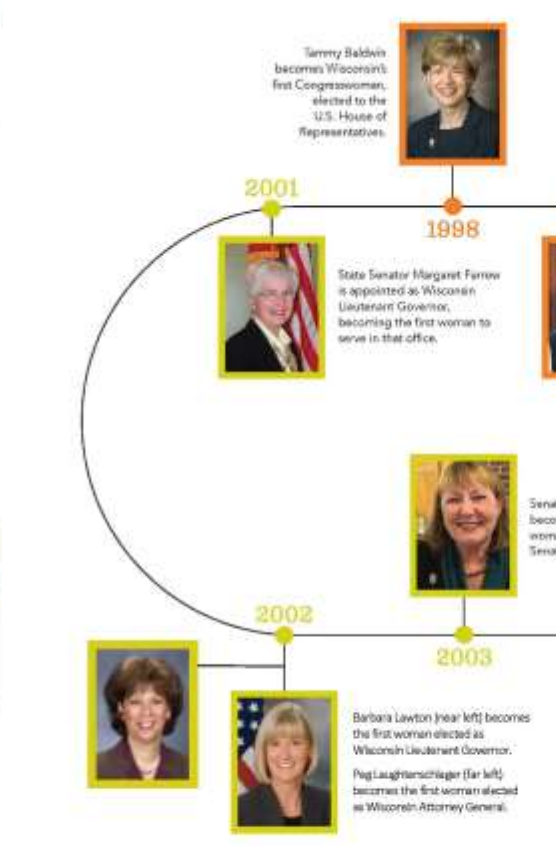
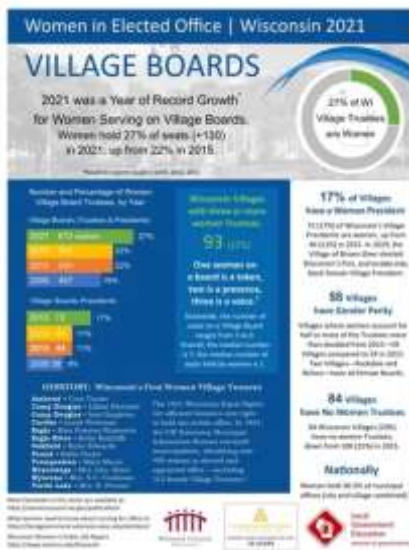
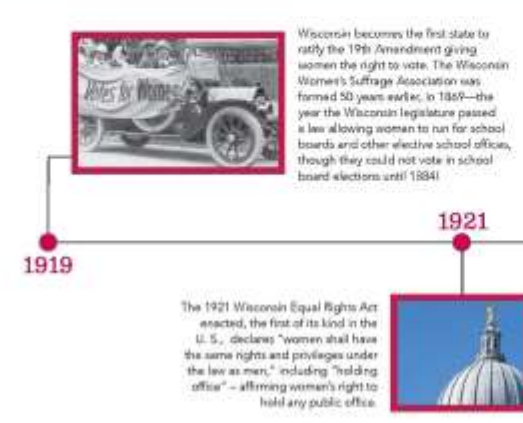
The Council also developed a Know Your Risks heart health tri-fold brochure, in English and Spanish, for use at conferences and events, and display on the website.



Women in Elected Office State & Local Government 2021 Updates



100 Years



of Wisconsin Women's Political Firsts ·

1923 A survey of Wisconsin cities and villages by the University of Wisconsin's Municipal Information Bureau identified more than 400 women in public office. About half sat on school and library boards, where women had served since 1869, but the list now included Wisconsin's first female female mayor, county supervisor and sheriff, nine alderwomen, 12 village trustees and dozens of clerks and treasurers.

1923 Ada Deer becomes the first woman in history to lead the U.S. Bureau of Indian Affairs (BIA).

1923 Debra Smith becomes Wisconsin's first female State Treasurer. Initially appointed to fill a vacancy caused by her husband's death, she was subsequently elected to the office.

1957 The Governor's Commission on the Status of Women is established, with Kay Clasenback as Chair, following the Wisconsin Conference on the Changing Status of Women.

