



NOTICE OF MEETING

**California Commission on the Status of Women and Girls
Full Commission Business Meeting
Monday, May 14, 2018
11:00 a.m. – 2:00 p.m.
State Capitol, Room 127
Sacramento, CA**

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

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

West Valley Municipal Building, 19040 Vanowen Street, Meeting Room, Reseda, CA 91335
1600 Atlas Peak Road, Lobby/Reception, Napa, CA 94558

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. Time limitations for discussion and comment will be determined by the Chair.

- I. Welcome and Call to Order – Chair
- II. Roll Call - Establish Quorum
- III. Approve Minutes of March 19, 2018 Commission Meeting
- IV. Chair's Opening Remarks and Commissioner Comments
- V. Sexual Harassment Subcommittee Presentation
 - Mandy Benson, M.J. Benson Consulting, Sexual Harassment Prevention Education and Certified Title IX Investigator
- VI. Operations
 - Personnel
 - i. Current Staff Positions
 - ii. Executive Director Position
 - Staffing and Strategic Planning Subcommittee
- VII. Fiscal
 - Budget and Accounting
 - i. Budget update
- VIII. Program and Policy

- Pay Equity Task Force
 - STE(A)M
- IX. Legislation
 - X. Legislative Women’s Caucus & Select Committee Update
 - XI. Public Comment – including matters not on the agenda*
 - XII. Closed Session if necessary
 - If necessary, consideration of personnel matters pursuant to Government Code section 11126(a) (1).
 - If necessary, consideration of potential litigation matters pursuant to Government Code section 11126(e) (1).

* 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 Stephanie Tseu 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 Stephanie Tseu at Stephanie.Tseu@women.ca.gov or 916-651-5405 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 Tseu at the California Commission on the Status of Women and Girls at Stephanie.Tseu@women.ca.gov or 916-651-5405. To view this agenda online please visit our website at www.women.ca.gov.



MEETING MINUTES

**California Commission on the Status of Women and Girls
Full Commission Business Meeting
Monday, March 19, 2018
11:00 a.m. – 2:00 p.m.
State Capitol, Room 127
Sacramento, CA**

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

West Valley Municipal Building, 19040 Vanowen Street, Meeting Room, Reseda, CA 91335
Palo Alto Rinconada Library, Crescent Room, 1213 Newell Road, Palo Alto, CA 94303

- I. Welcome and Call to Order – Chair
- II. Roll Call - Establish Quorum

Fiscal and Operations Director Emily Van Atta called roll. Those Commissioners participating were: Lupita Alcalá, Kafi Blumenfield, Kaite Buckland, John Erickson, Assemblymember Eloise Gómez Reyes, Marina Illich, Senator Hannah-Beth Jackson, Senator Connie Leyva, Senator Holly Mitchell, Judith Salter, Celinda Vázquez, Assemblymember Shirley Weber, and Acting Chair Alisha Wilkins.

- III. Approve Minutes of January 8, 2018 Commission Meeting

Commissioner Salter made the motion. Commissioner Erickson made the second. The vote was called. Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Illich, Salter, Vázquez, Weber, and Wilkins. There were no No votes. Motion approved.

- IV. Chair's Opening Remarks and Commissioner Comments

Acting Chair Wilkins gave updates about Women's History Month and asked Commissioners about events they'd participated in around California. The Legislative Women's Caucus honored 120 women from around the State at an event on March 12th, Wednesday, March 20th is the swearing in of Toni Atkins as the President pro Tempore of the California Senate. She is the first woman and first open member of the LGBTQ community to hold this office.

Acting Chair Wilkins addressed some housekeeping items: Forms 700s are due for public Commissioners by April 1st. Assemblymember Jaqui Irwin has been reassigned to the Commission, filling the seat of Assemblymember Cristina Garcia. The Governor appointed Robyn Hines (West Sacramento) to fill the vacancy left by former Commissioner Lauri Damrell.

- V. Nominate and vote to approve new Chair, 1st Vice Chair, and if needed, a new member of the Executive Committee

Former Chair Lauri Damrell resigned from the Commission in January 2018 to accept an appointment as a Judge, leaving a vacancy for the Chair position. First Vice Chair Alisha Wilkins had been filling in as Acting Chair since Commissioner Damrell's resignation.

The floor was opened for nominations for Chair.

Commissioner Alcalá made a motion to nominate First Vice Chair Wilkins for the Chair position. Assemblymember Gómes Reyes seconded the motion. The vote was called.

Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Gómes Reyes, Illich, Jackson, Mitchell, Salter, Vázquez, Weber, and Wilkins. There were no No votes. Motion approved.

Voting Commissioner Wilkins as Chair left a vacancy open for the First Vice Chair position. The floor was opened to nominations for the First Vice Chair.

Commissioner Alcalá made a motion to nominate Second Vice Chair Assemblymember Weber for the First Vice Chair position. Senator Mitchell seconded the motion. The vote was called.

Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Gómes Reyes, Illich, Jackson, Mitchell, Salter, Vázquez, Weber, and Wilkins. There were no No votes. Motion approved.

Voting Assemblymember Weber into the First Vice Chair position left a vacancy open for the Second Vice Chair position. The floor was opened to nominations for the Second Vice Chair position.

Senator Mitchell made a motion to nominate Commissioner Vázquez for the Second Vice Chair position. Commissioner Alcalá seconded the motion. The vote was called.

Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Gómes Reyes, Illich, Jackson, Mitchell, Salter, Vázquez, Weber, and Wilkins. There were no No votes. Motion approved.

- VI. Legislative/Research: The legislative item was moved up for Senator Jackson to give an update on SB 1150, a gender equity bill inspired by the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) movement. Senator Jackson noted that of the 194 U.N. member nations all but 7 have ratified CEDAW. Those seven are: The United States, Tonga, Palua, Iran, Somalia, South Sudan and Sudan.

SB1150 aims to identify and remedy discrimination against women in the State of California. California would be the first state to do this.

Senator Jackson envisions this bill, if passed, having a task force convened around it in the same style as the Pay Equity Task Force to develop metrics/standards for measuring discrimination against women.

Commissioner Erickson noted the Cities for CEDAW movement and asked if the bill tied into that movement.

Senator Jackson acknowledged Cities for CEDAW but said this bill would provide a template that focuses on state departments and will hopefully force some tough questions. She noted that having a statewide process that instituted in the state then directed to local governments will be a key piece of making this work.

Although this bill states no fiscal impact it will be scored as having some financial impact because it will be a state mandate. Senator Mitchell suggested looking to Los Angeles County for guidance on funding and structure of a CEDAW program.

Senator Jackson asked the Commission for a letter of support and testimony in Committee. Commissioner G6mes Reyes motion to approved supporting SB 1150 with a letter and testimony. Second Vice Chair V6zquez seconded the motion. The vote was called.

Ayes: Commissioners Alcal6, Blumenfield, Buckland, Erickson, G6mes Reyes, Illich, Jackson, Mitchell, Salter, V6zquez, Weber, and Wilkins. There were no No votes. Motion approved.

VII. Operations

- Personnel

Chair Wilkins gave an update on the staffing reclassification and Executive Director (ED) vacancy referring to the memo that was delivered to Commission February 20th. Senator Mitchel is working with the Senate Pro Tem's office on a request to loan one staff person part time for 60 days to help get the ED position advertised and filled.

Discussion turned to evaluating the needs of an ED and fundraising as part of the ED role. Staff mentioned that we are not the only Commission allowed to fundraise and Senator Mitchel requested job descriptions from the ED and fundraising staff from other Commissions with fundraising authority.

VIII. Legislative/Research: Senator Leyva joined the meeting and discussion moved to her bill, SB 320, which she has asked to write the Commission into as a fiscal agent.

This bill would make the abortion pill, which is currently available at medical offices, available at CSU and US campus health centers so that college student seeking these services do not have to leave campus to do so. Senator Leyve pointed out that time is critical when considering this option and a student might not have the means to travel off campus. The bill comes with private funding and provides funding for one staff person.

Leyva opened floor to questions.

- Clarification: Are we adding another hurdle to access? No, we are actually removing a hurdle.
- Private funds are for equipment University health centers might need to provide this services and training for medical staff.

- Is there a loophole that would allow university campuses to continue to not provide this care on campus? This bill comes from a situation where a UC Berkeley student was denied this care at the University health center, so the way the bill is written this care must be provided on site.
- Two questions: Does the Commission have the capacity to implement? Apart from whether or not we support the legislation.
- What is the liability on the Commission if they were the fiscal agent?
- What kind of overhead or administrative fees come along with the staff position?

A representative from the Women's Foundation spoke about the need for a fiscal agent in order for the bill to have a chance of being approved. Being the fiscal agent would mean the Commission writes checks to the CSU and UC's as they implement this requirement.

Commissioner Salter made a motion to authorize Commission staff to work with Senator Leyva's office on answering questions around the commission's inclusion as a fiscal agent in SB 320.

Second Vice Chair Vázquez seconded the motion. The vote was called. Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Gómes Reyes, Illich, Jackson, Leyva, Mitchell, Salter, Vázquez, Weber, and Wilkins. There were no No votes. Motion approved.

IX. Fiscal

- Budget and Accounting

The Fiscal and Operations Director gave a fiscal update. Due to staff vacancies the commission can now expect a surplus for the 2017-18 fiscal year. We would like to allocate up to \$35,000 of this surplus to renewing the contract with UC Davis for the Executive Director of Million Women Mentors. The MWM-CA ED is our key STEAM personnel and managing our STEAM town hall event around the state.

