



NOTICE OF MEETING

**California Commission on the Status of Women and Girls
Business Meeting
Monday, October 10, 2016
4:15-5:30pm
Anaheim Hilton, Board Room
777 West Convention Way, Anaheim CA**

One or more of the Commissioner(s) will participate in this meeting at the teleconference sites listed below. Each teleconference location is accessible to the public and the public will be given an opportunity to address the Commission at each teleconference location. The public teleconference site(s) for this meeting are as follows:

900 N Street Suite 390 , Sacramento, CA 95814

222 E. Carrillo St. Suite 309 Santa Barbara, CA 93101

1000 North Central Avenue, Suite 240, Glendale, CA 91202

Other locations TBD

Further Teleconference sites may be added. Public comments will be taken on agenda items at the time the specific item is raised, unless it is a closed session item. Agenda items may be taken out of order to accommodate speakers and to maintain a quorum. Please check the Commission's website for updates, as the meeting may be rescheduled. For verification of the meeting, access the Commission's website at www.women.ca.gov. Time limitations for discussion and comment will be determined by the Chair.

- I. Welcome and Call to Order – Chair
- II. Roll Call
- III. Establish Quorum – Approve Agenda
- IV. Approve Minutes of August 8, 2016, Commission Meeting
- V. Chair's Report
- VI. Executive Director's Report
- VII. 2016 Program and Policy Priorities Updates
 - Engaging Women and Girls in STEM
 - Initiatives:
 - MWM CA - CCSWG-UC Davis Partnership – Beth Broome
 - MentorCloud Pilot
 - National Summit Presentations
 - Southern CA Event with Senator Holly Mitchell
 - CCSWG- CA Department of Education Partnership
 - STEM Symposium
 - Roundtables

- NGSS Teacher Training Module rollout
- Pay Equity
 - October 24th Taskforce Meeting
 - Interim Report Plan
- Aging, Women and Poverty in California
 - White Paper Update
 - Possible Next Steps with CCoA and CWLC

VIII. Commission Items

- 2016-17 Commission Meeting Calendar
 - Full Commission and Executive Committee
- Commission Financial, Budget and Accounting updates

IX. Legislative Women’s Caucus & Select Committee updates

X. Public Comment – including matters not on the agenda*

XI. Closed Session if necessary

A. If necessary, consideration of personnel matters pursuant to Government Code section 11126(a) (1).

B. If necessary, consideration of potential litigation matters pursuant to Government Code section 11126(e) (1).

XII. Adjourn

* In addition to public comment regarding each agenda item, the Commission affords an opportunity to members of the public to address the Commission on items of interest that are within the Commission’s jurisdiction but are not on the noticed agenda. The Commission is not permitted to take action on items that are not on the noticed agenda, but may refer items for future consideration.

Disability Access

Any person with a disability who wishes to receive this Notice and Agenda in an alternative format, or who wishes to request auxiliary aids or services to participate in the meeting of the Commission, in accordance with State or Federal law, should contact Nancy Kirshner-Rodriguez at 916-651-5405 not later than five (5) business days before the noticed meeting day. The Commission and its subcommittees comply with the Americans with Disabilities Act by ensuring that the meeting facilities are accessible to persons with disabilities, and providing that this notice and information given to the members of the board is available to the public in appropriate alternative formats when requested.

Contact Information

Please contact Nancy Kirshner-Rodriguez at 916-651-5405 or nancy.kirshnerrodriguez@women.ca.gov to submit written material regarding an agenda item or to request special accommodations for persons with disabilities, or non-English language translations. Requests for information prior to the meeting may be directed to Emily Van Atta at the California Commission on the Status of Women and Girls at Emily.Vanatta@women.ca.gov or 916-651-5405.

To view this agenda online please visit our website at www.women.ca.gov.

California Commission on the Status of Women and Girls

By-Laws

I. POWERS, AUTHORITY, AND FUNCTIONS

1.1 **Powers and Authority.** The Commission on the Status of Women ("Commission") shall have the powers and authority set forth in Government Code sections 8244 and 8246, as amended from time to time, and such other powers and authority as the California Legislature ("Legislature") shall from time to time establish.

1.2 **Functions.** The Commission shall:

- a. Advise the Legislature and the Governor on matters of particular concern to women;
- b. Initiate, promote, and take appropriate steps to inform the public about legislation and proposed legislation affecting women;
- c. Collect and disseminate information on issues of concern to California women;
- d. Coordinate group and individual activities throughout the state regarding Commission programs and priorities;
- e. Provide technical and consultative assistance and advice on matters relating to the needs of California women; and
- f. Perform such other functions as are set forth in Government Code, section 8245, as amended from time to time.

II. MEMBERS

2.1 **Members.** The members of the Commission (individually, "member" or "Commissioner;" collectively, "members" or "Commissioners") shall be those individuals designated in Government Code section 8241, as amended from time to time.

2.2 **Term.** The terms of office of the members of the Commission shall be as set forth in Government Code sections 1774, 1774.2, and 8241, as amended from time to time.

2.3 **Compensation.** Public members of the Commission shall be entitled to reimbursement for expenses incurred in the performance of Commission business and the per diem set forth in Government Code section 8242, as amended from time to time.

2.4 **Commissioners' Activities.** Commissioners shall:

- a. Attend Commission meetings;
- b. Participate in project development and implementation;
- c. Serve on committees;
- d. Represent the Commission as requested by public invitation; and
- e. Work with the Legislature and the Governor's office to advocate the Commission's legislative priorities.

III. MEETINGS

3.1 **Regular Meetings.** Regular meetings of the Commission shall be held no less than four (4) nor more than twelve (12) times during any fiscal year of the Commission.

3.2 **Special Meetings.** Special meetings of the Commission may be called by the Chairperson (as Hereinafter defined) or by a written request signed by any five (5) Commissioners and sent to the Chairperson (with a copy to the executive director of the Commission ("Executive Director")) no less than two (2) weeks prior to the date of the meeting. The written request shall contain an agenda of all items to be discussed and/or acted on at such meeting.

3.3 **Date and Location of Meetings.** The date and location of all regular meetings of the Commission shall be set by the Commission, subject to modification by the Executive Committee (as hereinafter defined) only in the event of a subsequent change of circumstances which could not have been anticipated at the time the Commission set such meeting date. The time of any regular meeting of the Commission shall be set by the Chairperson (as hereinafter defined). The time, date, and location of any special meeting of the Commission called by the Chairperson shall be set by the Chairperson. The time, date, and location of any special meeting requested by five (5) or more Commissioners may be designated by such Commissioners in their request for the meeting, or if no such designation is made, then the time, date, or location of such meeting not so designated shall be determined by the Chairperson. The time, date, and location of any committee or subcommittee meeting shall be determined by the chairperson of such committee or subcommittee.

3.4 Quorum and Actions in the Absence of a Quorum.

a. **Commission meetings.** The presence of a majority of Commissioners holding Commission positions designated in Government Code section 8241, as amended from time to time, which are not currently vacant, shall constitute a quorum for the conduct of business at any meeting of the Commission. In the event of the absence of a quorum or the loss of a quorum at any Commission meeting, an ad hoc committee comprised of Commissioners present may vote to recommend actions to be taken by the Commission on agenda items. Action shall be taken by the Commission on any recommendation made by an ad hoc committee of Commissioners constituted pursuant to the preceding sentence at the next regularly scheduled meeting of the Commission at which a quorum is present. In the event a recommendation is made by an ad hoc committee as provided in this section 3.4a., the minutes of such committee meeting shall contain a summary of the discussion preceding the vote on the recommendation. The Chairperson (as hereinafter defined) or, in her or his absence, the Vice-Chairperson (as hereinafter defined) shall serve as chairperson of such ad hoc committee.

b. **Committee meetings.** A majority of the members of a committee or, where applicable, a subcommittee, shall constitute a quorum for the conduct of business at any committee or subcommittee meeting. In the event of the absence of a quorum or the loss of a quorum at any committee or subcommittee meeting, an ad hoc committee comprised of the members of such committee or subcommittee who are present may vote to recommend action to be taken by such committee or subcommittee on agenda items. Action on any recommendation made by such ad hoc committee shall be taken by the committee or subcommittee to which the ad hoc committee is making the recommendation in the same manner as is set forth in section 3.4a. above for action on recommendations by an ad hoc committee of Commissioners and the chairperson of such committee or subcommittee shall serve as chairperson of such ad hoc committee.

c. **Notice of Meetings.** Notice of any regular or special meeting of the Commission or of any committee of the Commission consisting of more than two (2) individuals shall be sent by the Executive Director to the public and to each Commissioner at least ten (10) days prior to the date of the meeting as provided in Government Code section 11125, as amended from time to time. Any

and all information required to be included in the notice of a special meeting called by the Chairperson (as hereinafter defined) and any and all information required to be included in the notice of a meeting of any committee or subcommittee consisting of more than two (2) individuals, shall be transmitted to the Executive Director no less than twelve (12) days prior to the date of any such meeting if by telephone, or no less than two (2) weeks prior to the date of any such meeting if by mail, to enable the Executive Director to timely notice the meeting. All meeting notices shall set forth the time, date, and location of the meeting and shall contain an agenda listing the items to be discussed and/or acted on at such meeting. All notices of Commission, committee, and subcommittee meetings shall contain a notation that in the event a quorum is not present to meet as such Commission, committee, or subcommittee, the Commissioners who are in attendance shall meet as an ad hoc committee of Commissioners, committee members, or subcommittee members present, as the case may be to conduct the business contained in the agenda and to vote to recommend actions for the Commission, committee, or subcommittee.

d. **Business to be Conducted at Meetings.** The business to be conducted at any Commission, committee, or subcommittee meeting shall be as set forth in the agenda provided with the notice of such meeting. As provided in Government Code section 11125, no action may be taken on any item that was not included in the agenda for such meeting.

e. **Attendance.** Notification shall be sent forthwith to the appointing authority whenever any public member fails to attend, without good cause, three (3) regularly scheduled meetings in a 12 month period, beginning the 12 month period with the first absence. "Good cause" is defined as illness, absence from the state, death of a family member or court appearance.

f. **Voting.** Voting shall be by a show of hands or by roll call, except that any vote for the election of an officer or officers of the Commission shall be by roll call, only, as provided in Sections 4.6 and 5.3 below. The basic requirement for approval of an action is a majority vote which is "more than half" of the votes cast by persons legally entitled to vote.

g. **Conduct of Meetings.** All meetings shall be conducted in accordance with any and all applicable laws, these by-laws, and Robert's Rules of Order, Newly Revised, as amended from time to time; provided, however, that in the event of a conflict between these by-laws and Robert's Rules of Order, Newly Revised, as amended to the date thereof, the provisions of these by-laws shall control.

IV. OFFICERS AND DUTIES

4.1 **Officers.** The officers of the Commission shall be a chairperson, ("Chairperson"), a vice-chairperson ("Vice Chairperson"), a second vice-chairperson, ("Second Vice Chairperson"), a member-at-large ("Member-at-Large"), and a second member-at-large ("Member-at-Large").

4.2 **Term.** The term of office for the officers of the Commission shall commence immediately terminate upon the adjournment of the following Election Meeting (as hereinafter defined). No Commissioner shall simultaneously hold more than one of the offices designated in section

4.3 **Duties of the Chairperson.** The Chairperson shall:

- a. Preside at all meetings of the Commission;
- b. Appoint the members of all committees of the Commission, except the Executive Committee (as hereinafter defined);
- c. Designate the chairperson of each committee other than the Executive Committee;
- d. Provide leadership in fulfilling the Commission's mandate;

- e. Work regularly with the Executive Director;
- f. Work with the Legislature and the Governor's office to maintain lines of communication;
- g. Serve as liaison with the public; and
- h. Serve as the chairperson of the Executive Committee (as hereinafter defined) and as an ex-officio, non-voting, member of all committees.

4.4 Duties of the Vice-Chairpersons. The Vice-Chairpersons shall:

- a. In the absence of the Chairperson, preside at Commission meetings and perform such additional duties as are required by the Commission and necessitated by the absence of the Chairperson;
- b. Serve as acting Chairperson in the event of a vacancy in the office of Chairperson;
- c. Serve as members of the Executive Committee (as hereinafter defined); and
- d. Perform such other duties as the Chairperson may deem necessary and may request to facilitate the conduct of the Commission's business.

4.5 Duties of the Members-at-Large. The Members-at-Large shall:

- a. Serve as members of the Executive Committee (as hereinafter defined); and
- b. Perform such other duties as the Chairperson may deem necessary and may request to facilitate the conduct of the Commission's business.

4.6 Vacancies. Notwithstanding any other provision contained in these by-laws, any vacancy in an officer position which occurs during an unexpired term of office shall be filled by the Chair, or Acting Chair, until an election can be held at the first regularly scheduled Commission meeting following the occurrence of such vacancy. At such meeting, the acting Chairperson shall take nominations from the floor to fill such vacant position(s). The election of such officer(s) shall then be conducted by a roll call vote.

V. ELECTION OF OFFICERS

5.1 Election Meeting. Except as provided in section 4.6 above, all officers of the Commission shall be elected in accordance with the provisions of this Article V at a regular meeting of the Commission which will be held when feasible during the first quarter of the Commission's fiscal year ("Election Meeting").

5.2 Nominations. No later than June 30 of any fiscal year of the Commission, the Chairperson shall appoint a nominating committee ("Nominating Committee") which shall be comprised of no less than three (3) nor more than five (5) Commissioners. A minimum of one member of such Nominating Committee shall be a member of the current Executive Committee (as hereinafter defined). The Nominating Committee shall select a slate of officers. The Nominating Committee's suggested slate of officers shall be made available to each member of the Commission no less than two (2) weeks prior to the Election Meeting. Additional nominations may be submitted by any member of the Commission; provided, however, that any such additional nomination(s) shall be submitted in writing to the current Chairperson and to the chairperson of the Nominating Committee no less than seven (7) days prior to the Election Meeting. Notwithstanding any other provision contained herein, however, nominations may be made from the floor at any Election Meeting if two-thirds (2/3) of those Commissioners present at such meeting vote to open such meeting to nominations from the floor.

5.3 Vote. The election of officers shall be by roll-call vote.

VI. COMMITTEES

6.1 **Generally.** The Commission shall have an executive committee ("Executive Committee"), and such ad hoc committees as are deemed necessary from time to time to carry out the Commission's mandate. As provided in section 4.3b. above, committees shall be appointed by the Chairperson. Subcommittees shall be appointed by the chairperson(s) of the applicable committee(s).

6.2 **Executive Committee.** The Executive Committee shall be comprised of the elected officers of the Commission. At no time, however, shall the Executive Committee consist of less than three (3) or more than five (5) members. The Executive Committee shall make recommendations to the Commission and shall implement policies set by the full Commission.

VII. FISCAL YEAR

7.1 **Fiscal Year.** The fiscal year of the Commission shall commence July 1 of each calendar year and shall terminate June 30 of the following calendar year.

VIII. GOVERNING PROVISIONS; SEVERABILITY

8.1 **Applicable Laws; Severability.** Any and all applicable laws of any governmental authority or agency having jurisdiction over the Commission are hereby incorporated by reference as if fully set forth herein. In the event of a conflict between such applicable law(s) and any provision of these by-laws, the applicable law(s) shall control and such by-laws provision(s) shall be considered null and void; provided, however, that any and all provisions of these by-laws not so affected shall remain in full force and effect.

IX. EFFECTIVE DATE; AMENDMENTS

9.1 **Effective Date.** These by-laws shall be effective upon their adoption at a regularly scheduled meeting of the Commission and shall supersede any and all by-laws previously adopted by the Commission and any and all resolutions adopted by the Commission which may be in conflict with the provisions contained herein.

9.2 **Amendments.** Proposed amendments to these by-laws shall be submitted in writing to the Chairperson. Upon his or her receipt of any such proposed amendment(s), the Chairperson shall immediately appoint a by-laws committee ("By-Laws Committee"). The By-Laws Committee shall review the proposed amendment(s) and shall submit its recommendation as to such proposed amendment(s) for action by the full Commission at its next regularly scheduled meeting. Any such proposed amendment and the recommendation of the By-Laws Committee relative thereto shall be transmitted to the full Commission together with the agenda of the Commission meeting at which such by-laws amendment(s) are to be considered. Notwithstanding any provision to the contrary contained herein, no adoption, amendment, deletion, modification, or ratification of these by-laws shall be effective unless approved by a vote of two-thirds (2/3) of the Commissioners present at a duly called and constituted meeting of the Commission. Nothing herein is intended to, nor shall it, preclude the Chairperson from appointing a By-Laws Committee to review and make recommendations to the Commission regarding the by-laws at any time the Chairperson believes a review of the by-laws may be appropriate.



