



**New Jersey State Employment and Training Commission  
Council on Gender Parity and Labor Education  
Meeting Minutes – February 6, 2014  
Rutgers University, New Brunswick  
Labor Education Center**

**Welcome and Introductions**

The Chair welcomed the members and guests to the meeting and asked each to provide a brief introduction.

**Pay Equity Discussion & Event**

The GPC was joined by two guests from the USDOL, Women’s Bureau, Gillian Gutierrez and Viki Rasmussen to explore an opportunity to have a joint event focusing on pay equity. Ms. Gutierrez provided a background on the Equal Pay Act and some recent statistics on inequities of pay between men and women, and specifically how they are influenced by race and education level. She proceeded to outline ideas for an audience, format, roles and outcomes of a New Jersey event, seeking the input of GPC members. A lengthy dialogue ensued among members sharing some forward thinking viewpoints around an event pertaining to theme, audience, format and timing.

The Chair indicated that a fall 2014 event would be realistic from a planning standpoint and that the most important goal surrounding the event is to “get the word out” on the issue of pay equity. She further summarize and placed value on the topics discussed including negation skills, highlighting assertive behavior, transferable skills, self-image and self-esteem marketing through social media and exploring a theme incorporating the barrier of student loans. The Chair indicated she would have a follow-up conversation with the Dean of Douglass College and report back to the GPC at the March meeting. The Chair and members thanked the guests from the Women’s Bureau for their presentation and reiterated their eagerness to work on a joint pay equity venture in New Jersey.

## **June Symposium - STEM**

The Chair requested that the GPC Science Sub-Committee be contacted to begin their work for a STEM Symposium event to be held at Mercer County Community College and scheduled for a Friday in June of 2014. The SETC staff was asked to solicit the availability of sub-committee members to participate in a conference call to be scheduled in late February or early March. It was stated that the sub-committee was independent, and will utilize their STEM expertise to select topics for the June event.

Michele Boronkas, Executive Director of the SETC, provided an update to the GPC regarding a meeting held in January between the Department of Education, Commission on Higher Education, Rutgers University Center for Women and Work, and the SETC to discuss the National Alliance for Partnerships in Equity (NAPE) Memorandum of Understanding regarding STEM. The meeting was held as a follow-up to discussions surrounding the appropriate signatory for the MOU, duplication of efforts, as well as limits on resources and capacity.

A member of the GPC has volunteered to explore the ability or willingness of NAPE to modify the MOU language. It was noted that a request to modify MOU language was made to NAPE leadership in October of 2013 but no modified version was received, nor discussed at the January meeting. The GPC member will report back on the progress of language modification.

## **Ad-Hoc Committee Updates**

### **Standard Operating Procedures**

SETC staff provided an update on the action taken since the December GPC meeting, which included the receipt of language modifications to the original SOP document. Since a quorum was not available to vote on the document today, SETC staff will send the latest draft to all members for an “up/down vote” early next week. The SOP document, and the GPC vote, will be forwarded to the SETC Governance Committee for placement on an upcoming agenda.

### **Membership**

SETC staff provided an update on the action taken since the December GPC meeting, which included sharing copies of the two documents created to support membership. The first was a letter to be distributed to all current members with expired terms, and the second was a Board Commitment document outlining roles and responsibilities of members.

It was noted that while requested of Ad-Hoc Committee members, no additional criteria was provided regarding membership selection, over and above what was outlined at the December GPC meeting.

The Jackie Sanchez-Perez, representing the Division on Women, indicated internal leadership changes were recently made within the Department of Children and Families. Leadership of the DOW was in an “acting” capacity and therefore awaiting proper authorization to sign the joint membership letter. The goal was to receive feedback by COB today, so the letters can move forward. Ms. Sanchez-Perez would contact Michele Boronkas to follow-up.

Additional conversation among members did yield a recommendation exploring a “call-in option” to ensure participation when logistics are the barrier. It was also recommended that the Life Sciences, Finance and Advanced Manufacturing industries be explored for representation on the GPC.

Current GPC members were recognized and thanked for providing membership recommendations, and the Chair asked that decisions regarding those appointments be expedited to avoid further delays.

**Updates**

It was noted that Ethics Training would be provided by the State Ethics Commission at the next GPC meeting on March 27<sup>th</sup>. The Chair requested that the training be conducted during the final 45 minutes of the regularly scheduled meeting time, to accommodate members.

A copy of the GPC confirmed meeting dates was provided to members in their packets.

**Attendance**

Yes

- Michele Boronkas
- Glenda Gracia-Rivera
- Gillian Gutierrez
- Andrea Karsian
- Dianne Mills-McKay
- Maureen O’Brien-Murphy
- Henry Plotkin
- Viki Rasmussen
- Jackie Sanchez- Perez
- Virginia Treacy

**Attendance**

No

- Christine Amalfe
- Dawn Apgar
- Marie Barry
- Terri Boyer
- Laurel Brennan
- Dianne Ciesla
- Betsy Garlatti
- Neale Godfrey
- Dianne Hartshorn
- Sarah Pallone
- Sondra Sen
- Tiffany Smith
- Robert Wise