



Meeting Minutes  
February 15, 2017  
Council on Gender Parity in Labor and Education  
The Professional Center at DCF  
New Brunswick, NJ

**Welcome & Introductions**

Chair, Sally Nadler called the meeting to order and indicated the compliance with the Open Public Meetings Act. She reviewed the agenda and introduced Chet Chinsky and Len Preston from the Department of Labor and Workforce Development (LWD), Office of Research & Information (ORI).

**Approval of Minutes**

The chair called for the approval of the minutes from prior meetings. A motion was made and seconded; the minutes of June 2016, August 2016, October 2016 and December 28, 2016 were approved by the balance of the group.

**Data Presentation**

Ms. Nadler explained to the group that in the ongoing effort to align the Council on Gender Parity in Labor and Education (GPC) with the work being done by the Talent Networks (TN), Chet and Len developed a data analysis on the seven TN and one additional for the construction industry. The sources of the data are U.S. Census Bureau's American Community Survey, 2015-1 year estimates, Public Use Microdata Sample (PUMS). The full data report is attached.

**Data Discussion**

There was a robust dialogue around the data presentation. The ORI staff addressed a question pertaining to Race breakdowns – indicating that Hispanic is an ethnicity not a race. Another member, Andrea Karsian questioned the Heldrich report made at the State Employment and Training Commission (SETC) meeting a week earlier, indicating that it was not made clear that the data available is only for industries and does not include occupations. She further indicated that she would like data on wage gaps between men and women. Jackie Sanchez-Perez from the Division on Women (DOW) indicated there is no perfect source of data, which will encompass all needs. She indicated that data is a guide for discussions which may include estimates and assumptions to the best of our ability. Ms. Karsian indicated that perhaps a research paper which is inclusive of interviews might be the most important avenue to pursue.

The representative from Office of the Secretary of Higher Education (OSHE), Dr. Mary Morley provided a more detailed assessment of the data sharing agreement and the capabilities of the data. The conversation concluded with the possibility of utilizing various sources to get an overall picture of what



GPC seeks. Ms. Karsian didn't feel there was sufficient information to come to a conclusion around what two or three industries should be selected for additional research.

She did however indicate that the construction industry is not a Talent Network and therefore should be eliminated as a choice if we are to remain in line with the Talent Networks.

Sue Schultz asked if it were possible to obtain a slide which would identify the percentage of each industry within the State of New Jersey. Chet Chinsky indicated he would have the slide prepared and send to Maureen O'Brien Murphy for distribution to the group.

Colonel Yvonne Mays inquired if there is industry data that differentiates those with military service? She further explained that there are entities in New Jersey working with the military to transcript work performed in the military to non-military occupations once individuals retire or conclude service.

Ms. Karsian indicated that she would like to see the GPC "do something" with a parity focus. Further explaining the obtain analytics around industry, occupations, wages, job duties, etc.

### **Budget**

The Chair introduced the budget, copy of which was included in the folders, and attached to the minutes. The group engaged in a discussion. Some of the highlights are below:

- Sarah Pallone indicated she felt to focus should be on two industries, not three. She further stated that healthcare had been "over studied" and suggested the GPC focus on Technology and Finance.
- Andrea Karsian felt the marketing/branding budget was not necessary and she could not understand a need for pins, etc.
- Ms. Pallone and Ms. Karsian indicated the focus should be on creating a research paper, to get "free press" around the paper, engagement with legislators and the paper could serve as a briefing for the "next administration" in January of 2018.
- Ms. Sanchez-Perez recommended the GPC release a Request for Information (RFI) document which would allow the GPC to receive feedback on what the public feels is critical around the topics of parity. The RFI could then serve as a more descriptive foundation for the creation of the Request for Quotation (RFQ).

Sue Schultz referred the group to slide number 9 and indicated that the construction industry showed the greatest disparity around gender equality. She asked for clarification around the reports, what was the specific purpose of the reports, would they guide future work of the council?



Ms. Sanchez-Perez again felt it would be important to showcase positive outcomes with regard to recruitment, retention, exploration, wage parity, etc.

Ms. Karsian and Ms. Pallone again reiterated the need to focus on Talent Network industries.

A vote to approve the budget as amended was provided by Sarah Pallone and seconded by Andrea Karsian.

Janet Sliwinski asked the membership where they would be presenting the final reports. The Chair indicated final reports would be shared with the SETC. Sarah Pallone indicated final reports would be shared with the Legislators and the Transition Team.

Ms. Sanchez-Perez reiterated that any and all work/reports done by the GPC are public and therefore the Legislators and Transition Team would therefore have access to the document but she would caution members of the GPC in presenting the reports to entities beyond the SETC.

### **Industry Focus**

The Chair asked GPC members to forward any specific questions/topics/recommendations for the RFQ to Maureen O'Brien Murphy.

It was noted that the June meeting date would be changed from the 21<sup>st</sup> to the 14<sup>th</sup> to accommodate the schedule of the Chair, Sally Nadler.

### **Notes – The GPC meeting did not cover the following agenda items:**

- TIP Meeting Calendar Review
- Council Vacancies



**Attendance**

**Appointed Members- Attending**

1. Andrea Karsian
2. Yvonne Mays
3. Sally Nadler
4. Sarah Pallone
5. Susan Schultz

**Appointed Members- Not Attending**

1. Amina Bey
2. Dianne Hartshorn
3. Maryann Sicurella
4. Aida Visakay

**Ex-Officio Members- Attending**

1. Jacqueline Sanchez-Perez (DCF)
2. Mary Morley (OSHE)

**Ex-Officio Members- Not Attending**

1. Marie Barry- represented by Robyn Kay (DOE)

**Guests**

1. Chet Chinsky (LWD)
2. Maureen Ochse (DOW)
3. Len Preston (LWD)

**Staff Attendees**

1. Beonica McClanahan
2. Maureen O'Brien Murphy
3. Kyree Robinson
4. Janet Sliwinski