Draft Minutes for Review and Consideration for Approval

California Commission on the Status of Women and Girls

Business Meeting: Monday, August 8, 2016

Commissioners Present: Chair Lupita Acala, Vice Chair Assemblymember Christina Garcia, Second Vice Chair Lauri Damrell, Member at Large Karen Nelson, Dr. Major Ofelia Alvarez-Willis. Commissioners Katie Buckland, Kafi Blumenfield and Member at Large Alisha Wilkins joined the meeting via conference call.

Senator Holly Mitchel, Senator Hannah-Beth Jackson and Assembly Member Jacqui Irwin joined the meeting in progress.

Commissioners Absent: Senator Carol Liu, Geena Davis, Assemblymember Nora Campos, Senator (ret.) Martha Escutia, Marina Illich, and Julie Su.

Commission Staff Present: Nancy Kirshner-Rodriguez, Marian Johnston, Bethany Renfree, Stephanie Flores, and Emily Van Atta.

- I. Welcome and Call to Order
Meeting called to order by Chair Lupita Alcala.
- II. Bagley-Keene Open Meeting Act training for new commissioners was presented by Commission Legal Counsel Marian Johnston.
- III. Roll Call was completed by Executive Director Kirshner-Rodriguez and a quorum was established.
- IV. Review and approval of Meeting Agenda. Commissioner Damrell motioned to accept the Agenda, Commissioner Garcia seconded. None were opposed. Agenda approved.
- V. Approval of Commission Executive Meeting Minutes of June 13, 2015. Commissioner Garcia motioned to accept the Minutes, Chair Cortez-Alaca seconded. None were opposed. Executive Meeting Minutes approved.
- VI. Approval of Commission Business Meeting Minutes of June 13, 2015. Commissioner Garcia motioned to accept the Minutes, Commissioner Alvarez-Willis seconded. None were opposed. Business Meeting Minutes approved.
- VII. Chair's Report
 - a. The Commission has been provided ongoing funding in the final state budget of \$512,000 for fiscal year 2015-16.
 - b. The commission held five meetings last fiscal year; the Executive Committee has been meeting almost monthly this fiscal year.



- c. The commission is now fully staffed with four full time employees with the hiring of Emily Van Atta.
- d. The Pay Equity Task Force has been launched. The first meeting of the Task Force was Friday July 22, 2016.
- e. The Commission is continuing its work on STEM with Million Women Mentors and has successfully partnered with the California Department of Education (CDE) on the State STEM Symposium.
- f. The commission is reengaged in meaningful support of key legislation.
- g. CDE expects to announce statewide results for CAASPP testing by late August. Test results from 11th grade are now accepted by CSUs and Community Colleges. The Commission hopes to garner attention to how the 11th graders are doing on this test.

VIII. Executive Director's Report

- a. Executive Director Nancy Kirshner-Rodriguez reviewed a four page report which was provided to the Commissioners in a binder at this meeting.
- b. Executive Director Nancy Kirshner-Rodriguez has been with the Commission for exactly 2 years this week.
- c. Currently working on rectifying budget, Executive Director Kirshner Rodriguez will keep Chair Cortez-Alcala and Vice Chair Damrell updated on this.
- d. Executive Director Kirshner Rodriguez anticipates fundraising this year for extra projects.
- e. The communication Advisor, Stephanie Flores is increasing the social media presence of the Commission. She launched a monthly Newsletter in July 2016. Please contact Stephanie Flores for submissions to the Newsletter. The Newsletter can be found on the Commission website.
 - i. Commissioner Wilkins asked for help getting the word out on grants for sexual assault.
 - ii. Commissioner Jackson invited Stephanie to work with the Legislative Women's Caucus for content.
- f. Policy Director Bethany Renfree acknowledged the Commission's summer High School Intern, Jonar Bacalbos. While with the Commission he conducted research on college campus sexual assault and compiled a list of Title IX Coordinators at California State Universities and UCs.



- g. Executive Director Kirshner-Rodriguez brings attention to Nominating Materials in the Commissioners binders and asks if there are any other nominations to be made from the Floor for the five positions on the Executive Committee. No additional Nominations. Chair Cortez-Alcala motioned to approve nominations, Commissioner Alvarez-Willis seconded. Nominations were approved.

IX. New Business

- a. Pay Equity Task Force
 - i. Vice Chair Damrell outlined what happened at the first meeting: Subcommittees were identified, challenges on how to proceed were discussed.
 - ii. Marian Johnson pointed out one immediate benefit of the Task Force is that the Labor Commission and the Department of Fair Housing and Employment now have a joint agreement.
- b. STEM Update
 - i. Chair Cortez-Alcala gave an update on STEM education.
 - ii. Commissioner Mitchell has an all-girl High School program opening in her district.
 - iii. Commission Jackson suggested Dos Pueblos High School in her district which has an all-girl engineering program.
 - iv. Commissioner Irwin noted that the information security field is short of female workers. Suggested focusing on female retention in STEM fields.
- c. Commission Items
 - i. New Staff: Welcome Emily Van Atta
 - ii. Commission Inter-Agency Agreements to approve:
 1. Department of General Services (DGS): \$88,000 for the 2015-16 fiscal year. While the Commission is working on ways to bring some functions in house in order to reduce the contracted amount with DGS, Department of Finance asked that we continue this contract for at least the 2015-16 fiscal year.
 2. California State Library: \$14,088 for the 2015-16 fiscal year in rent and office support.

Commissioner Damrell motioned to accept the Inter Agency Agreements for the 2015-16 fiscal year, Commissioner Garcia seconded. None were opposed. Inter-Agency Agreements for FY 2015-16 were approved.

X. Legislative Women's Caucus & Select Committee Updates

- a. Legislation



- i. Assemblywoman Garcia, Senator Mitchell and Senator Jackson were able to set 500 million multi-year investment in child care.
- ii. Increase in wages for care workers.
- iii. 800 million (annual) for early care and education.
- iv. Policy Priority:
 - 1. SB 23, Maximum Family Grant – Was resolved
 - 2. SB 878, Reliable scheduling - Held in suspense
 - 3. SB 1166, New Parent Leave – Dead
 - 4. AB 1676, Equity Pay Bill – On Senate Floor
 - 5. AB 2150, Eligibility for child Care Subsidy – Still going

b. Assemblywomen Garcia will be the Chair for the next year.

XI. Public Comment

- a. Karen Humphrey: (Speaking to Jonar's campus sexual assault research) Discussed Title IX Coordinator initiative. The Feminist Majority foundation has been putting a report together on schools that have a Title IX Coordinator and found there are very few.
- b. Suzanne Dody: After reviewing Jonar's list of college campus Title IX Coordinators noted that there were no community colleges on the list.
- c. Commissioner Alvarez-Willis gave an update of a job fair held in her area that was well received by women veterans.

XII. Meeting Close

- a. Chair Cortez-Alcala polled the group for October 10th meeting in collaboration with the STEM Symposium in Anaheim. It was agreed to hold the next Commission meeting in Anaheim.
- b. The commission wished Commissioner Alvarez-Willis well in her peace-keeping mission to India.
- c. The Commission did not meet in closed session and no further action was taken.



October 5, 2016

To: CCSWG Commissioners

From: Nancy Kirshner-Rodriguez, Executive Director

Re: Report to CA Commission on the Status of Women and Girls

Fall has definitely arrived and we saw our first rain in Northern California this week. Every October we strive to bring attention to Domestic Violence and Breast Cancer Awareness Months. Please watch and share CCSWG twitter and Facebook posts that link our efforts to those of many allies and advocates.

Since the full Commission last met on August 8, 2016, the CCSWG staff team has remained extremely busy and with the end of the legislative cycle we are looking towards 2017 with great anticipation for the further expanded impact we can all have collectively. The Combination of focusing on the implementation of our new interagency agreements coupled with end of session activities, meetings and presentations has enabled us to simultaneously broaden the commission's reach while reestablishing some old partnerships. I hope receiving the brief updates on every other Monday regarding Commission operational and programmatic activities is providing you with valuable information. As we work to create streamlined operating systems with clearly defined staff responsibilities, I will be asking each of you to take time between October 25-28 to discuss in person or by phone the best way to utilize your expertise and interests in 2017.

Commission Operations

Budget

For the FY2016-17 the Commission received general funds of \$512,000 for staffing and operations. We anticipate our fixed costs will be covered by this funding and will review our expenditure plan at the meeting however; in order to continue the development of our programmatic footprint to supplement the work we have initiated the CA Department of Industrial Relations and the CA Department of Education as well as funds for the expansion of Million Women Mentors CA with UC Davis and our Southern California Ambassadors, we will need to raise \$50000 to \$100000 to augment the state funding. This fundraising will commence in November. If you have recommendations of individuals, businesses, foundations or organizations you suggest we reach out to please let me or Emily know. A presentation of an

updated fundraising strategy will take place at the Commission meeting and our Fundraising Subcommittee will need to meet in October to finalize our plan.

Barbara, Emily and I continue to work with the Department of General Services, FISCAL and the State Controller and the Department of Finance to update and finalize our 2015-2016 actuals and ensure that all previously accrued or carryover funding was applied to accruals and encumbrances.

Per Diems and Reimbursements

If Commissioners are seeking travel or Per Diem reimbursements for the previous or current year; please contact Emily Van Atta, Fiscal and Operations Director for the Commission. She will assist you in submitting your Travel Expense Claims for reimbursement. Reimbursements take about a month to process. Emily.vanatta@women.ca.gov or (916) 441-9238.

Conflict of Interest/Form 700 process

As you know, the Commission will be adopting a Conflict of Interest Code this year. This is a Regulatory Action and must be publicly noticed. The Notice of Proposed Regulatory Action was submitted to the Office of Administrative Law on September 16, 2016. The publication date of the Notice was September 23, 2016, and the Notice will run until November 7, 2016. If you have questions about the Conflict of Interest Code or the Fair Political Practices Commission Form 700 filing please contact emily.vanatta@women.ca.gov or (916) 441-9238.

2017 Calendar Dates

Please again review the recommended schedule for CCSWG 2017 meetings included at the end of this report and let me know if you have any conflicts at this time.

Program and Policy Initiatives

Gender in the Workplace and Employment

The California Pay Equity Task Force is continuing to discuss supporting proactive compliance with the new California Fair Pay Act for both small and large employers, as well as ensuring employees have the tools they need to protect, exercise and assert their equal pay rights. The next meeting of the CA Pay Equity Task Force is October 24th in Sacramento. All 10 subcommittees of the Commission's Pay Equity Task Force have been working on deliverables with Bethany Renfree, CCSWG Policy Director and she has also been coordinating the task force planning committee comprised of Taskforce Co-Chair's Commissioner Julie Su and Commissioner Lauri Damrell, Attorney Doris Ng and Leadership Specialist Tamara McDonald from the Labor Commissioner's Office, the CCSWG Executive Director and Dr. Tonya Lindsey.

The subcommittees are drafting individual action plans outlining the preliminary and anticipated work each member and/or subcommittee is/will be engaging in to contribute to the overall goals of the task force, broadly defined as providing structured guidance to large

employers, small employers, and employees on the California Fair Pay Act. In addition, at the request of Senator Jackson's office, Megan Lane from the Senate Office of Research is completing a Memorandum on findings, jury instructions and case and/or statute citations from equal pay case law, including federal Title VII, Equal Pay Act case law, and where it exists, California case law defining some of the key concepts within the Equal Pay Act and California Labor Code Section 1197.5. The Memo will be presented to the task force at the October 24th meeting.

Dr. Lindsey recently performed an industry-level statistical analysis of low-wage workers and the gender pay gap in California. Work is also moving forward on the development of the Interim Report from the Task Force led by Dr. Tonya Lindsey in coordination with myself and our Policy Director. We have provided an outline in your materials for this meeting. The Interim report will be released in April.

STEM Symposium

Here is a link to the CA STEM Symposium Website www.stemcalifornia.org. The Commission's expanded role this year is reflected in our ongoing involvement in the planning, selection of workshops, development of our own session, speaking role of Chair Alcalá, exhibit space and coordinated Commission meeting at the location of the Symposium. Our partnership with CDE on the teacher training module and town halls is also leading us to further opportunities to work with the department on STEM. Please let me know if you would like further information on the CDE work plan.

New CA Laws Review

Bethany is now reviewing all newly signed laws in order to build upon a list of legislation focused on Women and Girls that our summer intern Chloe Kuske developed while she was in our office. Commission staff will be presenting this list to the Legislation Subcommittee and then the Executive Committee in early November and plan to create a newly designed and user friendly comprehensive document summarizing newly signed and enacted laws impacting women and girls in California. The list is organized around Commission mandated focus areas and our goal is to provide a service to you and other advocates, partners and interested parties striving to track implementation of the new laws.

Aging Women and Poverty

This week Bethany and I met with the CCoA and CWLC staff to discuss the latest draft of the white paper being developed as a follow up to the June Forum and the recommendations. We will also be identifying a possible action plan and how we can incorporate Commissioners into the next step discussions and strategy.

Communications and Outreach

CCSWG Newsletter

The October newsletter is in development and will enter its final stage of editing during the CA STEM Symposium. It is scheduled to be sent out on October 13th and distributed via MailChimp. Please let Stephanie know if you are not receiving the newsletters as we transfer to a new distribution system. In addition, if you have other individuals you would like us to add to our contact lists or if you would like to feature your event or project in the newsletter please contact Communications and Outreach Adviser, Stephanie Flores at stephanie.flores@women.ca.gov or 916-441-9224.

Million Women Mentors Newsletter: The September newsletter for MWM-CA went out on Tuesday September 6th. A request for events or projects has been sent to MWM CA staff and will be closed Sept. 23rd. If you would like to advertise an event or project relevant to STEM in the MWM-CA newsletter contact Stephanie Flores at stephanie.flores@women.ca.gov or 916-441-9224.

Website

Now that we have confirmed we will continue to have our webpage hosted by the Department of General Services, the front page of the Commission website is being reviewed and all unnecessary information will be removed. All old data will be archived. In the upcoming months staff will begin arranging website material in more accessible form and Stephanie is also in the process of creating a STEM page for the Commission website. The page will feature information on Commission involvement with the STEM symposium, CDE, and MWM-CA.

Public Speaking and Meetings

08/24/2016 Chair Alcala joined Senators' Jackson and Liu at the Stronger California Women's Equality Day Press Conference and rallied the attendees.

08/23/2016 Nancy Kirshner Rodriguez met with UC Berkeley staff and students regarding the strategies to combat Sexual Assault on Campus the University is taking and also attended the 1st Year students mandatory briefing.

09/07/2016 Its Time Network Advisory Council Network City rollout.

09/08/2016 CA Work and Family Coalition Strategy Session

09/15/2016 Bethany attended a presentation for Bay Area Business Leaders where Senator Jackson spoke on SB358 implementation. After the presentation Bethany was able to speak with several business leaders about the CA Pay Equity Taskforce.

09/21/2016 Nancy Kirshner-Rodriguez and Beth Broom from UC Davis met with the Technology and Telecommunications Minister for Catalonia at the Governor's office to discuss Girls and STEM.

10/5-6/2016 Chair Alcalá is addressing Texas Instruments Leadership Summit <https://education.ti.com/en/us/professional-development/administrators/2016-leadership-summit> on Succeeding with STEM: Engaging Students in CA

10/5/2016 Representatives of our Million Women Mentors CA Founding Committee, Beth Broome UC Davis and Venita Sivamani, Dermveda CEO will be participating in the 2nd National Million Women Mentors Summit in Washington, DC and speaking on the projects we are currently working on together. In addition, Beth will receive an award from MWM for the University's work in support of Women and Girls in STEM focused on the Food and Ag Industry.

