



advancing issues  
**50 YEARS**  
and continuing action

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This August 26<sup>th</sup> Women's Equality Day will mark the 96th Anniversary of the 19th Amendment to the US Constitution, providing women the right to vote. Women and Girls have come a long way but there is still much work to be done to achieve true equity. Through this new CCSWG publication, we will provide you with updates on priority initiatives of the Commission as well as encourage your participation and support.

On August 8<sup>th</sup>, we held our first Commission meeting of the new fiscal year and elected the 2016-2017 Executive Committee:

- Lupita Cortez Alcalá, Chair
- Cristina Garcia, 1st Vice Chair
- Lauri Damrell, 2nd Vice Chair
- Karen Nelson, Member at Large
- Alisha Wilkins, Member at Large

In July, the Commission launched the CA Pay Equity Task Force. The task force, Co-Chaired by Commissioners Julie Su and Lauri Damrell includes leaders from many professions committed to effective implementation of SB 358. Read more in the following pages.

The Commission has also been working in collaboration to further STEM education for young women and girls throughout California. For four years now we have partnered with the CA Department of Education to co-host the State STEM Symposium. Now in an expanded initiative with CDE, we are developing a learning module that assists teachers in engaging girls more effectively in STEM in the classroom. We have also been partnering with UC Davis, TechNet, AAUW and others to engage young women and girls in STEM through mentorship by creating a California chapter of Million Women Mentors. At this year's STEM Symposium in Anaheim ([www.stemcalifornia.org](http://www.stemcalifornia.org)), there will be an expanded series of sessions focused on equity issues and we will hold a panel discussion with innovative STEM leaders. We will also be holding public meetings in several regions of the state to explore barriers to STEM education for girls and aimed at increasing the number of women in STEM related careers.

Join us,  
Lupita Cortez Alcalá  
Chair

Nancy Kirshner-Rodriguez  
Executive Director

# Commission Advancing Policy



On Friday July 22nd, the Commission held the first convening of the California Pay Equity Task Force at the Stanley Mosk Library and Courts Building in Sacramento, CA. Task Force members from across the state came together to share their professional perspectives of SB 358 (Jackson) and goals for a careful implementation strategy.

Opening remarks were given by California State Librarian Greg Lucas. Lucas gave an engaging introduction which included a short history of the State Library Building. Executive Director Nancy Kirshner-Rodriguez welcomed the Task Force members on behalf of the Commission.

This forum featured presentations by Task Force members and discussions about implementation goals. Commissioner's Lauri Damrell and Julie Su, Co-Chairs of the CCSWG Subcommittee on Gender Equity in the Workplace and Employment both offered opening remarks laying out the need for this task force and creating opportunities for businesses and employers to comply.

Task Force member Jennifer Reisch, Legal Director for the Equal Rights Advocates offered an advocate's perspective in her speech on SB 358 (Jackson). Task Force member Jennifer Barrera, Policy Advocate for the CA Chamber of Commerce spoke on the process of SB 358, and finding a reasonable balanced approach for both businesses and workers.

During subcommittee discussions members helped to define many of the issues and challenges around pay equity.

## Important Dates:

Second Convening:

*August 19, 2016*

*Sacramento, CA*

Third Convening:

*October 24, 2016*





## Subcommittees:

- Definitions
- Enforcement and Process
- Implementation and Law
- Measuring the Pay Gap
- Evaluating Systems and Functional Infrastructure
- Evaluating Job Classifications
- Evaluating Policy and Practice
- Challenges and Barriers
- Deliverables

For more information on the Subcommittees, including a member list, see the homepage [here](#).

The CA Pay Equity Task Force staff team brings significant knowledge and experience to this effort:

Bethany Renfree, CCSWG Policy Director leads the staff team working closely with the Co-Chairs on all aspects of Task Force design and implementation;

Tonya D. Lindsey, Ph.D., CCSWG Senior Research Consultant gathered the key research required to give the Task Force crucial data on pay equity laws and industry;

Doris Ng, head of the Retaliation Unit at the Department of Labor Standards Enforcement (DLSE), is a pre-eminent expert in the California Labor Code and protecting workers rights;

Marian Johnston, Staff Counsel, has guided the Commission through this legal landscape for more than 30 years.

For more information you may contact the staff through the Commission office.

## Announcements

- **Women’s Equality Day– August 26th, Working to Form a More Perfect Union**

The Commission will issue a press release listing Women's Equality Day events across the state and launch a social media campaign to celebrate women's right to vote. Visit our [website](#) for updates.

- **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](mailto:stephanie.flores@women.ca.gov) to have your message featured in our newsletter.





## Commission Business Meeting

The Commission held a Business meeting on August 8th in the State Capitol.

