

**CA COMMISSION ON THE STATUS
OF
WOMEN AND GIRLS**

**FULL COMMISSION MEETING
Monday, March 27, 2017**

AGENDA



NOTICE OF MEETING

California Commission on the Status of Women and Girls

Joint Meeting of the CCSWG Executive Committee and Full Commission Business Meeting

Monday, March 27, 2017

11:00 a.m. -12: 30 p.m.

State Capitol, Room 127, Sacramento, 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:

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 January 23, 2017 Commission Meeting
- V. Chair's Opening Remarks and Commissioner Comments
- VI. Executive Director's Report

VII. Commission Programs and Policies

- Pay Equity Task Force TAB A
 - Presentation
- STEM TAB B
 - CDE Partnerships
 - Training Modules
 - STEM Symposium
 - Town Halls Update
 - Riverside County
 - San Joaquin
 - STEM Plan
- Legislation

XIII. Fiscal

- Budget TAB C
- Fundraising

IX. Operations TAB D

- Personnel
- Interagency Agreements

X. Communications and Outreach TAB E

- Updated 2017 Calendar
- CCSWG Website

VIII. Legislative Women’s Caucus & Select Committee updates

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

X. 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

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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 Stephanie Flores at the California Commission on the Status of Women and Girls at Stephanie.flores@women.ca.gov or 916-651-5405.

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

MINUTES



January 23, 2017 Full Commission Meeting

Draft Minutes for Consideration and Review

Commissioners Present: Alcalá, Blumenfeld, Buckland, Damrell, García, Illich, Irwin, Jackson, Mitchell, Nelson, Wilkins, Alvarez-Willis

Commissioners Absent: Davis, Su

- I. Welcome and Call to Order. Chair Lupita Cortez Alcalá called the meeting to order at 11:08 am. Chair Alcalá requests to move the closed session due to travel disruptions for Assemblymember Cristina García.
- II. Roll Call. Executive Director Nancy Kirshner-Rodríguez does roll call. Quorum is reached.
- III. Establish Quorum – Approve Agenda. A motion was made to adopt the agenda by Senator Holly Mitchell, second by Commissioner Lauri Damrell. All approved, none opposed.
- IV. Approve Minutes of October 10, 2016 Commission Meeting. A motion was made to approve the minutes from previous Commission Business Meeting Made by Senator Mitchell, second by Commissioner Alisha Wilkins. All approved, none opposed.
- V. Chair's Report. Chair Alcalá welcomed Commissioner and members of the public to the meeting. Chair Alcalá made a comment on her participation in the Women's March in Sacramento and solicited comments from Commissioners. Senator Mitchell, Senator Hannah-Beth Jackson, Commissioner Wilkins, Commissioner Damrell, and Commissioner Marina Illich commented on their participation in the Women's March across the state.
 - a. Commissioner Damrell provided an update on the activities of the California Pay Equity Task Force, including the dialogue and deliverables.
 - b. Commissioner Wilkins provided an update on the Legislative Subcommittee and the compilation of laws passed in the last legislative session that impact women to be published. Commissioners requested staff compile a list of organizations to share the document with and included suggested organizations.
 - c. Communications and Outreach Adviser Stephanie Flores provided an update on STEM activities, including the town hall series.
 - d. Public Comment: A representative from the Sacramento Older Women's League offered the organizations assistance in sharing the compilation of laws.

- VI. Executive Director's Report. Executive Director Kirshner-Rodriguez provided an update on all Commission activities including the updates to webpage, the recent trip to the Girls Academic Leadership Academy in Los Angeles, and the Aging Women and Poverty Report.
 - a. Public Comment: Fiscal Director Emily Van Atta informed the Commission about attachments that can be requested regarding fiscal and operations of the Commission.
- VII. Closed Session
- VIII. Commission Items. Chair Alcalá resumed open session at 12:27 pm. The Executive Director was evaluated and no action was taken.
 - a. Strategic Planning and 2017. The intended speaker Scott Daley was unable to attend. Executive Director Kirshner-Rodriguez provided an update on the results of the strategic planning retreat.
 - b. Fiscal. Executive Director Kirshner-Rodriguez and Fiscal Director Van Atta provided a summary of the Commission budget including the 2017–2018 Governor's Budget, and analysis of the previous year's expenditures and the fundraising strategy.
 - c. Operations. Executive Director Kirshner-Rodriguez provided an update on Commission personnel, including the introduction of two interns, and the status of the interagency agreements.
 - d. Communications and Outreach. Executive Director Kirshner-Rodriguez and Communications Adviser Flores provided an update on the webpage and development of a 2017 calendar.
- IX. Legislative Women's Caucus and Select Committee updates. None.
- X. Public Comment—including matters not on the agenda. None.
- XI. Adjourn. A motion was made to adjourn the meeting by Commissioner Damrell and seconded by Commissioner Alisha Wilkins.

EXECUTIVE DIRECTOR REPORT



Report to CA Commission on the Status of Women and Girls

From: Nancy Kirshner-Rodriguez, Executive Director

Date: March 27, 2017

We are off to a solid start in 2017. Since our last Commission meeting we have seen greater awareness and statewide visibility as the STEM Town Halls have started and MWM-CA held its first State Steering Committee: the work of the Pay Equity Task Force is coming together, and the official release of a compilation of new California laws impacting women and girls.

While our focus is on the work at hand, we can also be envisioning a future where we further increase the opportunities available to California's women and girls. It is with our current and future initiatives in mind that I attended the sixty-first session of the United Nations' Commission on the Status of Women in New York two weeks ago. This year's conference theme, Women's Economic Empowerment in the Changing World of Work, is one that we support at the State level through our STEM and Pay Equity initiatives aimed at increasing the number of women in higher-paying STEM careers and ensuring we are paid equally to men for substantially similar work.

As most of you know, I have been working for the past five years on initiatives that urge local and state governments across the US to embrace the tenets of the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW). I was invited to participate in a meeting coordinated by the Leadership Conference on Civil and Human Rights with leaders of the local and state efforts inspired, by the efforts of San Francisco to become a City for CEDAW. I hope you will be inspired to envision just how our state can follow the lead of cities such as San Francisco, Los Angeles, Berkeley, Pittsburgh, Miami-Dade, and Honolulu in committing through ordinance to utilize the principles of the Convention on the Elimination of all Forms of Discrimination against Women, CEDAW in government program and funding decisions. I am attaching a presentation made by Emily Murase, Executive Director of the San Francisco Department on the Status of Women that gives some general information.

Despite an expected stalling of support at the national level, we as a state commission are well positioned to find ever more ways to document the status of women and girls, analyze policy and practice through a gender lens, and foster women's participation in governance. I also participated in a meeting of business leaders for the unveiling of the newest women's empowerment tool: <https://weps-gapanalysis.org/> and UN Women launched an initiative called <https://www.23percentrobbery.com/> to focus more attention globally on the pay gap.

Today I am also pleased to have Josh Fryday from the Golden State Opportunity Foundation here to provide a brief presentation on CALEITC4ME <http://caleitc4me.org/> and the work being done across the state to



engage women and families about the benefits of the new Cal EITC. The Governor's Office has asked the Commission and Commissioners to become more involved in the public awareness and outreach efforts.

A quick review

Since January we have maintained a full schedule of Commission-sponsored and partner activities in which many of our Commissioners have participated. We also hired a new policy director, Stephanie Tseu (Zay-yoo), and will soon be back to 4.2 staff when our Fiscal Director, Emily Van Atta returns earlier than expected from maternity leave. Below is an overview of the last two months of activities:

- Release of the Compilation of New California Laws Impacting Women and Girls
- STEM Town Hall held in Los Angeles County. Commissioner Katie Buckland speaks on behalf of the Commission.
- Commissioner and Second Vice-chair Lauri Damrell and Executive Director Nancy Kirshner-Rodriguez testify at a Joint Informational Hearing of the Assembly Committee on Accountability and Administrative Review, Assembly Committee on Public Employees Retirement and Social Security, and the California Women's Caucus
- Commission works closely with staff and Co-hosts Senator Holly Mitchell's Select Committee on Women and Inequality first hearing about Implicit Bias and Its Impact on Women in the Workforce. Additional hearings about Implicit Bias are in the works- April 21st Los Angeles and October 2017. Commissioner Alisha Wilkins provides opening remarks and represents the Commission at the hearing about implicit bias
- Collaborating with the Department of Industrial Relations to develop Task Force tool kits.
- MWM-CA Steering Committee meeting at Technet
- Three public meetings of the CA Pay Equity Task Force
- Mount Saint Mary's Annual Status of Women and Girls in CA report –Commissioner Geena Davis, Commissioner Holly Mitchell and I all served on the Host Committee.
- Continued improvements to Commission website
- More and regular social media presence

Personnel

Our staff team continues to work well together and with partners. We recently welcomed Stephanie Tseu, as our new policy director, on March 20, 2017. We also look forward to Emily Van Atta returning early from her maternity leave to join us part-time in April. Welcome baby Isabelle!



Budget

We are currently anticipating having some 2016-2017 funding to encumber before the end of June 2017.

Today I will also be requesting approval to create a new short term IAA with the State Library CRB to extend Dr. Tonya Lindsey's contract with some of the funding we have not expended. It will be for 50% time through June 30th as we transition our new Policy Director.

Next week I will meet with DGS again to go through our expenditures and finalize our unspent funds number. I will take this information to the April meeting of the CCSWG Executive Committee for recommendations and will plan to have a request for the May full Commission meeting

Communications and Outreach

The Commissioner newsletter for March was published on March 6th, 2017. The newsletter for April is scheduled to be sent out on April 6th.

Stephanie Flores analyzed Mail Chimp open rates of the March newsletter to better understand how many people are reading our newsletter. The March newsletter had an open rate of 23.8 percent, which was slightly higher than the average open rate for our newsletters, 21.8 percent. We will be adding more individuals to our list this month that are currently engaged with the CCSWG on specific projects and I anticipate will be more likely to review our materials.

If you have a subject you would like us to focus on or an event in 2017 you'd like us to include in the calendar please email Stephanie Flores at stephanie.flores@women.ca.gov.

Legislation and Coalition partners

We are happy to announce that the Commission released the Compilation of New California Laws Impacting Women and Girls on March 6. Our new Policy Director, Stephanie Tseu is already planning on tracking the bills introduced in the new legislative session in preparation for our next compilation.

Following this Commission meeting and the release of the LWC priorities and the Stronger CA priorities, Stephanie Tseu will be working with the Legislation Sub-Committee to compile a



recommended list of legislation for the CCSWG to consider supporting. We will present the draft list to the Executive Committee in late April.

CA Pay Equity Task Force

The Commission convened a full Task Force meeting and two additional subcommittee meetings since we met last. The road ahead includes developing a website, already underway, and planning and finalizing toolkits for employees, employees, and employee organizations. We will be developing the toolkits in collaboration with the Department of Industrial Relations and hopefully UC Berkeley's Labor Occupational Health Program. Your materials for this meeting include a visual roadmap we are thinking of as "a yellow brick road" to pay equity. These roadmaps give you a feel for the structure of the website and link the work being done by Task Force members to frequently asked questions we anticipate from each audience. Task Force members also suggest that we employ focus groups to test our website, toolkits, and questions once they are developed. We are in the process of finalizing a draft communications plan and timeline for materials.

Dr. Tonya D. Lindsey and I are ensuring that work products are coordinated, compiled, edited, and finalized for approval to include in toolkits and on the Task Force webpage. On April 4, 2017, Equal Pay day, both the Interim Report and Task Force landing page will be released.

STEM Town Halls

Attendance at our first STEM Town Hall in Los Angeles County was at capacity. It was a great success with over 100 students coming out with parents and teachers, to meet with STEM ambassadors and gain resources from exhibitors. The Town Hall took place at the Los Angeles Botanical Gardens in Arcadia. Anthony Quan, STEM Consultant for LA County Office of Education, was the lead coordinator for the program and has expressed an interest in making the Town Hall an annual event.

The Riverside Town Hall is scheduled for April 20th, 4 pm, at the Riverside County Office of Education. The event will feature a discussion panel composed of STEM professionals from a range of disciplines as well as a student voice. There will also be an exhibitor's fair that will include project posters from the Riverside County Science Fair presented by the students.

The San Joaquin Town Hall is scheduled for April 27th at 4 pm in Stockton. The event will feature a discussion panel made up of STEM professionals with a question and answer period for students, teachers, and parents to engage the panelists. The invitees include students from 6th through 12th grade. They hope to have a max attendance of 300 people. Bret Staples, Coordinator in the Office of STEM at the San Joaquin County Office of Education, has also expressed an interest in making the Town Hall an annual event.

We have also begun to plan a Town Hall event in Ventura County.



Research

Dr. Tonya Lindsey updated the Interim Report with changes suggested by the Task Force. Co-chairs Su and Damrell are reviewing for final approval. She is also working with Megan Lane at the Senate Office of Research on developing a case study research protocol to analyze the Pay Equity Task Force as a model of collaboration in governance and implementation of law.

Women’s Policy Institute

Communications and Outreach Adviser, Stephanie Flores, has continued to progress in the Women’s Policy Institute Fellowship. As a member of the Child Care team, Stephanie is working on Assembly Bill 273 (Aguilar-Curry), or “Unlocking Opportunities for Families”, a bill which would clarify that English as a Second Language and High School Equivalency educational programs meet the criteria for establishing eligibility for subsidized child care programs funded by the California Department of Education. The bill was heard in the Assembly Human Services Committee and passed with full support on Tuesday, March 7th. The team has started a webpage to support the campaign, which can be viewed here <https://ab273california.org>.

Thank you again for your leadership, guidance, commitment and partnership.

CCSWG Interagency Agreements Update 2016-2017

All Interagency agreements are in good standing. A summary is below:

Engaging Women and Girls in STEM

CA Department of Education \$50,000

- Learning Module for teachers to address unconscious bias and ways to engage girls in STEM during the continued roll out of the Next Generation Science Standards.
 - Status: Under development –Commission has received final draft, Anticipated May release and rollout through 2017
- STEM Symposium, Engaging Girls in STEM session being planned. Organized by CCSWG with support from CDE STEM team.
 - Status: Complete October 2016
- Sponsoring Share Fair Participants at CDEF 2016 STEM Symposium
 - Status: Complete October 2016
- Engaging Girls in STEM Town halls in Collaboration with CDE and Local Offices of Education
 - Status:
 - February 22, 2017 Downey, CA –Complete; Debrief needed
 - April 20, 2017 Riverside Co. CA
 - April 27, 2017 San Joaquin Co. CA



The University of California at Davis \$35,000

- Expansion and Staffing support of Million Women Mentors-CA Initiative
- Integrated Work plan for all CCSWG STEM initiatives
 - Status: Staff Hired November 2016
 - Status: Work plan incorporated in STEM Work Plan

Pay Equity

California Research Bureau \$65,000

- Staff services of Dr. Tonya Lindsey to cover 75% of Dr. Lindsey's time. Current Contract Complete-new Contract being drawn up pending your approval.
 - Status: Dr. Lindsey is currently working on the Interim Report of the CA Pay Equity Task Force scheduled for release on April 4, 2017
 - Status: Dr. Lindsey has produced several background research documents for the Task Force and has also serves as staff for several of the subcommittees

Department of Industrial Relations/ Division of Labor Standards Enforcement \$50,000

- Department of Labor Standards Enforcement for the design, development, and production of outreach materials associated with the work of the California Pay Equity Task Force.
 - Status: NKR meeting with DIR on 3/23 to map out all next steps for a November/December rollout

Stephanie Nied Tseu

10388 Sheldon Road | Elk Grove, CA 95624 | (916) 802-9336 | stephanie@stephanieconsulting.com

Experience

SNT Consulting, Inc. | Elk Grove | CA | 2013-present

President and CEO

- Provide clients with personal, high quality, knowledgeable government relations assistance
- Example of services:
 - Navigate local, state and federal legislation
 - Monitor legislation in multiple states
 - Grassroots activism and engagement
 - Represent clients at meetings with legislators, coalition partners and other involved parties
 - Provide legislative expertise and strategy
 - Social media engagement

Planned Parenthood Affiliates of California | Sacramento, CA | 2005-2012

Legislative Lead 1/2011-4/2012

- Lead legislative team to ensure successful execution of legislative and budget priorities
- Lead bi-annual statewide legislative meeting
- Prepare and present budget and legislative reports to our Board
- Work with geographically diverse affiliate vice presidents to strategically ensure statewide legislative priorities are accomplished while effectively developing local resources and contacts
- Create and oversee legislative team budget
- Train new legislative assistant and legislative advocate
- Lead internal Policy Team weekly meetings where government relations team members (grassroots, legal, affiliate services, communications, and legislative) report out and strategize our priorities
- Create and maintain strategic business relationships

Interim Public Policy Director 4/2009-8/2009

- Supervise legislative assistant, train and co-supervise new legislative advocate
- Successfully led and coordinated California state budget strategy, ensuring a positive outcome

Legislative Advocate 11/2006-1/2011

- Successfully sponsor, lead and maneuver legislation through the legislative process
- Educate legislators, staff, committee staff, administrative staff on priority issues and legislation
- Testify before policy and fiscal committees
- Testify before state boards and committees
- Monitor all new and amended bills for potential impact to PPAC's mission
- Communicate effectively with eight affiliates that are regionally and politically diverse
- Collaborate successfully with coalition partners
- Create and maintain relationships with legislators, staff, and lobbyists
- Generate original correspondence including letters, floor alerts, fact sheets, talking points and memos

Legislative Assistant 1/2005-11/2006

- Track and monitor all bill activities, including introductions, amendments, committee hearings, committee votes, floor session and votes, and bill outcomes
- Draft correspondence including letters, fact sheets and floor alerts
- Plan bi-annual statewide legislative meeting
- Compile data for highly regarded yearly legislative scorecard
- Schedule meetings and manage complicated calendars
- File FPPC quarterly reports

Manning Advocates | Legislative Assistant | 2004-2005

County of Sacramento | Legislative Assistant | Legislative Advocate's Office | 2002-2004

- Track and monitor all legislation
- Prepare client reports
- Interact with clients and advocates
- Communicate with county departments regarding policy implications of legislation
- Monitor committee hearings
- File FPPC quarterly reports
- Kept office organized, well stocked and working efficiently

Education

Bachelors of Science, Criminal Justice 2001

California State University, Sacramento

Member of Alpha Phi Sigma, Honors Society for Criminal Justice Majors

Additional Education

Reach the Decision Makers Fellowship, University of California, San Francisco 2010

- One year program where participants choose an area to study, conduct intense research, participate in monthly webinars with environmental leaders, collaborate long distance with teammates, prepare a report then travel to Washington D.C. to present research to U.S. Environmental Protection Agency (EPA) in order to further understand the link between environmental toxins and reproductive health.

Commission Programs and Policies

Item A

California Pay Equity Task Force

Information Updates

SUMMARY OF THE ISSUE(S):

Since the Commission last met at the end of January there have been several Task Force meetings, testimony at an Assembly informational hearing about pay equity by Commissioner Lauri Damrell and Nancy Kirshner-Rodriguez, items developed to organize and present anticipated materials, a draft of the Interim Report finalized, and a website landing page developed.

RECOMMENDATION:

Commissioners are asked to let staff know by Wednesday, March 29, 2017 if they have input about the Interim Report.

BRIEF HISTORY OF KEY ISSUE(S):

The Interim Report will be released on April 4, 2017. The report is to update and inform the California Commission on the Status of Women and Girls, the Task Force convening body, and the public about Task Force accomplishments and plans for the next year. The Task Force voted to allow the Co-chairs final approval on changes made. This is the final document as approved by the Co-chairs.

Communications for the Task Force include developing a webpage to disseminate tool kits for stakeholders. The landing page and website are under construction and can be viewed here: <https://capayequity.wordpress.com/>.

Materials for the website and toolkits are being developed and located by Task Force members. The Executive Director is working with Department of Industrial Relations partners to identify a contractor to develop the materials into public information.

ANALYSIS:

We are well into our plans to release the final website and roll out the tools at a conference on April 10, 2018.

RESPONSIBLE PERSON(S):

Nancy Kirshner-Rodriguez, Stephanie Flores, and Dr. Tonya D. Lindsey

California Commission on the Status of Women and Girls

ATTACHMENT(S):

Attachment A.1: Minutes from February 1, 2017 Subcommittee meeting; February 16, 2017 Full Task Force meeting; and March 16 Subcommittee meeting.

Attachment A.2: Draft Agenda for April 4, 2017 full Task Force meeting.

Attachment A.3: Testimony provided by Commissioner Lauri Damrell Assembly Informational Hearing

Attachment A.4: Map of materials being developed by Pay Equity Task Force members.

Attachment A.5: Final draft of the Interim Report

California Pay Equity Task Force
Definitions and Co-chairs Subcommittee Meeting

February 1, 2017

MINUTES

CALL TO ORDER: Commissioner Lauri Damrell calls the meeting to order at 1:01 PM. Commissioner Lauri Damrell calls the roll. Those attending are Co-chair Commissioner Lauri Damrell and Jennifer Barrera. Tamara McDonald and Jennifer Reisch attend via noticed conference call locations. Doris Ng attends via teleconference from San Francisco.

Staff attending are Nancy Kirshner-Rodriguez and Dr. Tonya D. Lindsey.

Member of the public Megan Lane is present in Sacramento.

AGENDA: Members already adopted the agenda at the January 20, 2017 meeting that was rescheduled to today.

MINUTES: The minutes from the December 14, 2017 subcommittee meeting were also approved at the January 20, 2017 rescheduled meeting.

DISCUSSION OF DOIRS NG'S DOCUMENT "BULLET POINTS RE: DEFINITIONS:" Topics included identifying overlap with documents identifying potentially applicable cases; matching employees for analyzing gender pay gap; how California law differs from federal law; composite of skill, effort, and responsibility; EEOC guidance and common core of tasks; jobs that are identical; bonafide factors; people doing work versus the value of jobs; wage rates; and base pay bonus. Commissioner Lauri Damrell, Jennifer Barrera, Jennifer Reisch, Doris Ng, Megan Lane, Nancy Kirshner-Rodriguez, and Dr. Tonya D. Lindsey,

DISCUSSION OF NEXT STEPS:

1. Doris Ng and Jennifer Reisch will search for additional cases that pertain each of the bulleted points.
2. Commissioner Lauri Damrell and Jennifer Barrera will also look for additional cases that pertain to each of the bulleted points.
3. Goal is to circulate cases pertaining to each bulleted point prior to the February 16, 2017 full Task Force meeting. All information that is circulated will not be discussed until February 16, 2017 meeting.

DISCUSSION OF EMPLOYE POLICY LANGUAGE REGARDING SHARING EMPLOYEE WAGE INFORMATION:

Jennifer Reisch, Jennifer Barrera, Commissioner Lauri Damrell.

4. (additional next step) Jennifer Reisch and Jennifer Barrera will edit the policy language to also send out prior to February 16, 2017 full Task Force meeting.

DISCUSSION OF THE APPLICABILITY OF FAIR PAY ACT TO PUBLIC EMPLOYEES: Hearing on this subject and Assembly Bill 46 (Cooper). Hearing organizers have asked for a member of the Task Force to provide information at the hearings. Jennifer Reisch, Nancy Kirshner-Rodriguez, Commissioner Lauri Damrell, Doris Ng.

DISCUSSION OF ADDITIONAL INFORMATION:

5. Tonya D. Lindsey will send group the concepts for definitions from the definitions subcommittee posted work.
6. Commissioner Lauri Damrell and Rhoma Young are working on relevant human resource terms for a glossary. These should go out to the Task Force by February 15, 2017.
7. Jennifer Barrera and Jeanna Steele will also aim to have step-by-step employer compliance checklist ready for early circulation.

DRAFT

California Pay Equity Task Force

February 16, 2017

MINUTES

CALL TO ORDER: Commissioner Lauri Damrell calls the meeting to order at 10:05 am. Nancy Kirshner-Rodriguez calls the roll. Those attending are Co-chair Commissioner Lauri Damrell, Director Kevin Kish, Jennifer Barrera, Dr. Daniel Kuang, Peter Pawlick, Tamekia N. Robinson, Dr. Kimberlee Shauman, Bethany Renfree attends representing Senator Hannah-Beth Jackson, and Tamara McDonald. Jeanna Steele, Jennifer Reisch, Peter Pawlick, and Doris Ng attend via teleconference from San Francisco. Co-chair Commissioner Julie A. Su, Tamara McDonald, Victoria Pynchon, and Leslie Simon attend via teleconference from Los Angeles.

CCSWG Staff attending are Nancy Kirshner-Rodriguez, Marian Johnston, Stephanie Flores, Dr. Tonya D. Lindsey, and Ashley Anglesey.

MOTION TO ADOPT THE AGENDA: Members review and adopt the agenda. Tamekia N. Robinson motions to approve the agenda. Dr. Kimberlee Shauman seconds. Nancy Kirshner-Rodriguez takes roll. All present aye.

MINUTES FROM OCTOBER 24, 2016 MEETING: Members review minutes from the October 24, 2016 meeting. Jennifer Barrera motions to approve the minutes. Jennifer Reisch seconds. Nancy Kirshner-Rodriguez takes roll. All present aye.

SUMMARY OF SUBCOMMITTEE WORK: Commissioner Lauri Damrell provides an update of the subcommittee work from January and February 2017 subcommittee public meetings.

ROAD MAP OF TASK FORCE WORK: Nancy Kirshner-Rodriguez and Dr. Tonya D. Lindsey provide overview of work Task Force subcommittees are doing for small and large employers, employees, and employee organizations. Jennifer Reisch, Commissioner Lauri Damrell, Leslie Simon.

DISCUSSION OF WHAT IS USEFUL FOR EMPLOYEE ORGANIZATIONS AND UNIONS: Tamekia N. Robinson, Jennifer Reisch, Dr. Kimberlee Shauman, Commissioner Lauri Damrell, Doris Ng, Jeanna Steele, member of the public.

DISCUSSION OF INFRASTRUCTURE DATA TO COLLECT DOCUMENT: Peter Pawlick and Dr. Daniel Kuang present information about data for employers to collect. Members also discuss importance of each data item and connecting one page more detailed documents to each item. Dr. Kimberlee Shauman, Nancy Kirshner-Rodriguez, Victoria Pynchon, Commissioner Damrell, Marian Johnston, Commissioner Julie A. Su, Doris Ng.

Action item: Dr. Daniel Kuang and Peter Pawlick to revise document for Task Force approval at next meeting.

DISCUSSION OF CHANGING EMPLOYER CULTURE DOCUMENT: Jennifer Barrera and Jeanna Steele present information about their changing employer culture document. Members also discuss language used, examples of practices, the accrual of seniority, and importance of training managers, Employment Development Department information, and outreach. Commissioner Damrell, Kim, Dr.

Kimberlee Shauman, Doris Ng, Director Kevin Kish, Jennifer Reisch, Nancy Kirshner-Rodriguez, member of the public, Commissioner Julie A. Su.

Action item: Jeanna Steele and Jennifer Barrera will revise document.

DISCUSSION OF FREQUENTLY ASKED QUESTIONS ABOUT STATE AND FEDERAL LAW DOCUMENT:

Jennifer Barrera and Jeanna Steele present information about frequently asked question document. Commissioner Lauri Damrell, Dr. Kimberlee Shauman, and Victoria Pynchon.

DISCUSSION OF WAGE DATA DOCUMENT: Jennifer Barrera and Jeanna Steele present information about wage data document. Members also discuss other resources for information about wage data. Commissioner Lauri Damrell, Damrell, Commissioner Julie A. Su, Dr. Kimberlee Shauman, Peter Pawlick, Victoria Pynchon, Nancy Kirshner-Rodriguez, Doris Ng, Dr. Daniel Kuang.

PUBLIC MEMBER COMMENT: Commissioner Lauri Damrell asks if there is any public comment. No public comment.

LUNCH BREAK

SUBCOMMITTEE MEETING ON DEFINITIONS AND TERMS BREAKOUT GROUP

Commissioner Lauri Damrell briefs group about definitions subcommittee work done since December.

DISCUSSION OF TERMS: Jennifer Barrera, Jennifer Reisch, Marian Johnston, Doris Ng, Jeanna Steele, Commissioner Lauri Damrell.

DISCUSSION OF JURY INSTRUCTIONS: Doris Ng, Commissioner Lauri Damrell, Bethany Renfree, Jennifer Reisch, Kevin Kish.

NEXT STEPS:

1. Complete filling out bullet points on document from Doris Ng in definitions subcommittee.
2. Decision about jury instructions or regulations.
3. Circulate Doris Ng's jury instructions document.

Commissioner Lauri Damrell, Jennifer Reisch, Doris Ng.

DISCUSSION OF ADDITIONAL TERMS TO DEFINE: Marian Johnston, Commissioner Lauri Damrell. Discussion of other terms to define. Marian, C. Damrell,

DISCUSSION OF SCHEDULING FOR NEXT DEFINITIONS SUBCOMMITTEE MEETING: March 16 is the reserved date. Jennifer Reisch, Doris Ng, Commissioner Lauri Damrell.

MINUTES FROM JANUARY 19, 2017 MEASURING THE PAY GAP, EVALUATING JOB CLASSIFICATIONS, SYSTEMS AND FUNCTIONAL INFRASTRUCTURE, AND HUMAN RESOURCES SUBCOMMITTEES MEETING:

Dr. Daniel Kuang motions to approve. Jennifer Reisch seconds. Dr. Daniel Kuang aye, Peter Pawlick aye, Commissioner Lauri Damrell aye. Commissioner Julie A. Su, Dr. Kimberlee Shauman, and Rhoma Young not present.

MINUTES FROM FEBRUARY 1, 2017 DEFINITIONS SUBCOMMITTEE MEETING: Jennifer Barrera motions to approve. Jennifer Reisch seconds. Jennifer Reisch aye, Jennifer Barrera aye, Commissioner Lauri Damrell aye.

DISCUSSION OF STEP-BY-STEP JOB EVALUATION DOCUMENT: Jennifer Barrera presents information in document.

DISCUSSION OF SUBSTANTIALLY SIMILAR WORK: Commissioner Lauri Damrell, Dr. Daniel Kuang, Director Kevin Kish, Jeanna Steele, Peter Pawlick, Marian Johnston, Jennifer Barrera, Jennifer Reisch.

DISCUSSION OF WAGE RATE VERSUS WAGE: Jennifer Barrera, Doris Ng.

DISCUSSION OF COST OF LIVING VERSUS COST OF LABOR: Peter Pawlick, Jennifer Barrera, Jennifer Reisch, Doris Ng, Jeanna Steele.

DISCUSSION OF PRIOR SALARY: Jennifer Reisch, Jennifer Barrera, Jeanna Steele, Doris Ng.

NEXT STEPS:

1. Jennifer Barrera and Jeanna Steele will redraft Step-by-step and FAQs document by next definitions subcommittee meeting.

SUBCOMMITTEE MEETING ON OUTREACH AND DELIVERABLES BREAKOUT GROUP: Members attending subgroup are Tamekia N. Robinson, Dr. Kimberlee Shauman, Commissioner Julie A. Su, Tamara McDonald, Victoria Pynchon, and Leslie Simon. Others attending include Nancy Kirshner-Rodriguez, Marian Johnston, and Stephanie Flores.