Upcoming Calendar

- October is Domestic Violence Awareness Month and Breast Cancer Awareness Month
- 10/4-5 Million Women Mentors National Summit, Washington DC
- 10/9-11 CA STEM Symposium, Anaheim, CA
- 10/10 4:15 pm CCSWG Full Commission Meeting, Anaheim, CA
- 10/11 International Day of the Girl
- 10/24 CA Pay Equity Task Force Meeting, Sacramento, CA
- 11/3 CCSWG Executive Committee Meeting, Sacramento, CA

2017 Meeting Calendar

4th Monday of the Month

Date	Time	Location*	Full or Executive	
January 23, 2017	11:00 am	Sacramento	Full Commission	
February 27 , 2017	11:00 am	Sacramento	Executive Committee	
March 27, 2017	11:00 am	Sacramento	Full Commission	
April 24, 2017	11:00 am	Sacramento	Executive Committee	
May 22, 2017	11:00 am	Sacramento	Full Commission	
June 26, 2017	11:00 am	Sacramento	Executive Committee	
July 2017	No meeting	_____	Legislative Recess	
August 28, 2017	11:00 am	Sacramento	Full Commission	
September 25, 2017	11:00 am	TBD	Executive Committee	
October 2017	Times TBD	TBD	Commission meeting around CA STEM Symposium	
November 2017	No Meeting	_____	Legislative Recess	
December 2017	TBD	TBD	Executive Committee	

*** Telephonic locations will be included in the Meeting announcement.**



DATE: October 5, 2016

TO: Chair Alcala

FROM: Nancy Kirshner-Rodriguez

CC: Commissioners
CCSWG Staff

RE: Updated policies for Staff Coordination and Commissioner Support

Now that the CCSWG has four full time staff and two retired annuitants as well as IAAs with the CA Library CRB, UC Davis, the CDE and the DLSE that include regular working partnerships with these agencies we are establishing policies and procedures for internal and external clarity. Last month we adopted policies to guide the quality of work products as well as external procedures to enhance our ongoing Staff Coordination and Support of Commissioners and Commission Administrative, Policy and Program Priorities: Please find the external procedures below and let me know if you have any questions.

Commissioner/Staff liaisons:

- 1) Each Individual CCSWG Commissioner is now assigned a lead staff liaisons to supplement Commissioners regular interaction with me, as listed on Page 2.
- 2) The CCSWG Staff Liaison is responsible for the following:
 - a. Providing a link between the work of the Commission, individual Commissioners, Commission subcommittees, partner agencies, advocacy groups, policymakers, and the public via ongoing communication and information sharing.
 - b. Ensuring Commissioner has accurate and up-to-date information that is both useful and/or necessary to serving as a CCSWG Commissioner; ensuring information is provided in a professional and timely manner.
 - c. Following up with Commissioner regarding upcoming Commission meetings; ensuring Commissioner has all necessary information and that logistical considerations/concerns are addressed.
 - d. Identifying and/or arranging and/or providing support for public speaking engagements, this includes drafting talking points, staffing the Commissioner at events, attending events on the Commissioners behalf, and seeking opportunities

for the Commissioner to speak and represent the Commission.

- e. Providing updates to the Commissioner when necessary.
- f. Being available for all inquiries and items of concern from the Commissioner, and to receive information provided by the Commissioner to the Commission and/or Commission staff. Responding to inquiries and concerns in a timely manner.

Commissioner	Staff Liaison(s)
LUPITA CORTEZ ALCALÁ, Chair	Nancy Kirshner Rodriguez
ASSEMBLYMEMBER CRISTINA GARCIA First Vice-Chair	Bethany Renfree
LAURI DAMRELL, Second Vice-Chair	Bethany Renfree
KAREN NELSON, Member at Large	Stephanie Flores
ALISHA WILKINS, Member at Large	Emily Van Atta
KAFI BLUMENFIELD	Stephanie Flores
KATIE BUCKLAND	Emily Van Atta
ASSEMBLYMEMBER NORA CAMPOS**	Nancy Kirshner Rodriguez
GEENA DAVIS	Bethany Renfree
SENATOR (ret.) MARTHA ESCUTIA	Nancy Kirshner Rodriguez
MARINA ILLICH	Emily Van Atta
ASSEMBLYMEMBER JACQUI IRWIN	Emily Van Atta
SENATOR HANNAH-BETH JACKSON	Bethany Renfree
SENATOR CAROL LIU**	Nancy Kirshner-Rodriguez
SENATOR HOLLY MITCHELL	Stephanie Flores
COMMISSIONER JULIE SU	Bethany Renfree
OFELIA ALVAREZ-WILLIS, MD	Stephanie Flores

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**Termed out 2016

Subcommittee Staffing Support

- 1) Each assigned staff member shall communicate with the subcommittees on a bimonthly basis to ensure the work of the subcommittee is organized and ongoing.
- 2) For Program and Policy Subcommittees, the assigned staff member shall develop an initial draft of a strategic plan to present to each assigned subcommittee, if the subcommittee is not already engaged in a Commission program/project/policy such as the Pay Equity Task Force. The strategic plan will present options for subcommittee work.
- 3) The assigned staff member(s) shall review the draft with the Executive Director and Commission Legal Counsel then initiate electronic or telephonic communication with each assigned subcommittee member to schedule a time for a 2017 planning meeting. The initial communication shall include a draft of the strategic plan and shall illicit feedback from each of the subcommittee members on what else they would like included in the plan, or if any items should be removed.
- 4) During the planning call the subcommittee and staff liaison along with Executive Director shall decide upon one or two programs/projects/policy options for the subcommittee to further explore and develop a comprehensive plan for implementation. These options can include, among many options, oversight over the implementation of current law (i.e. Pay Equity Task Force), creating partnerships with outside organizations, state agencies, institutions, or advocacy groups to further the interests of women and girls in a particular area or field (i.e. Million Women Mentors), or leveraging current resources to expand work in a particular policy area (i.e. appointments to State Advisory Committee on Sexual Assault Victim Services (SAC)).

Subcommittee

Staff

ADMINISTRATION/BUDGET/COMMUNICATIONS

Including operations and operating procedures, human resources, and review of expenditures, press policy

- Lupita Cortez Alcala
- Cristina Garcia

Nancy Kirshner Rodriguez*
Stephanie Flores
Emily Van Atta

FUNDRAISING

Including direct solicitation, events, grant-writing, and other funding sources to supplement State funding

- Lauri Damrell

Emily Van Atta*
Nancy Kirshner Rodriguez

Katie Buckland

LEGISLATION/RESEARCH

Including legislation of interest to the Commission and informational hearings

Hannah-Beth Jackson

Alisha Wilkins

Bethany Renfree

OUTREACH

Including targeted constituencies for new partnerships

Ofelia Alvarez-Willis (Veterans, Military)

Marina Illich (Private Sector Leaders)

Stephanie Flores

PROGRAM/ POLICY SUBCOMMITTEES

GENDER IN THE WORKPLACE AND EMPLOYMENT

Julie Su

Lauri Damrell

Bethany Renfree

TITLE IX

Jacquie Irwin

Katie Buckland

Emily Van Atta*
Bethany Renfree

SEXUAL ASSAULT/FAMILY VIOLENCE

Alisha Wilkins

Karen Nelson

Bethany Renfree*
Stephanie Flores

STEM

Lupita Cortez Alcala

Kafi Blumenfield

Stephanie Flores*
Nancy Kirshner Rodriguez

POVERTY

Holly Mitchell

Karen Nelson

Stephanie Flores

*Lead Staff

Please let me know if you have any questions regarding these procedures.



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LUPITA CORTEZ ALCALÁ
Commission Chair

ASSEMBLYMEMBER CRISTINA GARCIA
First Vice-Chair

LAURI DAMRELL
Second Vice-Chair

KAREN NELSON
Member at Large

ALISHA WILKINS
Member at Large

KAFI BLUMENFIELD
Commissioner

KATIE BUCKLAND
Commissioner

ASSEMBLYMEMBER NORA CAMPOS
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Commissioner

SENATOR (ret.) MARTHA ESCUTIA
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MARINA ILLICH
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SENATOR HANNAH-BETH JACKSON
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SENATOR CAROL LIU
Commissioner

SENATOR HOLLY MITCHELL
Commissioner

ASSEMBLYMEMBER JACQUI IRWIN
Commissioner

JULIE SU
Commissioner

OFELIA ALVAREZ-WILLIS, MD
Commissioner

Nancy Kirshner-Rodriguez
Executive Director

Welcome to the September edition of ISSUES & IMPACT, the newsletter of the California Commission on the Status of Women and Girls. This has been an exciting time for the Commission as the California Legislative session wound down. It might be quiet here at the Capitol now, but the Commission is still geared up and ready to tackle the tough issues. The Pay Equity Task Force continues to move forward, and the California STEM Symposium is just weeks away. We appreciate your continued support and interest in our priorities.

In this newsletter we focus on:

- **Page 2:** Commission Advancing Policy—Pay Equity Task Force
- **Page 3:** Stronger California Press Conference at the State Capitol, Announcements & Events
- **Page 4:** Commissioner Spotlight on Lauri Damrell, Second- Vice Chair, Announcement from The California Governor's Office of Emergency Services (Cal OES) Victim Service & Public Safety Branch
- **Page 5:** Calendar, Commission Business and Staff

Commission Advancing Policy

California Pay Equity Task Force

On August 19th the Commission held the second convening of the California Pay Equity Task Force at the Stanley Mosk Library and Courts Building in Sacramento, CA.

CCSWG Commissioner Julie Su, also the California Labor Commissioner, led the meeting, which included presentations from Task Force members that were followed by a discussion about the definitions of key terms in the California Fair Pay Act, SB 358 (Jackson).

Task Force member Dr. Daniel C.Y. Kuang, Vice President of Legal and Audit Support Services at Biddle Consulting Group, Inc., gave a presentation about evaluating systems, functional infrastructure and measuring the pay gap entitled “Understanding the Pay Gap—Insights from Industry and Practice.”

Task Force member Tamekia N. Robinson, Vice President for Organizing/Representation at SEIU Local 1000 California State Employees, gave a presentation on job classification entitled “The State Classification System– the Union’s Role.”

The final Task Force meeting for the 2016 year will be held on October 24th in Sacramento in the State Capitol, Room 125.

For detailed information regarding the Task Force visit the [homepage](#).

In the Media

[Su and Damrell: Work on equal pay for women is far from over](#)

Commissioners Julie Su and Lauri Damrell recently published an opinion editorial to the San Jose Mercury News discussing the potential impacts the Task Force will have on California.

“The task force will strive to find innovative and creative solutions to reconcile important competing interests for employees and businesses alike.”

Important Dates:

Third Convening:

October 24, 2016

Sacramento, CA





A Stronger California—Women’s Equality Day

A Stronger California held a press conference on August 24th for Women’s Equality Day. Stronger CA handed out their California Official Woman Card to support their Stronger California legislative agenda.

Commission Chair, Lupita Cortez Alcalá, addressed the crowd on behalf of the Commission to vocalize our support of strong legislation concerning the wellbeing of women and girls.

CCSWG Commissioner, and Chair of the Legislative Women’s Caucus, Senator Hannah-Beth Jackson, gave the call to action and demanded legislation that can address the inequalities facing women and girls.

Announcements & Events

- Rev up your engines during SPEED: Science in Motion at [Discovery Cube LA](#) from May 28 to September 11, 2016. SPEED replicates the high-octane action of the Formula 1 race track, complete with pit lane, workshop and physical testing environments. This immersive experience is designed to unravel the cutting edge science and technology behind professional motor sports. Visitors can challenge themselves through hands-on exhibits and displays to see if they have the skills, fitness and reactions to race at over 200km/hour.
- Dora and Diego—Let’s Explore! is now open at [Discovery Cube in LA](#) through September 18, 2016. The interactive exhibit takes visitors on an active adventure in the enchanting world of Dora the Explorer with her animal-rescuing cousin Diego and their friends. Visitors also explore Isa’s Flowery Garden, help Tico gather nuts, join the Pirate Piggies’ crew to uncover pirate treasure and help baby animals in the Rainforest Maze.
- STEM Symposium, October 9th to 11th, Anaheim Convention Center. To register click [here](#).
- Million Women Mentors CA is looking for mentors! MWM works to increase the number of women and girls in STEM through mentorships. All professionals are welcome! To register as a mentor click [here](#).

Interested in sharing your news with our supporters? Send an email to stephanie.flores@women.ca.gov to have your message featured in our newsletter.



Lauri Damrell, Second Vice-Chair, has been an employment lawyer at Orrick Herrington and Sutcliffe LLP since 2006. Lauri is the Co-Chair of the California Pay Equity Task Force. She was a judicial law clerk for Chief Judge David F. Levi at the U.S. District Court, Eastern District of California from 2005 to 2006, a marketing manager at Mr. Stock Inc. from 2000 to 2002 and an equity derivatives trader trainee at Group One Trading LLP from 1999 to 2000. Damrell is co-founder of the Mother Attorneys Mentoring Association of Sacramento and a member of the National Association of Women Lawyers and the Women Lawyers of Sacramento. She was a member of the Operation Protect and Defend Steering Committee from 2012 to 2013. Damrell earned a Juris Doctor degree from the University of California, Davis School of Law.

The California Governor’s Office of Emergency Services (Cal OES), Victim Service and Public Safety Branch is pleased to announce the release of the Request for Proposal (RFP) for the Bullying and School Violence Advocacy (XB) Program for fiscal year 2016-2017. The XB Program is designed to provide one-time funding for direct services to child/teen victims of bullying and/or school violence.

To receive funding through the XB Program, the application package must be received or postmarked by Thursday, September 29, 2016.

The purpose of the XB Program is to provide funding to governmental, community-based organizations with a funding pass-through sponsoring organization or to educational institutions providing direct services to child/teen victims of bullying and/or school violence. All questions regarding this RFP must be submitted in writing to Dennis Hall, at dennis.hall@caloes.ca.gov

The RFP can be found on the Cal OES website at <http://www.caloes.ca.gov/cal-oes-divisions/grants-management/search-for-grants>.

SEPTEMBER 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5 Labor Day	6	7	8	9	10
11 Eid ul-Adha	12	13	14 Native American Women's Equal Pay Day	15 Hispanic Heritage Month	16 Working Parents Day	17
18 National Women's Friendship Day	19	20	21	22 Business Women's Day	23 Native American Day	24
25	26	27	28	29	30	

Commission Business

In October we will join the California Department of Education and co-host the annual statewide STEM Symposium in Anaheim. The Symposium will take place from Sunday, October 9, 2016 to Tuesday, October 11, 2016 at the Anaheim Convention Center. This meeting has become the largest annual gathering of STEM educators and STEM advocates in California.

Following the Symposium the Commission will be holding a series of public meetings that will address the inequalities women and girls face in STEM education and how communities can engage girls and young women.



Our Team!



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Senior Research Consultant



October 9, 2016

LUPITA CORTEZ ALCALÁ
Commission Chair

ASSEMBLYMEMBER
CRISTINA GARCIA
First Vice-Chair

LAURI DAMRELL
Second Vice-Chair

KAREN NELSON
Member at Large

ALISHA WILKINS
Member at Large

KAFI BLUMENFIELD
Commissioner

KATIE BUCKLAND
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ASSEMBLYMEMBER
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SENATOR
HANNAH-BETH
JACKSON
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SENATOR CAROL LIU
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SENATOR
HOLLY MITCHELL
Commissioner

ASSEMBLYMEMBER
JACQUI IRWIN
Commissioner

JULIE SU
Commissioner

OFELIA ALVAREZ-
WILLIS, MD
Commissioner

Nancy Kirshner-
Rodriguez,
Executive Director

Dear Colleagues:

It is my great honor to join Superintendent Tom Torlakson in welcoming you to the 4th California STEM Symposium on behalf of the California Commission on the Status of Women and Girls (CCSWG). For more than 50 years, the 17 member Commission, an independent, nonpartisan state agency has advocated for equity and opportunity in education, and has worked in partnership to bring attention to some of the most important challenges confronting women and girls in our great state. As the initiator of the first CA STEM Symposium during my tenure as a CDE Deputy Superintendent, I am especially proud of the Commission's expanding collaboration with the California Department of Education and the Californians Dedicated to Education Foundation to focus on how to engage girls in California on the path to future discoveries as STEM learners and leaders.

I have served as Superintendent Torlakson's designee on the Commission for almost five years, and I recognized immediately how critical it was for the Commission to join with the CDE to focus special attention on pathways for California's young women and underserved communities. Late last year I was elected to serve as Chair, which has provided me the opportunity to continue to guide and support the Commission's leadership on STEM education and careers for women and girls. Some of you will remember when the Commission's previous Chair, Geena Davis joined us at the first Symposium and challenged all participants to remember every day: "If she can see it, she can be it."

This year we are thrilled to announce that the Commission and CDE are supporting the development of teacher training modules, as part of the Next Generation Science Frameworks rollouts, focused on ways to stimulate girls' interest in STEM education and keep them engaged. We are also planning a series of roundtables in regions across California with CDE and hope many of you will participate.

