

**Advisory Task Force on Expanding the Economic Security of Women**

Meeting # 7

November 3, 2021

5:00 p.m. to 7:00 p.m.

**Topic:** Problem Definition

**Meeting Goal:** Pull together problems identified during task force discussions from first five meetings to generate consensus on targeted challenges the task force seeks to address.

**Start Time:** 5:00 p.m.

**End Time:** 7:00 p.m.

**Members in Attendance:** 9/15

**Location:** Teleconference/Zoom

**Voting Members in Attendance**

Batala McFarlane  
Betty Folliard  
Christina Ewig  
Connie Smallman  
Erin Maye Quade (co-chair)  
Kate Perushek  
Cheniqua Johnson  
Alene Tchourumoff  
Sadia Tarannum

**Public/Guests**

Katie Lim  
Iris Happo  
Un-named telephone number 612-644-8320  
Un-named telephone number 612-251-9421  
Dominque Murray

**Ex-Officio Members in Attendance**

Liz Kramer  
Melissa Raphan  
Bethany Winkels

**Attorney General Staff in Attendance**

Liz Kramer  
Dan Murphy  
Caitlin Micko  
Kelly Kemp  
Angelica Klebsch

Note: Attendance based on Zoom usernames, some in attendance may have been missed.

**Minutes**

**I. Opening Remarks, Review Agenda, Meeting Topics and Goals, Approval of Minutes.**

- Meeting called to order at 5:04 by Co-Chair Erin Maye Quade.
- Quorum not present. Previous minutes cannot be approved.

**II. Public Comment.**

No public members wished to comment.

**III. Whole Group Discussion: Values Statements.**

- Angelica started the conversation at 5:09 p.m., reviewing the work completed during the previous meeting (systemic themes/structural values and dissection of WESA). The discussion was as follows:
  - Melissa Raphan: What does structural values mean? Let's use descriptive words- what about systemic issues? Societal issues?
  - Betty Folliard: Change "constitution" to "constitutions"
  - Bethany Winkels: What about "lived experience" or "societal drivers?"
  - Angelica: This could be our report's introductory sentence: These are the experiences that women have, this report will explain those experiences and offer solutions going forward.
  - Erin Maye Quade: Seeing both as societal issues. Is there a way to bifurcate the things we've laid out? Or things that have created those issues?
  - Christina Ewig: Experiences are different across different women and the intersectionality they may experience. Should we begin with intersectionality if starting with experiences and the variety of experiences, moving toward equality and equity, autonomy and dependency, care, trying to place what we have into even bigger categories? Then what we have in the jam board slides can move into the issues.
  - Alene Tchourumoff: If it is a drag on women individually then there is a drag to society broadly.
  - Erin Maye Quade: So many things just stem from where women "belong" and how they should "behave" – there are just societal expectations. Society was created with the expectation that women would not be full participants.
  - Liz Kramer: What about the opportunities for girls? There needs to be transparency- the ability for people to figure out what they're making vs others. Also look at how difficult it is for women to be in government/public office/governance.
  - Angelica: Let's put a pin in this and get into the concrete work/problems.

#### WESA

- Kate Perushek: Added things to the Jamboard slides: people are being discriminated at work due to care responsibilities. WESA was trying to put protections for care giving responsibilities into workplace against employment discrimination. We haven't really addressed childcare work force.

- Betty Folliard: Biggest concern is that only 70 women were reported to have benefited from WESA. It is not far reaching.
- Kate Perushek: More women probably were affected but are still not aware of rights.
- Connie: In construction/trades union- issue is just getting names of women in union when we don't even know who they are. Ideas of how to share WESA information to more women and employers. Should we still come up with ideas on how to increase awareness on WESA?
- Melissa Raphan: Could address privacy concern at various enrollment/annual registration etc.
- Bethany Winkels: Not just wanting women to get information, everyone should get information about WESA. How do we move around from "opting in" vs the expectation? Men should go through training too! Everyone needs to be aware of WESA.
- Liz Kramer (in chat): Should go beyond just requiring it in a handbook, but require it to be sent out to everyone.
- Cristina Ewig: Biggest concern- WESA doesn't impact lowest wage workers who don't have sick leave, so many workers work for businesses with fewer than 20 employees. Add to slide 6- wage gap provisions. We have a comparative worth law that applies to public sector- we should revisit it- we should also be valuing traditional feminine jobs equally.
- Alene Tchourumoff: Could be hard to put into statute, but the FED does equity analysis by job class to ensure there aren't statistical variations by genders across the board.

#### **IV. Break.**

Break from 5:44 p.m. to 5:55 p.m.

#### **V. Small Group Work**

- Members broke into four small groups working on problem definitions.
- Reconvened at 6:51 p.m.
- Angelica will sort/organize the problems for solutions next time. Angelica asked, where else do we need to dig deeper?
  - Pink tax
  - Socioeconomic status of covid-19 pandemic
  - ERA deep dive
  - What is happening at legislature?

- Erin Maye Quade: We should dig deeper in data collection. There are lots of experts in agencies that know about issues- are there simple changes we can change about data collection?
- Bethany Winkels: What are the standards that the State has for analysis and research? The Fed has some, but should the state put in a standard? What about previous commission of economic security of women? What data is being collected?
- Betty Folliard: We need to get the State Office of Economic Security of Women funded again; the statutory language exists but funding went away.
- Erin Maye Quade: The legislature also passes laws and says “see we fixed it!” What about reporting back? Is there an effort in taking a review at laws?
- Cheniqua Johnson: How does citizenship play into it?

## **VI. Wrap Up and Adjournment.**

Meeting adjourned at 7:03 p.m.

Next Meeting: November 16, 2021