DISCUSSION PLAN FOR DISSEMINATION AND COMMUNICATIONS STRATEGY: Instagram and reaching out to Sheryl Sandberg, Facebook, and Lean In; website; and social media.

DISCUSSION OF CONTENT AND PARTNERS: Who can we partner with to deliver message in a consistent way. Concrete model of content. For example tip sheet, facts and statistics, flow chart, links to more detailed information.

DISCUSSION OF WORKPLACE JUSTICE SUMMIT FOR EMPLOYERS.

DISCUSSION OF WEBSITE.

DISCUSSION OF ADDITIONAL CONTENT.

DISCUSSION OF FOCUS GROUPS.

NEXT STEPS:

1. Nancy Kirshner-Rodriguez and Stephanie Flores will develop timeline and concrete models of content with basic, charts, graphs, and data on a website for release on Equal Pay Day with Report.

BREAK

REPORT BACK TO LARGER GROUP ABOUT OUTREACH: Leslie Simon, Nancy Kirshner-Rodriguez, Tamekia N. Robinson, Roger White, Jennifer Reisch.

NEXT STEPS:

1. Website ready before April 4.
2. Timeline how to do outreach etc.
3. Avenues for Communications plan.

REPORT BACK TO LARGER GROUP ABOUT DEFINITIONS: Jennifer Barrera.

MOTION TO ALLOW TONYA TO RECEIVE TASK FORCE MEMBER EDITS, MAKE CHANGES, AND GET FINAL APPROVAL FROM CO-CHAIRS: Tamekia N. Robinsons motions. Jennifer Barrera seconds. All present aye.

DISCUSSION OF ADDITIONAL INFORMATION IN INTERIM REPORT: Add timeline in deliverables with projected dates of completion. Remove footnote regarding current legislation. Deadline to submit comments is February 3. Have to Tonya by March 3. The report is due to go to Commission meeting in March 2017. Should we solicit public feedback on report via email? Dr. Kimberlee Shauman, Bethany Renfree, Jennifer Barrera, Nancy Kirshner-Rodriguez, Marian Johnston, Commissioner Lauri Damrell, Director Kevin Kish.

ANNOUNCEMENT ABOUT UPCOMING HEARING : Nancy Kirshner-Rodriguez, Marian Johnston,

DISCUSSION ABOUT FINAL REPORT, UPDATED TIMELINE, PLANNING: Doris Ng, Marian Johnston,

PUBLIC COMMENT: Commissioner Lauri Damrell asks for public comment. See none. The meeting is adjourned.

California Pay Equity Task Force
Definitions, Planning, and
Challenges and Barriers Joint Subcommittee

March 16, 2017

MINUTES

CALL TO ORDER: Commissioner Lauri Damrell calls the meeting to order at 1:15 PM. Tonya D. Lindsey calls the roll. Those attending are Co-chair Commissioner Lauri Damrell and Jennifer Barrera. Jeanna Steele and Jennifer Reisch attend via noticed conference call locations. Jennifer Reisch joins the meeting at 1:30 pm.

Staff attending are Nancy Kirshner-Rodriguez, Dr. Tonya D. Lindsey, Stephanie Flores, Doris Ng, and Tamara McDonald.

Members of the public are present in Sacramento and Los Angeles.

AGENDA: Members already adopted. Commissioner Lauri Damrell asks for a motion to adopt the agenda. Jennifer Barrera motions to adopt the agenda, Jeanna Steel seconds. Tonya D. Lindsey calls the roll for a vote. Commissioner Lauri Damrell, aye. Jennifer Barrera, Aye. Jeanna Steele Aye. Jennifer Reisch and Commissioner Julie Su not present for vote.

DISCUSSION OF CASE LAW DOCUMENT AND ADDING A DISCLAIMER: One for one match between skills, effort, and responsibility not required if one factor is not substantially similar. It will not necessarily mean the jobs are not substantially similar; must consider other factors. Commissioner Lauri Damrell, Jennifer Barrera, Doris Ng, Jeanna Steele, Megan Lane, Nancy Kirshner-Rodriguez.

DISCUSSION OF HOW TO PRESENT MATERIAL FOR AUDIENCES: Use of scenarios with case law references. Compliance and enforcement manuals. Present topic, provide example, include disclaimer. Commissioner Lauri Damrell, Jennifer Barrera, Doris Ng, Jeanna Steele, Jennifer Reisch.

WAGE RATE DOCUMENT AND DISCUSSION OF WHAT CONSTITUTES A WAGE: What do people who perform pay audits look at? Could add a reference to fringe benefits in culture document. Doris Ng, Jennifer Barrera, Jennifer Reisch, Nancy Kirshner-Rodriguez, Jeanna Steele.

DISCUSSION OF THE SIZE OF PAY DIFFERENTIAL: Commissioner Lauri Damrell and Jennifer Barrera, Jennifer Reisch.

DISCUSSION OF EXISTING ENFORCEMENT GUIDANCE AND MANUAL: Doris Ng, Jennifer Reisch. Commissioner Lauri Damrell.

NEXT STEPS:

1. Everyone review and think about the cases.
2. Case law document and definitions. Should there be a change to the structure? For example, present factual scenarios, and then cite case? Doris Ng, Jennifer Barrera, and Jennifer Reisch will work on this document.

3. Tonya D. Lindsey will place case law and definitions document on google docs and circulate only to Doris Ng, Jennifer Barrera, and Jennifer Reisch.
4. Wage data information document will be edited by Jeanna Steele and Commissioner Lauri Damrell.
5. FAQ document. Jennifer Reisch and Jennifer Barrera will be working on this document.
6. Tonya D. Lindsey will verify with Commission counsel, Marian Johnston, about work assignments.
7. Nancy Kirshner-Rodriguez will send outlook invite to all Task Force members for future Task Force meetings.

Meeting adjourned.

DRAFT



California Pay Equity Task Force

Agenda

April 4, 2017, Equal Pay Day

10:00 p.m. -4:00 pm

Capitol

Sacramento California, 95814

Teleconference sites might be added as needed. 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 California Commission on the Status of Women and Girls (CCSWG) 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 Co-Chairs.

- I. Welcome and Call to Order – Co-Chairs
- II. Roll Call
- III. Establish Quorum – Adopt Agenda
- IV. Approve minutes
 - a. February 16, 2017 Task Force meeting
 - b. March 16, 2017 subcommittee meeting
- V. Outreach and Communications
 - a. Website
 - b. Conference
 - c. Partners
 - d. Communication plan
- VI. Materials
 - a. For approval/voting
 - b. For review
- VII. Subcommittees
 - a. Materials in process
 - b. Materials needed
- VIII. Public comment
- IX. Adjourn

*In addition to public comment regarding each agenda item, the Commission affords an opportunity to members of the public to address the Task Force 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 Task Force, 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 Stephanie Flores at 916-651-5405 or Stephanie.Flores@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 and for requests for information prior to the meeting. To view this agenda online please visit our website at www.women.ca.gov.

***Testimony of Lauri Damrell to Joint Informational Hearing of the Assembly Committee on
Accountability and Administrative Review, Assembly Committee on Public Employees
Retirement and Social Security, & CA Legislative Women's Caucus***

February 22, 2017

Committee Chairs and Assemblymembers, my name is Lauri Damrell, I am the 2nd Vice Chair of the CA Commission on the Status of Women and Girls. I am also co-chair of the CA Pay Equity Task Force with California Labor Commissioner and statutory member of the Women's Commission, Julie Su. The California Labor Commissioner's Office is the administrative agency that enforces the Equal Pay Act.

Thank You for the opportunity to testify today regarding the Gender Wage Gap in the US and California and specifically to provide you with an overview of the CA Pay Equity Task Force goals and objectives supporting meaningful compliance with the CA Fair Pay Act, SB 358, authored by Senator Hannah-Beth Jackson and signed into law by Governor Brown on October 7, 2015. It is good to see the Commission 1st Vice Chair and Legislative Women's Caucus Chair Cristina Garcia here. The Commission benefits every day from her leadership and passionate commitment to creating opportunities for California's women and girls.

I want to also say how honored I am to be here today with Secretary of Government Operations Marybel Batjer. I know she has spent much of her career in Senior Government Positions while simultaneously striving for gender equity. I know she is passionately committed to leading our state government forward on this issue.

Despite Congress not yet passing the Paycheck Fairness Act, equal pay has emerged as an issue front and center in our national consciousness and is gaining in momentum at the state and local levels. California has been a big player in this movement, enacting SB 358, the Fair Pay Act, which is widely recognized as perhaps the most aggressive equal pay legislation in the country. Even now, as Massachusetts, New York, and Maryland follow suit with their own legislation aimed at eliminating the gender pay gap, and as big-city mayors are proactively

working to close the gender pay gap in their communities, California continues its leadership by bringing together a multistakeholder Task Force that includes representatives from the public and private sectors as well as from employee and employer groups.

In California the Task Force is looking for the best ways address a pay gap that not only varies by gender but also by ethnic and race categories. According to the Institute for Women's Policy Research:

\$ 41,486.00 is the median annual **pay** for a woman of any color who holds a full-time job year-round. This is 84 cents to every \$1 earned by a man:

For Asian women the median is 72 cents for every dollar,

For African American Women the median is 63 cents for every dollar,

And for Latinas it is 43 cents.

In addition, there are 1.75 million women heads of household in CA; close to 500,000 or almost 30 percent who have incomes that fall below the federal poverty line.

The factors that contribute to the pay gap are complex and nuanced and require close attention. With the strongest pay equity legislation in the country enacted by our state and a pay gap that has remained relatively stable, the Commission decided in January 2016 to make supporting the sound implementation of that law a priority. It was with an eye toward continuing the bipartisan work that went into the Fair Pay Act and including employee and employer advocates as well as government agency representatives that we conducted an open application process and then selected Task Force members from a distinguished group of applicants. A few short months later, the California Commission on the Status of Women and Girls convened the first meeting of the California Pay Equity Task Force in late July. Since that time we have held four full taskforce meetings and at least six publicly noticed subcommittee meetings.

Commissioner Su and I view the Task Force as a forum for bringing together diverse interests with a common goal of proactive compliance, and we believe that to move the needle forward, it is crucial for those impacted to collaborate. Our work challenges the assumption that employees and employers are on opposite sides of this issue. Whether you are a business looking to reach the top of the Fortune 500, a Silicon Valley tech leader, or an employee working or looking for a job, we all want to see the gender pay gap close once and for all. Collaboration is already fostering deeper understanding of the challenges faced by all stakeholders.

By convening enforcement agencies, employers and employees as well as their advocates, research experts, labor economists, and human resource practitioners, the Task Force is creating practical, thorough, and widely applicable guidelines for proactive compliance. We find that employees need guidance to make informed choices about their careers, and employers need guidance to create workplace policies and procedures that promote gender pay equity and compliance with the Fair Pay Act. We are developing tools to assist all stakeholders in this effort.

We brought for you today a draft of our Interim Report, which will be released April 4, 2017, Equal Pay Day. It provides a summary of our work so far and what we aim to accomplish in 2017. We are creating tool kits for employers, employees, and employer organizations. Some highlights include our work to define legal concepts in the Fair Pay Act such as the term “substantially similar work,” which data employers should maintain about employee wages, how to analyze the data, and how to remedy pay gaps that they find. The tool kits for employers will be tailored for small and large employers to accommodate difference in budgets, staff sizes, and available resources such as human resource departments.

For employees we will offer guidance about how to file a claim, where to go, and what to consider when looking for a job. And, for employee organizations we will provide sample contract language and information requests.

Finally, our primary goals in 2017 are to bring all of the pieces together in one place on the web, to convene business leaders to discuss guidelines, inform

employees about equal pay protections and their rights under the law through outreach, and prepare a plan for ongoing future guidance.

Our Task force is confident that the results of our collaborative efforts will provide well drawn roadmaps for effective implementation of the Fair Pay Act while simultaneously demonstrating successful approaches for government enforcement, transparency, and collaboration.

Thank you, and I'm happy to answer questions.

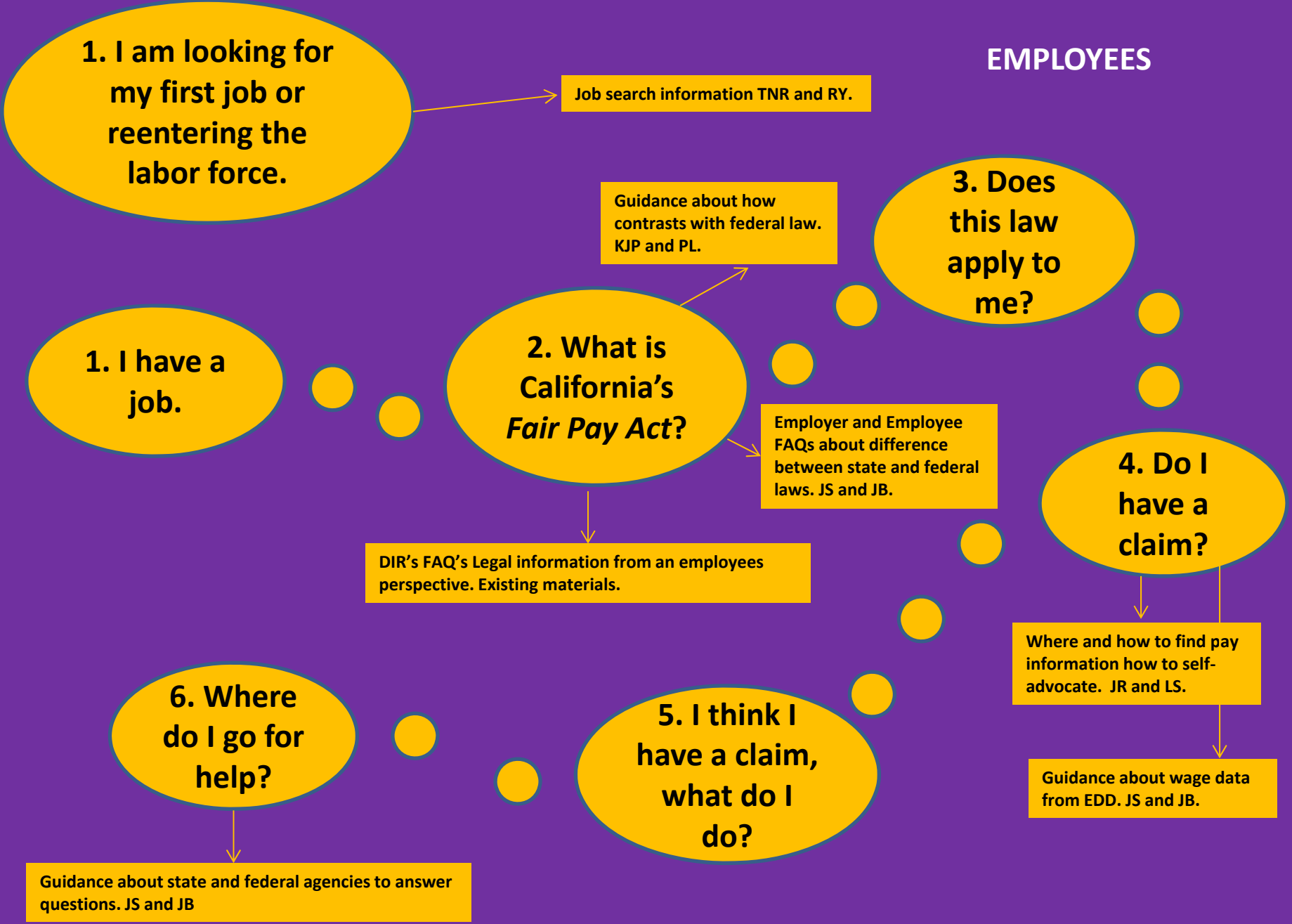
I am an employee.

**I am a small
employer.**

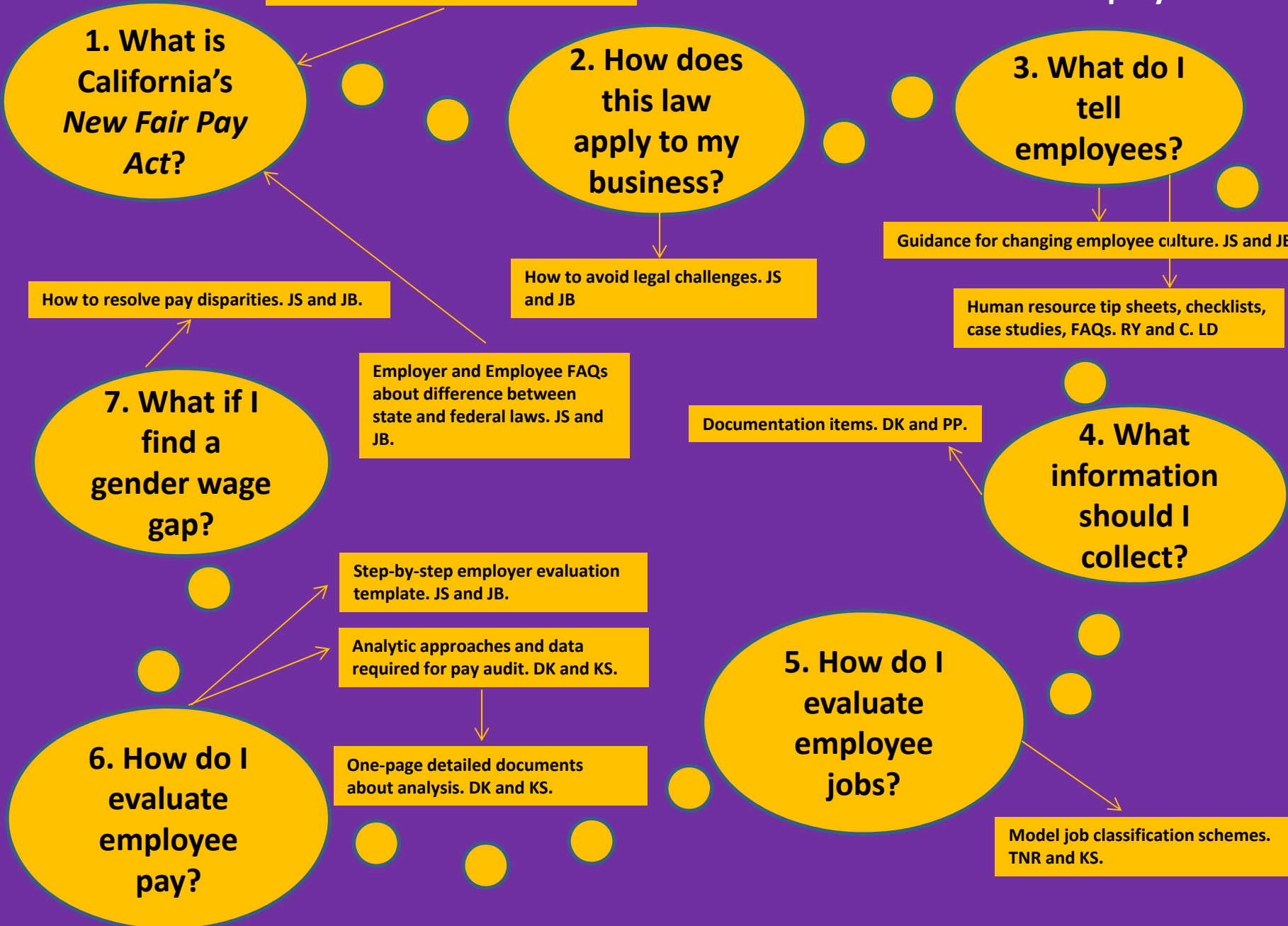
**I am a large
employer.**

**I am an employee
organization or
union.**

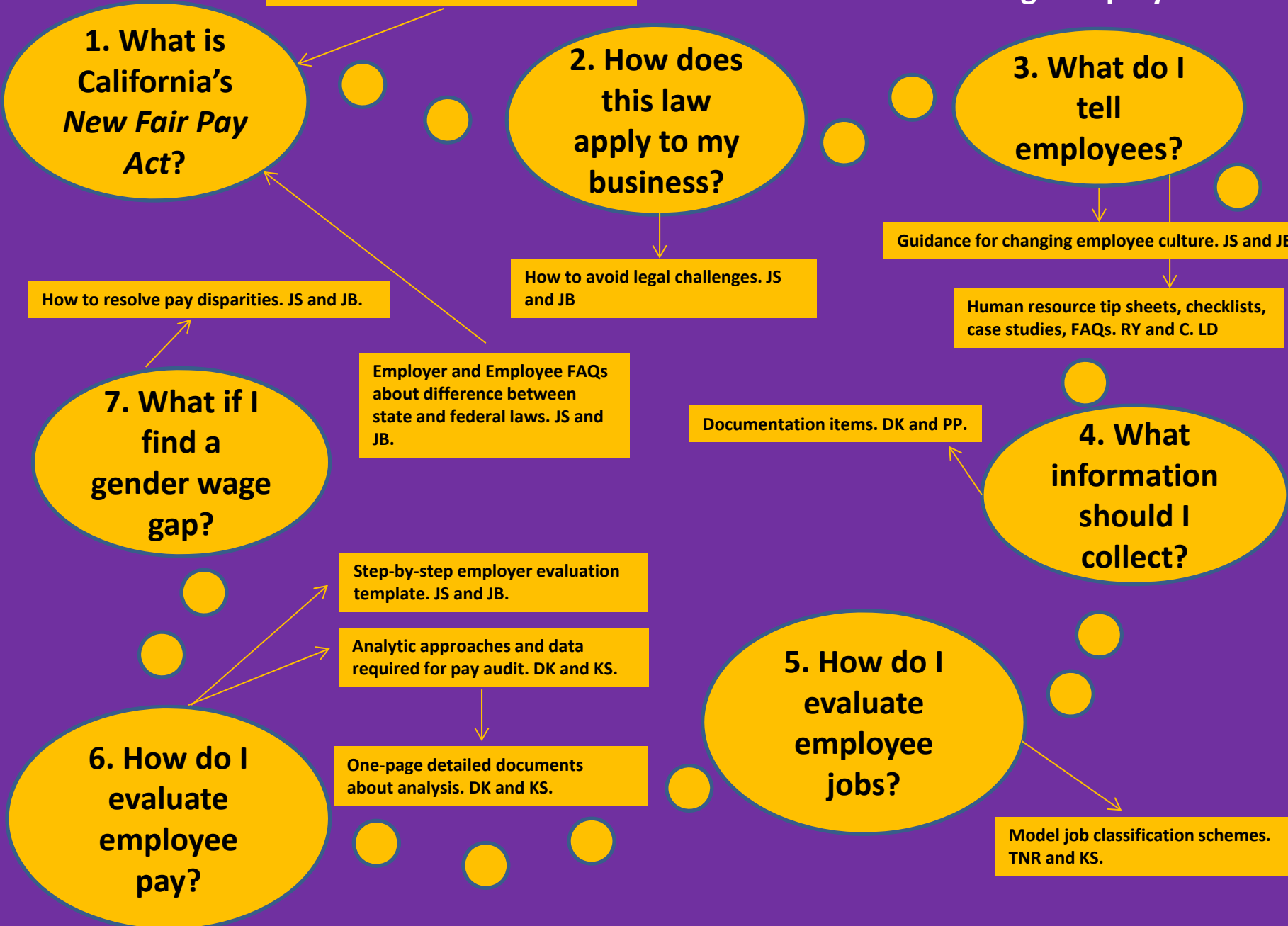
EMPLOYEES



Small Employers



Large Employers



Employee Organizations and Unions

1. What is California's *New Fair Pay Act*?

Guidance about how contrasts with federal law. KJP and PL.

Employer and Employee FAQs about difference between state and federal laws. JS and JB.

2. How does this law apply to my organization?

Develop model contract language. JR and LS

Model information requests. JR and LS

3. What do I tell employees?

4. How does the law impact collective bargaining?

1945

1946

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[Placeholder for Cover Page]

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The information provided in this report is for informational purposes only and not for the purpose of providing legal advice. You should contact your attorney to obtain advice with respect to any particular issue or problem. The materials do not represent the opinions nor conclusions of the Task Force. The posting of this report does not create requirements nor mandates. The materials provided in Appendix A and B have been provided by individual Task Force members or staff to provide information or access to resources that are available on the issues considered by the Task Force.

[Letters placeholder]

DRAFT

Acknowledgements

There are many people and organizations making California's Pay Equity Task Force a success. First, we thank **Senator Hannah-Beth Jackson** for her continued commitment to improving women's lives and for her leadership on the *California Fair Pay Act*. This Task Force would also not have been possible without the support of the **California Commission on the Status of Women and Girls** Commissioners Lupita Alcalá-Cortez (Chair), Assembly Member Cristina Garcia (First Vice-chair), Lauri Damrell (Second Vice-chair), Karen Nelson (Member-at-large), Alisha Wilkins (Member-at-large), Kafi Blumenfeld, Katie Buckland, Assembly Member Nora Campos, Geena Davis, Senator (ret.) Martha Escutia, Marina Illich, Senator Hannah-Beth Jackson, Senator Carol Liu, Senator Holly Mitchell, Assembly Member Jacqui Irwin, Labor Commissioner Julie Su, and Ofelia Alvarez-Willis M.D.

Commission Executive Director, Nancy Kirshner-Rodriguez, also continues to lend her expert experience, insight, guidance, and staff to carry out the Task Force vision and mission. The planning, follow-through, and attention to detail of Bethany Renfree, former Commission Policy Director, kept the Task Force on track and focused in 2016. We look forward to the work she does in her new job as a consultant for Senator Jackson. A special thank you also to Marian M. Johnston, Commission Counsel, who advises the Task Force on its legal responsibilities and who also served in a similar capacity on California's Comparable Worth Task Force in 1985. Her dedication to improve women's lives spans decades. We thank Stephanie Flores, Commission Communications and Outreach Adviser, for supporting Task Force meetings and getting the word out about Pay Equity; Emily Van Atta, Commission Fiscal and Operations Director, and Barbara Ruona, Retired Annuitant Fiscal Assistance, for supporting Task Force meetings and keeping the office running smoothly; and Tonya D. Lindsey, Ph.D., Commission Senior Research Consultant, for her innovation in applying research methods to organize and support the Task Force.

We thank the **Labor Commissioner's Office** staff Doris Ng, Staff Counsel, and Tamara McDonald, Leadership Specialist, for their dedicated participation, support, and involvement; and the **Senate Office of Research** for Policy Consultant Megan Lane's legal acumen and time. Special thanks to Elizabeth Fuller, **California Legislative Women's Caucus** Consultant, for her guidance in organizing and planning Task Force meetings.

We would like to recognize the **California State Library**, the **California State Capitol**, and **Orrick, Herrington & Sutcliffe** for allowing us use of their meeting facilities.

As with any large organizational endeavor, there are many people who informally participate. We thank each and every person who supports from behind-the-scenes or by attending meetings as a member of the public.

The **California Commission on the Status of Women and Girls** staff authored this report with added expertise from the **Labor Commissioner's Office** staff and each **California Pay Equity Task Force** member and liaison. For specific questions about the analysis and information in the report contact Tonya D. Lindsey, Ph.D. at tonya.lindsey@library.ca.gov. For questions and information about the Commission contact Stephanie Flores at stephanie.flores@women.ca.gov.

Members

Commissioner Julie A. Su, Co-chair
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California Labor Commissioner's Office

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

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California State Legislator

Assembly Member Cristina Garcia, Member
California State Legislator

Assembly Member Marie Waldron, Member
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Tamara McDonald, Diversity Officer
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Introduction

The gender pay gap is a long-standing and complex economic issue that Californians have been working to eliminate for decades through law, policy, and practice. Recently, the *Fair Pay Act* amended California Labor Code Section 1197.5 to, among other things, "...prohibit an employer from paying any of its employees at wage rates less than those paid to employees of the opposite sex for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions..."¹ Our introduction briefly explains the gender pay gap and summarizes U.S. and California laws that address pay equity. Further, existing California law continues to require enforcement agencies to address different, yet sometimes overlapping, aspects of unequal pay for women and men, and we describe how the Labor Commissioner's Office and the Department of Fair Employment and Housing are working together to implement the *Fair Pay Act*. Finally, we provide an interim report about the recent activities, goals, and what to expect in the coming year for California's Pay Equity Task Force, a state body established by the California Commission on the Status of Women and Girls to aid government, employer, and employee interests impacted by the *Fair Pay Act*.

Gender Pay Gap Research and Analysis

The gender pay gap measures the average difference between men's and women's aggregate wages or salaries. In 2015, women earned an estimated 52.4 percent of what men earned worldwide.² In the United States and California, the gap is smaller, and researchers estimate women earned 80 percent and 84 percent of what men earned in 2015, respectively.³ While the U.S. and California gaps have narrowed since the 1960s when the federal *Equal Pay Act* became law, the problem persists into the 21st century.⁴

Most research about the gender pay gap begins from a human capital perspective that measures the significance of factors such as education level, training, time in a job, and skill. "The model rests on the idea that worker contributions and merit can be quantified and that

¹ Jackson, Hannah-Beth. The Fair Pay Act, Cal. S. B. 358 (2015-2016), Chapter 546 (Cal. Stat. 2015). Retrieved from http://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201520160SB358 December 21, 2016. In 2016, Governor Brown signed amendments to the Equal Pay Act expanding its coverage to pay differences based on race and ethnicity. Hall, Isadore. Cal. Assemb. B. 1063 (2015-2016), Chapter 866 (Cal. Stat. 2016). Retrieved from https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201520160SB1063. January 29, 2017.

² World Economic Forum research estimates the global average, annual earnings of women and men in 2015 was \$11,000 and \$21,000, respectively. Retrieved from <http://reports.weforum.org/global-gender-gap-report-2015/report-highlights/> December 1, 2016.

³ All estimates presented here are not directly comparable because different sources analyze different data sets and may have different operational definitions of what "pay" is. These percentages provide only a ballpark comparison of worldwide, national, and state gender pay gaps. National and California estimates are cited from the Institute for Women's Policy Research and the National Partnership for Women and Families, respectively. Retrieved from <http://www.iwpr.org/initiatives/pay-equity-and-discrimination> and <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/4-2016-ca-wage-gap.pdf> December 1, 2016.

