



## **MEETING MINUTES**

### **California Commission on the Status of Women and Girls Full Commission Meeting Monday, December 7, 2020 Teleconference Meeting 11:00 a.m. – 2:00 p.m.**

- I. Meeting is called to order at 11:05 a.m.
- II. Darcy Totten (staff) performs roll call
  - Present Commissioners
    - a. Lauren Babb
    - b. Katherine Buckland
    - c. Assemblymember Rebecca Bauer-Kahan (in roll did not say aye)
    - d. Lilia-Garcia Brower (in roll did not say aye)
    - e. Erika Courtney
    - f. Quinn Delaney
    - g. Joelle Gomez
    - h. Lisa Greer
    - i. Celinda Vazquez
    - j. Dr. Alisha Wilkins
    - k. Assemblymember Dr. Weber (arrived at 11:21 a.m.)
  - Absent Commissioners
    - a. Assemblymember Eloise Gómez Reyes
    - b. Senator Connie Leyva
- III. Quorum is Present 9 present, 4 absent members, 22 attendees total
- IV. Chair introduces Commissioner Greer and yields to Commissioner Greer to introduce herself
- V. Commissioner Greer introduces herself and talks about her outlook on feminism, authorship, entrepreneurship history, and work in Hollywood and Beverly Hills. Talked about gender and her path to the Commission. Description of her book.
- VI. Chair thanks Commissioner Greer and then motions for someone to accept minutes from August 3, 2020 Full Commission Meeting.

- Commissioner Buckland moves minute meetings to be accepted as amended with corrections discussed.
- Commissioner Delaney seconds the motion.
- Erica Courtney's name is spelled wrong. Celinda Vasquez's name is spelled wrong. Will move with corrections as noted. No additional discussion of minutes.

VII. Commission Votes on minutes

- Lauren Babb – aye
- Bauer-Kahan – aye
- Katherine Buckland-aye
- Garcia-Brower - abstain
- Erika Courtney – aye
- Quinn Delaney – aye
- Joelle Gomez – aye
- Lilia Garcia Brower- abstain
- Lisa Greer – abstain
- Commissioner Vasquez – aye
- Chair Wilkins – aye
- Commissioner Weber – joined late (did not vote)

VIII. Minutes pass with 8 ayes and 2 abstentions

IX. Chair, Dr. Wilkins makes opening remarks

- Pleased that there is more public engagement with meetings having been moved to digital format. Overview on pandemic issues affecting women.

X. Chair, Dr. Wilkins provides forum for discussion amongst Commissioners to provide updates on their work and pertinent issues that need to be shared and uplifted

- Commissioner Babb provides updates on her new role as Assistant Director a CA Dept of DDS
  - a. Pleased with 'Your Vote Your Voice' Campaign and her participation in the youth-focused panel
  - b. Took on a lot of Census work since the last mtg. CA as a state did very well and she is looking forward to redistricting. Proposes an education campaign on redistricting and how it impacts public policy.
  - c. Welcomes Commissioner Greer and thanks Chair for her leadership and dedication.
  - d. Asks to fold in more of local Commission work. Mentions magazine roll-out
- Commissioner Bauer-Kahan has to head to the swearing-in (ten minutes) and is laser-focused on Covid-19 and keeping CA hospitals able to serve everyone who needs care.
  - a. Reminds everyone to wear a mask and highlights focus of Covid-19 economic downturn on women.
  - b. Will also be focused this session on wildfire mitigation and justice reform.
  - c. Thank you and welcome to the new Commissioner. Congratulates Commissioner Babb.

