



### **NOTICE OF MEETING**

**California Commission on the Status of Women and Girls  
Executive Committee Meeting  
November 27, 2017  
12:00pm-2:00pm  
900 N Street, Room 340, Sacramento, CA 95814**

One or more of the Commissioner(s) will participate in this meeting at the teleconference site listed below. Each teleconference location is accessible to the public and the public will be given an opportunity to address the Executive Committee at each teleconference location.

The public teleconference site(s) for this meeting are as follows:

- 11201 Benton Street, Loma Linda, CA 92357
- Palo Alto Library, Rinconada Branch, Duveneck Room, 1213 Newel Road, Palo Alto, CA 94301
- Temecula Public Library, 30600 Pauba Road, Temecula, CA 92592

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](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
- III. Establish Quorum
- IV. Motion to Approve Previous Executive Committee Meeting Minutes
- V. Executive Committee Standing Items
  - a. Programs and Policy
    - i. Pay Equity Task Force
    - ii. STEM
  - b. Fiscal & Operations
    - i. Budget and Accounting
    - ii. Fundraising
      1. 501C3 update

- 2. Amended Fundraising Plan
  - a. Task Plan for each calendared or proposed event
  - c. Website Portal
  - d. Legislation
  - e. Communications and Outreach
- VI. Public Comment – including matters not on the agenda\*
- VII. Closed Session if necessary
  - a. If necessary, consideration of personnel matters pursuant to Government Code section 11126(a) (1).
    - i. PUBLIC EMPLOYEE PERFORMANCE EVALUATION Title: Executive Director
    - ii. Possible PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
  - b. If necessary, consideration of potential litigation matters pursuant to Government Code section 11126(e) (1).
- VIII. 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

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 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 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. 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](mailto:Stephanie.flores@women.ca.gov) or **916-651-5405**.

To view this agenda online please visit our website at [www.women.ca.gov](http://www.women.ca.gov).

# Minutes



## **NOTICE OF MEETING**

- I. Welcome and Call to Order – 1:05pm
- II. Roll Call Present: Damrell (left at 3:00pm), Wilkins, Illich, Alvarez Willis, all present ,
- III. Establish Quorum - Quorum Established at 1:05pm
- IV. Motion to Approve Previous Executive Committee Meeting Minutes  
Motion: Wilkins, Second: Damrell
- V. Executive Committee Member Introductions and Discussion of Interests

Commissioner Illich conducted a light strategic planning to facilitate a discussion about new policy areas for the Commission to focus on after Pay Equity Task Force has published its website (expected April 2018).

To start the conversation we all shared personal stories as a “get to know you” piece, and then she conducted a light organization audit with the goal of identifying 2-4 real objectives for the commission this year.

What is “Gestating”, “Successes/Focus”, and “Where else can we focus”?

Gestating: Sexual Assault/Violence, Women Veterans, Paid Family Leave

Successes/Focus: The Commission’s work in STEM, the Pay Equity Task Force, Growing our network and participating in partnerships and coalitions, the fact we exist and have a full staff, and our August fundraiser.

What is our “Special Sauce”? Collaboration, we have a statewide reach, thought leader, nonpartisan, ability to cultivate relationships

What is the formula we can use when considering new issue areas?

Leverage the Commissions strengths and Commissioner’s, Does it have a broad impact, Is it timely?, Is there a political ask?, Are we a relevant partner?, Can we leverage existing partnerships?, What kind of resources will it require? (time, staff)

“What can we harvest?” Pay Equity and STEM

“How do we shape the conversation moving forward?/New focus areas”

These four Policy topics came out of the discussion of what do to next after Pay Equity: Paid

Family Leave, Formerly Incarcerated Women, Commercially Sexually Exploited Minors, and Violence and Sexual Assault. The Executive committee asked the Commission staff to develop these topics into a two paragraph brief for Commissioner review at the Full Commissioner meeting October 9, 2017. These policy areas were review at that meeting and it was determined the Commission is moving forward with Formerly Incarcerated Women.

#### Website

It was also discussed that the Commission has to switch their website service to the California Department of Technology and this could potentially be a “Legacy Item”. This gives an opportunity for the Commission to develop the website into a true “Clearinghouse” for information as referenced in statute and build our brand in this manner.

#### Takeaways from this discussion:

Legacy Item: Website Redesign is a key deliverable for this next year and we will need volunteer in building out various sections. Have a fully developed website will increase our visibility and connect us to our partners

Initiatives: Consider proposed initiatives for timeliness, to be further developed with full Commission (which was done on October 9, 2017: Formerly Incarcerated Women will be our new policy area after Pay Equity, Paid Family Leave will be a section on our new website, we will continue to appoint members to the Sexual Appoint Committee at the Office of Emergency Services and build that relationship, and support the work of advocate groups for Commercially and Sexually Exploited Minors.)

We need to prioritize issues by timeliness, consider who is/how many are already working in the space, what are the political risks, and do we have staff resources.

Pay Equity and STEM: Goals for the Future?

## VI. Executive Committee Standing Items

Due to time constraints we skipped from new initiative/light strategic planning discussion to Governance Policy review.

Commissioner’s agreed to move forward with proposing the new policies including: Governance Policy, Subcommittee Policy, Press Policy and TEC Process to the Full Commission on October 9, 2017. (They were approved by the Full Commission on October 9, 2017).

The Executive Director provided the 2017-18 proposed meeting calendars for review. There was discussion about holding Executive Committee Meetings on the same day at Full Commission meeting. Commissioner’s agreed to consider restricting Executive committee meetings and review dates for availability.

# Programs and Policy





---

# Item A.1

## Information Item

### CA Pay Equity Task Force

---

#### **SUMMARY OF THE ISSUE(S):**

The purpose of this Item is to update the Executive Committee on the CA Pay Equity Task Force, including a copy of the updated task plan.

#### **RECOMMENDATION:**

No action is required.

#### **BRIEF HISTORY OF KEY ISSUE(S):**

Since the last Executive Committee meeting, the Pay Equity Task Force has met twice, September 28 and November 13, 2017. Commission staff have worked with Task Force members to continue updating documents and resources, identify and eliminate duplicative or unnecessary information, update previously prepared information to reflect recently signed legislation and have drafted a Pay Equity Task Force website in order to see how the materials will appear online. There will be one more Pay Equity Task Force meeting this year where Task Force members will vote on finalized documents and resources in order for Commission staff to work with Department of Technology staff to create the CA Pay Equity website.

For the November 13 CA Pay Equity Task Force meeting, Commission staff created a draft website for Task Force members to review. This draft website was created using a free WordPress site. After documents are finalized by the Task Force, Commission staff will work with the Department of Technology to create the layout of the website. All content for the website must be provided to the Department of Technology. While they will be helpful with layout and design, it is the duty of the Task Force to provide the content.

The draft website can be viewed through this link: <https://capayequity.wordpress.com/>

Commission staff, primarily the Policy Director, will be focused on this project through spring of 2018. During this time, Task Force members and Commission staff will work to ensure documents are completed and compiled; content is prepared and provided for the website; a final report is drafted; tools and resources are identified and created; and outreach efforts, including a Pay Equity Conference at the University of California, Davis, social media campaign, media outreach tools, and a template of important CA Pay Equity Task Force materials that can be presented at organization meetings such as yearly conventions of key stakeholders and partner organizations.

**ANALYSIS:**

This item is intended to provide the Executive Committee an update on the CA Pay Equity Task Force, key upcoming deadlines and dates, and key work completed by the Task Force and Commission staff.

**RESPONSIBLE PERSON(S):**

Stephanie Tseu, Policy Director  
Nancy Kirshner-Rodriguez, Executive Director

**ATTACHMENT(S):**

Attachment: CA Pay Equity Task Force Task Plan

<b>Goal &amp; Objective</b>	<b>Responsible Entity</b>	<b>Proposed Activities Supporting Goal</b>	<b>Timeline for Completion</b>
Finalize Proposal	Commission staff	Review with Gender in the Workplace and Employment Sub-committee; Discuss with legal counsel; edit based on her recommendations; review final edits with sub-committee	April 1' 2016
Present Proposal to CCSWG Executive Committee for discussion	Commission staff	Prepare copies of taskforce proposal and budget; include in meeting binders; post to website; make copies to be available for the public at meeting	April 11, 2016
Equal Pay Day op-ed/soft launch of taskforce	Commissioners Su and Damrell; Commission staff	Prepare draft; review with sub-committee; make necessary edits; submit to online media	April 12, 2016
Identify Potential Members of the Taskforce	Gender in the Workplace and Employment Sub-committee; Commission staff	Weekly telephonic conferences to discuss taskforce seats and name individuals to fill the criteria of each seat; prepare seek out and consider nominations from organizations, agencies, and groups with subject-matter expertise and/or experience in workplace policy and compensation; reach out to individuals with phone calls and emails	April 15, 2016
Send Written Correspondence with an Invitation and Instructions to Apply to Potential Taskforce Members	Commission staff	Establish firm meeting dates for the months of July, August, and October; Create an application; Compose an informational Invitation for individuals to apply to taskforce, which includes the application and request for statement/CV from applicant, and a commitment to	April 22, 2016

		attend on the established dates; Publish in the Capitol Morning Report, the Daybook Editor and provide to partners to include in newsletters and e-alerts issued; Create a vetting process	
Nominate Taskforce Members	Commission Staff; Commission Chair; Gender in the Workplace and Employment Sub-committee	Commission Staff to prepare backgrounds and bios of every proposed candidate and include in meeting binders; Provide to Commission Chair to appoint each nominee; Sub-committee members to discuss the candidates and the overall composition of the taskforce	June 15, 2016
Appoint Taskforce Members	Commission Chair	Review bios of selected candidates provided in the meeting binders; discuss taskforce membership and candidate qualifications with Commission staff; Chair to appoint each nominee	June 20, 2016
Announce the creation of the taskforce	Commission staff; Commissioner's Damrell & Su	Prepare and disseminate a press release; post announcement in the Capitol Morning Report; legal publications; business publications; women's advocacy groups publications and newsletters	June 27, 2016
Plan logistics for first convening	Commission staff	Secure a meeting location in Sacramento; create an agenda; prepare a binder with meeting materials; arrange for meals; arrange for travel accommodations	July 1, 2016
Convene first meeting of the taskforce	Gender in the Workplace and Employment Sub-committee; Commission staff	Identify a small working group for the purpose of creating an agenda for a meeting with various different constituents; elect a Chair; create a working calendar	<b>July 22, 2016</b>