⁴ In 1963 when the federal Equal Pay Act became law, the gender pay gap was just under 60 percent for the nation.

rewards are then distributed in a rational, bias-free way that reflects this quantification.”⁵ Missing from these analyses are measures of culturally-held beliefs about gender that inform the choices people make and the contexts in which they make decisions. For example, that women are largely responsible for child-rearing is a gendered expectation seen more easily when it is not met. Women who do not stay at home with their children may be viewed as “unwomanly.” Similarly, men who stay home with their children may be viewed as “unmanly.”⁶ Women and men make choices within a context informed by beliefs, values, and expectations that impact their choices and pay outcomes. Women may “trade off advancement or higher earnings for a job that offers flexibility to manage work and family responsibilities.”⁷ It is possible that “an earnings difference may result from discrimination in the workplace or subtler discrimination about what types of career or job choices women can make.”⁸ However, “it is difficult, and in some cases may be impossible, to precisely measure and quantify individual decisions and possible discrimination.”⁹ And, “[b]ecause these factors are not readily measurable, interpreting any remaining earnings difference is problematic.”¹⁰

Research also reveals that occupational segregation continues to be one of the most significant factors impacting the gender pay gap. Occupational segregation refers to “the systematic concentration of groups of workers (e.g., women, people of color) in particular jobs...that are less prestigious, well paying, and stable.”¹¹ In one study of the public and private sectors from 1970–2010, social scientists found that while the gender pay gap has decreased, occupational segregation consistently explained between 11 percent and 13 percent of the remaining gap over time.¹²

⁵ Lips, Hilary, M. (2013). “The Gender Pay Gap: Challenging the Rationalizations. Perceived Equity, Discrimination, and the Limits of Human Capital Models.” *Sex Roles* 68.

⁶ For more information about how expectations operate to inform behavior see West, Candace and Sarah Fenstermaker. 1995. “Doing Difference.” *Gender & Society* 9:1.

⁷ Women’s Earnings: Work Patterns Partially Explain Difference between Men’s and Women’s Earnings. Government Accountability Office. 2003. Retrieved from <http://www.gao.gov/assets/250/240547.pdf> on February 8, 2017.

⁸ Women’s Earnings: Work Patterns Partially Explain Difference between Men’s and Women’s Earnings. Government Accountability Office. 2003. Retrieved from <http://www.gao.gov/assets/250/240547.pdf> on February 8, 2017.

⁹ Women’s Earnings: Work Patterns Partially Explain Difference between Men’s and Women’s Earnings. Government Accountability Office. 2003. Retrieved from <http://www.gao.gov/assets/250/240547.pdf> on February 8, 2017.

¹⁰ Women’s Earnings: Work Patterns Partially Explain Difference between Men’s and Women’s Earnings. Government Accountability Office. 2003. Retrieved from <http://www.gao.gov/assets/250/240547.pdf> on February 8, 2017.

¹¹ Gauchet, Gordon, Maura Kelly, and Michael Wallace. 2012. “Occupational Gender Segregation, Globalization, and Gender earnings Inequality in U.S. Metropolitan Areas.” *Gender & Society* 26:5.

¹² Mandel, Hadas and Moshe Semyonov. 2014. “Gender Pay Gap and Employment Sector: Sources of Earnings Disparities in the United States. 1970–2010.” *Demography* 51. See also Blau, Francine D. and Lawrence M. Kahn. 2016. “The Gender Wage Gap: Extent, Trends, and Explanations.” The National Bureau of Economic Research Working Paper No. 21913. <http://www.nber.org/papers/w21913>. See also Gender Pay Differences: Progress Made, but Women Remain Overrepresented among Low-wage Workers. Government Accountability Office. 2011, Retrieved from

Legal Solutions to the Gender Pay Gap: California Leading Since 1949

In 1963, President John F. Kennedy signed the U.S. *Equal Pay Act*, which amended the *Fair Labor Standards Act* of 1938. The United States is currently one of at least 60 countries with laws that protect women from pay discrimination.¹³

At the state level, California passed its first *Equal Pay Act* in 1949, 15 years earlier than the federal government. California is one of 44 states with equal pay statutes.¹⁴

To redress pay inequity in the past, California's original law required equal pay for the *same work* with some exceptions. Labor Code [S]ection 1197.5 prohibited an employer from paying an employee less than employees of the opposite sex who perform the same job, requiring the same skills, effort, and responsibility, in the same establishment, under similar working conditions. Exempt from this prohibition are payments made pursuant to systems based on seniority, merit, or that measure earnings by quantity or quality of production; or differentials based on any bona fide factor other than sex.¹⁵

Despite earlier state and federal laws, the gender pay gap persists in the 21st century. In response, California broadened its *Equal Pay Act* in 2015 when Governor Edmund "Jerry" G. Brown signed Senate Bill 358, also called the *Fair Pay Act*. In a letter to California's Pay Equity Task Force, the bill's author, Senator Hannah-Beth Jackson, writes that she sought to further improve the economic situation of women by closing loopholes in the existing law:

While California has prohibited gender-based pay discrimination since 1949, we still have had an unacceptable gender wage gap – especially for women of color. This persistent disparity in earnings between men and women has had a significant impact on the economic security and welfare of millions of working women and their families.

Specifically, SB 358 provides that employees will no longer face retaliation by their employer for asking about the wages being paid to other employees. Women will now be able to challenge pay discrimination based on wages paid to other workers at different worksites for the same employer or for doing substantially similar work. Employers will now be required to show that a difference in wages is based on a specific factor that is

¹³ The World Bank makes available country-level data about women, business, and the law <http://wbl.worldbank.org/data/timeseries>. The World Economic Forum used these data in its 2016 Global Gender Gap Report. http://www3.weforum.org/docs/GGGR16/WEF_Global_Gender_Gap_Report_2016.pdf. The countries counted and presented here have mandates exceeding the United States' in that each requires equal pay for jobs of equal value even if the jobs are different.

¹⁴ State Equal Pay Laws. 2016. National Conference of State Legislators. Retrieved from <http://www.ncsl.org/research/labor-and-employment/equal-pay-laws.aspx> January 28, 2017.

¹⁵ Marian M. Johnston. 2016. Statutory History of Equal Pay Laws in California and the United States. Retrieved from <http://tinyurl.com/joyz9k> January 10, 2017. See also Appendix C.

legitimate, serves a business purpose, and is not based on or derived from a gender bias.¹⁶

Since the *Fair Pay Act* became effective on January 1, 2016, subsequent amendments to the Labor Code have been signed into law. Governor Brown signed Assembly Bills 1063 and 1676 into law in 2016.¹⁷ The former amends two sections of the Labor Code, 1197.5 and 1199.5, to prevent and penalize wage discrimination based on race or ethnicity in addition to “sex.” The latter amends Labor Code Section 1197.5 to specify that an employee’s prior salary cannot, by itself, justify any disparity in compensation.¹⁸

¹⁶ Jackson, Hannah-Beth. 2016. “Senate Bill 358, the California Fair Pay Act, Author’s Message.” Retrieved from <http://tinyurl.com/hdvu3cd> January 28, 2017.

¹⁷ Hall, Isadore. Cal. S. B. 1063 (2015-2016), Chapter 866 (Cal. Stat. 2016). Retrieved from https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160SB1063 January 29, 2017. Campos, Nora. Cal. Assemb. B. 1676 (2015-2016), Chapter 856 (Cal. Stat. 2016). Retrieved from http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160AB1676 January 29, 2017.

¹⁸ The California Department of Human Resources found that in 2014, women were underrepresented in state civil service relative to their presence in the population, and the state civil service gender pay gap is 20.5 percent. Retrieved from <http://www.calhr.ca.gov/Documents/ocr-women's-earnings-2014.pdf> January 29, 2017.

Executive Agency Enforcement: Cooperation and Collaboration

Administrative duties and legal enforcement of the *Fair Pay Act* are supported by two state agencies, the California Labor Commissioner's Office and the California Department of Fair Employment and Housing. Both agencies protect employees' rights and the ability of law-abiding employers to compete on a level playing field; however, the California Labor Commissioner enforces the state's labor laws and the Department of Fair Employment and Housing enforces the state's civil rights laws, including anti-discrimination in the workplace.¹⁹ While the *Fair Pay Act* specifically tasks the Labor Commissioner with implementation of the *Act*, employees seeking to redress pay inequities might also make a claim of employment discrimination with the Department of Fair Employment and Housing.

Both agencies have worked together to define their jurisdictions and responsibilities under the *Fair Pay Act* with the goal of establishing procedures that "...promote cooperation between the agencies, avoid a duplication of effort, and provide guidance to staff in handling prospective [Labor Commissioner's Office] claimants and/or [Department of Fair Employment and Housing] complainants."²⁰ Claims of sex-based wage discrimination can be filed with the California Labor Commissioner and/or the Department of Fair Employment and Housing. The agencies' policies and frequently asked questions instruct potential claimants about where to file their claims and where agency jurisdiction might overlap.²¹

- **Only sex-based wage discrimination.** If the claimant has only a sex-based wage discrimination case, then the person can file an administrative claim with the California Labor Commissioner and/or the Department of Fair Employment and Housing. The claimant can also file in court without first filing an administrative claim.
- **Sex-based wage discrimination and/or other forms of discrimination.** If the claimant has multiple forms of discrimination to report, including sex-based wage discrimination, the person can file a claim for the sex-based wage discrimination with the California Labor Commissioner and the other forms of discrimination (e.g., sex-based discrimination in promotion) with the Department of Fair Employment and Housing or file all claims with the Department of Fair Employment and Housing.

Both agencies are represented on California's Pay Equity Task Force, and they continue to collaborate where there is overlap in their jurisdictions. California's Labor Commissioner Julie A. Su, and Kevin Kish, the Director of the Department of Fair Employment and Housing, represent their agencies on the Task Force and co-chair the subcommittee on Enforcement and Process.

¹⁹ For relevant statutes see Labor Code Section 1197.5 for Division of Labor Standards Enforcement and Government Code Section 12940 for California Department of Fair Housing and Employment.

²⁰ Retrieved from <http://www.dfeh.ca.gov/files/2016/12/DFEH-DIR216.pdf> January 11, 2017.

²¹ Information about frequently asked questions retrieved from http://www.dir.ca.gov/dlse/California_Equal_Pay_Act.htm January 11, 2017.

Information about policies and procedures retrieved from <http://www.dfeh.ca.gov/files/2016/12/DFEH-DIR216.pdf> January 11, 2017.

California's Pay Equity Task Force: Proactive Compliance

In October 2015, Governor Brown signed Senate Bill 358, *The California Fair Pay Act*.²² Among other things, this bipartisan law mandates that employers pay women and men equally for *substantially similar* work, broadening the previous law requiring equal pay for equal work. The Commission on the Status of Women and Girls (Commission) convened the California Pay Equity Task Force to develop methods, systems, and processes to (1) help employers work proactively to achieve pay equity and comply with the new law and (2) inform employees about their rights and how to exercise them. The Task Force members represent stakeholders impacted by and responsible for the new law by including employees, large and small employers, California enforcement agencies, and the Legislature.

Many California companies are working proactively to comply with the *Fair Pay Act* by, for example, conducting pay analyses to identify and redress gender wage gaps.²³ Companies also report monitoring promotion rates, training women for leadership roles, regularly publishing salary information, and implementing/improving parental leave programs.

Three staff liaisons, a diversity officer, and Commission staff support the 17-member Task Force that began meeting in July 2016. The Commission carefully selected expert employee and business advocates, labor union representatives, lawyers, researchers, and practitioners from over 100 applicants. Task Force members attended three day-long meetings in July, August, and October 2016 in Sacramento, California. They have also worked together in two-person advisory subcommittees. Multiple subcommittees met in publicly-noticed forums in December 2016, January 2017, February 2017, and March 2017 (see Table 1 for a list of past meetings and discussion points).

Based on a review of the growing literature about compliance with international, national, and state laws supporting gender pay equity,²⁴ Commission staff established various subcommittees to address the multiple components of the law that need to be implemented.²⁵

- **Definitions Subcommittee:** Identifies legal concepts, researches legal background of concepts, and develops materials to help employees, employers, and other stakeholders interpret the new law.
- **Enforcement and Process Subcommittee:** Comprised of the *Fair Pay Act's* agency enforcers, provides information and expertise to the Task Force concerning the legal enforcement and implementation of the *Fair Pay Act*.

²² Jackson, Hannah-Beth. 2016. "Senate Bill 358, the California Fair Pay Act, Author's Message." Retrieved from <http://tinyurl.com/hdvv3cd> January 28, 2017.

²³ For example, Apple, Google, Intel, Salesforce, and SpaceX. See <http://www.usatoday.com/story/tech/news/2016/03/23/amazon-pay-male-female-gender-gap-earnings-equity-apple-intel/82180982/>.

²⁴ See best practices literature review http://www.women.ca.gov/Portals/70/ReportLitReview_TLindsey.xlsx.

²⁵ For a full list of subcommittees, members assigned to each, and the work they have completed, see <http://www.women.ca.gov/CaliforniaPayEquityTaskForce.aspx> "Subcommittees" tab.

- **Measuring the Pay Gap Subcommittee:** Responsible for providing information describing appropriate metrics and analytical methods that can be used to assess the pay gap.
- **Implementation and the Law Subcommittee:** Evaluates implementation and compliance in terms of the larger legal context, which includes federal laws.
- **Human Resources Subcommittee:** Develops guidance for human resources professionals on how to communicate with employees about pay equity.
- **Evaluating Systems and Functional Infrastructure Subcommittee:** Identifies data elements and systems that employers can maintain to document, evaluate, and defend their pay practices.
- **Evaluating Job Classifications Subcommittee:** Provides model job classification schemes to support effective pay equity evaluations, audits, and reporting.
- **Evaluating Policy and Practice Subcommittee:** Focuses on policies and practices that impact employee pay.
- **Challenges and Barriers Subcommittee:** Identifies compliance barriers as a means to provide topics for discussion, panel presentations, solutions, and deliverables.
- **Deliverables Subcommittee:** Identifies tools for conveying Task Force information to employees and employers through a variety of media.

Subcommittees have convened joint meetings to discuss overlapping topics. Table 1 below presents a synopsis of publicly noticed meetings and discussions that took place during 2016 and early 2017 (See Appendix A for links to presentations given at Task Force meetings).²⁶

Table 1. Past Meetings in 2016–17

Past Public Meeting Date	Discussion Topics and Presentations
July 22, 2016 Full Task Force Meeting	<i>Fair Pay Act</i> from enforcement agency perspective, <i>Fair Pay Act</i> from an employer and business perspective, <i>Fair Pay Act</i> from an employee and advocate perspective, goals for the Task Force, subcommittee goals, timeline, public comment.
August 19, 2016 Full Task Force Meeting	The gender pay gap from a practitioner’s perspective; the union’s role and the state classification system; process for responding to requests, process for collecting, sharing, and posting information; working definitions; subcommittee updates.
October 24, 2016 Full Task Force Meeting	Legislative Task Force member and author comments, defining key terms, California’s low-wage workers and the gender pay gap, subcommittee action plans, deliverables, public comment.

²⁶ More information about discussions and presentations can be found in the meeting minutes available on the Commission’s Pay Equity Task Force Home Page: <http://www.women.ca.gov/CaliforniaPayEquityTaskForce.aspx> under the “Meeting Times, Materials, and Agenda” tab.

December 14, 2016 Joint Subcommittee Meeting: Definitions and Co-chairs	Definitions and where to find information; law applicability; substantially similar work; totality of circumstances, skill, effort, and responsibility; similar working conditions; entire wage differential and statistical significance; documentation; wage rate; discussing employee wages; policy and guidance; who is an “employer”; next steps.
December 19, 2016 Joint Subcommittee Meeting: Measuring the Pay Gap, Evaluating Job Classifications, Systems and Functional Infrastructure, and Human Resources	Review of definitions and co-chairs joint subcommittee meeting; action items for each subcommittee; employer record keeping and documentation; different types of products to create; potential guidance document; needs of smaller vs. larger companies; definition of smaller and larger employers; how to present information, flowchart and other deliverables; next steps.
January 19, 2017 Joint Subcommittee Meeting: Measuring the Pay Gap, Evaluating Job Classifications, Systems and Functional Infrastructure, and Human Resources	Prepared document from Systems and Functional Infrastructure Subcommittee; small versus large employer differences; career-leveling matrices, salary surveys, what could be considered <i>bonafide</i> factors for measuring/explaining the gender pay gap?
January 20, 2017 Joint Subcommittee Meeting: Deliverables, Enforcement, and Policy and Practice	Strategy for creating and disseminating Task Force work products, partner organizations and funding for Task Force outreach, types of deliverables, ways subcommittees can better share information.
February 1, 2017 Joint Subcommittee Meeting: Definitions and Co-chairs	Review of terms in <i>Fair Pay Act</i> ; identification of case law and other existing guidance that can illustrate the meaning of terms; next steps.
February 16, 2017 Full Task Force Meeting	Summary of subcommittee work, road map of work being done, useful information for employees and unions, data to be collected, changing employer culture, state and federal laws, wage data, jury instructions, terms to be defined, job evaluations, outreach, Interim Report, Final Report.
March 16, 2017 Joint subcommittee Meeting: Definitions, Co-chairs, and Challenges and Barriers	Case law and definitions, materials for different audiences, wage and wage rate definitions, size of pay differential, enforcement guidance and manual.

Deliverables: Guidance for Employees and Employers

The Task Force is developing guidance informed by the work of each subcommittee with the goal of assisting employers with compliance and informing employees about their rights under the new law. Guidance will be constructed with employer size and employee representation status in mind. The intention is to educate workers from different demographics and industries. The Task Force is currently developing the following road maps, tools, and a glossary of terms:

1. **Road maps** will guide small and large employers, employees, unions, and employee organizations through the different tools the Task Force develops and makes publicly available.
2. **Tools** will provide, for example, strategies for conducting pay audits, preserving pay-related data and information, instructions to employees on how to file a claim with enforcement agencies, and sample collective bargaining agreement language addressing pay equity.
3. **A Glossary** will provide working definitions of terms used by human resources professionals and concepts found in the *Fair Pay Act* (e.g., substantially similar work).

Looking Forward: Meetings, Times, and Places in 2017–2018

The 2017–2018 schedule is presented below in Table 2. Most full California Pay Equity Task Force meetings will be held in Sacramento, California. Task Force members will be completing subcommittee work to deliver guidance to employees and small and large employers. The Commission will continue to publicly notice all meetings of more than two Task Force members as mandated by the *Bagley-Keene Open Meeting Act*.²⁷

The Task Force expects to finalize its website and preside over a conference event on Equal Pay Day 2018 to roll out California's path to pay equity. Future Task Force meetings will entail members hearing presentations from stakeholders, finalizing informational materials, and discussing, creating, and/or approving website content, outreach plans, events, partnerships, and research. Subcommittee meetings will be scheduled as needed. Meeting dates for 2018 are being planned and are subject to change.

Table 2. Full and Subcommittee California Pay Equity Task Force Meetings in 2017–2018

Meeting Date	Meeting Type	Time and Location	Teleconference Locations
April 4, 2017	Full Task Force; Equal Pay Day; Interim Report and Landing Page Release	10 AM–4 PM Sacramento, Ca.	As needed
May 25, 2017	Joint Subcommittee	TBD	As needed
June 1, 2017	Full Task Force	10 AM-4 PM TBD	As needed
August 17, 2017	Joint Subcommittee	TBD	As needed
September 14, 2017	Full Task Force	10 AM-4PM TBD	As needed
October 6, 2017	Joint Subcommittee	TBD	As needed
November 13, 2017	Full Task Force	10 AM-4PM TBD	As needed
December TBD, 2017	Joint Subcommittee	TBD	As needed
January TBD, 2018	Full Task Force	10 AM-4PM TBD	As needed
February TBD, 2018	Joint Subcommittee	TBD	As needed
March TBD, 2018	Full Task Force	10 AM-4PM TBD	As needed
April 10, 2018	Full Task Force;	10 AM-4PM TBD	As needed

²⁷ A Handy Guide to the Bagley-Keene Open Meeting Act 2004. Retrieved from http://ag.ca.gov/publications/bagleykeene2004_ada.pdf December 9, 2016.

To receive email updates and meeting notices please email info@women.ca.gov and ask to be added to the Commission's listserv. Meeting notices are posted at least 10 days in advance on the Commission's Website <http://www.women.ca.gov/Home.aspx>.

Timeline 2017–2018: Path to Pay Equity

Goal	Responsible Entity	Purpose	Estimated Date of Completion
Task Force approval on drafted tools	Task Force	Approval for tools to include on website and include the toolkit	Each full Task Force meeting
Communication plan drafted for vote	Commission staff	To outline goals for communications for 2017	April 4, 2017
Release Interim Report	Commission staff	To update the public about Task Force progress and goals	April, 4 2017
Publish website under construction	Commission staff	Unveil structure of work	April, 4, 2017
Finalize materials to be made available	Task Force	Approval for tools to include on website and include the toolkit; those produced or identified by Task Force	November 13, 2017–January 2018
Focus Group	TBD	Audience feedback about information	November 13, 2017–January 2018
Final toolkits	Commission staff; contractor	For release at conference	March 2018
Final website	Commission staff; Task Force	For release at conference	March 2018
Conference	Commission staff; UC Davis;	Information directly to stakeholders	April 10, 2018

Appendix A: Presentations to the Task Force

- Kuang, Daniel. 2016. *Understanding the Pay Gap: Insight from Industry/Practice* [pdf.]. Retrieved from http://www.women.ca.gov/Portals/70/160819_CAFPA_TF.pdf
- Lane, Megan. 2016. *Defining Key Terms of the Fair Pay Act (SB 358)* [pdf.]. Retrieved from <http://www.women.ca.gov/Portals/70/Defining%20Key%20Terms%20of%20the%20Fair%20Pay%20Act.pdf>
- Lindsey, Tonya D. 2016. *The Gender Pay Gap and California's Low-pay Workers* [wma.]. Retrieved from <https://www.youtube.com/watch?v=tyiZALLGOIM&t=15s>
- Orrick. 2016. *The California Fair Pay Act* [pdf.]. Retrieved from <http://www.women.ca.gov/Portals/70/Lauri%20Damrell.%20The%20California%20Fair%20Pay%20Act.pdf>
- Reisch, Jennifer. 2016. *SB 358 – Fair Pay Act of 2015: An Advocate's Perspective* [pdf.]. Retrieved from <http://www.women.ca.gov/Portals/70/Fair%20Pay%20Act%20from%20Advocates%20Perspective.pdf>
- Robinson, Tamekia N. 2016. *The State Classification System—The Union's Role* [pdf.]. Retrieved from <http://www.women.ca.gov/Portals/70/classifications.pdf>

Appendix B: Publications Provided to Task Force by Members and Staff

Materials provided by California Pay Equity Task Force Co-chair Commissioner Lauri Damrell

Long, Timothy and Lauri Damrell. 2012. "[Dealing with Complex Gender-Discrimination Issues in the Workplace.](#)" Law.com.

Siniscalco, Gary R. 2016. "[As Calif. Goes on Equal Pay, So Goes the Nation?](#)" Law 360.

Siniscalco, Gary, Lauri Damrell, and Clara Morain Nabity. 2014. "[The Gender Pay Gap, the Glass Ceiling, and Pay Bias: Moving Forward Fifty Years after the Equal Pay Act.](#)" *Labor and Employment Law* 29:3.

Materials provided by California Pay Equity Task Force Member Jennifer Reisch

Kim, Marlene. n.d. [Pay Secrecy and the Gender Wage Gap in the United States](#). Department of Economics, University of Massachusetts, Boston.

Miller, Claire Cain. March 18, 2016. "[As Women Take Over a Male-Dominated Field, the Pay Drops.](#)" *New York Times*.

Scheider, Jessica and Elise Gould. 2016. "[Women's Work and the Gender Pay Gap: How Discrimination, Societal Norms, and Other Forces Affect Women's Occupational Choices—and Their Pay.](#)" Economic Policy Institute.

Materials Provided by California Pay Equity Task Force Member Jeanna Steele

Elizabeth, Tippet C. February 23, 2017. "[Uber's Dismissive Treatment of Sexism Is All Too Typical in America.](#)" *Washington Post*.

Materials provided by California Pay Equity Task Force Member Rhoma Young

Gaertner, Stefan, Gail Greenfield, and Brian Levine. n.d. [Pay Equity: New Pressures, New Strategies.](#) Mercer.

McFarland, Helen M. and Shari Dunn. 2015. [California Fair Pay Act: What Employers Should Know.](#) Arthur J. Gallagher & Co.

Miller, Stephen. December 12, 2016. [Gender Pay Gap Pegged to Lack of Promotions.](#) Society for Human Resource Management.

Kochhar, Rakesh. 2013. [How Pew Research Measured the Gender Pay Gap.](#) Pew Research Center.

[Planning and Design: What is a Compensation Philosophy?](#) Society for Human Resource Management. December 2, 2015.

Rohman, Jessica and Tabitha Russell. September 15, 2016. "[How to Create a Great Workplace for Women.](#)" *Fortune*.

Zoller, Beth. n.d. [How to Prevent Wage Discrimination and Ensure Equal Pay.](#) XpertHR.

Materials Related to the U.S. Paycheck Fairness Act

Boccia, Romina. 2010. [The Unintended Consequences of the Paycheck Fairness Act.](#) Independent Women's Forum.

Boushey, Heather. 2010. [Strengthening the Middle Class: Ensuring Equal Pay for Women.](#) Testimony before the United States Senate Committee on Health, Education, Labor, and Pensions.

Brake, Deborah L. 2010. [The Failure of the Existing Employment Laws to Close the Gender Wage Gap.](#) Senate Testimony before the United States Senate Committee on Health, Education, Labor, and Pensions.

DeLauro, Rosa L. 2010. [Testimony on the Paycheck Fairness Act.](#) Testimony before the United States Senate Committee on Health, Education, Labor, and Pensions.

Frett, Deborah L. 2010. [Pay Equity is Good for Business and Good for Working Women.](#) Written statement for the United States Senate Committee on Health, Education, Labor, and Pensions.

Harkin, Tom. 2010. [A Fair Share for All: Pay Equity in the New American Workplace.](#) Statement before the United States Senate Committee on Health, Education, Labor, and Pensions.

[How the Paycheck Fairness Act Will Strengthen the Equal Pay Act.](#) National Women's Law Center. May 2015.

Ishimaru, Stuart J. 2010. [Testimony.](#) Statement before the United States Senate Committee on Health, Education, Labor, and Pensions.

McFetridge, Jane M. 2010. [Testimony on the Paycheck Fairness Act.](#) Testimony before the United States Senate Committee on Health, Education, Labor, and Pensions.

Research compiled by Commission Senior Research Consultant Tonya D. Lindsey, Ph.D. [Gender Wage Gap Reports and Best Practices Literature Review.](#) 2016. Commission on the Status of Women and Girls.

[Gender Wage Gap Scholarly Literature and California State Agency Program Website Review.](#) 2015. California Research Bureau.

Appendix C: Pay Equity Statutory History

Statutory History of Equal Pay Laws in California and the United States

Marian M. Johnston, Esq.

California first passed an Equal Pay Act in 1949. Before SB 358 was enacted in 2015, Labor Code Section 1197.5 prohibited an employer from paying an employee less than employees of the opposite sex who perform the same job, requiring the same skill, effort, and responsibility, in the same establishment, under similar working conditions. Exempt from this prohibition are payments made pursuant to systems based on seniority, merit, or that measure earnings by quantity or quality of production; or differentials based on any bona fide factor other than sex. Enforcement was by the Labor Commissioner (also known as the Division of Labor Standards Enforcement):

(a) No employer shall pay any individual in the employer's employ at wage rates less than the rates paid to employees of the opposite sex in the same establishment for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions

The federal Equal Pay Act was passed in 1963. Pub.L. 88-38; 77 Stat. 56 This act amended the Fair Labor Standards Act of 1938, as amended (29 U.S.C. et seq.), by adding a new subsection (d).

(d) (1) No employer having employees subject to any provisions of this section shall discriminate, within any establishment in which such employees are employed, between employees on the basis of sex by paying wages to employees in such establishment at a rate less than the rate at which he pays wages to employees of the opposite sex in such establishment for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where such payment is made pursuant to (i) a seniority system; (ii) a merit system; (iii) a system which measures earnings by quantity or quality of production; or (iv) a differential based on any other factor other than sex: Provided, That an employer who is paying a wage rate differential in violation of this subsection shall not, in order to comply with the provisions of this subsection, reduce the wage rate of any employee.

The U.S. Department of Labor had responsibility for enforcement of the federal Equal Pay Act until the federal Reorganization Plan No. 1 of 1978, which, as of July 1, 1979, shifted responsibility for enforcing both the Equal Pay Act and the Age Discrimination in Employment Act from the Labor Department to the Equal Employment Opportunity Commission.

<https://www.eeoc.gov/eeoc/history/35th/thelaw/epa.html>

Senate Bill 358 substantially broadened California's gender pay differential law. SB 358, also called the "Fair Pay Act," became effective January 1, 2016. The "Fair Pay Act" expanded pay equity claims by removing the requirement that the pay differential be within the same "establishment," and replaced the "equal" and "same" job, skill, effort, and responsibility

standard. The new standard would require only a showing of “substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions.” These changes make it easier for an employee to bring an equal pay suit, permitting a plaintiff to compare him or herself with employees of the opposite gender working at any location for the same employer, and in any similar job.

The “Fair Pay Act” also requires employers to affirmatively demonstrate that the wage differential is based entirely and reasonably upon one or more factors. The “Fair Pay Act” adds to the three existing factors (seniority, merit, or production-based) a “bona fide factor”: that is, a factor not based on or derived from a sex-based differential in compensation, that is related to the position in question, and that is consistent with a “business necessity” (defined as “an overriding legitimate business purpose such that the factor relied upon effectively fulfills the business purpose it is supposed to serve”). The “bona fide factor” defense is inapplicable if the plaintiff demonstrates that an alternative business practice exists that would serve the same business purpose without producing the wage differential. With the enactment of SB 358, the California Labor Code 1197.5 now provides:

- (a) No employer shall pay any individual in the employer's employ at wage rates less than the rates paid to employees of the opposite sex in the same establishment for equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where the payment is made pursuant to a seniority system, a merit system, a system which measures earnings by quantity or quality of production, or a differential based on any bona fide factor other than sex.

Statutory History of Employment Discrimination Laws in California and the United States

The state and federal equal pay laws have always been distinct from laws generally prohibiting employment discrimination. California's Fair Employment Practice Act enacted in 1949 prohibited employment discrimination because of race, religious creed, color, national origin, or ancestry, and did not prohibit sex discrimination. Sex was added as a prohibited basis of discrimination in 1970 (Cal.Stats. 1070, ch. 1508). Enforcement was through the Fair Employment Practice Commission, later named the Fair Employment and Housing Commission. Title VII of the federal Civil Rights Act of 1964, as originally enacted, prohibited race, color, religion, sex, or national origin discrimination in employment. The administrative agency responsible for enforcement of Title VII is the Equal Employment Opportunity Commission.

Item B

Commission Programs and Policies

STEM

SUMMARY OF THE ISSUE(S):

The Commission has financially sponsored a series of Town Hall style events throughout California to promote engagement in STEM education equity as part of the interagency agreement with the California Department of Education.

RECOMMENDATION:

No action is required.

BRIEF HISTORY OF KEY ISSUE(S):

In 2016, the Commission entered into an interagency agreement with the California Department of Education to complete a series of tasks with the objective of encouraging more girls and young women in California to pursue STEM education and careers. Included in these tasks are: to cosponsor the State STEM Symposium with a girls coding demonstration and panel “Engaging Girls in STEM”; sponsor the production of a training module for the Next Generation Science Standards rollout to address subconscious bias; and to host a series of town halls throughout California.

