# The Commission on the Status of Women and Girls

# Working to Make Change Happen

- Lupita Cortez Alcalá (Chair)
- Assemblymember Cristina Garcia, 1st Vice Chair
- Assemblymember Nora Campos, 2nd Vice Chair
- Geena Davis (Immediate Past Chair)
- Labor Commissioner Julie Su
- Senator Hannah-Beth Jackson
- Senator Carol Liu
- Senator Holly Mitchell
- Senator Martha Escutia (ret.)
- Assemblymember Jacqui Irwin
- Kafi Blumenfield
- Katherine Buckland
- Lauri Damrell
- Marina Illich
- Karen Nelson
- Alisha Wilkins
- Major Ofelia A. Willis M.D.

# STATEMENT OF IMPACT

Last year the Commission celebrated 50 years of working towards equality and well-being for California's women & girls at the local, state, and national level

# #50yearsofCAimpact

- Passed and signed into law in 1965 as an Advisory Commission under Governor Pat Brown and made a permanent state agency by law in 1971 during Ronald Reagan's Governorship.
- Last year we benchmarked state progress on issues from poverty to paid family leave; from STEM education to income inequity; from human trafficking to veterans services, from violence against women to media bias.
- We know significant progress has been made, but there is much work left to do, particularly in:
  - child care; poverty; equal pay; paid family leave; sexual violence; domestic violence; human trafficking; Veterans; STEM; A Girl's Agenda

MARCH 2015

50 YEARS OF

IMPACT

California Commission on the Status of Women and Girls

## A MESSAGE FROM THE COMMISSION

This year California's Commission on the Status of Women and Girls celebrates 50 years of impact on state policy driving gender equity. This includes a half century of progress at home, in the workplace, and in leadership.

Ever since the 1965 establishment of the Commission, California has remained at the forefront of achieving tremendous gains in equity, education, and employment for women and girls. This impact is sustained through the vision and commitment of California's policy makers, educators, advocates, researchers, and its partners at state, county, and city levels. The Commission is proud to be an effective leader and contributor to much of this work.

There is still a lot of work to be done. Despite significant gains, gender equity remains elusive for many women and girls. The Commission, an independent state agency, is uniquely positioned to help identify and initiate coordinated responses. Its strong leadership includes statutory, legislative, and public member appointees, as well as a new executive director, who are each catalysts for change—change that will help achieve gender equity in California and beyond.

To launch our focus on the future we are releasing this STAT Sheet to benchmark how far we have come and provide a clear direction for action in future years:

The Commission plans to lead continued reform efforts through public hearings and educational forums, research, outreach, and collaboration with state and local agencies, women's organizations, businesses, and the general public. Our immediate goals include the following:

- Grow the number of women and girls in science, technology, engineering, and mathematics education
- Expand the number of women and girls in the labor force
- Increase women veterans' awareness and usage of earned state and federal benefits
- Build a readily available, comprehensive database of California policies, programs, state and federal laws, issue information, and other resources

We sincerely thank our research partners at the State Library's California Research Bureau and Mount Saint Mary's University for providing us with much of the data for this first STAT Sheet. We salute the significant efforts of our past Commissioners and pledge that the Commission will carry on its work to increase equity, access, and justice for women and girls in California.

Please be in touch with us through email, Facebook, Twitter, joining our mailing list, and supporting our fundraising efforts. We look forward to celebrating an even greater impact as we work together these next 50 years for California's women and girls.

*COMMISSIONERS — GEENA DAVIS (CHAIR), LUPITA CORTEZ ALCALA (1ST VICE CHAIR), MAJOR OFELIA ALVAREZ-WILLIS, KAFI BLUMENFIELD, ASSEMBLYMEMBER NORA CAMPOS (2ND VICE CHAIR), LAURI DAMRELL (MEMBER-AT-LARGE), SENATOR (RET.) MARTHA M. ESCUTIA, ASSEMBLYMEMBER CRISTINA GARCIA, MARINA ILLICH, ASSEMBLYMEMBER JACQUI IRWIN, SENATOR HANNAH-BETH JACKSON, SENATOR CAROL LIU, KAREN NELSON (MEMBER-AT-LARGE), JULIE SU, AND ALISHA WILKINS. EXECUTIVE DIRECTOR NANCY KIRSHNER-RODRIGUEZ.*

## Did you know?

join the conversation on Twitter **#50yrsofCAimpact**

**1965-1975**

**FACTS:** The Commission led the discussion about creating childcare infrastructure for working families and took the first steps toward eliminating discriminatory language from State law and policy.

