



October 5, 2016

To: CCSWG Commissioners

From: Nancy Kirshner-Rodriguez, Executive Director

Re: Report to CA Commission on the Status of Women and Girls

Fall has definitely arrived and we saw our first rain in Northern California this week. Every October we strive to bring attention to Domestic Violence and Breast Cancer Awareness Months. Please watch and share CCSWG twitter and Facebook posts that link our efforts to those of many allies and advocates.

Since the full Commission last met on August 8, 2016, the CCSWG staff team has remained extremely busy and with the end of the legislative cycle we are looking towards 2017 with great anticipation for the further expanded impact we can all have collectively. The Combination of focusing on the implementation of our new interagency agreements coupled with end of session activities, meetings and presentations has enabled us to simultaneously broaden the commission's reach while reestablishing some old partnerships. I hope receiving the brief updates on every other Monday regarding Commission operational and programmatic activities is providing you with valuable information. As we work to create streamlined operating systems with clearly defined staff responsibilities, I will be asking each of you to take time between October 25-28 to discuss in person or by phone the best way to utilize your expertise and interests in 2017.

Commission Operations

Budget

For the FY2016-17 the Commission received general funds of \$512,000 for staffing and operations. We anticipate our fixed costs will be covered by this funding and will review our expenditure plan at the meeting however; in order to continue the development of our programmatic footprint to supplement the work we have initiated the CA Department of Industrial Relations and the CA Department of Education as well as funds for the expansion of Million Women Mentors CA with UC Davis and our Southern California Ambassadors, we will need to raise \$50000 to \$100000 to augment the state funding. This fundraising will commence in November. If you have recommendations of individuals, businesses, foundations or organizations you suggest we reach out to please let me or Emily know. A presentation of an

updated fundraising strategy will take place at the Commission meeting and our Fundraising Subcommittee will need to meet in October to finalize our plan.

Barbara, Emily and I continue to work with the Department of General Services, FISCAL and the State Controller and the Department of Finance to update and finalize our 2015-2016 actuals and ensure that all previously accrued or carryover funding was applied to accruals and encumbrances.

Per Diems and Reimbursements

If Commissioners are seeking travel or Per Diem reimbursements for the previous or current year; please contact Emily Van Atta, Fiscal and Operations Director for the Commission. She will assist you in submitting your Travel Expense Claims for reimbursement. Reimbursements take about a month to process. Emily.vanatta@women.ca.gov or (916) 441-9238.

Conflict of Interest/Form 700 process

As you know, the Commission will be adopting a Conflict of Interest Code this year. This is a Regulatory Action and must be publicly noticed. The Notice of Proposed Regulatory Action was submitted to the Office of Administrative Law on September 16, 2016. The publication date of the Notice was September 23, 2016, and the Notice will run until November 7, 2016. If you have questions about the Conflict of Interest Code or the Fair Political Practices Commission Form 700 filing please contact emily.vanatta@women.ca.gov or (916) 441-9238.

2017 Calendar Dates

Please again review the recommended schedule for CCSWG 2017 meetings included at the end of this report and let me know if you have any conflicts at this time.

Program and Policy Initiatives

Gender in the Workplace and Employment

The California Pay Equity Task Force is continuing to discuss supporting proactive compliance with the new California Fair Pay Act for both small and large employers, as well as ensuring employees have the tools they need to protect, exercise and assert their equal pay rights. The next meeting of the CA Pay Equity Task Force is October 24th in Sacramento. All 10 subcommittees of the Commission's Pay Equity Task Force have been working on deliverables with Bethany Renfree, CCSWG Policy Director and she has also been coordinating the task force planning committee comprised of Taskforce Co-Chair's Commissioner Julie Su and Commissioner Lauri Damrell, Attorney Doris Ng and Leadership Specialist Tamara McDonald from the Labor Commissioner's Office, the CCSWG Executive Director and Dr. Tonya Lindsey.

The subcommittees are drafting individual action plans outlining the preliminary and anticipated work each member and/or subcommittee is/will be engaging in to contribute to the overall goals of the task force, broadly defined as providing structured guidance to large

employers, small employers, and employees on the California Fair Pay Act. In addition, at the request of Senator Jackson's office, Megan Lane from the Senate Office of Research is completing a Memorandum on findings, jury instructions and case and/or statute citations from equal pay case law, including federal Title VII, Equal Pay Act case law, and where it exists, California case law defining some of the key concepts within the Equal Pay Act and California Labor Code Section 1197.5. The Memo will be presented to the task force at the October 24th meeting.

Dr. Lindsey recently performed an industry-level statistical analysis of low-wage workers and the gender pay gap in California. Work is also moving forward on the development of the Interim Report from the Task Force led by Dr. Tonya Lindsey in coordination with myself and our Policy Director. We have provided an outline in your materials for this meeting. The Interim report will be released in April.

STEM Symposium

Here is a link to the CA STEM Symposium Website www.stemcalifornia.org. The Commission's expanded role this year is reflected in our ongoing involvement in the planning, selection of workshops, development of our own session, speaking role of Chair Alcalá, exhibit space and coordinated Commission meeting at the location of the Symposium. Our partnership with CDE on the teacher training module and town halls is also leading us to further opportunities to work with the department on STEM. Please let me know if you would like further information on the CDE work plan.

