



## advancing issues 50 YEARS and continuing action

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Welcome to **ISSUES & IMPACT**, the newsletter of the California Commission on the Status of Women and Girls. Through this publication we plan to keep you updated on Commission accomplishments and priority initiatives; identify opportunities for collaboration and highlight the achievements of our partners. We hope you will respond to our requests for involvement, communicate your perspectives on major issues you believe we need to address and identify achievements deserving of special recognition.

This California State Agency celebrated our 50th year in late 2015. We also welcomed new Commissioners and staff who worked together to examine our legacy and map out our path forward. Just as we stand on the shoulders of many who came before us and whose battles for equality laid the ground work for confronting the challenges we face today, we look forward to forging new ground and providing state and national leadership. We begin the new fiscal year with a stable budget allocation, a collaborative staff team, and exciting initiatives.

This month we focus on:

- Policy Priorities— Gender Equity in Workplace; STEM Education; Aging
- Budget and Legislation
- Commission Members and Meetings
- Partner Initiatives

Lupita Cortez Alcalá  
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Executive Director

# Advancing Policy

## California Pay Equity Task Force

In July, the Commission will officially launch the California Pay Equity Task Force. This task force will gather diverse stakeholders to discuss and create solutions for employers and workers to support the careful and meaningful implementation of California's Fair Pay Act, SB 358 (Jackson).

**Commissioners Julie Su** and **Lauri Damrell**, co-chairs of the CCSWG Gender Equity in the Workplace and Employment Subcommittee, are leading this effort, working with Policy Director Bethany Renfree. Commissioner Su serves as the California State Labor Commissioner and Commissioner Damrell is a partner at Orrick, Herrington and Sutcliffe LLP focused on employment law. Their expansive knowledge and expertise are crucial components of the Task Force, and we are grateful for their leadership.

The Task Force will consist of employees and their advocates, small and large, employers, as well as the California Chamber of Commerce, policy-makers, experts in human resources and compensation practices, industrial organizational psychologists, labor economists, social scientists, and legal and other experts in the public and private sectors. The Task Force received applications from many highly qualified applicants with a strong interest in pay equity and the work of the Commission. We will soon announce the Task Force members and hold our first convening on **July 22<sup>nd</sup> from 9:00 a.m. – 4:00 p.m. at the Stanley Mosk Library and Courts Building, 914 Capitol Mall, Room 500 in Sacramento.** The Commission's [website](#) will have up-to-date information.



## Important Dates:

First Convening:

*July 22, 2016*

*Sacramento, CA*

Second Convening:

*August 19, 2016*

*Sacramento, CA*

Third Convening:

*October 24, 2016*

## Mind the Gap

In late April, at Gap headquarters we joined lead organizers San Francisco Department on the Status of Women, Bay Area Council, Gap Inc., and the U.S. Department of Labor Women's Bureau, as well as, Bay Area Women's Network, Orrick, FemResources Deloitte, AAUW, WorldWideWomen, at the Mind the Gap conference. Two key speakers were Commissioners Lauri Damrell and Julie Su. Commissioner Lauri Damrell spoke on the "How to Lead on Equal Pay" panel, along with Google. Commissioner Damrell gave a presentation on the CA Fair Pay Act and how employers can approach implementing the new law. Commissioner Julie Su gave the closing remarks on the challenges facing women in the fight for equal pay. The conference brought together professionals within the private and public job sector, and also featured speakers from companies and organizations such as Glassdoor, Tumml, and UC Hastings Center for Work life Law.



# 50 YEARS OF IMPACT



## Women, Aging and Poverty in California 2016

On June 3rd, the Commission partnered with the California Commission on Aging and the California Women's Law Center to present the Aging, Women and Poverty Forum at the Skirball Cultural Center in Los Angeles, CA. The Forum featured a range of speakers providing valuable insight about aging women in California, their struggles with economic security, and the policies that can prevent or produce these inequalities.

**Commissioner Kafi D. Blumenfield** moderated the panel Elder Justice: Leveling the Playing Fields for our Mothers and Grandmothers. This panel discussed the policies that perpetuate inequality and elder abuse. The speakers on this panel included leaders from the California Elder Justice Coalition, and Advocates for African American Elders.

**Commissioner State Senator Carol Liu** was recognized and honored for her work in the Senate and Assembly and for her lifetime of public service. Commissioner Liu is the Chair of the Select Committee on Aging and Long Term Care and throughout her career she has worked tirelessly to improve and preserve essential services for the elderly, low-income, disabled, and other at-risk populations.

**Senate President pro Tempore Kevin de León** was a keynote speaker for the luncheon. He congratulated Commissioner Liu for all of her work in public service and spoke on the importance of retirement security.

**Executive Director Nancy Kirshner-Rodriguez** was honored to present her with a gift on behalf of the three organizations.

A report will be issued within the upcoming weeks, detailing the policy recommendations necessary to provide aging women in California the support needed to enter their golden years with dignity. Program materials, including an agenda and a short documentary, can be viewed [here](#).



## State Budget Updates

Here in Sacramento, the fiscal year concluded with the State budget passed on time and included significant victories such as the repeal of the CalWORKS Maximum Family Grant (MFG) rule and increased state-subsidized child care. Governor Jerry Brown agreed to include funds to cover the \$220 million annual costs for the repeal of MFG rule in the state's 2016 Budget Act. Commissioner and Senator Holly Mitchell (D-Los Angeles) has worked tirelessly for years to ensure the repeal of the MFG rule. We congratulate her and many advocates led by Jessica Bartholow of the Western Center on Law and Poverty for their success on behalf of the women and children of California.

