



California Pay Equity Task Force

Diversity Officer Criteria

Pursuant to the *Action of the California Commission on the Status of Women and Girls* (hereinafter referred to as "CCSWG") *Creating the California Pay Equity Task Force* (hereinafter referred to as "Task Force"), the Task Force will designate a Diversity Officer to work closely with the Task Force to fulfill its goals, specifically in its focus on low-income women of color.

In California, the gender wage gap deeply affects women of color, particularly low-income women of color. U.S. Census Data for California indicates sixty-one percent of our female population comprises women of color. According to the National Women's Law Center, full-time working African-American women earn 63 cents to the dollar of white, non-Hispanic full-time working men in California. American Indian women working full-time earn approximately half that of white, non-Hispanic full-time working men in California. Latinas earned just fewer than 43 cents to the dollar, representing the worst gender wage gap in the country. Furthermore, women of color and their families are deeply impacted by poverty in California. According to the 2016 *Report on the Status of Women and Girls in California*, one quarter of African American, Alaska Native/American Indian women and Latinas lives in poverty.

It is important to ensure close attention is given to the needs and circumstances of low-income women of color as we seek meaningful and innovative ways to support California Fair Pay Act implementation and compliance.

The Diversity Officer will perform the following duties:

- Attend regular convenings of the Task Force.
- Participate in planning calls with the co-chairs and Task Force staff.
- Communicate on a regular basis with the CCSWG Policy Director.
- Advise and inform the Task Force's diversity agenda by helping to ensure it has included expertise on diversity related matters and has incorporated this expertise into the development of Task Force deliverables.
- Advise and inform Task Force efforts to conceptualize, define, assess, nurture, and cultivate diversity in the Task Force mission and deliverables.

- Review subcommittee documents and other materials produced by the Task Force.
- Review materials potentially endorsed or utilized by the Task Force.
- Identify potential candidates for the Task Force, when needed.
- Identify candidates to give presentations or participate in Task Force meetings and subcommittee meetings, when needed.

The Diversity Officer will work closely with the CCSWG Policy Director in the following ways:

- The design and implementation of strategies that ensure diversity and other important issues are addressed throughout Task Force proceedings and products, including:
 - Creating a short survey to administer after each Task Force meeting and subcommittee meetings. The purpose of this survey will be to track concerns as well as to ensure Task Force staff has a pulse on the overall Task Force and each subcommittee of the Task Force.
 - The survey will be structured with a series of questions to ensure concerns pertaining to diversity and other important issues are addressed.

The Task Force will provide resources to the Diversity Officer to help facilitate and advance the diversity goals of the Task Force.