

New Jersey State Employment and Training Commission

Council on Gender Parity in Labor and Education

2010 Annual Report

Over the past year, the New Jersey State Employment and Training Commission's Council on Gender Parity in Labor and Education has continued to provide leadership on gender issues at both state and national levels and to promote gender equitable practices and conditions in work and education settings.

As the only state to have a legislatively created Gender Parity Council (GPC), New Jersey is well-positioned to identify and address gender equity challenges. Established in 1999, under legislation sponsored by New Jersey Senator Diane Allen, the Council brings together representatives from business, labor, education, government, and the community to promote full and gender-equitable participation in the workforce and education systems. Since its inception in the beginning of 2000, the Council has organized research, made legislative and policy recommendations, conducted formal and informal events, and supported local, state and national initiatives, all with a focus on dismantling gender-based barriers and encouraging equal participation by students and workers in education, training, and employment.

Focus on Gender Parity Issues for July 2010-June 2011

Reports

The following reports highlight key research, publications, events, and initiatives achieved by the Council over the past year. More information about the Council, as well as links to Council publications, can be found at the State Employment and Training Commission's (SETC) website, www.njsetc.net.

Focusing on a Gender Lens examines how women fared under the Americans Recovery and Reinvestment Act (ARRA) during this recession.

Focusing a Gender Lens on the Nursing Shortage: Issues and Perspective from New Jersey and U.S. provides information on health professions among occupations predicted to have the largest job growth between 2008-2018 and concerns regarding recruitment, retention, and replacement.

Economic Recovery: What Women Need to Know – A Series of Regional Forums for New Jersey Women in Challenging Economic Times addresses this issue, providing resources and information regarding the New Jersey labor market and jobs. The GPC partnered with four workforce investment regions and four county colleges to present the forums which were held in the fall of 2009 and the spring of 2010. This report, presented to the Council in August 2010, summarizes the findings of that effort.

A new Council brochure, *A Decade of Progress: Key Events in the History of the Gender Parity Council*, was distributed in August.

Non-Traditional Career Resource Center (NCRC)

The Council continued its efforts on behalf of equity in education, with a particular focus on career and technical education. The Nontraditional Career Resource Center (NCRC), funded by a grant from the Department of Education, is the practice arm of the Council. This year, NCRC completed their Career & Technical Education program to examine the recruitment of students into nontraditional areas of study with four vocational schools. A new NCRC brochure was distributed in November. In February and March, a career exploration program for middle school students ran at capacity at its three sites: Camden, Newark, and New Brunswick. A summer program for high school youth held at Rutgers University in New Brunswick exploring careers, values, and service was also a huge success.

5th Annual Science and Technology Summit

The Gender Parity Council held the 5th consecutive New Jersey's Science and Technology Workforce Summit that assembled a dynamic group of experts and key stakeholders. Women's growing role in the science and technology workforce has been a key issue for the Council over the past ten years. Through numerous outreach events and published research, including *Bridging the Gap: Women in Science, Engineering and Technology* (2001) and *Engineering Their Futures* (2002), the Council has concluded that, despite increasing numbers of women in science and technology careers, substantial underrepresentation persists in many fields.

Early in 2010, the Council once again formed a subcommittee of representatives from industry, government, education, community organizations, and research institutions to provide insight on its efforts, and to formulate an agenda for the 2010 Summit. Members of the subcommittee examined recommendations from the Summit held in 2009 in a report to the Council, available on the NJSETC website at www.njsetc.net. These recommendations provided the agenda for the Summit that was held at the Conference Center at Mercer on May 20, 2011. One of the key recommendations to emerge from the 2010 Summit was that New Jersey needed to work to strengthen linkages between academic institutions, communities, and state and federal governments and groups, with particular focus on bridging the gap between academic expectations and industry needs. The summit entitled **Bridging Gaps: Forging Alliances** was attended by more than 150 leaders representing government, policy makers, educators, community groups, and industry. The full report of the Summit will be released in September 2011.

Meetings and Presentations

The Council met throughout the year to review policies and proposed legislation. The Council meetings were attended by GPC members, including its appointees, and representative from the SETC, the Department of Education, the Commission on Higher Education, the Department of Labor and

Workforce Development, the Department of Community Affairs, and the Department of Human Services. Every meeting also had several guests as interested parties of the Council's mission. Minutes from all meetings (August 18, 2010, October 14, 2010, November 29, 2010, February 23, 2011 and April 14, 2011) are available at http://www.njsetc.net/council_gender/meeting_minutes.htm. This year GPC meetings featured several speakers.