Plan a meeting with constituents/stakeholders	Commission staff	Secure date; select and secure meeting location; draft correspondence; provide document to the public about meeting time, location, and purpose	July 30, 2016
Plan logistics for second convening	Commission staff	Secure a meeting location; create an agenda; prepare a binder with meeting materials; arrange for meals; arrange for travel accommodations	August 1, 2016
Convene second meeting of the taskforce with constituents/stakeholders	Taskforce; Commission staff	Identify different items for the taskforce to discuss and roundtable on; Identify issue-areas based on the constituent meeting and input; create two-person subcommittees	<b>August 19, 2016</b>
Prepare Report to Commission	Commission staff	Update Commission on taskforce progress	Aug. 31, 2016
Plan logistics for third convening	Commission staff	Secure a meeting location; create an agenda; prepare a binder with meeting materials; arrange for meals; arrange for travel accommodations	October 3, 2016
Convene third meeting of the taskforce	Taskforce; Commission staff		<b>October 24, 2016</b>
Prepare Media Advisory on the work of the taskforce	Commission staff		October 25, 2016
Prepare Report to Commission	Commission staff	Update Commission on taskforce progress	Oct. 25, 2016
Convene fourth meeting of the taskforce	Taskforce; Commission staff		
Begin to prepare preliminary Interim Report	Taskforce; Commission staff		Dec.1, 2016

Prepare document on taskforce work	Taskforce; Commission staff		Dec. 15, 2016
Prepare and Issue Media Advisory and taskforce update	Commission staff	Draft advisory marking one year anniversary of SB 358 implementation day which references the document updating on the taskforce work	Jan. 1, 2017
Finalize and Disseminate Interim Report	Taskforce; Commission staff		April, 2017
Prepare report for Executive Committee meeting	Commission Staff	Update Executive Committee on taskforce progress	August 28, 2017
Plan logistics for Task Force meeting	Commission staff	Secure a meeting location; create an agenda, prepare a binder with meeting materials	September 7, 2018
Task Force meeting	Task Force; Commission staff		September 28, 2017
Prepare report for Commission meeting	Commission staff	Update Commission on taskforce progress	October 1, 2017
Prepare website materials	Task Force; Commission staff; Department of Technology		October/November
Prepare report for Executive Committee meeting	Commission staff	Update Executive Committee on taskforce progress	November 1, 2017
Prepare materials for Task Force Meeting	Task Force; Commission staff		November 1, 2017
Task Force meeting	Task Force; Commission staff		November 13, 2017
Prepare report for Executive Committee Meeting	Commission staff	Update Executive Committee on taskforce progress	November 16, 2017
Prepare Materials for Task Force Meeting	Task Force; Commission staff	Task Force members to vote on finalized materials for website	December 2017

Task Force Meeting	Task Force; Commission staff	Date still to be finalized, between December 13-20	December 2017
Senate Select Committee on CA Pay Equity Task Force	Task Force; Commission staff; co-chairs		January 2018
Prepare report for Commission meeting	Commission staff	Update Commission on taskforce progress	January 1, 2018
Prepare report for Executive Committee meeting	Commission staff	Update Executive Committee on taskforce progress	February 1, 2018
Finalize Website	Task Force members; Commission staff; Department of Technology		February- March 2018
Prepare report for Commission meeting	Commission staff	Update Commission on taskforce progress	March 1, 2018
Conference/Tool Kit Roll Out final planning	Task Force; Commission staff; Deliverables subcommittee	Confirm location, finalize	April 2018
Conference/Toolkit rollout	Task Force; Commission staff; Deliverables subcommittee; Co-chairs		April 2018





---

# Item A.2

## Information Item

### Science, Technology, Engineering, and Mathematics

---

#### **SUMMARY OF THE ISSUE(S):**

Engaging women and girls in STEM has been a Commission priority for five years. Through strategic partnerships with the California Department of Education and the University of California Davis, the Commission has been able to expand its outreach and impact on STEM education statewide and increase the number of girls interested in pursuing STEM education and careers.

#### **RECOMMENDATION:**

*No action is required.*

#### **BRIEF HISTORY OF KEY ISSUE(S):**

This year we have continued our partnership with the CDE and CDEF via an interagency agreement to sponsor the STEM symposium, cohost a series of town hall events throughout California and sponsor the engaging girls in STEM component of the Next Generation Sciences Standards teacher training modules.

The Million Women Mentors Initiative continues to grow. MWM CA and Commission staff have created a combined work plan detailing activities of MWM and CCSWG, establishing a MWM CA Ambassador Program, strengthening the Honorary Council and Steering Committees in Northern and Southern California, and ensuring coordinated involvement with the Town Hall Meetings and the Next Generation Science Standards Rollout. On October 23<sup>rd</sup>, MWM-CA was honored with the Outstanding State Achievement Award at the Million Women Mentors Summit in Washington D.C. for its partnership with higher education and state government.

#### **ANALYSIS:**

The 2017 STEAM Symposium is December 10-11<sup>th</sup> in San Francisco. The Commission will host one panel discussion and nook session. The panel titled "Tools for Engaging Girls in STEM" will be include Commissioner Lupita Cortez Alcalá, Nikole Collins-Puri, Michelle Flowers Taylor, Linda Calhoun and Nancy McIntyre to discuss best practices for engaging girls in STEM classrooms. The Nook session titled "Making the Connection for Action in Your Community" will feature the Local County Offices of Education staff Anthony Quan, Bret States and Yamileth Shimojo to discuss the town hall series.

The Commission and MWM-CA will also cohost a reception at the Children's Creativity Museum with CalGirls, the Alliance for Girls and Californians Dedicated to Education Foundation as a mixer

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

for girl serving organizations on December 10<sup>th</sup>. Nancy Kirshner-Rodriguez and Stephanie Flores will meet with the Yelp staff and their Women's Initiative to plan the 2018 fundraiser.

### **RESPONSIBLE PERSON(S):**

Stephanie Flores, Communications and Outreach Adviser

### **ATTACHMENT(S):**

**Attachment A2.1: 2017 California STEAM Symposium Talking Points**

**Attachment A2.2: Symposium Stats for 2017 Handout**

**Attachment A2.3: 2017 CA STEAM Symposium Flyer**

**Attachment A2.4: CEU Flyer**



## 2017 California STEAM Symposium Talking Points

(visit [STEAMcalifornia.org](http://STEAMcalifornia.org) for more info)

### Who, What, Where, When:

- **Who:** The STEAM Symposium is the largest gathering of STEAM educators in California, bringing together more than 3,000 teachers, administrators, students, higher-education representatives, program providers, and philanthropic and industry partners to learn how to improve STEAM teaching in schools, alongside the business sector, and throughout communities. [A more complete list can be found here.](#) We encourage educators to attend as teams, comprised of various roles and including curriculum, professional development, technology, and facilities perspectives, among others. The Symposium is co-hosted by the California Department of Education, the Californians Dedicated to Education Foundation, and the California Commission on the Status of Women and Girls.
- **What:** The STEAM Symposium is a rigorous, collaborative, and inspiring two-day professional learning conference that provides educators with hands-on strategies and resources for best practices that support high-quality STEAM education for all students.
- **Where:** Moscone Center West in San Francisco
- **When:** Sunday, December 10 – Monday, December 11, 2017

### Why Attend:

- The Symposium features:
  - World-class keynote speakers
  - [Over 200 presentations](#)
  - [Hands-on Makerspace](#)
  - [Student Showcase](#)
  - Over 80 exhibitors
  - Opportunities to explore the latest in educational technology
  - Hear from leaders in STEAM learning and industry
  - Networking with fellow educators
- [This year's keynote speakers are:](#) Astronaut Captain Mark Kelly, commander of the Space Shuttle Endeavour's final mission, Emmy-nominated filmmaker Tiffany Shlain, Director of USC's Game Innovation Lab Tracy Fullerton, the "Maker Therapy" approach creator Gokul Krishnan, and former CIA executive Carmen Medina.

### How much?

- \$345/attendee, prices go up on November 1
- We offer a 10% discount when groups of 10 or more participants from the same organization register at the same time. The 10% discount is automatically applied to the entire group upon registration of the 10th attendee.
- Hotel rooms are \$209/night at the Marriott Marquis, one block from Moscone West. Rooms can be booked at: <https://aws.passkey.com/event/48986743/owner/628/home>
- **The cost of registration includes:**
  - Daily General Session keynotes
  - Over 200 breakout sessions and presentations
  - Access to the Exhibitor Hall, Chevron Lounge, Spotlight Stage and Makerspace
  - Continental breakfast and lunch both days

## Additional FAQs

### Why is the Symposium more expensive this year?

- Although we were able to secure our venue at a discounted rate, the total cost of production is nearly double that of years past. By carefully rebalancing our conference budget, we made every effort to insulate attendees from the significantly higher costs. We may not be able to host the Symposium in San Francisco in the future, so be sure to make the most of this opportunity! [Click here](#) to learn more about exploring San Francisco and [getting around the City by the Bay](#).

### Is this the same event as the STEM Symposium?

- Yes. The 2017 Symposium will incorporate Art into what was previously called the STEM Symposium. Like many of our partners in the field, we are embracing the curiosity, self-expression, teamwork, and design thinking which help young innovators thrive. We also continue to spotlight access and inclusion for all while elevating girls and students of color as future leaders--principles core to our shared success.

### Why is the Symposium in San Francisco this year?

- We took advantage of rare venue and hotel rate opportunities this year to host the Symposium in an exciting new location: Moscone West in the heart of downtown San Francisco. This location shift creates the perfect opportunity to explore San Francisco and bring the Symposium to Northern California for the first time since 2013, its inaugural year in Sacramento. (See prior year locations in map.)