I also want to be sure that each attendee learns more about opportunities to join with the Commission, UC Davis and many other committed partners on Million Women Mentors -California www.mwm-ca.org. We are expanding this national mentoring initiative into California to create mentorship for girls and young women interested in STEM. We believe strongly that when students and young professionals have mentors and role models in both STEM education and STEM careers we see an enduring impact. Enjoy the Conference and let us know how we can further support you and your students.

With warmest regards,

A handwritten signature in blue ink that reads "Lupita Cortez Alcalá".

Lupita Cortez Alcalá
Chair

MWM·CA
Million Women Mentors® – California
Advancing Women and Girls in STEM Careers Through Mentoring



MENTOR PLEDGE GOAL: 50,000



The California Commission on the Status of Women and Girls and UC Davis founded Million Women Mentors California (MWM-CA) and with our partners are committed to engaging 50,000 mentors by 2018 to support young women and girls in their pursuit of STEM majors and careers.

We strive to:

- *Increase the percentage of middle school and high school girls planning to pursue STEM careers
- *Increase the percentage of young women pursuing undergraduate degrees in STEM fields.
- *Increase the percentage of women staying and advancing in STEM careers through supporting workforce mentoring programs

Join us: go to <http://www.MWM-CA.org>



@CCSWG
@MWMentorsCA



www.facebook.com/CCSWG/
www.facebook.com/MWMCA/



Cawomenscommission.tumblr.com/

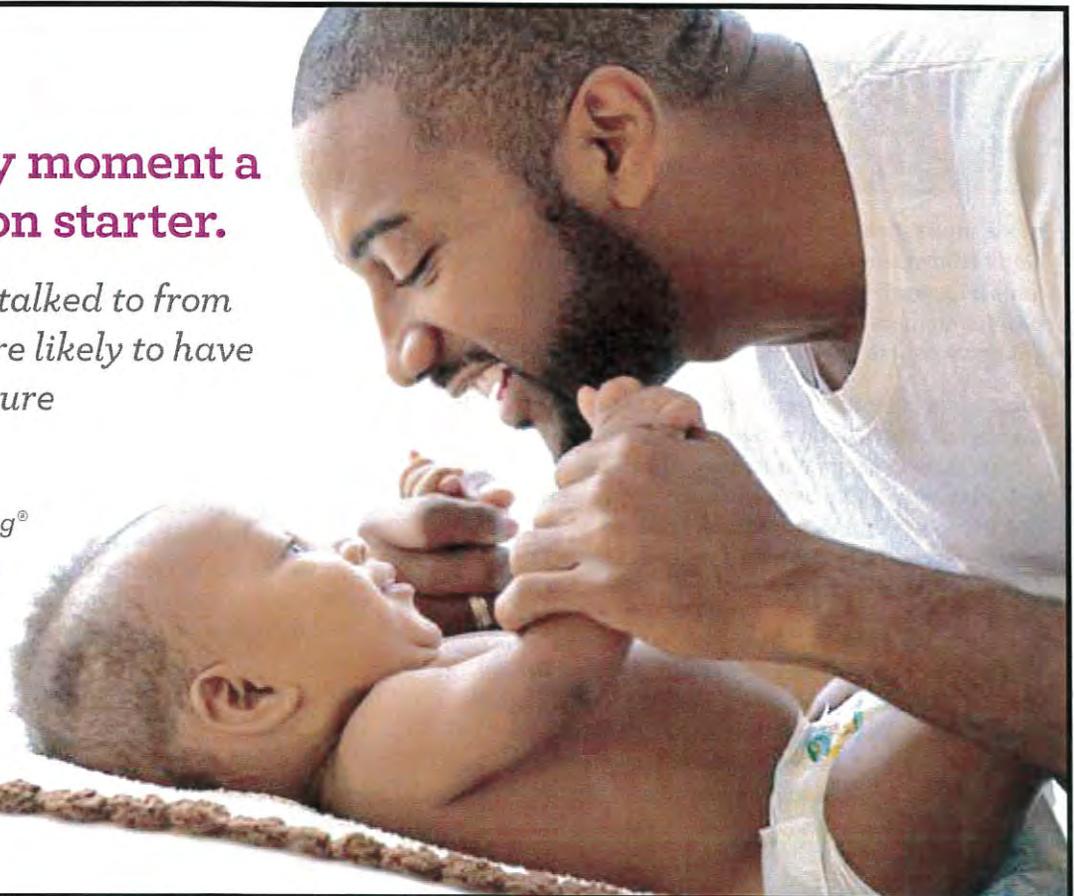
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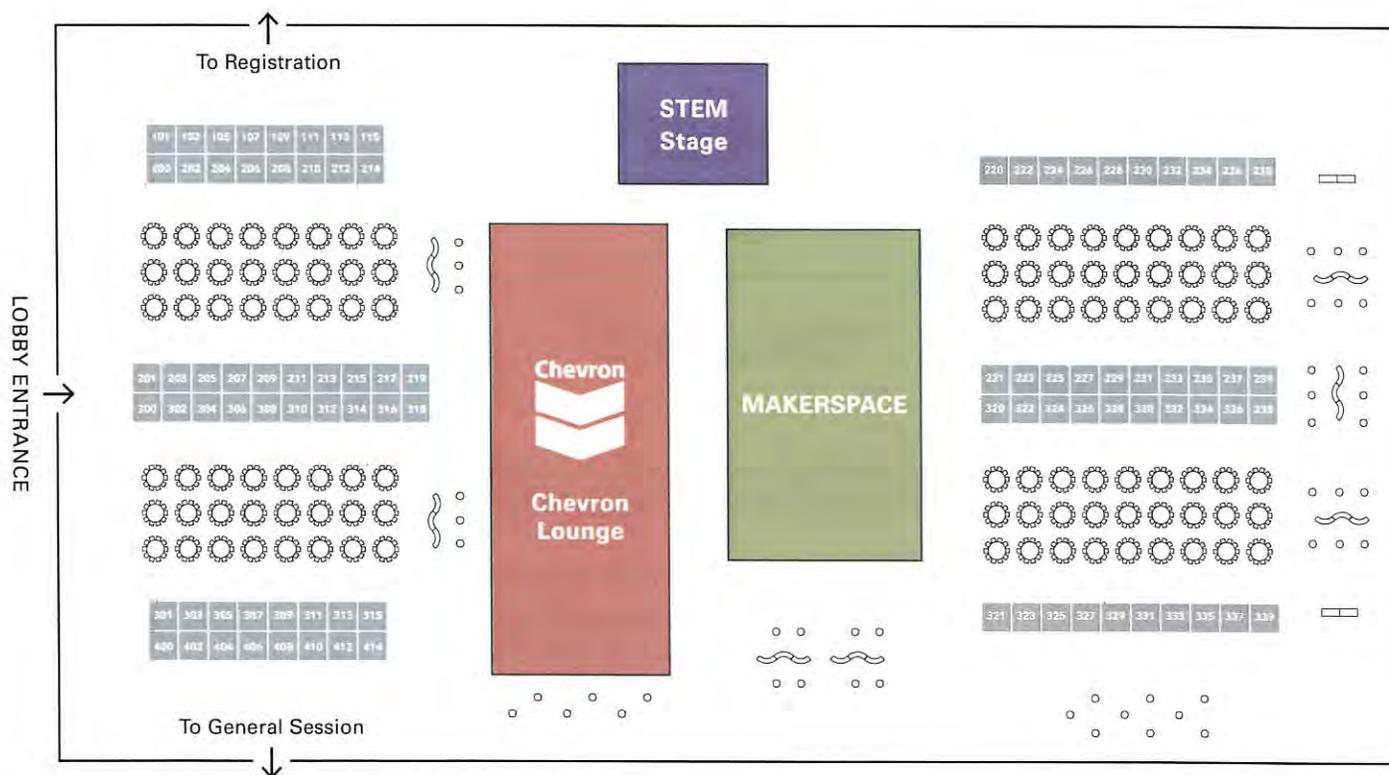
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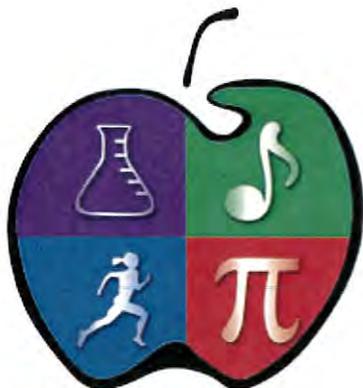
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CALIFORNIA

[f](#) [t](#) #talkreadsing



BOOTH #	COMPANY	BOOTH #	COMPANY	BOOTH #	COMPANY
212	Accelerate Learning	203	ETA hand2mind	327	Pearson
410	AchieveSTEM.education "Exercising Minds"	309	ExploreLearning	331	PocketLab
332	AdvancED Pacific	302	Fisher Science Education	412	PreFast Buildings
210	Advanced Technologies Consultants	304	Frey Scientific / CPO Science	222	Progressive Educational Systems
217	Airwolf 3D	224	GameSalad, Inc.	338	Project Cornerstone, Inc.
208	American Printing House for the Blind	306	iDESIGN Solutions	318	Project Lead The Way
206	ArduSat	404	Inside the Outdoors	328	Rokenbok Education
406	Barobo Linkbot	308	Interior Concepts	325	SAM Labs
329	BIOZONE Corporation	115	It's About Time	226	School Technology Resources
323	Boxlight Mimio	310	Kaplan Early Learning Company	228	Skillastics
223	California Industrial and Technology Education Association	215	Klein Educational Systems	200	Society for Science & the Public
105	California Science Teachers Association	233	Learning A-Z	230	SolidProfessor
202	California Virtual Academies	314	LEGO Education	232	Start Engineeringt
214	Carnegie Learning	334	LEGOLAND California	236	STEM Jobs Magazine/Victory Media
207	Carolina Biological Supply Comp	113	Let's Go Learn	234	Studentnest Foundation
312	Certiport	330	Magnitude.io	236	Studica, Inc.
222	codeCampus	311	MEL Science	238	Ten80 Foundation
333	Commission on the Status of Women and Girls	400	MIND Research Institute	204	The MiniOne Electrophoresis
213	CPM Educational Program	402	NAAEE	109	The UTeach Institute
321	CSU Office of the Chancellor	313	Nasco	237	Texas Instruments
211	Cubit	101	National Geographic Learning/ Cengage Learning	235	Two Wires Lab, Inc.
209	Delta Education	408	National Inventors Hall of Fame	225	UC Davis C-STEM Center
201	ELB Education	307	National Math + Science Initiative	227	University of California, Riverside Extension
205	Engineer Your World from The University of Texas	107	National Science Teachers Association	229	Vernier Software & Technology
		239	NumbersAlive!	231	Ward's Science
		305	Ocean Institute	111	World Educational Robotics
		303	PASCO Scientific	301	zSpace
		320/324	Paton Group		

THE CALIFORNIA STEM SYMPOSIUM IS BROUGHT TO YOU BY:



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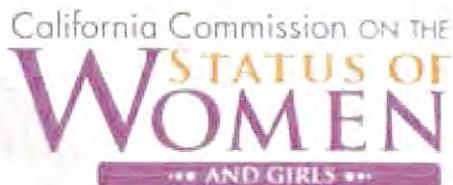
TIPS

NAME BADGES

Obtained at registration, name tags are required for entrance to all keynotes, sessions, meals, and events.

WE WANT YOUR FEEDBACK!

Please complete session and Symposium surveys. For each survey completed, you will be entered to win a prize!



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CA STEM Symposium!

Introduction



Lupita Cortez Alcalá, CHAIR,
CALIFORNIA COMMISSION OF THE STATUS OF
WOMEN AND GIRLS

Lupita Cortez Alcalá joins the California Student Aid Commission from the California Department of Education where she served as Deputy Superintendent of Instruction and

Learning Support. She is currently Chair of the California Commission on the Status of Women and Girls, as the designee for State Superintendent of Public Instruction Tom Torlakson. She has spent her career championing better educational outcomes for students, including advocacy for STEM education. Ms. Alcalá holds a bachelor's degree in political science from the University of California, San Diego and a master's degree from Harvard University School of Education.

Introduction



Blair Blackwell, MANAGER, EDUCATION
AND CORPORATE PROGRAMS, CHEVRON

Blair Blackwell is the Manager of Education and Corporate Programs at Chevron Corporation, a position she has held since December 2012. In this role, Blackwell is responsible for leading Chevron's education

focused social investment initiatives in the United States. Blair serves on the Partner Advisory Council for 100Kin10, a network of partners designed to fuel the next generation of innovators and problem solvers by providing America's classrooms with 100,000 excellent STEM teachers as well as the Advisory Council of Engineer Girl. Blair has over 15 years of experience with the private sector, nonprofit organizations and international organizations in Africa, the Balkans, Central Asia and the United States. She earned a bachelor's degree in Slavic Languages and Literatures from Princeton University, and is a Board Member of Princeton in Asia.

Keynote Speaker



Reshma Saujani, FOUNDER AND CEO,
GIRLS WHO CODE

Reshma Saujani is the founder and CEO of Girls Who Code, a national non-profit organization working to close the gender gap in technology and prepare young women for jobs

of the future. In her groundbreaking book, *Women Who Don't Wait in Line*, Saujani advocates for a new model of female leadership focused on embracing risk and failure, promoting mentorship and sponsorship and boldly charting your own course - personally and professionally.

After years of working as an attorney and supporting the Democratic Party as an activist and fundraiser, Saujani left her private-sector career behind and surged onto the political scene as the first Indian-American woman in the country to run for U.S. Congress. Following the highly publicized race, she stayed true to her passion for public service, becoming deputy public advocate of New York City.

Saujani is a graduate of the University of Illinois, Harvard's Kennedy School of Government and Yale Law School. She was recently named to *Forbes'* Most Powerful Women Changing the World; *Fast Company's* 100 Most Creative People; *Ad Age's* Creativity 50; and *Business Insider's* 50 Women Who Are Changing the World.

TOPIC:

Closing the Gender Gap in Technology - From the Classroom to the C-Suite

It's no secret that the tech industry has a serious gender imbalance, and it all starts with the classroom. If girls aren't in the seats, the labs, or the Makerspaces, they are less likely to land in the corner office. We live in an era in which girls are told they can do anything, so why aren't there more women in leadership roles to look up to? In 2012, Reshma Saujani founded Girls Who Code with the mission of correcting this disparity. Since then, she has sparked a national conversation about increasing the number of women in tech.

Saujani advocates for a new model of female leadership focused on embracing risk and failure, promoting mentorship and sponsorship, and boldly charting your own course, both personally and professionally. It's one that embraces fun, welcoming learning environments where girls from all walks of life are encouraged to explore the world as well as their own potential.

Acknowledgments

Special Thanks To...



Tom Torlakson
STATE SUPERINTENDENT OF PUBLIC
INSTRUCTION



**Californians Dedicated to
Education Foundation**



**California Commission
on the Status of Women and
Girls**

We appreciate and recognize the following individuals and organizations for their contributions to the success of this Symposium:

California Department of Education Administrative Team

Tom Torlakson, STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

Glen Price, CHIEF DEPUTY SUPERINTENDENT

Michelle Zumot, CHIEF DEPUTY SUPERINTENDENT

Jason Spencer, PRINCIPAL ADVISOR TO THE SUPERINTENDENT

Tom Adams, DEPUTY SUPERINTENDENT

Michael Funk, DIRECTOR, EXPANDED LEARNING DIVISION

Stephanie Gregson, DIRECTOR, CURRICULUM FRAMEWORKS AND
INSTRUCTIONAL RESOURCES DIVISION

Trish Boyd Williams, MEMBER, CALIFORNIA STATE BOARD OF
EDUCATION

California Department of Education Support Team

Maxine Wheeler

Jennifer Moreno

Laura Nelson

Alice Ng

Emily Del Real

Teri Alves

Lisa Fassett

Bryan Boyd, Ed.D.

