**NOTICE OF MEETING**

**California Commission on the Status of Women and Girls**

**November 10, 2015**

**3:00 p.m.**

State Capitol Room 2040

Sacramento, CA 95814

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:

|  |  |  |
| --- | --- | --- |
| 799 Moorpark Ave.  Moorpark Senior Center  Moorpark, CA 93021 | 50 Park Terrace, Business Center  Christchurch, 8001, New Zealand | 100 Paseo de San Antonio, Suite 319 San Jose, CA 95113 |
| 11800 Foothill Blvd.  Los Angeles, CA 91342 | 2001 Point W Way, Business Center Sacramento, CA 95815 | 11201 Benton Street  Loma Linda, CA 92357 |
| County of Riverside Third District - French Valley Office  37600 Sky Canyon Drive  Murrieta, CA 92563 | Manhattan City Library  Library Community Room  1320 Highland Ave.  Manhattan Beach 90266 | State Capitol, Room 5080, Sacramento, CA 95814 |
| 7000 West Third Street  Los Angeles, CA 90048 |  |  |

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. The meeting may be cancelled without notice. For verification of the meeting, access the Commission’s website at [*www.women.ca.gov*](http://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 – Nancy Kirshner Rodriguez

III.               Establish Quorum – Approve Agenda – Chair

IV.               Approve Minutes of May 20, 2015 and October 22, 2015 Meetings – Chair **TAB A**

V. Election to Fill Vacancies **TAB B**

* Nominations from the Floor

VI. Subcommittee Reports **TAB C**

* + Gender in the Workplace & Employment, Wage Gap
  + STEM
  + Sexual Assault/Family Violence
  + Women in the Military, Veterans and Military Families
  + Legislation and Research

VII.            Public Comment – including matters not on the agenda\*

VIII.             Closed Session if necessary

* 1. *If necessary, consideration of personnel matters pursuant to Government Code section 11126(a) (1).*
  2. *If necessary, consideration of potential litigation matters pursuant to Government Code section 11126(e) (1).*

IX.        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.*

*Please contact Nancy Kirshner-Rodriguez at 916-651-5405 or* [*nancy.kirshnerrodriguez@women.ca.gov*](mailto: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. 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 Commission, in accordance with State or Federal law, should contact Ms. Kirshner-Rodriguez at 916-651-5405 not later than five (5) business days before the noticed meeting day.*

**TAB A**

**LUPITA CORTEZ ALCALA** – Acting Chair

Appointing Authority: Superintendent of Public Instruction

Type: Public

Re-Appointed: 1/11/2011 Term: Pleasure

**GEENA DAVIS THE HONORABLE HANNAH-BETH JACKSON** -

Appointing Authority: Governor Appointing Authority: Senate Committee on Rules

Type: Public Type: Member of the Senate

Re-Appointed: 7/3/2014 Term: 7/1/2018 Appointed: 3/13/2013 Term: Pleasure

**KAFI BLUMENFIELD HONORABLE CAROL LIU**

Appointing Authority: Speaker of the Assembly Appointing Authority: Senate Committee on Rules

Type: Public Type: Member of the Senate

Appointed: 7/9/2015 Term: 7/1/2019 Appointed: 3/4/2009 Term: Pleasure

**THE HONORABLE NORA CAMPOS** - 2nd Vice Chair **KAREN NELSON** – Member-at-Large

Appointing Authority: Speaker of the Assembly Appointing Authority: Governor

Type: Member of the Assembly Type: Public

Appointed: 2/14/2013 Term: Pleasure Re- Appointed: 8/29/2014 Term 7/1/2018

**LAURI DAMRELL** – Member-at-Large **JULIE SU**

Appointing Authority: Governor Authority: Labor Commissioner

Type: Public Type: Statutory

Re-Appointed: 7/31/2015 Term: 7/1/2019 Appointed: 2/22/2011 Term: N/A

**MARTHA M. ESCUTIA ALISHA WILKINS**

Appointing Authority: Senate Committee on Rules Appointing Authority: Governor

Type: Public Type: Public

Appointed: 7/1/2013 Term: 7/1/2017 Re-Appointed: 7/31/2015 Term: 7/1/2019

**THE HONORABLE CRISTINA GARCIA MAJOR OFELIA ALVAREZ-WILLIS M.D.**

Appointing Authority: Speaker of the Assembly Appointing Authority: Governor

Type: Member of the Assembly Type: Public - Veteran or Member of the Military

Appointed: 1/6/2014 Term: Pleasure Re-Appointed: 7/31/2015 Term: 7/1/2019

**MARINA ILLICH KATIE BUCKLAND -** Commissioner

Appointing Authority: Governor Appointing Authority: Governor

Type: Public Type: Public

Re-Appointed:7/31/2015 Term: 7/1/2019 Appointed: 10/01/2015 Term: 7/1/2019

**THE HONORABLE JACQUI IRWIN** -Commissioner **THE HONORABLE HOLLY MITCHELL** Commissioner

Appointing Authority: Speaker of the Assembly Appointing Authority: Senate Committee on Rules

Type: Member of the Assembly Type: Member of the Senate

Appointed: 1/29/2015 Term: Pleasure Appointed: 7/08/2015 Term: Pleasure

**Nancy Kirshner-Rodriguez**, Executive Director

[Nancy.KirshnerRodriguez@women.ca.gov](mailto:Nancy.KirshnerRodriguez@women.ca.gov) *(Updated: November 5, 2015)*

**Approved 2016 Schedule of Meetings**

2nd Monday of the Month (1st Monday in March due to Women’s History Month)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Date** | **Time** | **Location\*\*** | **Full or Executive** |  |
| Monday January 11,2016 | 3:00 pm | Sacramento | Full Commission |  |
| Monday February 8, 2016 | 3:00 pm | Sacramento | Executive Committee |  |
| Monday March 7th and Tuesday March 8th, 2016 | 3:00 pm | Sacramento | Full Commission |  |
| Monday, April 11, 2016 | 3:0 pm | Sacramento | Executive Committee |  |
| Monday May 9, 2016 | 3:00 pm | Sacramento | Full Commission |  |
| Monday June 13, 2016 | 3:00 pm | TBD | Executive Committee |  |
| July 2016 | No meeting | \_\_\_\_\_\_\_\_\_ | Legislative Recess |  |
| August 8, 2016 | 3:00 pm | Sacramento | Full Commission |  |
| September 12, 2016 | 3:00 pm | TBD | Executive Committee |  |
| October 10, 2016 | Times TBD | TBD | Strategic Planning –Columbus day |  |
| November 2016 | No Meeting | \_\_\_\_\_\_\_\_\_\_ | Legislative Recess |  |
| December 12, 2016 | 3:00 pm | TBD | Hearing or Forum |  |

\* Telephonic locations with public notice will also be included as needed.