### Are you accepting presentation proposals?

- The proposal submissions closed on June 16<sup>th</sup>, 2017 and all 530+ were reviewed by the Symposium's Steering Committee. Those invited to present or join the waitlist were notified in early August. One lead presenter from each is eligible for the special discounted presenter rate. Those selected who have already registered will receive a partial refund. Additional presenter questions may be sent to Paula Evans at [pevans@cde.ca.gov](mailto:pevans@cde.ca.gov)

### What about exhibiting and/or sponsoring?

- More information can be found on the event website at [steamcalifornia.org](http://steamcalifornia.org). [Exhibitor](#) and [sponsor](#) questions may be sent to Jessica Howard at [jessica@cdefoundation.org](mailto:jessica@cdefoundation.org)



## About the Symposium

**As the largest event of its kind in the state**, the California STEAM Symposium brings together more than 3,000 teachers, administrators, students, higher-education representatives, program providers, and philanthropic and industry partners to learn how to improve STEAM teaching in schools, alongside the business sector, and throughout communities. By providing hands-on strategies and resources for best-practices implementation, the two-day professional development conference serves as the keystone in a year-round effort to support statewide STEAM education improvements, from the classroom to the boardroom.

This year marks the 5th annual Symposium, co-hosted by the California Department of Education and the California Commission on the Status of Women & Girls, and the first year incorporating Arts alongside STEM. Like many of our partners in the field, we are embracing the curiosity, self-expression, teamwork, and design thinking which help young innovators thrive. We also continue to spotlight access and inclusion for all while elevating girls and students of color as future leaders – principles core to our shared success.

Find more information and frequent updates at [www.steamcalifornia.org](http://www.steamcalifornia.org)

## Attendee Profile & Engagement

Symposium Demographic Data Snapshot	Digital & Print Media Circulation (as of April 2017)
3000 attendees expected in 2017 2700 attendees in 2016 <i>represented 2.8 million in student enrollment</i>  56% School site teachers, principals, STEAM specialists 17% County and district-level leadership 19% Industry and non-profit partners 6% Higher education institutions 2% Students and parent chaperones	8967 Direct marketing email circulation 21,000 Symposium homepage visits from email marketing clicks 2700+ Printed program 1112 Twitter followers (hashtag trending on Twitter during 2016 event) 2966 Unique profiles created in 2016 Symposium mobile app  <i>97% of 2016 attendees surveyed said they would recommend the Symposium to other educators</i>

## Additional Data Highlights

- PK-5, Middle School, and High School grade spans were represented fairly evenly, with a slightly greater proportion of PK-5 attendees
- STEAM Discipline distribution: 25% Science, 18% Technology, 15% Engineering, 9% Arts, 19% Math
  - The remaining 14% represented multiple STE(A)M disciplines, CTE, ELA/ELD, social studies, PE/Health, Special Education, or Professional Development and Curriculum & Instruction admin roles.
- Top three reasons for attending:
  - (1) Personal Growth & Development
  - (2) Content
  - (3) Resources
- Top three takeaways
  - (1) STE(A)M Education Strategies & Ideas
  - (2) Classroom Resources & Curriculum
  - (3) Motivation/Reenergizing/Invigorating Experience
- Top three factors influencing decision to attend:
  - (1) Cost & Admin Support
  - (2) Presentation Topics
  - (3) Distance/Location
    - In other words, it is essential to keep registration rates affordable for educators and their PD funding decision-makers.
- Years as an educator: 18% early career, 15% mid-career, 67% veteran (11+ years)
  - This last data point is particularly important to us in terms of STEAM teacher retention and the impact of quality PD experiences on the STEAM teacher recruitment and development pipeline.



Cpt. Mark Kelly



Tiffany Schlain



Carmen Medina



Tracy Fullerton



Gokul Krishnan



The California STEAM Symposium provides educators with rigorous, high-quality, collaborative, and inspiring professional learning and resources.

The conference showcases innovative approaches to teaching and learning happening throughout the state.

The inclusion of Art recognizes the role creativity and design thinking plays in students' learning. By braiding together Science, Technology, Engineering, Art, and Math, students learn to think critically and flexibly, preparing them for fulfilling, 21st-century careers.

### Where

Moscone Center West  
800 Howard Street  
San Francisco, California  
94103

### When

December 10-11, 2017

### What

Presentations with hands-on activities, inspiring Keynotes, Makerspace, Student Share Fair, 80+ Exhibitors, Team planning time & Continuing Education Units (CEUs).

Register as a team for the best rates!  
For more information visit:  
[www.steamcalifornia.org](http://www.steamcalifornia.org)



human energy®

**CSU** The California State University



**HEISING-SIMONS**  
FOUNDATION



WORKSPACE  
**Interiors**

by Office DEPOT

**COMMITTED TO LEARNING**  
One Student at a Time

**Office DEPOT**

**sprout pro** by **Google**









***Earn Continuing Education Units (CEUs) for attending the California STEAM Symposium!***

**Course # INT 1582**

**Course Title: 2017 CA STEAM Symposium**

**Units: 1 unit**

**Credit is available at \$75 per semester unit, payable to Fresno Pacific University**

**Learning Outcomes:** Participants will be able to apply strategies and resources for the implementation of STEAM education programs at their site.

**Conference Assignment:**

- 1) Attend symposium events totaling 18.5 hours.
- 2) Prepare a summary of each featured speaker and workshop presenters, and your Student STEAM Showcase and Exhibit visitation. Document your attendance and/or participation in the various Breakout Sessions, STEAM Showcase, Maker Space, Informal Networking Discussions, and/or Vendors' Showcase, totaling 18.5 hours. (45 points)
- 3) Submit a brief paper, video, or other multi-media presentation on how you plan to implement the information learned at the Symposium into your current assignment. The plan also needs to indicate how you will share the information gleaned at the symposium. (50 points)
- 4) Incorporate at least three California curriculum standards that are addressed in your plan. (5 points)

**Registration:**

- Complete the online Registration Form sometime between **October 1, 2017, and December 11, 2017**, at <http://ce.fresno.edu/cpd/workshops/Workshops.aspx?grp=All>.
- Upon receipt of the forms/payment, Fresno Pacific University will register each student.
- The grade is Credit/No Credit (CR or NC). Credit is equivalent to a B grade or above.
- Fresno Pacific University will post grades and mail a computerized grade report to each student.
- Transcripts may now be requested online; students may create an account on the CPD website at <http://ce.fresno.edu/cpd/>, then click on Order Transcripts.

Visit [www.steamcalifornia.org](http://www.steamcalifornia.org) for more information!

**INVESTIGATE. COLLABORATE. INNOVATE.**



# Fiscal & Operations



## Item B

### Information Item

### Operations

---

#### **SUMMARY OF THE ISSUE(S):**

Commissioner Manual Ready  
Solutions for Operational Services  
New Intern

#### **BRIEF HISTORY OF KEY ISSUE(S):**

The California Commission on the Status of Women and Girls was created by legislation initially signed in 1965 as an Advisory Committee. In 1971, the CCSWG statute was updated to create a permanent Commission to advise the Governor and the Legislature. This fiscal year the CCSWG started with \$530,000 in State funding for Operations, 17 Commissioners, a staff of four, and the authority to raise private funds to augment state funding. Being a state agency of four people, we do not have the authority or ability to perform many essential administrative functions, so we must contract out these services:

- A. Department of General Services \$92,000 in 2017-2018 for Budgeting, Accounting, Procurement, Technology services (excluding website hosting) and Human Resources)
- B. Department of Technology \$8,000 in 2017-18 and estimated at \$5,000 a year, starting next fiscal year, for CCSWG website hosting.
- C. CA State Library \$12,088 in 2017-18 for 900 square feet of office space and utilities.

Contracts for administrative expenses are about 20% of our budget. Salaries and Benefits are about 80% of our budget.

At the Commission Meeting on October 9<sup>th</sup>, we discussed the fact that CCSWG is moving to CDT web hosting at the request of DGS. This prompted a discussion about moving administrative services to another agency that could provide all services in addition to perhaps a regular Commission meeting location.

At the request of the Executive Committee we have outlined at a very high level, possible options for greatest administrative functionality, time saving, and cost savings in the future.

**Option 1:** Identify and negotiate a contract agreement with a state department or agency for lower costs that could provide Budget, Accounting, Procurement, Technology, and Human Resources support. The Commission costs for these services have almost doubled in the past 2 years while at the same time the administrative responsibilities of the CCSWG staff have also grown exponentially with the introduction of Fi\$Cal. It would be our hope that we could identify a larger department or agency who is not a client of DGS that can provide the support we need but would charge significantly less than DGS, whose funding relies solely on charging client agencies for services. In addition, if we were to switch administrative entities it could be desirable to find an Agency that also has affordable office

space and meeting rooms we could utilize for Commission meetings. This would only be practical if we can negotiate a lower rate with another entity that can provide all services needed.

**Option 2:** Statutory revise to reorganize the Commission under another state department or agency. The process includes finding a department that aligns closely with our work at the Commission, with office space for us, and a meeting room suitable for Commission meetings.

A positive of this type of significant change would be that we would have the full fiscal and administrative support of a larger entity freeing up staff time and resource; however, we would need to conduct further research how the Commission remains an independent body under the umbrella of a larger state entity.

**Option 3:** A complete redesign of the State Commission to incorporate a State Council on Women and Girls, possibly housed in the Governor's Office. New York State has recently created a state council modeled after the Obama Administration White House Council on Women and Girls. This approach would require the involvement of all state agency heads in a Council and focuses on raising specific expectations for each state agency regarding initiatives to address inequities. This would require creating a new State entity, further research is needed on specific funding and function details.

**Interns:** We added another Civitas Program intern from Rio Americano High School, Annika Bjork.

**RESPONSIBLE PERSON(S):**

Nancy Kirshner-Rodriguez, Executive Director  
Emily Van Atta, Fiscal and Operations Director

**ATTACHMENT(S): NONE**

## Item B.1

### Information Item

#### Budget and Accounting

---

The Commission began the 2017-18 fiscal year with a budget of \$530,000. Since then Department of Finance augmented our budget by \$22,000, \$5,000 for employer retirement contributions and \$17,000 for employee compensation augmentation. Our updated General Fund Appropriation as of October 1, 2017, is \$552,000.

Of the \$552,000, \$441,588.28 is allocated towards Salaries, Benefits, and Commissioner Expenses, leaving \$110,411.72 for all other operating expenses.