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Laura Bridges

Yvonne Evans

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Melissa MacDonald

Molly Stitt

Lesley Taylor

STEM Symposium Leadership Team

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TO EDUCATION FOUNDATION

Jessica Howard, PROGRAM DIRECTOR, STEM, CALIFORNIANS
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Allison Pieter, EXECUTIVE PRODUCER, STEM SYMPOSIUM

Erin Scholes, MEETING PLANNER, SCHOLES MEETINGS & EVENTS

Monique McWayne, ADMINISTRATOR, STEM OFFICE, CALIFORNIA
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Paula Evans, EDUCATION PROGRAMS CONSULTANT, STEM OFFICE,
CALIFORNIA DEPARTMENT OF EDUCATION

Lupita Cortez Alcalá, CHAIR, CALIFORNIA COMMISSION OF THE
STATUS OF WOMEN AND GIRLS

Nancy Kirshner-Rodriguez, EXECUTIVE DIRECTOR, CALIFORNIA
COMMISSION ON THE STATUS OF WOMEN AND GIRLS

STEM Symposium Support Team

Neetu Balram

Pablo Lopez

Michele Lambert

Kristen Keltner

Whitney Matta

Lauren Cuneo

2016 California STEM Symposium

Girls in STEM Sessions

- **Session 1:** Designing Girl-Friendly and Girl-Focused STEM Programs : Tips from CalGirls Network
Room 202B Session ID 185
- **Session 2:** Engaging Girls in STEM panel discussion led by Lupita Cortez Alcalá, Chair CA Commission on the Status of Women and Girls and Million Women Mentors CA Founder
Room 202B Session ID 221
- **Lunch Keynote:** Reshma Saujani, Founder and CEO of Girls Who Code
- **Session 3:** Femineer Program: A Model for Engaging K-12 Girls in STEM
Room 202B Session ID 170
- **Session 4:** Roundtables
 - Technovation: Girls Who Code and Create Startups
 - Girls STEM Conference Santa Maria: Collaboration between Allan Hancock College and California Women for Agriculture
 - Solano COE: Using Coding Robotics in EL and Migrant ED Summer Programs
 - Los Altos School District: Computer Science for ALL
 - STEM Learning Lab: Math Through Robotics at an All-Girls School
- **Day 2 Morning Keynote:** Dr. Edith “Edie” Widder, Oceanographer
- **Session 5:**
 - Access and Opportunity for Underrepresented Females of Color
Room 201C Session ID 28
 - Getting STEAMy with Art and Engineering's: Environmental Education at an All-Girls Middle School San Diego
Room 202B Session ID 202B 135
- **Session 6:** The Magic of STEM: Creating Curiosity in Middle School Girls
Room 202B Session D 177
- **Session 7:** Create STEM Opportunities for Girls!
Room 202B Session ID 172



2016 California STEM Symposium | October 9-11 | Anaheim, CA



The Commission on the Status of Women and Girls is an independent state agency that advocates on behalf of women in California, advising the Governor and Legislature on issues concerning women, educating the public about important policies impacting women, and working in conjunction with organizations invested in women's empowerment.

Our 17 member commission includes extraordinary women leaders in policy, education, and industry.

While our Commissions work on a range of women's issues, the Commissions current policy priorities are:

- Increasing the number of women and girls in STEM educational and professional fields
 - Ensuring pay equity for all women in CA
 - Ensuring secure retirement and safety for aging women

Visit our website for up to date information on Commission and activities and follow us on social media for all things gender.

Join us!

advancing issues
50 YEARS
and continuing action



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Commission Chair

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Commissioner

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Commission on the Status of
Women and Girls

900 N Street, Suite 390
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Welcome to
the 2016
California
STEM
Symposium
Anaheim, CA
October 9-11





Chair Lupita Cortez Alcalá, appointee of the Superintendent of Education and Executive Director of the Student Aid Commission

Chair Alcalá has served on the Commission for 5 years. As the appointee of the Superintendent of Education she has advocated the Commission to make STEM education a priority. Under her leadership the Commission has partnered with the CA Department of Education, University of California Davis, and Million Women Mentors to bring women and girls into STEM and stay. Our mission is to increase the participation of girls in STEM classrooms, from Kindergarten to University, and increase the number of women in STEM professional fields.

The Commission has joined with the California Department of Education to improve STEM education in K - 12 public schools and to strengthen girls' engagement in STEM classrooms.

The CCSWG and the CDE have teamed up to:

- develop professional learning modules focusing on instructional strategies to increase access to STEM;
- organize a series of town hall meetings to identify specific steps for policy makers, educators, and business and community partners to engage young women in STEM educational fields and disciplines.

Our dedications to STEM carries over into all the work we do. We look forward to traveling across the Golden State to rally girls to pursue STEM.



Million Women Mentors supports the engagement of one million STEM mentors to increase the interest and confidence of girls and women to persist and succeed in STEM programs and careers.

Through the engagement of one million mentors, their goals are to:

1. Increase the percentage of high school girls planning to pursue STEM careers.
2. Increase the percentage of young women pursuing undergraduate degrees in STEM fields.
3. Increase the percentage of women staying and advancing in STEM careers through supporting workforce mentoring programs.

**Interested in becoming a mentor?
Need some guidance in STEM?**

Connect with us:

<http://mwm-ca.org/>



PLEDGE GOAL THROUGH 2018: 50,000

2016 RESULTS

- **Million Women Mentors–CA Goals:**
 - Increase the percentage of middle/high school girls planning to pursue STEM careers,
 - Increase the percentage of young women pursuing undergraduate degrees in STEM fields, and
 - Increase the percentage of women staying and advancing in STEM careers through supporting workforce mentoring programs.

EVENT HIGHLIGHT



Honorary Leadership Council Launch

January 21, 2016 at PayPal

San Francisco Headquarters

HONORARY LEADERSHIP COUNCIL AND PLANNING COMMITTEE

Honorary Leadership Council

Nancy McFadden

Executive Secretary to Governor Edmund G. Brown

Lupita Cortez Alcalá

Chair, California Commission on the Status of Women and Girls

Executive Director, California Student Aid Commission

LaFawn Davis Bailey

Global Head of Culture & Inclusion, Pay Pal

Andrea Deveau

Executive Director, California, TechNet

Linda Calhoun

Founder and Executive Producer, Careergirls.org

Linda Kekelis

Founder and Chief Executive Officer (retired), Techbridge

Founding Committee Coordinators and Participating Organizations

Beth Broome

Senior STEM Advisor to the Provost, University of California at Davis

Nancy Kirshner-Rodriguez

Executive Director, California Commission on the Status of Women and Girls

Venita Sivamani

Chief Executive Officer, Dermveda



ACTIVITIES

- Production of MWM CA Video–STEM women give their 15-year-old self advice...
<https://www.youtube.com/watch?v=p9BWBVEA6Lc>
- I AM THAT GIRL #Girls Rock STEM Dinner in Emeryville, CA on April 6th 2016
- Assembly Select Committee on STEM Education Hearing on April 7th 2016
- Mentorship Kick-Off Event at UC Davis on May 19th 2016 UC Davis partnered with MWM-CA and MentorCloud to establish a private online platform that brings together CA women interested in STEM fields and aims to build a vibrant online community.

CONTACT INFO

Nancy Kirshner-Rodriguez - 916-651-5405 – Nancy.Kirshnerrodriguez@women.ca.gov

Beth Broome – 530-752-9310 - BFBroome@ucdavis.edu



MILLION WOMEN MENTORS CALIFORNIA MentorCloud Pilot Program Debrief 9/14/16

Overview

Million Women Mentors CA (MWM CA) in partnership with UC Davis, the California Commission on the Status of Women and Girls, and MentorCloud recently completed a pilot program with undergraduate female students at UC Davis interested in STEM careers. The pilot ran for a total of 5 months from April 25, 2016 – September 25, 2016. The student kick-off event at UC Davis was hosted on May 19th and 188 participants registered for the pilot.

Million Women Mentors is pursuing an online mentoring platform for the following purposes:

1. Increase the percentage of high school girls planning to pursue STEM careers
2. Increase the percentage of young women pursuing undergraduate degrees in STEM fields
3. Increase the percentage of women staying and advancing in STEM careers through supporting workforce mentoring programs

The pilot's success measures included the following:

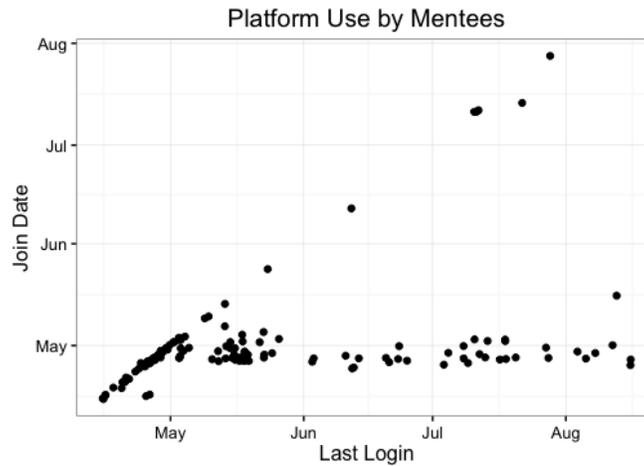
1. Number of mentors and mentees that signed up over time
2. Number of mentorship pairs
3. Number of mentor-mentee conversations
4. Total time spent sharing and learning, by mentors & mentees
5. Measure of mentee happiness from the help they are now able to receive (survey)
6. Measure of mentor happiness with the help they are able to offer (survey)
7. Turnover rate: how many mentors and mentees who continue to use the program after 3, 6, 9, and 12 months? Does their activity level increase or decrease over time?

Results

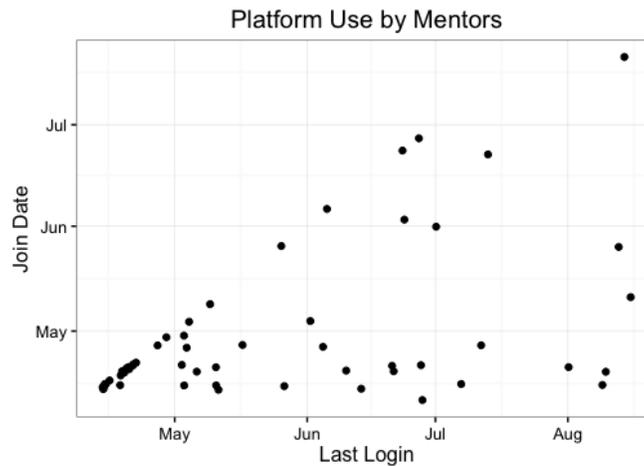
User engagement averaged 10% with 19 mentoring relationships initiated out of the 188 participants. A snapshot of the pilot performance is provided below:

- **138** profiled mentees (subtracted out those listed as both mentor and mentee) across STEM disciplines, primarily Computer Science and Engineering (biomedical, electrical, civil and mechanical)
 - 245 students responded to the initial Google Form invitation indicating their interest to participate (56% matriculation)
- **19** initiated mentorships (subtracted out test mentorships)
 - **13** initiated by mentees
 - **6** initiated by mentors
 - (as of 8/16/16, 2 requested mentorships are still pending)
- **7** Roundtables have been created, with 24 posts total.

- 61 insights have been shared to the Dashboard (stored in the Library)



This plot demonstrates that we still have users accessing the platform, even if they're not linked to a mentor, though use is sporadic, and a large number of users accessed the platform only at the time they accepted their membership invitation and created a profile.



Similar to the mentee data, this plot illustrates that mentors are accessing the platform, but a large number of mentors only accessed the platform at the time they accepted their membership invitation and created a profile.

Recommendations

1. Establish Structured Program Effort to Augment Online Mentoring

The academic setting differs from the corporate environment and requires structured programming to support students in building the skillset and confidence necessary to build a strong mentoring relationship. According to MentorCloud's [survey](#), students were unsure on how to approach a mentor. (Their second greatest concern was finding a job.)

While the MWM CA and MentorCloud teams sent ongoing communication and outreach to the pilot program participants, the lower-than-expected user engagement indicates that additional support and structure would be needed for a statewide or national rollout. It is unclear how this would be structured on a larger scale, but it is an important consideration moving forward.

Although the mentor and mentee community liaisons in the pilot provided regular communication during the course of the pilot, the response rate was extremely low and did not result in significant gains in developing new mentoring relationships or interactions which indicates a need for additional structuring and support.

The communication efforts provided in the pilot included several touch points: In addition to ongoing email outreach and support, every student in the pilot was called during the weeks of April 25th, May 9th-16th, and June 20th. MentorCloud called all unprofiled mentors and mentees the week of July 11th. MentorCloud also began sending weekly best practices and tips emails to mentors and meetings beginning August 17th.

After receiving initial feedback that students enjoy face-to-face meetings and were in need of guidance on the mentoring process, UC Davis developed and coordinated a four-part live online summer series:

- Summer Session 1 – Introduction to Mentoring (June 24, 2016)
- Summer Session 2 – Finding a Mentor Match (June 29, 2016)
- Summer Session 3 – Connect with a Mentor and Build a Relationship (July 14, 2016)
- Summer Session 4 – Develop Goals and Mentorship Plan (July 21, 2016)

A total of 2 students and 3 guest speakers participated. The UC Davis mentee liaison hosted voluntary office hours and served as an on-campus counselor, which a couple of students attended.

2. Refine Matching Process

According to the phone surveys and follow-up conducted, many students ended their engagement with the pilot as a result of not being able to find a mentor that matched their industry or interests.

The specifications students could be matched to included the following:

Areas of Interest: Jobs & Internships; Career Growth; Work-Life Integration; Entrepreneurship; Leadership; Personal Branding; Academics & Research; Time Management

Values: Accountability; Commitment; Compassion; Empathy; Family; Hard Work; Honesty; Humility; Integrity; Mutual Respect; Punctuality; Quality; Responsibility; Service; Teamwork; Truth; Win-Win

We were unable to add industry or major: Undeclared, Life Sciences, Physical Sciences, Electrical Engineering, Computer Science, Plant Biology, Other

It would help streamline the matching process and likely boost mentoring connections if industry could be included along with interest areas.

3. Increase Communication Modalities

Given the student response rate to phone and email outreach, we predict that students would prefer video, text, live chat or social media elements to their user experience. The current version of MentorCloud does not allow for direct communication.

4. Adjust Timing of Mentoring Program

Given the timeline of the MWM National Summit, we were pressed for time to begin in the spring rather than the fall. The pilot was rolled out shortly after spring break and most students registered toward the end of the quarter, which was not an ideal time to capture their attention. In the future, aligning to the academic calendar would likely increase participation and engagement from students and faculty alike.

As an aside, it was initially predicted that summer break would provide an opportunity to supplement the experience of students at their internships or in summer school. Students who registered to participate were informed of the time commitment in advance and agreed to engage with their mentors every other week for the duration of the pilot. It is unclear whether student schedules conflicted with the timing of the pilot or whether there was a lack of interest in the benefits offered. When school is in session, students are focused on their coursework/projects and may not have the same time available as in the summer. A second or extended pilot may provide further clarification.

5. Begin Mentor Recruitment Early for a Larger Pool

While the 52 mentors who enrolled were able to meet the needs of the students who registered (as each mentor could have multiple mentees), a 1-to-1 ratio would be ideal. Mentor engagement should begin sooner in the next iteration and include several opportunities for training and onboarding.

A common complaint we received from students was that they were unable to find enough or any mentors specific to their field. Our initial recruitment focused on mentorship for STEM disciplines broadly, and what we found was that students preferred to have a narrower pool of professionals directly aligned to their career pursuits.

The restricted size of our pilot is a limiting factor in being able to understand the full potential of the platform. Moving forward, we would recommend including a larger sample size for a more accurate assessment of the telementoring experience.

6. Extend to Graduate Students and Working Professionals

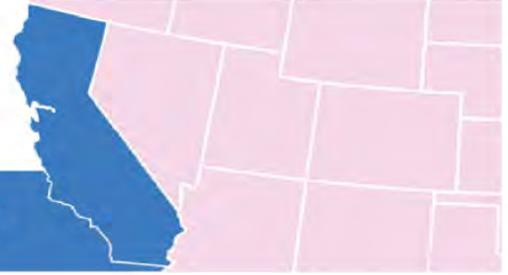
While this pilot focused on undergraduate students, there is also a tremendous need for career-focused advice and mentoring at the graduate student level. The main challenge we faced in trying to expand to graduate students was a lack of mentors who felt qualified to mentor at the advanced levels. Working professionals, especially those who do not possess graduate degrees themselves, sometimes perceive their “real-world experience” as lacking in comparison to the training graduate students receive and are unsure of the value they would bring to the mentoring relationship. With additional education and awareness, we could begin to recruit mentors willing to work with students at this level and also help bridge the perception gap.