**TAB B**

**California Commission on the Status of Women and Girls**

1. By-Laws
2. **POWERS, AUTHORITY, AND FUNCTIONS**
   1. **Powers and Authority.** The Commission on the Status of Women ("Commission") shall have the powers and authority set forth in Government Code sections 8244 and 8246, as amended from time to time, and such other powers and authority as the California Legislature (“Legislature”) shall from time to time establish.
   2. **Functions.** The Commission shall:

a. Advise the Legislature and the Governor on matters of particular concern to women;

b. Initiate, promote, and take appropriate steps to inform the public about legislation and proposed legislation affecting women;

c. Collect and disseminate information on issues of concern to California women;

d. Coordinate group and individual activities throughout the state regarding Commission programs and priorities;

e. Provide technical and consultative assistance and advice on matters relating to the needs of California women; and

f. Perform such other functions as are set forth in Government Code, section 8245, as amended from time to time.

1. **MEMBERS**

2.1 **Members.** The members of the Commission (individually, "member" or "Commissioner;" collectively, "members" or "Commissioners") shall be those individuals designated in Government Code section 8241, as amended from time to time.

2.2 **Term.** The terms of office of the members of the Commission shall be as set forth in Government Code sections 1774, 1774.2, and 8241, as amended from time to time.

2.3 **Compensation.** Public members of the Commission shall be entitled to reimbursement for expenses incurred in the performance of Commission business and the per diem set forth in Government Code section 8242, as amended from time to time.

2.4 **Commissioners' Activities.** Commissioners shall:

a. Attend Commission meetings;

b. Participate in project development and implementation;

c. Serve on committees;

d. Represent the Commission as requested by public invitation; and

e. Work with the Legislature and the Governor's office to advocate the Commission's legislative priorities.

1. **MEETINGS**

3.1 **Regular Meetings.** Regular meetings of the Commission shall be held no less than four (4) nor more than twelve (12) times during any fiscal year of the Commission.

3.2 **Special Meetings.** Special meetings of the Commission may be called by the Chairperson (as Hereinafter defined) or by a written request signed by any five (5) Commissioners and sent to the Chairperson (with a copy to the executive director of the Commission ("Executive Director")) no less than two (2) weeks prior to the date of the meeting. The written request shall contain an agenda of all items to be discussed and/or acted on at such meeting.

3.3 **Date and Location of Meetings.** The date and location of all regular meetings of the Commission shall be set by the Commission, subject to modification by the Executive Committee (as hereinafter defined) only in the event of a subsequent change of circumstances which could not have been anticipated at the time the Commission set such meeting date. The time of any regular meeting of the Commission shall be set by the Chairperson (as hereinafter defined). The time, date, and location of any special meeting of the Commission called by the Chairperson shall be set by the Chairperson. The time, date, and location of any special meeting requested by five (5) or more Commissioners may be designated by such Commissioners in their request for the meeting, or if no such designation is made, then the time, date, or location of such meeting not so designated shall be determined by the Chairperson. The time, date, and location of any committee or subcommittee meeting shall be determined by the chairperson of such committee or subcommittee.

3.4 **Quorum and Actions in the Absence of a Quorum.**

1. **Commission meetings.** The presence of a majority of Commissioners holding Commission positions designated in Government Code section 8241, as amended from time to time, which are not currently vacant, shall constitute a quorum for the conduct of business at any meeting of the Commission. In the event of the absence of a quorum or the loss of a quorum at any Commission meeting, an ad hoc committee comprised of Commissioners present may vote to recommend actions to be taken by the Commission on agenda items. Action shall be taken by the Commission on any recommendation made by an ad hoc committee of Commissioners constituted pursuant to the preceding sentence at the next regularly scheduled meeting of the Commission at which a quorum is present. In the event a recommendation is made by an ad hoc committee as provided in this section 3.4a., the minutes of such committee meeting shall contain a summary of the discussion preceding the vote on the recommendation. The Chairperson (as hereinafter defined) or, in her or his absence, the Vice-Chairperson (as hereinafter defined) shall serve as chairperson of such ad hoc committee.

b. **Committee meetings.** A majority of the members of a committee or, where applicable, a subcommittee, shall constitute a quorum for the conduct of business at any committee or subcommittee meeting. In the event of the absence of a quorum or the loss of a quorum at any committee or subcommittee meeting, an ad hoc committee comprised of the members of such committee or subcommittee who are present may vote to recommend action to be taken by such committee or subcommittee on agenda items. Action on any recommendation made by such ad hoc committee shall be taken by the committee or subcommittee to which the ad hoc committee is making the recommendation in the same manner as is set forth in section 3.4a. above for action on recommendations by an ad hoc committee of Commissioners and the chairperson of such committee or subcommittee shall serve as chairperson of such ad hoc committee.

c. **Notice of Meetings.** Notice of any regular or special meeting of the Commission or of any committee of the Commission consisting of more than two (2) individuals shall be sent by the Executive Director to the public and to each Commissioner at least ten (10) days prior to the date of the meeting as provided in Government Code section 11125, as amended from time to time. Any

and all information required to be included in the notice of a special meeting called by the Chairperson (as hereinafter defined) and any and all information required to be included in the notice of a meeting of any committee or subcommittee consisting of more than two (2) individuals, shall be transmitted to the Executive Director no less than twelve (12) days prior to the date of any such meeting if by telephone, or no less than two (2) weeks prior to the date of any such meeting if by mail, to enable the Executive Director to timely notice the meeting. All meeting notices shall set forth the time, date, and location of the meeting and shall contain an agenda listing the items to be discussed and/or acted on at such meeting. All notices of Commission, committee, and subcommittee meetings shall contain a notation that in the event a quorum is not present to meet as such Commission, committee, or subcommittee, the Commissioners who are in attendance shall meet as an ad hoc committee of Commissioners, committee members, or subcommittee members present, as the case may be to conduct the business contained in the agenda and to vote to recommend actions for the Commission, committee, or subcommittee.