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- Commissioner Buckland discussed her work as a civil rights lawyer and her equity work with regards to representation on television.
  - a. Talked about the difficulties of building a pipeline for women in entertainment and the ways the pandemic and BLM movement have helped the efforts to skyrocket due to more available mentors and funding.
  - b. Is very excited that there is more diverse television on the horizon.
- Commissioner Courtney discussed her work in Mountain View on Covid-19 for the Army reserves.
  - a. Doing lots of webinars paying homage to women that came before and trying to inspire younger women
  - b. Working on WPS policy with Pentagon and DHS which is now in implementation mode
  - c. Working with US Army war college to implement WPS training
  - d. Talks about election and thanks legislators/offers assistance if needed.
    1. Clarifies for Chair she is in Mountain View not at the Pentagon.
- Commissioner Delaney welcomed the new Commissioner. Discussed her work helping former Commissioner Mitchel on her LA County Board of Supervisors race which she won.
  - a. Also talked about digitally joining the Chair's campaign and her work on Proposition 16 ballot measure committee
  - b. Thanked the Commission for its work doing outreach and education on the measure. Mentioned that while a deep dive has not happened yet on why the measure failed, she believes the Commission needs to really examine the blowback against the measure and keep it in mind during strategic planning.
- Chair bumped Commissioner Weber earlier due to legislative swearing in.
- Commissioner Weber mentions she was already sworn in early due to a need to avoid Covid-19.
  - a. Points out the Commissioner Delaney is right; Prop 16 was really highlighting the issues that California still must work on. Focus needs to be on education and specifically the folks who will be most impacted.
  - b. The people most devastated are women – Prop 16 would have most helped women, but people did not understand that. Points out that women did not understand that this issue was about them. “They don’t see gender and they should.”
  - c. Highlights the great victories for women over the past few months including an event at San Diego State celebrating 50 years of gender studies.
  - d. Points out that measurement of impact must go beyond how many women are represented. Points out that she is currently working hard to ensure that the appointments as a result of the Presidential election are women and preferably African American women, as well as looking at the justice reform bills not brought up last session are brought back this session. Deeply focused on social justice issues this year.

- e. Working with women in prison, and asks they be considered by the Commission in discussion.
  1. Chair Wilkins points out that there will not be an African American woman in a Senate Seat without Kamala Harris. Also reiterates Prop 16 statistics that focus on women and government contracts. Asks for additional clarification.
  2. Commissioner Weber mentions the number of women and minority owned businesses were 30-35 % in San Diego before Prop 209 and that fell to 1% after. In LA, the number is 2%. Most contracts go to White men 95%-98%. The numbers are very bad statewide for women.
- Commissioner Garcia-Brower points out she joined during the review of the minutes. The LCO has been working aggressively on reaching vulnerable workers throughout the pandemic on paid sick leave and Covid-19 protections.
  - a. Efforts are focused on agriculture in Imperial and Riverside county
  - b. Mentions that many employers are not following rules and that employees are afraid to complain. They started a digital truck and have built a campaign targeting Farm Worker union reps that has been successful.
  - c. LCO has a new Covid-19 tool for workers on the LCO's website
  - d. Working to make the LCO trauma-informed by providing training for outreach staff and training on labor code protections around domestic violence, and IPV. Utilizing the WRAP program as an effort to build partnerships with the LCO. Chair Wilkins asks Commissioners to connect Commissioner Garcia-Brower with African American orgs they may work with.
  - e. Has been doing a significant number of Spanish-language radio shows.
- Joelle Gomez thanks Chair Wilkins for her effort to check in and contact the Commissioners about their work. Mentions she was ill (not Covid-19) and how hard that is while providing care to foster youth.
  - a. Discusses mental health issues and uptick in drug use and suicidal ideation in youth in her care. Also seeing an uptick in sex trafficking.
  - b. Highlights difficulty of caring for staff during the pandemic as well as serving foster youth.
  - c. Working on a January 11<sup>th</sup> Summit on human trafficking and particularly on transgender population being affected
  - d. January 11<sup>th</sup> is National Human Trafficking Awareness Day
- Commissioner Vasquez thanks the Chair for doing the check-ins and for running for office and acting as a role model.
  - a. Talks about life as a student at San Diego State and starting her career organizing against Props 187 and 209. Thanks Commissioners Weber and Delaney for their work on Prop 16.
  - b. Discusses work at Planned Parenthood to support Holly Mitchell's election to LA County Board of Supervisors.

