

California Commission ON THE
WSTATUS OF
WOMEN
... AND GIRLS ...

TO: Members of the Commission on the Status of Women and Girls
FROM: Nancy Kirshner-Rodriguez
RE: Executive Director Update for June 13th, 2016 Commission meeting

This month marks the 53rd Anniversary of the Equal Pay Act, signed into law by President John F. Kennedy on June 10th, 1963. Over these past three months, a key priority of the Commission has been the planning and implementation of the new statewide Pay Equity Task Force approved at our last meeting to support California's leadership in working to achieve equal pay for all through the Fair Pay Act (SB358) and other mechanisms.

Gender gaps in achieving economic equality for women, as well as gaps in educational and professional opportunities, have adverse impacts from early childhood and affect us throughout our lifetime. Additionally, the historical inequities of unequal pay and lack of access to education and career fields often results in financial insecurity and increased vulnerability as we age. Increasing opportunities for women and girls in advanced fields such as Science, Technology, Engineering and Mathematics is an important part of closing the gender wage and opportunity gap.

To this end, the Commission has been focused on building our current initiatives, including advancing Mentorship in STEM occupations through our partnership with UC Davis, TechNet, the Alliance for Girls and many others to ensure the successful implementation of Million Women Mentors-California. This initiative aims to increase the number of women and girls in STEM education and related fields. Due to your support of our partnership with the California Commission on Aging and the California Women's Law Center we last week co-hosted a groundbreaking convening and forum in Los Angeles addressing Aging, Women and Poverty in California where we also had the opportunity to honor Senator Lui for her leadership and vision.

Commissioner Appointments/Reappointments

On March 17, 2016, the full Senate confirmed Commissioner Katie Buckland and re-confirmed Commissioners Lauri Damrell, Marina Illich, Alisha Wilkins and Ofelia Alvarez Willis. All of the Governor's appointed Commissioners are now fully confirmed and all 17 Commission appointments are filled.

Executive Committee Meeting

On Monday, April 11th, 2016, the Executive Committee met to review the status of the Commission's financials, budgeting, and expenditures, as well as the remaining staff positions. The number one objective of the Commission has been filling the remaining staff positions. The focus for encumbering funds through Interagency Agreements (IAA) has been in furtherance of Commission priorities. Proposals for equipment purchases as well as funding needs for our pay equity work and our STEM Million Women Mentors statewide program were presented to the Executive Committee. The anticipated encumbrances totaled approximately \$190,000. We estimated encumbering up to \$50,000 with UC Davis for Million Women Mentors. Additionally, we anticipated encumbering up to \$50,000 for the pay equity taskforce. Chair Alcalá and I have also been in conversation with the California Department of Education regarding an Inter-Agency Agreement in the amount of up to \$50,000 in connection with the upcoming STEM Symposium.

2016-2017 Budget request and Presentation to the Budget Sub-Committee: In the Governor's Budget proposal, the Commission was allotted \$512,000 in general fund dollars for FY 2016-2017 operations and staff as well as up to \$372,000 in spending authority for money raised from private sources to augment state funding and deposit in the Women and Girls fund.

On April 5th I presented an overview of current Commission priorities and focus to the State Assembly Committee on Budget Sub 4. Chair Nazarian expressed strong support and enthusiasm for the work of the CCSWG. He conveyed an interest in being actively involved with the Commission moving forward.

Current Year 2015-2016 Commission Budget, Staffing and Expenditures

I have continued to work closely with our Department of Finance analyst and the Department of General Services budget projection team regarding both the FY 2015-2016 expenditures. The Commission now has 3.1 full time staff. The Staff Services Analyst position was posted in March and over 240 applications were received. We conducted interviews with five ideal candidates and in late April we hired a full-time employee to handle our communications, outreach, website, and other tasks. Stephanie Flores, our new Communications and Outreach Adviser, has already had a significant impact on our online presence and has provided invaluable assistance in our planning efforts for Commission events. She's a wonderful addition to the team.

