



**New Jersey State Employment and Training Commission  
Council on Gender Parity and Labor Education  
Meeting Minutes – December 17, 2014  
Rutgers University, New Brunswick  
Labor Education Center**

**Welcome & Introductions**

The Chair welcomed the members and guests to the meeting. The Chair asked that the approval of the three (3) sets of minutes be moved to the end of the meeting. Chairwoman Mills-McKay asked that member Henry Plotkin provides the SETC Update for the group.

**SETC Update**

Mr. Plotkin provided an overview of the meeting with Senator Allen. He indicated that he had prepared a draft MOU that needed feedback from other parties, and that feedback had not yet been provided. He further indicated that the legal interpretation provided by LWD did not consider the prior “course of conduct” or the “intent of the legislation” and that he was frustrated by the delays in moving forward. Mr. Plotkin informed the council that Senator Allen is moving forward with modifying the legislation to make the GPC “in but not of” of the SETC and that Chairman Dennis Bone indicated he would support the change.

The other concerns raised by Mr. Plotkin included budget funds being utilized for staff salaries, and the delays in the appointment process of new members. Chairwoman Mills-McKay indicated that an agreement was reached after the Senator Allen meeting that first consideration would be given to those individuals who previously expressed an interest in GPC membership and secondly to anyone currently serving that was seeking reappointment.

Other members shared their concerns over the documents created to support GPC membership. The dialogue included statements that an impact statement was not of value, letters were received after due dates of documents, there was no appeal process if a member is not reappointed, no rubric was shared with the council on scoring applicants and a clear indication that the appointing authorities were “making up the rules as you go.” The conversation continued along the same tone, sharing between members.

### **Appointments**

The Division on Women (DOW) reaffirmed their commitment to the GPC and assured the Council members that they were moving forward with their appointments. The SETC Executive Director provided an update to the Chair on the status of their appointments.

### **STEM Conference Recommendations**

The Chair commended and gave credit to the Center for Women and Work at Rutgers University, indicated they did a “great job” with the STEM Conference. CWW provided the following six (6) recommendations, themes and/or outcomes of the 2014 STEM Conference and the “Talking Wall” results:

- 1) Provide training and education for employers, educators, and other stakeholders regarding the benefits of experiential learning for the development of pipeline candidates among girls and women.
- 2) Strengthen the evaluation of company policies and practices. For example, form a steering committee to identify statewide and/or industry-wide tools (e.g. EDGE certification system described by L’Oreal panelists) that could be used to provide models for HR policies and practices.
- 3) Identify the key players influencing decision-making in STEM education and training and provide them with the tools to recruit and retain young women in science.
- 4) Use technology and social media to get STEM girls and women to the table. For instance, establish a “STEM net” platform connecting the classroom to the workplace. Educators would be able to log in and arrange for leaders from business and industry to come speak in their classrooms and to connect with students for internships.
- 5) Conduct research analyzing the reasons why women *remain* in STEM careers, thereby obtaining further recommendations for success with retention later in the pipeline. The Council already has a successful research model for this project from its previous study of women lawyers.
- 6) Use and promote the resources that already exist for women and girls in STEM (e.g. mentorship and internship opportunities, company-specific women’s leaders initiatives, social networking platforms).

A lengthy discussion among members ensued. The CWW requested the SETC to e-mail recommendations to the GPC members, having them respond directly to CWW to ensure comments were included in the final product.

## **Work Plan 2015**

### **2015 Budget and Staffing**

These two agenda items became intertwined into one conversation. The council requested the expenditures from the 2012-2013 and the 2013-2014 budgets. SETC staff indicated financial oversight is done by LWD, and their request would be forwarded to LWD. Members inquired if staff time is being charged to the 2014-2015 budget and further commented that it was indicated at the Senator Allen meeting it was not being charged.

The Chair indicated her desire to have the GPC 2014-2015 budget awarded to the School of Management and Labor Relations at Rutgers University to support the staffing and work of the council. One member recommended that the GPC implement the "Annual Retreat" to do the planning for the council and their upcoming work. Mr. Plotkin recommended a subset of GPC be created to develop budget and further discuss the retreat. The group would consist of Henry Plotkin, Dianne Mills-McKay, Laurel Brennan, Andrea Karsian and Jackie Sanchez-Perez. Andrea Karsian agreed to organize and host a conference call on December 22, 2014 to discuss further.

The council engaged in a broad discussion which included: the high costs of higher education; the return on the investment being made in education; the needs of business; opportunities for returning veterans and how many military women do not identify themselves as veterans; the pre-apprenticeship and registered apprenticeship models of education and training; the importance of early education of non-traditional careers, and related topics.

### **Chair Update**

The Chair indicated her discussions with USDOL to have the GPC do a combined Pay Equity event in April 2015. She indicated that further details would be provided at the upcoming January meets.

### **Minute Approval**

The minutes from the February 6, 2014, March 27, 2014 and May 13, 2014 meetings were approved, by the membership with one abstention, Lauren Brennan.

### **2015 Meeting Dates**

The Chair indicated the need for two meetings in January, the 9<sup>th</sup> and 28<sup>th</sup>. Sally Nadler from PSE&G agreed to host both January meetings at the PSE&G Workforce Center in Edison. Additional meeting dates selected for 2015 include: February 20<sup>th</sup>, March 27<sup>th</sup> and May 15<sup>th</sup>. The locations of the meetings will be determined. The Chair also indicated her commitment to an April 2015 pay equity event and the June women's summit.

### **Final Business**

For planning purposes, staff inquired who would be presenting the GPC Work Plan at the February 17<sup>th</sup> SETC Meeting. It was indicated the Chair, Dianne Mills McKay would be presenting.

The meeting was concluded indicating that the Work Plan for 2015 would be finalized in January and the GPC Science Sub-committee would also be created at that time.

Attendance:

#### **YES**

Dawn Apgar

Laurel Brennan

Andrea Karsian

Dianne Mills McKay

Sally Nadler

Maureen O'Brien-Murphy

Sarah Pallone

Henry Plotkin

Jackie Sanchez-Perez

Sondra Sen

#### **NO**

Marie Barry

Michele Boronkas

Betsy Garlatti

Neale Godfrey

Dianne Hartshorn

Virginia Treacy

#### **Guests**

Terri Boyer

Danielle Lindemann