**1976-1985**

**FACTS:** The Commission helped to call significant attention to violence against women, completed the first U.S. study of migrant women farmworkers, and spearheaded the development of local women's commissions.

**1986-1995**

**FACTS:** The Commission issued reports about pay inequities for women workers and comparable worth in salary setting and held conferences about the challenges of childcare for California's women.

**1996-2005**

**FACTS:** The Commission helped pass the California Family Rights Act and the Paid Family Leave Program; played a key role in increasing the appointment of women to leadership, policy, and administrative positions; and held hearings about human trafficking.

**2006-2015**

**FACTS:** The Commission formed a coalition with CalVet and the State Library's California Research Bureau (CRB) to develop and release a Women Veterans Survey that continues to inform outreach and public education. It also partnered with CRB and CA Department of Education to hold an annual STEM Symposium.

**MOVING FORWARD**

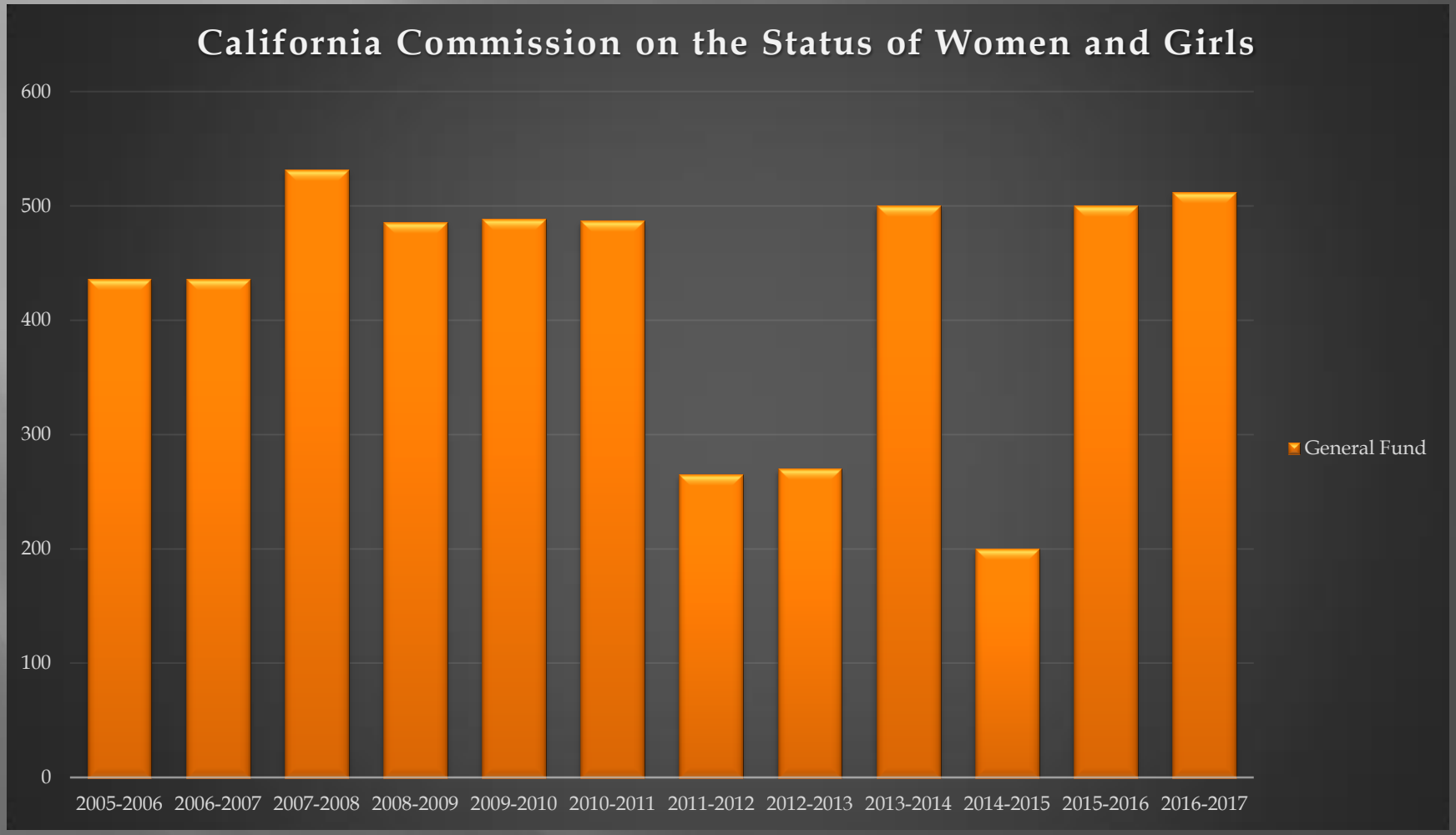
- Examine the implementation of State policies
- Develop policy and recommendations
- Improve public awareness