The fourth full-time staff position will be an Associate Governmental Program Analyst (AGPA) with knowledge and expertise in state systems, budget, accounting, and expenditures. Once this position is filled the Commission staff will include the Executive Director, two full-time AGPA's, one full-time SSA, and up to .2 PY allocated for legal counsel. The AGPA posting closed on June 6, 2016 with just over ninety applications. We've been busy reviewing the applications and will commence interviews later this week.

Our Retired Annuitant Barbara Ruona has been overseeing the Commission's accounting and developing procedures to put in place for when the full-time permanent AGPA is hired and assumes the fiscal and accounting responsibilities. Working with Barbara we have made significant progress in paying all ongoing and one-time expenses, cleaned up the backlog of per diem filings and streamlined our work with DGS/CFS.

Staff Work Priorities:

California Pay Equity Task Force:

Commissioner Julie Su and Commissioner Lauri Damrell, co-chairs of the Gender Equity in the Workplace and Employment Subcommittee, have been working closely with Commission staff over the past two months in designing and planning the Commission's new statewide multi-stakeholder Pay Equity Task Force. The mission of the taskforce is to engage diverse interests and facilitate an ongoing dialogue about pay equity between 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. We were able to use traditional and social media to garner attention in the taskforce. Interest in the taskforce effort has been extremely encouraging, and an impressive amount of highly qualified candidates submitted applications to serve.

Women and Girls in STEM

In April, during Women and Girls in STEM week, we helped plan an Assembly Select Committee on Science, Technology, Engineering, and Math Education Hearing on Increasing the Participation of Women and Girls in STEM. TECHNET worked with Assemblywoman Susan Bonilla who chaired the hearing and was joined by Assembly members Chang, Cooley and Mullin as well as Superintendent of Public Instruction Tom Torlakson. I spoke on one of the panels at the April 7th hearing on behalf of the Commission and Million Women Mentors.

We are ramping up planning partnerships for the CDE State STEM symposium in October. The Commission will again be a Co-host and we are planning an expanded presence in coordination with CDE and CDEF.

Million Women Mentors is gaining steam and we have launched an on line Mentor Pilot with UC Davis students and MENTOR CLOUD. Again, please go to www.mwm-ca.org to review the team we've put together and the path we are charting along with many partners including UC Davis, TechNet, PayPal, AAUW, and more than 30 other organizations, business and non-profit partners.

Policy: The Commission's policy focus has been in supporting the priorities of the Legislative Women's Caucus, in addition to our extensive planning effort for the pay equity taskforce in furtherance of our goal to play an active role in monitoring the implementation of current law and compliance. Bethany consulted with the Legislation and Research Subcommittee to

prepare five letters in support of the Legislative Women's Caucus priority bills and childcare budget request. These letters were addressed to the Governor and delivered directly to the author's offices. Additionally, we've provided meaningful strategic and tactical support in the effort to garner support for the proposal to fund the repeal of the CalWORKs Maximum Family Grant rule.

Media Outreach Proposal: Stephanie has begun developing a proposal for Commission communications and outreach to enhance our public presence through increased social media activity, improving the Commission website, event outreach, and networking with organizations prioritizing equity, access and justice for women and girls.

Social media accounts: We have already enhanced our social media activity by increasing the frequency of postings, increased audience communication and expanding our online presence. On Facebook, we have increased our frequency of posts and extended our audience. On Twitter, we have increased the frequency of postings, increased our number of followers, and strengthened our online relationship with our audience. We have created a Tumblr blog which we intended to use to reach out to younger audiences. Our Tumblr blog will feature a theme that will change monthly. Our upcoming blog series will focus on women in workplace, and will feature information on pay equity, the minimum wage, child care, paid family leave, and sexual harassment.

Website Maintenance: Bethany and Stephanie have begun updating the content on the Commission website, including the staff and commissioner biographies, and created a Pay Equity Task Force page. As we continue to work on the aesthetics of the website, we will be updating the public information and will be establishing a blog section highlighting new projects of the Commission and our Commissioners.

Official CCSWG Informational Handout: We have created an informational handout to be distributed at events. The pamphlets will include a description of the CCSWG, our contact information and will spotlight one of our Commissioners. We will also produce the pamphlet for any Commission that wants to bring them to an event.