Commissioners who attended at the Capitol were: Chair Lupita Cortez Alacalá, 1st Vice Chair Assemblymember Cristina Garcia, recently appointed 2nd Vice Chair Lauri Damrell, Assemblymember Jacqui Irwin, Senator Hannah-Beth Jackson, Senator Holly Mitchell, Karen Nelson, and Major Ofelia Alvarez- Willis. Participants from teleconference locations included: Alisha Wilkins, Kafi Blumenfeld, and Katie Buckland.

2nd Vice Chair Lauri Damrell and Policy Director Bethany Renfree provided updates on the CA Pay Equity Task Force.

Senator Hannah-Beth Jackson provided an update on the Legislative Women's Caucus, focusing on their achievements in gaining more funding for child care and commending Sen. Holly Mitchell on the repeal of the Maximum Family Grant.

IYT Intern Jonar Bocalbos spoke to Commissioners about his experiences as an intern and his project on Title IX officers in California universities.

**Assemblymember Cristina Garcia**, District 58, is the Vice Chair of the Commission and the Vice-Chair of the Legislative Women's Caucus. She is also the Chair of the Committee on Accountability and Administrative Review. Commissioner Garcia was elected to the Assembly in 2012, and re-elected in 2014. She has been a tireless advocate for higher ethical standards in government, as well as an advocate for women and girls. Her recent legislative priorities demonstrate her commitments. AB 1561 aims to exempt menstrual products from the sales and use tax at both the state and local level, saving women and girls over 20 million dollars annually. AB 701 would modernize the definition of rape under the California Penal Code to add Section 263.1 which states that all forms of non-consensual sexual assault may be considered rape. Assemblymember Garcia recently wrote an op-ed for Time magazine arguing in favor of changes to California law regarding the definition of rape that can be read [here](#).



**Assemblymember Nora Campos**, District 27, was appointed in February 2013 to be one of the Assembly's representatives on the Commission. She was elected to the Assembly in 2010. She served as Assembly Speaker Pro Tem during the 2013-14 session. She is the Assembly's Democratic Whip, Chair of the Select Committee on the Status of Women and Girls of Color and Chair of the Budget Subcommittee 5 on Public Safety. Commissioner Campos is serving her final term as an Assemblymember. Commissioner Campos will finish her term strong with two priority bills for women and families. AB 1676 expands upon the CA Fair Pay Act by ensuring that prior salary cannot justify disparity in compensation. AB 1567 would prohibit after-school programs from charging a fee to a family for a child if she child is a homeless youth or is in foster care.



**Assemblymember Jacqui Irwin**, District 44, was elected to the Assembly in 2014. She was appointed by former Assembly Speaker Toni G. Atkins to serve on the Commission, as well as State Public Works Board, the Inter-Agency Council on Veterans, and the Interstate Compact on Educational Opportunity for Military Children. Irwin Chairs the Veterans Affairs Committee, and serves on the Accountability and Administrative Review, Agriculture, Assembly Budget, Higher Education and the Jobs, Economic Development, and the Economy Committees. Assemblymember Irwin introduced AB 1580, along with Assemblymember Mike Gatto, which would require consumer credit reporting agencies to place a security freeze for a certain protected consumers. Assemblymember Irwin also introduced AB 1554 which would ban powered alcohol, preventing the possession and distribution of powered alcohol. Assemblymember Irwin has a Bachelor of Science in Systems Engineering from UC San Diego, where she was also an All-American in swimming.



# AUGUST 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6 <a href="#">Black Women's Health Con.</a>
7 National Sister's Day	8 Commission Meeting	9	10 <a href="#">Screening: Rape on the Night Shift</a>	11	12	13 <a href="#">Rosie the Riveter— Rosie Rally!</a>
14	15	16	17	18	19 <a href="#">Task Force Meeting</a>	20
21	22	23	24	25	26 Women's Equality Day	27
28	29	30	31 End of Legislative Session			

## Our Team!

We want to thank our Summer Interns for all of their hard work.

Jonar Bocalbos, our [Improve Your Tomorrow](#) high school policy intern, collected information on Title IX coordinators at California universities. Jonar returns to Valley High to start his Senior year.

Chloe Kuske, tracked important legislation concerning women and girls in California. Her work will result in a comprehensive report of this year's legislation. Chloe will return to American University in Washington D.C. to start her junior year.



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### New Staff: Emily Van Atta



We are pleased to announce the hiring of our newest staff member Emily. She joins us from DGS in Procurement and Real-estate Acquisitions where she worked for 7 years.

Emily is a junior delegate for the Junior Leagues of California State Public Affairs Committee, as well as the creator and administrator of the [CA State Employee Moms](#) Facebook group.