Senator Mitchel made a motion to approve the contract with UC Davis for the MWM-CA Executive Director position for the 2018-19 fiscal year. Commissioner Alcalá seconded the motion. The vote was called. Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Illich, Leyva, Mitchell, Salter, Vázquez, and Wilkins. There were no No votes. Motion approved.

Discussion moved to the STEAM town halls. The Commission would like to use the money in the Women and Girls Fund to sponsor a STEAM town hall in Northern California and one in San Diego County.

Senator Mitchell motioned to approve the spending the money in the women and girls fund a town hall in Northern California and a town hall in San Diego. Senator Leyva seconded the motion. The vote was called. Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Illich, Leyva, Mitchell, Salter, Vázquez, and Wilkins. There were no No votes. Motion approved.

Now the question turned to what do with the remaining surplus for this fiscal year. Mitchell suggested using the funds to hire a staffing recruiter to assist with the head hunt of a new ED. She clarified that her ask of the Senate pro Tem's office will be for one staff person to work with DGS to help execute an RFP for a staffing firm to manage the ED hiring process.

It was suggested that there are other minor expenses the Commission would like to put excess funding towards. A plan for the surplus will be developed and presented at the April 9th Executive Committee meeting.

Commissioner Erickson made a motion to delegate authority to the Executive Committee to work with Commission staff on encumbering 2017/18 surplus funds.

Senator Leyva seconded the motion. The vote was called. Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Illich, Leyva, Mitchell, Salter, Vázquez, and Wilkins. There were no No votes. Motion approved.

X. Program and Policy

- Pay Equity Task Force

The Policy Director gave an update that the PETF has approved approximately 20 documents that detail instruction for employees, employers and unions on implementation of SB 358. There are 5 outstanding documents that need approval and then all the documents will be complete.

The PETF will be producing a final report and then the information in the approved PETF documents will be put onto a new PETF tab on the Commission's website.

This process has been delayed due to the detail of the workload which has delayed approval of all the documents for the tool kit.

The Chair asked the Policy Director to talk to the PETF Co-Chairs about using some of the funds allocated to the PETF on a public relations firm who can assist with promotion of the pay equity tool kit.

April 27th UC Davis will be hosting a conference on Pay Equity. If Commissioner would like to attend, please let Commission staff know and we'll arrange your travel/attendance.

- #MeToo/TimesUp Subcommittee

The subcommittee proposed a statement to make sure we're visible in this movement. Commissioners discussed the statement and made minor edits.

Chair Wilkins motioned to approve the statement with edits and a presentation* at the next full commission meeting (May 14th). Commission Alcalá seconded the motion. The vote was called. Ayes: Commissioners Alcalá, Blumenfield, Buckland, Erickson, Illich, Mitchell, Salter, Vázquez, and Wilkins. There were no No votes. Motion approved.

*The presentation is outlined to include an update from the Senate, Assembly and a yet to be determined non-profit on their efforts within the #MeToo movement in order for the Commission to make an informed decision on where our role is in this movement.

- Sexual Assault Committee: A brief update was given on the meeting with CalOES.

- Staffing and Strategic Planning Subcommittee

The chair gave some insight that the commission sets the vision for the ED to execute, and it's important to get this groundwork in place, building on what already exists.

Commissioner Buckland comments that in her experience as an ED, the ED duty statement is informed by the mission, vision, core values and strategic direction that the Commission develops. This also helps set the guidelines for what reasonable growth within the ED position looks like.

Commissioner Salter commented that we can set this framework and then have the new ED execute a business plan.

- XI. Legislative Women's Caucus & Select Committee – None.
- XII. Public Comment – None.
- XIII. Closed Session – None.

Item A

Information Item

Sexual Harassment Subcommittee

SUMMARY OF THE ISSUE(S):

The Sexual Harassment Subcommittee was created at the January 8, 2018 Full Commission Meeting. Second Vice Chair Celinda Vazquez and Commissioner John Erickson agreed to co-chair this subcommittee.

RECOMMENDATION:

BRIEF HISTORY OF KEY ISSUE(S):

As discussed at the March 19th meeting, today we will listen to a presentation by Mandy Benson, expert on sexual harassment prevention, training, and investigations in the work place and owner of MJB Consulting.

The goal of this presentation is to:

1. Provide Commissioners with the most up to date information on the ongoing efforts to address harassment in the workplace.
2. Discuss whether the Commission could or should have a place in this movement. And if so, what would that look like?

RESPONSIBLE PERSON(S):

Stephanie Tseu, Policy Director

ATTACHMENT(S):

Attachment A.1: Mandy J. Benson Services and Biography

Attachment A.2: Sexual Harassment Statement Press Release

MJ Benson Consulting

Sexual Harassment Prevention

SCOPE OF SERVICES

Sexual Harassment Prevention Trainings

Mandy provides sexual harassment prevention training using the latest research and pedagogy, which exceeds the legal state and federal training requirements. Mandy engages staff and managers by going beyond simple definitions of harassment and instead educates on the entirety of the issue including empowerment skills to stop a harasser, the motivations and personalities of harassers, options and procedures for victims or targets of harassment, and the responsibilities of the bystanders in the office. This rich and meaningful discussion will leave employees and managers educated and empowered to be a part of the prevention solution.

Consultation

Mandy is available to respond to any question or concern your HR professional, leadership team, or staff may have regarding sexual harassment. Whether it's a small question, a serious legal concern, or the need for support during a challenging time, Mandy will be there for your organization.

Complaint Officer and Investigation Management

Mandy can be designated as an appointed Sexual Harassment Complaint Officer and Investigator. Mandy can be retained on an on-call basis to be available at any time to conduct a sexual harassment complaint intake interview, and manage all aspects of an investigation, including notifications, documentation, interviews, and proposed remedies, following all state and federal laws and guidelines.

Coaching

Mandy is an experienced advocate who successfully coaches workplace harassers to realize the impact of their behavior, and thus change that behavior for the better. Harassers are not always aware of the impact their behavior has on others. Mandy works directly with the harasser to give feedback and direction on offending behaviors, communication strategies, and ongoing support. Mandy also works with the harasser's supervisor to coach them on how to identify and address potentially problematic behavior moving forward and give ongoing support to all involved.

Overall Strategy, Policy Review & Recommendation, and Ongoing Assessment

Mandy conducts assessments to help you understand your current work culture and norms. Mandy will conduct interviews with recommended employees to better understand their experiences and help you identify potential risks and areas for improvement with recommendations to shift the environment to one that is safe and respectful for the entire team. Included is a review of your current policy and recommendations to expand it beyond the legal minimum to set the tone for a safe, supportive work culture. Finally, Mandy will conduct surveys and questionnaires to measure the cultural shifts over time.

MJ Benson Consulting

Sexual Harassment Prevention

MANDY J. BENSON BIO & EXPERTISE

Mandy J. Benson is a Sexual Harassment Prevention Educator and Certified Title IX Investigator. She has been working on Sexual Harassment Prevention since 1998 and holds a Master's Degree in Women, Gender and Social Justice.

Mandy's professional career began as an HR Manager and Director in high tech start up companies in San Francisco, before becoming an HR Consultant with Burr, Pilger & Mayer, LLC where she began providing Sexual Harassment Prevention strategies and trainings for San Francisco high-tech clients. Her career shifted to the advocacy side when she landed a position at the California office of the National Organization for Women (CA NOW) where she served first as Field Director and then President. At CA NOW she led efforts on many statewide campaigns including the Campaigns for Teen Safety (No on Prop 73 and No on Prop 85) and the California launch of the I Heart Consensual Sex Campaign, among others.

Following her Presidency at CA NOW, Mandy directed student leadership programs at Mills College and Stanford University. At Stanford's Women's Community Center Mandy supervised a student sexual assault prevention educational program and served on a campus-wide committee to end sexual assault on campus through the Sexual Assault and Relationship Abuse Office. Mandy is a Certified Title IX Investigator. Recently, Mandy served as the President of the San Francisco Bay Area Chapter of UN Women and the Statewide Field Director for Planned Parenthood Affiliates of California.



ALISHA WILKINS
Acting Chair

ASSEMBLYMEMBER SHIRLEY WEBER
Second Vice-Chair

OFELIA ALVAREZ-WILLIS, MD
Member at Large

MARINA ILLICH
Member at Large

LUPITA CORTEZ ALCALÁ
Commissioner

KAFI BLUMENFIELD
Commissioner

KATIE BUCKLAND
Commissioner

JOHN ERICKSON
Commissioner

ASSEMBLYMEMBER CRISTINA GARCIA
Commissioner

ASSEMBLYMEMBER ELOISE GÓMEZ REYES
Commissioner

SENATOR HANNAH-BETH JACKSON
Commissioner

SENATOR CONNIE LEYVA
Commissioner

SENATOR HOLLY MITCHELL
Commissioner

JUDITH SALTER
Commissioner

JULIE SU
Commissioner

CELINDA VÁZQUEZ
Commissioner

Vacant
Executive Director

THE CALIFORNIA COMMISSION ON THE STATUS OF WOMEN AND GIRLS TO ADDRESS **SEXUAL HARRASSMENT IN THE WORKFORCE**

Sacramento, May 10, 2018 – The California Commission on the Status of Women and Girls (CCSWG) will host a presentation **featuring renowned expert on sexual harassment prevention, training, and investigations in the work place, Mandy Benson**, at the Capitol on Monday, May 14, 2018. Ms. Benson will engage commissioners in a discussion about proactive sexual harassment prevention strategies and response.