Key Commissioner & Staff Activities in March, April and May

The Report on the Status of Women and Girls in California: On March 30th I was honored to speak at the release of the Mount Saint Mary's University Report on the Status of Women and Girls in California. My speech focused on the varied and accomplished backgrounds and work of our seventeen commissioners. I also discussed our priorities for the upcoming year in the areas of equity, access, and justice. I've included a summary of the 2016 Report on the Status of Women and Girls in your meeting binders. Please let me know if you'd like a copy of the full report. Agenda Attached

H.E.A.T. Institute: On April 21st I attended a Regional Informational Summit on Human Trafficking in Oakland convened by the Human Exploitation & Trafficking (H.E.A.T.) Institute

Blue Ribbon Commission. The H.E.A.T. Institute is convening county-by-county conversations and has expressed interest in partnering with the Commission. Agenda Attached

“Year of the Girl” Conference: Commission staff also attended the Alliance for Girls’ 4th Annual Conference “Year of the Girl” on April 27th in San Francisco. It was an incredibly valuable event that helped to cultivate policy perspective and direction. Along with several other organizations we are discussing how to further “Girls Policy Agenda” Further information on this effort will be available in the coming month. Agenda attached

Mind the Gap: On April 29th Mind the Gap was cohosted by Gap Inc., the San Francisco Department of the Status of Women, and the Bay Area Council, in partnership with the CCSWG, Bay Area Women Leaders, and FemResources. We were actively involved in the planning and Commissioner Damrell presented an excellent PowerPoint presentation on the California Fair Pay Act (SB 358, Jackson) and Commissioner Su provided very insightful and thought-provoking closing remarks. The event proved to be a great opportunity for employers and employees to collaborate on issues of pay equity, and to learn from others about what has been done internally within their companies to ensure women have access to equal pay and equal opportunity for advancement. Agenda Attached

Forum on Women, Aging and Poverty in California:

On June 3rd we cohosted the Aging, Women and Poverty in California Forum with the California Commission on Aging and the California Women’s Law Center. Commissioner Senator Carol Liu was honored for her years of commitment and advocacy on issues impacting aging Californians. We also heard remarks from the Senate Pro Tem Kevin de León, Los Angeles Supervisor Hilda Solis, and Alissa Ko, White House Associate Director of Intergovernmental Affairs, in addition to exceptional panelists and moderators, including our own Commissioner Kafi Blumenfield. The event received widespread positive feedback from participants and attendees. I’ve included a copy of the program and a list of the attendees in your meeting binders. Within the next three months we will be releasing a policy white paper with in-depth analysis and recommendations on the issues discussed by our expert panelists.

As you can see, since our last full Commission meeting on March 8, 2016, the Commission Staff and Commissioners have been actively partnering on numerous initiatives while continuing to strengthen the Commission’s infrastructure, staffing and financial systems.

Have a question for today's speakers?

Send it via Twitter to @MSMU_LA #MSMUWomen

Maria Echaveste is a senior fellow at the UC Berkeley Center for Latin American Studies. She has built a distinguished career working as a public policy consultant, lecturer, a senior White House official, community leader and corporate attorney. Prior to co-founding the strategic and policy consulting group NVG, LLC, she served as Assistant to the President and Deputy Chief of Staff for President Bill Clinton.



Mayor Eric Garcetti is the 42nd Mayor of Los Angeles. His "back to basics" agenda is focused on job creation and solving everyday problems for L.A. residents. Mayor Garcetti was elected four times by his peers to serve as President of the Los Angeles City Council from 2006 to 2012. From 2001 until taking office as Mayor, he served as the Councilmember representing the 13th District.



Musimbi Kanyoro, PhD, is globally recognized for her leadership of organizations and initiatives that advance health, development, human rights and philanthropy for women communities, specifically for women and girls. She is currently President and CEO of the Global Fund for Women, one of the world's leading foundations for gender equality.



Nancy Kirshner-Rodriguez is the Executive Director of the California Commission on the Status of Women and Girls. Now in its 50th year of operation as an independent state agency, the Commission focuses on identifying and eliminating inequities in laws, practices and conditions that affect California's more than 19 million women and girls. Kirshner-Rodriguez's career also includes political, private sector and nonprofit experience.