1964 Virginia Hart becomes the first woman appointed to a Governor's Cabinet post in Wisconsin as Secretary of the Department of Regulations and Licensing.

1964 Barbara Thompson becomes the first woman elected as Wisconsin's State Superintendent of Education.

1972 Val Phillips becomes the first woman elected as Wisconsin Secretary of State and the first African American woman in the nation elected to a statewide office. Among her many "firsts," she was also the first African American woman to serve as a judge in Wisconsin (1971).

1974 Kathryn Morrison becomes the first woman elected to the State Senate.

1974 Shirley Abrahamson becomes the first woman to serve on the Wisconsin Supreme Court.

1977 Maria Coggi becomes the first African American woman to serve in the Wisconsin State Legislature. She is elected to the State Assembly.

1978 Wisconsin Women's Council formed as a permanent state agency governed by a bi-partisan Board appointed by the Governor and Legislative Leaders.

1983 Senator Susan Engleleiter becomes first woman to serve as Senate Minority Leader and first female Administrator, U.S. Small Business Administration (1989).

1985 Representative Betty Jo Nelson becomes first woman to serve as Assembly Minority Leader.

1987 JoCasta Zamarripa becomes the first Latina woman to serve in the Wisconsin State Legislature. She is elected to the State Assembly.

1993 Shirley Abrahamson becomes Wisconsin's first female Supreme Court Chief Justice.

1996 Ada Deer becomes the first woman to lead the U.S. Bureau of Indian Affairs (BIA).

2004 Owen Moore becomes Wisconsin's first African American Congresswoman, elected to the U.S. House of Representatives.

2011 JoCasta Zamarripa becomes the first Latina woman to serve in the Wisconsin State Legislature. She is elected to the State Assembly.

2012 Tammy Baldwin becomes Wisconsin's first female U.S. Senator and the first openly gay U.S. Senator.

2014 Representative Pat Strachota becomes first woman to serve as Assembly Majority Leader.

2015 Senator Mary Lazich becomes the first woman to serve as Senate President.

2019 Carolyn Stanford Taylor becomes the first African American woman to serve as Wisconsin Superintendent of Public Instruction.

2021 Francesca Hong becomes the first Asian American woman to serve in the Wisconsin State Legislature. Elected to the State Assembly.



PROGRAMS & PARTNERSHIPS

Women’s Fund of Greater Milwaukee

The Council served as a sponsor for the Womens Fund’s Flash Grants program, to provide small grants to area non-profits working to support women’s mental health during the COVID-19 pandemic. Flash grants are designed to provide small amounts of immediate funding to address critical needs and support community response, outside an annual grants-making cycle. The effort supports the community response to COVID’s impact on mental health and the well-being of women in underserved neighborhoods. The Women’s Fund managed the grant-making aspects of the initiative. As a sponsor, the Council had a seat on the grant review subcommittee and will have the opportunity to follow up with the grant recipients on their work and outcomes. The Women’s Fund awarded grants to:

- ✦ Cathedral Center: “This grant supports the purchase of the “Beyond Trauma” curriculum, as well as additional supplies to support this expanded clinical support.
- ✦ Core El Centro: “This grant increases our use of the National Acupuncture Detoxification Association (NADA) auricular acupuncture protocol for women experiencing trauma associated with domestic violence and sexual assault, behavioral / mental health issues, chronic pain, and addictions.”
- ✦ Foundations for Freedom, Inc.: “This grant expands services our clients with increased mental health indicators. The helps cover the cost of facilitating yoga sessions, art therapy, financial planning and a licensed counselor for urgent needs.”
- ✦ Hmong American Women’s Association: “This grant supports a two-hour mental wellness virtual gathering with 15-20 Hmong women domestic and sexual violence survivors in Milwaukee. The session will also include a self-care art kit that the group will do together.”
- ✦ Ma’ruf Center for Youth Innovation: This grant funds a partnership with the Milwaukee Wellness Collective to help bring unique wellness activities to the neighborhood. There is a stigma around receiving help with one’s mental health in the brown and black communities. Maruf has been diligently working to remove this stigma and raise awareness. (Ma’ruf expanded to a broader family and community center focus during the pandemic.)