The CCSWG Sexual Harassment Subcommittee is focused on the actions California's policymakers are taking to address sexual harassment in the workforce:

"The Commission on the Status of Women and Girls stands with the brave women, girls and all who have come forward to report sexual harassment and abuse. The Commission understands firsthand the significant impact that sexual harassment has on women and girls, in particular. We must now, more than ever, honor those who come forward to hold accountable business and industry leaders, celebrities, and elected government officials who have abused their positions of power and privilege. We are further committed to work closely with experts to explore multifaceted, comprehensive solutions to end sexual harassment and abuse and to educate the California public."

The goal of this discussion is to produce ideas on where the CCSWG can add value and make a difference on sexual harassment in the workplace in California. The Commission has the authority to hold hearings, convene stakeholders and provide recommendations to state government and nonprofit advocates based on input from experts and those who are most impacted.

The CCSWG was founded in 1965 and works with the Legislature to identify and eliminate inequities in state laws and practices that affect California's women and girls.

For meeting and materials schedule please visit
www.women.ca.gov.

Press Primary

Alisha Wilkins, Commission Chair

Mobile: (619) 921-2009

Email: awilkins1@alliant.edu

Staff: Emily Van Atta, Emily.vanatta@women.ca.gov, (916) 441-9238

Item B

Information Item

Operations Update

SUMMARY OF THE ISSUE(S):

This update will be given by the Chair and give the Commissioners an overview of what has happened with current staff compensation and commission positions since the March 19th meeting.

Staffing and Strategic Planning Subcommittee will give a brief update.

Please sign your Per Diem forms and return to Emily Van Atta before June 30th.

RECOMMENDATION:

Support requested.

BRIEF HISTORY OF KEY ISSUE(S):

At the March 19th meeting authority over the hiring process for the new Executive Director was delegated to the Chair and Executive Committee. Edits to the Executive Director Duty Statement have been made based the discussion at the last Commission meeting and information gathered from other State Commissions.

Commission staff have built a strong relationships with other state Commissions during this process and continue to look to them for support and guidance on building a successful framework for our operations.

The Staffing and Strategic Planning Subcommittee has been reviewing missions/visions of other state Commissions for Women, and is working on drafting a streamlined mission and new vision statement.

RESPONSIBLE PERSON(S):

Alisha Wilkins, Chair
Emily Van Atta, Fiscal and Operations Director
Staffing and Strategic Planning Subcommittee

ATTACHMENT(S):

Attachment B.1: Revised Executive Director Duty Statement
Attachment B.2: Executive Director Hiring Process Timeline



EXECUTIVE DIRECTOR HIRING PROCESS WORK PLAN

ACTION	PERSON(S) RESPONSIBLE	DUE DATE
Launch Meeting: Review phases of hiring process, roles and responsibilities of the Executive Director (ED), and qualifications for the new ED. Draft concepts for a Transition Memo. Outline a work schedule for loaned Speaker's staff member.	Executive Committee	6/11/2018
Organizational Assessment and Transition Memo Creation: Create interview questions. Create memo outlining the current status of the organization in all major areas (e.g. programs, infrastructure, fundraising, etc.). The memo includes recommendations for next year.	Executive Committee, Staffing and Strategic Planning Subcommittee, Speaker's Staff, Commission Staff	7/31/2018
Position Announcement: Finalize ED Job Description/Position Announcement.	Assembly Staff	7/2/2018
Outreach: Commissioners call/email all major stakeholders or parties of interest to personally inform them about the ED job posting.	All Commissioners and Commission Staff	7/2/2018 - 7/9/2018
Job Posting Closes: Deliver brief report to Executive Committee on number of job applicants; make sure Chair and Vice Chair have access to online applications.	Speaker's Staff	7/31/2018
Preliminary Screening of Resumes: Review applicants for basic qualification as outlined by the Executive Committee and provide to Executive Committee for review.	Speaker's Staff	8/1/2018
Screen Resumes: Review resumes in preparation for Executive Committee Meeting on August 13th.	Chair, Vice Chair, 2nd Vice Chair	8/10/2018
Top Candidate Selection: Most qualified candidates will be identified at this Executive Committee Meeting and notified of preliminary interviews on September 10th Executive Committee Meeting. Speakers Staff will coordinate and schedule travel.	Executive Committee, Speaker's Staff	8/13/2018
Candidate Research/Scheduling: Collect additional information from candidates as needed. Coordinate travel for interviews on September 10th.	Speaker's Staff	9/1/2018
Candidate Rating Criteria: Scoring sheet developed and disseminated to Executive Committee for final approval. Scoring sheet will be used in all interviews.	Chair, Vice Chair	9/1/2018

First Round Interviews Conducted: All Executive Committee Members will need to be in Sacramento for the meeting. Semi-Finalists need to be discussed in closed session this same day to decide if there are viable finalists to recommend to the Commission.	Executive Committee, Speaker's Staff	9/10/2018
Candidate Scheduling: Collect additional information from finalists as needed. Coordinate travel for second round interviews on October 15th.	Speaker's Staff	10/1/2018
Assuming Semi-Finalists - Second Round Interviews Conducted: Finalists from the first round are asked back to interview in front of the Full Commission. Finalists need to be discussed in closed session this same day.	Full Commission	10/15/2018
Terms of Employment Negotiated and hiring letter is sent out confirming appointment, terms and start date.	Chair, Executive Committee	12/3/2018
Transition Memo: Disseminate the memo outlining the current status of the organization in all major areas (e.g. programs, infrastructure, fundraising, etc.). The memo includes recommendations for next year.	Chair, Executive Committee	12/3/2018
On Boarding Process is Planned: This may include ED orientation, welcome reception/activities, as well as, a written working agreement between the board and ED on communication, consultation and decision making parameters, etc.	Chair, Executive Committee, Full Commission, Commission Staff	12/31/2018



DRAFT: EXECUTIVE DIRECTOR DUTY STATEMENT

Employee:

Position: 329-001-5382-004

Classification: Executive Director (Exempt)

Working Title: Executive Director

Location: Sacramento, CA

The California Commission on the Status of Women and Girls (CCSWG) works in a culturally inclusive manner to promote equality and justice for all women and girls by advocating on their behalf with the Governor, the Legislature, and other public policymakers and state agencies; and by educating the public in the areas of economic equity, which includes educational equity, access to healthcare, which also includes reproductive choice, violence against women and other key issue areas identified by the Commission as significantly affecting women and girls.

SECTION A: GENERAL DESCRIPTION

The Executive Director is hired by the Commission, reports to the Commission, and serves at the pleasure of the Commission. The Executive Director shall perform the duties outlined in the Executive Director Duty Statement and other duties as the Commission assigns. The Director shall institute, direct, and monitor proper management, fiscal, and personnel controls as detailed in Government Code, California Code of Regulation, Commission By-Laws and State of California guidelines and policies for state agencies.

In order to reduce the Commission's dependence on state funding and enable the Commission to fulfill its mandate, a priority duty of the Executive Director will be to develop a comprehensive strategy to obtain financial support.

The Executive Director shall perform the duties as outlined in this job announcement and other duties as assigned by the Commission.

Supervision Received

The Executive Director is directly supervised by the Commission Chair but takes workload direction from and generally reports to 17 Commissioners.

Supervision Exercised

The Executive Director supervises two Staff Service Manager I (Specialist) positions and an Office Technician.

DRAFT: EXECUTIVE DIRECTOR DUTY STATEMENT

Skills Required/Physical Demands

The incumbent must be able to function professionally and effectively under potentially stressful situations and short timeframes. The Executive Director has frequent contact with other state agencies as well as the Legislature and the Governor's Office.

Other Information

The duties of this position are performed indoors. The employee's workstation is located at 900 "N" Street, a multi-story building served by elevators. The workstation can be equipped with standard or ergonomic office equipment, as appropriate. Travel may be required to attend meetings or training classes. The position requires prolonged sitting or standing, use of telephone and computer; frequent contact with management and staff; development of written, verbal, and electronic communications; presenting to small and large groups; and mobility to all areas of the agency, including occasional travel and overnight stays across the state. The work environment is fast-paced with multiple and conflicting demands, time-critical proposed deadlines, and sensitive and confidential information and issues. Extra work hours may be necessary beyond the scheduled work hours of Monday through Friday 8:00 a.m. to 5:00 p.m.

I have read and understand the duties listed above and I can perform these duties with or without reasonable accommodation.* (If you believe reasonable accommodation is necessary, discuss your concerns with the hiring supervisor. If unsure of a need for reasonable accommodation, inform the hiring supervisor, who will discuss your concerns with the Personnel Analyst.)

**A reasonable accommodation is any modification or adjustment made to a job, work environment, or employment practice or process that enables an individual with a disability or medical condition to perform the essential functions of his or her job or to enjoy an equal employment opportunity.*

Duties of this position are subject to change and may be revised as needed or required.

Employee Signature

Employee Printed Name

Date

I have discussed the duties of this position with and have provided a copy of this duty statement to the employee named above.