MentorCloud could also be positioned as an opportunity for industry leaders to both offer mentorship and also receive mentorship themselves from each other. The platform enables participants to serve in dual roles should they seek to mentor and be mentored. The platform

may be valued more highly if we can increase the engagement of all participants, which could in turn increase student involvement as a long-term mentoring opportunity.

Next Steps

1. Assess feature scope for MentorCloud platform. MWM CA's specification requests include the following additions:
 - a. Are we able to automate reminders so that mentors know when a mentee is waiting and vice versa?
 - b. Will video and direct messaging applications be available so that students can connect directly with their mentors through the platform rather than via email?
 - c. Can the matching algorithm be customized?
 - d. Can we create subaccounts for minors and meet state and national privacy requirements?
2. What is the timeline for the app? What features will it include?
3. Host focus group with mentors and mentees who participated in the program to better understand the experience of those who engaged in a mentoring relationship and those who did not.
 - a. A survey will be provided to mentor and mentees at the end of the pilot. Additional meetings will be conducted as time permits.



MENTOR PLEDGE GOAL: 50,000

MWM CA – Honorary Council Profile

Linda Calhoun

Education: Bachelor of Science degree in Mass Communication at Boston University; Certificate in International Marketing at American University of Paris.

Company: Careergirls.org

Roles: Founder and Executive Producer



Personal: Linda and her husband Ed live in San Francisco and are co-founders of EL Films production company and established independent artists. In 1994, she had the honor of being a member of the United Nations Observer Mission in South Africa (UNOMSA) as an election monitor in the KwaZulu Natal Province.

Linda Calhoun is a member of the Honorary Council of Million Women Mentors, CA.

She is the Founder and Executive Producer of Career Girls, a free, noncommercial, online platform that showcases video clips of diverse women role models sharing career and educational advice to inspire young girls to expand their horizons, improve their academic performance, and dream big about their futures.

The idea for Career Girls was born after Linda started working as a database consultant for international development projects for USAID and the World Bank. She has many years of experience leading teams in database design and requirements to support GIS for public agencies in Kansas, Connecticut and the Kyrgyz Republic. She found leading teams to be rewarding on many levels and wanted the next generation of young women to know about exciting careers in tech and beyond. She is a member of the Board of Trustees of the World Affairs Council of Northern California, Friends of the San Francisco Commission on the Status of Women, and Vice Chair of the Commonwealth Club of California's International Relations Member Led Forum.



Twitter: <https://twitter.com/careergirlsorg>

Facebook: <https://www.facebook.com/CareerGirls/>

Pinterest: <https://www.pinterest.com/careergirlsorg/>

SoundCloud: <https://soundcloud.com/career-girls>

Vine: <https://vine.co/Career.Girls>

YouTube: <https://www.youtube.com/user/careergirls>

Career Girls is a wonderful resource for young women and girls and provides video clips of women role models working in a range of fields, including STEM. These women offer years of experience from diverse professional backgrounds. Career Girls also delivers career information, including educational requirements, prospective job growth, and income.

STEM Policy in CA



The California Commission on the Status of Women and Girls has joined with the California Department of Education to improve STEM education in K through 12 public schools and to strengthen girls' engagement in STEM classrooms. The CCSWG and the CDE have teamed up to

- develop professional learning modules focusing on instructional strategies to increase access to STEM;
- provide a coding demonstration and give participants an opportunity to learn elements of coding at the annual CA STEM Symposium;
- outreach to encourage girls and young women to explore and enroll in STEM courses; pursue postsecondary degrees in STEM majors that will ultimately lead to careers in STEM;
- and organize a series of town hall meetings to identify specific steps for policy makers, educators, and business and community partners to engage young women in STEM educational fields and disciplines.

The Commission and the CDE are proud to be working together to help secure a future of opportunities in STEM careers for young women and girls in California.

MWM National



MWM Entrepreneurship Council Chair, Nina Vaca, spoke at the 2016 Global Entrepreneurship Summit. The international summit was held in Silicon Valley. Nina Vaca is the Chairman and CEO of Pinnacle Group. A full video of her speech can be watched at the [MWM website](#), along with a blog post covering the event.

Activities and Opportunities

Women in Technology Symposium on October 5th: Recognizing Leaders, Inspiring the Next Generation

- **When:** Wednesday, October 5, 2016, 11:30am-6:00pm
- **Where:** Banatao Auditorium, Sutardja Dai Hall, UC Berkeley

This public event will feature leaders and champions of women in technology who will offer their thoughts on challenges to achieving gender diversity at all organizational levels of industry, academia, and the public sector.

For registration see the [Eventbrite page](#).

MWM Southern California

- Leaders of MWM Southern California will host the leadership of the United State of Women in the Fall in conjunction with the State STEM Symposium and will host the Los Angeles event of the [United State of Women](#) in 2017.

Activities and Opportunities

MWM
Million Women Mentors®
Advancing Women and Girls in STEM Careers Through Mentoring

**Summit
 & Gala**
Omni Shoreham Hotel
 October 4-5, 2016
 Washington, D.C.

Million Women Mentors (MWM) is hosting its **Second Annual Summit and Gala** this October.

The event will feature updates and best practices surrounding the MWM efforts.

- **When:** Wednesday, October 5, 2016 from 7:30 AM to 9:00 PM
- **Where:** Omni Shoreham Hotel - 2500 Calvert St NW, Washington, DC 20008

For registration information on this special event visit the event page [here](#).

2016 STEM Symposium

Mark your calendars! The 2016 California STEM Symposium will be held in the Anaheim Convention Center in Southern California. Once again, it will be organized by the [Californians Dedicated to Education \(CDE\) Foundation](#). The Foundation has raised over \$3.5 million to support innovative programs at the department and across the state, including increasing access to professional development in STEM, supporting school districts in the implementation of Common Core, and garnering resources to develop further recommendations for California about teacher support, STEM, and education technology. This is the largest annual gathering of STEM educators and advocates in California. For more information please check out the [website](#).



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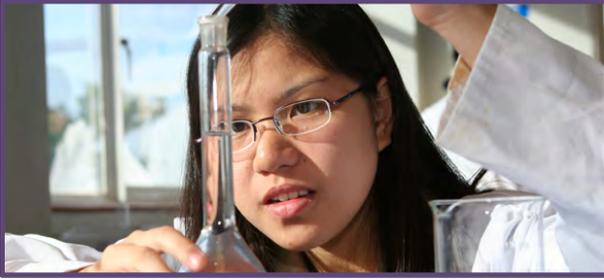
- **When:** Friday, September 23, 2:30 PM to 7:00 PM
- **Where:** Marrone Bio Innovations, 1540 Drew Ave, Davis, CA

This event will feature a keynote from Cate Dyer, the Founder, CEO, and Sole Proprietor of StemExpress on Women in Science and Entrepreneurship. There will also be panel discussions, a poster session, and lighting presentations by local companies.

For more information AWIS [website](#).



MWM In The Media



The Cabinet Report

[“State pairing girls with mentors to reduce STEM gap”](#)

by Alisha Kirby

MWM CA was recently featured in the online educational news publication *The Cabinet Report*. Nancy Kirshner-Rodriguez, Executive Director the CA Commission on the Status of Women and Girls, was interviewed to speak about the importance of mentorship for girls and women in STEM fields.

Stay up to date with all MWM CA activities!

<http://www.MWM-CA.org>

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Email: lkbaldwin@ucdavis.edu

California’s Goal: To pledge **50,000** mentors by **2018**

California, it’s time to

JOIN THE MOVEMENT

Pledge Today

How to Register as a Mentor:

1. Go to <http://www.MWM-CA.org>
2. Fill in the blanks and click ‘Register’
3. Make the Pledge!
4. Receive an email from MWM with next steps

Already a Mentor? Did you reach out to a mentee yet?
Have an ongoing mentorship relationship on MentorCloud?
Questions? Contact Linda Baldwin at LKbaldwin@ucdavis.edu.

About Million Women Mentors CA

Working with our partners from the corporate, nonprofit, higher education, and government sectors, we will engage 50,000 CA Mentors by 2018 to:

- ❖ Increase the percentage of middle school and high school girls planning to pursue STEM careers
- ❖ Increase the percentage of young women pursuing undergraduate degrees in STEM fields
- ❖ Increase the percentage of women staying and advancing in STEM careers through supporting workforce mentoring programs

For more information, go to

<http://www.MWM-CA.org>



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Commission Chair

ASSEMBLYMEMBER
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First Vice-Chair

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Commissioner

JULIE SU
Commissioner

OFELIA ALVAREZ-
WILLIS, MD
Commissioner

Nancy Kirshner-
Rodriguez,
Executive Director

To: Commissioners, California Commission on the Status of Women and Girls

From: Bethany A. Renfree, Policy Director

Date: August 31, 2016

Re: **Staff Report to the Commission on the California Pay Equity Task Force**

On July 22, 2016 the Commission convened the first meeting of the California Pay Equity Task Force. The [mission of the Task Force](#) is to ensure effective implementation of the strongest equal pay law in the nation, Senator Jackson's SB 358, by supporting meaningful compliance and active awareness through the facilitation of ongoing dialogue among diverse parties and interests. The following report provides an informative update on the work done thus far to achieve this goal.

It is an honor for me to serve as the lead Commission Staff member for this historic Commission undertaking. Since I joined the Commission in January I have been working closely with Commissioners Julie Su and Lauri Damrell, co-chairs of the Task Force and the Commission's Gender Equity in the Workplace and Employment subcommittee, to conceptualize, plan and implement the taskforce along with ongoing input and recommendations from Commission Staff Attorney Marian Johnston and Commission ED Nancy Kirshner Rodriguez.

The day to day staff team from CCSWG includes:

Dr. Tonya D. Lindsey, Senior Research Consultant, CA State Library CRB
Stephanie Flores, CCSWG Communications and Outreach Adviser
Emily Van Atta, CCSWG Fiscal and Operations Director

Their primary roles are laid out in more detail in this document.

In addition, Doris Ng and Tamara McDonald, staff members from Commissioner Su's office at the Division of Labor Standards Enforcement, are very involved with Task Force planning and the substantive work of the Task Force subcommittees. Doris Ng, DLSE staff counsel and head of the retaliation unit, serves as a Legal Enforcement Liaison to the Task Force. Tamara McDonald, Leadership Specialist for the Labor Commissioner's Office, serves as the [Task Force Diversity Officer](#).



Members and Liaisons

The CA Pay Equity Task Force comprises the following members and liaisons:

Commissioner Julie A. Su, Co-chair
California Labor Commissioner

Senator Hannah-Beth Jackson
California State Legislator

Commissioner Lauri Damrell, Co-chair
Partner, Orrick, Herrington & Sutcliffe LLP

Assemblymember Cristina Garcia
California State Legislator

Assemblymember Marie Waldron
California State Legislator

Kevin Kish, DFEH Director
Director, CA Dept. of Fair Employment & Housing

Jennifer Barrera
Policy Advocate
California Chamber of Commerce

Kimberlee Shauman, Ph.D.
Professor of Sociology
University of California Davis

Daniel C.Y. Kuang, Ph.D.
Vice President – Legal and Audit Support Services
Biddle Consulting Group, Inc.

Leslie Simon
Business Representative
Int'l Alliance of Theatrical Stage Employees Local 871

Peter Pawlick
Senior Director
Global Compensation at Gap Inc.

Jeanna Steele
Head of Litigation & Assistant General
Sunrun, Inc.

Victoria Pynchon
Co-Founder
She Negotiates

Bryn Sullivan
Senate Consultant
California Legislative Women's Caucus

Jennifer Reisch
Legal Director
Equal Rights Advocates

Tamekia N. Robinson
Vice President for Organizing/Representation
SEIU Local 1000, California State Employees

Rhoma Young
Human Resources Consultant
Rhoma Young & Associates

Kelly Jenkins-Pultz
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Regional Administrator
US Department of Labor Women's Bureau, Region 9

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Legal Enforcement Liaison
Staff Counsel, DLSE

Phoebe P. Liu
Legal Enforcement Liaison
Senior Staff Counsel IV, DFEH

Tamara McDonald
Task Force Diversity Officer
Staff Services Manager, DLSE



Each Task Force member and liaison brings a unique perspective, background, and set of expertise to guide and inform the work of the Task Force. The dynamic level of engagement and exchange of ideas at each of the Task Force meetings has reinforced the importance of this effort, and the valuable role the Commission is playing in convening this group and facilitating dialogue on the issue of pay equity for California's women.

The members have been working closely with their subcommittees both during and in-between meetings. Additionally, several of the members have given presentations to the Task Force. The presentations included background and perspectives on the California Fair Pay Act, including an [advocates perspective](#) and an [employer's perspective](#), [Understanding the Pay Gap—A Practitioner's Perspective](#), and [information about the state job classification system](#).

Staff Work Priorities and Timeline

Commission staff each contributes to the Task Force effort in several areas, including administration, planning and coordination, research, communications and outreach, and subcommittee work. The staff work priorities also align with the [work plan](#) considered by the Commission on June 13, 2016.

The Task Force has convened two meetings. The first meeting was on [July 22, 2016](#) and the second on [August 19, 2016](#). The final convening of this year will be held in the State Capitol Room 125 on Monday, October 24, 2016 commencing at 10 a.m. and concluding at 4 p.m. Staff is working with members and liaisons to identify 2017 meeting dates.

Administration, Planning and Coordination

The Task Force is a major policy initiative of the Commission. As the Staff Lead I manage and coordinate the work of Commission staff including preparation and content of each Task Force meeting. In preparation for each meeting, Commission staff gathers, creates, and organizes binder material to be handed out to Task Force members and posted on the Commission website.

I coordinate and participate in all regular planning sessions with the Task Force planning committee, consisting of co-chairs Commissioner Su and Damrell, Doris Ng and Tamara McDonald. The planning committee conceptualizes, reviews, and approves all documents associated with the composition of the Task Force, including the design of each Task Force seat, the application for membership, and the subject matter and/or criteria for subcommittees, liaisons and the diversity officer. The planning committee conceptualizes, reviews, and approves documents associated with the mission and goals of the Task Force, including the proposal for creating the Task Force, the work plan and timeline, and the framework for deliverables. Additionally, the planning committee discusses and drafts processes for the Task Force, including a process for responding to requests and collecting and sharing information. The processes are presented to the Task Force for consideration and approval.

Most Task Force documents, including proposals, policies and reports are developed under my direction. Dr. Lindsey has primary responsibility for the drafting the Interim Report and is currently in the preliminary stages of planning the report's content. We will work closely together with the planning committee on the Task Force Interim Report to be released in April 2017.



Communications and Outreach

As the Communication and Outreach Adviser for the Commission, Stephanie is focused on the presentation of the Task Force to the public.

As the Outreach Adviser, she is responsible for ensuring public copies of all materials are available to the public attending Task Force meetings. As the Communications Adviser, Stephanie develops all press material to be distributed before Task Force meetings, including a media advisory and press release. She circulates these materials to the press. The Sacramento Bee and—Capitol AM Alerts as well as the Capitol Morning Report news outlets have covered both the July and August Task Force meetings. Social media promotion coincides with the press strategy Stephanie has designed, which includes content for posts she has designed to place on the Commission Twitter and Facebook accounts.

After each Task Force meeting, Stephanie collects all the photographs taken at the meeting and uploads them to the Commission social media accounts. These photos are also used in the Commission's newsletter [*Issues & Impact*](#). The newsletter has an entire page devoted to the progress of the Task Force, which includes a summary of the meetings, events and future meeting dates.

Website

I have also developed a California Pay Equity Task Force page on the Commission's website. The page is a work in progress and will host Task Force reports as well as informational materials and resources on pay equity, in addition to the content currently on the page pertaining to members, liaisons and staff, meeting times and locations, meeting materials, subcommittees, guiding documents and Task Force policy.

Subcommittees

[*Enforcement and Process Subcommittee*](#): Commissioner Julie Su and Director Kevin Kish comprise this subcommittee. Doris Ng and Phoebe Liu provide expertise as Legal Enforcement Liaisons. This subcommittee has discussed strategic enforcement and the potential need to focus Task Force resources on certain industries where the wage gap may have the greatest impact.

[*Definitions Subcommittee*](#): Doris Ng and I staff the Definitions subcommittee. Jennifer Barrera and Jennifer Reisch, members of the committee, led a discussion at the August 19th Task Force meeting in regards to defining key concepts in the California Fair Pay Act. Some of the concepts discussed include substantially similar work; composite of skill, effort, and responsibility; similar working conditions; entire wage differential; discussing the wages of others; and rate versus wage. Task force members discussed goals for defining concepts. Generally, the goal will be to provide guidance on what to consider regarding each concept rather than offering word for word definitions of key concepts. This guidance could include providing employees and employers the right questions to ask, for example, asking what the physical demands of the job entail in order to evaluate whether job descriptions match actual tasks expected to be performed.