Attached are the following documents for review:

- Payroll Forecast as provided by DGS Budgets (top) Payroll Forecast as edited by CCSWG to accurately reflected Retired Annuitant salary (Bottom)
- Budget Forecast Detail
- Budget Forecast Summary

#### **RESPONSIBLE PERSON(S):**

Nancy Kirshner-Rodriguez, Executive Director  
Emily Van Atta, Fiscal and Operations Director

#### **ATTACHMENT(S):**

Attachment B1.1: Payroll Forecast as provided by DGS Budgets (top) Payroll Forecast as edited by CCSWG to accurately reflected Retired Annuitant salary (Bottom)

Attachment B1.2: Budget Forecast Summary





**CCSWG Edited**

**8820 Commission on the Status of Women and Girls**

Agency/Unit Code 329-001

FY 2017/18 CSWG PERSONNEL ROSTER																		
CLASS	POSITION NUMBER	NAME	MSA DATE	Authoriz ed	Salary	July 2017	Aug 2017	Sept 2017	Oct 2017	Nov 2017	Dec 2017	Jan 2018	Feb 2018	Mar 2018	Apr 2018	May 2018	June 2018	FY 2017-18
EXEC DIRECTOR	329-001-5382-004	KIRSHNER-RODRIG	N/A	1.0	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$7,902	\$94,824
STAFF SVS AN/GEN	329-001-5157-003	FLORES	May-18	1.0	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,015	\$4,216	\$48,582
ASSOC GOVTL PROG ANA	329-001-5393-002	NIED TSEU	Apr-18	1.0	\$4,600	\$4,600	\$4,600	\$4,600	\$4,600	\$4,600	\$4,600	\$4,600	\$4,600	\$4,600	\$4,830	\$4,830	\$4,830	\$55,890
ASSOC GOVTL PROG ANA	329-001-5393-003	VAN ATTA	Sep-17	1.0	\$5,072	\$5,072	\$5,072	\$5,326	\$5,326	\$5,326	\$5,326	\$5,326	\$5,326	\$5,326	\$5,326	\$5,326	\$5,326	\$63,400
ATTORNEY IV	329-001-5780-001	JOHNSTON	N/A	0.1	\$69.68/hr	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$1,226	\$14,716
ATTORNEY IV	329-001-5780-002	VACANT*	Jul-18	0.1	\$63.47/hr	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
RETIRED ANNUITANT	329-001-4552-915	RUONA**	N/A	0.0	\$37.95/hr	\$380	\$380	\$380	\$380	\$380	\$380	\$380	\$380	\$380	\$380	\$380	\$380	\$4,554
TOTAL AUTHORIZED POSITIONS				4.2														
TOTAL SALARY						\$23,195	\$23,195	\$23,448	\$23,448	\$23,448	\$23,448	\$23,448	\$23,448	\$23,448	\$23,448	\$23,678	\$23,879	\$281,966
ESTIMATED BENEFITS				48%		\$10,907	\$10,907	\$11,029	\$11,029	\$11,029	\$11,029	\$11,029	\$11,029	\$11,029	\$11,139	\$11,235	\$11,235	\$132,622
TOTAL PERSONAL SERVICES						\$34,102	\$34,102	\$34,477	\$34,477	\$34,477	\$34,477	\$34,477	\$34,477	\$34,477	\$34,587	\$35,114	\$35,114	\$414,588

**NOTES:**

\*Vacant position (0.1 Attorney IV) forecasted at \$0 for FY 2017/18

\*\*Retired Annuitant (Ruona) forecasted at 10 hours/month. No Benefits calculation for Retired Annuitant

Total Projected Salary Expenditures:	281,965.92
Projected Board Member Expenses:	5,000.00
Total Projected Benefits Expenditures:	132,622.36
<b>TOTAL OF PROJECTED FY 17/18 PERSONAL SERVICES:</b>	<b>419,588.28</b>
BL 17-23: 3.60 Employer Retirement Contributions:	5,000.00
BL 17-24: Employee Compensation Adjustments - Item 9800:	17,000.00
<b>TOTAL PROJECTED FY 17/18 PERSONAL SERVICES:</b>	<b>441,588.28</b>

Updated General Fund Appropriation as of 10/1/2017: 552,000.00

**ESTIMATED REMAINING FY 17/18 GENERAL FUND BUDGET: 110,411.72**



2017-18 FISCAL YEAR: July - September 2017

CATAGORY OF EXPENDITURES	Budget	CCSWG Projections	Actuals to Date	Total Year End	Variance (Budget-CCSWG Projection)
<b>Personnel Expenses</b>					
Salaries and Benefits		\$436,588.28	\$105,504.00		
Temp Help		\$0.00	\$0.00		
Commissioner Costs		\$5,000.00	\$1,842.07		
<b>TOTAL PERSONNEL EXPENSES</b>	<b>\$441,588.28</b>	<b>\$441,588.28</b>	<b>\$107,346.07</b>		<b>\$0.00</b>
<b>Operating Expenses</b>					
Administrative Support		\$102,125.00	\$24,125.85		
Phone		\$712.00	\$185.01		
Rent		\$12,088.00	\$3,760.00		
Travel (Citibank)		\$8,000.00	\$1,771.57		
Training		\$0.00	\$0.00		
Procurements		\$4,000.00	\$2,224.66		
Staff Reimbursments		\$2,000.00	\$800.32		
Issue Areas		\$1,200.00			
<b>TOTAL OPERATING EXPENSES</b>	<b>\$110,411.72</b>	<b>\$130,125.00</b>	<b>\$32,067.09</b>		<b>-\$19,713.28</b>
<b>TOTAL</b>	<b>\$552,000</b>	<b>\$571,713.28</b>	<b>\$32,067.09</b>		

<b>Deposits</b>		<b>\$100,000.00</b>	<b>\$10,191</b>		<b>\$89,809.00</b>
-----------------	--	---------------------	-----------------	--	--------------------



# Fundraising



---

# Item B.2

## Information Item

### Fundraising Strategy update

---

#### **SUMMARY OF THE ISSUE (S):**

The input and direction provided at the October 9, 2017 CCSWG Full Commission meeting has been incorporated into the CCSWG Fundraising timeline. We hope to begin involving New Commissioners in our efforts in early December. Please note that we have reduced the number of proposed fundraising events and addressed some of the immediate concerns about staff capacity to work on our major initiatives while also being asked to support fundraising efforts simultaneously.

The continued goal of the Executive Director is to raise funds in support of CCSWG Objectives by:

- Establishing a Non-Profit and a Non Profit Steering Committee to execute events and meetings as needed.
- Enlisting Commissioners, Former Commissioners and other key supporters in fundraising, including establishing and broadening the Commission's reach to individual, corporate and organizational donors; The Non Profit that is being established will also focus on outreach to former Commissioners and state of CA women leaders.
- Developing a regular call time schedule for Supporters and Commissioners willing to make fundraising calls;
- Continuing to improve staffing infrastructure to execute goals as well as to support sustaining an ongoing fundraising strategy

#### **BRIEF HISTORY OF KEY ISSUE (S):**

In 2012 the CCSWG was provided statutory authority through legislative action to fundraise into a new special fund -the Women and Girls Fund. In 2015, it was determined that further legislative action was needed to ensure the Commissioners and Staff would not commit Bagley-Keene open Meeting Act Violations. Senator Carol Liu's bill SB 255 passed and became law on January 1, 2016. Simultaneously the Commission was granted ongoing funding from in the final governor's budget for 2015-2016 and Commission ED Nancy Kirshner Rodriguez was directed to focus on staffing the commission to fill the new positions. Upon completing the staffing in August 2016, Staff began to develop a more cohesive fundraising strategy, which was initially presented in October and November of 2016. Unanticipated Staff changes delayed the commencement of fundraising until the late spring of 2017 at which time the first IMPACT Awards date was set to coincide with Women's Equality Day. Our first fundraiser, the 2017 IMPACT Awards took place on August 23, 2017.

The process to create an external non-profit has also begun with a goal of all paperwork completed and 501C3 status gained by December 31, 2017.

**ACTIONS:**

The 501 C 3 process is moving ahead and we anticipate that Equity4her.org will be operational for 2018. We are working with Jones Day and anticipate filing the initial non-profit officers and paperwork in December. At this meeting we want to discuss several processes we will need Executive Committee to oversee in the coming months.

**RESPONSIBLE PERSON (S):**

Nancy Kirshner-Rodriguez, Executive Director

**ATTACHMENT (S):**

Attachment B.2.1: Fundraising and Timeline Overview

Attachment B.2.2: Updated Fundraising Plan and Timelines as well as Standing Up for STEAM Work plan



YEAR	MONTH	EVENT/MECHANISM	LOCATION	LEAD SPONSOR	SPONSOR GOALS	TICKET SALES GOALS	2020 CLUB GOALS	GOAL	ACTUAL Total	Budget	EXPENSES	Target Audiences	Lead Commissioner	Lead Staff	Event/Project Overview
2017	August	IMPACT awards	Sacramento	SEIU	\$500 to \$2000 (8 total)	100	25	#####	14851.28	3000	2952.28		Karen Nelson	NKR	1st Annual reception in Sacramento honoring women of impact in Equity Access and Justice
2018	February	Prospecting House Party (1 event)	San Diego	Private Home	\$500 to \$5000 (3 )	50	10	\$5,000.00		500			Alisha Wilkins	NKR	
2018	April ( either 4th,5th or 6th)	Standing Up for STEAM	San Francisco	YELP	\$500 to \$2000 (10 total)	100	50	#####		5000		SF Bay Area women leaders, STEM professionals, Silicon Valley	Celinda Vazquez	NKR	Recognizing CA Women leaders championing Access to STEAM
2018	June (between 6/15 & 6/30)	Women Opening Doors for Women	Sacramento		\$500 to \$2000 (20 total)	300	50	#####		5000		Young Professionals by issue area and regional women leaders	Lauri Damrell and Lupita Alcalá	NKR	Young professionals and industry leaders gathering in individual homes for meals and then a breakfast the next day with all attendees
2018	October	Pay Equity Leading the Way and Standing Up for STEAM	Silicon Valley		\$500 to \$5000 (5)	100	100	#####		1500		Pay Equity Task Force Honorees and Silicon Valley Companies	Marina Illich	NKR	Celebrating the CA Pay Equity Task Force and STEM innovators
2018	January	IMPACT awards	Sacramento					#####		3000		CCSWG Supporters, Sacramento Leadership	TBD	NKR	Annual reception in Sacramento honoring women of impact in Equity Access and Justice
2019	June (between 6/15 & 6/30)	IMPACT awards	Los Angeles			100	100	#####		3000		CCSWG Supporters, Los Angeles Region Leadership	TBD	NKR	1st Annual reception in Los Angeles honoring women of impact in Equity Access and Justice
2019	August	Women Opening Doors for Women	Sacramento					#####		5000		Young Professionals by issue area and regional women leaders	TBD	NKR	Young professionals and industry leaders gathering in individual homes for meals and then a breakfast the next day with all attendees
Quarterly by email		2020 Club Solicitation by Email and Mail						#####		250		Request will come from a current or past Commissioner		NKR	
Ongoing outreach meetings		Leadership/Sustaining Sponsors ( FY 17-18)						#####		500		NKR coordinated with a Commissioner attending if possible		NKR	one on one meetings
Meetings		Leadership/Sustaining Sponsors ( FY 18-19)						#####		500		NKR coordinated with a Commissioner attending if possible		NKR	one on one meetings
<b>TOTAL</b>									<b>\$230,000.00</b>	<b>27250</b>					