Supervisor Signature

Supervisor Printed Name

Date

DRAFT: EXECUTIVE DIRECTOR DUTY STATEMENT

SECTION B: ESSENTIAL DUTIES

30% Commissioner Support

The Executive Director will keep the Commission informed in a timely manner and provide the necessary support for the Commission to do its work. Responsibilities include:

- Plan, arrange, attend and staff, or delegate appropriate designee, meetings for the Commission which includes preparation of minutes, fiscal reports, and drafting the agenda with the direction of the Chair and Executive Committee. Organize and schedule all presentations to the Commission.
- Work in collaboration with the Commission Chair on the creation of agenda and meeting planning.
- Plan, arrange, and attend, or delegate appropriate designee, for advisory subcommittee and ad hoc committees.
- Develop and present commission-facing presentations and reports; support subcommittees, task force, and or other Commission related convenings.
- Prepare for the approval of the Commission an annual report on the Commission's activities for the fiscal year.
- Exercise good judgement, diplomacy, discretion, and the highest ethical standards on matters relating to confidential and sensitive issues pertaining to commission operations and when dealing with the Commission.

30% Fund Development and Fiscal Management

Fund Development: In order to reduce the Commission's dependence on state funding and enable the Commission to fulfill its financial mandate, a priority duty will be to develop multiple avenues of funding for Commission operations. Responsibilities include:

- Research funding opportunities that align with the short term and long-term funding needs and goals of the agency, persuasively communicating the organization's mission and programs to potential funders.
- Responsible for conducting the full range of activities required to prepare, submit, and manage grant proposals to federal, state, local and foundation funding sources.
- Ensures Agency compliance with all grant requirements.
- Works closely with the State Legislature on opportunities for additional roles/state mandates.

Fiscal Management: The Executive Director is responsible for fiscal management of the Commission, which includes state, federal, and private funds. The Executive Director shall institute, direct, and monitor fiscal controls in consultation with the Fiscal & Operations Director.

- Ensure sound fiscal management of programs and grants portfolio is consistent with fiscal policies of the Commission and the State of California.
- Lead and develop, in coordination with the Fiscal & Operations Director, and under the direction of the Commission Chair, or designee, or the Executive

DRAFT: EXECUTIVE DIRECTOR DUTY STATEMENT

Committee, all proposed budgets for presentation to the Commission, Department of General Services, Department of Finance, and the Legislature.

15% Staff Management and Development

The Executive Director shall institute, direct, and monitor staff performance and personnel controls. The Executive Director is responsible for hiring, managing, training, corrective action, and, as necessary, termination of Commission staff as prescribed in State law governing civil service employees. Responsibilities include:

- Effective manager who actively provides direction, guidance, and feedback to strengthen knowledge, develop skills, accomplish tasks, and solve problems, with a demonstrated commitment to diversity and inclusion. A leader who values and models diversity of perspectives and encourages contributions of all team members.
- Ensures staff adherence to administrative, organization and human resources policies and procedures to promote transparency and compliance.
- Develop, coach, supervise and evaluate Commission staff consistent with values and competencies required to be productive and for successful job growth and development, in accordance with the policies of CA Department of Human Resources.
- Fosters a culture that engages and empowers employees to do their best work and understand how their work contributes to the organizations success.
- Models and guides staff on relevant professional areas and works with direct reports on professional development.

15% Internal and External Communication

The Executive Director is responsible for communicating policy and actions taken by the Commission to the public, media, Governor's Office, Legislature, related state agencies, associations or similar external constituencies, and Commission staff. Responsibilities include:

- In coordination with the Policy Director and Commissioners, work to increase the Commission's visibility, accessibility, and connection to the state legislature.
- Assist Policy Director in building the Commission's reputation as the "go to" resource for women's issues with key policymakers.
- Develop recommendations and timelines to establish the Commission as central information center on issues that affect the lives of women and girls.
- Ensures all Commission messaging is in line with Commission approved policies and priorities.
- Develop effective communication strategies to support key initiatives.
- Develop and implement a media strategy to cultivate positive and responsive relationships with the goal of elevating the Commission's voice.
- Maintains social media presence that supports Commission objectives.
- Facilitates and supports Commissioners in effective communication to external audiences.

10% Program Operations and Planning

The Executive Director is responsible for assisting the Commission in the development of strategic plans, policies, and processes to further the Commissions goals. Responsibilities include:

DRAFT: EXECUTIVE DIRECTOR DUTY STATEMENT

- Demonstrating thoughtful use of resources to performing difficult high quality work.
- Provide all statutorily required reports and data to control agencies like the Governor's Office and Legislature by their required due dates each year.

Preferred Qualifications:

- A Bachelor's degree from an accredited college or university in a related field.
- A Master's degree from an accredited college or university in a related field.
- Experience in executive level management at an advocacy organization; non-profit, local, state or national agency; or as head of a women's program in an accredited college or university.
- Experience working with state government.
- Knowledgeable, passionate, and committed to women's and children's issues in California.

Desired Skills, Knowledge and Abilities:

- Demonstrates a commitment to performing duties in a manner consistent with CCSWG's mission, goals, and values.
- Demonstrates strong executive leadership and prompt action in addressing issues.
- Successful experience leading managing and training guiding diverse teams.
- Exercises initiative in recommending and/or implementing methods, procedures, or policies which contribute to the efficient and effective operation of CCSWG.
- Excellent written and oral skills.
- Demonstrates effective computing skills to complete various assignments and arrange data; Proficiency in the use of Microsoft Office Suite, California's financial operating system (FI\$Cal), spreadsheets and presentation software.
- Demonstrated highest ethical standards and integrity.
- Meaningful involvement with relevant professional, government, or industry associations and agencies.
- Ability to interpret, communicate and apply state policies and procedures.
- Maintains good work habits and demonstrates dependability and punctuality.
- Ability to use tact and diplomacy to effectively handle a broad range of high level and sensitive interpersonal situations including conflict resolution.
- Works well under pressure by effectively managing competing priorities.
- Demonstrated ability to positively motivate, support, and allocate appropriate resources to perform difficult high quality work.
- Possesses the willingness and ability to assume the responsibilities of and conform to the conditions of employment, as well as the general qualifications of integrity, honesty, sobriety, dependability, thoroughness, accuracy, good judgment, initiative, resourcefulness, courtesy, and ability to work cooperatively with others.

To be signed by the Employee and Immediate Supervisor

DRAFT: EXECUTIVE DIRECTOR DUTY STATEMENT

I have read and understand the duties and expectations of this position.

Employee Signature

Date

I have discussed the duties of this position with the employee.

Supervisor Signature

Date

Item C

Action Item

Fiscal Update

SUMMARY OF THE ISSUE(S):

This update will provide a budget and accounting update.

RECOMMENDATION:

Support requested.

BRIEF HISTORY OF KEY ISSUE(S):

At the March 19th meeting the Commission delegated authority to the Executive Committee to work with Commission staff on encumbering 2017/18 surplus funds.

Payroll Forecast: Gross payroll to date, assuming new staff are not on payroll before July 1, 2018.

Budget Summary: Detailed expenses to date, assuming new staff are not on payroll before July 1, 2018.

Also included is the 2018/19 Fiscal Year Estimates (starts July 1, 2018) based on this year's expenditures and preliminary budget from Department of Finance.

RESPONSIBLE PERSON(S):

Emily Van Atta, Fiscal and Operations Director

ATTACHMENT(S):

Attachment C.1: Payroll Forecast

Attachment C.2: Budget Forecast

Attachment C.3: Estimated Budget for 2018/19 Fiscal Year

BUDGET SUMMARY

2017-18 FISCAL YEAR: May 2018

CATAGORY OF EXPENDITURES	DOF Budget	CCSWG Projections as of Jan 8, 2018**	Revised Projections February 2018	Actuals to Date	Total Year End	Variance (Budget- CCSWG Projection column D)
Personnel Expenses						
Salaries and Benefits	\$436,588.28	\$381,849.69	\$343,175.00	280,931.73		
Temp Help	\$0.00	\$0.00	0	\$0.00		
Commissioner Per Diems	\$5,000.00	\$5,000.00	\$5,000.00	\$3,945.17		
TOTAL PERSONNEL EXPENSES	\$441,588.28	\$386,849.69	\$348,175.00	\$284,876.90		
Operating Expenses						
Administrative Support*		\$102,125.00	\$102,125.00	\$88,061.16		
Phone		\$712.00	\$712.00	\$615.94		
Rent		\$11,280.00	\$11,280.00	\$10,340.00		
Commissioner Travel (Citibank)		\$5,000.00	\$5,000.00	\$7,446.11		
Staff Travel (Citibank)		\$1,000.00	\$1,000.00	\$456.60		
Training		\$2,000.00	\$450.00	\$435.00		
Procurements		\$3,000.00	\$3,000.00	\$3,993.91		
Reimbursments***		\$2,000.00	\$1,500.00	\$10,925.27		
Issue Areas		\$0.00	\$1,200.00	\$980.00		
TOTAL OPERATING EXPENSES	\$110,411.72	\$127,117.00	\$126,267.00	\$123,253.99		
TOTAL	\$552,000	\$513,966.69	\$474,442	\$408,130.89		\$77,558.00
Deposits				\$10,191		

*Administrative support includes: DGS, CDT, CalStars, Tab Run Fees, Neopost

** Staffing projections, rent, travel, and procurements were revised down from original November 2017 Executive Committee Budget Summary.

