

Executive Director's Report January 12, 2015

It is an honor today to provide you with my first report as Executive Director to the Commission on the Status of Women and Girls. As we begin 2015, I feel confident that this Commission is poised to continue providing strong leadership in support of California's women and girls. We have focused on strengthening our presence and have established a foundation to build on our partnerships with government leaders, community, business and labor allies, non-profit and for-profit organizations. With your agreement, we are ready to embark upon a pro-active strategy to raise awareness, educate and galvanize more Californians to join in this critical work.

I want to recognize the continued strong support the Commission is receiving from Transition Director Chris Wagaman and Penni Doud. My transition has been made so much easier, as well, by the regular guidance and strategic advice of Elizabeth Fuller and Brynan Sullivan on behalf of the Legislative Women's Caucus. As you know our offices are located at the California State Library and Greg Lucas and his team particularly CRB Acting Director Brian Sala and Senior Researcher Tonya Lindsey have provided us with significant policy and research products that drive our decisions and programmatic development. Additionally, I am enjoying working with each of you to map out a role that ensures that individually and collectively we are engaging all of our skills, expertise and networks in support of these goals in this - our 50th anniversary year.

2015 – Celebrating 50 Years of Making Change Happen

2015 marks fifty years of you and your predecessors working at the forefront of making impressive change for California's women and girls. On March 4, 1965 legislation to create the Commission was introduced in the California State Legislature and was signed into law by Governor Pat Brown on July 15, 1965. Over the course of the last fifty years, this Commission has been recognized as a national leader on numerous historic policy issues including, Family Medical Leave, Title IX, Sexual Harassment, Community Property, Women's Leadership in the Workplace, Reproductive Health, Women Veterans, Human Trafficking, Responses to Sexual Violence and Pay Equity. Fifty years later, we have a unique opportunity to partner with this Governor's office to elevate this rich legacy and chart the Commission's next chapter of change oriented leadership.

In 2015 we will celebrate our legacy while working to ensure that the Commission is providing leadership that can advance our collective agenda and help all California women and girls.

2015 will be our time to:

- Re-Build a robust network of Women Leaders from all parts of California committed to policy and programmatic leadership
- Raise awareness/education on Emerging Priorities
- Focus on Current Leading Issues
 - Building Economic Equity for Women
 - Sexual Violence and Women's Health
 - Gender Equity in Employment and the Media
 - STEM (STEAM) and Educational Innovation for Girls
 - Women Veterans and Active Military

Budget/Fundraising

Governor Brown's Budget proposal for 2015-2016 was announced on January 9, 2015. We anticipate the Commission will be allocated up to \$374,000 in spending authority to the Women & Girls Fund. It is important to understand that this is not a guarantee of any State funding. Commissioner Carol Liu and Commissioner Lauri Damrell have agreed to serve as the Budget Subcommittee for the Commission and will be working with me to provide regular recommendations to the Chair regarding next steps. Requests for augmentation to the initial budget proposal will be due on January 23rd and we are currently beginning to draft such a request. We anticipate proposing general fund support that could enable us to remain fully operational with 2.1 staff. Simultaneously, I am recommending that the Commission approve a plan with a fundraising goal of \$250,000 to augment any General Funds for 2015-2016. This funding will enable us to implement programmatic initiatives and allow us to plan our future partnerships with a clear sense of capacity to be successful. The Fundraising goals and objectives will be presented separately for your review and feedback.

COMMUNICATIONS, OUTREACH & ENGAGEMENT

Website/Social Media

We continue to work with the Department of General Services to update and restructure our very outdated website. The Commission site should be a gateway of sorts to state programs and initiatives for women and girls and have content that will drive our partners to it as a resource. Additionally, we will soon be evaluating other social media approaches in order to decide where to focus our limited staff resources for the greatest reach to key constituencies of the Commission.

Policy/Legislation

An approved protocol for active involvement in the legislative process is needed. Our policy and legislation subcommittee can use its' significant expertise to update a past policy and we will vote on it at our next meeting. Establishing clarity on the role and breadth of involvement for Commission Staff in policy development and advocacy is critical.

Collaboration with Non Profit Organizations

In my first few months, I have focused on establishing relationships with both Sacramento based policy and program leaders and some key statewide organizations.

I have held meetings with more than 25 leaders and can provide you with a list of each of the meetings and follow-up plans.

Local Commissions and Local Government Allies

Over the past few years, I have participated in the Association of California Commissions for Women (ACCW) as a local commissioner. I recommend that the State Commission should support these commissions and commissioners more strategically as a way to build the strength of all Women's Commissions. Some communities have recently created commissions while others have chosen to dismantle their local governing bodies. The ACCW will be meeting in San Francisco on January 31, 2015 and I plan to present a strategy framework that uses our existing resources and ensures that we can address local and state issues together to strengthen our commonality. These commissions can support the State efforts on STEM, Veterans, and working women

In addition, I recommend increased outreach to our local government colleagues to support the work of our State Commission. In February, I have scheduled meetings with staff and leaders of the League of CA Cities and the State Association of Counties as well as the School Board Association. I will come back to you in March with a proposal for partnership with these organizations to reach more women and girls.

