



August 2, 2016

Executive Director Report to the Commission

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Nancy Kirshner-
Rodriguez,
Executive Director

Two years ago this week the Commission held final interviews to select a new executive director. It was my honor to join the Commission staff on Women's Equality Day 2014. Today due to collaborative work with each of you and the new staff team we have now put in place, we are on the right track; able to focus on implementing policies and programs seeking to improve the status of women and girls.

In just the last 60 days we have launched the CA Pay Equity Task Force and co-sponsored the 1st Aging, Women and Poverty Forum. A top priority, in addition to staffing and fiscal prudence has been rebuilding relationships with numerous past allies while also cultivating new partners. On behalf of the entire staff team, I want to express our sincere gratitude to the Commissioners for your strong support and vision.

We can confidently say we are going to make a significant impact on the implementation of new California laws and current public policy debates as well serve as a catalyst for greater focus on key issues for both women and girls in this great state.

Administration and Personnel

Staffing and Volunteer Support

Our final full time hire, Emily Van Atta, is an AGPA focusing on Budget, Operations (including meeting planning, commissioner paperwork and travel), Human Resources and Contract Management. She joins us from the Department of General Services where she held positions in the Procurement Division and the Real Estate Services Division over the past 8 years. Described by each of her references as a change agent, she has worked on a number of complex multi-year state projects and has also been a front line liaison to small businesses and disabled veteran owned businesses seeking certification to participate in CA programs. She is extremely detail oriented and passionately committed to enhancing opportunities for women and girls. Emily graduated from Sacramento State University with a degree in Economics, participates in the Junior League's legislative advocacy team and through her own initiative has creatively sought to provide support for other moms working in state service by creating a Facebook group where peers can give each other advice on maneuvering through state requirements for Paid Family Leave and other programs. I know you will all enjoy working with Emily. Her start date is August 8, 2016.



In addition, we have two terrific summer interns Jonar Bocalbos and Chloe Kuske working with us. Jonar has worked with Bethany on numerous projects including developing an up-to-date list of Title IX coordinators at our California universities and Chloe has been working with me on Million Women Mentors, drafting memos for the Association of California Commissions for Women and sorting and archiving past Commission materials. Before she returns to American University in Washington DC for her fall semester she will be using the tracking framework she's created to get us ready to draft our report on new CA laws impacting women and girls from the 2015-2016 session that we will complete this fall.

Budget 2015-2016

Barbara Ruona and I continue to work with the DGS to rectify our year-end 2015-2016 accounting and ensure funds from 2014-2015 that were carried over to 2015-2016 are correctly processed. In this first year of FISCAL there continue to be numerous areas where the funding and expenses are not matching up between FISCAL, DGS accounting, DGS Budgeting and the Controller. As of June 30th, the Commission staff documented close to 323,000 in expenses and 230,000 in approved IAA's and spending for which funds were encumbered. Since July 15th we have been going back and forth with various DGS staff regarding their data and whether our 14-15 funds were correctly allocated. We will keep the Chair and Vice Chair updated each week as we work to close out our 2015-2016 books and will forward the completed information to each of you.

Budget 2016-2017

The final Budget allocation for 2016-2017 is \$512,000 in General Fund dollars and 374,000 in authority to raise funds and receive reimbursements from other agencies for programmatic work. The DGS budget office is currently working with us to put together a 2016-2017 forecaster for our expenditures and Emily Van Atta, Barbara and I will be working with the Budget team to ensure we are mapping out our expenditures correctly. Should we want to continue or expand some of our current interagency partnerships, we will need to begin fundraising and/or identify a potential funding stream for the Women and Girls Fund. Emily, Bethany, Barbara and I will begin discussing options to present to the Commission leadership this month.

Interagency Contracts (IAA) 2016-2017 Fiscal Year -At our Commission meeting you will be reviewing and voting on 2 IAA's.