***Reimbursements includes vacation pay out to Nancy Kirsher Rodriguez \$6,567.79 and Commissioner Travel Reimbursements

Total 2017-18 Labor Expenses by Month

Jul-17	34,776.95	Jul-17	34,776.95
Aug-17	36,144.99	Aug-17	36,144.99
Sep-17	35,136.19	Sep-17	35,136.19
Oct-17	38,230.15	Oct-17	38,230.15
Nov-17	35,468.64	Nov-17	35,468.64
Dec-17	37,173.34	Dec-17	37,173.34
Jan-18	33,720.82	Jan-18	33,720.82
Feb-18	11,374.14	Feb-18	11,374.14
Mar-18	18,906.51	Mar-18	18,906.51
Apr-18		Apr-18	19,010.00
May-18		May-18	19,010.00
Jun-18		Jun-18	19,010.00
Total to Date	280,931.73	Estimated year total	337,961.73
		Total budget	552,000.00
		Remaining Budget	214,038.27

Blue is estimated payroll

Payroll increase April 2018 is assuming staff reclassification begins at that time

BUDGET SUMMARY
2018-19 FISCAL YEAR ESTIMATION

		CCSWG		
CATAGORY OF EXPENDITURES	2018-19 DOF Budget	Projections	Actuals to Date	Total Year End
Projected Increase of \$22,000 for retirment contributions	\$574,000.00			
Personnel Expenses				
Salaries and Benefits (includes \$22,000 increase)	\$457,894.00	\$392,338.00		
Temp Help	\$0.00	\$0.00		
Commissioner Per Diems	\$0.00	\$5,000.00		
TOTAL PERSONNEL EXPENSES	\$457,894.00	\$397,338.00		
Operating Expenses				
Administrative Support*		\$115,000.00		
Phone		\$720.00		
Rent		\$11,280.00		
Commissioner Travel (Citibank)		\$9,000.00		
Staff Travel (Citibank)		\$1,000.00		
Training		\$2,000.00		
Procurements		\$1,000.00		
Reimbursments**		\$6,000.00		
Issue Areas		\$5,000.00		
TOTAL OPERATING EXPENSES	\$116,106.00	\$151,000.00		
TOTAL	\$574,000	\$548,338.00		

Deposits	10,191			
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*Administrative support includes: DGS, CDT, CalStars, Tab Run Fees

** Reimbursements include staff and commissioner travel reimbursements

Item D

Information Only

Programs and Policy

SUMMARY OF THE ISSUE(S):

This is an update on the programs and policies of the Commission.

RECOMMENDATION:

Information only.

BRIEF HISTORY OF KEY ISSUE(S):

Pay Equity Task Force

The Pay Equity Task Force is continuing to move forward. There are 5 outstanding documents that the Task Force members continue to review and edit. Task Force members will review and vote on the remaining items at the next meeting that has yet to be scheduled. In addition to materials, the Task Force will be discussing an outreach plan for materials and resources created by the Task Force.

Task Force members are currently attempting to finalize the next meeting date. The hope is to have the meeting in the middle of June where all outstanding documents will be finalized. The Co-Chairs are currently looking at the possible dates as well as the Task Force Member's availability to finalize the date.

Co-Chairs Commissioner Julie Su and Bethany Renfree held a conference call on March 26 to discuss outstanding issues with the Task Force and the plan for extending out the timeline for the completion of Task Force materials. The Task Force continues to be a priority of the Commission and of staff, but given the current staffing limitations, it was discussed that the planned timelines needed to be pushed back to account for less staff and increased responsibilities for those staff, including the Policy Director.

On April 27, the University of California, Davis Graduate School of Management held a full day conference regarding pay equity, called Generating Pay Equity; Realizing the Benefits of the California Fair Pay Law Conference. Senator Hannah-Beth Jackson, author of SB 358, provided the opening remarks for the conference and Doris Ng and Jeanna Steele, Pay Equity Task Force members, participated on a panel during the afternoon portion. The Commission was a sponsor of the event and is providing a \$5,000 sponsorship to the conference. The \$5,000 came from \$50,000 that the Commission encumbered to the Department of Industrial Relations for Pay Equity Task

Force expenses related to the outreach and dissemination of resources created by the Pay Equity Task Force.

STEAM

Commissioner Robyn Hines has been added to the STEM Subcommittee. The Subcommittee held its first call on Tuesday, April 24. This call allowed the subcommittee members to talk about their plans and goals for the subcommittee. Additionally, the subcommittee discussed the upcoming STEAM Symposium and made suggestions for possible keynote speakers and presenters. The next subcommittee call is scheduled for May 8.

The Commission will once again be a co-host of the STEAM Symposium scheduled for October 28 and 29 in Long Beach, CA. This is the 6th year of the Symposium. Policy Director, Stephanie Tseu, is on the Steering Committee for the STEAM Symposium and will be participating on approximately 5 conference calls to assist with planning of the Symposium. The Policy Director will be working closely with the STEAM Subcommittee to assist with the planning of the Symposium to ensure the event has girl-centered themes as well as speakers.

Bi-weekly STEAM calls continue and have been helpful in identifying key stakeholders to assist the Commission and MWM-CA priorities, including additional town halls and speakers for the STEAM Symposium. A call was held on April 5, with Commissioner Salter and others from Shasta County Department of Education to discuss the need and interest for a town hall in Shasta County. In addition to Commissioner Salter, representatives from MWM-CA, University of California, Davis, Shasta County Department of Education joined the call.

An all-day meeting has been scheduled for June 5 in Redding, California to discuss and plan a town hall in the County. In attendance will be Commissioner Salter, Chris Dell from the County of Shasta's Office of Education as well as Pat Williams and Lori McNeill. Dani Deaveau-Sires of MWM-CA will be joining as well.

Commissioner Alcalá spoke at an Informational Hearing on Diversity and Inclusion in Tech hearing on Tuesday, April 3, 2018.

Gender Responsive Strategies Commission Conference

The Commission was invited to attend the Gender Responsive Strategies Commission Conference hosted by the California Department of Corrections and Rehabilitation (CDCR). Chair Alisha Wilkins and Policy Director Stephanie Tseu attended the all-day conference where presenters such as Amy Miller, Associate Director Female Offender Programs and Services/Special Housing, Ralph Diaz, Undersecretary of CDCR, Chuck Pattillo General Manager of CALPIA, Dr. Eureka Daye, Director of Women's Health, Molly Hill, Warden, California Institution for Women, Barbara Owen, Ph.D. spoke to attendees about how they are working to address gender issues in California's prisons. The final panel consisted of five formerly incarcerated women who spoke about experiences in prison as well as upon release. Four of the five women were sentenced to life in prison with the possibility of parole. Their experiences behind bars, and once released, were eye opening. While corrections have improved for women, these formerly incarcerated women proved there is still plenty of room for improvement. After the conference, participants were provided a tour of a local "Custody to Community Transitional Reentry Program Sacramento" where serious or violent female offenders live just prior to release. The goal of the transitional reentry program is to

provide offenders with a solid platform so that when they are released from prison, they have a job and a community to support them so they do not reoffend.

RESPONSIBLE PERSON(S):

Stephanie Tseu, Policy Director

ATTACHMENT(S):

STEAM Symposium Flyer

Gender Responsive Strategies Commission Conference invitation and agenda



Register for the 6th annual California STEAM Symposium on October 28-29, 2018 in Long Beach!



The California STEAM Symposium attracts more than 3,000 STEAM educators from across California—and this year will be no different!

The STEAM Symposium offers ongoing rigorous, collaborative, and inspiring professional learning and resources to support high-quality science, technology, engineering, art, and math instruction for all students.

If you are interested in practical strategies and new ideas, classroom resources and curriculum, networking and inspiration to reinvigorate your practice, the California STEAM Symposium is for you!

Every year, the STEAM Symposium features world-class keynote speakers, more than 200 presentations, and opportunities to explore the latest in educational technology, hear from leaders in STEAM learning and industry, and meet with fellow educators.



Visit steamcalifornia.org to learn more and register.





GRSC
***Gender Responsive
Strategies Commission***



Dear Participant:

The Gender Responsive Strategies Commission (GRSC) conference will be held on Wednesday, March 28, 2018, from 8:00 a.m. to 5:00 p.m., with event registration beginning at 7:30 a.m. at Plates Café, located in Depot Park at 14 Business Park Way #149, Sacramento, CA 95828 (off of Fruitridge Rd. between Power Inn Rd. and Florin Perkins Rd.).

The GRSC conference is being sponsored by the California Department of Corrections and Rehabilitation (CDCR) and the California Prison Industry Authority. A continental breakfast, lunch and refreshments will be provided; and on-site parking is free. For your convenience, a list of "Most Preferred" area hotels is enclosed should you require accommodations.

As part of this event, a tour of the Sacramento Custody to Community Transitional Reentry Program (CCTRP) facility will be offered. The Sacramento CCTRP is located at 4410 Power Inn Road in Sacramento, CA 95826. For those interested in participating in the tour, a security clearance is required.

Please complete the attached RSVP form and send via email to Mark.Tillotson@cdcr.ca.gov by the Close of Business on Monday, March 19, 2018. If you are not a CDCR employee; or if you do not have a current CDCR Contractor Identification Card; or if you have not passed a CDCR background clearance within the last 12 months; please also complete the included background clearance form.