EVENT/MECHANISM		Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	January to June 2019
IMPACT awards	August																		
Prospecting House Party (1 event)	February																		
Standing Up for STEAM	April ( either 4th,5th or 6th)																		
Women Opening Doors for Women	June (between 6/15 & 6/30)																		
Standing Up for STEAM	October																		
IMPACT awards	January (2019)																		
IMPACT awards	June (between 6/15 & 6/30)																		
Women Opening Doors for Women	August																		
2020 Club Solicition by Email and Mail																			

Leadership/Sustaining Sponsors ( FY 17-18)  
Leadership/Sustaining Sponsors ( FY 18-19)

Event Month
Event Planning

## FUNDRAISER: Standing up for STE(A)M

---

### Event Plan

<b>Date:</b>	Apr-18
<b>Location:</b>	YELP Offices, 140 New Montgomery Street, San Francisco
<b>Time:</b>	5:30pm - 7:00pm
<b>Concept:</b>	Evening reception, fundraiser and award ceremony recognizing women in California who have had a significant impact on girls in STE(A)M education. This event will be co-sponsored with Million Women Mentors and thus will also highlight the work of MWM California.
<b>Theme:</b>	Standing up for STE(A)M
<b>Ticket Price:</b>	\$53.00
<b>Attendance Goal:</b>	100
<b>Target Audience:</b>	Current Stakeholders, organizations with a shared focus, and associates of these people/groups.
<b>Program elements:</b>	Reception Presentation on the Commission and Million Women Mentors Awards
<b>Speaker:</b>	
<b>Honoree Ideas</b>	Lupita Cortez Alcala, Silvia Vasquez-Lavado , Kimberly Bryant
<b>Master of Ceremonies:</b>	News anchor or Radio personality - Roberta Gonzales --Weather forecaster
<b>Confirmed Sponsors:</b>	Yelp -food and location
<b>Co-presenter &amp; Media Partner</b>	Million Women Mentors, California - CoHost
<b>Staff Contacts:</b>	Nancy Kirshner-Rodriguez



**TASK LIST: Standing Up For STE(A)M**

Event Manager: Nancy

**Date: 4/6/18, Location: Yelp, 5:30pm - 7:00pm Reception**

Task	Status	Due Date	Owner	Comments
Week of November 13				
Event flyer			SMF	
Facility contract signed & confirmed	Do we need to sign anything?			
Distribute event plan			Nancy	
Calendar date			SMF	
Web Calendar Up to Date				
Confirm venue & caterer	Confirmed - Yelp			
Week of November 27				
Check commissioners calendars			SNT	
Calendar advisory to media			SMF	
Secure lodging arrangements for speaker (if needed)			Nancy	
Marketing strategy meeting - determine marketing materials needed			SMF	
Marketing plan in place			SMF	
Sponsorship plan in place (identify prospects, targets, etc.)			Nancy	
Sponsor benefit grid finalized			EVA and Nancy	
Week of December 4				
Web registration up and running			SMF	eventbrite.com
Newsletter promotion			SMF	
Honorees confirmed			Nancy	
Volunteer request	What kind of volunteers will we need?			
Media plan in place			SMF	
Draft of day timeline/schedule			Nancy and Staff	
Draft VIP invite			Nancy	
Get list of host committee (confirmed v not confirmed) ; strategy to participate in event			Nancy	
Confirm all event partners (at least one)			Nancy	
Invitation designed			SMF	
Invitation design complete			SMF	
Week of December 11				
Invitation sent out			Nancy and SMF	
<del>AV quote</del>	Yelp will provide			
Save the Date to commissioners			Nancy	

Registration, sponsor & budget updates	EVA	
Week of December 18		
Confirm event program	Nancy	
Confirm speakers and who introduces program	Nancy	
Av contract in place		
Confirm deliverables w/ sponsors	Nancy	
Decorations (look for donated centerpieces?)		STEM Signage?
Registration, sponsor & budget updates	EVA	
January-18		
Fundraising	Nancy	
February- 2018		
Fundraising	Nancy	
Week of March 5, 2017		
Confirm Sponsors and follow up with any pending donations		
Registration & budget updates		
Week of March 12, 2018		
Staff & volunteer plan in place		
Catering details in place		
Facility layout finalized		
PowerPoint presentation		
E-news article		
Registration, sponsor & budget updates		
Week of April 2, 2018		
Promotional items and banners delivered from sponsors (if applicable)		
Sponsors confirmed		
News release to media		
PowerPoint finalized (if needed)		
Registration, sponsor & budget updates		
Final catering guarantee		
Order event signs		
News release to media		
Registration, sponsor & budget updates		
Table seating chart finalized		
Print Name Badges and Registration lists		
EVENT DAY --April 6, 2018		
Week of April 15		

---

Thank you notes & letters (Write in Advance)

---

Event evaluation

---

## PROSPECTIVE HOST COMMITTEE

### Million Women Mentors

Kimberly MacPherson  
Megan Kossar  
Teddy  
Laura Zander  
Amy Anderson  
Emily Murase  
Tracie Pezzullo  
Melissa Freund White Sutter  
Laliv Hadar  
Andrea Dew Steele  
Amy Pearl Parodi  
Amy Everitt and her group  
Noreen Farrell --Stronger CA leaders  
Kate Maeder

### Corporations

Comcast Ken Maxey and Lenni Gutierrez  
Technet Andrea Deveau  
LYFT Alix Rosenthal  
CH2MHill Vijay Kumar  
Safeway  
Levi Strauss  
Southwest Airlines ???  
Microsoft  
Platinum Advisors

Golden One

Walgreens

SEIU

Wells Fargo

Miguel Bustos

Walmart

Apple, Inc.

CVS

Google

Rebecca Prozan

Parsons Brinckerhoff

Stuart Sunshine

American Airlines

Holland & Knight

JP Morgan Chase

Hornblower

Kaiser

Kristin Chambers/John Garcia

Jones Day

Lennar

Recology

Eric Potashner/ John Breslaw

Manatt Phelps



Target		Sports Basement	Shelley?
Salesforce	Carmela Clendening	PG&E Corporation	Kit Batten/ Travis Kiyoto/ Papia etc
United Airlines			
UBER			
Bridgepoint Education	KVO-lobbyist		
Blue Shield			
Chevron			
Charles Schwab			
Orrick			
Starbucks			
Clorox Company			
AT&T	Jason Chan		
Delta Dental			
CA Cable TV Association			
Facebook	Michael Matthews		
Deloitte			
Gap, Inc.			
Sutter Health	Melissa FW		

COST SHEET: Standing Up for STE(A)M

	Goal Budget (Reception only)	ACTUAL	
<b>Net increase/(decrease) in funds</b>	<b>\$ 38,320</b>	<b>\$ -</b>	
<b>Programs &amp; Events Revenue</b>			
<b>2020 Club</b>	\$ 9,800		\$98.00/100 people for 2020 Club Memberships
Registration Fees	\$ 5,300		\$53.00 a ticket/100 people
Sponsorship Fees	\$ 28,220		One lead sponsor at \$10,000 One \$5,300, Two \$2,500, 4 at \$980; Eight \$500 sponsorships
<b>Total Revenue</b>	<b>\$ 43,320</b>	<b>\$ -</b>	
<b>Direct Program/Event Cost</b>			
Food & Beverage Expense	\$ -		Is Yelp covering Drinks?
Audio & Visual Costs	\$ -		Yelp is providing - yes?
Facility Rental	\$ -		Yelp is donating
Linen, additional tables, etc	\$ 500		
Speaker fees	n/a	\$ -	
Wine	\$ 500		
Corkage	\$ -		
Commissioner accommodations	\$ -		
Fundraising Support	\$ 2,500		
Postage & Delivery	n/a		
Signage & Decor	\$ 250		includes event signs
Supplies Expense	\$ 150		
Print / Design Expense	\$ -		
Photo/Film	\$ 200		
Awards	200		
Thank you gifts for Yelp	\$ 200		
Staff Travel/Event Costs	\$ 500		
<b>Total Cost</b>	<b>\$ 5,000</b>	<b>\$ -</b>	

# Website Portal



---

# Item C

## Information Item

### Website

---

#### **SUMMARY OF THE ISSUE(S):**

As mentioned at the October 9, 2017, the Commission has started the process of contracting with The California Department of Technology (CDT) to build and host the Commission website [www.women.ca.gov](http://www.women.ca.gov).

#### **RECOMMENDATION:**

If you are interested in helping the Commission build out a portion of the website, please let us know. Any Commissioner wishing to help out will be enrolled in the CDT WordPress training.

#### **BRIEF HISTORY OF KEY ISSUE(S):**

On November 7, 2017, CDT provided CCSWG with a list of items including broken links and formatting issues with direction fix these items before they migrate our website to a Wordpress template. Stephanie Flores cleaned up the website over the course of a week – thank you Stephanie.

One November 16, 2017 we had a follow up meeting CDT discuss their Site Assessment and review our progress. They were pleased to find we'd completed clean up of our site which enables us to move forward to the Scope of Work.

Currently, CDT is drafting a Scope of Work for us to review. Once we agree to the Scope of Work, it will take CDT approximately 2 weeks to migrate our website to WordPress. At this point they'll deliver a site with basic formatting and content, and train CCSWG staff plus any one else wanting to volunteer time, on how to build out/enhance the site.