d. **Business to be Conducted at Meetings.** The business to be conducted at any Commission, committee, or subcommittee meeting shall be as set forth in the agenda provided with the notice of such meeting. As provided in Government Code section 11125, no action may be taken on any item that was not included in the agenda for such meeting.

e. **Attendance.** Notification shall be sent forthwith to the appointing authority whenever any public member fails to attend, without good cause, three (3) regularly scheduled meetings in a 12 month period, beginning the 12 month period with the first absence. “Good cause” is defined as illness, absence from the state, death of a family member or court appearance.

f. **Voting.** Voting shall be by a show of hands or by roll call, except that any vote for the election of an officer or officers of the Commission shall be by roll call, only, as provided in Sections 4.6 and 5.3 below. The basic requirement for approval of an action is a majority vote which is “more than half” of the votes cast by persons legally entitled to vote.

g. **Conduct of Meetings.** All meetings shall be conducted in accordance with any and all applicable laws, these by-laws, and Robert's Rules of Order, Newly Revised, as amended from time to time; provided, however, that in the event of a conflict between these by-laws and Robert's Rules of Order, Newly Revised, as amended to the date thereof, the provisions of these by-laws shall control.

**IV. OFFICERS AND DUTIES**

4.1 **Officers**. The officers of the Commission shall be a chairperson, ("Chairperson"), a vice-chairperson ("Vice Chairperson"), a second vice-chairperson, ("Second Vice Chairperson"), a member-at-large ("Member-at-Large"), and a second member-at-large ("Member-at-Large").

4.2 **Term.** The term of office for the officers of the Commission shall commence immediately terminate upon the adjournment of the following Election Meeting (as hereinafter defined). No Commissioner shall simultaneously hold more than one of the offices designated in section

4.3 **Duties of the Chairperson.** The Chairperson shall:

a. Preside at all meetings of the Commission;

b. Appoint the members of all committees of the Commission, except the Executive Committee (as hereinafter defined);

c. Designate the chairperson of each committee other than the Executive Committee;

d. Provide leadership in fulfilling the Commission's mandate;

e. Work regularly with the Executive Director;

f. Work with the Legislature and the Governor's office to maintain lines of communication;

g. Serve as liaison with the public; and

h. Serve as the chairperson of the Executive Committee (as hereinafter defined) and as an ex-officio, non-voting, member of all committees.

4.4 **Duties of the Vice-Chairpersons.** The Vice-Chairpersons shall:

a. In the absence of the Chairperson, preside at Commission meetings and perform such additional duties as are required by the Commission and necessitated by the absence of the Chairperson;

b. Serve as acting Chairperson in the event of a vacancy in the office of Chairperson;

c. Serve as members of the Executive Committee (as hereinafter defined); and

d. Perform such other duties as the Chairperson may deem necessary and may request to facilitate the conduct of the Commission's business.

4.5 **Duties of the Members-at-Large.** The Members-at-Large shall:

a. Serve as members of the Executive Committee (as hereinafter defined); and

b. Perform such other duties as the Chairperson may deem necessary and may request to facilitate the conduct of the Commission's business.

4.6 **Vacancies.** Notwithstanding any other provision contained in these by-laws, any vacancy in an officer position which occurs during an unexpired term of office shall be filled by the Chair, or Acting Chair, until an election can be held at the first regularly scheduled Commission meeting following the occurrence of such vacancy. At such meeting, the acting Chairperson shall take nominations from the floor to fill such vacant position(s). The election of such officer(s) shall then be conducted by a roll call vote.

**V. ELECTION OF OFFICERS**

5.1 **Election Meeting.** Except as provided in section 4.6 above, all officers of the Commission shall be elected in accordance with the provisions of this Article V at a regular meeting of the Commission which will be held when feasible during the first quarter of the Commission's fiscal year ("Election Meeting").

5.2 **Nominations.** No later than June 30 of any fiscal year of the Commission, the Chairperson shall appoint a nominating committee ("Nominating Committee") which shall be comprised of no less than three (3) nor more than five (5) Commissioners. A minimum of one member of such Nominating Committee shall be a member of the current Executive Committee (as hereinafter defined). The Nominating Committee shall select a slate of officers. The Nominating Committee's suggested slate of officers shall be made available to each member of the Commission no less than two (2) weeks prior to the Election Meeting. Additional nominations may be submitted by any member of the Commission; provided, however, that any such additional nomination(s) shall be submitted in writing to the current Chairperson and to the chairperson of the Nominating Committee no less than seven (7) days prior to the Election Meeting. Notwithstanding any other provision contained herein, however, nominations may be made from the floor at any Election Meeting if two-thirds (2/3) of those Commissioners present at such meeting vote to open such meeting to nominations from the floor.

5.3 **Vote**. The election of officers shall be by roll-call vote.

**VI. COMMITTEES**

6.1 **Generally.** The Commission shall have an executive committee ("Executive Committee"), and such ad hoc committees as are deemed necessary from time to time to carry out the Commission's mandate. As provided in section 4.3b. above, committees shall be appointed by the Chairperson. Subcommittees shall be appointed by the chairperson(s) of the applicable committee(s).

6.2 **Executive Committee.** The Executive Committee shall be comprised of the elected officers of the Commission. At no time, however, shall the Executive Committee consist of less than three (3) or more than five (5) members. The Executive Committee shall make recommendations to the Commission and shall implement policies set by the full Commission.

**VII. FISCAL YEAR**

7.1 **Fiscal Year.** The fiscal year of the Commission shall commence July 1 of each calendar year and shall terminate June 30 of the following calendar year.