August 2010 – At the annual Council retreat, health care was the main topic. Besides the report done by the Council, *Focusing a Gender Lens on the Nursing Shortage: Issues and Perspectives from New Jersey and the US*, a report was also prepared for the SETC by the Department of Labor and Workforce Development, Division of Labor Market and Demographic Research, entitled *The Health Care Industry and Its Role in the New Jersey Economy*. Along with several news releases on the subject, these reports became the basis of the discussion. A panel presented information on the newly formed Health Care Workforce Council. Speakers were Virginia Treacy, JNESO and GPC member; Jeanette Gabriel, JNESO; Lynn Mertz, Robert Wood Johnson; and Robert Wise, Hunterdon Medical Center and a GPC member.

- Ms. Treacy reported that there is tremendous growth projected in need of healthcare workers. She noted, in addition to other gender issues, 78% of healthcare workers are female and this affects salary. There is a need for faculty and education preparation, insurance reform and hospital management.
- Ms. Gabriel also outlined a number of issues in healthcare. These included educational requirements, articulation agreements, impact on hospitals vs. clinical care and the lack of “clinical education” as there is a strict ratio so that the right care is given to patients.
- Ms. Mertz manages a grant from Robert Wood Johnson to the New Jersey State Chamber of Commerce to provide funding to assist intuitions to revise curriculum for better teaching practices. Some issues include education capacity, faculty capacity, and sustainability.
- Mr. Wise spoke about new positions such as “care coach” and navigators. He also said there are related issues to gender and priorities such as advocacy at the State level applying a “gender lens” to be sensitive to gender issues.

October 2010 - Several presentations were made as follows:

- Judith Formalarie, GPC member presented a report on the background of welfare and its reform from Aid for Families with Dependent Children (AFDC) to Temporary Assistance for Needy Families (TANF). Since this issue mainly affects women as 90% of these cases are mothers and their children, the Council wanted to understand the issues. As a result of this report, the Council discussed the formation of a subcommittee to address these issues and possible policy suggestions. The first step will be to reach out to our partner at the Department of Human Services.
- Heather McKay, Director at the Center for Women and Work at Rutgers University, provided information regarding the Center's award of a four year Lumina Foundation for Education Grant of \$800,000 to help women get their remaining 3-12 college credits to finish their degree. Two other states, Pennsylvania and Mississippi, are also involved but working on their state's individual's needs. The Center is seeking state partners.

- Virginia Treacy, JNESO and GPC member, spoke about a new report just released on October 5th, 2010 from Robert Wood Johnson. In partnering with The Institute of Medicine, they conducted a two year study citing many of the issues that were discussed at the August 2010 meeting. It was noted that many of the issues raised will be addressed through the new Health Care Workforce Council.

November 2010 - Guests from the AAUW (American Association of University Women) presented background on their organization and introduced their 2010 study, ***Breaking Through Barriers for Women and Girls***. Dr. Mary Gatta, Director at Rutgers University, who did the research study with Dr. Yasemin Besen-Cassino of Montclair State University, gave a PowerPoint presentation on the study entitled ***Gender Pay Gap in New Jersey***. Since this study deals with college degree employment positions, the AAUW is encouraging the use of their curriculum ***Start Smart***, on New Jersey college campuses to get female graduates higher starting salaries in New Jersey. They noted that the higher the graduate degree, the greater the pay gap becomes. Dr. Gatta and the AAUW expressed a need to know what others are earning so a comparison can be made. They believe that the topic of salary needs to become more open and taboos need to be eliminated surrounding salary. They noted that the pay gap is worse in New Jersey than its neighboring states. Several suggestions were made as to how the AAUW can promote their curriculum.