The background clearance form must be received no later than March 21, 2018. Background clearance forms may be sent via email, or via United States Postal Service to: California Department of Corrections and Rehabilitation, PO Box 942883, Sacramento, CA 95811, Attention: Female Offender Programs and Services/Special Housing, Suite 344N.

The GRSC is a cornerstone in the advancement of gender responsive strategies designed to meet the California Department of Corrections and Rehabilitation's over-arching goal of improving offender outcomes through gender responsive, trauma informed rehabilitation; and we look forward to your participation in this important event.

If you have any questions or need additional information, please contact Mark Tillotson, Correctional Counselor II at (916) 323-2877, or via e-mail at Mark.Tillotson@cdcr.ca.gov.

Sincerely,


AMY MILLER
Associate Director

Female Offender Programs and Services/Special Housing
Division of Adult Institutions

Enclosures



GENDER RESPONSIVE STRATEGIES COMMISSION (GRSC) CONFERENCE

Plates Café, located in Depot Park at 14 Business Park Way #149, Sacramento, CA 95828

Wednesday, March 28, 2018 Agenda (8:00 am – 5:00pm)		
8:00 – 8:15am	Welcome Housekeeping BIO Cards//Door Prizes Introductions	<u>Amy Miller</u> Associate Director Female Offender Programs and Services/Special Housing
8:15 – 8:30am	California Department of Corrections and Rehabilitation Opening Remarks	<u>Ralph Scott Kernan</u> <u>Diaz</u> - <i>under secretary of CDCR</i> Secretary
8:30 – 9:00	Female Offender Programs and Services Update: From CDCR's reform plan for female offenders, to ongoing efforts being made today	Amy Miller Associate Director
9:00 – 9:30	California Prison Industry Authority (CALPIA) – Programs for Females	Charles (Chuck) Pattillo General Manager, CALPIA .
9:30 – 9:45	BREAK	
9:45 – 11:00	Gender-Responsive Strategies for Justice-Involved Women in the Community	Barbara Bloom, Ph. D. ✓
11:00 – 11:30	Women's Health Initiative	<u>Eureka Daye</u> , Ph. D, MPH, MA, CCHP Director of Women's Health -and- Corinne Kamerman Health Program Specialist I California Correctional Health Care Services
11:30 – 12:00	General Population Guidance, Resource Center and the CIW Suicide Prevention Outreach Project	Gail Fernandez Chief Psychiatrist -and- Molly Hill Warden California Institution for Women

Wednesday, March 28, 2018
Agenda
(8:00 am – 5:00pm)

12:00 – 1:00pm	LUNCHEON	
1:00 – 2:00	Investing in Women: Transforming women's prisons by confronting inequality inside and out	<i>Barbara Owen, Ph. D.</i>
2:00 – 3:15	Panel Discussion – Life Term to Parole <ul style="list-style-type: none">• Experience – When you first arrived, did you struggle? How did you change?• What worked on the inside?• What was it like?• What are you doing now?	
3:15 – 3:30	BREAK	
3:30 – 5:00	<i>Tour of the Custody to Community Transitional Reentry Program Sacramento</i>	
<i>CCTRP Tours will be separated into Groups (A, B, C, etc.) to allow for the maximum number of attendees to tour the program.</i>		

Item E

Action Item

Legislative/Research Subcommittee Update

SUMMARY OF THE ISSUE(S):

This Legislative/Research Subcommittee Update for discussion and vote.

RECOMMENDATION:

Discussion and vote.

BRIEF HISTORY OF KEY ISSUE(S):

SB 1150 (Jackson)

At the March 19 meeting, the Commission voted to support SB 1150 (Jackson). (The latest analysis, from Senate Appropriations Committee, is attached to this item.) Since that meeting, Policy Director Stephanie Tseu has written a letter in support of SB 1150 and provided “me too” testimony at Senate Governmental Organization Committee, provided a letter of support for Senate Judiciary Committee and provided fiscal impacts to Senate Appropriations Committee. The bill is currently in Senate Appropriations Committee on the Suspense File. Suspense is scheduled to be heard on either May 24 or May 25.

SB 320 (Leyva)

As a result of the last meeting, Commission staff was asked to continue a dialog with Senator Leyva’s staff regarding the mechanics of SB 320. Commission staff have had multiple discussions with staff and stakeholders of SB 320.

Legislative Women’s Caucus and Stronger CA Network

The Legislative Women’s Caucus and Stronger CA Network have both released their priority bills. Each of those organization’s bills are attached.

Legislative/Research Subcommittee

The Legislative/Research Subcommittee last met on March 29, 2018. Due to legislative deadlines and conflicting schedules, the Subcommittee has been unable to meet more frequently.

RESPONSIBLE PERSON(S):

Stephanie Tseu, Policy Director

ATTACHMENT(S):

CCSWG Support letter – SB 1150 Senate Judiciary Committee
SB 1150 (Jackson) Senate Appropriations Committee Analysis
Legislative Women's Caucus Priority Bill List
Stronger CA Priority Bill List



April 13, 2018

ALISHA WILKINS
Chair

ASSEMBLYMEMBER SHIRLEY WEBER
First Vice Chair

CELINDA VÁZQUEZ
Second Vice Chair

OFELIA ALVAREZ-WILLIS, MD
Member at Large

MARINA ILLICH
Member at Large

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KAFI BLUMENFIELD
Commissioner

KATIE BUCKLAND
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JOHN ERICKSON
Commissioner

ASSEMBLYMEMBER ELOISE GÓMEZ REYES
Commissioner

ROBYN HINES
Commissioner

ASSEMBLYMEMBER JACQUI IRWIN
Commissioner

SENATOR HANNAH-BETH JACKSON
Commissioner

SENATOR CONNIE LEYVA
Commissioner

SENATOR HOLLY MITCHELL
Commissioner

JUDITH SALTER
Commissioner

JULIE SU
Commissioner

Vacant
Executive Director

Senator Hannah-Beth Jackson, Chair
Senate Committee on Judiciary
State Capitol, Room 2187
Sacramento, CA 95814

Re: SB 1150 (Jackson) – SUPPORT

Dear Senator Jackson:

The California Commission on the Status of Women and Girls (CCSWG), an independent, nonpartisan state agency advocating for over fifty years protecting and improving opportunities for California women and girls, is pleased to offer support for **SB 1150**. **SB 1150** directs the State to implement the principles underlying The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The United State is one of only seven countries in the world that has not ratified CEDAW. San Francisco became the first city in the world to pass a local measure implementing the principals of CEDAW in 1998. And, the City of Los Angeles unanimously adopted a policy to implement the underlying principles of CEDAW. CEDAW is known as an international “Bill of Rights” for women and is the first and only international instrument that comprehensively addresses women’s rights within political, cultural, economic, social and family life.

SB 1150 would require the Departments of Aging, Corrections, Employment Development, Fair Employment and Housing, Health Care Services, Justice and Veterans Affairs to evaluate their funding and service delivery practices to ensure the state does not discriminate against women.

The Commission on the Status of Women and Girls believes this bill is an important and useful tool for rooting out the practices that lead to gender disparities. For these reasons, the Commission on the Status of Women and Girls is proud to support **SB 1150**. If you have additional questions, please do not hesitate to contact our office at 916-541-5405 or Stephanie.tseu@women.ca.gov.

Sincerely,

Stephanie Tseu
Policy Director

cc: Senator Hannah-Beth Jackson

SENATE COMMITTEE ON APPROPRIATIONS

Senator Ricardo Lara, Chair
2017 - 2018 Regular Session

SB 1150 (Jackson) - Gender discrimination

Version: February 14, 2018

Policy Vote: G.O. 11 - 0, JUD. 7 - 0

Urgency: No

Mandate: No

Hearing Date: April 30, 2018

Consultant: Debra Cooper

This bill meets the criteria for referral to the Suspense File.

Bill Summary: SB 1500 would require all state agencies, in consultation with the Commission on the Status of Women and Girls (Commission), to conduct an evaluation of their departments to ensure that the State does not discriminate against women through the implementation of state policies and programs and would require biennial reports on their findings and recommendations.

Fiscal Impact:

- Ongoing significant costs, potentially ranging in the low millions of dollars to tens of millions of dollars. Costs depend on the workload and additional staff needed at each agency to conduct and report on the evaluations and whether individual agencies would need to contract with an external entity to conduct the evaluation. Costs will be greater every two years to conduct the evaluation and to prepare the report. (various funds)
- Unknown, potentially significant cost pressure for each agency to implement suggested recommendations.
- One-time costs of approximately \$150,000 to the Commission for additional workload to develop an implementation plan for agencies to follow.
- Significant ongoing costs of approximately \$700,000 per year to the Commission for additional staffing and workload to conduct outreach and trainings for the agencies and to compile data and produce a report.

Background: The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) is an international treaty adopted in 1979 by the UN General Assembly. It is often described as an international “bill of rights” for women. The treaty is ratified by 189 member nations. The United States has signed, but not ratified the treaty. As of January 2015, CEDAW had adopted 32 general recommendations related to nondiscrimination and women’s rights. CEDAW defines what constitutes discrimination and offers a framework for evaluating progress towards reaching gender equity and a set of principles to help organizations and governments eliminate discriminatory practices against girls and women.

The Cities of San Francisco, Los Angeles, Berkeley, Daly City, Long Beach, Santa Monica and West Hollywood are among cities across the nation that have passed local ordinances implementing aspects of CEDAW.

