



**Meeting Minutes
Gender Parity Council Meeting
September 12, 2018
10:00 – 12:00 noon**

**Keystone + Mountain + Lakes Regional Council of Carpenters
91 Fieldcrest Avenue
2nd Floor Conference Room
Edison, New Jersey 08837
Dial in - 877-931-2281
Participant code: 4612682930#**

Welcome & Introductions

Chair, Sally Nadler called the meeting to order and welcomed members and guests and thanked Sue Schultz of the Keystone Mountain Lakes Regional Council of Carpenters for hosting the meeting. Ms. Nadler asked for introductions from the room and then asked that members joining the meeting via phone do the same.

The Chair requested a motion to approve the minutes from the May 16, 2018 meeting. Aida Visakay made the motion and Maryann Vila (Sicurella) seconded, the minutes were approved unanimously by members.

CERC Presentation by the Department of Education

The Chair asked that the CERC presentation be held to later in the agenda.

Center for Women and Work – Phase II Update

Elaine Zundl and Sally Nadler reported to the group that the GPC & CWW presented their findings on both the Technology and Finance Industry Reports to the full State Employment and Training Commission (SETC) at their June 5, 2018 meeting. The SETC requested an expanded sample size for both the survey and interviews. It was recommended that the sample size be expanded to include more employers and a larger demographic of occupation levels and roles. Based on that feedback, CWW has agreed to expand the sample size for the financial industry survey by 30-50 additional participants; as well as expanding the participant sample size for the technology industry interview by ten (10).

CWW has been working with the Talent Networks, employers within the Finance Industry, extensive outreach with alumni, etc. Members engaged in a very extensive dialogue with CWW with regard to potential referrals for the project. Members will forward potential contacts directly to Elaine Zundl (Maryann, Ava – Morris Chamber, Gary, Sue – Middlesex Chamber) within one week from meeting.



The CWW indicated that the edits will reflect “saturation” in new reiteration and presentation to the SETC. Jackie Sanchez-Perez complimented CWW on the presentation at the SETC meeting but questioned the level of ethnicity with regard to employment in the study, but was concerned given the involvement of the African American Chamber of Commerce and the Hispanic Chamber.

Members once again began to explore potential referrals for CWW to explore as part of their study (Maureen Ochse and Aida).

The group reiterated that the CWW would make their final presentation to the GPC on October 17th and would then present again to the full SETC on November 13, 2018, schedule pending. The Chair requested that GPC be prepared to discuss how to better package the presentation to the SETC at the October GPC meeting.

Work Plan 2018-2019

Maureen O’Brien Murphy distributed the prior year Work Plan for members to review and reference. The meeting dates for 2018-2019 were reviewed and suggested, beginning in January with the 3rd Wednesday of the month and being held every other month thereafter. These dates cannot be finalized until after the Commission 2019 dates have been finalized.

Copies of the draft logos designed by the LWD Marketing Office were also shared with the members in their folders, copies will be sent to members not in attendance. It appeared that most members upon initial review liked the second option. A formal review and vote will be taken at the October 17th meeting.

Staff reported that the \$72K allocation was in the budget and the GPC would need to decide how they would like to plan for the expenditure. Ms. O’Brien Murphy also reported that LWD would have access to 2017 data after November. The Chair has asked that a sub-committee on the development of the Work Plan be created and then present to the full GPC. The CWW indicated their interest in participating in the discussion but they didn’t want to overstep their role.

Andrea Karsian indicated that she needed to leave the call but expressed her frustration that membership was not moving forward and that overall the committee did not seem to be achieving results and was not improving the cause or purpose of the GPC.

The Chair explained that new leadership at both the LWD and DCF necessitated meetings between agencies. The SETC had hosted one meeting already and that a second meeting was being held directly following the meeting today to get a plan in place for membership. The Chair also indicated that regardless of industry focus, the GPC needed more labor representation to empower organized labor, and suggested either the SEIU or Healthcare worker union.



Sue Schulz spoke about the success of the Sisters in the Brotherhood program – and how by raising the number of men in an industry the wage rate will raise accordingly. Suggested that GPC explore creating or developing a pre-apprenticeship program for an occupation in a demand field as part of the Work Plan for the upcoming year.

Elaine Zundl suggested federal grant funds from the NJ Women's Bureau were available for such projects.

GPC inquired on the rules and regulation with regard to the recently passed gender equity law. SETC indicated they checked with LWD and were informed that rules and regulations required a specific expertise but once they were written they would be released for public comment, and the GPC could comment and provide their feedback during the public comment period.

Sally Nadler asked that members have their recommendations for the 2018-2019 Work Plan ready for the next meeting to be held on October 17th.

CERC Presentation by the Department of Education

Charlotte Gray joined the meeting and provided a PowerPoint presentation on the Career Equity Resource Center at the Department of Education. A copy of the PowerPoint presentation is attached. Ms. Gray explain that the purpose of the Center is to expand access and opportunity within CTE programs. She explained the Special Populations, detailed the goals of the programs, intake process, reporting, now to narrow the equity gaps and explained the various professional development modules that are available for teachers. She concluded her presentation by explaining the current collaborations CERC has. The Chair of the GPC explained that she would like to add the Gender Parity Council to the list of partners and would like Ms. Gray to continue to attend the GPC meetings.

Unfortunately, due to time constraints the presentation was concluded at 12:10 and the meeting was adjourned.

The next GPC meeting will be held on October 17th and the location is yet to be determined.

Attendance

Members

Sally Nadler

Jacqueline Sanchez-Perez

Maureen Ochse

Susan Schultz

Aida Visakay

Anna Martinez



**Gary Altman
Maureen O'Brien Murphy**

Phone Participation

**Andrea Karsian
Sarah Pallone
Maryann Vila (Sicurella)
Dianna Gonzalez**

Guests

**Elaine Zundl
Deborah Lancaster
Charlotte Gray**