February 2011 – Several presentations were made as follows:

- A PowerPoint presentation was given by guests' Michelle Fleury, Jennifer Ocampo, and Clareese Saunders, students at Montclair State University who participated in a school sponsored service project called Team Nica 2011. In their presentation, the young ladies described their January 2011 trip to Nicaragua for 10 days describing their trip and the women they met. They all were very struck by the gender differences and issues in that country.
- Linda Eno, Principal of Monmouth County's Bio-Tech High School, gave a PowerPoint presentation regarding her school and the gender issues with girls in science and technology education. She discussed recruitment of students, their achievement, and her post-graduation study on her students.
- Dr. Terry Boyer, Executive Director at Rutgers University Center for Women and Work, led the group in a discussion of the current Career and Technical Education (CTE) administrative code, which is being updated. Particular issues are accessing information, displaced homemakers, and the definition of non-traditional courses.

April 2011 - Dr. Linda Houser, of Rutgers University Center for Women and Work, spoke on pay equity titled ***Great News: There is No Male-Female Wage Gap*** from a Wall Street Journal Article from April 12th, 2011. The author of the article, a woman, justified her remarks with certain studies, and implied that men should earn more than women and proceeded to try to justify those opinions. Dr. Houser refuted this claim with statistic and facts with her PowerPoint presentation.

Council Members Appointments and Recognitions

Dianne Mills McKay, Chair, GPC, was appointed to the National Women's Commission to work on policy and will introduce the New Jersey's Gender Parity Council and Family Medical Leave as a model program. Ms. McKay is also involved in "Vision 2020", a national project focused on advancing gender equity.

Robert Wise, GPC member will be the chair of the newly formed statewide Health Care Workforce Council. The SETC was awarded federal funding for a health care planning grant, which this Council will oversee. A strategic plan will be written in 2011.

Christine Amalfe, GPC member was honored in NJ Monthly magazine as one of the 2011 Top New Jersey Super Lawyers.

Andrea Karsian, GPC member participated at the 2011 Annual New York Auto Show Breakfast, ***The Power of Leadership***, as an expert panelist.

Several GPC members attended the US Women's Bureau of the US Department of Labor event, ***90 Years: Still Working*** in Trenton.

COUNCIL ON GENDER PARITY IN LABOR AND EDUCATION

2010-2011

Chair

Dianne Mills McKay

Appointed Members

Christine Amalfe, Gibbons P.C.

Laurel Brennan, New Jersey State AFL-CIO

Dianne Hartshorn, The Hartshorn Group

Andrea Karsian, Wholesale Auto Supply Co, Inc.

Sarah Pallone, Long Branch, New Jersey

Henry Plotkin, Highland Park, New Jersey

Sondra Sen, Sherisen International Inc.

Virginia Treacy, JNESO

Robert Wise, Hunterdon Medical Center

Agency Representatives

Marie Barry, Department of Education

Angela Bethea, Commission on Higher Education

Judith Formalarie, State Employment & Training Commission

Ana Montero, Department of Labor and Workforce Development

Carole Vasile, Department of Community Affairs

Diane Zompa, Department of Human Services

**Members of the Council's Science and Technology Workforce Committee
2010-2011**

Barbara Bosha, Bosha Design + Communications

Teresa Boyer, Ed.D., Center for Women and Work, Rutgers, The State University of New Jersey

Bonnie Diehl, Ph.D., SANS Technology Institute

Catherine Duckett, Ph.D., Monmouth University School of Science

Sarita Felder, Sarita Felder and Associates, LLC

Judith Formalarie, NJ State Employment and Training Commission

Joanne Gere, BioScience Collaborative/Association for Women in Science

Forough Ghahramani, MBA, MS, DeVry University

Dianne Hartshorn, The Hartshorn Group

Ann Lee-Jeffs, Johnson & Johnson Worldwide Environment, Health and Safety

Ellen Mappen, Ph.D., National Center for Science and Civic Engagement

Dianne Mills McKay, NJ SETC Council on Gender Parity in Labor and Education

Sally Nadler, Public Service Enterprise Group (PSEG)

Gilda Paul, Princeton University

Henry Plotkin, Ph.D., Highland Park

Regina Riccioni, Ph.D., Douglass Project for Rutgers Women in Math, Science, and Engineering,
Rutgers, The State University of New Jersey

Randi Schoenfelder, Theodolite Human Capital, LLC

Sondra Sen, Sherisen International, Inc.

Elizabeth (Liz) Stueck, CareerCentral, LLC

Aleta You, Ph.D., Professional Science Master's Program,
Rutgers, The State University of New Jersey