**VIII. GOVERNING PROVISIONS; SEVERABILITY**

8.1 **Applicable Laws; Severability.** Any and all applicable laws of any governmental authority or agency having jurisdiction over the Commission are hereby incorporated by reference as if fully set forth herein. In the event of a conflict between such applicable law(s) and any provision of these by-laws, the applicable law(s) shall control and such by-laws provision(s) shall be considered null and void; provided, however, that any and all provisions of these by-laws not so affected shall remain in full force and effect.

**IX. EFFECTIVE DATE; AMENDMENTS**

9.1 **Effective Date.** These by-laws shall be effective upon their adoption at a regularly scheduled meeting of the Commission and shall supersede any and all by-laws previously adopted by the Commission and any and all resolutions adopted by the Commission which may be in conflict with the provisions contained herein.

9.2 **Amendments.** Proposed amendments to these by-laws shall be submitted in writing to the Chairperson. Upon his or her receipt of any such proposed amendment(s), the Chairperson shall immediately appoint a by-laws committee ("By-Laws Committee"). The By-Laws Committee shall review the proposed amendment(s) and shall submit its recommendation as to such proposed amendment(s) for action by the full Commission at its next regularly scheduled meeting. Any such proposed amendment and the recommendation of the By-Laws Committee relative thereto shall be transmitted to the full Commission together with the agenda of the Commission meeting at which such by-laws amendment(s) are to be considered. Notwithstanding any provision to the contrary contained herein, no adoption, amendment, deletion, modification, or ratification of these by-laws shall be effective unless approved by a vote of two-thirds (2/3) of the Commissioners present at a duly called and constituted meeting of the Commission. Nothing herein is intended to, nor shall it, preclude the Chairperson from appointing a By-Laws Committee to review and make recommendations to the Commission regarding the by-laws at any time the Chairperson believes a review of the by-laws may be appropriate.

(as of June 2014)

**TAB C**

* + Gender in the Workplace & Employment, Wage Gap
  + STEM
  + Sexual Assault/Family Violence
  + Women in the Military, Veterans and Military Families
  + Legislation and Research