A 2017 Report on the Status of Women and Girls in California by Mount Saint Mary’s University pointed out a number of ongoing gender inequality disparities in California including wage disparities, health inequities, and delivery of public services.

Proposed Law: This bill would require all state agencies, in consultation with the Commission on the Status of Women and Girls, to conduct an evaluation of their own departments to ensure that the state does not discriminate against women through the implementation of state policies and programs, including the allocation of funding and delivery of services. It would also require that on or before January 1, 2020, and on or before January 1 every two years thereafter, state agencies shall report their findings to the Commission, with recommendations for which practices and policies, if any, should change to ensure that the state does not discriminate against women. The bill also makes various legislative findings and declarations pertaining to the principles of CEDAW.

Related Legislation:

SCR 78 (Jackson, Resolution Chapter 16, Statutes of 2018) made findings and declarations regarding ongoing discrimination against girls and women and calls upon the Legislature to acknowledge this fact and implement the principles of the CEDAW.

AB 1890 (Dodd, 2016) would have enacted the Equal Pay for Equal Work Act of 2016, requiring an employer with a state contract of \$50,000 or more, or who has 100 or more employees in the state, to submit an annual report to the Department of Fair Employment and Housing that would have included summary data on the compensation paid to employees, sorted by gender and race. This bill was vetoed by Governor Brown.

SB 358 (Jackson, Chapter 546, Statutes of 2015) made various changes to the California Equal Pay Act related to gender wage inequality including standards relating to employer proof of non-discrimination and replacing the qualification for discriminatory treatment while performing “equal work” with “substantially similar work.”

AB 1354 (Dodd, 2015) would have enacted the Equal Pay for Equal Work Act of 2015, requiring an employer with 100 or more employees to submit the details of their nondiscrimination program to the Department of Fair Employment and Housing and to submit periodic reports of compliance prior to becoming a contractor with the state. This bill was vetoed by Governor Brown.

Staff Comments: In Government Code, a state “agency” is defined as every state office, officer, department, division, bureau, board, and commission (excluding the California State University). There are over 200 entities that fit the description of state agency. Smaller agencies do not have the personnel that larger agencies have; therefore, because the scope of their evaluation may be smaller, the costs of the evaluation may be minor within their resources. However, they may be less likely to have the expertise to conduct the evaluation. Conversely, the scope of the evaluation for larger agencies will be much greater than that of smaller agencies. Because of the larger scope, some of these entities will likely need additional staff and expertise to conduct the evaluations biennially.

These evaluations would need to identify discrimination in employment practices among female employees as well as discrimination as a result of any policies, programs, and practices that affect women who directly or indirectly receive their services. For instance, in addition to an evaluation about discrimination in employment practices, the Department of Corrections and Rehabilitation (CDCR) would need to conduct an

evaluation about female offenders committed to CDCR, the Department of Education would need to do an evaluation about female students, and the Department of Veterans Affairs would need to do an evaluation on how their policies affect female veterans.

In implementing SB 358 (Jackson, Chapter 546, Statutes of 2016) the Commission convened the Pay Equity Task Force for the purpose of developing an implementation plan. Following the same model, the Commission would anticipate convening a workgroup to implement the provisions of this bill.

-- END --



CALIFORNIA
LEGISLATIVE
WOMEN'S
CAUCUS

Assemblywoman
Susan T. Eggman
Acting Chair



Senator
Connie M. Leyva
Vice Chair



2018
AGENDA

A Stronger California

Budget Requests

Child Care

California's working families need greater access to child care. The Legislative Women's Caucus continues its strong advocacy for early childhood care and education by supporting the workforce's request for a one billion dollar increase in the 2018-2019 budget. As California is on healthier financial ground, additional dollars are needed to address one-time asks within the field that support our earliest learners. Details of this budget ask are being developed and will include increased child care slots, leveraging federal dollars and addressing the needs of the next generation of child care providers.

DFEH

The California Department of Fair Employment and Housing needs proper resources to adequately address sexual harassment in the workplace. The Legislative Women's Caucus requests three million dollars in ongoing General Fund moneys to provide the Department resources for education and outreach, as well as, investigations, mediation and prosecutions of claims filed in a timely manner.



CALIFORNIA
LEGISLATIVE
WOMEN'S
CAUCUS

Assemblywoman
Susan T. Eggman
Acting Chair



Senator
Connie M. Leyva
Vice Chair



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2018
AGENDA

A Stronger California

Policy Priorities

Bill	Author	
SB 826	Jackson	Requires all publicly-held corporations based in California to have at least one woman on their boards by the end of 2019. Beginning in 2021, requires a minimum of two women directors on boards with five directors and at least three women on boards with six or more directors.
SB 945	Atkins	Ensures that low-income women in California who suffer from breast or cervical cancer and are uninsured or underinsured receive the treatment they need for their cancer by repealing the arbitrary treatment caps of the Breast and Cervical Cancer Treatment Program.
SB 982	Mitchell	Helps end childhood deep poverty in the CalWORKs program by setting a floor for grants at 50% of the federal poverty line.
SB 1200	Skinner	Provides a streamlined process to obtain gun violence restraining orders (GVROs). Removes fees, automatically schedules a 1-year review hearing and adds ammunition magazines and other firearm components to the items prohibited by GVROs.
AB 1870	Reyes Waldron Friedman	Allows victims of sexual harassment more time to bring claims forward by extending the current time limit (1 year) for which claims must be filed to three years.
AB 2023	Caballero	Makes the Child and Dependent Care Expenses Credit refundable, so that low- and moderate-income working families can benefit from the credit and receive a tax refund for their child care expenses.
AB 2070	Reyes	Expands the existing college orientation requirements to include education and discussion about dating and domestic violence.
AB 2124	Baker	Requires OES to award funds to up to 11 DA offices that employ vertical prosecution programs for human trafficking crimes.
AB 2289	Weber	Establishes a state-wide family and sick leave policy for young parents in grades 6-12 to opt into in order to support their academic success and to be able to bond with and care for their children.
AB 2292	Aguir Curry	Invests in California's child care system by increasing state rates for infant and toddler care, creating a grant program to fund implementation and start-up costs of new child care facilities, and establishing a fund to recruit a new generation of family child care providers.
AB 2342	Burke Waldron	Requires health care service plans, health insurers and the State Department of Health Care Services to cover screening, genetic counseling and testing for BRCA gene mutations in women who have not been diagnosed with BRCA-related cancer, but who may have an increased risk based on one or more specific family history risk factors.
AB 2698	Rubio	Enables children in the California State Preschool Program (CSPP), and infant and toddlers in general child care and development programs to benefit from early childhood mental health consultation by authorized providers to utilize subsidized child care funds to provide these valuable services.
AB 3080	Gonzalez Fletcher	Seeks to end practices that have enabled sexual harassment in the workplace to be covered up by prohibiting one-sided arbitration agreements from being forced on new employees, providing protections for whistleblowers, and preventing retaliation towards workers who do not sign arbitration agreements.

A Stronger Calif♀rnia:

**Securing Economic Opportunity
for All Women**

2018 Legislative Agenda

Stronger California Advocates Network

About the Stronger Calif♀rnia Agenda:

California is home to millions of families who rely on common sense public policies helping them build assets, succeed in safe workplaces, and access affordable and quality care for their children. That is why advocates, legislators, and other community members throughout the state stand together in support of The Stronger Calif♀rnia Agenda.

The Stronger Calif♀rnia Agenda has four pillars that frame the policy initiatives critical to the economic security of women and families in this state. It recognizes that women are critical to a strong and vibrant California economy and play a pivotal role in spurring economic growth in California. California is home to 12 percent of the country's women, comprising almost half the workforce in our state and primary income-earners in many households. They influence the economy as decision-makers for their families, as consumers, and as workers. In fact, women workers predominated in industry sectors whose growth is credited for California's recovery from the Great Recession of 2007-2008.

The Stronger Calif♀rnia Agenda provides concrete policy solutions to address the fact that many women and their families in California face obstacles to enjoying economically secure lives. California has the sixth largest economy in the world, but one of the nation's highest poverty rates, disproportionally harming women and children. Sexual harassment and violence in the workplace, and retaliation for speaking out, continue to push women out of jobs and entire industries. Child care access is lower in California than in other states. Women are paid less than their male counterparts for the same work in virtually every job sector. They are also more likely to work in low-wage jobs and have fewer opportunities to advance in their careers. California's families also suffer without family-friendly work policies that allow women and men to earn a living while also caring for their families. In a dramatically altered federal landscape, policies that address the myriad obstacles confronting women and families are more important than ever.

This Agenda is not just about women. It promotes policies that will improve the economic security of all Californians. Thank you for standing with the Stronger Calif♀rnia Advocates Network in supporting this Agenda. To learn more about this historic effort, see **StrongerCalifornia.org**. A list of partners in the Stronger Calif♀rnia Advocates Network is on the back page.