**California Commission on the Status of Women and Girls**
**900 N Street, Suite 390 Sacramento, CA 95814 • (916) 651-5405 • Info@women.ca.gov**

# Results of FY 2015-16 Budget Increase

- Current year Position Authority is for 4.2 positions
- Commission contracts with DGS for technical support in Accounting, HR, Budget, Procurement and IT support
- New Hires will provide needed expertise in state agency processes and procedures
- Hiring process established for remaining staff positions

# General Fund Budget



# CCSWG 17 Member Commission

- A State Agency:
  - Striving for Equity, Access and Justice for California's women and girls
  - State with a strong history of leading change and creating equal opportunities for women and girls
- CCSWG works to maintain and strengthen this legacy by identifying and tackling areas of continued disparities

# CCSWG ROLES

- Outcomes focused: strategic state government implementation partner to policy makers and program implementers
- Promoter of standards and best practices
- Clearinghouse of innovative policy and programs for women and girls
- Trusted intermediary and entry point to government for advocates, community organizations, and girl-focused innovators

# Existing Partnerships

- Legislative Women's Caucus
- Assembly Select Committee on the Status of Girls and Women of Color
- Interagency Partnerships
  - California Research Bureau, State Library
  - Division of Labor Standards Enforcement, Labor Commissioner
  - Department of Education
  - Department of Veterans Affairs
  - Commission on Aging
  - Student Aid Commission
  - CalOES, the State Advisory Committee on Sexual Assault Victim Services
- UC Davis
- Mount St. Mary's University
- California Work and Family Coalition
- Stronger California Network
- California Center for Research on Women and Families
- California Women's Law Center
- HEAT Institute, Stop Human Exploitation and Trafficking

# Statewide Reach

**STATE COMMISSION**

California Commission on the Status of Women and Girls

**STATE ASSOCIATION**

Association of California Commissions for Women

**COUNTY COMMISSIONS**

Alameda County Commission on the Status of Women
Contra Costa Commission for Women
Humboldt County Commission on the Status of Women
Los Angeles County Commission for Women
County of Marin Women's Commission
Monterey County Commission on the Status of Women
County of Riverside Commission for Women
County of San Diego Commission on the Status of Women
City & County of San Francisco, Department on the Status of Women
San Joaquin County Commission on the Status of Women
San Luis Obispo County Commission on the Status of Women
San Mateo County Commission on the Status of Women
Santa Barbara County Commission for Women
Santa Clara County Commission on the Status of Women
Santa Cruz County Women's Commission
Sonoma County Commission on the Status of Women
Stanislaus County Commission for Women

**CITY COMMISSIONS**

Berkeley Commission on the Status of Women
City of Carson Women's Issues Commission
Compton Commission for Women
Glendale Commission for Women
Los Angeles City Commission on the Status of Women
Pasadena Commission on the Status of Women
Santa Monica Commission on the Status of Women
West Hollywood Women's Advisory Board

# Looking Forward

- Building on a strong foundation: our work is critical now more than ever
- Newest CA Data (from Mount Saint Mary's University—The Report on the Status of Women and Girls in California 2016):
  - 19.5 million women and girls in California
  - 62% are women of color
  - 85% high school graduation rate
  - $8,000 average lost annual wages due to gender wage gap
  - 38% poverty rate for single-mother headed households
  - 165,000 of the country's more than 2 million women veterans live in California, earning 85% of what men veterans earn, 40% are women of color
  - 17 women CEO's among California's 400 largest public companies
  - 9,397 reported rape and attempted rapes; 98% of those arrested were men
  - 156,000 domestic violence-related calls
  - 90% of the victims of the 979 reported human trafficking cases were female, 30% were minors