ANALYSIS:

The Los Angeles County Town Hall was held in Arcadia at the Los Angeles County Botanical Gardens on February 22, 2017. The hall was packed with over 100 students, their families and teachers. The students had the opportunity to ask questions about the educational and career journeys of women professionals in STEM fields, called STEM ambassadors. Commissioner Katie Buckland gave opening remarks at the event. At the request of the MWM-CA, Michelle Flowers Taylor, Ed.D., Director of the Institute of Engineering Community and Cultural Competence at the University of Southern California volunteered at the event as a STEM ambassador. Anthony Quan, STEM Consultant for LA County Office of Education was the lead coordinator for the program and has expressed an interest in making the town hall an annual event.

The Riverside Town Hall is scheduled for April 20th, 4 pm, at the Riverside County Office of Education. The event will feature a panel discussion of STEM professionals from a range of disciplines, and a student voice. There will also be an exhibiter’s fair that will include project posters from the Riverside County Science Fair presented by the students. Commissioner Alisha Wilkins will speak on behalf of the CCSWG. We anticipate Commissioners’ Alvarez-Willis and Buckland will attend as well. We are planning a Commission meet and greet earlier in the day.

California Commission on the Status of Women and Girls

The San Joaquin Town Hall is scheduled for April 27th at 4 pm in Stockton. The event will feature a panel discussion of STEM professionals with a question and answer period for students, teachers, and parents to engage the presenters. The invitees include students from 6th through 12th grade. They hope to have a max attendance of 300 people. Bret Staples, Coordinator in the Office of STEM at the SJ County Office of Education, has also expressed an interest in making the town hall an annual event. Commission Chair Lupita Cortez-Alcala will participate and we welcome the involvement of other Commissioners who are local to this region.

RESPONSIBLE PERSON(S):

Nancy Kirshner-Rodriguez, Stephanie Flores

ATTACHMENT(S):

Attachment B.1: CCSWG LA Town Hall Brochure

Attachment B.2: Los Angeles County Office of Education Town Hall Booklet

Attachment B.3: Riverside County Office of Education Flyer

Attachment B.4: Ed Source Article

Attachment B.5: STEM Plan

LUPITA CORTEZ ALCALÁ
Commission Chair

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50 YEARS
and continuing action

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Making the Connection for Action

**Engaging Girls
and Young
Women in STEM
Los Angeles
County Town Hall
Arcadia, CA**

February 22, 2017

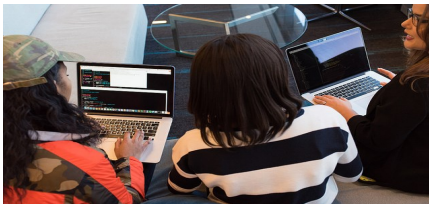


The Commission has joined with the California Department of Education to improve STEM education in K - 12 public schools and to strengthen girls' engagement in STEM classrooms. The CCSWG and the CDE have teamed up to:

- Co-host the California STEAM Symposium
- 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 dedication 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—California

The California Commission on the Status of Women and Girls have teamed up with the University of California, Davis to bring the Million Women Mentors national movement to California.

MWM-CA has a goal of engaging at least 50,000 mentors and mentees in 2017.

Through mentoring MWM-CA believes that young women and girls will gain confidence and knowledge to explore and succeed in Science, Technology, Engineering and Math (STEM).

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

Connect with us:

<http://mwm-ca.org>

Please read more about these initiatives to promote community engagement and expand mentorship opportunities and to access more resources and programs for girls and young women in STEM:

<http://www.women.ca.gov/STEM.aspx>

STEM Programs and Camps for Girls

Multiple Locations

- AAUW Tech Trek! Science and Math Camp for Girls (entering 8th grade) <http://www.aauw.org/what-we-do/stem-education/tech-trek/>
- Black Girls Code <http://www.blackgirlscode.com/>
- Expanding Your Horizons Conference with Workshops (Grades 6-9) <https://www.tveyh.org/workshops.php>
- Technovation's The Global Technology Entrepreneur Program (Ages 10-13) <http://www.technovationchallenge.org/>
- Girls Who Code <https://girlswhocode.com/locations>

Grover Beach

- Exploration Station's Science 4 Girls Summer Camp (Ages 8-12) <http://explorationstation.org/science-4-girls-camp/>

Los Angeles County/Los Angeles/ Long Beach

- DIY Girls – Programs and Workshops for Girls (Grades 6-8) <http://www.diygirls.org/programs/>

San Diego

- Reuben H. Fleet Science Center's Saturday Science Club for Girls (Grades 5-8) <http://www.rhfleet.org/learn/saturday-science-club-girls>



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#2017CASTEMGirls

**Los Angeles County
Office of Education**
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Leading Educators



LACOE's STEM Unit provides services, professional development, resources, and updates regarding:

- Common Core Math
- Next Generation Science Standards
- STEM/STEAM

FOR MORE INFORMATION CONTACT:

Anthony Quan, Consultant III, STEM

Quan_Anthony@lacoed.edu

626-401-5486

Los Angeles County Office of Education
Curriculum and Instructional Services (CIS)

9300 Imperial Highway

Downey, CA 90242

www.lacoed.edu

February 22, 2017 Los Angeles County Arboretum & Botanic Gardens, Ayres Hall



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2017

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QUOTES

The first thing about empowerment is to understand that you have the right to be involved. The second one is that you have something important to contribute. And the third piece is that you have to take the risk to contribute it.

-Mae Jemison, NASA Astronaut & Physician

Life doesn't always present you with the perfect opportunity at the perfect time. Opportunities come when you least expect them, or when you're not ready for them. Rarely are opportunities presented to you in the perfect way, in a nice little box with a yellow bow on top... Opportunities, the good ones, they're messy and confusing and hard to recognize. They're risky. They challenge you.

-Susan Wojcicki, CEO of YouTube

I remember in third grade, I asked my mom, 'How does an engine work?' So my mom bought me a book.

-Gwynne Shotwell, President and COO of SpaceX

IN COLLABORATION WITH:



MWMA
Million Women Mentors
Advancing Women and Girls in STEM Careers Through Mentoring


The Arboretum

LOS ANGELES COUNTY ARBORETUM & BOTANIC GARDEN

EDUCATION RESOURCES

Engaging Girls in STEM

<http://tinyurl.com/z7kdvff>

JPL NASA Education Resources

jpl.nasa.gov/edu

Next Generation Science Standards

www.nextgenscience.org

NGSS Resource Hub

www.ngss.sdcce.net

NASA's Journey to Mars K12

<https://goo.gl/DqhlSP>

Junior Paleontology Activity Book

<https://goo.gl/0Qne5q>

Climate Change Impacts Website

<https://goo.gl/SEY2hX>

Lessons from the Monitor

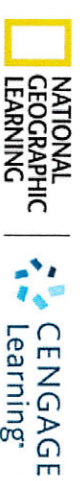
<https://goo.gl/6ivR0g>

Interdisciplinary Math and Science Lessons

<https://goo.gl/VvWTs1>

DONATING SPONSORS

Tonight's meal is sponsored by:



Exploring the World of Science

NOTE: THIS IS NOT A COMPLETE OR EXHAUSTIVE LIST

AGENDA

4:00pm

REGISTRATION

guests are welcome to visit exhibitors

4:30pm

WELCOME AND INTRODUCTIONS

- ▷ Los Angeles County Office of Education
- ▷ California Department of Education
- ▷ California Commission on the Status of Women and Girls
- ▷ Million Women Mentors

5:00pm

STEM TABLE TALKS

6:00pm

SHARE-A-THON

guests will have the opportunity to continue discussions with STEM Ambassadors

7:15pm

CLOSING COMMENTS

THANK YOU

to all our

STEM

AMBASSADORS

and

EXHIBITORS

for making this

event

successful!

★STEM AMBASSADORS★



Anitra Walker
Data Processing Specialist/ Systems Specialist
Los Angeles County Office of Education

Provides technical assistance and training to customers regarding data processing system applications. Also processes, researches, and resolves garnishments orders and verifies the correct calculations are used when deducting from employees payroll checks.



Devin Waller
Exhibit Project Manager, Phase III
California Science Center Foundation

Currently working on new exhibits in the Air and Space gallery. She has a background in geological science and planetary geology.

YOUR PHOTO

YES, YOU CAN
BE HERE!

Your Name
Your Future Career
Your Future Workplace

List of your achievements...

...AND how you inspire others.

★STEM AMBASSADORS★



Your Name
Your Future Career
Your Future Workplace

YOUR PHOTO

YES, YOU CAN
BE HERE!

Description of your exciting projects...

...AND how you change the world.



Janelle Wellons
Instrument Operations Engineer
Jet Propulsion Laboratory

An engineer for the Cassini and Lunar Reconnaissance Missions. Her job includes monitoring the health and safety telemetry for instruments on board the spacecraft and preparing spacecraft activity sequence files to command the cameras. She also writes code to improve processes.



Betty Wong
Biochemistry & Biophysics
California Institute of Technology

Betty studies brain proteins. Specifically, she understands how drugs interact with proteins in our human brain, which will help optimize drug development for many neurodegenerative diseases such as Parkinson's disease, Alzheimer's disease, and schizophrenia. She is also an entrepreneur and has started two small startup companies.

★STEM AMBASSADORS★

Danielle Nuding

M2020 Flight Systems Engineer

SHERLOC Instrument Systems Engineer

Jet Propulsion Laboratory

Currently working on the next NASA rover mission slated for the Martian surface, the Mars 2020 rover. She is also a systems engineer on an instrument located on the arm of the rover, SHERLOC (Scanning Habitable Environments with Raman & Luminescence for Organics and Chemicals).



Leah Sabbeth

Geology

California Institute of Technology

Currently working on strain accumulation in the nearby Ventura Basin related to the San Andreas fault. She uses GPS arrays and dated fluvial terraces to help calculate how much shortening is occurring now and has occurred in the past across the basin, which will give insight to the underlying fault structure.



Stephanie Stalker

Technical Subcontracts Manager

Northrop Grumman Aerospace Systems

Stephanie is an actual "Rocket Scientist" responsible for program management of technical subcontracts. She has been involved in the STS (Shuttle) replacement and High Energy Laser Programs. She also assisted in launch operations for two large rockets



EXHIBITORS

Magnitude.io

Million Women Mentors

NASCO Education

NASA Armstrong

Natural History Museum of Los Angeles County

Planetary Society

Robotics Education

sheCodes—California Polytechnic University

STEMScope/Rice University

Tetra Tech

sheCode

VWR/Wards

Women in STEM (WISTEM) and the Center for Math and Science

Teaching (CMAST) at LMU/LA

★STEM AMBASSADORS★



Fozia Ferozalia, Ed.D
Assistant Dean of Medical Education
Cedars-Sinai Medical Center

A healthcare leader with experience over 15 years of managing academic affairs and clinical operations including nursing, ancillary and support services across the care continuum. Dr. Ferozali is also a professor and has pioneered various learning opportunities locally and nationally.



Natalie Higgins
Mechanical Engineering, PhD Candidate
California Institute of Technology

While her Ph.D. will be in Mechanical Engineering, her research also falls within the field of Geophysics, as she investigates the physics of earthquake nucleation and foreshocks via numerical simulations.



Julie Jester
Electronics Engineer
Jet Propulsions Laboratory

Responsible for designing, building, & testing analog/digital electronics for radar instruments. She is working on two upcoming missions: 1) an Earth satellite (SWOT) to perform ground breaking climatology research. 2) a space probe to Jupiter's moon, Europa, studying the ice covered ocean believed to be the most likely place to find life in the solar system.

STUDENT NOTES

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★STEM AMBASSADORS★



Dr. Christine Bonzon, PhD
Group Leader, Pharmacology
Xencor

Leads the in vivo pharmacology department at Xencor, a biotech company focused on protein engineering for the treatment of cancer, autoimmune diseases, asthma, and allergic disorders.

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Virna Chan, C-TAGME
Senior Coordinator Development Specialist,
Graduate Medical Education
Cedars-Sinai Medical Center

Leads out in training and development, as well as maintains accreditation for all graduate medical education programs at the institution. She is a nationally certified Training Administrator in Graduate Medical Education.

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PARENT NOTES

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Maria Caballero
Aerospace Engineer
NASA Armstrong Flight Research Center

Part of the Flight Safety and Mission Assurance group where she works with the Uninhabited Aerial Vehicle (UAV) projects to calculate the risk to the general public from UAV flight operations. She also works to identify hazards to the vehicle.

PARENT NOTES

"If a child is to keep alive his inborn sense of wonder...he needs the companionship of at least one adult who can share it, rediscovering with him the joy, excitement and mystery of the world we live in."

From Rachel Carson's "The Sense of Wonder"

You may be considering ways that you can encourage your daughter to continue this exploration in STEM. Pondering that question may be the most important of the experiences you have had today. Thank you for participating with us in this conference and continue to encourage your daughter!

Explore with your child.

Encourage observation and question posing in your child. When you spend time together, look for interesting, perhaps surprising things to think more about. There is great pleasure and satisfaction in solving problems and figuring things out. Look! There's a bird that's called a Blue Jay. But, just knowing its name is not as interesting as observing its behavior and how it lives. Let's watch for a few minutes.

Respond to questions with questions.

Watch for questions that she may ask and encourage her to dig into those questions. Ask open-ended questions in response to her questions. The specific words you use in response to your child's questions will not be as important as the enthusiasm you show for the idea of investigating new things. *That is an interesting question to me as well. What makes this question interesting to you? How did you notice that? What do you think you will find out as you investigate this question. What difference might the answer to this question make?*

Allow your child to be a learner and problem solver.

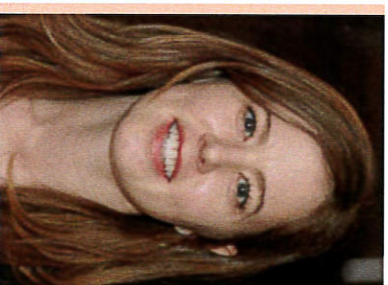
Your child may share ideas and solutions that you know to be incorrect or off track. The proposed ideas are the best they have at that time. They need time and opportunity to try more than right answers. Allow your child to ask questions, inquire, think of ideas and solutions, and try them out without judgment. Often the journey of inquiry and problem solving is more important than spending a little time with a wrong answer.

★STEM AMBASSADORS★



Andrea Connell
Software Engineer
Jet Propulsion Laboratory

Worked on the Cassini Mission and the Deep Space Network. She writes code used by missions to coordinate how to send commands to and receive data from their spacecraft. She is currently helping to design a better way for future scientists to access valuable Cassini data after the mission ends.



Dr. Heather Dallas
Curtis Center Director
UCLA Curtis Center

She has served on a number of state and federal panels and commissions, including the California Academic Content Standards Committee, the U.S. Dept. of Education's Race to the Top Technical Review, and the California Framework Committee.



Kimberly Ennix-Sandhu
Aerospace Engineer,
Lead System Safety Engineer for SOFIA
NASA Armstrong Flight Research Center

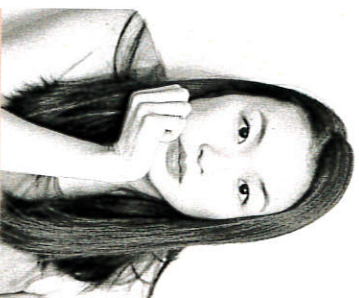
Works on the world's only flying observatory, SOFIA. It flies astronomers, scientist and a large telescope up above the stratosphere to study the center of the universe. She leads a team of system safety scientists to install and manage experiments attached to the telescope.

STUDENT NOTES

We are excited that you are able to meet some interesting people today! You may find it uncomfortable to speak with new people that you do not know. That's normal and okay! Here are some questions that you might ask to start a conversation with the STEM Ambassadors during today's event:

- What were some of your favorite things to do when you were my age?
- What were some of your favorite classes in elementary/middle/high school?
- Tell me about a time you faced a challenging problem? What did you do? How did it work out?
- How did you choose your job? Why is it important?
- What do you like about your job? What do you dislike about your job?
- Do you find your work difficult or hard to do?
- How does it feel when you start to find solutions to problems you are working on?
- What challenges did you have achieving your goals?
- What are some of the most exciting things you have done?
- What makes it worth it?
- Do you have any advice for me?

★STEM AMBASSADORS★



Jing Xin Liang
Chemistry, Ph.D. Candidate
California Institute of Technology

Studies the detection of proteins important to human diseases such as malaria. She has developed molecules for the purposes of malaria diagnostics and potential therapeutic applications.



Emily Manor-Chapman
Systems Engineer
NASA's Jet Propulsion Laboratory

Works on the Juno Mission to explore the planet Jupiter, with an international team to enable successful instrument operation and science data collection. She has also worked on the Cassini and Mars Science Laboratory Missions and a concept study to explore Europa.



Jill Morganelli
Horticultural Supervisor
Los Angeles County Arboretum and Botanic Gardens

Institutes *Best Management Practices* for gardens at the Arboretum and collaborates on designs and plant acquisitions. She has worked in all facets of the organic industry in Southern California and is a Certified International Organic Inspector since 2001.

EXHIBITORS

Areteem Institute

California Science Center

California State University Long Beach

Cengage/National Geographic

Columbia Memorial Space Center

Commission on the Status of Young Women and Girls

Howard Hughes Medical Institute (HHMI)

IBM

Iridescent

Jet Propulsion Laboratory/NASA

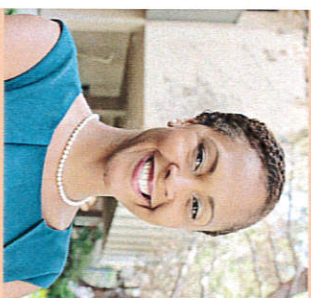
JPL — Big Band Theory

Los Angeles County Arboretum and Botanic Garden

Los Angeles County TEAL Project-Technology Enhanced Arts

Learning

★STEM AMBASSADORS★



Michelle Flowers Taylor
Founding Director, Institute of Engineering
Community and Cultural Competencies (IECC)
USC Viterbi School of Engineering
University of Southern California

Leads the development and implementation of intervention strategies, programs, and ongoing research aimed at eliminating the gender gap in STEM with emphasis on the high-demand fields of computer science and engineering.



Brittany Tse
Business Development & Pre-Construction Asst.
Allen Construction, LEED Green Associate

Connects to various organizations and associations on the forefront in communities such as architecture, sustainability, and construction. Manage projects, relationships, coordinate with trade contractors at estimation phases to prepare for value engineering.



Alicia Villarreal
Budget Technician
Los Angeles County Office of Education

Oversee 40 budgets in four corridors with multiple funding sources. Works closely with program managers to ensure that they are projecting revenue realistically and reserving sufficient funds. Perform a variety of budgeting functions such as financial forecasting, budget adjustments and prepare various reports reflective of division budgets and expenditures

ABOUT THE EVENT

Thank you for your participation in the first Los Angeles County

Engaging Girls and Young Women in STEM event!

The **California Department of Education** in collaboration with the **California Commission on the Status of Women and Girls** are working together to promote statewide outreach to local educational agencies highlighting and encouraging girls and young women to explore, enroll, and complete STEM courses and pursue postsecondary degrees in STEM majors, ultimately leading to careers in STEM.

The **Los Angeles County Office of Education** hosts today's event, showcasing the leadership and contributions of women in STEM. As STEM fields continue to expand in the 21st century, girls and young women need engagement and support to achieve success in STEM. Through the **Million Women Mentors** program, every girl can connect with a mentor for guidance and for discussion about what it means to be involved in STEM. The possibilities are endless for girls and young women in the exciting world of **Science, Technology, Engineering, and Mathematics**.

ACKNOWLEDGEMENTS

SPECIAL THANKS TO

**Los Angeles County Office of Education
Division of Curriculum and Instructional Services:**

Dr. Yvonne Contreras, Division Director

Danielle Mitchell, Assistant Director

Gary Widdison, Project Director
Outdoor, Marine Science, and Field Studies

Dotti Ysais, Project Director
Center for Distance and Online Learning

Spencer Davis, STEM Unit Secretary



ENGAGING GIRLS IN STEM: MAKING THE CONNECTION FOR ACTION

ABOUT THE EVENT:



Science, Technology, Engineering and Mathematics (STEM) education must be a priority for schools to keep our country competitive in an increasingly technical and science focused global job market. The Riverside County Office of Education in collaboration with the California Department of Education and California Commission on the Status of Women and Girls are working together to promote statewide outreach and encouraging girls and young women to explore, enroll, and complete STEM courses as well as pursue postsecondary degrees in STEM majors.

A Share-Fair of organizations highlighting their STEM initiatives around girls

Panel of experts and practitioners in the STEM field that will share research, and their experiences inspiring girls to pursue careers in the STEM fields

Network with other professionals

ARE YOU IN?

Online Registration is available.

Visit Us At
<http://rcoe.k12oms.org/1420-127400>

CONTACT US

For additional information, please contact:

Yamileth Shimojyo, Coordinator
Riverside County Office Education
(951) 600-5658
FAX [951] 600-5639
yshimojyo@rcoe.us

DATE

April 20, 2017

TIME

4:00 p.m. - 7:00 p.m.

3:30 p.m. Registration Begins
Share Fair Opens

4:30 p.m. Welcome and Program

LOCATION

Riverside County Office of Education
Conference Center
3958 12th Street
Riverside, CA 92502

INTENDED AUDIENCE

Teachers and education leaders from districts and schools

Local business and community based organizations

Million Women Mentors (MWM)

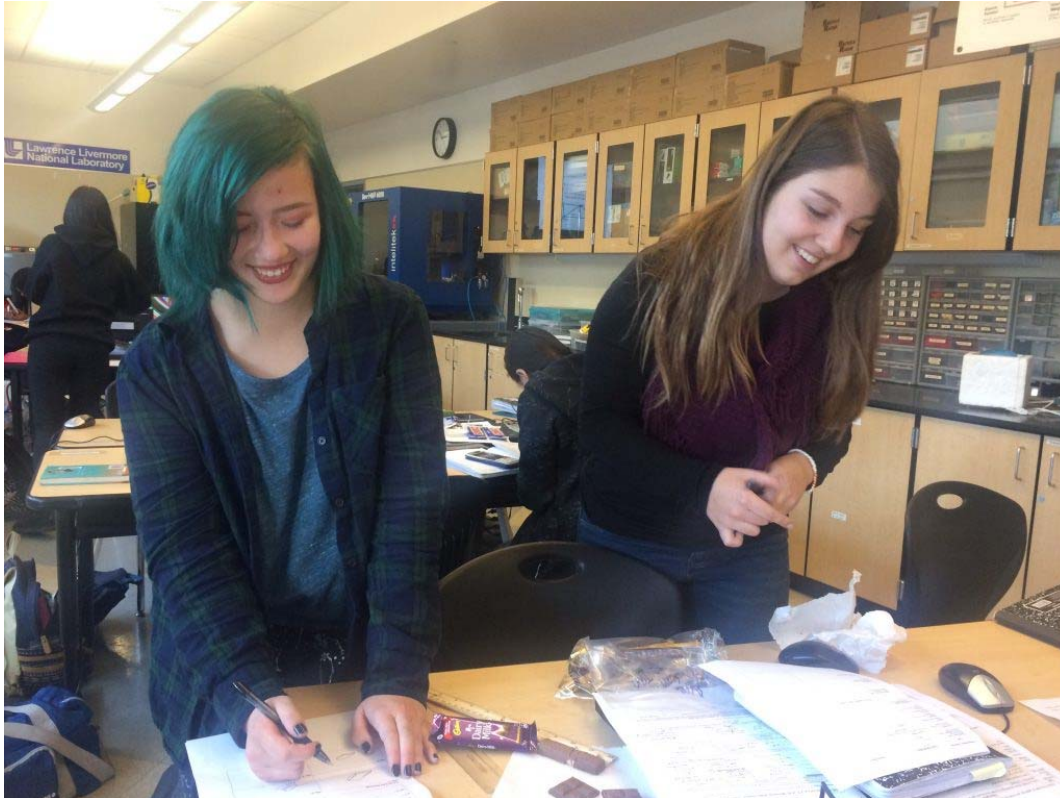


S ¹⁰ Science	T ²³ Technology	E ⁴⁶⁷ Engineering	M ¹³ Mathematics
C ⁴² K-12	E ⁴⁰ Higher Education	Nt ⁸ Community	Er ⁶ Business



Girls draw even with boys in high school STEM classes, but still lag in college and careers

MARCH 12, 2017 | CAROLYN JONES



CAROLYN JONES/EDSOURCE

Girls at Dublin High School's engineering academy conduct an experiment about weight and density.

High school engineering classrooms look a lot different than they did a few decades ago, and it's not just because of computers. Those classes now have girls. Lots of girls.

Thanks to long-standing efforts by teachers, administrators and nonprofits, girls now make up **about half the enrollment** in high-school science and math classes. They are **scoring almost identically** to their male classmates on standardized tests, **according to data** compiled by the National Girls Collaborative Project, a nonprofit funded in part by the National Science Foundation that aims to increase girls' participation in STEM (Science, Technology, Engineering, and Math).

But progress lags beyond the walls of high schools. The percentage of women majoring in STEM fields at California State University, for example, has remained a steady **37 percent** since 2007, even

though women make up 55 percent of all undergraduates. At the University of California, women make up 52 percent of enrollment, but only **24 percent** of those studying for engineering degrees are women. Still, the numbers have improved a bit: In 1999, only 21 percent of those studying engineering at UC were women.

The numbers are even lower in the workplace, according to the **National Girls Collaborative Project**. About 11 percent of physicists and astronomers are women. Just over 10 percent of electrical and computer hardware engineers are women. Fewer than 8 percent of mechanical engineers are women.

“What this all means is that girls can do it, but they’re choosing not to,” said Carol Tang, executive director of the Children’s Creativity Museum in San Francisco and head of the California Girls in STEM Collaborative, a coalition of organizations that advocate for girls in math and science. “We need a diversity of viewpoints and perspectives in science and math. Every girl who drops out of STEM, we’re all going to feel it.”

Boys consistently outnumbered girls in all high-school math and science classes until the early 1990s, when girls started pulling even and now, in some schools, even outnumber boys, according to **a study** by the American Association of University Women, although girls still lag in engineering and computer science classes.

Much of the credit for the turnaround goes to nonprofits like the **AAUW**, the **Girl Scouts**, **Girls Inc.**, **Tech Bridge** and **Girls Who Code**, among other groups. Those organizations have studied the gender gap and offered after-school STEM programs for girls, scholarships and grants for girls pursuing STEM in college, and mentorship programs that match high-school girls with women in STEM fields, among other programs.

The California Department of Education and the California Commission on the Status of Women and Girls also played a part in getting more girls into STEM; organizing town hall events throughout the state for girls, teachers, employers and policy makers to discuss ways to increase girls’ access to STEM classes and careers. The Next Generation Science Standards, California’s new K-12 science standards, includes **guidance for teachers** on encouraging girls in science.

Strategies include bringing women scientists to be guest teachers for a day, organizing group projects and encouraging collaboration, making sure girls’ questions are answered thoroughly, starting science education as early as possible to boost their confidence, and showing real-life applications for abstract concepts.

“I am very passionate about increasing the number of women and girls in STEM classes throughout the state,” State Superintendent of Public Instruction Tom Torlakson, a former public high school science teacher, wrote in an email. “In California, diversity is our strength. Our society, our businesses and our economy succeed when we tap into everyone’s talents, creativity

and energy. Creating a diversified workforce isn't just something to do for its own sake. It really helps everybody.”

General societal changes, such as more progressive attitudes about women's roles at home and the workplace, have also played a part in the increase in girls' interest in STEM. But those shifts have not been across the board: the number of women in computer science, for example, has actually declined since the 1980s, according a [study](#) by the American Association of University Women. In 1990 women made up 35 percent of those in computer and math professions, but by 2013 that number had fallen to 26 percent.

To help reverse that trend, colleges have been trying to encourage women in the computer and engineering fields. UC Berkeley's College of Engineering started a program in 2014 called Girls in Engineering in an attempt to narrow the gender gap. Each year, the program brings 120 middle-school girls to the UC Berkeley campus for summer engineering camps taught by female professors and students.

“Both boys and girls tend to be equally interested in math and science in elementary school, but for some girls there's a drop-off in confidence once they hit middle school,” said program director Lizzie Hager-Barnard, who has a doctorate in mechanical engineering from Stanford University. “And then if you're not taking the right classes in middle school, it sets you behind in high school.”

One obstacle, she said, is that when considering career goals, 5th-grade girls often say they want to help people. When asked about engineering, they dismiss it as boring, she said.

“We have to give girls examples of how engineers do help people – they work with doctors to make better drugs, they make systems for clean air and water,” she said.

Another obstacle is video games, she said. Most video games feature male characters, and girls are sometimes depicted in demeaning ways, either as sidekicks or as hypersexualized. A June 2016 [study](#) published in the Journal of Communication examined 31 years of female video game characters and found that while female characters were less sexualized than they were in the 1990s, they're still far more sexualized than male characters.

Some video games, such as Temple Run 2, even charge extra for female characters. So adolescent girls might play less, missing out on learning those computer skills, or get a general impression that girls are unwelcome in the computer world. In 2013, video game developer Zoe Quinn had to move out of her home due to threats of rape and death, sparked by an online screed by an ex-boyfriend. Shortly afterwards, video game reviewer Anita Sarkeesian suffered a similar onslaught of harassment because of a video she made on females in gaming. Several other women in the video game field have reported similar attacks.

Eugene Chou, chair of Dublin High School's engineering program and the 2017 [Project Lead the Way engineering teacher of the year](#) in California, said she visits middle schools directly to recruit

girls into the engineering academy, a specialized three-year program that prepares students for careers in engineering.

She asks middle school math and science teachers about any bright girls they have in class, and then meets with the girls individually to persuade them to continue their STEM studies in high school. She also attends school fairs and career nights to reach girls who might be undecided. In addition, she tries to make her classes more social, with lots of group projects and activities, so girls – and boys, too, for that matter – will see it as a fun place to be.

“When I started here eight years ago, you’d walk in an engineering class and there’d be one girl,” she said. “Last year it was 20 percent. Now it’s about 35 to 40 percent. So we’re getting there.”

Chou, who has a master’s degree in industrial engineering from UC Berkeley, decided to skip a career in engineering and become a teacher in part to encourage girls interested in STEM. She said she never felt discriminated against while in college, but she did note that none of her female classmates are currently working as engineers. They all left the profession for different careers, or they quit when they had children.

According to the [National Science Foundation](#), only 17.1 percent of industrial engineers are women. And they’re paid a lot less than their male coworkers: women in science and technology earned an average of \$55,000 annually nationally in 2013, compared to \$80,000 for men.

“Going into a workplace that’s primarily male can be difficult. You’re this odd person out, and you miss the camaraderie,” Chou said. “It can be hard.”

On a recent afternoon in Chou’s principles of engineering classes, none of the dozen or so girls interviewed by EdSource said they minded being in STEM classes with more boys than girls.

“I really love mathematics, and I want to be an engineer,” said Anvitha Kachinthaya, a sophomore. “I’ve never been one of the only girls in a class, and even if I was, I wouldn’t mind. If I really wanted to be there, it wouldn’t bother me who else was in the class.”