Onward,



Noreen Farrell
Executive Director of Equal Rights Advocates
Chair of the Stronger California Advocates Network

A Stronger California: Securing Economic Opportunity for All Women

The 2018 Stronger California Advocates Network Agenda

Ensure Fair Pay, Job Opportunities, & Workplace Justice

- **SB 1300 - Sexual Harassment Prevention and Accountability Act** (*Introduced by Senator Jackson*)

This bill would strengthen sexual harassment training under the Fair Employment and Housing Act by requiring all employers covered under the Act to provide training to all employees, not just supervisors, and to include bystander intervention training and information on how to report and file complaints of harassment. It would also prohibit employers from requiring employees to extinguish their claims of sexual harassment, or other claims under the Fair Employment and Housing Act, as a condition of employment or for an employment benefit, or from requiring workers to sign “non-disparagement” agreements, which limit the ability of employees to speak out about and seek justice for abuse and misconduct in the workplace. Finally, this bill would provide guidance to the courts on the “severe or pervasive” legal standard for sexual harassment, to ensure that the standard is consistently and fairly applied

- **AB 1870 – SHARE Act (Stop Harassment & Reporting Extension)** (*Introduced by Assemblymembers Reyes, Friedman, and Waldron. Coauthors Assemblymembers Berman, Bonta, Chiu, Chu, McCarty, and Voepel*)

Under current law, a worker who has experienced harassment or other forms of discrimination has just one year to file a claim with the Department of Fair Employment and Housing. This is significantly shorter than the time allowed for filing other civil claims. This bill would extend the filing deadline to three years, ensuring that workers have the necessary time to seek justice.

- **SB 1038 - Protect Victims from Retaliation Act** (*Introduced by Senator Leyva*)

Under current law, an individual in the workplace may be held personally liable for harassment. This bill would clarify that individuals can also be held personally liable for retaliating against someone for making a sexual harassment or other discrimination claim or for opposing such practices in the workplace.

- **SB 224 - Personal Rights: Sexual Harassment** (*Introduced by Senator Jackson*)

California law not only prohibits sexual harassment in the workplace, but also in business, service, and professional relationships under the Unruh Civil Rights Act. This bill would make explicit that sexual harassment by investors, elected officials, lobbyists, directors, and producers is prohibited under the Unruh Civil Rights Act.

- **AB 2601 – The California Healthy Youth Act in Charter Schools (*Introduced by Assemblymember Weber*)**

By extending the California Healthy Youth Act to charter schools, this bill would ensure that charter school students are not denied the comprehensive sexual health education taught to all other California public middle and high school students. Comprehensive sexual health education helps prevent sexual harassment and abuse. Mandated instruction includes a discussion of gender and negative gender stereotypes, information about sexual harassment and assault, and local resources for accessing services.

- **AB 2282 –Salary History (*Introduced by Assemblymember Eggman*)**

To address the impact of employer reliance on salary history in perpetuating gender and race based wage disparities, this bill would clarify that prior salary cannot be used on its own, or in combination with a lawful factor, to justify a wage differential under the California Equal Pay Act.

- **SB 1284 - Pay Data Reporting (*Introduced by Senator Jackson*)**

This bill would require California employers with 100 employees or more to submit an annual pay data report to the Department of Industrial Relations outlining the compensation and hours worked of its employees by gender, race, ethnicity, and job category. This would allow state agencies to more efficiently identify patterns of wage disparities and encourage employers to analyze their own pay practices to ensure they are fair and lawful.

- **AB 2314 – Domestic Worker Rights Implementation Act (*Introduced by Assemblymember Ting*)**

This bill would establish and maintain a Domestic Work Enforcement Program within the Department of Labor Standards Enforcement to promote the implementation of labor standards for the domestic work industry. This program will increase the capacity and expertise of the Division in the domestic work industry and provide for resources, education, and training for California's domestic workers and domestic employers to promote fair and dignified labor standards in the industry.

- **AB 3080 – Stop Forced Waivers of Workers' Rights (*Introduced by Assemblymember Gonzalez Fletcher*)**

This bill will prohibit employers from requiring workers to sign forced arbitration agreements, or other waivers of rights, as a condition of employment and would prohibit retaliation against workers who decline to sign. These agreements are used to trap victims of sexual harassment, wage theft, and other workplace violations in the employer's private arbitration system and prevent workers from seeking justice in court.

Expand Access to Affordable, Quality Early Childhood Care and Education

- Child Care Budget Request: \$1 Billion to Increase Access to Affordable Child Care
- AB 2023 – Child and Dependent Care Expenses Credit (*Introduced by Assemblymember Caballero. Coauthor: Assemblymember Rubio*)

This bill would restore the tax refund for the California Child and Dependent Care Expenses Credit. Making the credit refundable will allow low- and moderate-income families who do not owe state income taxes, but who do pay other taxes like sales and property tax, to benefit from a tax refund to offset some of their child care expenses.

Support Family-Friendly Workplaces

- SB 937 – Lactation in the Workplace (*Introduced by Senators Wiener & Levy. Principal coauthors: Assemblymembers Garcia, Gonzalez Fletcher. Coauthor: Assemblymember Chiu*)

If passed, this bill will be the most comprehensive lactation accommodation law in the nation. The bill defines minimum standards for lactation accommodation spaces, requires newly constructed or renovated buildings to include lactation spaces, requires employers to have a written lactation policy, and requires that the Department of Labor Standards Enforcement create lactation accommodation best practices.

- AB 2366 - Employment Protections For Victims Of Sexual Harassment (*Introduced by Assemblymember Bonta*)

This bill expands Labor Code sections 230 and 230.1 that currently provide employment protections to survivors of domestic violence, sexual assault, and stalking, including protection from termination, discrimination, and retaliation and the right to job-protected time off to seek services or go to court. AB 2366 would extend the right to take job-protected time off to survivors of sexual harassment and to a family member who needs to take time off when their loved one has experienced sexual assault, sexual harassment, stalking, and/or domestic violence.

Build Economic Security by Addressing Poverty

- SB 10 - The California Money Bail Reform Act (*Introduced by Senators Hertzberg, Allen, Atkins, Beall, Bradford, Lara, Mitchell, Monning, Skinner, Wieckowski, and Wiener. Principal Coauthors: Assemblymembers Bonta, Bloom, Chiu, Jones-Sawyer, Quirk, and Stone*)

The California Money Bail Reform Act seeks to reform the money bail system to make it more just and to make communities safer. This legislation significantly reduces the use of money bail and increases the number of people who are able to safely return home after arrest. It does this by: 1. Moving to a system where community safety, not wealth, is the basis for determining pretrial release; 2. Building a system that looks beyond a person's income or the color of their skin to determine whether they can return home while they await trial; and, 3. Providing people with pretrial services to help them get back to court and comply with court-ordered conditions of release

- **SB 982 – Ending Deep Childhood Poverty (*Introduced by Senator Mitchell*)**

This bill will endeavor to eliminate deep poverty in the CalWORKs program by placing a minimum grant level to ensure no CalWORKs grant falls below 50 percent of the federal poverty line. By doing so, this bill will protect children from the worst harms of chronically unmet basic needs and better enable the CalWORKs program to achieve its goals.

- **SB 926 – CalWORKS & CalFresh (*Introduced by Senator Skinner*)**

This bill would ensure that low-income workers who leave employment as a result of a violation of their workplace rights are not subject to “voluntary quit” rules under the CalFresh or CalWORKs programs which would result in a denial of aid for 3 months. It would also require counties to provide information to low-income workers about how to file a complaint for workplace violations.

- **AB 3200 - SSI/SSP Increases (*Introduced by Assemblymembers Kalra, Reyes, and Thurmond. Coauthors: Assemblymembers Caballero, Maienschein, Quirk-Silva, Rubio, and Voepel. Coauthors: Senators Beall, Hill, and Weiner*)**

This bill would require SSP payments be increased so that all combined SSI/SSP grants are at least 100 percent of the federal poverty level, and would reinstate the cost-of-living adjustment (COLA) for SSI/SSP aid payments (beginning January 1, 2019) to prevent erosion of SSI/SSP benefits to inflation.

The Stronger Calif♀rnia Advocates Network

The Stronger Calif♀rnia Advocates Network is a historic collaboration of organizations and advocate coalitions with deep experience working with communities affected by the four pillars of the Stronger Calif♀rnia Agenda. The Network capitalizes on the strengths of our members to advance the economic security of women and families in California.

Network Roundtable

9 to 5
ACLU of California
Act for Women & Girls
Alliance for Community
Empowerment
American Association of University
Women
California Asset Building Coalition
California Child Care Resource &
Referral Network
California Domestic Workers
Coalition
California Employment Lawyers
Association
California Latinas for Reproductive
Justice
California Partnership
California Women's Law Center
California Work and Family
Coalition
Center for Popular Democracy
Child Care Law Center
Equal Rights Advocates
Legal Aid at Work
Mujeres Unidas y Activas
National Council of Jewish Women
Parent Voices CA
Raising California Together
Tradeswomen, Inc.
UFCW Western States Council
Voices for Progress
Western Center on Law and
Poverty
YWCA- San Francisco & Marin

Network Supporters

Asset Building Strategies
Business and Professional Women
of Colorado
California Women Lawyers
Center for Responsible Lending
Centro Legal de la Raza
ChangeLab Solutions
Closing the Women's Wealth Gap
Initiative
Coalition of Labor Union Women –
CA Capitol Chapter
Community Legal Services in East
Palo Alto
Consumer Attorneys of California
County of Santa Clara Office of
Women's Policy
Courage Campaign
Equal Justice Society
Feminist Majority
Friends Committee on Legislation
of California
Insight Center for Community
Economic Development
It's Time Network
Justice in Aging
National Housing Law Project
National Women's Political Caucus,
LA Metro
Public Counsel
The Public Interest Law Project
UltraViolet
United Nations Association of
Boulder County
Women Lawyers of Sacramento
Women's March Oakland