Ann McElaney-Johnson, PhD, is president of Mount Saint Mary's University. She has over 25 years of service to liberal arts colleges throughout the country. McElaney-Johnson serves on many boards and speaks nationally and internationally about the importance of women's colleges and the advancement of women and girls.



Mary Melton was named editor-in-chief of Los Angeles magazine in 2009 and editorial director of Emmis Publishing in 2013. In addition to Los Angeles, she currently oversees the editorial direction of *Texas Monthly*, *Atlanta*, *Cincinnati*, *Indianapolis* and *Orange Coast* magazines.



What can you do to improve the lives of women and girls in California?

Get the facts and spread the word
Read the overview of the Report on the Status of Women and Girls in California™ or download the full Report at msmu.edu/statusofwomen.

Share the Report with your networks
Tweet about the event and the Report using the hashtag #MSMUWomen. Keep the conversation going at facebook.com/msmstatusofwomen.

Learn from other leaders
Join us for Mount Saint Mary's Women's Leadership Conference on Sept 17, 2016.

Run for office
Learn how to run for political office, work on a campaign or get involved in public service at Mount Saint Mary's Ready to Run™ nonpartisan campaign training for women on April 9, 2016.

Donate your time and talent
Volunteer for an organization that supports women and girls. To find an organization near you, go to volunteermatch.org.

Contact your elected officials
Call or write your elected officials about issues affecting women and girls. To locate your state representatives, go to sos.ca.gov/elections/additional-elections-information/who-are-my-representatives/.

Interested in creating a Report for your community?

Contact Kimberly Kenny, Associate Vice President of Institutional Advancement at kkenny@msmu.edu or 213.477.2700.

For more information about what you can do, contact 213.477.2761.

9 to 10 a.m.

REGISTRATION AND BREAKFAST

10 a.m. to noon

WELCOME

Ann McElaney-Johnson, PhD

PRESIDENT, MOUNT SAINT MARY'S UNIVERSITY

FEATURED SPEAKER

Mayor Eric Garcetti

CITY OF LOS ANGELES

KEY REPORT FINDINGS

Ann McElaney-Johnson

WOMEN AND GIRLS:

A REGIONAL LENS

Nancy Kirshner-Rodriguez

EXECUTIVE DIRECTOR, CALIFORNIA COMMISSION ON THE STATUS OF WOMEN AND GIRLS

WOMEN AND GIRLS:

A NATIONAL LENS

Maria Echaveste

FORMER U.S. PRESIDENTIAL ADVISOR TO BILL CLINTON AND WHITE HOUSE DEPUTY CHIEF OF STAFF

WOMEN AND GIRLS:

A GLOBAL LENS

Musimbi Kanyoro, PhD

PRESIDENT AND CEO, THE GLOBAL FUND FOR WOMEN

PANEL: PIONEERS PAVING

THE WAY FOR GENDER EQUITY

Moderator: Mary Melton

EDITOR-IN-CHIEF, LOS ANGELES MAGAZINE

Nancy Kirshner-Rodriguez

Maria Echaveste

Musimbi Kanyoro

CLOSING REMARKS

Ann McElaney-Johnson

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Mount Saint Mary's is the only women's university in Los Angeles and one of the most diverse in the nation. The University is known nationally for its research on gender equality, its innovative health and science programs, and its commitment to community service. As a leading liberal arts institution, the University provides year-round, flexible and online programs at the undergraduate and graduate level. Weekend, evening and graduate programs are offered to both women and men. Mount alums are engaged, active global citizens who use their knowledge and skills to better themselves, their communities and the world. MSMU.EDU

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The Report ON THE Status OF Women and Girls IN CALIFORNIA

MARCH 30, 2016

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Assembly Select Committee on Science, Technology, Engineering, and Math (STEM) Education Hearing

Increasing the Participation of Women and Girls in STEM

Thursday, April 7, 2016

11:00am – 12:30pm

Location: State Capitol Room 447

Agenda

11:00am – Opening Remarks – Assemblywoman Susan A. Bonilla

11:05am – The Importance of STEM Education – Superintendent of Public Instruction, Tom Torlakson