Diversity, Girls, and Inclusion in STEM

| **Full Name** | **Organization/Agency** | **EDITED Title** | **EDITED Description** |
| --- | --- | --- | --- |
| Nancy McIntyre | Robotics Education and Competition Foundation | Girls Love Robots: Inspiring Girls in STEM | The presenter will discuss highlights of an inspiring California pilot project partnering women engineers, college students, and girls who worked on competitive robotics teams. The successful All Girls Event that brought everyone together at the end of the season will also be highlighted. |
| Jonn Paris-Salb | California Department of Education | STEM: Including Students with Special Needs | Assistive Technology can foster enthusiasm for STEM in special needs populations through greater access to curriculum and information, networking with peers, completing assignments, and participating in class. This workshop also highlights successful leaders in STEM fields with disabilities. |
| Ellis Crasnow | STEM3 Academy | Engineering Success for “Thrice Exceptional” Students: STEM and Autism | “Thrice exceptional” students including those with Autism, are bright and engaged, have social and learning differences, and have an aptitude and a passion for STEM-related activities. Developing those skills throughout their school career promotes vocational success on graduation. A discussion of behaviors and management of behaviors will be presented. |
| Susan Belgrad | Cal State Northridge | How Leading California Women Address the Gender Gap in STEM Majors and Careers | Enrollments in the STEM fields of technology and engineering in colleges continue to reflect girls' perception that engineering coursework, along with other STEM disciplines, are for boys. Women leaders in science, engineering and informal education identify effective programs that promote girls' sense of belonging in all STEM disciplines. |
| Cheryl Farmer | Engineer Your World, The University of Texas at Austin | Integrating Engineering Design, Computational Thinking, and 21st-Century Skills | Engage diverse student populations using an innovative, research-based engineering curriculum in a course approved for A-G credit. Interactive discussions cover how Engineer Your World, developed with funding from the National Science Foundation, satisfies the NGSS for engineering while fostering computational thinking and 21st century skills. |
| Paul de Gennaro | Sacramento City College | Improving Representation in STEM through Novel Assessment and Curricular Interventions | Gain insight into the two-step approach used by Sacramento City College for improving student diversity and outcomes in its STEM courses. Steps include using an alternative recruiting mechanism to help attract "undecided” students and using a novel curricular intervention strategy, aimed at improving skills correlated with long-term STEM success. |
| Elizabeth Wallner | CA Perkins Joint Special Populations Advisory Committee | Systems, Students, Opportunities: Bridging The Gaps! | Join interactive discussions on equity in STEM programs. Discuss how to use data to identify gaps in girls’ and other underrepresented groups’ participation. Learn root causes and research-based solutions for STEM programs as well as Perkins requirements as they relate to equity. |
| Lisceth Brazil-Cruz | University of California, Davis | Igniting the Dream: Supports and Strategies to Diversify STEM Fields | Explore findings from a national research project focused on determining the predictive factors influencing and promoting diverse students to enter STEM fields in academia. Key findings, along with practical tools, will be presented for educators to provide culturally appropriate supports and strategies. |
| Henry Hua | San Bernardino Valley College | Celebrating Women in Mathematics and Science: A STEM Culture | Celebrate ten years of Women in Mathematics and Science (WIMS), a program San Bernardino Valley College developed to share success through STEM careers to hundreds of young women. Using alliances with many stakeholders, WIMS removes cultural boundaries and stereotypes about women in STEM through hands-on activities in cybersecurity, engineering, and mathematics. |
| Cordelia Ontiveros | California State Polytechnic University, Pomona | An Innovative Approach to Recruiting and Retaining Women in Engineering | Cal Poly Pomona's Women in Engineering program began in 2012 with the goal of increasing the number of women in STEM careers. Examine the strategies that the Women in Engineering program uses to recruit, retain, and graduate female engineers and discuss the successful outcomes of the program. |
| Marcella Klein Williams | Somis Union School District | Somis STEAM Family Nights | Hear how Somis Union School District intentionally strengthens the connections between the school, the home, and the community through a series of STEAM Family Nights, which make STEAM more accessible to families, demonstrate the relationship between STEAM education and future careers, and gets families and communities more involved in grades K-8 STEAM learning. |
| Seema Khan | Resource Area for Teaching (RAFT) | Using Project-Based Learning: Culturally Responsive Literature and the Engineering Design Process | Create a culturally responsive classroom using literature, engineering, and Project-Based Learning using grade-level literature to understand problems and relate it to engineering design process. Experience a novel Project-Based Learning approach that requires minimal preparation and easily fits into daily lessons, and leave with plenty of ideas and samples. |
| Hai Hong | Google | Searching for Computer Science: Access and Barriers in U.S. K-12 Education | This two-part presentation explores Google’s: • Research on CS education in the US, including awareness and perceptions among students, parents, and educators; disparities in access; and barriers to offering CS. • CS First, a free Scratch-based program for 4th-8th grade students, run by volunteers through after-school, in-school, and summer programs |
| James Martinez | California State University, Channel Islands | Race, Learning Attitudes, and Achievement: An Inequitable Triad | Learn engaging details from this 12-year, nationally representative, longitudinal study investigating the relationship between developing psychosocial learning attitudes, race, and academic achievement in mathematics for high school students in the United States. |
| Alexis Martin | Level Playing Field Institute | Computer Science Access for Students of Color: Disparities and Opportunities | Only 13 percent of California’s public high schools offer Advanced Placement Computer Science, with additional disparities affecting African American, Latino, and low-income students. Examine inequitable access to computer science courses and discuss actions participants can take to broaden participation in computing for all students. |
| Raquel Pinderhughes | Roots of Success | Preparing Low-income and Minorities for STEM Careers | Learn how Roots of Success, an innovative STEM-based, environmental literacy, and work-readiness curriculum is used nationally by schools and workforce organizations to prepare low-income youth for STEM careers. Roots for Success provides individuals with pathways out of poverty, and contributes to a more racially and economically diverse STEM workforce. |
| Michael Gottfried | University of California Santa Barbara | What Contextual Factors Propel High School Students into Advanced STEM Courses | Policymakers and educators learn about the evidence regarding the impact contextual factors, such as classrooms, mentors, and peers play on advanced placement math and science course taking. Knowing which factors are significant will assist with the evaluation of productive educational environments. |
| Luz Rivas | DIY Girls | Programs and Strategies for Supporting Girls in STEM | The California Girls Collaborative in STEM is a network of programs and organizations that actively support girls in STEM learning opportunities. Panelists share specific resources, program strategies, and approaches drawn from innovative programs that effectively support girls in engaging and learning STEM. |
| Gerri Cole | California State Polytechnic University, Pomona | Femineers: A Model for Attracting and Retaining Girls in STEM | The Femineers Program was created and funded by Cal Poly Pomona's College of Engineering in 2013 to inspire females to pursue STEM in their education and career. The model program can be replicated to build awareness, capacity, and interest in STEM education and STEM careers to promote prosperity in the community. |
| Craig Rusbult | University of Wisconsin | Improve Diversity and Equity with Transfer-Bridges for Problem Solving | In five stages of instruction beginning with non-STEM inquiry, learn how to show students that almost everything in life, including engineering and science, uses a similar creative and critical problem-solving process, which may help more students, across a wider diversity, improve confidence and motivation for STEM. |
| Jonn Paris-Salb | California Department of Education | STEM Skills Disability Focus | The 21st Century brings universal access to a leveled playing field for students with disabilities. This workshop focuses on Assistive Technology opportunities to engage students and open the possibilities for careers in STEM. |
| Celine Liu | Alameda County Office of Education | Mathematics Educational Equity through Family Engagement | Educational equity requires authentic involvement of family and community. Explore key principles of family and community engagement, learn about outreach initiatives supported by the Alameda County Office of Education, and begin planning to involve stakeholders at your own site to ensure that all young people achieve academic success. |
| Nancy Brown | California Academy of Mathematics and Science (CAMS) | Encouraging Girls in STEM | Examine the urgent need for women in STEM and equity issues in STEM. Discover research-based methods of encouraging girls to take higher level math and science classes in high school, majoring in STEM fields in college, and pursuing STEM careers. |