[*Measuring the Pay Gap Subcommittee*](#): Dr. Kimberlee Shauman and Dr. Daniel Kuang serve on this subcommittee, staffed by Dr. Tonya Lindsey. At the August 19th meeting of the Task Force Dr. Kuang presented information from his experience in the private sector about how to measure the pay gap. This



subcommittee continues to discuss types of compensation data, how to identify and compare substantially similar groups, and the factors and methods that help to statistically explain gender wage gaps.

Job Classifications Subcommittee: Tamekia Robinson and Dr. Shauman comprise this subcommittee staffed by Dr. Lindsey. Ms. Robinson presented information at the August meeting about how SEIU works with CalHR and the State Personnel Board to create and maintain job classifications and compensation levels. She also discussed common problems found in the job class structure such as blocked upward mobility, misallocation, and salary disparities. Dr. Shauman wrote a [memorandum presenting a rationale for analyzing job data](#). The rationale was submitted to the Task Force and explains why an analysis of job characteristics and job classification schemes is important to implementing SB 358. She also identifies the data that should be collected, maintained, and analyzed.

Evaluating Systems and Functional Infrastructure Subcommittee: Peter Pawlick and Dr. Kuang serve on this subcommittee. Dr. Kuang presented information about the reliability of company data during his presentation at the August 19, 2016 Task Force meeting. Peter and Dr. Kuang have engaged in conversations regarding compensation analysis.

Evaluating Policy and Practice Subcommittee: Leslie Simon and Jennifer Reisch serve on this subcommittee. In the initial stages of subcommittee work, Leslie and Jennifer are focused on landscaping current policies across industries, assessing what exists in terms of tips for workers and worker organizations, and understanding what different industries and employers are doing in the private sector, such as what information they keep on employees and how they define jobs.

Challenges and Barriers Subcommittee: Emily Van Atta and Tamara McDonald staff the Challenges and Barriers Subcommittee, comprising Jennifer Barrera and Jeanna Steele. The subcommittee has discussed ways to make useful data on standard wages by occupation more accessible to the public. This includes data regarding labor market information, and employment and wage information categorized by occupation and by county which is currently stored on the Employment Development Department website. This subcommittee will examine existing barriers to achieving pay equity. One of the key roles of this subcommittee is to understand employers' perceived barriers to compliance and to identify what can be done to remove those barriers.

Deliverables: As staff contact for the Deliverables subcommittee, Stephanie is working with Victoria Pynchon and Kelly Jenkins-Pultz to identify key audiences to receive information on pay equity, including employers and employees. At the previous meetings, the subcommittee has discussed creating and circulating guidelines for young professionals entering the workforce to empower them to feel comfortable asking questions regarding pay. This audience has been identified due to the significant impact starting pay has on future earnings potential. Stephanie will continue working with the Deliverables subcommittee to produce materials that are accessible to the public for the purpose of educating them on the California Fair Pay Act and their rights as workers, as well as general guidelines for employers.

Research

Dr. Lindsey's role has been to use research as an organizing mechanism for subcommittee areas and meeting preparation. She has also been in regular contact with her assigned subcommittees to collect information and data, writing code to analyze quantitative industry and occupation data, performing



editorial duties, and assisting with administrative tasks as needed. A nine month interagency agreement has enabled us to expand our partnership with Dr. Lindsey and the CA State Library. We are all extremely pleased with this partnership between Commission staff and Commissioners as well as the Pay Equity Task Force staff and members and Dr. Lindsey.

Subcommittee Structure: To help identify major themes, Dr. Lindsey analyzed a sample of 19 best practice documents produced by law firms, governments, human resource associations, unions, etc. Major themes were used to organize initial subcommittees around relevant topics such as measuring the pay gap, job classifications, and evaluating systems and infrastructure.

Collecting Qualitative Information and Data: Dr. Lindsey and subcommittee members have been creating notes from meetings as well identifying helpful published documents, such as O*Net's content model,¹ that Dr. Lindsey considers textual data. She has been collecting these resources (i.e., data) during subcommittee meetings, from subcommittee members, from staff, and during Task Force meetings. The purpose of such data collection is to perform another thematic analysis that will help outline and structure the Task Force's Interim Report.

Industry and Occupational Quantitative Analyses: Similar to a published analysis, *Californians in Media Occupations: Representation and Income Parity*,² Dr. Lindsey has been analyzing industry and occupation data found in the American Community Survey 2014 five-year and one-year Public Use Microdata Sample Files. This is an ongoing analysis and is not yet ready for release.

Editorial Duties and Administrative Tasks: As needed and asked, Dr. Lindsey has been editing documents, participating in staff and Task Force planning committee meetings, preparing binders, writing and editing meeting minutes, and doing miscellaneous administrative tasks.

Research Looking Ahead: In the weeks before the October 24, 2016 meeting, Dr. Lindsey will continue to meet and communicate with her assigned subcommittees to gather more information, work with other staff to collect information from their subcommittees, analyze subcommittee and Task Force information for themes, work on industry and occupational statistical analyses, attend Task Force planning committee meetings, assist with identifying presenters for the next Task Force meeting, and manage research plans with external organizations and staff.

Conclusion

The California Pay Equity Task Force has already achieved great success in facilitating high-level engagement and dialogue among leaders in advocacy, industry, policy, and enforcement. The next two months are focused on identifying and designing the deliverables the Task Force will produce and bringing together the expertise of each of our members and subcommittees to contribute to the development of these Task Force deliverables.

cc: Nancy Kirshner-Rodriguez, Executive Director, CCSWG; Marian M. Johnston, Staff Counsel

¹ See <http://www.onetcenter.org/content.html>. Retrieved on August 24, 2016.

² Lindsey, Tonya D. (2013). *Californians in Media Occupations: Representation and Income Parity*. S-013-021. Retrieved on August 24, 2016. <http://www.library.ca.gov/crb/13/S-13-021.pdf>

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EQUAL PAY CASES

This document explains the processes of the Labor Commissioner's Office, also referred to as the Division of Labor Standards Enforcement (Labor Commissioner's Office) and the Department of Fair Employment and Housing (DFEH) for equal pay cases. You may file a complaint of sex-based wage discrimination with the Labor Commissioner's Office and/or the DFEH.

TYPES OF CLAIMS

Labor Commissioner's Office - Enforces the Equal Pay Act (Labor Code section 1197.5), which prohibits an employer from paying its employees less than employees of the opposite sex for substantially similar work.

DFEH - Enforces the Fair Employment and Housing Act (FEHA), which prohibits pay inequality based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status.

FILING DEADLINE

Labor Commissioner's Office - Under the Equal Pay Act, an employee must file a claim within 2 years from the date of the violation. If the violation is willful, then an employee must file within 3 years. Each paycheck that reflects unequal pay is considered a violation for the purpose of calculating the deadline for filing. For example, if an employer pays a female worker less than a male worker for substantially similar work in January 2016, and the employer cannot justify the unequal pay with any available defenses, for a non-willful violation, the female worker has until January 2018 to file a claim to seek recovery going back to January 2016. If she waits until January 2019 to file a claim, and the unequal pay is ongoing, she can seek recovery going back only two years, or for violations from January 2017 to January 2019.

DFEH - One year from the date of the most recent alleged act of discrimination, harassment or retaliation.

PROCESS

Labor Commissioner's Office - Will investigate and may hold a hearing and, if necessary, file a civil action in court.

DFEH - Will investigate, attempt to conciliate and, if the case has merit and cannot be resolved, file a civil action in court. DFEH must complete the investigation within one year in most cases.

LEGAL PROTECTIONS

Labor Commissioner's Office - The Equal Pay Act prohibits an employer from paying its employees at a wage rate that is less than the wage rate it pays to employees of the opposite sex for substantially similar work, when that work is viewed as a composite of skill, effort, and responsibility, and working conditions, unless the employer demonstrates that the difference in wage rate is based on a seniority system, a merit system, a system that measures quantity or quality of production, or a factor other than sex, such as education, training or experience.

DFEH – The FEHA prohibits discrimination, harassment and retaliation based on sex and gender in employment. This includes, but is not limited to, intentionally paying employees of one sex less than employees of a different sex for the same or substantially similar work. It may also include the use of a policy or procedure that has the effect of creating pay disparities between different sexes, even if the employer does not intend to discriminate.

REMEDY

Labor Commissioner's Office - Unpaid wages, interest, and an equal amount in liquidated damages.

DFEH - Actual lost wages and interest, compensatory damages, including damages for emotional distress. If a case is filed in court, punitive damages may be awarded in some circumstances.

YOUR RIGHT TO FILE A LAWSUIT

The Equal Pay Act (Labor Code section 1197.5) - You may file a lawsuit under the Equal Pay Act if you file within two years after the cause of action occurs (or within three years if it is determined to be a "willful" violation). You do not need to file a complaint with the Labor Commissioner's Office before filing your own private lawsuit. If you prevail in civil court, you may be entitled to lost wages, interest, an equal amount in liquidated damages, and attorney fees and costs.

Fair Employment and Housing Act - You may file a lawsuit under the Fair Employment and Housing Act (FEHA) but only after filing a complaint with DFEH. If you want to file a lawsuit without a DFEH investigation, you can request a Right-to-Sue notice when you file your complaint. You will be given a letter permitting you to proceed in court. If you prevail in a private lawsuit filed under the FEHA, you may be entitled to attorney fees and costs, lost wages and interest, compensatory damages (for emotional distress and out of pocket expenses), and, where appropriate, punitive damages.

- I. Front material. Cover page, Task Force members and staff, table of contents, letters and/or signatures.
- II. Briefly introduce the problem and response historically in California. History of state and federal laws.
 - a. Overview the problem—the persistence of the gender pay gap.
 - i. National. As it relates to SB 358. What other states are doing?
 - b. National in focus. Factors contributing to the gender pay gap.
 - i. Here maybe briefly go over federal law before introducing California.
 - c. California-specific information about the gender pay gap.
 - i. Then: Early Senate Office of Research Report to cite past gender pay gap.
 - ii. Present: California-specific numbers about pay gap.
 - d. Connect past California actions/law to present California actions/law.
 - i. 1985 report from the Comparable Worth Task Force. California Equal Pay Act insufficient to address pay gap then.
 1. 1985 Task Force set to evaluate the problem and make recommendations.
 - ii. SB 358 substantially broadened California’s gender pay differential law.
 1. Differences between previous Task Force, law and current Task Force and SB 358.
 - e. Response:
 - i. SB 358. The strongest equal pay law in the country.
 - ii. Task Force: innovative approach. The role of proactive implementation and the importance of supporting compliance.
- III. Enforcement.
 - a. Current roles of DIR and DFEH. See DFEH Fact Sheet.
 - i. Collaborating.
 - ii. Labor Commissioner’s Office procedures for EPA violation/retaliation related to EPA.
- IV. Pay Equity Task Force
 - a. Mission, goals, and vision.
 - i. Bringing together diverse interests.
 - ii. Initial subcommittees.
 - iii. Presentations.
 - iv. Working definitions.
- V. Deliverables. Union and non-union.
 - a. Large employer guidance.
 - b. Small employer guidance.
 - c. Employee guidance.

- VI. Looking ahead.
 - i. Remaining 2017 meetings.
 - ii. Final Report.
- VII. References.
- VIII. Appendices.
 - a. Presentations made to the Pay Equity Task Force.
 - b. Papers/publications prepared by Task Force members and staff.
 - c. Statutory History of Equal Pay laws in California and the United States.



News

Su and Damrell: Work on equal pay for women is far from over



By **SPECIAL TO THE MERCURY NEWS** and **JULIA PRODIS SULEK** | jsulek@bayareanewsgroup.com

August 11, 2016 at 6:18 am

Earlier this week, Massachusetts became the fourth state this year to strengthen its pay equity laws in the hopes of closing the gender pay gap. What began with groundbreaking legislation last year in California is gaining momentum around the country. Whether it's the U.S. Women's National Soccer Team asserting their legal right to fair pay and fair play, or the young girl asking Democratic nominee Hillary Clinton whether she'll be paid as much as a man if she wins the presidency, equal pay has re-emerged in our national consciousness.

The work on this important issue, however, is far from done. As this type of new legislation proliferates, California is now well poised to lead the nation forward into uncharted and uncertain territory. The California Commission on the Status of Women and Girls (<http://women.ca.gov>) has launched a Pay Equity Task Force that in the coming months will work toward challenging the assumption that employees and employers are on the opposite sides of this issue. To move the needle forward, it is crucial for these sometimes conflicting factions to work together to eradicate the gender pay gap.

This task force will engage diverse interests: employees and their advocates, small and large employers, policymakers, legislators, experts in human resources and compensation practices, industrial organizational psychologists, labor economists, social scientists and legal and other experts in the public and private sectors. This collaboration, we hope, will foster understanding of the challenges faced by all stakeholders and produce the tools to change the culture and develop solutions. This work is an outgrowth

of last year's passage of the California Fair Pay Act, signed into law by Gov. Jerry Brown after a groundswell of support triggered action. While Congress has failed to pass the federal Paycheck Fairness Act for 20 years, California and other states such as Massachusetts, New York and Maryland are moving forward.

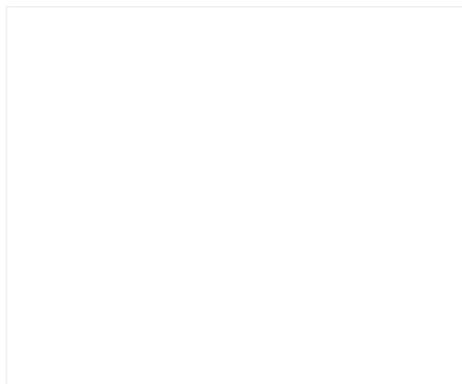
We are confident other states will follow. But the commission is calling for continuing attention to the debate over what is best for working women, which has made its way into the presidential election and political discourse. No one seriously debates that fair pay is important. But rather than seeing this as a divisive issue, we see a unique opportunity to collaborate and think outside the box.

Whether you are a business looking to climb to the top of the Fortune 500, a Silicon Valley tech leader or an employee waiting for her next paycheck, we are all anxious to see how these new laws unfold.

Gender pay equity is essential for the well-being of families in California, where nearly one in four households with at least one child are headed by single women. If our experiences here in California have taught us anything, it's to engage in this collaborative work, particularly where things are rarely black and white, and much is left to interpretation. Both employees and employers need clarity to make informed choices about careers and about workplace policies and procedures. The task force will strive to find innovative and creative solutions to reconcile important competing interests for employees and businesses alike.

As an independent state agency, the commission is well-positioned to provide our leadership and example on this issue. We plan to work together for working women, for the families that depend on them and for the young girls who should grow up knowing that pay equity is a goal we are working to achieve together.

Julie Su and Lauri Damrell are commissioners with the California Commission on the Status of Women and Girls and co-chairs of the commission's Gender Equity in the Workplace and Employment Subcommittee. They wrote this for the Mercury News.



CA Commission on the Status of Women and Girls

2017 Schedule of Meetings

4th Monday of the Month

Date	Time	Location**	Full or Executive	
January 23, 2017	11:00 am	Sacramento	Full Commission	
February 27 , 2017	11:00 am	Sacramento	Executive Committee	
March 27, 2017	11:00 am	Sacramento	Full Commission	
April 24, 2017	11:00 am	Sacramento	Executive Committee	
May 22, 2017	11:00 am	Sacramento	Full Commission	
June 26, 2017	11:00 am	Sacramento	Executive Committee	
July 2017	No meeting	_____	Legislative Recess	
August 28, 2017	11:00 am	Sacramento	Full Commission	
September 25, 2017	11:00 am	TBD	Executive Committee	
October 2017	Times TBD	TBD	Commission meeting around CA STEM Symposium	
November 2017	No Meeting	_____	Legislative Recess	
December 2017	TBD	TBD	Executive Committee	

* Telephonic locations will be included in the Meeting announcement.

