

California Pay Equity Task Force

Measuring the Pay Gap, Evaluating Job Classifications, Systems and Functional Infrastructure, and Human Resources Subcommittee Meeting

January 19, 2017

MINUTES

CALL TO ORDER: Commissioner Lauri Damrell calls the meeting to order at 10 AM. Nancy Kirshner-Rodriguez calls the roll. Those attending are Co-chair Commissioner Julie A. Su, Co-chair Commissioner Lauri Damrell, Dr. Daniel Kuang, Peter Pawlick, Dr. Kimberlee Shauman, Bethany Renfree attends representing senator Hannah-Beth Jackson, and Tamara McDonald. Doris Ng attends via teleconference from San Francisco. Rhoma Young in attendance via conference call but not speaking.

Staff attending are Jessica James, Nancy Kirshner-Rodriguez, and Dr. Tonya D. Lindsey.

AGENDA: Members review and adopt the agenda. Dr. Kimberlee motions to approve the agenda. Dr. Daniel Kuang seconds. Nancy Kirshner-Rodriguez takes roll. All present aye.

MINUTES FROM DECEMBER 19, 2016 MEETING: Members review minutes from the December 19, 2016 meeting. Dr. Kimberlee Shauman motions to approve the minutes. Dr. Daniel Kuang seconds. Nancy Kirshner-Rodriguez takes roll. All present aye.

UPDATE FROM EACH WORKING GROUP: Update from each working group to identify overlap. Peter Pawlick, Dr. Daniel Kuang, Commissioner Lauri Damrell, Dr. Kimberlee Shauman.

PREPARED DOCUMENT FROM SYSTEMS AND FUNCTIONAL INFRASTRUCTURE SUBCOMMITTEE DISCUSSION:

Add the terms ethnicity and race category to glossary, prioritize items/elements for reporting/documentation (such as must have and nice to have), identify missing information versus “other” as a race or ethnic identity. Dr. Daniel Kuang, Commissioner Julie A. Su, Dr. Kimberlee Shauman, Doris Ng, Commissioner Lauri Damrell Peter Pawlick.

SMALL VERSUS LARGE EMPLOYER DIFFERENCES DISCUSSION: Provide examples that are applicable to both kinds of employers. Doris Ng, Dr. Kimberlee Shauman, Commissioner Lauri Damrell

CAREER-LEVELING MATRICES DISCUSSION: These matrices of breadth and depth (scope) of expectations associated with roles and responsibilities that differentiate job levels. Different size employers may need different tools for how to differentiate among job levels. Doris Ng, Peter Pawlick, Dr. Daniel Kuang, Commissioner Julie A. Su, Commissioner Lauri Damrell, Dr. Kimberlee Shauman.

SALARY SURVEY DISCUSSION: Salary surveys might reify inequalities found in the markets being surveyed. Salary surveys used to benchmark salaries for jobs. Unique jobs require more unique salary surveys. May differ for large and small employers. Doris Ng, Commissioner Lauri Damrell, Peter Pawlick, Dr. Kimberlee Shauman, Commissioner Julie A. Su, Dr. Daniel Kuang.

DISCUSSION OF WHAT COULD BE CONSIDERED BONAFIDE FACTORS FOR MEASURING/EXPLAINING THE GENDER PAY GAP: Market factors, competencies, detailed skills and job characteristics versus general job categories. Caution in gendered occupations and using survey data. Occupational

segregation can impact factors that are measured. Doris Ng. Dr. Kimberlee Shauman, Commissioner Julie A. Su, Commissioner Lauri Damrell., Peter Pawlick, Dr. Daniel Kuang.

ACTION ITEMS:

1. Dr. Kimberlee Shauman will look into available research about career leveling.
2. Peter Pawlick and Dr. Daniel Kuang will update the draft discussed today for full task force meeting.
3. Peter Pawlick and Dr. Daniel Kuang will propose detailed agenda two weeks prior to the next Task Force meeting.
4. Rhoma Young and Tamekia Robinson will meet to discuss and find information to help employees.

Commissioner Lauri Damrell, Peter Pawlick, Nancy Kirshner-Rodriguez, Bethany Renfree.

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