# Government Code §8245 Issue-Areas

- Gender equity in the media
- Educational needs of women and girls
- Gender in the workplace and employment
- Health and safety of women and girls
- Women in the military, women veterans, and military families
- State laws in regard to the civil and political rights of women, including pensions, tax requirements, property rights, marriage and dissolution of marriage provisions, and similar matters
- The effect of social attitudes and pressures and economic considerations in shaping the roles to be assumed by women in the society

# Equity, Access, Justice

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

## EQUITY

Assembly Select Committee on the Status of Girls and Women of Color hearings and collaboration

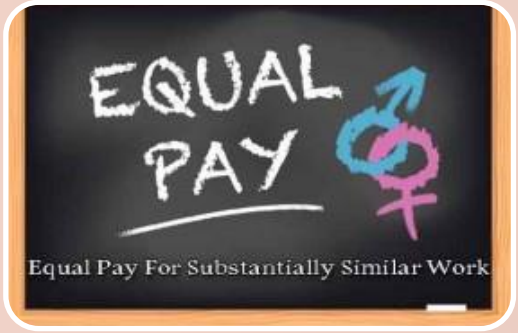
## ACCESS

Increasing the representation of women and girls in STEM through mentorship

## JUSTICE

2015 Workplace Justice Summit, Commissioner participation and Commission sponsorship

# Equity, Access, Justice



EQUITY

Ensuring meaningful compliance with equal pay laws through the Pay Equity Taskforce

ACCESS

Increasing the number of women on corporate boards

JUSTICE

Implementation of current law, student sexual violence and affirmative consent

# Issue-Areas and Sub-committees

## Gender in the Workplace & Employment

Commissioner Julie Su and Commissioner Lauri Damrell

- Workplace Justice Summit
- Pay Equity Taskforce
- Paid Family Leave

## Sexual Assault and Family Violence

Commissioner Alisha Wilkins and Commissioner Karen Nelson

- Campus Sexual Assault and Sexual Violence
- Human Trafficking and Commercial Sexual Exploitation of Children
- Domestic Violence
- Family Law
- Appointed Members of the State Advisory Committee on Sexual Assault Victim Services

## STEM

Commission Chair Lupita Cortez Alcalá

Commissioner Kafi Blumenfield

- Million Women Mentors
- STEM Symposium
- Women and Girls in STEM Week
- TechNet

# Issue Areas and Sub-committees

## Legislation & Research

Commissioner Senator Hannah-Beth Jackson and Commissioner Alisha Wilkins

- Legislation of interest to the Commission and informational hearings
- Support Letters

## Outreach

Commissioner Major Ofelia Alvarez-Willis and Commissioner Marina Illich

- Veterans, Military
- Private Sector Leaders
- Local Elected and Appointed Women
- Constituency leaders

## Title IX

Commissioner Assemblymember Jacquie Irwin

&

Commissioner Katie Buckland

- Women and Girls in Sport
- Sexual Violence and Sexual Harassment in School
- Girl's Agenda

# Issue-Areas and Sub-committees

## Poverty

Commissioner Senator Holly Mitchell and Commissioner Karen Nelson

- Repeal Maximum Family Grant
- Aging Women and Poverty Forum

## ADMINISTRATION, BUDGET, COMMUNICATIONS

Commission Vice Chair Assemblymember Cristina Garcia and Commission Chair Lupita Cortez Alcalá

- Operations and operating procedures
- Human resources
- Review of expenditures
- Press policy

## FUNDRAISING

Commissioner Lauri Damrell and Commissioner Katie Buckland

- Direct solicitation
- Events
- Grant-writing
- Other funding sources to supplement State funding

# Additional Agency Responsibilities

- Convening Leaders
- State Advisory Committee on Sexual Assault Victim Services, pursuant to Penal Code §**13836.1**
- FI$CAL Wave Two
- Strategic Planning
- Enhanced web portal
- Research and Information Gathering
- Clearinghouse
- Evaluations of current law
- Networking Opportunities
- Social Media Outreach

- Nancy Kirshner-Rodriguez, Executive Director
- Bethany Renfree, Policy Director

California Commission on
the Status of Women and Girls

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