| Connie Mitchell | Nellie N. Coffman Middle School | Exploring Two Paths to Gender Equity in STEM Extracurricular Activities | Highlights regarding gender equity and integration and separate-but-equal pathways from the middle school after school STEM-based clubs that ensure participation and interest of both males and females. Both examples are from middle school but apply to grades K-12. |
| Stephanie Biagetti | California State University, Sacramento | Preparing ALL K-2 Students to Make Sense of Word Problems | Participants will learn various ways to help ALL early elementary students make sense of word problems typically encountered in CCSS-aligned mathematics texts through extended classroom conversations as well as concrete, visual, and numerical representations. Practical activities, question stems, sentence frames, and experiences from implementation will be discussed in depth. |
| Brissa Quiroz | Reedley College | Mi Familia: Three Mexican Engineering Sisters | As the current STEM coordinator at Reedley College, the presenter will share her journey, which includes obtaining a doctoral degree in Environmental Science and Engineering while being a full time mother. She will also share the accomplishments of her sisters as Hispanic engineers. |
| Shin Adachi | Synergy Academies/Girls Who Code | Inspiring Girls to Code with #girlscan | Discover the success of the Girls Who Code program to inspire girls to pursue computer science. See how teachers and administrators may be a part of the solution. to the current gender inequality in computer science education and in the workforce using research-based computer science curriculum relevant to girls. |
| Jesus Esquibel | California State University, Bakersfield | Making STEM Matter: Interactivity of the Digital and Physical World | Reach underserved, migrant, English Learners, and female students through a STEAM program. Take the abstract digital world of programming and computing and make it a tangible cross-curricular experience. Created by California State University Bakersfield faculty and students for outlying districts of Kern County but applicable to any elementary classroom. |
| Ryan Hays | Perris Union High School District | Hack Your Classroom: Building an Equitable Lab on a Budget | An equitable lab is more realistic than you might imagine. Learn to transform cupboards of antique sensors, out-of-date computers, and canned labs to recycled and repurposed resources, labs built for tinkering, and students who build their own futures. An equitable lab is more realistic than you might imagine. |
| Janet Yamaguchi | Discovery Cube OC and LA | Do You See What I See? | Consider the issue of unintentional exclusion of girls within STEM-focused areas in a hands-on workshop that focuses on science concepts associated with the senses and perception. Research-based information and storylines introduce examples of unintentional gender-bias and the interactive activities model how to plan engaging, gender-neutral and inclusive science lessons. |
| Linda Christopher | Orange County STEM Initiative | Why Girls Love and Leave STEM | From research conducted by the National Alliance for Partnerships in Equity and other institutions, it is clear that girls are high achievers in STEM but leave STEM majors for what they perceive as more "nurturing" careers. Participants will identify how to help all students understand STEM careers have nurturing fields and unlimited possibilities for their future. |
| Carlos Gonzalez | UC Riverside, Bourns College of Engineering | The Elephant in the Room: Access and Equity in STEM | Access and equity must be associated with the STEM movement in a state as complex and diverse as California. Learn about successful strategies and methods for ensuring that STEM can indeed reach and impact even the most under-served and under-represented |
| Nilgun Ozer | San Francisco State University | Designing a Freshmen Seminar Program to Improve Recruitment and Retention of Female Engineering Students | The MESA Program of San Francisco State designed a freshmen seminar to improve recruitment and retention of female students in engineering that focuses on publicizing, mentoring, counseling, hosting financial aid and technical workshops. In addition, peer support is provided. The results and lessons learned from ten years of implementation are shared, along with how the seminar enhanced academic success. |
| Julie Flapan | ACCESS and UCLA Center X | Scaffolding Learning to Build Potential in All Kids: Exploring Computer Science | Panelists demonstrate the equity-focused introductory curriculum and professional development program, Exploring Computer Science (ECS), showing how it develops students' skills and confidence for success in applications. An award-winning teacher and student share how ECS builds potential to pursue advanced academic and career opportunities. |
| Noramay Cadena | Latinas in STEM Foundation | Latinas in STEM: Showcasing Talent | Panelists showcase diverse under-represented women in STEM careers discussing their journey and careers, while providing advice for increasing the inclusion and participation of women in STEM fields. |
| Bret States | San Joaquin County Office of Education | Engaging Education and Industry Partners to Advance STEM Access for Students | The North Central Valley STEM Center became the 10th Regional Network of the California STEM Learning Network in 2014 and hasn't looked back since! Hear our educational and industry partners share insights about our quest to provide STEM opportunities for all students. |
| Courtenay Carr Heuer | Scientific Adventures for Girls | STEM Projects for Girls and How to Implement with Success | Scientific Adventures for Girls provides after school STEM classes for girls in grades K-5. Successful projects and practical strategies to recruit teachers are explained. Find out how to keep girls excited about STEM by achieving the following outcomes: effective collaboration, perseverance, comfort with mistakes, curiosity, and risk-taking. |
| Steve Marsh | Cabrillo High School | GEMS in STEM: Girls - Engineering - Mathematics - Science | See highlights from Cabrillo High School’s Girls, Engineering, Mathematics, and Science (GEMS) club in Long Beach. The GEMS will demonstrate their skills with various STEM technologies including robotics, laser art, advanced digital manufacturing, and 3-D printing. |
| Josie Yu | San Mateo County, Human Services Agency | Piloting STEM Enrichment for Foster Youth | California's 66,000 foster youth are underserved in Out-of-School STEM. San Mateo County’s Human Services, Learningtech.org, and Infinite Education describe a collaborative pilot in summer camps. Program successes and lessons building STEM skills and confidence are shared, including career exploration, and emotional and behavioral sessions, which encourage engagement in coding, robotics, and Making. |
| Beatriz Garcia | Society of Hispanic Professional Engineers | Where Are the Latinas? The Missing Link | Engage with experts as they share best practices focusing on Latinas in STEM and STEM equity. Gain an understanding of the importance of connecting and motivating young Latinas in STEM, how partnerships can help close this major gap, and the impact of Latinas in STEM. |
| Julie Evans | Project Tomorrow | The Gender Divide and Digital Learning in STEM Fields | Hear the Speak Up Project Research annual survey results and discuss promising practices for erasing gender divides in learning . Learn about the connection between gender differences in student-use of digital resources and how girls want to use technology to explore STEM fields. |
| Francisco Nieto | Alameda County Office of Education | Rebooting Computer Science Education with the New Principles Course | Explore how the new Advanced Placement Computer Science Principles course makes computer science accessible to wider populations by focusing on the creative aspects of computing and the role computers play in society. Learn how teachers are crafting their own courses to fit this new approach. |
| Jennifer Bourgeois, Ph.D. | Orange Unified School District | Fostering a Risk-Taking Culture During a Time of Change | Engage in an interactive presentation on creating a culture of risk-taking by teachers and students alike. Special emphasis will be spent on how to motivate under-represented populations, such as girls, to develop a genuine interest in the STEM fields as early as elementary school. |
| Jessica Mata | Reuben H. Fleet Science Center | SciTech: Empowering Girls through After School Science Programs | Take a walk through the challenges and successes of implementing a long-term, deep-impact after school science program for girls. SciTech provides girls from underprivileged areas in San Diego a chance to explore fields such as computer programming, biotechnology, structural engineering, meteorology, and renewable energy, while emphasizing career paths in STEM. |
| Ellen Peneski | San Diego Science Alliance | Girls Can Too! STEM Success for Young Women | For the past 50 years, female engineers have made up only 10 percent of the workforce. Join this interactive group exercise and learn how the San Diego Science Alliance’s program Better Education for Women in Science and Engineering (BE WISE), is pulling together academia, industry, non-profit organizations, and the community to increase girls in STEM. |
| Jane Liang | California Department of Education | STEM Outreach to Girls: Ensuring Equity in Schools | Join discussions to identify barriers for girls in STEM and remove those barriers by ensuring equity laid out in the California Quality Schooling Framework. Also provided are resource tools, promising practices, and research for STEM outreach to girls in schools. |
| Jennifer Platt | Cavitt Junior High School | Grass Roots STEM: Becoming a 2015 Gold Ribbon School | Hear the journey of the creation of grades 7 and 8 STEM courses at Cavitt Junior High School, and how it impacted school enrollment, equalized gender performance in science, and increased the number of female students taking the STEM electives. |