New CA Laws Review

Bethany is now reviewing all newly signed laws in order to build upon a list of legislation focused on Women and Girls that our summer intern Chloe Kuske developed while she was in our office. Commission staff will be presenting this list to the Legislation Subcommittee and then the Executive Committee in early November and plan to create a newly designed and user friendly comprehensive document summarizing newly signed and enacted laws impacting women and girls in California. The list is organized around Commission mandated focus areas and our goal is to provide a service to you and other advocates, partners and interested parties striving to track implementation of the new laws.

Aging Women and Poverty

This week Bethany and I met with the CCoA and CWLC staff to discuss the latest draft of the white paper being developed as a follow up to the June Forum and the recommendations. We will also be identifying a possible action plan and how we can incorporate Commissioners into the next step discussions and strategy.

Communications and Outreach

CCSWG Newsletter

The October newsletter is in development and will enter its final stage of editing during the CA STEM Symposium. It is scheduled to be sent out on October 13th and distributed via MailChimp. Please let Stephanie know if you are not receiving the newsletters as we transfer to a new distribution system. In addition, if you have other individuals you would like us to add to our contact lists or if you would like to feature your event or project in the newsletter please contact Communications and Outreach Adviser, Stephanie Flores at stephanie.flores@women.ca.gov or 916-441-9224.

Million Women Mentors Newsletter: The September newsletter for MWM-CA went out on Tuesday September 6th. A request for events or projects has been sent to MWM CA staff and will be closed Sept. 23rd. If you would like to advertise an event or project relevant to STEM in the MWM-CA newsletter contact Stephanie Flores at stephanie.flores@women.ca.gov or 916-441-9224.

Website

Now that we have confirmed we will continue to have our webpage hosted by the Department of General Services, the front page of the Commission website is being reviewed and all unnecessary information will be removed. All old data will be archived. In the upcoming months staff will begin arranging website material in more accessible form and Stephanie is also in the process of creating a STEM page for the Commission website. The page will feature information on Commission involvement with the STEM symposium, CDE, and MWM-CA.

Public Speaking and Meetings

08/24/2016 Chair Alcala joined Senators' Jackson and Liu at the Stronger California Women's Equality Day Press Conference and rallied the attendees.

08/23/2016 Nancy Kirshner Rodriguez met with UC Berkeley staff and students regarding the strategies to combat Sexual Assault on Campus the University is taking and also attended the 1st Year students mandatory briefing.

09/07/2016 Its Time Network Advisory Council Network City rollout.

09/08/2016 CA Work and Family Coalition Strategy Session

09/15/2016 Bethany attended a presentation for Bay Area Business Leaders where Senator Jackson spoke on SB358 implementation. After the presentation Bethany was able to speak with several business leaders about the CA Pay Equity Taskforce.

09/21/2016 Nancy Kirshner-Rodriguez and Beth Broom from UC Davis met with the Technology and Telecommunications Minister for Catalonia at the Governor's office to discuss Girls and STEM.

10/5-6/2016 Chair Alcala is addressing Texas Instruments Leadership Summit <https://education.ti.com/en/us/professional-development/administrators/2016-leadership-summit> on Succeeding with STEM: Engaging Students in CA

10/5/2016 Representatives of our Million Women Mentors CA Founding Committee, Beth Broome UC Davis and Venita Sivamani, Dermveda CEO will be participating in the 2nd National Million Women Mentors Summit in Washington, DC and speaking on the projects we are currently working on together. In addition, Beth will receive an award from MWM for the University's work in support of Women and Girls in STEM focused on the Food and Ag Industry.

Upcoming Calendar

- October is Domestic Violence Awareness Month and Breast Cancer Awareness Month
- 10/4-5 Million Women Mentors National Summit, Washington DC
- 10/9-11 CA STEM Symposium, Anaheim, CA
- 10/10 4:15 pm CCSWG Full Commission Meeting, Anaheim, CA
- 10/11 International Day of the Girl
- 10/24 CA Pay Equity Task Force Meeting, Sacramento, CA
- 11/3 CCSWG Executive Committee Meeting, Sacramento, CA

2017 Meeting Calendar

4th Monday of the Month

Date	Time	Location*	Full or Executive	
January 23, 2017	11:00 am	Sacramento	Full Commission	
February 27 , 2017	11:00 am	Sacramento	Executive Committee	
March 27, 2017	11:00 am	Sacramento	Full Commission	
April 24, 2017	11:00 am	Sacramento	Executive Committee	
May 22, 2017	11:00 am	Sacramento	Full Commission	
June 26, 2017	11:00 am	Sacramento	Executive Committee	
July 2017	No meeting	_____	Legislative Recess	
August 28, 2017	11:00 am	Sacramento	Full Commission	
September 25, 2017	11:00 am	TBD	Executive Committee	
October 2017	Times TBD	TBD	Commission meeting around CA STEM Symposium	
November 2017	No Meeting	_____	Legislative Recess	
December 2017	TBD	TBD	Executive Committee	

*** Telephonic locations will be included in the Meeting announcement.**