State-subsidized child care has also been given increased funding through the 2016 Budget Act; it will provide a \$145 million increased investment this year, building up to over \$500 million over the next 4 years to state-subsidized child care providers. Congratulations to the Legislative Women's Caucus for this victory to benefit working families in California, and to our Commissioners Senator Hannah-Beth Jackson (D-Santa Barbara), chair of the Legislative Women's Caucus, and Assemblymember Cristina Garcia (D-Bell Gardens), Vice-Chair of the Legislative Women's Caucus and the Commission.





## Spotlight on State Senators

Our 17 member Commission appointed by the Governor, Speaker and President Pro Tempore includes women leaders with proven records of dedication fighting for the rights and well-being for women and girls. Every month we will spotlight the accomplishments of Commissioners.

### Commission Meetings

On Monday June 13th, the Commission held both an Executive Committee and Full Commission meeting. Commissioners participating in Sacramento included: Lauri Damrell, Assemblymember Cristina Garcia, Marina Illich, Assemblymember Jacqui Irwin, Alisha Wilkins, and Chair Lupita Cortez Alcalá. Participating from telephonic locations: Kafi Blumenfield, Senator Carol Liu, and Major Ofelia Alvarez-Willis.

Commissioners approved staff plans for expending CCSWG program dollars and hiring of our final staff member. The next meeting will take place August 8th in Sacramento. For more information visit our website [here](#).

### Partner Organizations

The Women's Policy Institute, an initiative of the California Women's Foundation is now accepting applications for their public policy advocacy program. This is a year long program designed to give training to future policy advocates. Women and transgender community organizers are encouraged to apply. For more information click [here](#).

Million Women Mentors CA is looking for mentors! MWM works to increase the number of women and girls in STEM through mentorships. All professionals are welcome! To register as a mentor click [here](#).

Interested in sharing your news with our supporters? Send an email to [stephanie.flores@women.ca.gov](mailto:stephanie.flores@women.ca.gov) to have your message featured in our newsletter.



**Senator Carol Liu**, 25th District, Elected to the Assembly in 2000 and to the Senate in 2008, Senator Liu has dedicated 16 years to the State legislature. She made history as the first Asian American woman to be elected to the CA State Senate. She serves as the Chair of the Senate Education Committee and the Senate Select Committee on Aging and Long Term Care. As Chair, she recently introduced SB 915 to establish the California Center on Teaching Careers to address our state's teacher shortage. Before entering politics, she was an educator for 17 years working in public schools. Senator Liu will be retiring this year, and we would like to thank her for her lifelong service to the people of California and for her tireless efforts to improve our wellbeing.



**Senator Holly Mitchell**, 30th District, Elected to the Assembly in 2007 and to the Senate in 2014, Senator Mitchell has been a devoted public servant passing legislation to fight poverty for women and girls in California. Prior to her election to the Assembly she served as Chair of the Commission. In the Senate, she founded the Senate Select Committee on Women and Inequality. She is the Treasurer for the Legislative Black Caucus, and former Chair. She tirelessly spearheaded efforts to repeal the Maximum Family Grant rule and introduced SB 1001 to prevent document abuse for low wage workers. Senator Mitchell is a fearless advocate for social justice and we are proud to have her on our team again.



**Senator Hannah-Beth Jackson**, 19th District Elected to the Assembly in 1998, and to the Senate in 2012, Senator Jackson has dedicated her life to public service. Senator Jackson's first term on the Commission was as a public member appointee in 1978. She is the Chair of the Legislative Women's Caucus where she has championed key legislation for women's rights

such as affirmative consent bills and Title IX. She is the author of SB 358, the California Fair Pay Act, the strongest equal pay law in the country. Senator Jackson recently authored SB 1005, a marriage equality bill to modernize language in California's code sections to reflect marriage equality. Senator Jackson is strong defender of women in California and we are grateful for her dedication.

# JULY 2016

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4 Independence Day	5 Ramadan Ends	6	7	8 First Day of the California State Fair	9
10	11 <u>World Population Day</u>	12	13	14	15	16
17	18 Nelson Mandela Day	19	20 <u>Why Every STEM Professional Needs A Mentor</u>	21 <u>CCSWG Nominating Committee</u>	22	23
24/31 Last Day of the California State Fair	25	26	27	28	29 <u>Pay Equity Task Force meeting</u>	30 World Day Against Trafficking in Persons

## Our Team!



Jonar Bocalbos is our summer intern from Valley High School in Sacramento. Jonar comes to us through [Improve Your Tomorrow](#), a college prep program for young men of color.



### Bethany Renfree

Policy Director

[Bethany.Renfree@women.ca.gov](mailto:Bethany.Renfree@women.ca.gov)



### Stephanie Flores

Communications and Outreach Adviser

[Stephanie.flores@women.ca.gov](mailto:Stephanie.flores@women.ca.gov)



Chloe Kuske is our summer intern from American University in Washington D.C. Chloe is a Sacramento native who served as the Chair of the Youth Commission in high school and previously interned for Congresswoman Doris Matsui.

### Marian Johnston

Legal Counsel

[Marian.Johnston@women.ca.gov](mailto:Marian.Johnston@women.ca.gov)

### Tonya D. Lindsey, Ph.D.

Senior Research Consultant

[Tonya.Lindsey@library.ca.gov](mailto:Tonya.Lindsey@library.ca.gov)