Milwaukee Women inc

The Women’s Council continued its long-standing relationship as a MWi’s research partner for its annual report on gender diversity in the leadership for Wisconsin’s largest public and private companies. Representatives of the Women’s Council serve on its steering and research committees. The Council collected and analyzed data for two reports released during the biennium: *Building Momentum: 2019 Research Project* (Oct 2019) and *Moving the Needle: 2020 Research Report* (Oct 2020).

Formed in 2002, MWi is a collaboration of executive and professional women working to change the face and quality of leadership through the advancement of women. MWi researches and publishes annual reports benchmarking women in leadership roles (executives and board directors) in Wisconsin’s largest public and private companies. MWi also works to accelerate the advancement of women in key leadership positions.

<https://milwaukeewomeninc.org>

Child Support

The Women’s Council was invited again to serve on the WI Department of Children & Families (DCF) 2020 Wisconsin’s Percentage of Income Standard Guidelines Review Committee of the Wisconsin Child Support Quadrennial Review Project. Originally scheduled to begin in June 2020, the Committee’s work was suspended due to COVID. The Committee was reconvened and virtual meetings held in August and September 2021, with the final report submitted in November. Topics reviewed included: Income Imputation/ Evidence of Income; Equivalent Care; Serial Family Payor; and Health Insurance. Details can be found at:

<https://dcf.wisconsin.gov/cs/orders/guidelines>

Patty Cadorin and Christine Lidbury, Members
IWL Pay Equity Conference Steering Committee
Institute for Women’s Leadership (IWL), Marquette University

Christine Lidbury, Member, Research Committee
Women in Public Life Survey & Report
Alverno College, Center for Research for Women & Girls

AGENCY OPERATIONS

Women's Council Staff and Office

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

Christine Lidbury, Executive Director

The Women's Council has one permanent full-time position. This is periodically supplemented by interns and LTE staff for special projects.

Interns

Daniel Fitch, Shelby Foss, Amanda Gonzalez, Madelyn Adler & Hayley Jasinski

The Council benefited from over 300 hours of staff time 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 follows the WI Department of Administration's policies and procedures related to Affirmative Action and Equal Employment Opportunities.



ON THE MOVE! The Women's Council, housed in the Wisconsin Department of Administration Building, relocated to the 5th Floor with new space that offers intern working stations and a small meeting.

BOARD MEETINGS

Women's Council Board Meetings

Women's Council Board Meetings

September 4, 2019 • December 4, 2019
March 4, 2020 • June 3, 2020 • September 9, 2020
December 2, 2020 • March 3, 2021 • June 2, 2021

Women's Council Committees

MMIW Awareness Day Planning

Rachel Fernandez, Chair

Hmong Story Quilt Project, Mental Health Struggles, Strategies & Resiliency

Ze Yang, Chair with Christine Lidbury

Untold Stories of Wisconsin Women

Denise Gaumer Hutchison, Chair

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

Presentations to the Board

Martina Gollin Graves, President/CEO, Mental Health America of WI & Shaheen Saiyed, Program Director MA'RUF (Milwaukee)

Women & Mental Health & Wellness in underserved communities, in the context of COVID

Gina Green-Harris, HEC Chair, & Director, Center for Community Engagement and Health Partnerships, UW School of Medicine and Public Health
Governor's Health Equities Council (HEC)

Diara Parker Vice President of Operations + EQT
Consultant EQT By Design (DHS Project Consultant)
DHS Chronic Disease Prevention Unit's Healthy Hearts Survey Plan & WWC Partnership

Rebecca W. Cohen, MS, Health Systems Coordinator, WI DHS, Div. of Public Health, Chronic Disease Prevention Unit & Rebecca Thompson, MPH, Executive Director, Wisconsin Community Health Fund
Women & Heart Disease—Possible Partnership Opportunity with Healthy Hearts Project



Women's Council
· Wisconsin ·

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

WOMENSCOUNCIL.WI.GOV
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