Arina Sobol, whose family immigrated from Lithuania when she was in 2nd grade, said she wants to be a computer engineer because her parents are engineers. They took engineering classes, as well as English classes, after immigrating, she said.

“Last year, my computer class was almost all boys and it did bug me a little. But my dad said it doesn’t matter. If you like it, keep doing it. Keep trying,” she said. “He was right. Now it doesn’t bother me.”

The fact that Sobol’s parents are engineers is typical of many girls in STEM classes, said Tang, of the California Girls in STEM Collaborative. Having a mentor in the STEM field is a key factor in girls’ decisions to pursue math or science careers, she said.

At a recent career day at a middle school, one of the girls asked a female scientist if she has a pet, Tang recalled. Some people laughed, but “that was actually a great question,” Tang said.

“Girls want to know, can you still have a pet and be a high-powered scientist? Can you like cooking? Can you have fun? Basically, these girls want to know if they can be like you,” she said. “It’s important for girls to hear successful women say, ‘I have a life, and I’m happy with my life.’ ”

Tang, a former paleontology professor at Arizona State University, said that to really close the gender gap in the STEM fields, employers need to do more to recruit and retain female workers. Women make up only 29 percent of the science and engineering workforce nationwide, according to the [National Science Foundation](#). Minority women make up less than 10 percent.

The male-dominated culture of Silicon Valley doesn’t help, Tang said. High-profile sexual harassment and gender discrimination complaints and lawsuits against Uber, Twitter and tech venture capitalist firm Kleiner Perkins, among others, as well as the pay inequity, only add to the perception that tech firms are unfriendly to women. In the Uber case, which made headlines in February, a former engineer blogged about the San Francisco-based company, claiming she had been sexually harassed by her direct supervisor and when she complained to human resources, she was told the supervisor was a “high performer” who wouldn’t be punished. Uber said it’s investigating the matter.

“If you’re a parent, do you really want to send your bright, precious daughter into that sort of environment? Most parents would say no,” Tang said.

Tech companies say they’re trying to change their workplaces. Google says it’s working harder to recruit more women and people of color, and 65 percent of its employees have undergone training on reducing bias in the workplace. Still, only 19 percent of its tech employees are women, according to its [website](#), and in 2015 only 21 percent of the company’s new tech hires were women.

Diversity in the STEM field is important because women – as well as people of color – bring different perspectives to solving problems, and even identifying what the problems are, Tang said. That range of viewpoints can be enormously beneficial to any team of mathematicians or scientists, she said.

“As we get more toward robots and artificial intelligence in the workplace, the thing that cannot be replicated by machines is empathy, creativity, team building, social skills, emotional intelligence – all things that diversity can help build,” she said. “If tech firms are only recruiting from 50 percent of the population, that’s a huge untapped market. And a huge loss for all of us.”

Comments



STEM Task Plan

- CCSWG
- MWMCA
- CDE
- Joint
- CDEF

CCSWG Core Strategies:

Powerful Partnerships

- Identify and create new partnership initiatives
- Leverage state partnerships

Streamline or Outsource

- Realize and communicate out limitations

Sustained Funding

- Cultivate funding support and cannels

Clear Consistent Communication

- Focus on clear, concise and consistent communication

Task	Leads	CCSWG Core Strategy	Dates
2012			
Initiate partnership with CDE	CDE CCSWG- Lupita Alcala	Powerful Partnerships- identify and create new partnership initiatives.	2012
2013			
Co-Host State STEM Symposium	CDE, CDEF CCSWG- Geena Davis and Lupita Alcala	Powerful Partnerships- identify and create new partnership initiatives.	Fall 2013
Commission Research for Women and Girls in STEM education and workforce	California Research Bureau	Partnership initiative: Deliverable- educational material. Streamline or Outsource. Deliverables <ul style="list-style-type: none"> • Research briefs 	November 2013
2014			
Co-Host State STEM Symposium	CDE, CDEF	Powerful Partnerships- identify and create new partnership initiatives Deliverables: <ul style="list-style-type: none"> • Brochure of Resources • Maker Research • Partnered with CSL/ Spotlight on San Diego Library 	September 2014
2015			
Women and Girls in STEM Week Resolution Launch	TechNet	Powerful Partnerships.	2015
MWM National Summit	CCSWG- Lupita Alcala, Nancy Kirshner Rodriguez	Powerful Partnerships- identify and create new partnership initiatives.	2015

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Co-Host State Stem Symposium	Lupita Alcala Nancy Kirshner Rodriguez	Powerful Partnerships- identify and create new partnership initiatives.	2015
Convened the MWM-CA Steering Committee	CCSWG- Lupita Alcala, Nancy Kirshner Rodriguez Venita Sivamani UC Davis – Beth Broome	Powerful Partnerships- identify and create new partnership initiatives. Streamline or Outsource. Sustained funding -cultivate funding support and channels.	September 2015
Launched discussions with National Girls Collaborative and Cal Girls	CCSWG- Nancy Kirshner Rodriguez UC Davis – Beth Broome	Powerful Partnerships- identify and create new partnership initiatives.	
2016			
Million Women Mentors Launch at PayPal's San Francisco headquarters	CCSWG- Nancy Kirshner Rodriguez, Venita Sivamani UC Davis – Beth Broome	Powerful Partnerships- identify and create new partnership initiatives. Streamline or Outsource. Sustained funding -cultivate funding support and channels.	January 21, 2016
My 15 Year Old Self MWM Promotional Video	UC Davis – Beth Broome	Clear consistent communication.	January 2016
Assemblymember Chang introduces Women and Girls in STEM Week Resolution for April 5-11,2016	TechNet CCSWG- Nancy Kirshner Rodriguez UC Davis – Beth Broome	Powerful Partnerships- identify and create new partnership initiatives.	February 2016 (Annual)
Planning for 2016 STEM Symposium-selection of Workshops	CDEF, CDE CCSWG- Nancy Kirshner Rodriguez, Mary Wiberg	Powerful Partnerships.	April 2016
Robotics Education & Competition Foundation Event	CCSWG, Assemblymember Jacqui Irwin speaker	Powerful Partnerships- identify and create new partnership initiatives in Ventura County	April 1, 2016
Assembly Select Committee on STEM Education Hearing. Assemblymember Susan Bonilla	CCSWG- Nancy Kirshner Rodriguez Assemblymember Susan Bonilla Careergirls – Linda Calhoun	Powerful Partnerships. Clear consistent communication	April 7, 2016
MWM-CA Mentorship Kick-Off Event at UC Davis	UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez, Venita Sivamani	Powerful Partnerships -Identify and create new partnership initiatives -Leverage state partnerships	May 19th 2016
Drafting of Interagency Agreement with CDE; also with UC Davis	CCSWG- Nancy Kirshner Rodriguez, CDE-Monique McWayne UC Davis-Beth Broome	Powerful Partnerships- partnership initiatives. Streamline or Outsource. Sustained funding.	

STEM Task Plan

Mentor Cloud UC Davis Pilot program	UC Davis-Beth Broome, Venita Sivamani	MWM-CA Mentorship Summer Session Series 2016 four-week mentorship summer session was kicked-off.	June 2016
CCSWG Support for AB 2329 Computer Science for All	MWMCA- Beth Broome, Lupita Alcala TechNet		June 2016
Interagency Agreements begin with CDE and UCD	UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez, Venita Sivamani	Powerful Partnerships- partnership initiatives. Streamline or Outsource. Sustained funding.	July 2016
Women in Tech: Why Every STEM Professional Needs a Mentor (and How to Find One)	Venita Sivamani		July 13, 2016
MWM-CA Director interviews, selection process begins	UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez	Streamline or Outsource.	August 2016
Site Planning for CDE/CCSWG Engaging Girls in STEM town halls	CDE -Monique McWayne CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives. Streamline or Outsource. Sustained funding. Deliverables • Town Halls.	September 2016
Drafting of Unconscious Bias Modules for NGSS training	CDE- Monique McWayne CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives. Streamline or Outsource. Sustained funding. Deliverables • Module	September 2016
Million Women Mentors (MWM) Second Annual Summit and Gala - Washington DC	MWMCA- Beth Broome, Venita Sivamani	Deliverables • Higher Education Award	October 5, 2016
LA/ Texas Instruments Presentation	Lupita Alcala	Powerful Partnerships- partnership initiatives.	October 2016
Co-Host State 2016 Stem Symposium	CDE -Monique McWayne CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores UC Davis – Beth Broome Career Girls-Linda Calhoun	Powerful Partnerships- partnership initiatives. Streamline or Outsource. Sustained funding. Deliverables • Girl Coders • Engaging Girls in STEM panel Discussion led by Lupita Cortez	October 9-11 2016

STEM Task Plan

		Alcala, Chair CA	
Girls Academic Leadership Academy visit	Senator Mitchell- Joy Masha CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores UC Davis – Beth Broome Career Girls-Linda Calhoun	Powerful Partnerships- identify and create new partnership initiatives.	October 9, 2016
MWM-CA Director Danielle Deveau-Sires starts		Streamline or Outsource. Establish core funding solution.	October 26, 2016
Planning for LA Town Hall	LACOE-Anthony Quan CCSWG-Stephanie Flores MWMCA- Danielle Deveau-Sires	Powerful Partnerships- partnership initiatives. Streamline or Outsource. Sustained funding. Deliverables • Town Halls	December 016
MWMCA Task Plan Finalized	MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome	Powerful Partnerships- partnership initiatives. Streamline or Outsource. Establish core funding solution.	December 2016
2017			
MWM Be Counted, MWM-CA California Counts Launch Focus on Mentors and Mentees	MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome	Powerful Partnerships -Identify and create new partnership initiatives -Leverage state partnerships	January-March 2017
National Mentor Day	MWMCA - Danielle Deveau-Sires	Clear consistent communication -Social media campaign	January 21, 2017
End of Jan meeting with TechNet to prepare for girls in stem week	MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives. Sustained funding. Deliverables • Girls Coding Event	Jan 21
CDE NGSS Rollout– Training of Trainers	CDE	Powerful Partnerships- partnership initiatives.	February 11 – 12, 2017
MWM CA Steering Committee 2017 Launch	MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- -Leverage state partnerships. Clear consistent communication. Convene effective critical mass of experts, policy makers and those invested.	February 15, 2017
MWM State Town Hall Conference Call	MWMCA - Danielle Deveau-Sires	Clear consistent communication.	February 14, 2017
Engineers Week Feb. 19-25, social media campaign	MWMCA - Danielle Deveau-Sires	Clear consistent communication.	February 19-25, 2017
Town Hall Los Angeles County Office of Education	LACOE-Anthony Quan CCSWG- Nancy Kirshner	Powerful Partnerships- partnership initiatives, identify and create new	February 22, 2017

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	Rodriguez, Stephanie Flores Commissioner Katie Buckland	partnership initiatives. Deliverables <ul style="list-style-type: none"> Town Hall Event Informational Brochures 	
Begin GALA Mentor provide 12-15 mentors from USC and UCLA, 4 week mentoring session	GALA- Liz Hicks Senator Mitchell- Joy Masha	Deliverables <ul style="list-style-type: none"> Mentorships Achieving Be Counted Goal 	March – April 2017
Finalize planning for Women and Girls in STEM week	TechNet MWM CA- Danielle Deveau-Sires CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives.	March 2017
Women and Girls in STEM Week (4/3/2017 – 4/9/2017)	TechNet MWMCA-Danielle Deveau-Sires GALA- Liz Hicks CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives. Deliverables <ul style="list-style-type: none"> Girl Coding Demonstration: Small group of girls students from GALA brought to Capitol for Resolution 	April 2017
Riverside County Town Hall	RCOE- Yami Shimojyo CCSWG-Stephanie Flores MWMCA- Danielle Deveau-Sires	Powerful Partnerships- partnership initiatives, identify and create new partnership initiatives. Deliverables <ul style="list-style-type: none"> Town Hall Event Informational Brochures 	April 20, 2017
San Joaquin County Town Hall	SJCOE – Bret States CCSWG-Stephanie Flores MWMCA- Danielle Deveau-Sires	Powerful Partnerships- partnership initiatives, identify and create new partnership initiatives. Deliverables <ul style="list-style-type: none"> Town Hall Event Informational Brochures 	April 27, 2017
MWM-CA Ambassador Program Focus begins	MWMCA- Danielle Deveau-Sires	Powerful Partnerships- partnership initiatives, leverage state partnerships.	April-June 2017
NGSS Rollout SJCOE	CDE	Powerful Partnerships- partnership initiatives. Deliverables <ul style="list-style-type: none"> Module 	May 3 & 4, 2017
NGSS Rollout LA/O	CDE	Powerful Partnerships- partnership initiatives. Deliverables <ul style="list-style-type: none"> Module 	May 16 & 17
NGSS Rollout SB	CDE	Powerful Partnerships- partnership initiatives. Deliverables	May 23 & 24, 2017

STEM Task Plan

		•Module	
STEM Symposium Planning	CDE CDEF MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives, leverage state partnerships. Deliverables • Town Hall Panel	June 2017
Begin planning for fundraising event at STEM Symposium	MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives, leverage state partnerships. Sustained funding -cultivate funding support and channels.	July 2017
Day of the Girl	MWMCA - Danielle Deveau-Sires CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- identify and create new partnership initiatives. Deliverables: • TBD	October 11 2017
World Wide Women Event	MWMCA - Danielle Deveau-Sires CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- identify and create new partnership initiatives. Deliverables: • TBD	October 15, 2017
Million Women Mentors Summit and Awards	MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome	Powerful Partnerships- identify and leverage national partnerships.	October 23 - 24
Bay Area Science Festival	MWMCA - Danielle Deveau-Sires CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- identify and create new partnership initiatives.	October TBD 2017
NGSS Rollout San Diego	CDE	Powerful Partnerships- partnership initiatives. Deliverables •Module	November 7-8,2017
Goal: MWM-CA Steering Committee (Formation and Active)	MWMCA - Danielle Deveau-Sires	Powerful Partnerships- partnership initiatives, leverage state partnerships. Sustained funding -cultivate funding support and cannels.	November 2017
Goal: MWM-CA Ambassador Program (Train 100 active Ambassadors)	MWMCA - Danielle Deveau-Sires	Powerful Partnerships- partnership initiatives, leverage state partnerships. Sustained funding -cultivate funding support and cannels.	December 2017
NGSS Rollout Santa Clara	CDE	Powerful Partnerships- partnership initiatives. Deliverables	Dec. 4 & 5, 2017

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		•Module	
NGSS Rollout Ventura	CDE	Powerful Partnerships- partnership initiatives. Deliverables •Module	December 5 & 6, 2017
CA STEM Symposium San Francisco	CDE CDEF MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores	Powerful Partnerships- partnership initiatives, identify and create new partnership initiatives. Deliverables: • Town Hall Panel	December 10-11, 2017
Fundraiser - Stand Up for STEM Award	CCSWG- Nancy Kirshner Rodriguez, Stephanie Flores MWMCA - Danielle Deveau-Sires UC Davis – Beth Broome	Powerful Partnerships- partnership initiatives, leverage state partnerships. Establish core funding solution.	December 11, 2017

Item B.1

Information

Legislation

SUMMARY OF THE ISSUE(S):

Compilation of New California Laws Impacting Women and Girls: 2015-2016 Legislative Session

RECOMMENDATION:

Information only, no action is required.

BRIEF HISTORY OF KEY ISSUE(S):

For more than 50 years, the California Commission on the Status of Women and Girls has identified and worked to eliminate inequities in state laws, practices, and conditions that affect California's women and girls. Currently, this means we serve the needs of 19.5 million women and girls—62 percent of whom are women and girls of color, and 18 percent of whom live below the federal poverty level. And, despite an increasing number of women earning higher-level degrees, something that often leads to better paying jobs, the gender pay gap for California women is 84 cents on the dollar. As a part of our work, we produce a compilation of newly enacted laws impacting the well-being of our increasingly diverse female population in the following core priority areas:

- Civil and political rights of women;
- Economics and social pressures;
- The educational needs of women and girls;
- Gender equity in the media;
- Gender in the workplace and employment;
- Health and safety of women and girls; and
- Women in the military, women veterans, and military families

RESPONSIBLE PERSON(S): Stephanie Tseu, Policy Director

ATTACHMENT(S):

Attachment B.1.1: Compilation of New California Laws Impacting Women and Girls: 2015-2016 Legislative Session

California Commission on the Status of Women and Girls

Attachment B.1.2: Distribution List for CCSWG Compilation of Laws

California Commission on the Status of Women and Girls

**Compilation of New California Laws
Impacting Women and Girls:
2015–16 Legislative Session**



Compilation of New California Laws Impacting Women and Girls: 2015–16 Legislative Session

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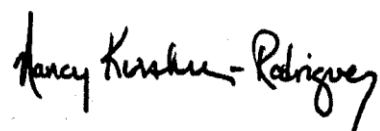
Letter from the Executive Director

California leads the nation in protecting and advancing gender equality. In the 2015–16 legislative session, state lawmakers championed efforts to redress pay inequity, restore funding to the state’s childcare infrastructure, and repeal discriminatory laws, including the CalWORKs Maximum Family Grant Rule. Legislators who sponsored several of the new laws are current members of the California Commission on the Status of Women and Girls.

As a part of the Commission’s ongoing role examining laws, practices, and conditions impacting women and girls in California, we now prioritize compliance with and implementation of new laws. We recently completed an analysis of all newly signed laws, identified those likely to have a significant impact on California’s women and girls, and developed the attached compilation of 145 laws, which includes provisions incorporated into the 2016–2017 State Budget. This compilation also corresponds to the Commission’s statutory priorities: civil and political rights of women; economics and social pressures; the educational needs of women and girls; gender equity in the media; gender in the workplace and employment; health and safety of women and girls; and women in the military, women veterans, and military families. We hope this analysis will be used by agencies at the state and local level as well as businesses, advocates, and researchers. The Commission will monitor implementation of several of these laws in the coming year.

As a government agency, the state commission also spearheads partnerships and initiatives that advance and protect equity, access, and justice for California’s women and girls. In the last two years, these activities have included convening the Commission’s California Pay Equity Task Force; expanding our work with the California Department of Education and UC Davis to advance women and girls in Science, Technology, Engineering, and Mathematics (STEM); and joining with the California Commission on Aging and California Women’s Law Center to bring attention to the needs of aging women living in poverty.

Thank you for your support of the Commission’s work.

A handwritten signature in black ink that reads "Nancy Kirshner-Rodriguez". The signature is written in a cursive, flowing style.

Nancy Kirshner-Rodriguez

Introduction

For more than 50 years, the California Commission on the Status of Women and Girls has identified and worked to eliminate inequities in state laws, practices, and conditions that affect California's women and girls. Currently, this means we serve the needs of 19.5 million women and girls—62 percent of whom are women and girls of color, and 18 percent of whom live below the federal poverty level. And, despite an increasing number of women earning higher-level degrees, something that often leads to better paying jobs, the gender pay gap for California women is 84 cents on the dollar.¹ As a part of our work, we produce a compilation of newly enacted laws impacting the well-being of our increasingly diverse female population in the following core priority areas:²

Civil and political rights of women. While California laws have some of the most comprehensive civil rights protections in the nation, there are still issues regarding race, gender, sexual orientation, and immigration status that need to be addressed.

Economics and social pressures. Women in California are more likely than men to live in poverty and to live in extreme poverty. As more women become the primary breadwinners of their families these inequities must be addressed to create healthier and happier communities in California.

The educational needs of women and girls. Women have made tremendous gains in education equality over the last several decades. In California, women hold 52% of all college degrees, including associate's degrees, and 51% of all degrees at the bachelor's level and higher. Women across all age groups hold the majority of degrees in education and in the arts/humanities/other categories but continue to underperform in business and STEM.

Gender equity in the media. Representation of women in the media has become more diverse, granting a range of women from various backgrounds the chance to explore new roles and professions than before. While gains have been made there are still negative impacts of gender stereotyping impacting women and girls today, and women continue to be underrepresented both onscreen and offscreen.

¹ The Report on the Status of Women and Girls in California: 2016 Fifth Anniversary Edition. Mount Saint Mary's University. Retrieved from <https://www.msmu.edu/status-of-women-and-girls/#demographics> February 28, 2017.

² The bill histories, committee analyses, and voting records information cited, referenced, or otherwise included in this document are from the California Legislative Information website at <http://leginfo.legislature.ca.gov/>. Legislative policy committees also publish comprehensive summaries of bills heard in their committees, organized by legislative session, on the California Senate and Assembly websites.

Gender in the workplace and employment. Gender equity in the workforce has remained a priority of Commission activity since it began its work in 1965. In July 2016, the Commission convened the California Pay Equity Task Force to provide a forum for diverse interests to engage in a dialogue that will encourage compliance with the California Fair Pay Act and facilitate an informed understanding of the importance of gender equity in the workplace.

Health and safety of women and girls. The needs of women and girls in California are as diverse as we are. Women and girls are the populations most at risk of domestic violence, sexual exploitation, and teen dating violence. California women are more likely than men to seek mental health care for serious psychological distress. Elder care in California needs to improve to meet the demands of our aging women who have longer life expectancies than their counterparts across the country. The goal of the Commission is to improve access for women and girls to all the health services that they need.

Women in the military, women veterans, and military families. While California has one of the largest populations of women veterans in the country, women veterans often do not develop relationships with their local veteran services. Thus, women veterans continue to go without benefits to which they are entitled, adding to their higher rates of poverty. In 2014, the Commission partnered with CalVet to create the California Women Veterans Outreach Toolkit to help local veterans' affairs offices reach out to women veterans.

For more information about the Commission, our partnerships and initiatives, and to find resources for women and girls throughout our state, contact us at (916) 651-5405, or visit our website at www.women.ca.gov.

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Civil and Political Rights of Women

AB 560 Gomez

Chapter 151, Statutes of 2015

Civil actions: immigration status.

For the purposes of enforcing state labor, employment, civil rights, and employee housing laws, the immigration status of a child seeking recovery under any applicable law is irrelevant to the issues of liability or remedy. In a civil action or proceeding, prohibits discovery or other inquiry into a child's immigration status, with some exceptions.

An act to add Section 3339.5 to the Civil Code, relating to civil actions.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB560

AB 830 Eggman

Chapter 202, Statutes of 2015

Civil actions: gender violence.

This bill provides the existing remedies available to victims of gender-related violence to victims of sexual orientation-based violence and otherwise defines "gender," in accordance with the Unruh Civil Rights Act, to include "gender expression" and "gender identity."

An act to amend Section 52.4 of, and to add Section 52.45 to, the Civil Code, relating to civil actions.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB830

AB 856 Calderon

Chapter 521, Statutes of 2015

Invasion of privacy.

This bill renders a person liable for physical invasion of privacy when that person knowingly enters upon the land of another, including by entry into the airspace above the land, without permission, in order to capture any type of visual image, sound recording, or other physical impression of a person engaging in a private, personal, or familial activity and the invasion occurs in a manner that is offensive to a reasonable person.

An act to amend Section 1708.8 of the Civil Code, relating to privacy.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB856

AB 1887 Low

Chapter 687, Statutes of 2016

Government: discrimination: travel.

This bill prohibits a state agency, including the Legislature, from requiring any of its employees, officers, or members to travel to, or approving a request for state-funded travel to, any state that, after June 26, 2015, has enacted a law that discriminates or has the effect of discriminating against persons on the basis of sexual orientation, gender identity, or gender expression. The bill requires the Attorney General to develop, maintain, and post a list of applicable states on its Internet site and makes it the responsibility of state entities to consult the list in order to comply with the restrictions imposed by the bill.

An act to add Section 11139.8 to the Government Code, relating to discrimination.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1887

SB 1146 Lara

Chapter 888, Statutes of 2016

Postsecondary education: non-discrimination.

This bill requires an institution that has an exemption from either the Equity in Higher Education Act or Title IX of the federal Education Act of 1972 to make specified disclosures to the institution's current and prospective students, faculty members, and employees, and to the Student Aid Commission, concerning the institution's basis for having the exemption. The bill requires the commission to collect the information it receives and post and maintain a list on the commission's Internet site of all institutions with the exemption and their respective bases for having the exemption.

An act to add Sections 66290.1 and 66290.2 to the Education Code, relating to discrimination.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1146**Child Custody and Adoption****AB 365 Garcia**

Chapter 69, Statutes of 2015

Child custody: testimony by electronic means.

This bill requires the court to allow a party, whose deportation or detention by the federal Department of Homeland Security materially affects his or her ability to appear at a child custody proceeding, to present testimony and evidence, and participate in in mandatory child custody mediation, by electronic means.

An act to add Section 3012 to the Family Code, relating to family law.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB365**SB 594 Wieckowski**

Chapter 130, Statutes of 2015

Child custody evaluations.

This bill provides that any child custody evaluation, investigation or assessment and any resulting report may only be considered by the court if it is conducted in accordance with the requirements set by the Judicial Council, but also allows a court to consider a child custody evaluation that contains non-substantive or inconsequential errors, or both.

An act to amend Section 3111 of the Family Code, relating to child custody.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB594**AB 2872 Patterson**

Chapter 702, Statutes of 2016

Adoption.

This bill makes changes to the adoption process to do the following: (1) clarify that the investigation required as part of a stepparent adoption may be, at the request of the adoption petitioner, completed by a licensed social worker or therapist or a private adoption agency, in which case the petitioner is not required to pay any investigation fees; (2) require, at the request of a birth parent of a newborn, that appropriate hospital personnel complete a Health Facility Minor Release Report, which allows a hospital to release a minor to someone other than the parents, and provide copies of the report as specified; and (3) provide that a statutorily-

authorized or court-appointed investigator, who is conducting an investigation as part of a) a stepparent adoption, b) a court procedure to terminate parental rights in order to identify alleged fathers and presumed parents, or c) a court procedure to free a child from parental custody and control, is authorized to inspect a juvenile court case file, provided that the investigator is acting within the scope of his or her investigative duties for an active case.

An act to amend Section 9001 of the Family Code, and to amend Sections 305.6 and 827 of the Welfare and Institutions Code, relating to children.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2872

Child, Spousal, and Family Support

AB 610 Jones-Sawyer

Chapter 629 Statutes of 2015

Child support: suspension of order during incarceration.

This urgency bill provides, until January 1, 2020, that the suspension of a child support order occurs by operation of law for any period exceeding 90 consecutive days in which an obligor is incarcerated or involuntarily institutionalized, subject to specified exceptions and allows for administrative adjustment of the arrears. This bill requires the Department of Child Support Services and the Judicial Council to evaluate the effectiveness of the administrative adjustment process and report to the Legislature by January 1, 2019.

An act to repeal and add Section 4007.5 of the Family Code, relating to child support, and declaring the urgency thereof, to take effect immediately.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB610

SB 28 Wieckowski

Chapter 137, Statutes of 2015

Spousal support factors: domestic violence.

This bill clarifies that pleas of nolo contendere to allegations of domestic violence are included in the documented history of domestic violence that a court must consider when making an award of spousal support.

An act to amend Section 4320 of the Family Code, relating to spousal support.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB28

SB 646 Jackson

Chapter 493, Statutes of 2015

Uniform Interstate Family Support Act.

This bill revises and recasts the Uniform Interstate Family Support Act to provide guidelines for the registration, recognition, enforcement and modification of foreign support orders from countries that are parties to The Hague Convention on the International Recovery of Child Support and Other Forms of Family Maintenance.

An act to amend Section 1731 of the Code of Civil Procedure, to amend Sections 5260, 5601, 17212, 17406, and 17505 of, to add Part 6 (commencing with Section 5700.101) to Division 9 of, to add Sections 17404.1, 17404.2, 17404.3, 17404.4, and 17407.5 to, to repeal Chapter 6 (commencing with Section 4900) of Part 5 of Division 9 of, and to repeal Section 6322.5 of, the

Family Code, to amend Section 11478.1 of the Welfare and Institutions Code, and to repeal Chapter 349 of the Statutes of 2002, relating to family support.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB646

Immigrant Women

SB 4 Lara

Chapter 709, Statutes of 2015

Health care coverage: immigration status.

Requires undocumented individuals under 19 years of age enrolled in Medi-Cal at the time the Director of the Department of Health Care Services makes the determination to begin enrollment to be enrolled in full scope of Medi-Cal benefits, if otherwise eligible, pursuant to an eligibility and enrollment plan.

An act to amend Section 14007.8 of the Welfare and Institutions Code, relating to health care coverage.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB4

SB 10 Lara

Chapter 22, Statutes of 2016

Health care coverage: immigration status.

Requires Covered California to apply to the United States Department of Health and Human Services for a Section 1332 waiver authorized under the Affordable Care Act to allow persons who are not otherwise able to obtain coverage through Covered California by reason of immigration status to obtain coverage from Covered California by waiving the requirement that Covered California offer only qualified health plans.

An act to add Section 100522 to the Government Code, relating to health care coverage, and declaring the urgency thereof, to take effect immediately.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB10

SB 247 Lara

Chapter 705, Statutes of 2016

Dream Centers: educational support services.

Authorizes the governing board of a school district or county office of education, the governing board of a California Community College district, and the trustees of the California State University and encourages the Regents of the University of California to establish on-campus Dream Centers for the purposes of providing educational support services for undocumented students. This bill, an urgency measure, was subsequently amended to relate to operating and equipment requirements on charter buses.

An act to add Section 34505.8 to, and to add Article 3.6 (commencing with Section 27425) to Chapter 5 of Division 12 of, the Vehicle Code, relating to transportation safety.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB247

Marriage

AB 380 Waldron

Chapter 196, Statutes of 2015

Marriage: putative spouses.

This bill requires the court, only upon request of a party who is declared a putative spouse (a party who believes in good faith that the marriage was valid), to divide the quasi-marital property (that would have been community property or quasi-community property if the marriage were valid) as if it were community property.

An act to amend Section 2251 of the Family Code, relating to marriage.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB380

SB 340 Anderson

Chapter 46, Statutes of 2015

Dissolution: disclosure declarations.

This bill provides that a preliminary declaration of disclosure is not required by a petitioner if the petitioner served the summons and petition by publication or posting pursuant to court order and the respondent has defaulted. This bill requires, when a petitioner has served the summons and petition by publication or posting pursuant to court order and the respondent files a response prior to default judgment being entered, the petitioner to serve the respondent with a preliminary declaration of disclosure within 30 days of the response being filed.

An act to amend Sections 2103, 2104, 2107, and 2110 of the Family Code, relating to dissolution.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB340

SB 1005 Jackson

Chapter 50, Statutes of 2016

Marriage.

The bill replaces the terms “husband” or “wife” with “spouse,” and, consistent with existing law, defines “spouse” as including “registered domestic partner.”