8820 Commission on the Status of Women and Girls

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2014-15*	2015-16*	2016-17*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$200	\$500	\$512
Allocation for employee compensation	-	7	-
Allocation for staff benefits	-	2	-
Budget Position Transparency	-	-83	-
Expenditure by Category Redistribution	-	83	-
Reappropriation per Item 8820-490, Budget Act of 2014	204	-	-
Reappropriation per Item 8820-490, Budget Act of 2015	-	43	-
Section 3.60 pension contribution adjustment	-	3	-
Totals Available	\$404	\$555	\$512
Unexpended balance, estimated savings	-3	-	-
Balance available in subsequent years	-43	-	-
TOTALS, EXPENDITURES	\$358	\$555	\$512
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements	-	\$2	\$2
TOTALS, EXPENDITURES	\$-	\$2	\$2
8079 Women and Girls Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$363	\$372	\$372
Allocation for employee compensation	3	-	-
Allocation for staff benefits	1	-	-
Past year adjustments	2	-	-
Section 3.60 pension contribution adjustment	5	-	-
Totals Available	\$374	\$372	\$372
Unexpended balance, estimated savings	-369	-	-
TOTALS, EXPENDITURES	\$5	\$372	\$372
Total Expenditures, All Funds, (State Operations)	\$363	\$929	\$886

* Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.

8820 Commission on the Status of Women and Girls

The California Commission on the Status of Women & Girls was established in 1965 to identify and work to eliminate inequities in state laws, practices and conditions that affect California's women and girls. The Commission regularly assesses gender equity in health, safety, employment, education and equal representation, the military and the media. The Commission provides leadership through research, policy and program development, education, outreach and collaboration, advocacy and strategic partnerships.

The 17 member Commission includes three State Senators, three Assemblymembers, the State Labor Commissioner, and ten appointed public members (seven by the Governor, one by the Superintendent of Public Instruction, one by the Senate Committee on Rules and one by the Assembly Speaker).

3-YR EXPENDITURES AND POSITIONS

	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
6730 Administration, Legislation, Research, and Information	1.3	3.3	3.3	\$363	\$929	\$886
TOTALS, POSITIONS AND EXPENDITURES (All Programs)	1.3	3.3	3.3	\$363	\$929	\$886
FUNDING				2014-15*	2015-16*	2016-17*
0001 General Fund				\$358	\$555	\$512
0995 Reimbursements				-	2	2
8079 Women and Girls Fund				5	372	372
TOTALS, EXPENDITURES, ALL FUNDS				\$363	\$929	\$886

LEGAL CITATIONS AND AUTHORITY

DEPARTMENT AUTHORITY

Government Code, Title 2, Division 1, Chapter 3.1, Sections 8240 to 8250.1.

DETAILED BUDGET ADJUSTMENTS

	2015-16*			2016-17*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Workload Budget Adjustments						
Other Workload Budget Adjustments						
• Expenditure by Category Redistribution	\$83	\$-	-	\$83	\$-	-
• Salary Adjustments	7	-	-	7	-	-
• Retirement Rate Adjustments	3	-	-	3	-	-
• Benefit Adjustments	2	-	-	2	-	-
• Carryover/Reappropriation	43	-	-	-	-	-
• Miscellaneous Baseline Adjustments	-	-	-	-	-	-
• Budget Position Transparency	-83	-	-0.9	-83	-	-0.9
Totals, Other Workload Budget Adjustments	\$55	\$-	-0.9	\$12	\$-	-0.9
Totals, Workload Budget Adjustments	\$55	\$-	-0.9	\$12	\$-	-0.9
Totals, Budget Adjustments	\$55	\$-	-0.9	\$12	\$-	-0.9

PROGRAM DESCRIPTIONS

6730 - ADMINISTRATION, LEGISLATION, RESEARCH, AND INFORMATION

The Commission implements its mandate by identifying policies that need legislative or executive action; maintaining and distributing information to the public on California programs and policies designed to impact the status of women and girls; developing and maintaining a liaison with other government agencies and advisory bodies providing technical and consultative assistance to government, non-profit and for-profit entities seeking to assist women. The Commission's priority issues include, but are not limited to, examining any laws, practices, or conditions concerning or affecting women and girls

* Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.

8820 Commission on the Status of Women and Girls - Continued

which impose special limitations or burdens upon them or upon society, or which limit or tend to limit opportunities available to women and girls generally and specifically as it relates to gender equity in the media, educational needs of women and girls, gender in the workplace and employment, health and safety of women and girls, and women in the military, women veterans, and military families.

DETAILED EXPENDITURES BY PROGRAM

		2014-15*	2015-16*	2016-17*
PROGRAM REQUIREMENTS				
6730	ADMINISTRATION, LEGISLATION, RESEARCH, AND INFORMATION			
	State Operations:			
0001	General Fund	\$358	\$555	\$512
0995	Reimbursements	-	2	2
8079	Women and Girls Fund	5	372	372
	Totals, State Operations	\$363	\$929	\$886
TOTALS, EXPENDITURES				
	State Operations	363	929	886
	Totals, Expenditures	\$363	\$929	\$886

EXPENDITURES BY CATEGORY

1 State Operations	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
PERSONAL SERVICES						
Baseline Positions	2.1	4.2	4.2	\$174	\$296	\$296
Budget Position Transparency	-	-0.9	-0.9	-	-83	-83
Total Adjustments	-0.8	-	-	-52	7	7
Net Totals, Salaries and Wages	1.3	3.3	3.3	\$122	\$220	\$220
Staff Benefits	-	-	-	35	94	94
Totals, Personal Services	1.3	3.3	3.3	\$157	\$314	\$314
OPERATING EXPENSES AND EQUIPMENT				\$206	\$615	\$572
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$363	\$929	\$886

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2014-15*	2015-16*	2016-17*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$200	\$500	\$512
Allocation for employee compensation	-	7	-
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Totals Available	\$404	\$555	\$512
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Balance available in subsequent years	-43	-	-

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8820 Commission on the Status of Women and Girls - Continued

1 STATE OPERATIONS	2014-15*	2015-16*	2016-17*
TOTALS, EXPENDITURES	\$358	\$555	\$512
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements	-	\$2	\$2
TOTALS, EXPENDITURES	\$-	\$2	\$2
8079 Women and Girls Fund			
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Totals Available	\$374	\$372	\$372
Unexpended balance, estimated savings	-369	-	-
TOTALS, EXPENDITURES	\$5	\$372	\$372
Total Expenditures, All Funds, (State Operations)	\$363	\$929	\$886

CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2014-15	2015-16	2016-17	2014-15*	2015-16*	2016-17*
Baseline Positions	2.1	4.2	4.2	\$174	\$296	\$296
Budget Position Transparency	-	-0.9	-0.9	-	-83	-83
Salary and Other Adjustments	-0.8	-	-	-52	7	7
Totals, Adjustments	-0.8	-0.9	-0.9	-\$52	-\$76	-\$76
TOTALS, SALARIES AND WAGES	1.3	3.3	3.3	\$122	\$220	\$220

* Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.

Tuesday, October 04th

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CABINET REPORT

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AUGUST 11, 2016

State pairing girls with mentors to reduce STEM gap

by Alisha Kirby

(Calif.) California will pledge 50,000 professionals to the Million Women Mentors program in an effort to close the persistent gap between boys and girls in science, technology, engineering and math-based education and careers.

The California Commission on the Status of Women and Girls, which has partnered with the University of California, Davis to start a branch of the mentors organization in the Golden State, introduced new mentors this week and provided updates on summer initiatives to teach girls the importance of having a mentor and how to find one.

"It's a matter of having someone that can engage with students both in their personal growth and in their focus in STEM as a sounding board and even as a link to opportunities in some cases," Nancy Kirshner-Rodriguez, executive director of the California Commission on the Status of Women and Girls, said. "We believe that having that mentor-mentee partnership can make a big difference at any age on a person's growth and development."

The federal Office of Science and Technology Policy reports that there could be almost 2.5 million unfilled STEM jobs by 2018, and that large gaps currently remaining between minorities and women and their white male peers indicates a need to tap into those underrepresented populations.

According to the Million Women Mentors' site, only 26 percent of STEM workers are female,

likely in part because many do not pursue careers in the field despite earning a corresponding degree. More than 20 percent of engineering school graduates are women, but just 11 percent of practicing engineers are women. And for every 100 female undergraduate students, 12 graduate as STEM majors—and only three work in such fields 10 years after graduation.

The gap begins in K-12 schools, experts say, and only widens with time. More female students are taking and performing well in precalculus and algebra II, according to national research, but fewer take Advanced Placement tests in such subjects when compared to boys.

Implicit bias shown by teachers, employees, parents and even students themselves is partially responsible in developing that gender gap, according to a 2015 white paper from the Office of Science and Technology Policy. Societal stereotypes propagated over time can embed in people the notion that girls are inherently bad at or uninterested in STEM fields as early as in elementary school.

French researchers from the Organization for Economic Co-operation and Development also found last year that girls' own self-doubt in these areas may be a factor that drives them to pursue other fields.

Having a mentor could counterbalance those negative influences, Kirshner-Rodriguez said, because students would have guidance and support from someone who understands their point of view that they otherwise may not receive.

The California branch of the Million Women Mentors aims to increase the percentage of middle and high school girls planning to pursue STEM careers, as well as the percentage of young women pursuing STEM degrees and advancing in their field.

"We see statistically that a lot of girls lose interest in these areas in middle school, and I personally believe that there's some significant unconscious bias that leads to girls in some classrooms just not being encouraged to participate or not being seen as naturally interested," Kirshner-Rodriguez said. "There are also not enough young women seeing the depth and breadth of careers available to them."

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Latina representation lacking at local, county and state level



BY CYNTHIA MORENO

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SACRAMENTO — It is no hidden secret that Latinas continue to be the most underrepresented group in all professions, including the upper echelons of state government in California.

At the California State Legislature, there are 31 women in both the Assembly and Senate out of 120 lawmakers, making up just 25.8% of the State Legislature. Among them are only five Latina women. The numbers do not reflect the changing demographics of the state where more than half of all students in K-12 are Latino and where 39 percent of the state population makes Latinos not only the largest, but also the fastest growing ethnic minority group in the state.

For these reasons, the Sacramento Latina Leaders Network organized a brown-bag lunch discussion last Tuesday afternoon at the

California Endowment offices in downtown Sacramento to hear from a panel of successful Latina leaders on how to get appointed to boards and commissions at the local, county and state level.

The goal of the discussion was to provide tips and advice to interested Latinas on how to better their chances of being appointed to boards and commissions with the hope they will apply and increase their representation in state government.

“We are not a non-profit or a club. We are just a group of motivated, educated and professional Latina women who want to be involved in the community and help other Latina women succeed in their professions, reach their goals and fulfill their potential,” said Daisy Gonzales, co-founder of the Sacramento Latina Leadership Network.

The three women on the panel never imagined they would be appointed to leadership positions in Sacramento had it not been for colleagues, mentors and community leaders urging them to apply.

“I never thought in a million years that I would be a gubernatorial appointee. I was encouraged by a colleague to apply when I worked at the State Capitol,” said Lizette Marisol Mata, Deputy Secretary of State in charge of Special Projects at the California Secretary of State.

Mata, who had been working at the State Capitol as a Communications Director and Legislative Consultant for former Assembly Speaker pro Tempore Fiona Ma, wasn’t sure an appointment would be a good fit.

Still, she applied.

The vetting process was difficult with extensive interviews and a very thorough review of her application. After submitting it, months went by without a word from the Governor’s office until she received an unexpected phone call.

“The Governor’s office had called to offer me the appointment that I had applied for but at that time, my professional career was going in an entirely different direction and I had to respectfully decline,” said Mata.

Mata had secured a post as the Communications Director for Senator Ricardo Lara, (D-Bell Gardens). It was a job she couldn’t resist.

“At that time, Senator Lara was working on immigration legislation and other bills that really impacted my community and peaked my interest, so I declined the appointment, but explained to them what my plans were for the future. I wasn’t completely ruling out a possible appointment in the future,” said Mata.

While the Governor’s office took note, Mata embarked on a new journey. It would be only a matter of months before they would contact her again for another appointment keeping in mind her professional growth, interests and goals.

“This time, it was for the implementation of the new California law, AB 60 which would provide the undocumented community with driver’s licenses. I really liked what the appointment would offer in helping implement the law, so I took it,” said Mata.

Mata was appointed Deputy Director of Special Projects through the California Department of Motor Vehicles and helped oversee the outreach strategy for the implementation of AB 60.

It was a tough job.

“It required a lot of hours and a lot of travel to ensure everyone in the state knew about the law and how it would be implemented. It, by no means, was easy, but again, it was a job that was aligned with what I truly cared about,” said Mata.

Lupita Cortez Alcala, currently the Executive Director of the California Student Aid Commission and Chair of the California Commission on the Status of Women and Girls found herself in a unique position prior to her appointment.

She had been working with the California Department of Education where she oversaw the creation of the English Learner Division, revamped the Migrant Education Program, initiated the Seal of Bilingualism to recognize students fluent in two or more languages, and worked with the CDE staff to develop the English Language Arts/English Language development framework and standards with the goal of improving the language development for English learners.

“I was working on projects that were dear to me and putting in a lot of long hours at the California Department of Education. I worked around the clock and didn’t think I could take on more than I could when the talk of a possible appointment came up,” said Alcala.

Aside from her work at the CDE, Alcala was working with the California Commission on the Status of Women and Girls, a non-partisan state agency that works in a culturally inclusive manner to promote equality and justice for all women and girls by advocating on their behalf with the Governor, the Legislature and other public policymakers.

“It was a job that I felt made an impact and I was very passionate about the work the agency did and despite how busy I was, I wanted to do both and was unwilling to give one up to commit to the other,” said Alcala.

When Academy Award winning actress, Geena Davis, then-Chair of the Commission resigned the post, colleagues at the CDE encouraged Alcala to apply. Even though she knew it would be a lot more work on her already busy schedule, nothing seemed to dissuade her from taking on the leadership role.

“I felt very honored to have been considered for that position. I won’t lie, I knew it would entail a lot more work, but it was something I was truly passionate about, so I went through the appointment process and eventually accepted the position,” said Alcala.

Alcala represents the Superintendent of Public Instruction for the State of California as Chair of the Commission on the Status of Women and Girls. Part of her role is to educate the public in the areas of economic equity including educational equity, access to health care, including reproductive choice, violence against women and other key issue areas identified by the Commission as significantly affecting women and girls.

Mariana Corona Sabeniano was selected to participate in the leadership program of HOPE (Hispanas Organized for Political Equality) when she was assigned to look up local boards and commissions that peaked her interest.

“I remember that particular assignment where we had to list all the names of the boards and commissions that appealed to us and that is how I was first introduced to this entire process of being appointed,” said Sabeniano.

Having worked at the State Capitol for over nine years in various capacities, Sabeniano had a desire to do more in the community.

“It was through HOPE that I learned how to navigate the process of applying to a board or commission and soon enough, I was browsing the city website and found a position that I cared deeply about,” said Sabeniano.

Sabeniano is now a Commissioner to the Sacramento Community Police Commission and the Natomas Community Planning Advisory Council— positions that truly connect her to the community.

“Given the social circumstances, disconnect or misunderstandings between the community and the police force, this was an appointment that allows me not only to work with both parties, but also give back to my community,” said Sabeniano.

All three women advise Latinas who are seeking appointments at the local, county or state level to keep a few things in mind prior to applying.

“Employers definitely need to know if you plan to apply to a certain board or commission,” said Alcalá. “You also need to do your homework and be very knowledgeable about the position you are applying for and know exactly *why* you are applying.”

Maintaining a good relationship with colleagues, former employers, and influential community leaders, legislators, lawmakers, mentors and others is key to ensuring Latinas get appointed to boards and commissions.

“When you apply, they will look at your credit scores, things you post on social media, now, or in the past. They will really try to figure out what your reputation is like in the community, so take good care of it. They also want to know what your work ethic is like, and how you work with others,” said Alcalá.

When being vetted for a position, those in charge ensure they find the right candidate.

“They want to know that you will be a good fit. That your personality, work ethic and interests are all aligned. They make phone calls to those who you know and trust and sometimes go beyond that,” said Mata.

Dressing up with the right attire is also important.

“Sometimes, there are people who show up to interviews not dressed appropriately, believe it or not and immediately, points are deducted. You have to ensure that by the time you walk in to an interview, you are more than prepared to answer any question related to the role you are applying for,” said Alcalá.

The women all agree that more Latinas need to step up to the plate and apply to become appointees or commissioners.

“We offer a unique perspective. First, as women and second, as Latinas. Our perspective comes from our gender, our culture, our language and experience and that is invaluable to positions of power. We deserve those positions and we should be working towards achieving full representation on boards and commissions,” said Alcalá.