- c. Recent roundtable focused on equity and equitable leadership in LA for Planned Parenthood.
  - d. Did a lot of Census work for Planned Parenthood as well and also highlights political work nationally – oversaw Maricopa County and the overall election cycle.
  - e. Points out that the critical reproductive health care needs of men and women are not being met as folks lose jobs and insurance and there is a big influx at Planned Parenthood of people seeking care. Focus is politically on ensuring that reproductive care is seen as critical care and that vulnerable populations are well-protected during the pandemic.
  - f. Highlights work as a mother and caregiver in her own family and asks Commission to keep that lens.
- Commissioner Wilkins reviews the experience of running for public office during a pandemic. Highlights that being a candidate is very different from working on campaigns and that she is glad she participated in the process. Highlights that even though she did not win the experience has made her more determined to seek public office and she wants to ensure her community is represented.

XI. Chair, Dr. Wilkins asks for public comment on any of the Commissioner’s remarks.

- Deb Kenny called in to say thank you to all the Commissioners for their work.

XII. Chair, Dr. Wilkins introduces Executive Director LaKenya Jordan for her Executive Director report

XIII. Executive Director Jordan begins her Commission updates with an overview of partnerships, public and private. Overview of pay equity work and race and equity.

- Provides background on new staff and partnerships and the work bridging the gaps between government and the private sector, Covid-19, equity focus for the Commission.
- Introduces new staff Holly Martinez and asks her to introduce herself
  - a. Holly joins and introduces herself as new Deputy Director. Explains her intersections with the Commission as former First Lady Shriver’s COS.
  - b. Finishing up at CA State Parks Foundation where she has focused on women and girls outdoors
- Introduces new staff Tifani Bartow and asks her to introduce herself
  - a. Tifani joins and says hello. Points out she is a mother and is happy to join as new programs director.
- CCSWG has a new volunteer program. Director Jordan discusses Kennedy Vega and her work with the Equal Pay Program. Points out that four new companies have taken the Equal Pay Pledge. Coming up, corporate roundtables will take place and a partnership with Lean In is on the horizon.
- Provides background on goals for next steps for the Commission and committee participation. Points out that this will be a discussion in closed session.

- Offers thanks to former Commissioners Senator Jackson and Senator Mitchell for their service over the years and points out that Senate Rules will be appointing two new Commissioners soon.
- XIV. Chair, Dr. Wilkins asks Commissioners to go over the entire packet and report.
- XV. Director Jordan continues with her report and provides background on budget and programs.
- Moving update on new office location
  - Budget update on SB24 for UC and CSU's and challenges in executing the MOU's
  - Budget allocation for new office
  - \$10,000 in the Women and Girls fund (donation fund). More fundraising is required and direction on fundraising will be discussed later in closed session.
  - Forming a group called Friends of the Commission who will volunteer to help fundraise and will build capacity. First effort will be a magazine that will provide a way for companies to donate to the Commission while providing an avenue to connect with local Commissions and expand outreach.
  - Points out that closed session discussion on strategic planning will include more information.
- XVI. Executive Director Jordan concludes her report
- XVII. Chair Wilkins highlights the Equal Pay Day panels and again asks that Commissioners look through their packet and look at the work done. Says the work has been good for relations with the First Partner's Office and has been good to reassure partners that the Commission is stable. Offers thanks to Director Jordan for her work over the past six months. Highlights the video put together by Darcy Totten that offers an overview of the Commission's work over the last six months.
- XVIII. Lilia Garcia Brower asks to echo Chair Wilkins' comment that LaKenya is very effective and doing incredible work. Offers thanks to the team.
- XIX. Chair, Dr. Wilkins provides an opportunity for public comment
- XX. No public comment – Chair, Dr. Wilkins thanks everyone for their attendance and mentions that closed session will begin shortly.
- XXI. Darcy Totten calls Roll for Closed Session:

**Attending:**

Babb

Buckland

Courtney

Commissioner Delaney

Garcia-Brower

Greer

Gomez

Weber

Wilkins

**Not Attending**

Bauer-Kahan

Gomez-Reyes

XXII. Chair, Dr. Wilkins concludes the public meeting at 12:45 p.m. and Commission enters closed session.

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