An act to amend Section 17537.1 of, and to add Section 14.2 to, the Business and Professions Code, to amend Sections 14, 50, 51.3, 51.11, 682, 682.1, 683, 1099, 1569, and 3390 of the Civil Code, to amend Sections 17, 116.540, 371, 703.140, and 704.930 of the Code of Civil Procedure, to amend Section 1201 of the Commercial Code, to amend Sections 158, 704, 5612, 7612, 12482, 25102, and 25206 of, and to add Section 12.2 to, the Corporations Code, to amend Sections 21100, 24803, and 68062 of, and to add Section 73.2 to, the Education Code, to add Section 356.5 to the Elections Code, to amend Sections 917 and 980 of, and to add Section 215 to, the Evidence Code, to add Section 143 to the Family Code, to amend Sections 14860, 18220, 18523, and 22327 of, and to add Section 11.2 to, the Financial Code, to amend Section 8552.3 of, and to add Section 9.2 to, the Fish and Game Code, to add Section 36 to the Food and Agricultural Code, to amend Sections 9359.9, 9374, 21571, 21572, and 21573 of, and to add Section 12.2 to, the Government Code, to add Section 12.2 to the Harbors and Navigation Code, to amend Sections 1373.5, 18080, 25299.54, and 32501 of, and to add Section 12.2 to, the Health and Safety Code, to amend Sections 10112, 10121.5, 10320, 10493, and 10494.6 of, and to add

Section 12.2 to, the Insurance Code, to amend Section 3503 of, and to add Section 12.2 to, the Labor Code, to add Section 19 to the Military and Veterans Code, to amend Sections 7, 152.3, 197, 270e, 273.5, 281, 282, 284, 534, 4002, and 13700 of the Penal Code, to amend Sections 59, 78, 100, 101, 103, 2407, 5040, 5042, 5203, 6122, 6227, 6240, 13500, and 13600 of, and to add Section 72 to, the Probate Code, to add Section 11005 to the Public Contract Code, to add Section 12.2 to the Public Resources Code, to add Section 12.2 to the Public Utilities Code, to amend Sections 17021, 17039, 17045, 17053.5, 17054, 17077, 17555, 18501, 18522, 18530, 18531.5, 18532, 19006, 19035, 19107, 19110, 19701.5, and 20542 of, and to add Section 12.2 to, the Revenue and Taxation Code, to amend Section 2804 of, and to add Section 12.2 to, the Streets and Highways Code, to amend Section 13003 of, and to add Section 11.2 to, the Unemployment Insurance Code, to add Section 12.2 to the Vehicle Code, to add Section 12.2 to the Water Code, and to amend Sections 742.16, 7275, 12003, 14140, and 18291 of, and to add Section 12.2 to, the Welfare and Institutions Code, relating to marriage.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1005

SB 1255 Moorlach

Chapter 114, Statutes of 2016

Dissolution of marriage: date of separation.

This bill defines “date of separation” for purposes of the Family Code as the date when a complete and final break in the marital relationship occurs, as evidenced by a spouse’s expression of his or her intent to end the marriage and conduct that is consistent with that intent, and updates the Family Code to reflect this definition.

An act to amend Sections 771, 910, 914, and 4338 of, and to add Section 70 to, the Family Code, relating to family law.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1255

Parentage

AB 960 Chiu

Chapter 566, Statutes of 2015

Parentage: assisted reproduction.

This bill provides that the donor of semen provided to a licensed physician or to a licensed sperm bank for use in assisted reproduction shall be treated as if he were not the natural parent of a child thereby conceived, unless otherwise agreed to in a writing prior to the conception of the child. The bill also provides, if the semen is not provided to a licensed physician or a licensed sperm bank for use in assisted reproduction by a woman other than the donor’s spouse, the donor shall be treated in law as if he were not the natural parent of the child if either: (1) the donor and the woman agreed in a writing prior to conception that the donor would not be a parent; or (2) a court finds by clear and convincing evidence that the child was conceived through assisted reproduction and that, prior to the conception of the child, the woman and the donor had an oral agreement that the donor would not be a parent.

An act to amend Sections 7613 and 7613.5 of the Family Code, relating to parentage.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB960

AB 1049 Patterson

Chapter 91, Statutes of 2015

Parentage.

This bill states that a person's offer or refusal to sign a voluntary declaration of paternity may be considered as a factor, but shall not be determinative as to the issue of legal parentage in any proceedings regarding the establishment or termination of parental rights. This bill additionally requires a non-attorney donor facilitator to direct his or her client to deposit client funds in an independent, bonded escrow account or a trust account maintained by an attorney.

An act to amend Sections 7612, 7960, and 7961 of, and to amend the heading of Part 7 (commencing with Section 7960) of Division 12 of, the Family Code, relating to children.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1049

AB 2349 Chiu

Chapter 385, Statutes of 2016

Assisted reproduction agreements: jurisdiction and venue.

This bill provides that California has subject matter jurisdiction to determine parentage of a child conceived pursuant to an assisted reproduction agreement for gestational carriers if certain conditions are satisfied, including: (1) the child is born in California; or (2) one or more of the parties to the agreement reside in California or resided in California when the agreement was executed.

An act to amend Sections 7613, 7620, and 7962 of the Family Code, relating to assisted reproduction.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2349

Economic Considerations and Social Pressures

AB 1292 Dababneh

Chapter 750, Statutes of 2015

Establishes the Bank On California Program within the Department of Business Oversight and requires DBO to report annually, no later than August 30th of each year, to the chairpersons of the Senate Committee on Banking and Financial Institutions and Assembly Committee on Banking and Finance regarding the activities of the Bank On California Program.

An act to add Division 23 (commencing with Section 80000) to the Financial Code, relating to financial institutions.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1292

AB 1613 Committee on Budget

Chapter 370, Statutes of 2016

The Budget Act of 2016: Maximum Family Grant Repeal.

Repeals the CalWORKs Maximum Family Grant rule, which prohibits aid to a child born into a family receiving CalWORKs benefits if the child was conceived after the family began receiving aid.

An act to amend the Budget Act of 2016 (Chapter 23 of the Statutes of 2016) by amending Item 3340-001-0318 of, and adding Items 0521-101-3228, 0540-101-3228, 0650-002-3228, 0650-101-3228, 0650-490, 2240-491, 2660-108-3228, 3540-001-3228, 3900-101-3228, 3970-101-

3228, 4700-101-3228, 8570-101-3228 to, Section 2.00 of, and amending Section 39.00 of, that act, relating to the state budget, and making an appropriation therefor, to take effect immediately, budget bill.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1613

Educational Needs of Women and Girls

AB 30 Alejo

Chapter 767, Statutes of 2015

California Racial Mascots Act.

Establishes the California Racial Mascots Act and prohibits public schools from using the term “Redskins” for school or athletic team names, mascots or nicknames beginning January 1, 2017.

An act to add Article 3.5 (commencing with Section 221.2) to Chapter 2 of Part 1 of Division 1 of Title 1 of the Education Code, relating to schools.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB30

AB 302 Garcia

Chapter 690, Statutes of 2015

Pupil services: lactation accommodations.

Requires local educational agencies to provide reasonable accommodations to a lactating pupil on a school campus to express breast milk, breast-feed an infant child, or address other needs related to breastfeeding, and expands the Uniform Complaint Procedures to include complaints of noncompliance with this requirement.

An act to add Section 222 to the Education Code, relating to pupil services.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB302

AB 329 Weber

Chapter 398, Statutes of 2015

Requires schools to provide comprehensive sexual health education in grades 7-12, and modifies the currently required components of sexual health education and HIV/AIDS prevention education.

An act to amend Sections 51930, 51931, 51932, 51933, 51934, 51935, 51936, 51937, 51938, and 51939 of, to amend the heading of Article 2 (commencing with Section 51933) of Chapter 5.6 of, to amend the heading of Chapter 5.6 (commencing with Section 51930) of, to amend and renumber the heading of Article 4 (commencing with Section 51935) of Chapter 5.6 of, to amend and renumber the heading of Article 5 (commencing with Section 51937) of Chapter 5.6 of, and to repeal the heading of Article 3 (commencing with Section 51934) of Chapter 5.6 of, Part 28 of Division 4 of Title 2 of, the Education Code, relating to pupil instruction.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB329

AB 762 Mullin

Chapter 373, Statutes of 2015

Day care centers: integrated licensing.

This bill requires a daycare center with a toddler component to extend the toddler component to serve children 18 months to three years, and requires that the California Department of Social Services issue conforming guidelines.

An act to amend Sections 1596.955 and 1596.956 of the Health and Safety Code, relating to care facilities.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB762

AB 827 O'Donnell

Chapter 562, Statutes of 2015

Requires the California Department of Education to assess whether local educational agencies have provided to certificated employees in schools serving grades 7-12, as part of the existing requirement to provide information relative to anti-discrimination policies, information on existing school site and community resources to support students who are lesbian, gay, bisexual, transgender, and questioning.

Safe Place to Learn Act: lesbian, gay, bisexual, transgender, and questioning pupil resources.

An act to amend Section 234.1 of the Education Code, relating to safe schools.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB827

AB 949 Gonzalez

Chapter 564, Statutes of 2015

Physical education: competition cheer.

Requires the California Interscholastic Federation to develop guidelines, procedures, and safety standards to classify competition cheer as an interscholastic sport.

An act to add Section 33353.7 to the Education Code, relating to physical education.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB949

AB 982 Eggman

Chapter 567, Statutes of 2015

Child care and development: eligibility: homeless children.

This bill specifically identifies homeless youth as a criterion for meeting federal and state subsidized child development eligibility requirements and modifies the list of entities that may identify a child for such services.

An act to amend Section 8263 of the Education Code, relating to child care.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB982

SB 186 Jackson

Chapter 232, Statutes of 2015

Community Colleges: Off-Campus Sexual Assault.

Expands the definition of "good cause" for purposes of removal, suspension or expulsion from a community college to include sexual assault or sexual battery and, for this conduct exclusively, makes an exception to the prohibition against removal, suspension, or expulsion unless the conduct is related to college activity or attendance.

An act to amend Sections 76033 and 76034 of the Education Code, relating to community college districts.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB186

SB 200 Lara

Chapter 174, Statutes of 2015

Provides that a pupil complies with the residency requirements for school attendance in a school district if the pupil's parent or legal guardian resides outside of the boundaries of that school district but is employed and lives with the pupil at the place of his or her employment within the boundaries of the school district for a minimum of three days during the school week.

An act to amend Section 48204 of the Education Code, relating to pupils.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB200

SB 242 Monning

Chapter 79, Statutes of 2015

Requires a school district's police department to obtain approval from its governing board prior to receiving federal surplus military equipment and also requires the governing board of a school district to provide a detailed description of the function and purpose of the military equipment being acquired.

An act to add Section 38004.5 to the Education Code, relating to school security.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB242

SB 695 de León, Jackson

Chapter 424, Statutes of 2015

Requires school districts that require completion of a course in health education as a condition of high school graduation to include instruction in sexual harassment and violence, and requires the Instructional Quality Commission, during the next revision of the health framework, to consider including comprehensive information for grades 9-12 on sexual harassment and violence.

An act to add Sections 33544 and 51225.36 to the Education Code, relating to school curriculum.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB695

AB 1613 Committee on Budget

Chapter 370, Statutes of 2016

The Budget Act of 2016.

Increases rates paid to child-care providers to progress with California's increased minimum wage. The funding is expected to total \$500 million annually starting in 2019.

An act to amend the Budget Act of 2016 (Chapter 23 of the Statutes of 2016) by amending Item 3340-001-0318 of, and adding Items 0521-101-3228, 0540-101-3228, 0650-002-3228, 0650-101-3228, 0650-490, 2240-491, 2660-108-3228, 3540-001-3228, 3900-101-3228, 3970-101-3228, 4700-101-3228, 8570-101-3228 to, Section 2.00 of, and amending Section 39.00 of, that act, relating to the state budget, and making an appropriation therefor, to take effect immediately, budget bill.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1613

AB 2036 Lopez

Chapter 497, Statutes of 2016

Online child care job posting services: background check service providers: consumer education. *This bill requires an online child care job posting service to post specified statements related to background checks and a parent's right to complaint information on its Internet Web site. This bill also authorizes a civil penalty to be imposed and collected for violations of these requirements.*

An act to add Chapter 2.3 (commencing with Section 18890) to Division 8 of the Business and Professions Code, relating to business.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2036

AB 2654 Bonilla

Chapter 107, Statutes of 2016

Equity in Higher Education Act. Expands the information to be included in a postsecondary educational institution's' written policy on sexual harassment to include information regarding complaint processes and timelines, and on and off-campus resources, and further requires that the written policy be made available on the institution's website.

An act to amend Section 66281.5 of the Education Code, relating to postsecondary education.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2654

SB 527 Liu

Chapter 533, Statutes of 2016

Safe Neighborhoods and Schools Fund.

Learning Communities for School Success Program. Establishes a grant program, to be administered by the California Department of Education that furthers the purpose of Proposition 47 in reducing truancy and supporting students who are at risk of dropping out of school or who are victims of crime.

An act to add Article 10 (commencing with Section 33430) to Chapter 3 of Part 20 of Division 2 of Title 2 of, and to repeal Section 33434 of, the Education Code, relating to education finance.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB527

SB 1375 Jackson

Chapter 655, Statutes of 2016

Requires schools to post information on their Web sites relative to the designated Title IX coordinator, rights of students and responsibilities of schools, and a description of how to file a complaint.

An act to add Section 221.61 to the Education Code, relating to educational equity.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1375

SB 1435 Jackson

Chapter 633, Statutes of 2016

Requires the Instructional Quality Commission to consider including comprehensive information, for grades K-8, on the development of healthy relationships in the next revision to the Health framework.

An act to add Section 33546 to the Education Code, relating to school curriculum.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1435

STEM

ACR 133 Chang

Chapter 24, Statutes of 2016

Relative to Women and Girls in STEM Week.

http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160ACR133

Gender Equity in the Media

Gender in the Workplace and Employment

AB 202 Gonzalez

Chapter 102, Statutes of 2015

Professional sports teams: cheerleaders: employee status.

This bill provides that, notwithstanding any other law, for purposes of the provisions of state law that govern employment, a cheerleader that is utilized by a California-based professional sports team during its exhibitions or games shall be deemed to be an employee.

An act to add Section 2754 to the Labor Code, relating to employment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB202

AB 304 Gonzalez

Chapter 67, Statutes of 2015

Sick leave: accrual and limitations.

This bill amended the Health Workplaces, Healthy Families Act of 2014 to provide clarification regarding which workers are covered, how the paid time off is accrued, and protections for employers that already provide paid sick leave. The Health Workplaces, Healthy Families Act of 2014 provides, among other things, that an employee who, on or after July 1, 2015, works in California for 30 or more days within a year from the commencement of employment is entitled to paid sick days for prescribed purposes, to be accrued at a rate of no less than one hour for every 30 hours worked.

An act to amend Sections 245.5, 246, and 247.5 of the Labor Code, relating to employment, and declaring the urgency thereof, to take effect immediately.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB304

SB 342 Jackson

Chapter 507, Statutes of 2015

California Workforce Investment Board: responsibilities.

This bill requires the California Workforce Investment Board (CWIB) to assist the Governor in helping individuals with barriers to employment, including low-skill, low-wage workers, the long-term unemployed, and members of single-parent households, achieve economic security and upward mobility by implementing policies that encourage the attainment of marketable skills relevant to current labor market trends. This bill also defines “earn and learn” job training opportunities, as specified, and incorporates language adopted pursuant to AB 1270 (Garcia, Chapter 94, Statutes of 2015) to avoid chaptering issues.

An act to amend Sections 14000, 14005, and 14013 of the Unemployment Insurance Code, relating to unemployment insurance.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB342

SB 579 Jackson

Chapter 802, Statutes of 2015

Employees: time off.

This bill expanded on the currently authorized reasons for which an employee can take job protected time off of work without the fear of discrimination or discharge under the Family School Partnership Act by allowing workers to take time off work to 1) find, enroll, or reenroll his or her child in a school or with a licensed child care provider, and 2) to address a child care provider or school emergency, as defined. This bill also revised provisions of the existing “kin care” law to be consistent with the provisions under the paid sick days law to clarify that “family member” includes the individuals already covered in existing law and that the worker can take sick leave for the reasons currently specified in law.

An act to amend Sections 230.8 and 233 of the Labor Code, relating to employment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB579

SB 588 de León

Chapter 803, Statutes of 2015

Nonpayment of wages: enforcement of judgment.

This bill authorizes the Labor Commissioner to file a lien or levy on an employer's property in order to assist an employee in collecting unpaid wages, as specified. The bill creates a sliding scale for a defendant required to post a surety bond in order to continue operations; requires the Labor Commissioner to report to the State Department of Public Health or the State Department of Social Services if a long-term care facility is operating in violation of the surety bond provisions; and makes technical and clarifying changes relating to wage orders, appeals, and attorney's fees.

An act to add Chapter 10 (commencing with Section 690.020) to Division 1 of Title 9 of Part 2 of the Code of Civil Procedure, and to amend Section 98 of, and to add Sections 96.8, 238, 238.1, 238.2, 238.3, 238.4, 238.5, and 558.1 to, the Labor Code, relating to employment.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB588

AB 1066 Gonzalez

Chapter 313, Statutes of 2016

Agricultural workers: wages, hours, and working conditions.

This bill removes an exemption in current law that extends the payment of overtime compensation to agricultural employees after eight hours of work in a day or 40 in a week in a phased in implementation, over the course of 4 years, from 2019 to 2022. The bill provides employers who employ 25 or fewer employees an additional 3 years to comply with the phasing in of these overtime requirements. The bill would authorize the Governor to delay the implementation of these overtime pay provisions if the Governor also suspends the implementation of a scheduled state minimum wage increase, as specified. The bill would

require the Department of Industrial Relations to update a specified wage order for consistency with these provisions, as specified.

An act to amend Section 554 of, and to add Chapter 6 (commencing with Section 857) to Part 2 of Division 2 of, the Labor Code, relating to employment.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1066

AB 1676 Campos

Chapter 856, Statutes of 2016

Employers: wage discrimination.

This bill clarifies that prior salary, by itself, cannot be used to justify any disparity in compensation between men and women.

An act to amend Section 1197.5 of the Labor Code, relating to employers.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1676

AB 1978 Gonzalez

Chapter 373, Statutes of 2016

Employment: property service workers.

This bill creates a registration process for janitorial employers and requires sexual harassment and violence prevention training for janitorial workers.

An act to add Part 4.2 (commencing with Section 1420) to Division 2 of the Labor Code, relating to employment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1978

AB 2288 Burke

Chapter 692, Statutes of 2016

Apprenticeship programs: building and construction trades.

This bill requires that the California Workforce Development Board and each local board ensure, to the maximum extent feasible, that federal Workforce Innovation and Opportunity Act of 2014 funds which are awarded for the purposes of pre-apprenticeship training in the building and construction trades fund program and services that 1) follow the Multi-Craft Core Curriculum implemented by the State Department of Education, as specified; and 2) develop a plan for outreach and retention for women participants to help increase the representation of women in the building and construction trades.

An act to amend Section 14230 of the Unemployment Insurance Code, relating to workforce development.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2288

AB 2337 Burke

Chapter 355, Statutes of 2016

Employment protections: victims of domestic violence, sexual assault, or stalking.

This bill requires employers to provide their employees with written notice of their right to take time off from work for certain purposes if they are a victim of domestic violence, sexual assault, or stalking. In order to facilitate compliance by employers, this bill requires the Labor Commissioner to develop a form that employers could use to comply with the notice requirement. It also requires the Commissioner to post the form on his or her Website on or before July 1, 2017, and provides that an employer is not required to comply with the disclosure requirement until the Commissioner posts the form.

An act to amend Section 230.1 of the Labor Code, relating to employment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2337

SB 358 Jackson

Chapter 546, Statutes of 2015

Conditions of employment: gender wage differential.

This bill makes various changes to the California Equal Pay Act related to gender wage inequality. Specifically, this bill prohibits an employer from paying any of its employees at wage rates less than the rates paid to employees of the opposite sex for substantially similar work, when viewed as a composite of skill, effort, and responsibility, and performed under similar working conditions, except where the employer demonstrates: The wage differential is based upon one or more of the following factors: a seniority system; a merit system; a system that measures earnings by quantity or quality of production; or a bona fide factor other than sex, such as education, training, or experience. This factor shall apply only if the employer demonstrates that the factor is not based on or derived from a sex-based differential in compensation, is job related with respect to the position in question, and is consistent with a business necessity.

An act to amend Section 1197.5 of the Labor Code, relating to private employment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB358

SB 3 Leno

Chapter 4, Statutes of 2016

Minimum wage: in-home supportive services: paid sick days.

This bill creates a schedule for a phased increase in the minimum wage from \$10.50 per hour to \$15 per hour over 7 years, depending on the size of the employer and general economic conditions, and link the minimum wage to the U.S. Consumer Price Index once the minimum wage reaches \$15 per hour. This bill also requires paid sick days for In-Home Supportive Services (IHSS) workers and creates a schedule for the annual accrual of paid sick days for IHSS workers.

An act to amend Sections 245.5, 246, and 1182.12 of the Labor Code, relating to labor.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB3

SB 1063 Hall

Chapter 866, Statutes of 2016

Conditions of employment: wage differential: race or ethnicity.

This bill amends the Equal Pay Act to prohibit employers from paying employees a wage rate less than the rate paid to employees of a different race or ethnicity for substantially similar work.

An act to amend Sections 1197.5 and 1199.5 of the Labor Code, relating to employment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1063

SB 1234 de León

Chapter 804, Statutes of 2016

Retirement savings plans.

This measure would set up a state-run retirement plan for private sector workers who would be automatically enrolled in a savings plan, if they don't already have a retirement plan through their employer. Employees could opt out of the automatic payroll deductions if they did not want to participate in the program. It would affect approximately seven million currently working Californians. SB 1234 was passed to create California Secure Choice Retirement Savings Program and to create and empower its Board to perform a feasibility study to determine whether the legal and practical conditions for implementation of SCRSP could be met. The Board approved an approach to the study analysis that included four distinct, but well-coordinated focus areas: program design, market analysis, financial feasibility, and legal feasibility. The report in its entirety can be found on the SCRSP webpage on the Treasurer's website. <http://www.treasurer.ca.gov/scib/report.pdf>

An act to amend Sections 100000, 100002, 100004, 100008, 100010, 100012, 100014, 100032, 100034, 100036, and 100043, of, to add Sections 100046, 100048, 100049, and 100050 to, and to repeal Sections 100013, 100040, 100042, and 100043.5 of, the Government Code, and to amend Section 12302.2 of the Welfare and Institutions Code, relating to retirement savings plans, and making an appropriation therefor.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1234

Health and Safety of Women and Girls

ABX2 15 Eggman, Alejo, Stone Chapter 1, Statutes of 2015, Second Extraordinary Session.

End of life.

Permits a competent, qualified individual who is an adult with a terminal disease to receive a prescription for an aid-in-dying drug if certain conditions are met, such as two oral requests, a minimum of 15 days apart, and a written request signed by two witnesses, is provided to his or her attending physician, the attending physician refers the patient to a consulting physician to confirm diagnosis and capacity to make medical decisions, and the attending physician refers the patient to a mental health specialist, if indicated. Sunsets these provisions on January 1, 2026.

An act to add and repeal Part 1.85 (commencing with Section 443) of Division 1 of the Health and Safety Code, relating to end of life.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520162AB15

SB 277 Pan, Allen

Chapter 35, Statutes of 2015

Public health: vaccinations.

Eliminates the personal belief exemption from the requirement that children receive vaccines for certain infectious diseases prior to being admitted to any public or private elementary or secondary school or day care center.

An act to amend Sections 120325, 120335, 120370, and 120375 of, to add Section 120338 to, and to repeal Section 120365 of, the Health and Safety Code, relating to public health.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB277

SB 407 Morrell

Chapter 313, Statutes of 2015

Comprehensive Perinatal Services Program: licensed midwives.

Makes licensed midwives eligible to be a “comprehensive perinatal provider” as used in the Comprehensive Perinatal Services Program (CPSP) when regulations have been adopted by the Medical Board of California. Authorizes a health care provider to employ or contract with licensed midwives for the purpose of providing comprehensive perinatal services in the CPSP.

An act to amend Section 14134.5 of the Welfare and Institutions Code, relating to Medi-Cal.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB407

SB 792 Mendoza

Chapter 807, Statutes of 2015

Day care facilities: immunizations: exemptions.

Prohibits, commencing September 1, 2016, a person from being employed or volunteering at a daycare center or a day care home if he or she has not been immunized against influenza, pertussis, and measles.

An act to amend Sections 1597.055 and 1597.54 of, and to add Sections 1596.7995 and 1597.622 to, the Health and Safety Code, relating to day care facilities.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB792

AB 1795 Atkins

Chapter 608, Statutes of 2016

Health care programs: cancer.

Makes changes to the Breast and Cervical Cancer Early Detection Program within the Department of Health Care Services regarding eligibility for screenings, as specified. An act to amend Sections 104150 and 104161.1 of the Health and Safety Code, relating to health care programs.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1795

AB 2640 Gipson

Chapter 670, Statutes of 2016

Public health: HIV.

Requires a medical care provider or person administering a HIV test to provide patients who test negative, and are determined to be at high risk for HIV infection by the medical provider or person administering the test, with information about methods that prevent or reduce the risk of

contracting HIV, including, but not limited to, pre-exposure prophylaxis and post-exposure prophylaxis, consistent with guidance of the federal Centers for Disease Control and Prevention.
An act to amend Section 120990 of the Health and Safety Code, relating to public health.
http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2640

Homelessness

AB 1166 Bloom Chapter 171, Statutes of 2015
Pupils in foster care: pupils who are homeless children or youth: school transfer.
Provides that foster youth and homeless youth are eligible for the exemption from locally-imposed high school graduation requirements even if not notified of this right, and provides that homeless youth who are exempted continue to be exempted even if the student is no longer homeless.
An act to amend Section 51225.1 of the Education Code, relating to pupils.
http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1166

AB 1228 Gipson, Atkins Chapter 571, Statutes of 2015
Public postsecondary education: campus housing: priority for homeless youth.
Extends priority for housing at the University of California, the California State University, and the California Community Colleges to homeless youth, and requests campuses to develop plans to ensure that homeless and foster youth have housing during breaks.
An act to amend Sections 66019.3, 76010, 90001.5, and 92660 of the Education Code, relating to public postsecondary education.
http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1228

SB 252 Leno Chapter 384, Statutes of 2015
Pupils: diploma alternatives: fees.
Prohibits a fee from being charged to homeless youth for the high school proficiency exam and the high school equivalency tests.
An act to amend Sections 48412 and 51421 of, and to add and repeal Section 51421.5 to, the Education Code, relating to pupils, and making an appropriation therefor.
http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB252

SB 445 Liu Chapter 289, Statutes of 2015
Pupil instruction and services: homeless children.
Extends the right to remain in the school of origin to homeless students.
An act to amend Section 48859 of, and to add Section 48852.7 to, the Education Code, relating to pupil instruction and services.
http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB445

AB 801 Bloom

Chapter 432, Statutes of 2016

Postsecondary education: Success for Homeless Youth in Higher Education Act.

Extends priority enrollment to homeless youth at the California Community Colleges and the California State University, and requests that the University of California make this same extension. This bill also requires designation of a Homeless and Foster Student Liaison at each postsecondary educational institution participating in the Cal Grant program, and adds homeless youth to the categories of youth to be served under existing financial aid programs and services.

An act to amend Sections 66025.9, 69514.5, 69561, and 76300 of, and to add Section 67003.5 to, the Education Code, relating to postsecondary education.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB801

AB 1567 Campos

Chapter 399, Statutes of 2016

Afterschool programs: enrollment: fees: homeless youth: snacks or meals.

Establishes first priority for enrollment in before and after school programs to students who are identified as homeless and in foster care, and prohibits programs from charging a family for a child that the program knows to be a homeless youth or a foster care youth.

An act to amend, repeal, and add Sections 8482.6, 8483, and 8483.1 of, and to add Section 8483.95 to, the Education Code, relating to before and after school programs.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1567

SB 1380 Mitchell

Chapter 847, Statutes of 2016

Homeless Coordinating and Financing Council.

This bill requires a state agency or department that funds, implements, or administers a state program that provides housing or housing-related services to people experiencing homelessness or at risk of homelessness to adopt guidelines and regulations to include Housing First policies.

It also establishes the Homeless Coordinating and Financing Council to oversee implementation of the Housing First regulations and, among other things, identify resources, benefits, and services that can be accessed to prevent and end homelessness in California.

An act to add Chapter 6.5 (commencing with Section 8255) to Division 8 of the Welfare and Institutions Code, relating to homelessness.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1380

Long-term Care and Aging**ACR 38 Brown**

Chapter 200, Statutes of 2015

California Task Force on Family Caregiving.

This concurrent resolution establishes a task force on family caregiving with 12 members appointed by the Senate and Assembly. The task force will be required to consider issues relating to family caregivers and report to the Legislature on those issues.

http://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201520160ACR38

AB 601 Eggman

Chapter 628, Statutes of 2015

Residential care facilities for the elderly: licensing and regulation.

This bill requires an applicant for licensure of a residential care facility for the elderly (RCFE) to disclose specified additional information related to other facilities owned, managed or operated by the licensee or a parent organization of the licensee, as well as information related to individuals or entities holding a beneficial ownership interest of 10 percent or more in the licensed facility. Additionally it requires licensees to disclose individuals or entities who have control of the facility, and other information. Further the bill requires the California Department of Social Services to cross-check all disclosed applicant information with the California Department of Public Health and, to the extent the department's computer system can accommodate the information, to post specified information on its Internet website. The bill also requires licensees to report any changes to the disclosed information within specified timeframes.

An act to amend Sections 1569.2, 1569.15, 1569.16, 1569.50, 1569.58, and 1569.618 of, and to add Section 1569.356 to, the Health and Safety Code, relating to health facilities.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB601

AB 1387 Chu

Chapter 486, Statutes of 2015

Care facilities: civil penalties, deficiencies, and appeal procedures.

This bill amends the civil penalty review and appeals process for violations resulting in death and serious bodily injury of a resident or child in community care facilities, Residential Care Facilities for the Elderly (RCFEs) and child day care facilities. The bill also establishes a civil penalty review and appeals process for all other violations.

An act to amend Sections 1548, 1568.0822, 1569.35, 1569.49, 1596.842, 1596.99, and 1597.58 of the Health and Safety Code, relating to care facilities.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1387

SB 196 Hancock

Chapter 285, Statutes of 2015

Elder abuse: protective orders.

This bill authorizes a county adult protective services agency to file a petition for a protective order on behalf of an elder or dependent adult, as specified.

An act to amend, repeal, and add Sections 15610.07 and 15657.03 of the Welfare and Institutions Code, relating to elder abuse.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB196

AB 1836 Maienschein

Chapter 819, Statutes of 2016

Conservatorship hearings.

This bill authorizes the court, if a conservatorship has already been established under the Probate Code, to refer the conservatee for an assessment by the local mental health system or plan to determine if the conservatee has a treatable mental illness, including whether the conservatee is gravely disabled as a result of a mental disorder or impairment by chronic

alcoholism, and is unwilling to accept, or is incapable of accepting, treatment voluntarily. The bill also requires the court to appoint counsel to a conservatee if he or she cannot afford counsel. The bill requires the local mental health system or plan to file a copy of the assessment with the court that made the referral.