California’s students should aim for the stars

**State is focusing on giving students strong science, technology, engineering and math education**

**But California’s rich diversity isn’t reflected in STEM programs**

**A symposium brought together educators, parents and students to chart path forward**

BY TOM TORLAKSON

*Special to The Bee*

In the popular movie “The Martian,” astronaut Mark Watney’s remarkable scientific knowledge and ingenuity allow him to survive alone on the inhospitable, dusty Red Planet until he can be rescued.

While fictional, the story is inspiring – and it illustrates the power of science, technology, engineering and math education.

Do I expect the kids of today to grow up to be space travelers? A few, certainly. But more importantly, I expect all of California’s 6.3 million K-12 students to eventually finish school and compete for jobs and careers in a dynamic modern economy driven by those skills and disciplines.

Today, STEM education is more important than ever, and that’s why I have made it a central part of my efforts to transform California’s public education system and better prepare students for college and careers in the 21st century.

Participation in STEM college majors and jobs, however, has not reflected California’s rich diversity. Women and certain ethnic groups, including Latinos and African Americans, are still significantly underrepresented. That is not acceptable, and I am working hard to change that.

**One way is with the California STEM Symposium, hosted by the California Department of Education, Californians Dedicated to Education Foundation and the California Commission on the Status of Women and Girls.** The third annual edition, held at the Anaheim Convention Center last week, brought together more than 3,000 educators, students, experts and members of the public to consider how to enhance and expand STEM education.

More than 300 different workshops were offered on a wide range of topics, such as how to teach robotics to elementary school students, how to write creatively and accurately about science subjects, how to link classrooms to business and industry, and how to make STEM more appealing to girls and other underrepresented groups.

In my own visits to schools, I have seen how pioneering programs that use hands-on learning and bring in other disciplines, such as the arts, can motivate students who previously never had an interest in the sciences.

These are exciting times for California education. We are implementing more rigorous academic standards for English language arts, math and science. The goal of these new standards is to teach children to solve problems, think analytically, be creative, learn from mistakes and work collaboratively in teams.

California’s economic prosperity has long been fueled by its creativity and cutting-edge technologies. It’s imperative that our education system keep up and prepare students for careers that have not yet even been invented.

I hope no Californian is ever stranded on Mars. I do hope, however, that more California kids discover a passion for science and learn the resourcefulness and perseverance it takes to solve problems that are just as difficult as returning from Mars.

*Tom Torlakson is state superintendent of public instruction.*

Read more here: http://www.sacbee.com/opinion/op-ed/soapbox/article42715818.html#storylink=cpy

**Governor Brown Signs California Fair Pay Act**

**Details**

Written by IVN

Category: [California News](http://www.imperialvalleynews.com/index.php/news/california-news.html)

 Published: 06 October 2015

Sacramento, California - Taking action to improve gender wage equality and boost worker protections, Governor Edmund G. Brown Jr. today joined dozens of state and local leaders, women and girls at the Rosie the Riveter National Historical Park to sign SB 358 by Senator Hannah-Beth Jackson (D-Santa Barbara), the bipartisan California Fair Pay Act.

“Sixty-six years after passage of the California Equal Pay Act, many women still earn less money than men doing the same or similar work,” said Governor Brown. “This bill is another step toward closing the persistent wage gap between men and women.”

The equal pay legislation, among the strongest in the nation, received broad support from both Republicans and Democrats in the Legislature.

“Today is a momentous day for California, and it is long overdue. Equal pay isn’t just the right thing for women, it’s the right thing for our economy and for California,” said Senator Jackson, chair of the California Legislative Women’s Caucus. “Families rely on women’s income more than ever before. Because of the wage gap, our state and families are missing out on $33.6 billion dollars a year. That money could be flowing into families’ pocketbooks, into our businesses and our economy. After years of dealing with a persistent wage gap, and an equal pay law that has been on the books since 1949 but that is not as strong as it should be, the time is now for women’s paychecks to finally reflect their hard work and true value.”



Governor Brown speaks at the Rosie the Riveter National Historical Park



Governor Brown after signing California Fair Pay Act



Governor Brown and original 'Rosie the Riveters'

Current law prohibits employers from paying a woman less than a man when they are both doing equal work at the same establishment. With the Governor's signature, California will now require equal pay, regardless of gender, for “substantially similar work.”

The new law also prohibits retaliation against employees who invoke the law, protects those who discuss wages and allows claims based on salaries at different workplaces.

Leaders and Advocates React

Shriver Report founder, Former California First Lady and award-winning producer of “Paycheck to Paycheck: The Life and Times of Katrina Gilbert” Maria Shriver: “Bravo to California for leading the way on Equal Pay. This bill is a necessary, common-sense policy for millions of working women in California. But it’s not just women who benefit from modernizing our laws and workplaces to require equal pay….men, children, and our families benefit too. As we reported in The Shriver Report, leave out the women, and you don’t have a full and robust economy.  Lead with them, and you do.”

California Commission on the Status of Women and Girls Chair Geena Davis: “Today is one of my proudest days as Chair of the California Commission on the Status of Women and Girls, as SB 358 is signed into law. We can confidently say that fair and equal pay for women in our state is a key priority, and will lead us to a stronger California. On behalf of the more than 19 million women and girls who call California home, I thank Governor Brown and the courageous members of the California Legislature for showing that true progress to close the gender wage gap is possible.”

U.S. Senator Dianne Feinstein: “Women in California earn 84 cents for every dollar earned by men. While better than the national average of 79 cents, the California wage gap totals nearly $40 billion each year in lost wages. Even when women perform the same job as men, with the same level of education, the wage gap persists. We can’t allow this discrimination to continue. The bill signed today by Governor Brown will protect women from retaliation if they ask how their pay compares to their counterparts and require employers to justify higher wages for men who perform the same jobs as women. This is a big step to improve the economic security of California families.”