The process for migrating comes in four phases:

1. ~~Website Preparation by CCSWG Staff for CDT Onboarding: CCSWG Staff follow CDT best practices for finding and removing broken links and cleaning up website content. All Staff, and any Commissioner volunteers, will participate in the CDT Training for web content management.~~ **COMPLETE**
2. ~~Website Site Assessment: The CDT team will thoroughly review and inventory the website to assess the types of content involved, the volumes, and any issues that need to be discussed with the customer. The findings from this step will be compiled into an Assessment Report which will be delivered to the customer for review prior to the Engagement Meeting.~~ **COMPLETE**
3. Scope of Work Approval.

4. Site Build: The new web site is created by CDT and content from the existing site is imported into the WordPress database. After the content is imported, the site still needs to be “designed”. All the content is available, but it needs to be laid out and placed appropriately. **This work is the responsibility of the customer and is the area where we will need Commissioner Assistance.**
5. Go Live: Go Live begins with the release of site control from CDT to the customer and the new website being linked to [www.women.ca.gov](http://www.women.ca.gov).

**ANALYSIS:**

At this time, staff are waiting on CDT to provide a Scope of Work.

**RESPONSIBLE PERSON(S):**

**Nancy Kirshner-Rodriguez**

**Stephanie Flores**

**Emily Van Atta**

**ATTACHMENT(S):**

None

# Legislation





## Item D

### Information Item

#### Legislative Update

---

#### **SUMMARY OF THE ISSUE(S):**

This Legislative Update is meant as an information only item to give the Executive Committee an update on the current status of the Commission's 2017 priority legislation. Additionally, this update contains a brief overview of activities staff are currently involved with as 2018 priorities are being developed by both advocacy partners and Legislative Commissioners.

#### **RECOMMENDATION:**

No action is required.

#### **BRIEF HISTORY OF KEY ISSUE(S):**

The first year of the two year session ended on September 15, 2017. Governor Brown had approximately 30 days to take action on hundreds of bills sent to him during the last few weeks of session.

Right before the bill signing deadline, the Governor's office, working with the Legislative Women's Caucus, organized a signing ceremony focused on Legislative Women's Caucus priorities. All CCSWG Commissioners were invited to attend. CCSWG Executive Director Nancy Kirshner-Rodriguez worked with the Governor's office of External Affairs to provide lists of women leaders and coalition partners to invite. Governor Brown signed several significant pieces of legislation aimed at supporting women and girls economic security.

Commission supported bills signed by the Governor are:

- AB 10 (Garcia) Access to Menstrual Hygiene Products
- AB 46 (Cooper) Wage Discrimination
- AB 168 (Eggman) Employers: Salary information
- AB 273 (Aguiar-Curry) Unlocking Opportunities for Families Bill
- AB 480 (Gonzalez-Fletcher) CalWORKS: welfare-to-work; necessary supportive services
- AB 557 (Rubio) Protections for Domestic Violence Survivors on CalWORKs
- AB 1312 (Gonzalez-Fletcher/Berman) Sexual Assault Victims Rights
- AB 1386 (Waldron) Women's Genealogical Cancers
- SB 63 (Jackson) Paid Family Leave
- SB 500 (Leyva) Extortion

## California Commission on the Status of Women and Girls

Unfortunately, several Commission supported bills were vetoed:

- AB 569 (Gonzalez-Fletcher) The Reproductive Non Discrimination Act
- AB 1209 (Gonzalez-Fletcher) Pay Data Transparency
- SB 169 (Jackson) Gender Equity in Education: Title IX Codification

However, in the veto message for AB 1209, Governor Brown referenced the Commission created CA Pay Equity Task Force:

“Since the Equal Pay Act was signed into law in 2015, the Pay Equity Task Force, which is comprised of members from this administration, business, academia, labor, the legislature and pay equity advocates, has been engaged in analysis of the new law, as well as workplace and compensation policies that can lead to successful compliance with the Act. Guidance and recommendations coming out of the Task Force will assist companies around the state with assessing their current wage practices.”

The following Commission supported bills have become two year bills and will be eligible for activity when the legislature reconvenes in January. Those bills are:

- AB 9 (Garcia) No Tax on Tampons
- AB 60 (Gonzalez-Fletcher/Santiago) The Child Care Protections for Working Families Act
- SCR 78 (Jackson) Discrimination Against Women

As the focus shifts to 2018, CCSWG Staff continue to work with Legislative staff on Legislative Commissioner priorities. On November 14, 2017 CCSWG was proud to co-sponsor the third in a series of hearings convened by Senator Holly Mitchell and the Select Committee on Women and Inequality to focus on Unconscious and Implicit Bias. This hearing particularly focused on the impact of occupational segregation. The hearing agenda is attached. All information on the series of hearings can be found here. <http://womenandinequality.senate.ca.gov/2017-hearings>

Currently, key Commission advocacy partners are meeting to review 2017 and develop priorities for 2018. On Wednesday, November 15, 2017, ED Nancy Kirshner-Rodriguez participated in the CA Work and Family Coalition Planning retreat. Nancy joined Jennifer Richard to lead the break out session focused on the Coalition relationship with Employment Development Department (EDD) and ways we can expand and improve the collaborations. In addition, on November 29, 2017, the Stronger California Network will meet to discuss 2017 victories and 2018 possible priorities. Commission Staff will participate in those discussions as well.

### ANALYSIS:

Attached is the CCSWG Bill List with all of the Commission’s priority bills as well as the “watch” bills. The chart provides the most up to date information on the bills as well as their location.

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

### **RESPONSIBLE PERSON(S):**

Stephanie Tseu, Policy Director  
Nancy Kirshner-Rodriguez, Executive Director

### **ATTACHMENT(S):**

Attachment D.1: CCSWG Bill List

Attachment D.2: Implicit Bias Hearing Agenda



			CCSWG BILL LIST					
Number	Author	Title	Overview	Notes	CCSWG Issue Area	LWC or Stronger CA	Location	

Assembly Bills

AB 9	Garcia	No Tax on Tampons	Would end the tax on feminine hygiene products in California	Two year bill	Social Attitudes and Economic Considerations		Asm. Approps
AB 10	Garcia	Access to Menstrual Hygiene Products	Would provide menstrual products, free of charge, in Title 1 schools.	Commission took a support position on the bill dated April 6. Bill was amended on May 30 to provide feminine products to	Health and Safety and Social Attitudes and Economic Considerations	Stronger CA	Chaptered
AB 46	Cooper	Wage Discrimination	Expands California's pay equity laws for women and minorities to encompass all employees in both the public and private sectors.		Gender in the Workplace and Employment		Chaptered
AB 60	Santiago and Gonzalez-Fletcher	The Child Care Protections for Working Families Act	Subsidized child care and development services: eligibility periods	Two year bill	Social Attitudes and Economic Considerations	Stronger CA and Work and Families Coalition	Senate Education
AB 168	Eggman	Employers: Salary information	This bill will prohibit employers from seeking a job candidates' salary history and require that employers provide a salary range to a job applicant, upon reasonable request.		Gender in the Workplace and Employment	LWC and Stronger CA	Chaptered
AB 273	Aguar-Curry	Unlocking Opportunities for Families Bill	Would clarify that English as a Second Language (ESL) and High School Equivalency (HSE) educational programs are acceptable types of training courses for families to qualify for state-subsidized child care and preschool.		Educational Needs and Social Attitudes and Economic Considerations	LWC and WPI and Stronger CA	Chaptered
AB 480	Gonzalez-Fletcher	CalWORKS: welfare-to-work: necessary supportive services	This bill would clarify that diapers for infants and toddlers are reimbursable ancillary expense for CalWORKs participants with young children in the Welfare to Work program.		Health and Safety	LWC and Stronger CA	Chaptered

AB 557	Rubio	Protections for Domestic Violence Survivors on CalWORKs	Implementation of this bill would support domestic violence survivors who are applicants or recipients of CalWORKs by requiring counties to waive certain program requirements for families at risk of escaping a violent environment.		Civil and Political Rights of Women	Stronger CA	Chaptered
AB 569	Gonzalez-Fletcher	The Reproductive Health Non Discrimination Act	This bill would protect an employee's right to make very personal and private reproductive choices without interference from, or retaliation by, an employer.		Civil and Political Rights of Women	Stronger CA	Vetoed
AB 1209	Gonzalez-Fletcher	Pay Data Transparency	Will require that employers with more than 500 employees to file a Statement of Information with the Secretary of State to report specific information regarding pay gaps between men and women.		Gender in the Workplace and Employment	Stronger CA	Vetoed
AB 1312	Gonzalez-Fletcher and Berman	Sexual Assault Victims Rights	This bill would ensure that rape kits are not destroyed prematurely, that survivors of sexual assault are aware of their rights and the resources available to them, and codify important additional rights for survivors such as free post-assault contraception.		Health and Safety and Social Attitudes and Economic Considerations	LWC	Chaptered
AB 1386	Waldron	Women's Genealogical Cancers	The purpose of the bill is to launch a breast and ovarian cancer screening and awareness short-term program to promote and encourage genetic testing and screening among individuals newly diagnosed with breast and ovarian cancer.	Commission took a support position on the bill dated April 19. Bill was amended on May 31 to change the program from a pilot to a "short-term" program. The bill will target individuals newly diagnosed with breast and ovarian cancer, through a provider education campaign.	Health and Safety	LWC	Chaptered

Senate Bills

SB 63	Jackson	Unlawful Employment Practices: Parental leave	This bill would provide up to 12 weeks of job-protected maternity and paternity leave for more California employees. Specifically, this bill would allow employees who work for a company with 20 or more employees, within a 75 mile radius, to take up to 12 weeks of job-protected leave to care for a new child.		Gender in the Workplace and Employment and Social Attitudes and Economic Considerations	LWC, Stronger CA and Work and Families Coalition	Chaptered
SB 169	Jackson and De Leon	Gender Equity in Education: Title IX Codification	SB 169 would codify the standards articulated in the 2011 OCR Dear Colleague letter and ensure strong state-level enforcement.		Civil and Political Rights of Women		Vetoed
SB 500	Leyva	Extortion	This bill would clarify that extortion includes coercion involving sexual acts and sexually explicit images. It also clarifies that accessing and, without permission using any data, including sexually explicit recordings or images of another, is a public offense.		Civil and Political Rights of Women	LWC	Chaptered
SCR 78	Jackson	Discrimination Against Women	This bill would implement the principles of the U.N Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in California.		Civil and Political Rights of Women		Assembly Judiciary