An act to add Section 5350.5 to the Welfare and Institutions Code, relating to conservatorships.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1836

AB 2231 Calderon

Chapter 823, Statutes of 2016

Care facilities: civil penalties.

This bill increases the civil penalties for specified violations and adopts penalties for repeat violations in licensed community care facilities, including, but not limited to, Residential Care Facilities for Persons with Chronic Life-Threatening Illnesses, Residential Care Facilities for the Elderly, Day Care Centers, and Family Day Care Homes. Further, the bill requires civil penalties to be due and payable when administrative appeals have been exhausted and to be subject to late fees, except as specified.

An act to amend Sections 1566.7, 1569.335, 1596.819, and 1596.859 of, and to amend, repeal, and add Sections 1548, 1568.0822, 1569.49, 1596.8595, 1596.99, and 1597.58 of, the Health and Safety Code, relating to care facilities.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2231

AB 2721 Rodriguez

Chapter 80, Statutes of 2016

Requires the California Department of Justice to develop and distribute an informational notice that warns the public about elder and dependent adult fraud. Specifically, this new law: Requires the notice to include information directing the public to information and resources necessary to determine whether they are victims of fraud and provide information regarding how and where to file complaints. States that the notice shall also be made available on the Web site of the Attorney General.

An act to add Section 368.7 to the Penal Code, relating to elder and dependent adult abuse.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2721

SB 1384 Liu

Chapter 487, Statutes of 2016

California Partnership for Long-Term Care Program.

Requires the California Partnership for Long-Term Care to allow insurers to offer long-term care policies at a lower-priced option in addition to the 5% inflation escalator policy currently issued, permits participating insurers to offer home care coverage only policies, and creates a task force to provide advice and assistance in implementing reforms to the California Partnership for Long Term Care.

An act to amend Section 10232.1 of, and to add Section 10232.81 to, the Insurance Code, and to amend Sections 22002, 22003, 22004, 22005, 22005.1, 22006, 22009, and 22010 of, to amend,

repeal, and add Section 22005.2 of, to add Section 22005.3 to, and to add and repeal Section 22011 of, the Welfare and Institutions Code, relating to long-term care.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1384

Mental Health

AB 1194 Eggman

Chapter 570, Statutes of 2015

Mental health: involuntary commitment.

Requires a person who determines that an individual should be taken into custody, because he or she is a danger to self or others, to consider available information related to the historical course of the individual's mental health disorder, as specified. Requires, when a person is determined to need detainment, an admitting facility to require a written application that records whether information about the person's historical course, as specified, was considered.

An act to amend Section 5150 of the Welfare and Institutions Code, relating to mental health.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1194

SB 484 Beall

Chapter 540, Statutes of 2015

Juveniles.

Requires the Department of Social Services (DSS) to establish a methodology for identifying group homes that have levels of psychotropic drug utilization warranting additional review, and to inspect identified facilities at least once a year, as specified. Permits DSS to share information and observations with the facility and to require the facility to submit a plan within 30 days to address identified risks, as specified.

An act to amend Sections 1507.6 and 1536 of, and to add Sections 1538.8 and 1538.9 to, the Health and Safety Code, and to amend Section 11469 of the Welfare and Institutions Code, relating to juveniles.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB484

SB 884 Beall

Chapter 835, Statutes of 2016

Special education: procedural safeguards and records.

Requires funding for mental health services for students with individualized education programs to be subject to existing state and federal audit requirements, requires the California Department of Education (CDE) to create a report on its compliance findings and corrective action plans related to the provision of mental health services for students, requires the CDE to create a report on pupil outcomes for students receiving mental health services, and requires the CDE to include a link to information on family empowerment centers on its sample procedural safeguards.

An act to add Sections 14509 and 56415 to the Education Code, relating to special education.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB884

Nutrition

AB 1321 Ting

Chapter 442, Statutes of 2015

This bill establishes the Nutrition Incentive Matching Grant Program in the Office of Farm to Fork within the California Department of Food and Agriculture to encourage the purchase and consumption of fresh fruits, nuts, and vegetables by connecting farmers with food assistance recipients.

An act to add Chapter 13 (commencing with Section 49010) to Division 17 of the Food and Agricultural Code, relating to food and agriculture.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1321

Reproductive Health

AB 775 Chiu

Chapter 700, Statutes of 2015

The Reproductive Freedom, Accountability, Comprehensive Care, and Transparency Act.

This bill requires a licensed covered facility, as defined, to disseminate a notice to all clients, as specified, stating, among other things, that California has public programs that provide immediate free or low-cost access to comprehensive family planning services, prenatal care, and abortion for eligible women. The bill also requires an unlicensed covered facility, as defined, to disseminate a notice to all clients, as specified, stating, among other things, that the facility is not licensed as a medical facility by the State of California.

An act to add Article 2.7 (commencing with Section 123470) to Chapter 2 of Part 2 of Division 106 of the Health and Safety Code, relating to public health.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB775

AB 1954 Burke

Chapter 495, Statutes of 2016

Health care coverage: reproductive health care services.

Establishes the Direct Access to Reproductive Health Care Act to prohibit health plans and health insurers from requiring an enrollee to receive a referral prior to receiving coverage or services for reproductive and sexual health care services.

An act to add Section 1367.31 to the Health and Safety Code, and to add Section 10123.202 to the Insurance Code, relating to health care coverage.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1954

SB 999 Pavley

Chapter 499, Statutes of 2016

Health insurance: contraceptives: annual supply.

Authorizes a pharmacist to dispense a 12-month supply of United States Food and Drug Administration-approved, self-administered hormonal contraceptives, requires insurance to cover the cost, and incorporates chaptering amendments for SB 253 (Monning).

An act to amend Section 4064.5 of the Business and Professions Code, to amend Section

1367.25 of the Health and Safety Code, to amend Section 10123.196 of the Insurance Code, and to add Section 14000.01 to the Welfare and Institutions Code, relating to contraceptives.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB999

Safety

AB 433 Chu

Chapter 514, Statutes of 2015

Requires that California Work Opportunity and Responsibility to Kids (CalWORKs) benefits be continued for a child who dies until the end of the month following the death, and prohibits sanctions from being applied in that time period for a grieving parent's failure to comply with program requirements. This bill also requires a county to assist a grieving parent in accessing appropriate services and to provide information to the grieving parent about mental health services.

An act to add Sections 11321 and 11450.05 to the Welfare and Institutions Code, relating to public social services.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB433

AB 636 Medina

Chapter 697, Statutes of 2015

Requires postsecondary education institutions to disclose to law enforcement the identity of an alleged assailant if the institution determines that the alleged assailant represents a serious or ongoing threat to the safety of the campus community and the immediate assistance of law enforcement is necessary.

An act to amend Section 67380 of the Education Code, relating to postsecondary education.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB636

AB 881 Garcia

Chapter 87, Statutes of 2015

Expands the definition of "bullying by an electronic act," from the "creation and transmission" of a communication to the "creation or transmission" of a communication by means of an electronic device.

An act to amend Section 48900 of the Education Code, relating to pupils.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB881

AB 913 Santiago

Chapter 701, Statutes of 2015

Expands the existing written jurisdictional agreements between postsecondary educational institutions and local law enforcement to include responsibility for investigating sexual assaults and hate crimes, and requires the written agreements to be updated every five years.

An act to amend Section 67381 of, and to add Section 67381.1 to, the Education Code, relating to student safety.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB913

AB 1654 Santiago

Chapter 222, Statutes of 2016

Student safety: crime reporting.

Expands existing audit requirements regarding the reporting of crime statistics by California postsecondary education institutions by requiring the State Auditor to include an evaluation of institutions' compliance with state law governing crime reporting and the development and implementation of student safety policies and procedures.

An act to amend Section 67382 of the Education Code, relating to student safety.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1654

AB 2212 Harper

Chapter 412, Statutes of 2016

Expands the definition of "bullying by an electronic act," to include communication by video.

An act to amend Section 48900 of the Education Code, relating to pupils.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2212

AB 2246 O'Donnell

Chapter 642, Statutes of 2016

Requires local educational agencies that serve students in grades 7 to 12 to adopt policies on the prevention of student suicides and also requires the California Department of Education to develop and maintain a model suicide prevention policy.

An act to add Article 2.5 (commencing with Section 215) to Chapter 2 of Part 1 of Division 1 of Title 1 of the Education Code, relating to pupil health.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2246

AB 2263 Baker

Chapter 881, Statutes of 2016

Protection of victims: address confidentiality.

This bill requires the Secretary of State to provide program participants in the state's various "Safe at Home" address confidentiality programs with a notice that clearly and conspicuously informs the program participant of his or her right to use an address designated by the Secretary of State on real property deeds, change of ownership forms, and deeds of trust when purchasing or selling a home.

An act to add Sections 6209.5, 6215.10, and 6215.12 to the Government Code, relating to address confidentiality.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2263

AB 2536 Chau

Chapter 419, Statutes of 2016

Expands the definition of electronic acts in relation to bullying to include cyber sexual bullying, and requires the California Department of Education to include information on cyber sexual bullying on a specified Web site.

An act to amend Sections 234.2 and 48900 of the Education Code, relating to elementary and secondary education.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2536

SB 1178 Vidak

Chapter 171, Statutes of 2016

Superintendent of Public Instruction: child abuse and neglect: poster.

Requires the Superintendent of Public Instruction to develop a poster that notifies children of the appropriate resources available for reporting child abuse or neglect. This bill was an urgency measure.

An act to add Section 33133.5 to the Education Code, relating to state educational agencies, and declaring the urgency thereof, to take effect immediately.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1178

SB 1343 Wolk

Chapter 154, Statutes of 2016

Pupils: intradistrict transfer of pupil convicted of violent felony or misdemeanor.

Authorizes the governing board of a school district, if certain conditions are met, to transfer to another school in that district a student who has been convicted of a violent felony or specified misdemeanor if the student to be transferred and the victim of the crime for which the student was convicted attend the same school.

An act to amend Section 48980 of, and to add Article 1.5 (commencing with Section 48929) to Chapter 6 of Part 27 of Division 4 of Title 2 of, the Education Code, relating to pupils.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1343

Substance Use Disorders and Treatment

AB 1748 Mayes

Chapter 557, Statutes of 2016

Authorizes school nurses and other trained personnel to use naloxone hydrochloride (naloxone) to provide emergency medical aid to persons suffering, or reasonably believed to be suffering, from an opioid overdose.

An act to add Section 4119.8 to the Business and Professions Code, and to add Section 49414.3 to the Education Code, relating to pupils.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1748

Victim Rights and Restitution

AB 538 Campos

Chapter 465, Statutes of 2015

Actions for damages: felony offenses: victim notification.

This bill ensures that victims of specified felonies are notified by the Department of Corrections and Rehabilitation (CDCR) that the person who committed the felony has entered into a contract for the sale of the story of the crime, if such notification has previously been requested of CDCR. The bill also clarifies that no civil action for damages for the sale of the story may be filed against a person who was wrongfully convicted of a crime he or she did not commit, exonerated, and subsequently released from prison.

An act to amend Section 340.3 of the Code of Civil Procedure, and to add Section 5065.5 to the Penal Code, relating to criminal offenders.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB538

AB 1563 Rodriguez

Chapter 121, Statutes of 2016

Establishes a six-month deadline for the Victim Compensation Board to respond to an appeal by a crime victim who has had an application for compensation denied. Specifically, this new law: Requires the board to evaluate an application for reconsideration of compensation within six months of the date the board receives the application, unless it determines 161 that there was insufficient information to make a decision. Provides that if the board determines that there was insufficient information to make a decision, it shall notify the applicant in writing within six months of the date the application was received.

An act to amend Section 13959 of the Government Code, relating to victim's compensation.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1563

AB 1678 Santiago

Chapter 875, Statutes of 2016

Crime victims: incident reports.

This bill allows a victim of sexual assault, stalking, human trafficking, and elder or dependent adult abuse, or the victim's representative, to receive a timely copy of his or her law enforcement incident report and all incident report face sheets, free of charge.

An act to amend Section 6228 of the Family Code, relating to domestic violence.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1678

AB 2295 Baker

Chapter 37, Statutes of 2016

Conforms several restitution provisions to the constitutional requirement that a victim is entitled to full restitution. Specifically, this new law: Removes the ability of a judge to order less than full restitution to the victim based on the defendant's ability to pay under the aggravated white collar crime enhancement. Removes the ability of a judge to order less than full restitution to the victim based on the defendant's ability to pay under the "seize and freeze" provisions for aggravated elder or dependent adult financial abuse. Removes court authority to order less than full restitution when it finds compelling and extraordinary reasons for doing so, as currently provided by the restitution statute. Makes conforming changes to another restitution provision.

An act to amend Sections 186.11, 186.12, 1202.4, and 1202.46 of the Penal Code, relating to restitution.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2295

Violence Against Women

Human Trafficking and Commercially Sexually Exploited Youth

AB 15 Holden

Chapter 474, Statutes of 2015

Human trafficking: civil actions: statute of limitations.

This bill creates a 10-year statute of limitations that would apply to civil actions for specified offenses that also constitute torture, genocide, a war crime, an attempted extrajudicial killing, or a crime against humanity, as defined.

An act to amend Section 52.5 of the Civil Code, and to add Section 354.8 to the Code of Civil Procedure, relating to civil actions.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB15

AB 1276 Santiago

Chapter 635, Statutes of 2016

Authorizes, under specified conditions, a minor 15 years of age or younger to testify by contemporaneous examination and cross examination in another place and out of the presence of the judge, jury, defendant or defendants, and attorneys if the testimony will involve the recitation of the facts of an alleged offense of human trafficking.

An act to add Section 1347.1 to the Penal Code, relating to criminal procedure.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1276

AB 1684 Stone

Chapter 63, Statutes of 2016

Human trafficking: civil actions.

This bill authorizes the Department of Fair Employment and Housing (DFEH) to receive, investigate, conciliate, mediate, and prosecute complaints alleging a violation of human trafficking, as defined in Penal Code Section 236.1, and to bring a civil action on behalf of a victim of human trafficking, as specified.

An act to amend Section 12930 of the Government Code, relating to civil actions.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1684

AB 1702 Stone

Chapter 124, Statutes of 2016

Reunification services for foster children: sexual exploitation.

This bill provides that reunification services need not be provided to the parent or guardian of a dependent child when the court finds that the parent or guardian knowingly participated in, or permitted, the sexual exploitation of the child, except if the parent or guardian demonstrated by a preponderance of the evidence that he or she was coerced into permitting, or participating in, the sexual exploitation of the child.

An act to amend Section 361.5 of the Welfare and Institutions Code, relating to juveniles.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1702

AB 1761 Weber

Chapter 636, Statutes of 2016

Creates a human trafficking affirmative defense applicable to non-violent, non-serious, and non-trafficking. Specifically, this new law: States that, in addition to any other affirmative defense, it is a defense to a crime that the person was coerced to commit the offense as a direct result of being a human trafficking victim at the time of the offense and of reasonable fear of harm. States that this affirmative defense does not apply to a serious felony, a violent felony, or the offense of human trafficking, as specified.

An act to add Section 1107.5 to the Evidence Code, and to add Section 236.23 to the Penal Code, relating to human trafficking.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1761

AB 2027 Quirk

Chapter 749, Statutes of 2016

Requires, upon the request of an immigrant victim of human trafficking, a certifying agency to confirm victim cooperation on the applicable form so that the victim may apply for a T-Visa to temporarily live and work in the United States.

An act to add Section 679.11 to the Penal Code, relating to victims of crime.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2027

AB 2221 Garcia

Chapter 641, Statutes of 2016

Provides that in a case involving a charge of human trafficking, as specified, a minor who is a victim of the human trafficking shall be provided with assistance from the local county Victim Witness Assistance Center, if the minor so desires.

An act to add Section 236.13 to the Penal Code, relating to crimes.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2221

AB 2498 Bonta

Chapter 644, Statutes of 2016

Victim confidentiality: human trafficking.

This bill authorizes, upon request of a victim of human trafficking, the withholding of the names and images of the victim or of the victim's immediate family, as defined, from disclosure under the California Public Records Act until the investigation or any other subsequent prosecution is complete. The bill also prohibits a law enforcement agency from disclosing the names, addresses, or images of a person who alleges to be a victim of human trafficking, or of that alleged victim's immediate family, except as specified, and requires law enforcement to orally inform a person who alleges to be a victim of human trafficking of his or her right to have his or her name, addresses, or images, or those of his or her immediate family members withheld and kept confidential.

An act to amend Section 6254 of the Government Code, and to amend Sections 293 and 293.5 of, and to add Section 1048.2 to, the Penal Code, relating to human trafficking.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2498

SB 448 Hueso

Chapter 772, Statutes of 2016

Requires a person who is convicted of a felony on or after January 1, 2017, whose offense requires registration pursuant to the Sex Offender Registration Act, to register his or her internet identifiers if a court determines at the time of sentencing that any of the following apply: The person used the Internet to collect any private information to identify a victim of the crime to further the commission of the crime; The person was convicted of specified sections prohibiting human trafficking and used the internet to traffic a victim of the crime; or, The person was convicted of specified sections prohibiting child pornography and used the internet to prepare, publish, distribute, send, exchange, or download the obscene matter or matter depicting a minor engaging in sexual conduct, as defined.

An act to amend Sections 290.012, 290.014, 290.018, 290.024, and 290.45 of, and to amend and repeal Section 290.015 of, the Penal Code, relating to sex offenders.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB448

SB 823 Block

Chapter 650, Statutes of 2016

Allows a person arrested or convicted of a nonviolent crime while he or she was a human trafficking victim to apply to the court to vacate the conviction and seal and destroy records of arrest.

An act to add Section 236.14 to the Penal Code, relating to human trafficking.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB823

SB 1322 Mitchell

Chapter 654, Statutes of 2016

Decriminalizes prostitution for those under 18 years of age. Clarifies that a minor may be taken into temporary custody under limited circumstances.

An act to amend Sections 647 and 653.22 of the Penal Code, relating to minors.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1322

Domestic Violence**AB 439 Bloom**

Chapter 79, Statutes of 2015

Protective orders: batterer's programs.

This bill requires a restrained party, who has been ordered to participate in a batterer's program, to register for the program by the deadline ordered by the court, or within 30 days if no deadline is indicated. This bill requires that at the time of enrollment, the restrained party sign all necessary program consent forms to allow the program to release specified documents, including attendance records, to the court and the protected party, and to provide the court and the protected party with specified information regarding the program.

An act to amend Section 6343 of the Family Code, relating to family law.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB439

AB 536 Bloom

Chapter 73, Statutes of 2015

Domestic violence: mutual restraining orders.

This bill prohibits a court from issuing a mutual restraining order unless each party presents written evidence of abuse or domestic violence in an application for relief using the mandatory Judicial Council restraining order application form, as specified. This bill also requires, by July 1, 2016, the Judicial Council to modify forms as necessary to provide notice of this information.

An act to amend Section 6305 of the Family Code, relating to domestic violence.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB536

AB 1081 Quirk

Chapter 411, Statutes of 2015

Temporary protective orders: continuances.

This bill allows either party to request a continuance of a hearing on a temporary restraining order (TRO), as specified, which the court is required to grant on a showing of good cause, and additionally authorizes the court to grant a continuance on its own motion. This bill requires that, upon granting a continuance, any TRO that had previously been granted remains in effect until the conclusion of the continued hearing, but authorizes the court to modify or terminate that TRO.

An act to amend Sections 527.6, 527.8, and 527.85 of the Code of Civil Procedure, to amend Sections 242, 243, and 245 of the Family Code, and to amend Sections 213.5 and 15657.03 of the Welfare and Institutions Code, relating to civil actions.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1081

AB 1407 Atkins

Chapter 415, Statutes of 2015

Domestic violence: division of wireless telephone plans.

This bill authorizes a court, beginning July 1, 2016, after notice and a hearing, to issue a domestic violence restraining order directing a wireless telephone service provider to transfer the billing responsibility and rights to a wireless telephone number to a requesting party and requires that the requesting party assume all financial responsibility for the transferred telephone number, monthly service costs, and costs for any mobile device associated with the telephone number. This bill also prohibits a cause of action against a wireless telephone service provider, its officers, employees, or agents, for actions taken in accordance with the terms of the court order.

An act to add Section 6347 to the Family Code, relating to family law.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1407

AB 1272 Grove

Chapter 91, Statutes of 2016

Protective orders: persons with developmental disabilities: sexual exploitation.

This bill authorizes the issuance of an ex parte emergency protective order when there is reason to believe that a developmentally-disabled person is in immediate danger of sexual exploitation by a developmental disability residential service provider.

An act to amend Section 1048.1 of the Penal Code, relating to crimes.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1272**AB 2057 Stone**

Chapter 859, Statutes of 2016

CalFresh: victims of domestic violence.

This bill authorizes CalFresh recipients who are residents of, or on a waiting list to get into, a shelter for battered women and children to receive expedited CalFresh services if the abuser is part of the CalFresh household. This bill also requires the California Department of Social Services (CDSS) to provide information on expedited services targeted to victims of domestic violence. This bill defers an individual who is a victim of domestic violence from mandatory placement in Employment and Training (E&T).

An act to amend Sections 18904.25 and 18926.5 of, and to add Section 18914.5 to, the Welfare and Institutions Code, relating to CalFresh.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2057**SB 883 Roth**

Chapter 342, Statutes of 2016

Conforms the punishment for a violation of a protection order issued after conviction of an offense involving domestic violence to the punishment for other similar protective orders. Specifically, this new law: Punishes the first violation of a post-conviction domestic violence restraining order with imprisonment in the county jail for up to one year, by a fine of up to \$1,000, or both. Requires a first violation to include imprisonment in the county jail for at least 48 hours if the violation resulted in physical injury. Punishes a second or subsequent violation occurring within seven years and involving an act of violence, or a credible threat of violence, with imprisonment in the county jail not to exceed one year, or by 16 months, or two, or three years in state prison.

An act to amend Section 166 of the Penal Code, relating to domestic violence.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB883**Sexual Violence****SB 14 Lara**

Chapter 128, Statutes of 2015

Civil action for sexual battery: consent defense.

This bill prohibits the use of consent as a defense in any sexual battery civil action involving a minor victim where the person committing the sexual battery is an adult who is in a position of authority, as defined. This bill prohibits the use of any evidence of the minor's sexual conduct with the adult perpetrator, except in limited circumstances.

An act to add Section 1708.5.5 to the Civil Code, and to amend Section 1106 of the Evidence Code, relating to civil actions.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB14

AB 701 Garcia

Chapter 848, Statutes of 2016

Provides that the Legislature finds and declares that all forms of nonconsensual sexual assault may be considered rape for purposes of the gravity of the offense and the support of survivors.

An act to add Section 263.1 to the Penal Code, relating to sex crimes.

https://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB701

AB 1682 Stone

Chapter 876, Statutes of 2016

Secret settlements.

This bill expands the type of civil actions which cannot be the subject of secret settlements.

Specifically, it prohibits the secret settlement of a civil action based upon any of the following: 1)

An act of childhood sexual abuse, whether a felony or a 17 misdemeanor; and 2) An act of sexual exploitation of a minor; or 3) An act of sexual abuse of an elder or dependent adult.

An act to amend Section 1002 of the Code of Civil Procedure, relating to civil procedure.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1682

AB 1744 Cooper

Chapter 857, Statutes of 2016

Requires the Department of Justice's Bureau of Forensic Services, the California Association of Crime Laboratory Directors, and the California Association of Criminalists to work collaboratively with public crime laboratories, in conjunction with the California Clinical Forensic Medical Training Center, to develop a standardized sexual assault forensic medical evidence kit, containing minimum basic components, to be used by all California jurisdictions.

An act to amend Section 13823.12 of, and to add Section 13823.14 to, the Penal Code, relating to sexual assault.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1744

AB 2499 Maienschein

Chapter 884, Statutes of 2016

Requires the Department of Justice, on or before July 1, 2018, and in consultation with law enforcement agencies and crime victims groups, to establish a process by which victims of sexual assault may inquire regarding the location and information regarding their sexual assault evidence kits.

An act to add Section 680.1 to the Penal Code, relating to crimes.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2499

SB 813 Leyva

Chapter 777, Statutes of 2016

Eliminates any statute of limitations for specified sex crimes. Specifically, this new law: Provides that prosecution for the following offenses may commence at any time: Rape, as specified; Spousal rape, as specified; Rape in concert, as specified; Sodomy, as specified; Lewd acts upon

a child involving "substantial sexual conduct," as specified; Continuous sexual abuse of a child; Oral copulation, as specified; and, Sexual penetration, as specified. Specifies that the elimination of the statute of limitations shall only apply to crimes that were committed on or after January 1, 2017, or for which the statute of limitations that was in effect before January 1, 2017, has not run as of that date.

An act to amend Sections 799, 801.1, and 803 of the Penal Code, relating to crimes.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB813

SB 420 Huff

Chapter 734, Statutes of 2016

Defines and divides the crime of prostitution. Specifically, this new law divides prostitution into three separate categories of offenses: The defendant agreed to receive compensation, received compensation, or solicited compensation in exchange for a lewd act. The defendant provided compensation, agreed to provide compensation, or solicited an adult to accept compensation in exchange for a lewd act. The defendant provided compensation, or agreed to provide compensation, to a minor in exchange for a lewd act, regardless of which party made the initial solicitation.

An act to amend Section 647 of the Penal Code, relating to prostitution.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB420

Women and Girls in the Criminal Justice System

AB 1705 Rodriguez

Chapter 162, Statutes of 2016

Authorizes law enforcement to use a body scanner to search a person arrested for the commission of any misdemeanor or infraction and 11 taken into custody. Requires an agency utilizing a body scanner to try to avoid knowingly using a body scanner on a woman who is pregnant. Requires a person within sight of the image depicting the body of the detainee to be of the same sex as the detainee, except for physicians or licensed medical personnel.

An act to amend Section 4030 of the Penal Code, relating to jails.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1705

AB 2590 Weber

Chapter 696, Statutes of 2016

Finds and declares that the purpose of sentencing is public safety achieved through punishment, rehabilitation, and restorative justice and directs the Department of Corrections and Rehabilitation (CDCR) to develop a mission statement consistent with this bill's findings and declarations. Encourages CDCR to develop programs and policies to educate and rehabilitate eligible inmates.

An act to amend Section 1170 of the Penal Code, relating to sentencing.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB2590

SB 420 Huff

Chapter 734, Statutes of 2016

Defines and divides the crime of prostitution. Specifically, this new law divides prostitution into three separate categories of offenses: The defendant agreed to receive compensation, received compensation, or solicited compensation in exchange for a lewd act. The defendant provided compensation, agreed to provide compensation, or solicited an adult to accept compensation in exchange for a lewd act. The defendant provided compensation, or agreed to provide compensation, to a minor in exchange for a lewd act, regardless of which party made the initial solicitation.

An act to amend Section 647 of the Penal Code, relating to prostitution.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB420

SB 1129 Monning

Chapter 724, Statutes of 2016

Repeals mandatory minimum sentences for specified prostitution offenses. Specifically, this new law repeals the mandatory minimum terms for repeated prostitution offenses, leaving discretion with the court to impose an appropriate sentence as follows: Eliminates the requirement that a person convicted for a second prostitution offense must serve a sentence of at least 45 days, no part of which can be suspended or reduced by the court, regardless of whether or not the court grants probation. Eliminates the requirement that a person convicted for a third prostitution offense shall serve a sentence of at least 90 days, no part of which can be suspended or reduced by the court regardless of whether or not the court grants probation.

An act to amend Section 647 of the Penal Code, relating to crimes.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1129

SB 1433 Mitchell

Chapter 311, Statutes of 2016

Provides that any incarcerated person in the state prison who menstruates shall, upon request, have improved access to personal hygiene materials, and contraceptive services, as specified.

An act to repeal and add Section 3409 of the Penal Code, relating to incarcerated persons.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1433

Juvenile Justice

SB 1143 Leno

Chapter 726, Statutes of 2016

Establishes statutory guidelines and restrictions, to take into effect January 1, 2018, on the use of room confinement of minors or wards who are confined in a juvenile facility, as defined.

Specifically, this new law: Provides that room confinement shall not be used before other less restrictive options have been attempted and exhausted, unless attempting those options poses a threat to the safety or security of any minor, ward, or staff. States that room confinement shall not be used for the purposes of punishment, coercion, convenience, or retaliation by staff. States that room confinement shall not be used to the extent that it compromises the mental and physical health of the minor or ward. Provides that a minor or ward may be held up to four

hours in room confinement, and after the minor or ward has been held in room confinement for a period of four hours.

An act to add Section 208.3 to the Welfare and Institutions Code, relating to juveniles.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1143

Young Women and Girls

Foster Youth

AB 224 Jones-Sawyer

Chapter 554, Statutes of 2015

Pupils: educational liaison for foster children.

Requires the California Department of Education to develop a standardized notice of educational rights of foster youth, post the notice on its website, and provide the notice to foster youth liaisons, foster youth, parents or educational rights holders.

An act to amend Sections 48204, 48645.5, 48853, and 48853.5 of the Education Code, and to amend Sections 317 and 16010 of the Welfare and Institutions Code, relating to pupils.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB224

AB 260 Lopez

Chapter 511, Statutes of 2015

Foster care: parenting youth.

This bill makes a Legislative declaration that a child shall not be considered to be at risk of abuse or neglect solely on the basis of information concerning the parent's or parents' placement history, past behaviors, or health or mental health diagnoses occurring prior to the pregnancy of the child, as specified. It prohibits that history from being used in deciding a child's placement, unless the court deems it materially relevant.

An act to amend Section 16002.5 of, and to add Sections 361.8 and 825.5 to, the Welfare and Institutions Code, relating to foster care.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB260

AB 379 Gordon

Chapter 772, Statutes of 2015

Foster youth: complaint of noncompliance.

Expands the Uniform Complaint Procedures to include complaints of non-compliance with certain rights and responsibilities regarding the education of students who are in foster care or who are homeless, including school placement decisions, responsibilities of foster youth liaisons, provisions regarding school transfers, exemption from locally imposed graduation requirements, and the awarding of partial credit for completed coursework.

An act to amend Sections 48853, 48853.5, 49069.5, 51225.1, and 51225.2 of, and to amend the heading of Chapter 5.5 (commencing with Section 48850) of Part 27 of Division 4 of Title 2 of, the Education Code, relating to foster youth.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB379

SB 238 Mitchell, Beall

Chapter 534, Statutes of 2015

Foster care: psychotropic medication.

This bill requires certification and training programs for foster parents, child welfare social workers, group home administrators, public health nurses, dependency court judges and court appointed counsel to include training on psychotropic medication, trauma, and behavioral health, as specified, for children receiving child welfare services.

An act to amend Sections 1522.41 and 1529.2 of the Health and Safety Code, and to amend Sections 304.7, 317, 369.5, 739.5, 16003, 16206, and 16501.3 of, and to add Section 16501.4 to, the Welfare and Institutions Code, relating to foster care.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB238

SB 319 Beall

Chapter 535, Statutes of 2015

Child welfare services: public health nursing. Expands the duties of the foster care public health nurse to include monitoring and oversight of the administration of psychotropic medication to foster children, as specified.

