



*iccw*

Interagency Committee  
for Change by Women

## A YEAR IN REVIEW

### JULY 2018-JUNE 2019

*Interagency Committee for Change by Women (ICCW) is a diverse group of dedicated and dynamic state employees, with the goal of creating positive change for all state workers and women as a whole. ICCW moves toward proactive and positive change by improving educational opportunities; monitoring, measuring, and reporting pay scale equalities; observing legislative effects on state employees, and promoting state employees through public relations.*

#### **CHAIR**

KARENDE HERMAN  
(406) 444-5581

#### **VICE CHAIR**

EMILY EWART  
(406) 444-4194

#### **SECRETARY**

SAMANTHA CHASE  
(406) 444-5699

#### **TREASURER**

FEBE GEMPLICH  
(406) 444-7354

#### **HISTORIAN**

JOHN PAVAO  
(406) 444-3984

#### **COMMUNICATIONS**

LEAH HATHAWAY  
(406) 444-2446



## COMMUNICATIONS

- Updated ICCW branding including logo and style guide
- Updated ICCW website and Facebook
- Created new email account for better communication and event scheduling



## COMMUNITY SUPPORT



ICCW organized the February 11-15th, 2019 Food Drive. With 17 bin locations they gathered over 1,000 pounds of donations and \$100.



ICCW had a fundraiser at Crooked Furrow Brewery on May 21, 2019

- \$1 of every pint sold helped the committee continue to work and grow
- Provided the opportunity to talk about efforts so far this season
- Discussed upcoming goals and events of ICCW
- Enjoyed a local establishment and food truck

## NETWORKING

A Welcome Social at the Brewhouse October 3, 2018 from 6-8 p.m. that provided ICCW members and non-members a networking opportunity.



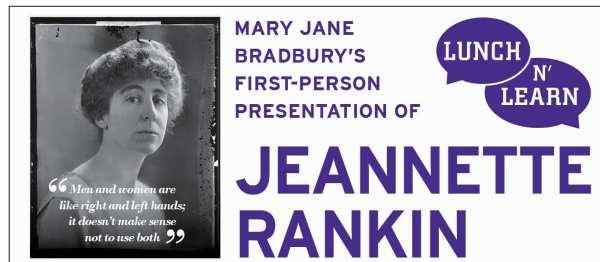
Legislative Tracking- updated 3/20/2019

Bill Type / Number	Bill Draft	Sponsor	Title	Status	Committee	Description
HB 064	LC0243	B. Grubbs	Revise life and health guaranty association laws	Passed	N/A	GENERALLY REVISING LAWS RELATING TO INSURANCE FINANCIAL LAWS; REVISING THE LIFE AND HEALTH INSURANCE GUARANTY ASSOCIATION; (addresses long term care, protects consumers in cases of insolvency)
HB 175	LC294	J. Dooling	Provide for state employee pay plan	Passed	N/A	APPROPRIATING FUNDS TO IMPLEMENT PAY REVISIONS AND PER DIEM ADJUSTMENTS; REVISING STATE EMPLOYEE PER DIEM RATES; EXTENDING EMPLOYER GROUP BENEFIT CONTRIBUTIONS; <a href="https://hilevel.com/news/state-and-regional/govt-and-">https://hilevel.com/news/state-and-regional/govt-and-</a>

## TRACKING LEGISLATIVE SESSION

Tracked and provided 2019 Legislative Updates regarding legislation involving state employees, wages, etc. Our Chair, KarenDe Herman provided testimony in support of House Bill 208, "Establishing Family Medical Leave Insurance."

## LUNCH AND LEARNS



## EQUAL PAY TASK FORCE AND EQUAL PAY DAY

Samantha Chase attended meetings of the Equal Pay for Equal Work Task Force on behalf of ICCW. ICCW participated in the Equal Pay Day at the Capitol on April 2, 2019, and at an evening UnHappy Hour event at Snow Hop Brewery.



## HEALTH FAIR

ICCW had a booth at the Health Fair April 22, 2019 in the rotunda and gave away a gift basket, advertised about upcoming events, and informed state workers about ICCW.







## EXCELLENCE IN LEADERSHIP AWARDS

The 2019 Excellence in Leadership Awards (ELA) Subcommittee put together a successful awards ceremony on May 16, 2019 in the Old Supreme Court Chambers, followed by a lovely reception in the Capitol Rotunda. We were honored to have Lieutenant Governor Mike Cooney as our guest presenter. Seventeen individuals were recognized for their outstanding contributions to promoting women in the workplace: 13 in State Government, two in the Public Sector, and two in the Private Sector.

### Call for Nominees:

Prior to distribution, the committee streamlined the nomination packet language and the Communications Officer updated the design for all related materials. The Communications Officer distributed the nomination materials to state agencies, and posted them on the ICCW website and Facebook page. We also distributed the packet to an updated list of local chambers of commerce, the Montana Non-Profit Association, Montana Economic Developers Association and press list. Due to an initially low number of nominations we extended the deadline by five days, resulting in seven additional nominations.

### THE WINNERS!

- Karen Wood, Employee Assistance Program, MT DOA
- Roe Erin, YWCA Missoula
- Jennell Day, PEAK Physical Therapy and Sports Rehab



# JUNE 7 2019

## Take Our Daughters & Sons To Work® Day 11am-3pm | On the Capitol Grounds

Walking Tours | DMA-Tornado Machine | Career Exploration Booth & Mock Interviews  
OPI-Indian Education with Native American Games | DPHHS-EMS Training and Food Born Illness  
Education Niceness is Priceless | Free Admission to MT Historical Society with state employee & ID Badge  
Smokey the Bear | Yoga on the Lawn | Food Trucks and much more!



At 11am Governor Bullock will kick-off, MT Youth Challenge Academy will present the Colors and Grand Street Theatre Children will sing the National Anthem.

Inspire the next generation by participating in fun activities and interactive booths. Join us in showing our Montana Youth the importance of State Government.

[hr.mt.gov/iccw](http://hr.mt.gov/iccw) | [facebook.com/montanaICCW](https://facebook.com/montanaICCW)

## TAKE OUR DAUGHTERS AND SONS TO WORK DAY:

The Interagency Committee for Change by Women (ICCW) hosted "Take Your Kids to Work Day", on June 7, 2019.

This event stems from the traditional 'Take Our Daughters and Sons to Work Day' which was held this year on April 25th and is the 25th Anniversary of the National event.

The event started off with a Kick Off presentation at 11:00-3:00(3:30), and had various presentations, food trucks, fun activities, such as a guided walking tour and mock interviews.

Significant recent changes:

- No pre-registration required
- No cap on attendance
- No age restriction
- Required participating children to be accompanied by a responsible adult.
- Sent out flyers to schools inviting parents to bring their children to the Capitol to see what is available in State Government.
- Commitment from the Governor's office to get the word out! (higher attendance and more fun!)