Budget						
		Access to childcare			Social Attitudes and Economic Considerations	LWC and Stronger CA
Watch						
AB 23	Ridley-Thomas	Single gender academies and instructional programs	Authorizes a local education agency to implement single gender academies and instructional programs.		Educational Needs	Chaptered
AB 225	Caballero and Steinhorth	Earned Income Credit	This bill would expand the California Earned Income Tax Credit maximum financial cut-off to include fulltime minimum wage earners in California.	2 year bill	Social Attitudes and Economic Considerations	Assembly Appropriations
AB 296	Cervantes and Mathis	Task Force on California Women Veterans Health	This bill would create a Task Force within the Department of Veterans Affairs that will specifically study the needs of women veterans.		Women in the Military, Women Veterans, and Military Families	Vetoed
AB 796	Kalra and Thurmond	SSI/SSP Increases	This bill would restore SSI/SSP grants to 100% of FPL (Federal Poverty Level) by 2019 and provide for annual grant increases.	2 year bill	Social Attitudes and Economic Considerations	Assembly Appropriations
AB 1109	Kalra	Caps on Loans to Curb Predatory Lending Practices	This bill would cap the annual percentage rate for all high dollar consumer loans between \$2,500 and \$10,000 at 24%, plus origination fee.	2 year bill	Social Attitudes and Economic Considerations	Assembly Banking and Finance



AB 1010	Ting	Personal Income Taxes: Earned Income Tax Credit	This bill would expand the California Earned Income Tax Credit or include all households currently eligible for the federal Earned Income Tax Credit by increasing the income eligibility threshold and including earnings from self-employment.	2 year bill	Social Attitudes and Economic Considerations		Assembly Appropriations
AB 1576	Levine	Gender discrimination : pricing: goods	Prohibits gender price discrimination for consumer goods	2 year bill	Social Attitudes and Economic Considerations		Assembly Floor
SB 40	Roth	Domestic Violence	This bill would revise the existing provisions of the felony domestic violence statute to separately establish the felony offense of domestic violence where the corporal injury is caused by strangulation or suffocation.		Health and Safety		Chaptered
SB 54	De Leon	The California Values Act	The purpose of this bill is to protect the safety and well-being of all Californians by ensuring that state and local resources are not used to fuel mass deportations, separate families and ultimately hurt California's economy. No state or local resources will be used to investigate, detain, detect, or arrests persons for immigration enforcement purposes. Provides California schools, health facilities, public libraries and courthouses will remain safe and accessible and each shall establish policies that limit immigration enforcement on their premises.		Civil and Political Rights of Women	Stronger CA	Chaptered
SB 273	Hill	Child Marriage	This bill would require more stringent judicial screening of child brides and grooms.	2 year bill	Health and Safety of Women and Girls		Assembly Floor



# Communications and Outreach



## Item E

### Information Item

#### Communications and Outreach

---

#### SUMMARY OF THE ISSUE(S):

According to the State Law creating the Commission, the CCSWG is to “Collect and disseminate information on issues of concern to California women”. Communications and Outreach fulfills this requirement through clear, concise and consistent Communication to the public, the legislature, the Governor’s office, and to the Commissioners through the Commission website, social media platforms and a monthly newsletter.

#### RECOMMENDATION:

*No action is required.*

#### BRIEF HISTORY OF KEY ISSUE(S):

##### Website

The Commission website hosts information regarding all Commission activities including all meets hosted by the Commission, priority issue areas of the Commission and resources page for issues of importance to women and girls in California as well as nationally. The two main priority initiatives of the Commission, the Pay Equity Task Force and STEM, have web pages located on the commission website dedicated to those issues exclusively.

##### Social Media

Commission social media accounts are to remain active to increase public engagement and visibility. The Commission has actively promoted (1) activities of the Commission, (2) activities of Commissioners, (3) information relevant to priority policies of the Commission, (4) activities of partner organizations relevant to women and girls, and (5) issues important for women and girls in California.

Analytics:

Twitter (11/16/2017)

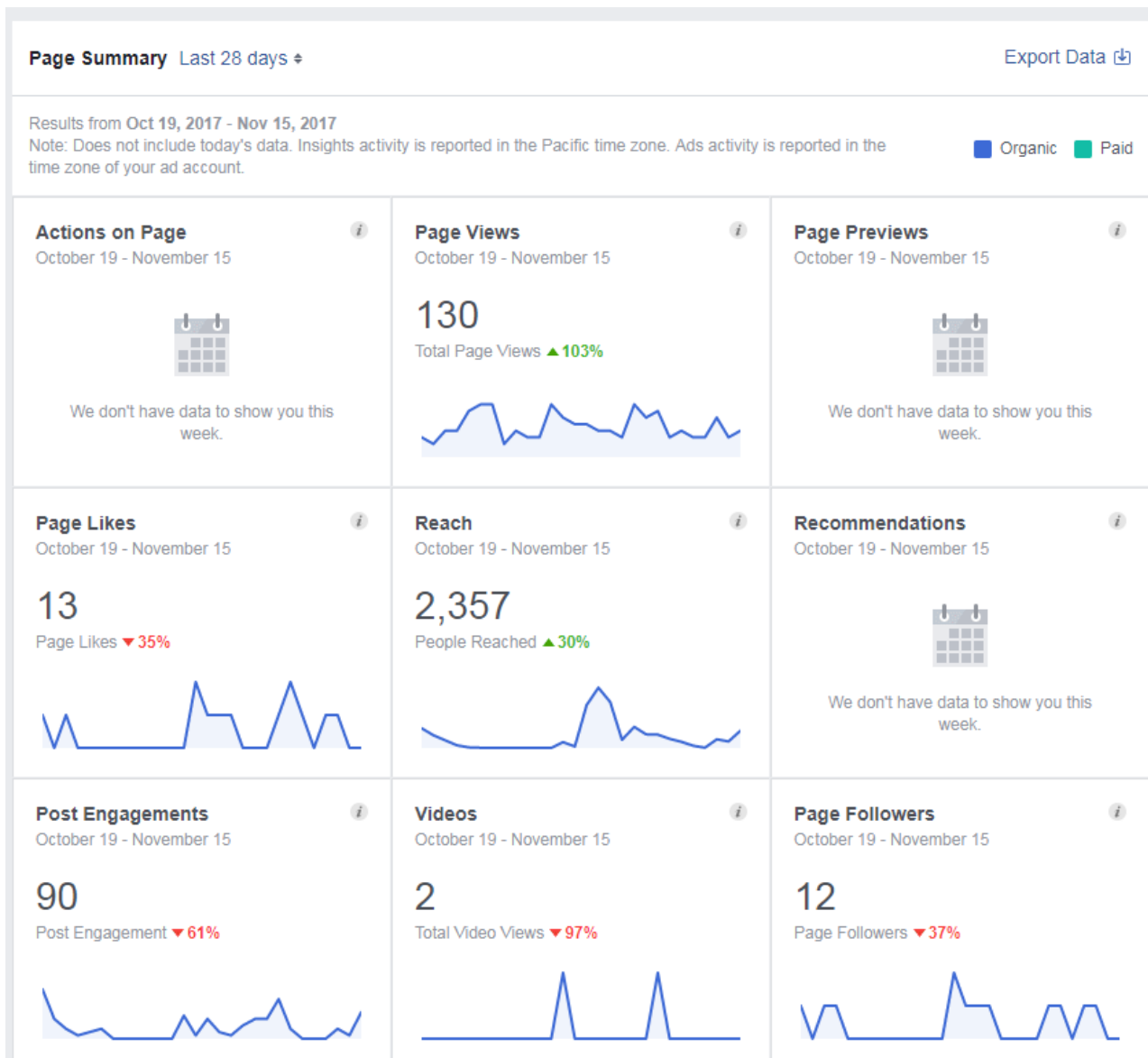
#### 28 day summary with change over previous period



## California Commission on the Status of Women and Girls

CCSWG Twitter presence continues to grow. It is the most popular of our social media platforms. The most successful interactions are with other women centered organizations with which the Commission already has an established relationship. Analysis: the CCSWG twitter should market with an existing partnership to capture more attention to CCSWG activities.

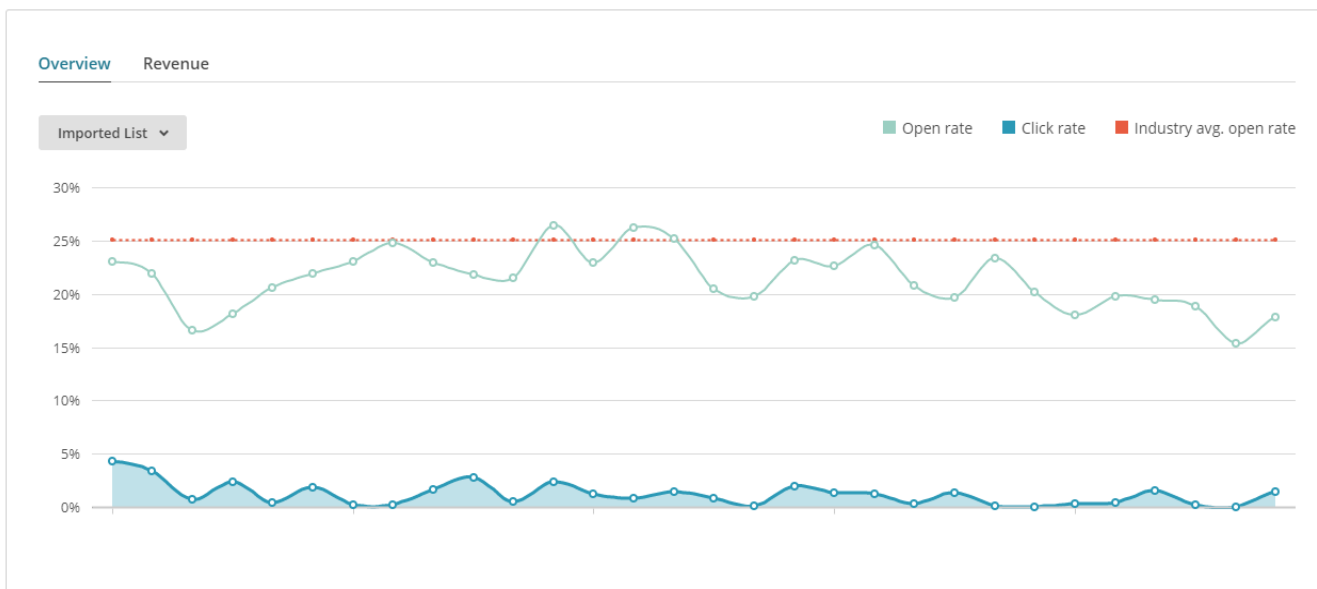
Facebook (11/16/2017)



CCSWG Facebook page has increased its reach but it has not increased its engagement of current followers. As stated in the activity summary post engagement has gone down from Oct 19- Nov 15. Analysis: Commission Facebook should focus on engaging audience through interactive posts, such as polls, “tell us what you think”, etc. Interactive posts must be monitored closely by Commission staff to prevent spam or trolling.