Ongoing Collaborations

Veterans

Our partnership with CALVets is strong and growing. As you know the CRB released its third survey of Women Veterans October along with several short subjects requested by the Commission. The release was an opportunity for us to join Lindsey Sin, Deputy Secretary for Women Veterans in communicating why it is important for the Commission to continue a leadership role in CA efforts to support women in the Military and Women veterans. CalVets has also produced a toolkit which you all are receiving copies of that was released on Veterans Day and provides a roadmap for community leaders to assist our women veterans in accessing services. Commissioner Alvarez-Willis was quoted in the release and we have assisted with the distribution of the toolkit. In January 2015 we will jointly participate in the CCRWF Women's Policy Summit Health Fair, begin the development of Webinars to reach a wider audience and collaborate on an outreach strategy.

STEM

In September the Commission once again co-sponsored the STEM Symposium for K-12 Teachers and there was a conference strand on Women and Girls and STEM. In partnership with the CA State Library and the San Diego Library Makerspace team we

presented an exhibit booth that garnered a lot of attention. We released several documents including MakeHERSpaces: STEM, Girls, and the Maker Movement <http://www.library.ca.gov/crb/14/S-14-022.pdf>

We are now in discussions with Vice Chair Lupita Cortez Alcala and the teams at Department of Education and the State Library to expand our partnership and develop a year round initiative connected to STEM and Women and Girls. We have reached out to the leadership of Million Women Mentors and have initiated discussions about creating a statewide effort. I will be working with the STEM subcommittee on the design of any program and will seek the signoff of our Executive Committee before moving forward.

Constitutional Officer Outreach

As you know, Constitutional Officers were sworn in on Monday, January 5th for four year terms. We are working with the Governor's office and CA Women Lead to put together an event for women appointees in CA State Government as well as developing a new document that will lay out past state accomplishments for women and girls.

Controller Betty Yee, State Treasurer John Chiang and Insurance Commissioner Dave Jones have expressed interest in partnering with the Commission. Additionally, I have initiated meetings with Attorney General Kamala Harris' staff regarding several areas of possible collaboration including Human Trafficking and updates to the Women's Rights Handbook created in the 1990's. On Monday, January 5, 2015, I also spoke to Lt. Governor Gavin Newsom and Secretary of State Alex Padilla about meeting with each of them and their staffs to identify ways to leverage opportunities for collaboration on key Commission issues. Our existing partnership with the Superintendent of Public Instruction regarding STEM is an excellent model for the Commission to build on in 2015.

State Agency Outreach

I have initiated conversations with Patrick Henning at EDD regarding supporting the outreach efforts for the Paid Family & Medical Leave program as well as ways to utilize Labor Market Information Data more specifically to identify areas of needed focus for Women.

California Center for Research on Women & Families

The CCRWF's third annual Women's Policy Summit takes place on Wednesday January 14, 2015 here in Sacramento. The Conference is a great opportunity to reconnect with advocates and activists committed to moving forward policy that impacts women and families. The Commission is a founding co-sponsor of this summit and staff will be participating in the entire day of sessions. In addition, this year we will participate in the Women's Health Fair along with the CRB and CalVets Women's office to focus attention on our ongoing and growing partnership; the research results from the 2013 study of Women Vets and the toolkit that CalVets has produced and we are helping distribute and promote. In addition, I will be trying to do brief introductory or

catch up meetings with many of the nonprofit partners attending the meeting and I will also be participating in the Pathways to Policy Mentoring Dinner.

State Advisory Committee on Sexual Assault Victim Services and CALCASA

Commissioner Nelson and I had a very productive meeting with the California. We discussed the State Advisory Committee on Sexual Assault Victims Services with ED Sandra Henriquez and Legislative Director Shaina Brown as well as campus sexual assault and ways we might be able to collaborate. As soon as we get through the process of reviewing all our appointees to the State Advisory Committee we will begin to identify other ways we can renew and enhance our partnership.

Federal Outreach

US DOL- Region 9 and Women's Bureau:

Elmy Bermejo, a former CCSWG chair is the Regional Director of the US Department of Labor and also partners with the USDOL Women's Bureau. Their combined efforts to focus on working women and family issues will continue in 2015 and we are working on identifying ways to build a strong partnership. Elmy and I have had several discussions and we will be meeting again before the end of January to develop some specific strategies.

Congressional Caucus for Women's Issues

Congresswoman Doris Matsui is the Co-Chair of the Congressional Caucus and is very interested in partnering with the Commission and Legislature to continue to bring focus to key issues for Women and Families. We will be working with her staff in the coming weeks to develop an event in Sacramento to bring together the Commission and the Caucus leadership.

Institute for Women's Policy Research

The Washington DC based Institute for Women's Policy Research has reached out to the Commission for guidance on past state action on Comparable Worth. We provided a summary prepared by the CRB to the IWPR and will be initiating discussions with them about future collaborative report opportunities.

Please let me know if you have any questions or need further information.