11:15am – Panel 1 – Existing Opportunities and Success Stories in Increasing the Involvement of Girls in STEM

- Linda Calhoun, Founder and Executive Producer at Career Girls
- Grace Berryhill, Graduate Student, UC Davis
- Cassidy Ruiz, 8th Grader at Lee Middle School, Graduate of STE@M Mentoring
- Heidi Espindola, Program Manager for the UC Davis Center for Integrated Computing and STEM Education

11:35am – Questions and Comments for Panel 1

11:45am – Computer Science Opportunities Outside of California – Amy Hirotaka, Code.org



12:00pm – Panel 2 – Creating More Opportunities for Girls in STEM

- Joey Freeman, Chief Policy Consultant for Lieutenant Governor Gavin Newsom
- Beth Broome, Co-Chair for Million Women Mentors – California and Senior Advisor to the Provost, UC Davis STEM Strategies
- Nancy Kirshner-Rodriguez, Executive Director of the California Commission on the Status of Women and Girls
- Andrea Deveau, Executive Director of TechNet

12:20pm – Questions and Comments for Panel 2



**Bay Area
Regional Summit on Human Trafficking (Zone 4)**

Including Commercial Sexual Exploitation of Children (CSEC)

April 21, 2016 | 8:30 am - 5:30 pm

AGENDA

Time	Item
8:00 AM	Commissioners Arrive
8:30	Welcome and Introductions
8:55	Panel 1: Combatting Human Trafficking
9:40	Panel 2: Survivor Insights from the LGBTQ Perspective
10:30	Panel 3: An Approach to Extend Entitlements to Youth Victims
10:50	Panel 4: Recommendations from Pediatricians and Teen Health
11:20	Panel 5: Bridging Medical and Law Enforcement Roles
11:35	Panel 6: Insights from First Responders
12:05 PM	Lunch
12:55	Panel 7: Law Enforcement Approaches
1:15	Panel 8: Trauma-Informed Research, Interventions and Advocacy
1:55	Panel 9: Learnings from Victim-Centered County Collaborations
2:45	Panel 10: Innovations in Community Engagement
3:10	Optional Break
3:25	Panel 11: Schools-Based Responses and Engagement
3:50	Panel 12: Strengthening Victim-Centered Services in CSEC Placements
4:30	Panel 13: Emerging CSEC/TAY Temporary & Transitional Placements
5:05	Panel 14: The Healing Road to Entrepreneurship and Beyond
5:20	Concluding Reflections
5:30 PM	Adjourn

AGENDA

8:30 BREAKFAST and REGISTRATION

9:00 WELCOME and OPENING

- Debbie Mesloh *Senior Director of Global Public and Government Affairs, Gap Inc.
Vice President, San Francisco Commission on the Status of Women*
- Jim Henry *Managing Partner, PricewaterhouseCoopers
Executive Committee member, Bay Area Council*
- Kelly Jenkins-Pultz *Region IX Administrator, US Department of Labor, Women's Bureau*
- Emily M. Murase *Executive Director, San Francisco Department on the Status of Women*

9:30 PRESENTATIONS

- Dan Briskin *Vice President of Global Employee Relations & HR Services, Gap Inc.*
- Peter Pawlick *Senior Director of Global Compensation, Gap Inc.*
- Lauri Damrell *Partner, Employment Law & Litigation, Orrick Herrington & Sutcliffe LLP
Commissioner, California Commission on the Status of Women & Girls*
- Brian Welle *Director of People Analytics, Google*
- Dawn Lyon *Vice President of Corporate Affairs, Glassdoor*
- Clara Brenner *Co-Founder and CEO, Tumml*
- Jamie Dolkas *Director of Women's Leadership, Center for WorkLife Law, UC Hastings
College of the Law*

10:30 BREAK

10:45 ROUNDTABLE DISCUSSIONS

11:30 CLOSING REMARKS

- Emily M. Murase *Executive Director, San Francisco Department on the Status of Women*
- Julie Su *Labor Commissioner, State of California
Commissioner, California Commission on the Status of Women & Girls*
- Danielle West *High school student & equal pay advocate*