MailChimp – Newsletter (11/16/2017)

## California Commission on the Status of Women and Girls



As illustrated in the graph, event specific emails have the highest open rate. The graph also suggests that emails sent out after the event specific email benefits from this interest and also have a higher open rate. Commission meetings have the lowest open rate, and the Newsletter has a medium open rate. Analysis: Commission email subject line should highlight topics of interest to draw attention to readers.

### ANALYSIS:

Commission website is undergoing a complete redesign. CCSWG website hosting will be transferred to the California Department of Technology. The CDT will also host the website for the California Pay Equity Task Force. Commission staff is consulting with the CDT to prepare for the migration of the website.

In 2018, the Commission Communications plan will focus on the rollout of the California Pay Equity Task Force tools, on April 4<sup>th</sup>, Equal Pay Day. The Commission will executive an online advertisement plan of the website as well as coordinate with other stakeholders of the task force as part of the larger rollout communications plan currently in development. A significant amount of targeted advertisement will be required to inform the public about the toolkits, which include a focus on employees across a range of fields and small business owners.

The Engaging Girls in STEAM communications and outreach plan will continue promote the Million Women Mentors-California initiative in partnership with the University of California Davis. Major promotional projects will include the Sand Up for STEM Fundraiser and Women and Girls in STEM Week.

### RESPONSIBLE PERSON(S):

Stephanie Flores, Communications and Outreach Adviser

### ATTACHMENT(S):

Attachment E.1: Communications and Outreach Calendar 2018

Attachment E.2: November 2017 Newsletter







## Issues and Impact

November 2017

### Engaging Girls in STEM



#### *Million Women Mentors Summit and Awards 2017*

On October 24, 2017 California received national recognition during the Million Women Mentors Summit and Awards at the National Press Club in

Washington, DC. California was recognized with the Outstanding State Achievement Award for its unique partnership between state government and higher education,

as well as surpassing its initial pledge goal of 50,000 with 66,210 completed mentoring relationships. MWM-CA raised our pledge to 100,000 mentor/mentee relationships by the end of 2018.

For more information about the Engaging Girls Initiative, please visit our [STEM website](#).

## California Pay Equity Task Force

On Monday, November 13, 2017, the CA Pay Equity Task Force will meet to continue developing tools to implement the strongest Equal Pay law in the nation. The goal of the Task Force is to create resources to support successful implementation of the CA Equal Pay Act as amended in 2015, 2016 and 2017. These tools and ultimately a user friendly website, will provide employees, employers, HR professionals and anyone else looking for a better understanding of the importance of adhering to the law as well as straightforward tools to assist employers with identifying and addressing pay inequities within their business, why addressing pay inequities is good for business, and how employees can best address possible pay inequities themselves.



## Legislative Update

The Commission is proud to share that Governor Brown signed 10 of the bills supported by the Commission in 2017, including many authored by Commissioners. In May, the Commission voted to support several bills designed to improve women's economic security and health and safety. The 10 bills supported by the Commission and

signed by the Governor are:

**AB 10 (Garcia)** – will provide menstrual products, free of charge, in Title 1 schools.

**AB 46 (Cooper)** – expands California’s pay equity laws for women and minorities to encompass all employees in both the public and private sectors.

**AB 168 (Eggman)** – will prohibit employers from seeking a job candidates’ salary history and require that employers provide a salary range to a job applicant, upon reasonable request.

**AB 273 (Aguiar-Curry)** – clarifies that English as a Second Language (ESL) and High School Equivalency (HSE) educational programs are acceptable types of training courses for families to qualify for state-subsidized child care and preschool.

**AB 480 (Gonzalez-Fletcher)** – clarifies that diapers for infants and toddlers are reimbursable ancillary expense for CalWORKs participants with young children in the Welfare to Work program.

**AB 557 (Rubio)** – will support domestic violence survivors who are applicants or recipients of CalWORKs by requiring counties to waive certain program requirements for families at risk of escaping a violent environment.

**AB 1312 (Gonzalez-Fletcher and Berman)** – will ensure that rape kits are not destroyed prematurely, that survivors of sexual assault are aware of their rights and the resources available to them and codify important additional rights for survivors such as free post-assault contraception.

**AB 1386 (Waldron)** – launches a breast and ovarian cancer screening program to promote and encourage genetic testing among individuals newly diagnosed with breast and ovarian cancer.

**SB 64 (Jackson)** – will provide up to 12 weeks of job-protected maternity and paternity leave for more California employees.

**SB 500 (Leyva)** – will clarify that extortion includes coercion involving sexual acts and sexually explicit images.

Please see the [Commission’s website](#) for a full list of Commission supported legislation.

## Upcoming Events



The Commission is proud to co-sponsor the 2017 CA STEAM Symposium. Join thousands of educators from across California to learn about innovative approaches to teaching and learning happening throughout the state. The Commission will host two workshops at this years' Symposium. RSVP today and purchase your [tickets online](#).

## Veteran's Day

The Commission will be co-hosting Sheroes of Sacramento, to provide women veterans support services including a clothing closet, fiscal awareness workshop and a mental health discussion. The event will take place on Saturday, November 11 from 11 AM to 2 PM at 3500 2nd Avenue, Sacramento, 95817 . If you are interested in attending please RSVP at <http://bit.do/SheroesModule>.

 The poster for 'SheroesModule of Sacramento' features a woman in a military uniform saluting against a background of the American flag. The text on the poster includes:
 

- SheroesModule of Sacramento:** A thank you for serving our country
- Saturday, November 11, 2017**
- 11:00AM - 2:00PM**
- AKA House | 3500 2nd Avenue, Sacramento, CA 95817**
- Alpha Kappa Alpha Sorority, Incorporated ®
- ETA GAMMA OMEGA CHAPTER
- in partnership with
- Logos for: California Commission on the Status of Women, Alpha Kappa Alpha Sorority Incorporated, and CAL VET Women Veterans.
- To salute our women veterans and provide support services: **Clothing Closet • Fiscal Awareness Workshop and a Mental Health Discussion**
- R.S.V.P. at <http://bit.do/SheroesModule> no later than November 8, 2017. For information, please contact Jennifer Owens 916-205-1312



## Implicit Bias Hearings

The Senate Select Committee on Women and Inequality, Chaired by Senator Holly Mitchell, will hold its third hearing of 2017 to explore the status of 'occupational segregation' by gender and its relation to implicit bias. The hearing is jointly hosted by the Commission; Senate Labor and Industrial Relations Committee; and the Legislative Women's Caucus. It will also focus on public

**Public Hearing**

Implicit Bias and Its Impact on Women in the Workforce:  
Occupational Segregation

Hosted by the Senate Select Committee on Women & Inequality,  
the Senate Labor & Industrial Relations Committee, the Legislative Women's Caucus,  
and the California Commission on the Status of Women and Girls

**TUESDAY, NOVEMBER 14, 2017**  
10 a.m. – 1 p.m.

STATE CAPITOL  
ROOM 4203  
SACRAMENTO, CA 95814

Please join Senators Holly J. Mitchell and Steven C. Bradford, members of the Legislative Women's Caucus, and Commissioners of the California Commission on the Status of Women and Girls for the last of three hearings about implicit bias and its impact on women in the workforce. The focus of the hearing is occupational segregation. Panelists will share information about the current status of job segregation by gender and the obstacles to achieving better outcomes for women. Panelists will also address public and private initiatives and other potential solutions to steering women into jobs that have been dominated by men.

Visit Senator Mitchell's website: [www.senate.ca.gov/Mitchell](http://www.senate.ca.gov/Mitchell)

To RSVP or for more information contact Luan Huynh at 916.651.4570 or [Luan.Huynh@sen.ca.gov](mailto:Luan.Huynh@sen.ca.gov)

HEARING AND/OR REGISTRATION AT THIS LEVEL, OPEN TO THE PUBLIC, IS PROHIBITED

Metered street parking and private parking garages are available around the Capitol.

Please visit the Select Committee Website for additional information about the work of the Committee at [womenandinequality.senate.ca.gov](http://womenandinequality.senate.ca.gov)

and private initiatives and other potential solutions to steering women into jobs that have been dominated by men. The informational hearing will be held from 10 AM to 1 PM in Room 4203 of the State Capitol, Sacramento, 95814. The hearing will also be available for live streaming on the [Senate website](http://www.senate.ca.gov).

"Sexual harassment at work is a form of unlawful sex discrimination. The law defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature or based on sex that affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment" ([Equal Rights Advocates](http://www.equalrights.org)).

### Sexual Harassment at Work Resources

California Department of Fair Employment and Housing

(DFEH) [www.dfeh.ca.gov](http://www.dfeh.ca.gov)

(800) 884-1684: Within California

(916) 227-0551: Outside California

Equal Rights Advocates <https://www.equalrights.org>

[Know Your Rights](http://www.equalrights.org)

(800) 839-4372: Bay Area Based

Peace Over Violence <https://www.peaceoverviolence.org/one-on-one/>

(213) 626-3393: Central Los Angeles

(310) 392-8381: South Los Angeles

(626) 793-3385: West San Gabriel Valley



---

*Copyright © 2017 CA Commission on Women and Girls, All rights reserved.*

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).

MailChimp