- **Department of General Services \$88,000** This contract mirrors the 2015-2016 contract. The Department of Finance requested that the Commission maintain this level of support during the transition year as we finalized our staff team of four recognizing that we will begin to identify DGS roles that can be modified by a CCSWG staff member taking on the responsibilities. Emily, Barbara Ruona and I will review the DGS contract line by line to develop a plan of action for August and September. Our goal is to reduce this contract for future fiscal years.
- **CA State Library \$14,088** The State Library contract also mirrors the 2015-2016 contract. We are very appreciative of the partnership and strong support we receive from the library staff. We invited Library Director Greg Lucas to open the first meeting of the CA Pay Equity Task Force and he provided a quick history of the magnificent Room 500 in the Main building. I would like to especially recognize James Crudup, Glen Smith, Leslie Humphrey and Carley Herron for their regular help with office and meeting needs.



Regular meetings with Chair and Vice Chair (or Staff designee)-We instituted weekly meetings of our Administrative Sub-Committee with Chair Alcala and Vice Chair Garcia's designee Elizabeth Fuller during the recess. I will continue these meetings as a way to ensure we have clear open communications regarding all Commission operations, administrative and budgetary program and policy items.

Nominating committee - Chair Alcala named Commissioners' Damrell and Wilkins to join her on the Nominating committee. The Committee met on July 21st and voted to put forward a complete slate of recommendations for the executive committee positions for the full fiscal year. The Commission will be taking action at the August 8, 2016 meeting.

Staff Work Priorities:

CA Pay Equity Task Force

As you are aware Policy Director Bethany Renfree has been working tirelessly with Dr. Tonya Lindsey and the Task Force Co-Chairs Julie Su and Lauri Damrell on the CA Pay Equity Task force. The documents provided to the Task Force are included in your meeting binder and they are also available on our website. The first meeting of this distinguished group of leaders was held on July 22nd and our second full task force meeting will take place in Sacramento August 19th.

The mission of the taskforce is to engage diverse interests and facilitate an ongoing dialogue about and support for the implementation of SB 358 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.

Communications and Outreach Adviser Stephanie Flores developed a social media strategy before the meeting and coordinated the press release distribution. The Task Force received a brief write up in the Sacramento Bee on the day of the first meeting and Commissioners Su and Damrell were interviewed by Capitol Television News Services a "satellite feed which is picked up by 28 stations around the state. It is at their discretion when they run the story." We had an aggressive social media strategy. Prior to the launch of the Task Force Jennifer Barrera with the Cal Chamber mentioned the importance of the Task Force effort during her testimony at an Assembly Labor Committee bill hearing.

Women and Girls in STEM

MWM- Million Women Mentors is gaining steam and we have launched an online 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. The statewide STEM Symposium will take place in October in Anaheim. We will launch the CDE/CCSWG IAA program at this meeting. We also plan to hold a Commission meeting in conjunction with the Symposium if we can work out the scheduling details.



Media Outreach and Website:

Stephanie Flores developed our new Commission Newsletter with input from the staff team. She did the layout and content development from scratch and will produce it every month on the 2nd Thursday of the Month. Stephanie will also develop at least one monthly press release on a Commission priority and develop social media strategies to complement the focus of the release. In July the Task Force was the focus and in August we will again produce a press release that provides information on events across the state on Women’s Equality Day.

Stephanie is also working to develop materials that are consistent and have a distinct layout and graphics. You will see from the binder materials prepared for the Task Force meeting what we are working to accomplish. Please provide her with suggestions.

In addition Stephanie is beginning to work with other Commission subcommittees and partners. She is playing a key role in the development of the Million Women Mentors CA newsletter and will be updating many of the materials. We will also be incorporating STEM generally and MWM into our website for easy access.

Both Bethany and Stephanie are continuing to update the website. Stephanie has been working on updating each Commissioner’s pages with updated information and biographies.

Bethany created the Pay Equity Task Force page and you can find a lot of information there. It is a model for what we want with each page.