An act to amend Sections 1507.6 and 1536 of, and to add Sections 1538.8 and 1538.9 to, the Health and Safety Code, and to amend Section 11469 of the Welfare and Institutions Code, relating to juveniles.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB484

SB 731 Leno

Chapter 805, Statutes of 2015

Foster children: housing: gender identity.

Requires foster children and nonminor dependents in out-of-home care to be placed according to their gender identity. Adds this requirement to the Foster Children Bill of Rights.

An act to add Section 1502.8 to the Health and Safety Code, and to amend Section 16001.9 of, and to add Section 16006 to, the Welfare and Institutions Code, relating to foster care.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB731

SB 794 Committee on Human Services

Chapter 425, Statutes of 2015

Child welfare services.

This bill brings the state into compliance with the federal Preventing Sex Trafficking, and Strengthening Families Act (Public Law 113-183), as required to maintain federal child welfare funding. Specifically, it conforms state with federal law in the areas of sex trafficking prevention and data collection, the state's reasonable and prudent parent standards, reinvestment of savings into post-adoption and guardianship services, elimination of the option of long-term group placement (APPLA) for children under age 16; and other specific policies intended to ensure foster children achieve successful outcomes as adults.

An act to amend Section 7950 of the Family Code, to add Section 1522.44 to the Health and Safety Code, to amend Sections 11165.1 and 11166 of the Penal Code, and to amend Sections 309, 362.04, 362.05, 362.1, 366, 366.21, 366.22, 366.25, 366.26, 366.3, 366.31, 706.5, 706.6, 727.2, 727.3, 10618.6, 11386, 16002, 16003, 16118, 16131, 16131.5, 16501, and 16501.1 of, and to add Sections 16501.35, 16501.45, and 16519.51 to, the Welfare and Institutions Code, relating to child welfare.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB794

AB 1299 Ridley-Thomas

Chapter 603, Statutes of 2016

Medi-Cal: specialty mental health services: foster children.

Requires the California Health and Human Services Agency to coordinate with the Department of Health Care Services (DHCS) and the Department of Social Services to facilitate the receipt of medically necessary specialty mental health services for foster youth.

An act to amend Section 14714 of, and to add Section 14717.1 to, the Welfare and Institutions Code, relating to Medi-Cal.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1299

AB 1911 Eggman

Chapter 637, Statutes of 2016

Dual-status minors.

This bill requires the Judicial Council to convene a committee of stakeholders involved in serving the needs of juvenile dependents and wards to develop and report to the Legislature recommendations to facilitate and enhance comprehensive data and outcome tracking for the state's dual-status youth by January 1, 2018. This bill also requires the California Department of Social Services (CDSS), on or before January 1, 2019, to implement a function within the applicable child welfare case management system that will enable county child welfare agencies and probation departments to identify dual-status youth within their counties, and to issue instructions to all counties on the manner in which to completely and consistently track the involvement of these youth in both systems.

An act to repeal and add Section 241.2 of the Welfare and Institutions Code, relating to juveniles.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1911

Women in the Military, Women Veterans, and Military Families

AB 388 Chang

Chapter 692, Statutes of 2015

Requires the Department of Housing and Community Development (HCD), in collaboration with the Department of Veterans Affairs (CalVet) to include specified information relating to the effectiveness of the Veterans Housing and Homeless Prevention (VHHP) Bond Act of 2014 in an annual report, including information relating to the effectiveness of assisted projects in helping veterans occupying any supportive housing or transitional housing development that was issued funds pursuant to the VHHP.

An act to amend Section 50408 of the Health and Safety Code, relating to housing.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB388

AB 413 Chávez

Chapter 513, Statutes of 2015

This bill authorizes a spouse or child to enter into additional state contracts during the existing three-year designation extension following the death or permanent disability of an owner of a certified disabled veteran-owned business enterprise (DVBE).

An act to amend Section 999 of the Military and Veterans Code, relating to veterans.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB413

AB 583 Chávez

Chapter 183, Statutes of 2015

Military service: employment protections.

This bill extends existing employment and reemployment protections to members of national guards of other states, when they leave positions of private employment within California because they are called to active state service by other states' governors or into active federal service by the President of the United States.

An act to amend Section 395.06 of the Military and Veterans Code, relating to military service.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB583

AB 1401 Baker

Chapter 254, Statutes of 2015

This bill requests the Office of the Adjutant General (OTAG) to provide specified assistance, regarding higher education, to members of the California National Guard (CNG), State Military Reserve (SMR), and Naval Militia, who do not have a baccalaureate degree.

An act to add Section 981.8 to the Military and Veterans Code, relating to veterans.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160AB1401

SB 221 Jackson

Chapter 794, Statutes of 2015

This bill permits state employees, who are military veterans with service-connected disabilities, to receive 96 hours of additional sick leave dedicated to health care treatment of those disabilities.

An act to amend Section 19859 of the Government Code, relating to public employment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB221

SB 466 Hill

Chapter 489, statutes of 2015

This bill requires the Board of Registered Nursing to ensure that its rules and regulations provide for methods of evaluating education, training, and experience obtained in military service if such training is applicable to the requirements of the particular profession or vocation regulated by the board, among other things.

An act to amend Sections 2701, 2708, and 2786 of, to add Sections 2718 and 2786.1 to, and to repeal Section 2736.5 of, the Business and Professions Code, relating to nursing.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB466

SB 1180 Jackson

Chapter 728, Statutes of 2016

Public school employees: military veterans: leave of absence for illness or injury.

Provides school employees, who are military veterans with service-connected disabilities, with additional paid leaves of absence for illness or injury, for the purpose of undergoing medical treatment for those disabilities during their first year of employment.

An act to add Sections 44978.2 and 45191.5 to the Education Code, relating to school employees.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1180

SB 1455 Block

Chapter 312, Statutes of 2016

Pupil enrollment: military dependents.

Provides that a student meets residency requirements for school attendance if the student's parent is transferred to a military installation that is within the boundaries of the school district and requires a school district to accept applications for those students by electronic means for enrollment, including enrollment in a specific school or program within the school district, and course registration.

An act to add Section 48204.3 to the Education Code, relating to pupil enrollment.

http://leginfo.legislature.ca.gov/faces/billCompareClient.xhtml?bill_id=201520160SB1455

Distribution List for CCSWG Compilation of Laws

- Governor's Office
- California Legislature
- Association of California Commissions for Women (ACCW)
- Stronger California Advocates Network
- CA Work and Family Coalition
- National Conference of State Legislatures
- State Innovation Exchange
- Women's Foundation of California
- Governing Institute
- National Association of Commissions for Women
- United State of Women
- National Women's Law Center (NWLC)
- American Association of University Women (AAUW)
- U.S. National Committee for UN Women (USNC)
 - USNC Chapters

OPERATIONS

COMMUNICATIONS & OUTREACH



California Commission on the Status of Women and Girls
Proposed 2017 Calendar

DATE	EVENT
January	THEME-Mentorship Human Trafficking and Slavery Prevention Month National Mentor Month
	1-Jan Anniversary of the CA Fair Pay Act
	9-Jan Executive Committee Meeting
	11-Jan Commission on Aging Breakfast Reception
	12-Jan International Human Trafficking Day
	17-Jan Martin Luther King Day of Service
	19-Jan Pay Equity Task Force Meeting
	20-Jan Pay Equity Subcommittee Outreach Meeting
	21-Jan National Mentor Day
	22-Jan Anniversary of Roe V Wade
	23-Jan Full Commission Meeting
	26-Jan CCSWG Newsletter
February	THEME- Black Women in CA Black History Month Women's Heart Health Association Month Teen Dating Violence Awareness Month
	1-Feb Pay Equity Task Force Subcommittee Meeting
	14-Feb V Day
	15-Feb Susan B Anthony Day
	16-Feb Pay Equity Task Force Meeting
	22-Feb Los Angeles Town Hall
	23-Feb CCSWG Newsletter
March	THEME-Labor and Business Women's History Month
	6-Mar Woman of the Year
	6-Mar CCSWG Newsletter
	8-Mar International Women's Day
	13- 24 Mar UN CSW
	15-Mar Asian American Women's Equal Pay Day
	16-Mar Pay Equity Task Force Meeting
	23-Mar Mount Saint Marys University Report on the Status of Women Relea
	27-Mar Full Commission Meeting
	31-Mar Cesar Chavez Day

April

THEME- Advancing Equity
Child Abuse Prevention Awareness Month
Sexual Assault Awareness Month

First Week of April- Women and Girls in STEM Week

1-Apr Association of California Commissions for Women Annual

3-Apr Girls in STEM Event w/ GALA

4-Apr Pay Equity Task Force Meeting

4-Apr Equal Pay Day

6-Apr CCSWG Newsletter

20-Apr Riverside Town Hall

24-Apr Executive Committee Meeting

27-Apr San Joaquin Town Hall

27-Apr Denim Day

May

THEME- API Women in California
Asian America and Pacific Islander Heritage Month
Small Business Month
Older Americans Month
Mental Health Month

4-May CCSWG Newsletter

9-13 May Women's Health Week

22-May Full Commission Meeting

25-May Pay Equity Task Force Meeting

29-May Memorial Day

June

THEME- Educational Opportunities
Graduation Month

1-Jun Pay Equity Task Force Meeting

8-Jun CCSWG Newsletter

26-Jun Executive Committee Meeting

July

THEME- Celebrating Freedom

4-Jul Independence Day

6-Jul CCSWG Newsletter

19-20 July Seneca Falls Convention

26-Jul Anniversary of the Signing of the Americans with Disabilities Act

August

THEME- Civil Rights

3-Aug CCSWG Newsletter

6-Aug Anniversary of Voting Rights Act

17-Aug Pay Equity Task Force Meeting

23-Aug African American Women's Equal Pay Day

24-Aug Women's Equality Day

28-Aug Full Commission Meeting

September

THEME- Latina's in CA
Hispanic Heritage Month
Ovarian Cancer Awareness Month

4-Sep Labor Day

7-Sep CCSWG Newsletter

14-Sep Native American Women Equal Pay Day

14-Sep Pay Equity Task Force Meeting

22-Sep American Business Women's Day

25-Sep Executive Committee Meeting

October

THEME- Women's Health and Safety
Domestic Violence Awareness Month
Bullying Awareness Month
Breast Cancer Awareness Month

TBD Commission Business Meeting

Ruth Bader Ginsburg joins the U.S. Supreme Court as its second

4-Oct woman Justice 1993

5-Oct CCSWG Newsletter

6-Oct Pay Equity Task Force Meeting

Toni Morrison becomes the first African American woman to win

8-Oct the Nobel Prize for Literature 1993

31-Oct Halloween

November

THEME- Native American Women in CA
National American Indian Heritage Month

TBD Trans Awareness Week

1-Nov Latina Equal Pay Day

2-Nov CCSWG Newsletter

1-2 Nov Dead of the Dead

11-Nov Veterans Day

13-Nov Pay Equity Task Force Meeting

24-Nov Thanksgiving

25-Nov International Day of the Elimination of Violence Against Women

December

THEME- Reflection

1-Dec Rosa Parks Day

3-Dec International Day of Disabled Persons

7-Dec CCSWG Newsletter

10-Dec Human Rights Day

10-11 Dec CA STEM Symposium

14-Dec Bill of Rights Day

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February 2017

February is Black History Month!

In this newsletter

- **California Pay Equity Task Force**
- **Engaging Girls in STEM Town Hall Series**
- **Commission Meetings**

This month the Commission recognizes African American Women who have fought to secure equality for all Californians. We also celebrate the advancements made in African American women's representation in government. The California women leaders below are all trailblazers whose paths we believe many will follow.

- Former Congresswoman **Yvonne Brathwaite Burke** was the first African American woman to represent the West Coast in Congress. She was also the first Congressmember to give birth while in office, with her daughter now State Assemblymember **Autumn Burke**.
- Representative **Karen Bass**, the 67th Speaker of the Assembly, was the first African American female speaker in any state assembly. In her first term as a Congressmember, she created the bipartisan Congressional Caucus on Foster Youth.
- Representative **Maxine Waters** was elected to the U.S. House of Representatives in 1990 and served 14 years in the California State Assembly. In 2014, she was elected to her thirteenth term in the U.S. House of Representatives with more than 70 percent of the vote.
- State Senator **Holly Mitchell** has served on the Commission since her time as an Assembly member. She was recently named the Chair of the Senate Budget Committee and is the first African American woman to serve in that role.
- Assemblymember **Shirley Weber** was elected in 2012 and was recently appointed as Chair of the Assembly Committee on Elections and Redistricting. She attended UCLA where she received her BA, MA and PhD by the age of 26.
- Senator **Kamala Harris**, former California Attorney General, was recently sworn in as the first biracial Jamaican and Indian American in the U.S. Senate. Senator Harris is the first African American and first woman to serve as Attorney General of California and the second African American woman to be elected to the United States Senate in history.



US Representative Karen Bass, US Representative Maxine Water, State Senator Holly Mitchell, Former US Congresswoman Yvonne Brathwaite Burke with daughter State Assemblymember Autumn Burke and US Senator Kamala Harris.

Commission Advancing Policy

California Pay Equity Task Force



Labor Commission Julie Su and Employment Lawyer Lauri Damrell, co-chairs of the California Pay Equity Task Force engage with Task Force members in Southern California at the Orrick location in Los Angeles.

The California Pay Equity Task Force subcommittees convened on January 19th and January 20th to discuss concepts, tools and strategies. On Thursday, January 19th, the Measuring the Pay Gap, Evaluating Job Classifications, Systems and Functional Infrastructure and Human Resources subcommittees convened. On Friday, January 20th, the Deliverables, Enforcement, Policy and Practice subcommittees convened. The most recent meeting was Wednesday, February 1st for the Definitions and Planning subcommittees. The first full Task Force meeting of the year will take place Thursday, February 16th, in the California State Capitol. For more information visit the Task Force website <http://www.women.ca.gov/CaliforniaPayEquityTaskForce.aspx>

Engaging Girls in STEM



Making the Connection for Action



For more information
visit the California
Department of
Education website

<http://www.cde.ca.gov/pd/ca/sc/engaginggirlsinstem.asp>

The CCSWG will cohost a series of Town Halls with the CA Department of Education to highlight and promote communities proactively engaging women and girls in STEM education and careers.

- LA County – February 22, 2017
Los Angeles County Arboretum and Botanical Gardens
4:30 p.m. – 7:30 p.m.
- Riverside County – April 20, 2017
Riverside County Office of Education, Conference Center
4:00 p.m. – 7:00 p.m.
- San Joaquin County – April 27, 2017
San Joaquin County Office of Education
4:30 p.m. – 7:30 p.m.

Commission Meetings



Chair Lupita Cortez Alcalá and Member-at-Large Karen Nelson listen as Executive Director Nancy Kirshner-Rodriguez reads her Executive Director Report at Executive Committee Meeting.



Member-at-Large Alisha Wilkins with 2nd Vice Chair Lauri Damrell as she discusses the CCSWG 2017 Compilation of Laws pertaining to women in California at the Commission Business Meeting.

The Commission held an Executive Committee Meeting on Monday, January 9th, 2017 and a Commission Business Meeting on Monday, January 23rd, 2017. At the Executive Committee meeting, Commission Chair Lupita Cortez Alcalá, and Members-at-Large Karen Nelson and Alisha Wilkins were present. The Commission Business meeting was attended by all members of the Executive Committee as well as Assemblymember Jacqui Irwin, Senator Holly Mitchell, Senator Hannah-Beth Jackson and Commissioners Marina Illich, Kafi Blumenfield, Katie Buckland and Major Ofelia Alvarez-Willis. Commission staff provided the Commissioners with information regarding the priority initiatives– the CA Pay Equity Task Force and the Engaging Girls in STEM interagency contract with the California Department of Education. The Commissioners also discussed the budgeting and fundraising task plan for 2017. The next Commission Business Meeting will be Monday, March 27, 2017. A full list of Commission Meetings is hosted on our website in the Meeting Archives section at women.ca.gov/AboutUs/MeetingNoticeArchives.aspx.

Commissioners in Action



Chair Lupita Cortez Alcalá speaking at the Stronger California Policy Convening.



First Vice Chair Assemblymember Cristina Garcia speaking at the Planned Parenthood Rally.



Senator Hannah-Beth Jackson speaking at the Stronger California Policy Convening.

FEBRUARY 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1 Pay Equity Task Force Meeting	2	3	4
5	6	7	8	9	10	11
12	13	14 V Day– Violence Against Women	15 Susan B. Anthony Day	16 Pay Equity Task Force Meeting	17	18
19	20	21	22 LA County STEM Town Hall	23	24	25
26	27 Executive Committee Meeting	28				

Announcements

- California Partnership to End Domestic Violence Statewide Domestic Violence Conference in San Diego, March 6-7, 2017. For more information visit <http://www.cpedv.org/>
- AAUW “Enhancing Opportunities for Women in STEM” in Alameda, March 22, 2017. For more information visit <http://alameda-ca.aauw.net/>
- 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 visit their website mwm-ca.org

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March 2017

- In this newsletter
- California Pay Equity Task Force
- Engaging Girls in STEM
- Commission Meetings
- Commissioners in Action

WOMEN'S HISTORY MONTH

National Women's History Month

2017 Theme

“Honoring Trailblazing Women in Labor and Business”

Since 1988, The President of the United States has issued annual proclamations designating March as Women's History Month. This year we celebrate Women Trailblazers in Labor and Business. A trailblazer is a pioneer in her field who leads the way, creating a path for more women to follow. To be the first woman in a discipline is an intimidating feat, yet we all know the impact can be felt for generations. What makes the California women we recognize, so significant is that while their individual achievements are great, their impact on women across the state and nation has been even greater.

Demonstrating that women can succeed in any field, belong in the work force and deserve to be treated fairly leads to more opportunities for women's advancement and shows every woman and girl that she can be what she can imagine. Her potential is only limited by the boundaries of her imagination. Though we know that the value of women's labor is not always appreciated nor compensated fairly, the influence of collective contributions always outweighs the monetary gain of an individual.

Let us celebrate the strides women have made in labor and business and look forward to everything yet to be accomplished. For more information about Women's History Month, visit the Library of Congress Women's History Month webpage at www.womenshistorymonth.gov or visit the National Women's History Project at www.nwhp.org.



Yvonne Walker, President of SEIU Local 1000, National Women's History Project 2017 Honoree

Sally Ride, physicist and astronaut, the first American woman in space

Dolores Huerta, labor and civil rights activist and co-founder of the United Farm Workers

Maria Contreras-Sweet, founder of ProAmerica Bank, and 24th Administrator of the Small Business Administration

Commission Advancing Policy

California Pay Equity Task Force

The California Pay Equity Task Force held a convening on Thursday, February 16th, at Orrick, Herrington & Sutcliffe, LLP in Sacramento with teleconference locations at Orrick San Francisco and Orrick Los Angeles. The Task Force discussed the Interim report, will be released on April 4th Equal Pay Day. The next Task Force meeting will be March 16th in Sacramento with teleconference locations. Please check our website for updated information.



Engaging Girls in STEM



Students explore the Share-a-Thon



MWM-CA STEM Ambassador talks with students about a future in STEM

On Wednesday, February 22nd, the Commission cosponsored the first Engaging Girls in STEM Town Hall with the CA Department of Education and hosted by the Los Angeles County Office of Education. The Town Hall was held at the Los Angeles County Arboretum. Over 100 students from local elementary, middle and high schools in Los Angeles County joined us to explore science opportunities. Commissioner Katie Buckland addressed the conference. The girls had the opportunity to speak with experienced STEM professionals and STEM Ambassadors. Million Women Mentors—California representative Michelle Flowers Taylor, University of Southern California, shared her experiences with students and offered resources for their journeys in STEM. The town hall is the first of three scheduled events to take place across California. Join us for an upcoming town hall listed below:

- Riverside County – April 20, 2017
Riverside County Office of Education,
Conference Center 4:00 p.m. – 7:00 p.m.
- San Joaquin County – April 27, 2017
San Joaquin County Office of Education
4:30 p.m. – 7:30 p.m.

Commission Business

The Commission will hold an Executive Committee and Commission Business Meeting on Monday, March 27th at 10 am in Sacramento at the California State Capitol.

Items to be discussed include:

- ◆ Pay Equity Task Force Interim Report
 - ◆ Engaging Girls in STEM Town Halls and Women and Girls in STEM WEEK
 - ◆ Commission Operations.
- For more information visit women.ca.gov.

Commissioner Lauri Damrell, 2nd Vice Chair of the Commission, provided testimony to a Joint Informational Hearing of the Assembly Committee on Accountability and Administrative Review, Assembly Committee on Public Employees Retirement and Social Security, & CA Legislative Women's Caucus on February 22, 2017. Executive Director Nancy Kirshner Rodriguez also provided testimony regarding the work of the Commission. Please follow the link below to watch the hearing:

<https://youtu.be/k8EhyHEKYzo>

Commissioners in Action



Julie Su is the California Labor Commissioner, appointed by Governor Jerry Brown in April 2011, overseeing over 500 staff in 18 offices across the state for the Division of Labor Standards Enforcement (DLSE) under the Department of Industrial Relations. Commissioner Su is a MacArthur Foundation "Genius" and a nationally recognized expert on workers' rights and civil rights who has dedicated her distinguished legal career to advancing justice on behalf of poor and disenfranchised communities. Before her appointment as the Labor Commissioner, Julie Su was a civil rights attorney for 17 years. As a CCSWG Commissioner, Julie Su serves as a co-chair of the California Pay Equity Task Force.



Senator Holly J. Mitchell speaking at the MFG Repeal Celebration hosted by the Women's Foundation of California



Commissioner Katie Buckland speaking on behalf of the Commission at the Engaging Girls and Young Women in STEMLA County Town Hall



Senator Hannah-Beth Jackson presenting the James Irvine Foundation Leadership Award to Julia Wilson of One Justice

MARCH 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8 International Women's Day	9	10	11
12	13	14	15 Asian American Women's Equal Pay Day	16	17	18
19	20	21	22	23 Mount Saint Mary's University	24	25
26	27 Commission Meeting	28	29	30	31 Cesar Chavez Day	

Announcements

- 2017 Women's Military History Week 6th annual reception in honor of Women's Military History Week, "Women Guaranteeing Our Freedoms." For more information and registration visit <https://www.calvet.ca.gov/WomenVets/Pages/2017-Womens-Military-History-Week.aspx>
- Mount Saint Mary's University 6th Annual Report on the Status of Women and Girls in California™ release. Thursday, March 23, 2017 9 am to 2 pm at the Skirball Cultural Center in Los Angeles. For more information and registration visit <https://www.msmu.edu/status-of-women-and-girls/>.
- The Association of California Commission on Women is holding their annual event in Santa Barbara on April 1st. For more info: accwomen.org

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**CA LEGISLATIVE
WOMEN'S CAUCUS
&
SELECT COMMITTEE
UPDATES**



The
Report
ON THE Status
OF Women
and Girls
IN CALIFORNIA™

2017

OVERVIEW

PREPARED BY

Mount 
Saint Mary's
University
LOS ANGELES

The Report ON THE Status OF Women and Girls IN CALIFORNIA™

2017



OVERVIEW

Mount Saint Mary's University is the only women's university in Los Angeles and it established the first women's leadership program in the western United States. The University is a leading researcher on gender issues throughout California and is recognized nationally for its data-driven approach to gender equity. Mount Saint Mary's produces the annual Report on the Status of Women and Girls in California™, now in its sixth year, as well as similar reports for cities, counties, women's commissions and community organizations throughout the state. In addition, Mount Saint Mary's plays a critical role as a convener for leadership training and discussions for timely issues affecting women and girls. The University hosts three annual women's events: The Report on the Status of Women and Girls in California™ research release, the Women's Leadership Conference and Ready to Run™, a nonpartisan campaign training for women.

The Center for the Advancement of Women at Mount Saint Mary's University was launched in 2016 to build upon these initiatives. The Center provides Mount Saint Mary's with vital data and training to support advocacy and action that improve the lives of women, girls and families in diverse communities throughout the state.

Many of the statistics highlighted here are indicators of gender equity. Looking back over the past five years, we note where conditions for women have remained the same, become better or become worse.

SAME 

BETTER 

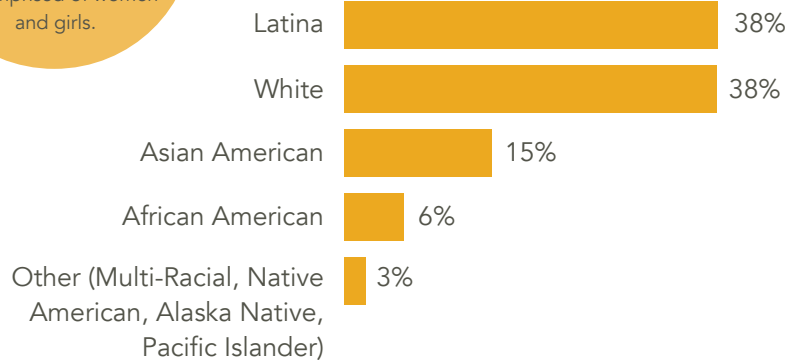
WORSE 

DEMOGRAPHICS

50%

of California's population is comprised of women and girls.

19.7 MILLION
women and girls in California



Nearly two-thirds of California women were employed in 2015.

7%

of California women in the labor force were unemployed in 2015, slightly higher than the national rate of 5.8%.

38% of California's immigrant female population is from Mexico.

5%

of California's population is comprised of male and female veterans.

165,000


Number of female veterans in California.

10%

Female veterans living in poverty nationwide.

Human trafficking is a growing problem in California.

1,012

human trafficking cases in California as of Sept. 30, 2016. In the previous calendar year there were 979 cases. 

16% of California women and girls live in poverty, which equates to roughly

3 million 

READ THE FULL REPORT: The complete 2017 Report on the Status of Women and Girls in California™ is available at msmu.edu/statusofwomen.

EDUCATION & ECONOMIC WELLBEING

Education is one indicator of progress toward gender equity. When women finish their high school and college education, they are more likely to be empowered, employed and earn higher wages. They break the cycle of poverty.



1 in 3

California women over the age of 25 have a bachelor's or advanced degree. ↑

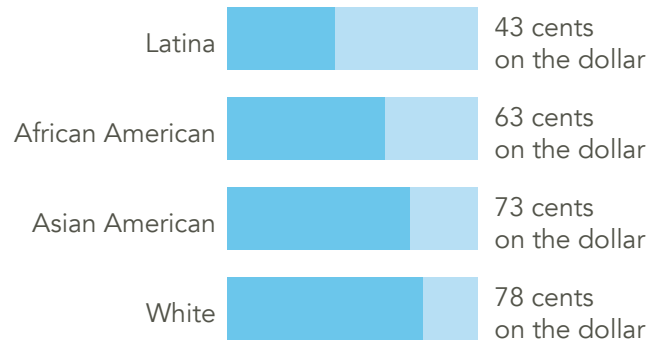
86 cents on the dollar

Gender wage gap for full-time, year-round workers in California. Women earn about \$7,000 a year less than men. ↑

1 in 5

degrees earned by women nationwide in 2014–15 were in computer science (18%) and engineering (20%). ↑

Gender earnings gap by race/ethnicity ↑



Note: Women's earnings compared to White males' earnings.

1.5 million ↑

Number of women-owned businesses in California.

60%

of businesses owned by women in California in 2016 are owned by women of color, up from 45% in 2007. ↑

California is home to the most women-owned businesses of any single state.

LEADERSHIP

Research shows that government bodies and organizations do better (e.g., are more innovative and deliver better results) when women lead or are part of inclusive leadership teams.

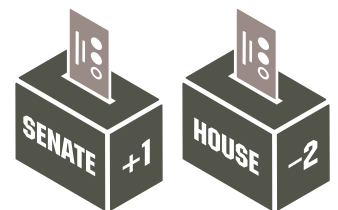


22%

Female representation in the 2017 California State Legislature. Women lost a total of four seats. ↓

19% of the 2017 U.S. Congress is comprised of women. →

10 Number of Latina representatives in the 2017 state legislature, doubling in number. ↑



In 2016, the California delegation maintained its record of two female senators, but lost two seats in the House previously held by women. ↓

Categories where equity has remained the same →, become better ↑, or become worse ↓.

LEADERSHIP *(continued)*

432 director seats in California's Fortune 400 companies are held by women. 
out of 3,260

Among the 400 largest companies headquartered in California, only

4% 

have a woman serving as CEO.




Percentage of board seats of Fortune 1,000 companies in the nation held by women in 2016, a slight increase from 19% in 2015 and up from 15% in 2011. 

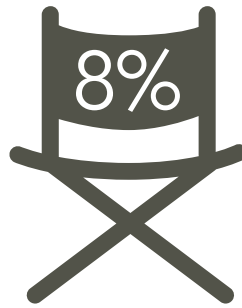
MEDIA

The Geena Davis Institute on Gender in Media at Mount Saint Mary's University is the only research-based organization working directly with media and entertainment companies to improve how girls and women are reflected in media targeting children 11 and under.



2.2:1

For every 2.2 male characters, there was one female character in the 100 top-grossing films of 2015. 




Percentage of women directing the 100 highest-grossing films in 2015. 

In 2007, only **3%** of the top 100 films were directed by women.

HEALTH

Mount Saint Mary's University is proud to launch a comprehensive wellness movement in 2017 that will empower our community to make healthier decisions. Physical and mental health affect every aspect of life. The happier, safer and healthier girls are, the more prepared they are to reach personal goals and overcome adversity.


Women in California outlive their male counterparts with a life expectancy of

83.5 years. 

Only **17%** of women in the U.S. get the recommended amount of physical activity per day. 



of California women have only one serving or less of fruits and vegetables per day.

An estimated **46%** of Californians have an undiagnosed diabetes or a prediabetic condition. 

24% of California women are obese. 

DOWNLOAD THE REPORT

Download the complete 2017 Report on the Status of Women and Girls in California™ at msmu.edu/statusofwomen. For more information about this report, please contact Emerald Archer, PhD, director of the Center for the Advancement of Women at Mount Saint Mary's University, at 213.477.2544.

 /MSMUStatusOfWomen

2017 CALIFORNIA OVERVIEW SOURCES

American Express OPEN Report	National Human Trafficking Resource Center
California State Legislature	State of California, Department of Education; Department of Justice; Department of Public Health; Department of Veterans; Secretary of State
Center for American Women and Politics, Rutgers, The State University of New Jersey	University of California, Davis, School of Management
Center for the Study of Women in Television and Film, San Diego State University	UCLA Center for Health Policy Research
Coalition to Abolish Slavery and Trafficking	USC Media, Diversity and Social Change Initiative
Economic Policy Institute	U.S. Census Bureau, American Community Surveys
Geena Davis Institute on Gender in Media at Mount Saint Mary's University	U.S. Department of Education
Los Angeles Times	U.S. Department of Veterans Affairs
	2020 Women On Boards

This Report is made possible, in part, by the support of the following:

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ABOUT MOUNT SAINT MARY'S UNIVERSITY

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 equity, its innovative health and science programs, and its commitment to community service. As a leading liberal arts institution, Mount Saint Mary's 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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LOS ANGELES

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