House Democratic Leader Nancy Pelosi: “California continues to lead the way on addressing the challenges facing working women and their families. With the enactment of the landmark California Fair Pay Act, California’s women will have a powerful new tool to secure the equal pay their hard work has earned. We know when women succeed, America succeeds. It’s time for Congress to once again follow California’s lead and ensure all of America’s women enjoy the respect of equal pay for equal work.”

Senate President pro Tempore Kevin de León: “I congratulate Senator Jackson for spearheading this very important piece of legislation into law. With SB 358, the Fair Pay Act, California is again leading the way with the toughest pay equity law in the nation. California’s women demand and deserve fair pay for equal work.”

Assembly Speaker Toni Atkins: “Pay disparity is an insidious type of discrimination, one that often occurs behind closed doors. SB 358 will be one of the nation’s strongest laws drafted to ensure women receive equal pay for equal work, and my hope is that other states and our federal government, will follow suit.”

Assembly Republican Leader Kristin Olsen: “If the workload and expertise of male and female employees are the same, there is no reason why pay should not be as well. SB 358 will provide for equal pay for equal work, while ensuring that we avoid a climate of unnecessary litigation, and I am proud to have helped champion this historic legislation.”

Senate Republican Leader Jean Fuller: “I was proud to support the California Fair Pay Act as it made its way through the legislative process and am pleased the governor chose to sign this important piece of legislation that further strengthens California’s law when it comes to equal pay between men and women. This law will help narrow that inequality and make California’s workforce even stronger and more effective.”

Oscar-winning actress and advocate for wage equality Patricia Arquette: “The California Fair Pay Act received bipartisan support because women support families and drive our economy. They also have tremendous political power. I thank Governor Brown, Senator Hannah-Beth Jackson, Equal Rights Advocates, and everyone who ensured the passage of this bill. It is a critical step toward ensuring that women in California are seen and valued as equals.”

Equal Rights Advocates Executive Director Noreen Farrell: “Because the California Fair Pay Act was signed today, more women in this state will be paid what they have earned. It is about fairness for workers; it is about good business; and it is about time. Thank you to Governor Brown and all the hardworking women of California who inspired this bill, which is the strongest equal pay law in the country.”

California Employment Lawyers Association Board Chair Jean Hyams: “For the generations of California women who have entered the workforce in the sixty plus years since the Equal Pay Act was first enacted, today represents a renewed commitment to a promise made long ago. This bill makes clear that employers must take a more active role in correcting the hidden pay disparities that have for too long been plaguing our workplaces.”

California Chamber of Commerce President and CEO Allan Zaremberg: “Equal pay for equal work, regardless of gender, shouldn't be an issue in California. We applaud the Governor and a bipartisan vote in the legislature for establishing this fundamental tenet in statute and providing guidance to employers to determine appropriate wages for non-gender related reasons that allow employers to effectively manage their workforce.”

# Photo Credit: Joe McHugh, California Highway Patrol.

# CA Workplace Justice Summit Brings Together Stakeholders to Celebrate Progress in Labor Law Enforcement and to Bolster Collaboration

By [WorkersCompensation.com](http://www.workerscompensation.com/compnewsnetwork/author/compnewsnetwork/)10/25/2015 18:16:00

Los Angeles, CA (WorkersCompensation.com) - California Labor Commissioner Julie A. Su, the Department of Industrial Relations (DIR), the California Commission on the Status of Women and Girls and other community sponsors including Asian Americans Advancing Justice - Los Angeles today hosted the Workplace Justice Summit to focus on enforcing workplace protections. The summit at Loyola Law School brought together government leaders, workers’ rights advocates, employer organizations, prosecutors and law enforcement to increase collaboration in efforts to fight wage theft and other workplace abuses.  
  
“This year is the 20th anniversary of the freedom of the heroic Thai garment workers who were trafficked into the U.S. and forced to work behind barbed wire and under armed guard in El Monte,” said Labor Commissioner Su. “The purpose of the Summit is to honor our commitment to those workers and increase our effectiveness to ensure the horror of El Monte is never repeated.”

Su honored the Thai garment workers at a special reception the preceding evening.

The Labor Commissioner has had a record-breaking four years in enforcing labor laws. Since 2012, hearing awards in Berman wage claims have been at a record high. Total wages and civil penalties assessed in citations have been more than $70 million a year each year from 2012 to 2014, compared to $25.4 million in 2010. Under Labor Commissioner Su, public works enforcement has also been at all-time highs of $25.2 million in 2012, $40.2 million in 2013 and $30.4 million in 2014, compared to less than $25 million every year in the decade prior.  
  
Today’s summit focused on strategies to fight workplace abuses, including wage theft, discrimination and the gender pay disparity, human trafficking, workplace violence and retaliation. District attorneys who have partnered with the Labor Commissioner’s Office provided training on how to prosecute wage theft cases.

“This summit will help make workplace justice a reality for even more California workers,” said Christine Baker, Director of the Department of Industrial Relations (DIR). The Labor Commissioner’s Office, officially known as the Division of Labor Standards Enforcement (DLSE), is a division of DIR.

“Fair pay, economic justice and a level playing field for businesses require creative solutions and collaboration with advocates, workers, prosecutors and employers,” said David M. Lanier, Secretary of the California Labor and Workforce Development Agency.  
  
Governor Brown earlier this month signed new laws to require that women are paid the same as men for similar work, to provide back wages and properly pay thousands of piece rate workers for rest breaks, and to give new tools to the Labor Commissioner in her efforts to enforce wage judgments and combat wage theft.

Among its wide-ranging enforcement responsibilities, the Labor Commissioner’s Office inspects workplaces for wage and hour violations, adjudicates wage claims, enforces prevailing wage rates and apprenticeship standards in public works projects, investigates retaliation complaints, issues licenses and registrations for businesses and educates the public on labor laws.  
  
The Wage Theft is a Crime public awareness campaign, launched last year by DIR and the Labor Commissioner’s Office, has helped inform workers of their rights. The campaign includes multilingual print and outdoor advertising and radio commercials on ethnic stations in English, Spanish, Chinese, Vietnamese, Hmong and Tagalog.

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